

# UNITY

## Video Message from Fred Kowal

Dear UUP members,

Please know that UUP is working diligently at this time and we are here to assist you with questions and concerns. Please take a few minutes to view the video message from UUP statewide President Fred Kowal.

Take care and stay well.

Sincerely,

Bill Tusang  
WTusang@uupmail.org

<https://m.youtube.com/watch?feature=youtu.be&v=Fwz7zpkOsuc>



### CONTACT US

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Visit us on the web at [www.uuphast.org/cobleskill/](http://www.uuphast.org/cobleskill/)

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## Ex Board Meetings

Thursdays  
12:30 pm—2:00 pm  
OG 002 Conference Rm

### Spring 2020 Dates

February 6 & 20  
March 5  
April 23



## UUP PUBLICATIONS

United University Professions produces two official publications; *The Voice* (print and online), and *The Echo* (online only). In these publications, you will find union news, member features and spotlights, benefits information, and other pertinent stories written for members. Issues are presented in flipbook and PDF format; simply click on the cover to open issues of the magazines.

<https://uupinfo.org/ImageFlow/voiceNew.php>





Help support  
NYSUT-endorsed  
candidates and  
campaign  
committees that  
are pro-public  
education and  
pro-labor.

Click onto the link  
below for more  
information:

[https://  
uupinfo.org/  
votecope/](https://uupinfo.org/votecope/)

Or you may  
contact:

Dr. Salvador Rivera  
Vote-Cope  
Coordinator  
(518) 255-6238

## Virtual Dental Consultations

TALK TO A DENTIST WITHOUT  
LEAVING YOUR HOME



Dear UUP-represented employees,

During these difficult times, the UUP Benefit Trust Fund realizes that emergencies do arise. UUP has partnered with Delta Dental and Virtudent to provide you with virtual dental care for emergency services.

Most dental offices are being advised to close for non-emergency procedures, and emergency rooms may soon be overwhelmed. Virtudent can help you access dental care without leaving the privacy and safety of your own home.

Now, in response to the COVID-19 crisis, **we're making virtual dental consultations available from anywhere.** UUP-represented employees can simply go to <https://info.virtudent.com/teledentistry> to learn more and to schedule a virtual consultation.

If you have dental insurance through the Benefit Trust Fund, Virtudent will bill Delta Dental for a limited oral evaluation. UUP's active and voluntary plan benefit is limited to one problem focused evaluation within a 30-day period. If you are non-NYSHIP eligible, the cost of the consultation will be at a discounted rate of \$49. You can pay by credit card or through your FSA/HSA card or account. To learn more, please contact us at [dentist@myvirtudent.com](mailto:dentist@myvirtudent.com).

## UUP Updated Membership Applications

<https://uupinfo.org/join/apps.php>

**LABOR  
UNION  
REPORT**

<https://laborunionreport.com/>

March 2020

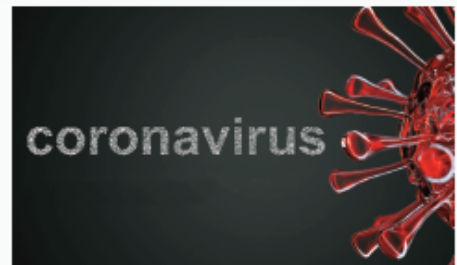
# SPECIAL BULLETIN

from UUP President Fred Kowal

## Protect your intellectual property if you transition to remote instruction

In response to the COVID-19 virus threat, SUNY has directed all campuses to develop plans to transition courses to remote instruction whenever possible to reduce campus density. UUP is in continuous discussions with SUNY and the Governor's Office of Employee Relations to address the plethora of issues confronting the University as it begins shifting to a mostly online learning environment.

While the safety of students and staff is of utmost importance, SUNY's academic quality and UUP members' intellectual property rights must be maintained.



Please follow these basic steps to begin to protect your intellectual property:

1. Make sure all your work—including course syllabi, PowerPoints, exams, and other course materials—includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
  - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
  - The year of first publication of the copyrighted work;
  - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials: "Reproduction of this material is prohibited without the author's consent."

NOTE: Be aware of the need to check specific copyright rules if using third-party online course materials/resources.

For more general information about your intellectual property rights as a SUNY employee, check out the UUP facts sheets by scanning the QR code at right or go to <https://uupinfo.org/resources/>



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*UUP News Corner from the desk of  
Dr. Frederick E. Kowal, President*

## **UUP COVID-19 Resource Page**

Dear Colleagues,

Working with UUP chapter leaders, Labor Relations Specialists and members, we have been closely monitoring the rapidly evolving situation of the COVID-19 pandemic. In over 40 years of working together, we have never experienced something quite like this. The effects of widespread closures, the transition to online-learning, and the strain this will put on our hospitals and health science centers is unprecedented.

We want to take this moment to thank each and every one of our members for the valuable work you do on campus and in your communities every day. Now more than ever, the need for quality public services has never been more apparent. Our members' creativity in providing quality public education and dedication to top-notch healthcare is truly what makes SUNY great.

At this time, we are currently experiencing a high volume of calls with questions and concerns. We are working together diligently to help each other find solutions and resources needed in times of crisis. Our conversations with the Governor's Office of Employee Relations (GOER) and SUNY

are ongoing. And we have been successful on several fronts to expand the number of our members who are excused from work or authorized to work from home. As we receive questions and concerns from members, we are pressing for more from GOER and SUNY.

I would like to share the following UUP COVID-19 resource page: <https://uupinfo.org/resources/covid19/>. This page will be updated as quickly as possible. Please take the time to familiarize yourself with the information and share it with your colleagues. And, please check back often.

Additionally, at the bottom of the resource page you will find a place to submit any issues you have, or information that you have received. We want to make sure that your concerns and voices are being heard.

As always we are better together. Wishing good health to you and your loved ones.

In solidarity,  
Fred

# Baileys Irish Floats

## INGREDIENTS

- 6 scoops vanilla ice cream
- 2 c. Guinness beer
- 1/2 c. Baileys Irish Cream
- 1/4 c. chocolate syrup

## DIRECTIONS

1. Scoop three scoops ice cream each into two tall glasses. Pour 1 cup Guinness and 1/4 cup Baileys over each serving. Drizzle with chocolate syrup.
2. Serve immediately.



(courtesy of Delish.com)



# Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller		<b>J. DOE</b>		Total Gross		Fed Taxable Gross	
Advice # 123456789		Pay Start Date 11/10/2019		Current 3456.78		1234.56	
Advice Date 11/10/2018		Pay End Date 11/24/2019		YTD 45,678.90		34,567.89	
Department ID 1234		Pay Rate 56,789.10		<b>Net Pay 1,234.56</b>			
EARNINGS				TAX DATA			
Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	Federal	State
Regular Pay Salary Employee	56.78	3456.78			45,678.90	4	4
Location Pay		56.78			678.90	2	0
				TAXES			
				Current		YTD	
Regular Before Tax Health				456.78	1,234.56	3,456.78	12,345.67
Supplemental Ret. Annually Prog.				678.90	5,678.90	5,678.90	4,567.89
TIAA Retirement Before Tax				56.78	1,234.56	3,456.78	1,234.56
				DEDUCTIONS		Current	
						34.56	
						498.78	

## CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

**Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>**

## The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.



# SPECIAL SAVINGS FOR EMPLOYEES OF

## UUP Members

<b>Special New Member Offers</b>	<b>BJ's PERKS REWARDS® MEMBERSHIP — Just \$50*</b> Save \$60 on a 12-Month BJ's Membership with BJ's Easy Renewal® Earn 2% cash back on most BJ's purchases**	OR	<b>BJ's INNER CIRCLE® MEMBERSHIP — Just \$25*</b> Save \$30 on a 12-Month BJ's Membership with BJ's Easy Renewal
<b>Renewing Member Offers</b>	<b>BJ's PERKS REWARDS® MEMBERSHIP — Just \$80*</b> Save \$30 on a 13-Month BJ's Membership with BJ's Easy Renewal. Earn 2% cash back on most BJ's purchases**	OR	<b>BJ's INNER CIRCLE® MEMBERSHIP — Just \$40*</b> Save \$15 on a 13-Month BJ's Membership with BJ's Easy Renewal

To qualify for this offer, please:

1. Complete this application in full and return it to your Organization Rep at the address below. Please include a check or credit card payment for the full amount.
2. New Members: Your Membership Activation letter will arrive in 3 – 4 weeks. Bring it, along with photo ID, to the Member Services Desk at a Club near you to receive your Membership Card.

Organization Rep: Tina Van Buren Contact Number: tvanburen@bjs.com

Offer Expires: 2019 Address: BJ's Wholesale Club - 70 W Campbell Rd., Rotterdam NY 12306

All BJ's Memberships are subject to BJ's current Membership Terms, ask in-Club or go to [Bjs.com/terms](http://Bjs.com/terms).

Choose Membership Level:  BJ's Inner Circle® Membership \$27\$43.20  BJ's Perks Rewards® Membership \$54/\$86.40

Current Membership # (if applicable) \_\_\_\_\_

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ MI \_\_\_\_\_ Sex  F  M

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ ZIP Code \_\_\_\_\_

Phone # \_\_\_\_\_ Market Code (BJ's use only) \_\_\_\_\_

Email \_\_\_\_\_



If you choose to receive the second Household Membership Card, please complete the following: (Note: Household Cardholder must reside at the same address as the Primary Cardholder.)

Last Name \_\_\_\_\_ First Name \_\_\_\_\_ MI \_\_\_\_\_

*Primary Signature* — I understand that I am responsible for any checks and actions of the second Cardholder.

Please choose your method of payment. (Sales tax may be added. Make checks payable to BJ's Wholesale Club, Inc.)

- Check  
  My BJ's Perks® Mastercard®  
  Mastercard®  
  American Express®  
 Discover® Network  
  Visa®

Date of Membership Purchase		
____/____/____		
Month	Day	Year

Credit Card Account # \_\_\_\_\_ Expiration Date \_\_\_\_\_ Total Charge \_\_\_\_\_

BJ's Use Only

BJ's Sales Representative's Signature: \_\_\_\_\_ Club # \_\_\_\_\_

*All applications are sent to our Home Office; processing takes approximately 3 – 4 weeks.*

**Membership Expiration and Renewals:** Your Membership expiration date is the last day of the month and year shown on your register receipts and on your "My Account" page on BJs.com. Paid Memberships renewed within two months after expiration will be extended 12 months from the expiration date.

\*BJ's Inner Circle Membership fee is regularly \$55; BJ's Perks Rewards Membership fee is regularly \$110. Offer is valid in-Club only, may not be combined with other offers, not redeemable for cash and nontransferable. Plus sales tax where applicable. Offer is contingent upon your enrolling in BJ's Easy Renewal, and you authorize BJs to charge the debit/credit card first used at BJ's after accepting this offer, an annual recurring charge in the amount of the then-current Membership fee for all active Memberships on your account, plus tax where applicable, on the first day of the month your Membership expires. Expires: 5/4/19.

\*\*BJ's Perks Rewards Members earn 2% cash back on most BJ's purchases. Cash back is in the form of electronic Awards issued in \$20 increments that are used at checkout at BJ's and expire 6 months from the date issued. Cash back can be requested in the form of a check prior to Awards expiring by contacting Member Care at 800-BJ'S-CLUB. My BJ's Perks Program is provided by BJ's Wholesale Club, Inc. and its terms may change from time to time. Some exclusions may apply. Visit [Bjs.com/perks/terms](http://Bjs.com/perks/terms) for Program Terms.

My BJ's Perks Mastercard credit card is subject to credit approval.

My BJ's Perks Mastercard is issued by Comenity Capital Bank, pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark of Mastercard International Incorporated.

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Dear UUP members:

### Join Planet Fitness with no start fee and no commitment!

UUP is partnering with Planet Fitness to offer you exclusive, discounted gym memberships! You can now join Planet Fitness for **no money down** and **no commitment** when you sign up online.

CLASSIC MEMBERSHIP	PF BLACK CARD®
<b>\$10</b> A MONTH <small>plus \$39 annual fee and taxes</small>	<b>\$22<sup>99</sup></b> A MONTH <small>plus taxes</small>
<b>NO ENROLLMENT FEE</b> <b>NO COMMITMENT</b>	<b>NO ENROLLMENT FEE</b> <b>NO COMMITMENT</b> <b>NO ANNUAL FEE</b>

Go to <https://uuphost.org/myuup/benefits/check.php> and follow the link to our exclusive Planet Fitness landing page to see all the details and to join online.

#### What if I'm already a Planet Fitness member, can I switch to the UUP plan?

**YES**, but currently, the only way to do so is to **cancel** your current membership and **re-join** under the UUP plan.

For those who have been Planet Fitness **members for less than one year**, this may require the payment of an early cancellation fee. In this case it is best to wait until your one-year commitment expires and then join under the UUP plan.

To cancel your current membership, contact your home club to cancel and then use the link above to re-join online.

Note that you cannot join using the UUP offer in club. **All UUP members must join online.**



## Coverage Overview

Budgeting for a pet's illnesses and injuries can be stressful for anyone. It's difficult to plan for a pet that's unlucky or develops a chronic condition, and treatment costs can be unexpected and fluctuate. So Trupanion is there to help you focus on your furry family instead of finances.



### WHAT'S COVERED\*

- ✓ Diagnostic tests
- ✓ Medications
- ✓ Surgeries
- ✓ Orthotic and mobility devices
- ✓ Supplements
- ✓ Advanced dentistry
- ✓ Herbal therapy
- ✓ And so much more

### WHAT'S NOT COVERED\*

- Exam fees and sales tax where applicable
- Spay or neuter
- Pre-existing conditions<sup>1</sup>
- Preventive care<sup>2</sup>



#### WHO 14 Years and Under

All dogs and cats from birth to 14 years of age, regardless of breed, can enroll for lifelong coverage.



#### WHAT 90% Coverage

The only company that covers 90% of all eligible illnesses and injuries and can pay hospitals directly at checkout with no payout limits.



#### WHEN 5 – 30 Days

Coverage begins after applicable policy waiting periods: 5 days for injuries and 30 days for illnesses.



#### WHERE US, Canada, Puerto Rico, Australia

Visit any veterinary, emergency care, or specialty hospital in the US, Canada, Puerto Rico, and Australia, including US and Canadian military installations.

## ENROLL TODAY

**UUP members receive an 11% monthly discount. Please contact UUP Member Services Trust for your promo code: 800.887.3863.**

**Call 855.235.3134 to enroll (Mon - Fri, 10am - 6pm ET)**

Your enrollment will go live on the first of the following month.

Premiums can be payroll deducted or directly billed through UUP. Please contact UUP with any billing questions.

<sup>1</sup> Conditions that show signs or symptoms prior to enrollment or during waiting periods.

<sup>2</sup> This includes vaccinations, flea and tick control, heartworm medications, etc.

\* Terms and conditions apply. See the policy at [Trupanion.com/pet-insurance](http://Trupanion.com/pet-insurance).

Trupanion is a registered trademark owned by Trupanion, Inc. Underwritten in Canada by Omega General Insurance Company and in the United States by American Pet Insurance Company, 6100-4th Ave S, Seattle, WA 98108. Please visit [AmericanPetInsurance.com](http://AmericanPetInsurance.com) to review all available pet health insurance products.



## **UUP Executive Board Members**

Bill Tusang, President

(518) 255-5205

Christina Trees, VP Academics

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Wendi Richards, VP Professionals

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Candy Hofmann, Secretary

(518) 255-5015

Emma Paden, Treasurer

Kevin Moore, Officer for Contingents & Part Time Members

(518) 255-5767

Thomas Hickey, Grievance Chair

(518) 255-5106

Mitch Tomaszkiwicz, Membership Chair

(518) 255-6244

TBA, Affirmative Action Officer

Salvador Rivera, Vote-Cope Coordinator

(518) 255-6238

Cliff DaVis, Officer for Retirees

Joseph McCarthy, Professional Delegate

Maureen Seidel, Labor Relations Specialist

[mseidel@uupmail.org](mailto:mseidel@uupmail.org)

Bulletin Newsletter Editor, Patricia Lepore Moody

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.