



UNITY

Union Protections in New State Budget

UUP Communications Office— April 5, 2019

New York is a state with a strong history of pro-labor activism, so it's no surprise that the new 2019-20 state budget continues a pattern of protections extended to union members following the anti-union decision in the Janus case of nearly a year ago.

A pair of pro-labor initiatives included in the budget have been described as major victories for public sector unions. One of the protections bars the state from disclosing union members' personal information, such as their home address, personal email or cell phone number.

The other stops nonmembers from suing their former unions to recoup dollars paid prior to the [U.S. Supreme Court's decision in Janus v. AF-SCME in June 2018.](#)

"New York has the highest rate of union membership in the country, and these new protections will make sure we stay that way," UUP President

(continued on page 2)

*United University Professions
Official 2019 Chapter Election
Report Results
Click onto
[http://uupinfo.org/elections/
results/chapter/
Cobleskill/19/Results.pdf](http://uupinfo.org/elections/results/chapter/Cobleskill/19/Results.pdf)*

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“What cha doing?” (Storytrender.com)

Save the DATE

UUP End of the Year
Meeting/Gathering

Tuesday, May 21st

(following the faculty
meeting)

Union Protections *(continued from page 1)*

“Fred Kowal said. “We thank the governor and the Legislature for including these safeguards in the enacted budget.”

A move to end anti-union contacts

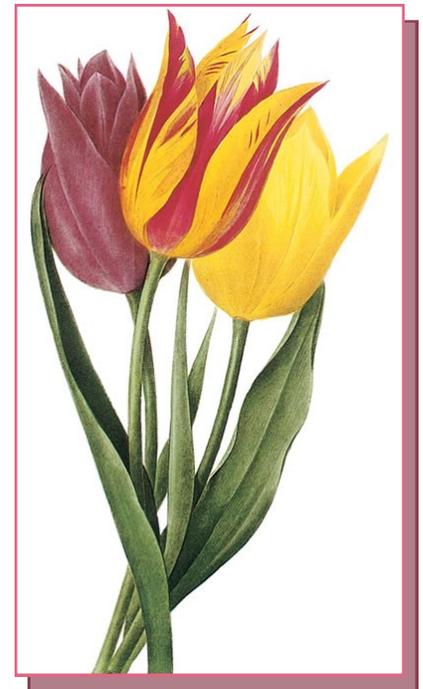
The initiative with perhaps the broadest and most immediate effect is the one that prohibits the state from releasing union members’ personal information, which will greatly restrict the ability of anti-union organizations such as New Choice NY from bothering union members at home. Union members across the state have been deluged to the point of harassment with emails, phone calls and even unannounced visits at home by union-bashing groups.

The new disclosure rule codifies an executive order that the governor issued soon after the Supreme Court issued its ruling in Janus. The court ruled that unions can no longer collect agency fees in lieu of dues from nonmembers in their bargaining units. Unions, however, must still provide contractual protections to those nonmembers, and negotiate on their behalf.

Frivolous suits

Unions can no longer be taken to court by former agency fee payers over money they paid to their unions before the Janus decision. These cases have no standing in state court under language in the enacted budget.

Last month, a Brooklyn College professor sued the Professional Staff Congress/CUNY for repayment of past agency fees. Kowal forcefully spoke about the flawed argument behind the class action in a [March 5 story in the Albany Times Union](#).





NYS Paid Family Leave

For more information you can access the link below which will take you to the official NYS Government Website

<https://paidfamilyleave.ny.gov/>



UUP Scholarship Programs

New UUP Scholarship Program a plus for Members - UUP Communications Office

[CLICK HERE to download the UUP Benefit Trust Fund Scholarship Program form for NYSHIP-eligible UUP-represented employees](#)

[CLICK HERE to download the UUP Benefit Trust Fund Scholarship Program form for non-NYSHIP-eligible UUP-represented employees](#)

The UUP Benefit Trust Fund Scholarship Program will be available for the Fall 2018 semester through the Spring 2022 semester for undergraduate students.

The Scholarship Program is available for dependents of both NYSHIP-eligible and non-NYSHIP-eligible UUP-represented employees.

For Fall 2018, the scholarship award is \$500 per semester to be used for fees, books, supplies or room and board (this award cannot be used for tuition). A maximum of one scholarship per dependent child will be awarded each semester even if both parents are UUP represented employees and a total maximum of eight scholarships can be awarded per dependent child. The scholarship checks will be issued in the UUP represented employee's name. The scholarship application must be postmarked by 60 days after the end of the semester for which the dependent is applying.

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MEMBERS ONLY BENEFIT



**UUP Code: Call the UUP Benefit Trust Fund
at 1-800-887-3863**

Your benefits just got better!

Welcome to the TicketsatWork benefits program, our new provider for discounts to theme parks, attractions and shows nationwide.

How can I benefit from TicketsatWork?

Through TicketsatWork, you will receive discounts and special access to theme parks and attractions including the Walt Disney World® Resort, Universal Studios®, Las Vegas and New York City shows and performances, Disneyland®, SeaWorld®, Six Flags, and Cirque du Soleil! Also check with TicketsatWork.com for savings on car rentals, hotels, tours and attractions across the US. If you're staying local, save on movie tickets, sporting events, and other special events.

How do I find out what's new?

Once a month, TicketsatWork sends a monthly savings bulletin to UUP. Ask about the bulletin today! You can also check back on TicketsatWork.com whenever you want to find the latest deals.

Enjoy the Savings!

**MEMBERS
HAVE MORE
FUN!**

HOW CAN I ORDER TICKETS?

- 1) Visit www.ticketsatwork.com.
- 2) Click on the "Become a Member" box at the top of the homepage.
- 3) You will then be prompted to create an account with your email address and company code.
- 4) Or you can place your Order by phone. Call customer service at 800-331-6483. Orders are taken from 8:30am-12am/7 days a week (holidays included). Eastern Standard Time.



New UUP Scholarship Program *(continued from page 3)*

The scholarship form outlines the specific criteria that needs to be met to qualify for the scholarship. There are two different forms – one for NYSHIP-eligible employees and one for non-NYSHIP-eligible employees. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

A maximum of one scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees. Each dependent child is eligible for a maximum of eight scholarships. The scholarship checks will be issued in the UUP-represented employee's name.

If you have any questions regarding the scholarship program, please call the UUP Benefit Trust Fund at 800-887-3863.



Are You a Member?

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

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.

EDUCATION SUMMER

MEMBER ORGANIZING INSTITUTE

Paid fellowships to empower members to engage colleagues in conversations about UUP

WHO: UUP members are encouraged to enroll in either of the upcoming NYSUT Member Organizing Institutes. Volunteers will be trained in member engagement and communications skills, and take a leading role in the campaign to promote members' rights and to fight for educational justice.

WHAT: Attendees should feel comfortable having on-to-one conversations with colleagues at their homes. The conversations should be engaging and are meant to build lasting relationships among union members.

All participants will be expected to:

- Commit to 18 or 12 (four-hour) shifts over the duration of the program
- Attend a two-day training sessions. (*Lodging and meals provided*)
- Accept observation and constructive feedback from and maintain regular communication with their assigned mentor throughout the program
- Be comfortable with the basic navigation of a smartphone
- Be on their feet walking for most of their shift, including in inclement weather and after dark. Driving between houses may be required as well.

Fellows who complete the training and required work will receive an \$1,800 (18-shift option) or \$1,200 (12-shift option) stipend, plus reimbursement for travel.

WHEN & WHERE: June 28-30—NYSUT Headquarters, Latham
July 11-13— NYSUT Headquarters, Latham

HOW: To apply for June 28-30, go to <https://tinyurl.com/StatewideMOIJuneApplication>
To apply for July 11-13, go to <https://tinyurl.com/StatewideMODulyApplication>
Once accepted, you'll need to register for accommodations.

DEADLINE TO APPLY: To Be Determined

For more information, contact Yvette Gedeon at ygedeon@uupmail.org or at (518) 640-6600



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FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

Memorial Day

(https://www.history.com/topics/holidays/memorial-day-history#section_3)

Memorial Day is an American holiday, observed on the last Monday of May, honoring the men and women who died while serving in the U.S. military. Memorial Day 2018 occurs on Monday, May 28. Originally known as Decoration Day, it originated in the years following the Civil War and became an official federal holiday in 1971. Many Americans observe Memorial Day by visiting cemeteries or memorials, holding family gatherings and participating in parades. Unofficially, it marks the beginning of the summer season.

Early Observances of Memorial Day

The [Civil War](#), which ended in the spring of 1865, claimed more lives than any conflict in U.S. history and required the establishment of the country's first national cemeteries.

By the late 1860s, Americans in various towns and cities had begun holding springtime tributes to these countless fallen soldiers, decorating their graves with flowers and reciting prayers.

Did you know? Each year on Memorial Day a national moment of remembrance takes place at 3:00 p.m. local time.

It is unclear where exactly this tradition originated; numerous different communities may have independently initiated the memorial gatherings. Nevertheless, in 1966 the federal government declared Waterloo, [New York](#), the official [birthplace of Memorial Day](#).

Waterloo—which first celebrated the day on May 5, 1866—was chosen because it hosted an annual, community-wide event, during which businesses closed and residents decorated the graves of soldiers with flowers and flags.

Decoration Day

On May 5, 1868, General John A. Logan, leader of an organization for Northern Civil War veterans, called for a nationwide day of remembrance later that month. "The 30th of May, 1868, is designated for the purpose of strewing with flowers, or otherwise decorating the graves of comrades who died in defense of their country during the late rebellion, and whose bodies now lie in almost every city, village and hamlet churchyard in the land," he proclaimed.

The date of [Decoration Day](#), as he called it, was chosen because it wasn't the anniversary of any particular battle.

On the first Decoration Day, General [James Garfield](#) made a speech at [Arlington National Cemetery](#), and 5,000 participants decorated the graves of the 20,000 Union and Confederate soldiers buried there.

Many Northern states held similar commemorative events and reprised the tradition in subsequent years; by 1890 each one had made Decoration Day an official state holiday. Southern states, on the other hand, continued to honor their dead on separate days until after [World War I](#).

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History of Memorial Day *(continued from page 7)*

Memorial Day, as Decoration Day gradually came to be known, originally honored only those lost while fighting in the Civil War. But during World War I the United States found itself embroiled in another major conflict, and the holiday evolved to commemorate American military personnel who died in all wars.

For decades, Memorial Day continued to be observed on May 30, the date Logan had selected for the first Decoration Day. But in 1968 Congress passed the Uniform Monday Holiday Act, which established Memorial Day as the last Monday in May in order to create a three-day weekend for federal employees; the change went into effect in 1971. The same law also declared Memorial Day a federal holiday.

Memorial Day Traditions

Cities and towns across the United States host Memorial Day parades each year, often incorporating military personnel and members of veterans' organizations. Some of the largest parades take place in [Chicago](#), New York and [Washington](#), D.C.

Americans also observe Memorial Day by visiting cemeteries and memorials. On a less somber note, many people take weekend trips or throw parties and barbecues on the holiday, perhaps because it unofficially marks the beginning of summer.

UUP Benefits

For address, phone numbers, and web links click onto the link below:

<http://uupinfo.org/benefits/info.php>



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Monday & Tuesday

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

Thursday

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