



# UNITY

## Student Loan Debt

By Jeri O’Bryan-Losee

### Need Help Managing your Student Debt Loan?

Over 12 million people in the United States are struggling to make their monthly student loan payments, and millions more see economic and personal opportunities pass as they prioritize paying down their debt. Does this sound like you or someone you know?

Many of these people may qualify for free federal programs that can help reduce their monthly payments and eventually lead to student loan forgiveness, but these lifeline programs are significantly under-enrolled. In an effort to help our members get access to these programs, United University Professions and the American Federation of Teachers are proud to host a Student Debt Clinic which will provide information on how to enroll in Income-Driven Repayment plans and Public Service Loan Forgiveness.

*(continued on page 4)*

*“The most common way people give up their power is by thinking they don’t have any.”*

*- Alice Walker*

### Contact Us

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125 Schenectady Avenue  
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Cobleskill, NY 12043  
(518) 255-5250  
Cobleskill@uupmail.org

Visit us on the web at <http://uuphost.org/cobleskill>

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## No matter how you look at it ...

There's a \$65 million gap between what NY state pays—and what qualifying SUNY students get—in tuition assistance.

**Go to [FundTAP.org](http://FundTAP.org)/now  
and send a message to Albany:  
FULLY fund the Tuition Assistance Program now.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
518.640.6600 | FAX: 518.640.6698 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG)  
FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

## Ex Board Mtg.

March 7, 2019

April 11, 2019

002 OG Conference Room



## Close the TAP Gap! Promo

By Karen Mattison, Associate Director of Media Relations  
and Publications

A story about the social media ad (see ad above) is on the UUP statewide website at:

<http://uupinfo.org/communications/uupdate/2019/190306A.php>

The following is a brief overview: The 30-second video ad, titled “Sixty Five,” runs through March 19. The ads target legislators, legislative staff, political insiders and others in Albany using a mix of social media, geo-targeted ads focused on the state Capitol. Appearing on Connected TV, Facebook, Instagram and other social media outlets, the ads focus on UUP members, union-friendly households, educators, and pro-education advocates in the Capital Region area. Viewers are taken to a [landing page on UUP’s website](#) where they can send an electronic letter to their elected officials urging them to support full state funding of the Tuition Assistance Program.



New York Times  
Best Sellers Book  
List



As of  
March 17, 2019

[https://  
www.nytimes.com/  
books/best-sellers/](https://www.nytimes.com/books/best-sellers/)



Women's History Month

## Women's labor movement history

The Lowell Female **Labor** Reform Association, founded in 1845, was one of the first American **labor** organizations organized by and for **women**. ... The **union** was founded in 1900 in New York City and grew to 450,000 members by the late 1960s. Its first strike, in 1909, was known as the "Uprising of 20,000." Mar 19, 2015

<https://medium.com/@AFTunion/25-labor-events-and-organizers-who-we-should-teach-about-during-women-s-history-month-8153fd50e71a>



Your Union Contract  
**At Work!**

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## UUP Dependent (Child) Scholarship Program

**FAST  
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees.**

### Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children must meet to qualify for the scholarship.
  - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

# Student Loan Debt *(cont'd from page 1)*

*We will be offering Student Debt Clinics at the following times and locations in March:*

## **MONDAY, MARCH 18**

### **SUNY Empire State College (Saratoga)**

12:00—1:30 p.m.

5:15—6:45 p.m.

LOCATION: 113 West Ave., Room 143

### **SUNY Upstate Medical University**

12:00—1:30 p.m.

5:30—7:00 p.m.

LOCATION: NYSUT Regional Office (Syracuse), 4983 Brittonfield Parkway, East Syracuse, NY 13057

## **TUESDAY, MARCH 19**

### **SUNY Morrisville**

12:00—1:30 p.m.

5:30—7:00 p.m.

LOCATION: SUNY Morrisville, Hospitality Suite

## **WEDNESDAY, MARCH 20**

### **UUP Statewide Office**

12:00—1:30 p.m.

LOCATION: NYSUT Auditorium, 800 Troy Schenectady Rd., Latham

## **THURSDAY, MARCH 21**

### **SUNY Cortland**

11:00 a.m.—12:30 p.m.

LOCATION: Student Life Center, Room 1104

To attend a Student Debt Clinic, you must pre-register here: <http://aft.to/StudentDebtClinicRSVP>. From the “student debt clinic” drop down menu, please **select the UUP clinic that you are interested in attending—they are labeled “UUP [Campus Name] [time] [date].”** In the affiliate field, type in the full name of our local (United University Professions), but it autofills after a few keystrokes.

Registration is first come, first serve, and we **must cap attendance for a single clinic at 40 participants** in order to ensure that we are able to provide maximum assistance to attendees. [If you can’t make one of these clinics, don’t worry—we’re planning on offering them again. If you want to help host a clinic at your worksite, please let us know!]

Managing your student loan debt is the first step in taking on the inequities which plague our system of higher education, and we look forward to seeing you at the Student Debt Clinic and working together to find a collective solution to the problems of student debt and college affordability!

Register now!

In solidarity,



## LEADERSHIP

**March 13, 2019**

### Workshop Description:

This one-day workshop is intended to provide participants with an opportunity to acquire knowledge about models of leadership, and then to acquire insights about their own strengths and areas for development. Participants will acquire knowledge of models of leadership, and they will be able to interactively reflect on their own leadership style and consider ways that they can leverage the strengths of their style, as well as to develop and refine areas that might be less familiar for them. Participants will learn about leadership as a process of influence, and they will learn about the different roles of a leaders. After this workshop, participants will have drafted their plan for ongoing reflection, development, and evaluation of their progress as leaders.

**This workshop is  
being offered through  
the New York  
State/United  
University  
Professions Joint  
Labor-Management  
Committees**

**Location:  
SUNY Potsdam  
44 Pierpont Ave.  
Raymond Hall – 8th Floor  
Potsdam, NY 13676**

**This is a full-day  
workshop  
10:00 a.m. – 4:00 p.m.  
Application  
deadline  
March 1, 2019**

### **FOR MORE INFORMATION CONTACT:**

**NYS/UUP/JLMC  
2 Empire State Plaza, 13th Fl.  
Albany, New York 12223**

**Phone - 518.486.4666  
Email – nysuuplmc@goer.ny.gov**





NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS  
JOINT LABOR-MANAGEMENT COMMITTEES

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NYS/UUP JLMCS' SUNY SYSTEM-WIDE  
PROFESSIONAL DEVELOPMENT  
WORKSHOP APPLICATION

*Please complete this application and return it to the JLMC office at least three weeks prior to the workshop date.*

WORKSHOP NAME: \_\_\_\_\_ DATE(S): \_\_\_\_\_

WORKSHOP LOCATION: \_\_\_\_\_

**I. APPLICANT INFORMATION**

Name: \_\_\_\_\_ Title/Rank: \_\_\_\_\_

Division/Department/Program: \_\_\_\_\_

Campus: \_\_\_\_\_

Work Mail Address: \_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Email: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**II. APPROVAL OF DIVISION/DEPARTMENT/PROGRAM**

The applicant is approved for the following to attend this workshop:

release time

reimbursement of travel expenses

Name (Print): \_\_\_\_\_ Title: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**For additional information contact NYS/UUP JLMC staff at:**

(518) 486-4666

Fax: (518) 486-9220

[nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)

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A word cloud featuring the words "Listening" and "Communication Skills" in large, bold, green and brown fonts. Other words scattered around include "Master", "Effective", "Body", "Language", "Well", "Good", "Message", "Active", "Empathic", "Cultural", "Listen", "Business", "Cross", "Non-verbal", and "Body".

# Listening Communication Skills

## Interpersonal and Cross-Generational Communications

**March 19, 2019**

### Workshop Description

In this one-day workshop, participants will acquire knowledge about different communication styles, and they will also learn about the differences and similarities between the generations in the workplace. Participants will acquire skills in effective listening, messaging, empathy, and ways to identify the intention of a message and to respond appropriately. Participants will have the opportunity to engage in interactive sessions in which they can explore their own communication styles and they will take away a plan for ongoing refinement of their communication skills.



**This workshop is  
being offered through  
the New York  
State/United  
University  
Professions Joint  
Labor-Management  
Committees**

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### Location:

**Empire State College  
113 West Ave., Rm. 146  
Saratoga Springs, NY  
12866**

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**This is a full-day  
workshop  
10:00 a.m. – 4:00 p.m.**

**Application  
deadline**

**March 8, 2019**

### **FOR INFORMATION AND APPLICATION CONTACT:**

**NYS/UUP/JLMC  
2 Empire State Plaza, 13th Fl.  
Albany, New York 12223**

**Phone - 518.486.4666  
Email – nysuuplmc@goer.ny.gov**





NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS  
JOINT LABOR-MANAGEMENT COMMITTEES

NYS/UUP JLMCS' SUNY SYSTEM-WIDE  
PROFESSIONAL DEVELOPMENT  
WORKSHOP APPLICATION

*Please complete this application and return it to the JLMC office at least three weeks prior to the workshop date.*

WORKSHOP NAME: \_\_\_\_\_ DATE(S): \_\_\_\_\_

WORKSHOP LOCATION: \_\_\_\_\_

**I. APPLICANT INFORMATION**

Name: \_\_\_\_\_ Title/Rank: \_\_\_\_\_

Division/Department/Program: \_\_\_\_\_

Campus: \_\_\_\_\_

Work Mail Address: \_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Email: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**II. APPROVAL OF DIVISION/DEPARTMENT/PROGRAM**

The applicant is approved for the following to attend this workshop:

release time

reimbursement of travel expenses

Name (Print): \_\_\_\_\_ Title: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**For additional information contact NYS/UUP JLMC staff at:**

(518) 486-4666

Fax: (518) 486-9220

[nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)

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# Diversity: Learning How to Leverage “Difference” at Work

**March 29, 2019**

### Workshop Description

This one-day workshop will provide participants with the opportunity to learn about different models of diversity which include primary and secondary types of diversity. Participants will acquire awareness and understanding of a variety of dimensions of diversity including but not limited to demographics. Topics in this workshop include cross cultural diversity, generational diversity, education, social class, race, age, gender, religion, and other ways that diversity manifests and is also tacit in the workplace. Participants will come away from this workshop with an increased level of sophistication about “difference” and they will acquire skills in recognizing and valuing diversity in the workplace.



**This workshop is being offered through the New York State/United University Professions Joint Labor-Management Committees**

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**Location:**  
**SUNY Plattsburgh**  
**Au Sable Hall**  
**Hermes Room**  
**Plattsburgh, NY**

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**This is a full-day workshop**  
**10:00 a.m. – 4:00 p.m.**

**Application deadline**  
**March 15, 2019**

**FOR INFORMATION AND APPLICATION CONTACT:**  
**NYS/UUP/JLMC**  
**2 Empire State Plaza, 13th Fl.**  
**Albany, New York 12223**

Phone - 518.486.4666  
Email – [nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)



NEW YORK STATE/UNITED UNIVERSITY PROFESSIONS  
JOINT LABOR-MANAGEMENT COMMITTEES

NYS/UUP JLMCS' SUNY SYSTEM-WIDE  
PROFESSIONAL DEVELOPMENT  
WORKSHOP APPLICATION

*Please complete this application and return it to the JLMC office at least three weeks prior to the workshop date.*

WORKSHOP NAME: \_\_\_\_\_ DATE(S): \_\_\_\_\_

WORKSHOP LOCATION: \_\_\_\_\_

I. APPLICANT INFORMATION

Name: \_\_\_\_\_ Title/Rank: \_\_\_\_\_

Division/Department/Program: \_\_\_\_\_

Campus: \_\_\_\_\_

Work Mail Address: \_\_\_\_\_

Work Telephone: \_\_\_\_\_ Work Email: \_\_\_\_\_

Applicant Signature: \_\_\_\_\_ Date: \_\_\_\_\_

II. APPROVAL OF DIVISION/DEPARTMENT/PROGRAM

The applicant is approved for the following to attend this workshop:

release time                      reimbursement of travel expenses

Name (Print): \_\_\_\_\_ Title: \_\_\_\_\_

Work Phone: \_\_\_\_\_ Email: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

For additional information contact NYS/UUP JLMC staff at:

(518) 486-4666

Fax: (518) 486-9220

[nysuuplmc@goer.ny.gov](mailto:nysuuplmc@goer.ny.gov)

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mseidel@uupmail.org

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Chapter Assistant, Patricia Lepore Moody

## UUP Chapter Office

001 Old Gym

Monday & Tuesday

8:00 a.m. to 2:00 p.m.

Thursday

8:00 a.m. to 1:00 p.m.