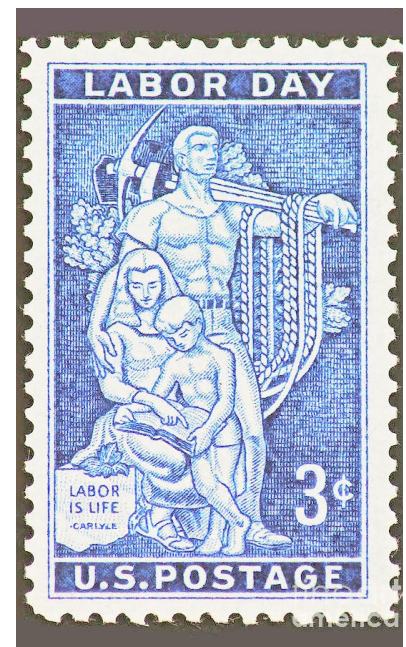


UNITY

Statement from Dr. Frederick E. Kowal, president, United University Professions, on Sept. 20 Day of Action for Global Climate Strike

“UUP will continue to support action on climate change, which has been a policy of the union for many years. We see incredible potential in a partnership with SUNY and New York state to support the union’s climate-action goals. We are a partner in NY Renew, a coalition of activists on environmental issues, and we will be proposing strong ideas to SUNY and the state on how this great University can reduce its carbon footprint, as well as train the next generation of thinkers and doers in green technology and environmental policy”.

(The entire statement can be read at <https://uupinfo.org/communications/releases/190920.php>)



Labor Day Stamp
September 3, 1956

CONTACT US

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Old Gym 001
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- UUP: Your Info Source.....pg. 4
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- Members Only Benefits.pg 14



**Newly Elected Chapter
Ex Board Members
June 2019—May 2020**

Bill Tusang, President

Christina Trees
VP Academics

Wendi Richards
VP Professionals

Candy Hofmann
Secretary

Emma Paden
Treasurer

(complete list on page 16)

URGENT

February 2019

from UUP President Fred Kowal

Protect your course materials

Private companies selling faculty course materials

Has your intellectual property been posted and sold without your permission?

It has come to UUP's attention that private companies, such as those listed at right, are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
 Course Hero: www.coursehero.com
 StudySoup: www.StudySoup.com
 Chegg Study: www.chegg.com
 OneClass: www.oneclass.com
 Gradebuddy: www.gradebuddy.com
 Quizlet: www.quizlet.com
 StuDocu: www.studocu.com

Attorneys from UUP's affiliate, New York State United Teachers, filed a "Cease and Desist" order in 2018 on behalf of UUP that would direct the companies to remove all materials belonging to more than 100 UUP members who agreed to be named as victims. The order seeks immediate removal and permanent protection against future illegal use of course materials for all individuals named as parties to the action.

UUP expects to know the outcome of this action sometime in March 2019. If we are successful, we will consider filing actions on behalf of additional UUP members. If you have found unauthorized course materials on these sites and want information about possible ways to get your materials immediately removed, please contact UUP Vice President for Academics Jamie Dangler at jdangler@uupmail.org or 1-800-342-4206.

Ways to protect your course materials from intellectual property theft:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

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."

For more information on copyright, click on the QR code at right or go to goo.gl/EUaYta



Apple Picking Season



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

UUP

Fall 2019 DA

October 25 –26, 2019

Westchester Hilton
Rye, New York

Delegates

Bill Tusang
Christina Trees
Kathy Johnson
Carmen Greenwood
Mary Guerrant
Gregory Young
Kevin Moore
Joseph McCarthy
Chad Hisert



Labor Day Parade



BJ's Promotion through 2019

New Member Promotion:

- * ****\$25 Membership Fee (plus tax)**** The regular membership fee is \$55
- * ****\$50 Rewards Membership Fee (plus tax)**** The regular membership fee is \$110
- * Memberships include a free second card for another household member

Renewals are eligible for this promotion:

- \$15 off the \$55 Inner Circle Membership Fee = \$40 plus tax
- \$30 off the \$110 Rewards Membership Fee = \$80 plus tax
- 1 bonus month

(BJ 's members application form is posted on page 9)

UUP: Your Information Source

United University Professions

Updated September 2019

Part-time/Full-time Contingent Employees: Know Your Contract Rights and Benefits



Contingent Academics and Professionals:

Persons appointed to any academic or professional position which does not prescribe eligibility for continuing or permanent appointment (i.e., tenure/permanence). (UUP Constitution, Article III, Sec. 2)

Part-time Employees: Employees whose work obligation is less than 100 percent Full Time Equivalent (FTE).

Article 7: Grievance Procedure

Under the UUP-NYS Contract, a grievance is "a dispute concerning the interpretation, application or claimed violation of a specific term or provision of" the contract. A grievance can also occur with regard to "procedural steps relating to appointment, evaluation and promotion of employees" contained in specific sections of the *SUNY Policies of the Board of Trustees*.

If you believe that your contract rights have been violated or procedures pertaining to appointment, evaluation and promotion have not been followed, you should contact the UUP chapter office immediately. If a grievance needs to be filed, it must be filed within 45 days of when the employee knew or reasonably should have known of the act or omission.

Article 8: Labor-Management Meetings

Chapter officers can address concerns brought to them by the membership in campus labor-management meetings. The college president or designee must meet with UUP once each month to discuss matters raised by either party. This requirement applies to general labor-management meetings and labor-management meetings focused on matters pertaining to part-time employees.

Article 9: Academic Freedom

This article refers to SUNY's policy to "maintain and encourage full freedom, within the law, of inquiry, teaching and research." It protects UUP members' right to "discuss their own subject in the classroom ..."

Article 10: No discrimination

Our contract protects members from retaliation due to any activity related to using contract protections and/or union activity. It also establishes a Joint New York State-UUP Affirmative Action/Diversity Committee.

Article 11: Employee Organization Leave

UUP members are provided with a process and reasonable leave time to participate in UUP statewide meetings, contract negotiations, and other union activity during what would be normal work hours. Provisions for appropriate leaves to fulfill the obligations of chapter president and statewide officer positions are also covered in this article.

Article 19: Discipline

If an employee is subjected to a disciplinary action by the campus administration or is the target of an equal employment or Title IX investigatory process, our contract provides for union representation and due process protection before discipline can be imposed.

Article 20: Compensation

All contractually negotiated across-the-board salary increases apply to part-time and full-time employees. Our contract establishes a minimum salary for full-time lecturers. Beginning in 2019, there are statewide minimum salaries for part-time academics compensated on a per-course basis. Part-time Professionals are generally paid on a pro-rata basis. In addition, there are specific monetary service awards based on years of service for part-time and full-time contingent employees. All part-time and full-time employees on payroll during each eligibility period are eligible for discretionary salary increases; campus presidents determine exactly who gets discretionary awards. Part-time employees may also be eligible to receive salary compression increases.

UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.
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Article 21: Statewide Labor Management Committees

All part-time and full-time employees are eligible for grant programs jointly administered by NYS-UUP Labor-Management committees established under this contract article. They include individual development awards (15 percent of funds must be earmarked for part-time employees), campus grants, and other grant programs (see Articles 42-45 on page 3 for more details).

Article 23: Leaves

Vacation Leave

This article specifies the vacation time earned by part-time and full-time employees on calendar year (12-month) or college-year (less than 12 months, but more than an academic year) appointments. If any request is refused, the member must be informed of the reason why in writing.

Sick Leave

Our contract guarantees all employees sick leave, which is earned monthly. It also defines how this leave can be used. Up to 30 sick days can be used in each year of the contract for the death or illness of a family member. Up to 15 sick days can be used for care of a newly adopted child or a new foster child.

Additional Family Leave

Part-time and full-time contingent employees are eligible for the NYS Paid Family Leave Law benefit according to terms negotiated in the UUP-NYS contract. It allows partially paid time off, continuation of health benefits, and job protection within the first year of birth, adoption, or foster care placement, for care of a family member with a serious health condition, and for assisting family members deployed abroad for military service. In 2019 and 2020, this leave can be taken for up to 10 weeks, increasing to 12 weeks in 2021. Employees whose obligation is primarily other than teaching whose regular obligation is 20 hours or more per week, and academic employees who teach two courses per semester are eligible for this benefit after 26 consecutive workweeks of employment. Employees whose obligation is primarily other than teaching who work less than 20 hours per week and part-time academics who teach one course per semester are eligible after completing 175 workdays of employment.

In addition, seven-month unpaid childcare leave can be granted at the employee's request.

Holidays

Calendar-year and college-year employees are also entitled to contractual holidays, with compensatory time and holiday pay options.

Article 27: Professional Meetings

UUP and the state recognize the importance of attendance at professional meetings to which departments are encouraged to make funds available. When funds are made available, the employee is not required to charge leave accruals.

Article 30: Appointment, Evaluation and Promotion

When employees are appointed to positions, they are to be given, in writing, all the requirements and responsibilities their positions entail. Part-time employees must also be informed as to which benefits they are entitled (health, leave, and other benefits). The specific information that must be in appointment letters is specified in this contract article. The article also references Articles XI and XII of the *SUNY Board of Trustees Policies*, which specify rules and procedures related to Appointment of Employees and Evaluation/Promotion respectively.

Article 31: Personnel Files

The University must maintain an official personnel file for all employees covered under this contract. You have the right to review this file.

Article 32: Notice of Non-Renewal

This article specifies how long before the end of a term appointment employees must be notified that they are going to be non-renewed. Employees on temporary appointments are not entitled to such notice. Part-time and full-time employees on term appointments are entitled to notice, but required notice periods vary.

After four consecutive semesters, part-time employees should receive a "term" appointment. This entitles employees to a job for the period of time specified in their appointment letters. If they are not rehired when their term expires, they are entitled to at least 45 calendar days of notice prior to the expiration of their current term.

Full-time employees on term appointments have the following notice of non-renewal requirements:

- Three months prior to the end of a term expiring at the end of an appointee's first year of uninterrupted service.
- Six months prior to the end of a term expiring after completion of one, but not more than two years of uninterrupted service.
- 12 months prior to the expiration of a term after two or more years of uninterrupted service.

Full-time Professionals with titles in Appendix B-1 and B-2 of Article XI of the *SUNY Board of Trustees Policies* (Athletic Titles) must receive not less than six months notice prior to expiration of their term appointment.

Article 39: Health Insurance

All full-time employees are eligible for health insurance.

Part-time employees are eligible for full coverage in the New York State Health Insurance Program (NYSHIP), including prescription drug coverage, if they are:

- Part-time **academic employees** who teach six credits, contact hours or credit equivalents in any one semester at a single campus.
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching **hired before Jan. 1, 2019**, who are employed at a salary rate which would yield a total compensation of \$15,618 or more between July 2, 2019, and July 1, 2020; \$15,930 or more between July 2, 2020, and July 1, 2021; and \$16,249 or more after July 1, 2021.
- Part-time **professional employees** and part-time **academic employees** with obligations that are primarily other than teaching **hired after Jan. 1, 2019**, whose professional obligation is at least one-half time.

Coverage is provided for 26 weeks (13 pay periods) for each semester. Employees who work two semesters, or 10 months, receive a full year (52 weeks; 26 pay periods) of coverage.

- Employees pay a share of the premium cost that varies based on their annual salary.
- Part-time employees who do not qualify for the health insurance program are permitted to participate on a full premium cost basis at the group rate.
- The NYS/UUP Joint Committee on Health Benefits reviews benefit eligibility problems for part-time employees.

Disability Insurance

All employees who are eligible for health insurance coverage are covered by the SUNY disability insurance program after one year of service. (Article 23.8)

Retiree/Dependent Health Insurance

Part-time employees may be eligible for lifetime health insurance after they retire if they:

- Are age 55 or older.
- Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY.
- Are enrolled in the New York State Health Insurance Program (NYSHIP) at the time of retirement.

Employees who retire with unused sick leave accruals can use up to 200 accrued sick days for a credit toward the cost of their health insurance premium in retirement. The state's

formula valuing the credit involves the employee's age, salary, and number of accrued sick days.

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in the Human Resources Department) to determine their eligibility and the cost of their health insurance option in retirement.

Article 40: UUP Benefit Trust Fund Vision, Dental, Life Insurance, Dependent Tuition Scholarship

As a result of contract negotiations, the state provides funding to UUP which is used to provide vision and dental benefits to employees who are eligible for health insurance. A free \$6,000 life insurance policy is also provided.

If you are a "signed up" UUP member at the time of retirement, you are eligible to receive the benefits of retiree membership, including \$1,000 of UUP life insurance and an opportunity to purchase UUP's retiree dental and vision plans.

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.

Articles 42, 43, 44, 45

These articles establish Joint Labor-Management Committees to administer the grant programs funded by Article 21: Professional Development, Safety and Health, Technology, and Campus Grants committees. Part-time and full-time employees are eligible to receive grant money and participate in Labor-Management Committees that distribute grant monies and engage in joint projects to address issues that impact UUP members.

Article 46: Work-Life Services Programs

This article establishes that UUP members benefit from work-life services programs to assist employees with balancing work and family responsibilities. The Employee Assistance Program (EAP) provides confidential support, information, and referral services for a variety of issues. Pre-tax savings plans help employees save money in a variety of ways. They include NYS-Ride, the Health Care Spending Account, Adoption Advantage Account, and Dependent Care Advantage Account. There is an employer contribution for UUP members who participate in the Dependent Care

Advantage Account, a pre-tax savings plan which covers expenditures for child care, elder care, and disabled dependent care. The employer contribution, which is basically a subsidy that UUP negotiates, has ranged from \$300 to \$800, depending on the member's salary.

Other work-life services programs include pre-retirement seminars, state support for campus day care centers, and wellness programs. UUP has representation on a Joint Labor-Management Advisory Board for these programs.

Article 49: Program for Tuition Assistance

When space is available, part-time and full-time employees may enroll tuition free in one course per semester and special session (e.g., summer session and intersession). There are various requirements that the employee must meet to receive free tuition.

Appendix A-23: Copyright

This appendix references SUNY Board of Trustees Policies Article XI, Title J, which addresses who owns the copyright to works created by the employee as part of their job. The rules apply, "Irrespective of the medium of storage, to all literary works as defined by copyright law, including, but not limited to, literary, instructional, dramatic, musical and artistic works, except for software, which is covered by a separate policy."

Appendix A-26: Productivity Enhancement Program

Part-time and full-time contingent employees who accrue vacation leave may elect to exchange a few vacation days for a credit toward the employee share of their health insurance premium. Go to <https://bit.ly/2RtG4F7> for more information.

Appendix A-30: Part-time Academic Issues

Campuses are encouraged to appoint part-time term faculty to one-year appointments when possible. They should have office space, access to telephones and photocopying. Each campus is to publish and disseminate or display its procedures for filling part-time vacancies. Copies are to be provided to the local chapter of UUP.

Appendix A-42: Family Leave

This appendix explains contractual provisions and other avenues that may be available to members for addressing family leave and work-life balance needs. It covers options for paid or unpaid leave for pregnancy, care of sick family members (including elders), adoption, foster care, and death of a family member. UUP's *Family Leave/Work-Life Services Guide* contains specific information for part-time employees that augments the information in A-42.

Appendix A-45: Leave Donation Program

Employees who accrue vacation days can donate leave to assist employees who have exhausted their sick leave but are in need of paid sick time due to illness. Academic-year employees, who do not accrue vacation days, cannot donate to the program but they can be recipients of days donated by colleagues with vacation accruals.

Retirement/Pension

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in Human Resources) to determine their eligibility for participation in the New York State Teachers' Retirement System, New York State Employees' Retirement System, or New York State Optional Retirement Program. Full-time employees should be advised about retirement system options at the time of hire.



Scan the QR code at left to access the most up-to-date version of the *2016-2022 Agreement Between United University Professions and the State of New York* or go to <https://bit.ly/2UdoKGq>

Scan the QR code at right to access the *SUNY Policies of the Board of Trustees* or go to <https://bit.ly/2k2rOYM>



Family Leave and Work-Life Services

What you need to know



UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)



The guide can be found under REPORTS at
www.uupinfo.org

United University Professions

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SPECIAL SAVINGS FOR EMPLOYEES OF

UUP Members

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

To qualify for this offer, please:

- 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.
- 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.

Choose Membership Level: BJ's Inner Circle® Membership \$275 ~~\$43.20~~ BJ's Perks Rewards® Membership \$54 ~~\$88.40~~

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 BJ's 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-BJS-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 for Program Terms.

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

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Apple Cider Sangria

Ingredients:

- 1 Granny apple, sliced
- 1 Honeycrisp apple, sliced
- 1 lemon, sliced
- 1 orange, sliced
- 2 c. apple cider
- 1 (12 oz.) can ginger beer
- 1 (750 ml.) bottle white wine

Fill large pitcher with sliced fruit, then add apple cider, ginger beer, and white wine. Stir mixture and pour into serving glasses.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		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		Net Pay 1,234.56			
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			
				Fed Withholding 3,456.78			
				Medicare 5,678.90			
				Social Security 3,456.78			
				NY Withholding 5,678.90			
				4,567.89			
				DEDUCTIONS			
				Current			
				YTD			
Regular Before Tax Health				456.78			
Supplemental Ret. Annually Prog.				978.90			
TIAA Retirement Before Tax				56.78			
				1,234.56			
				5,678.90			
				1,234.56			
				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.



THE HISTORY OF LABOR DAY

Did You Know the history of Labor Day began in Melbourne, Australia?

In the 1850s, workers in Melbourne, Australia, began to organize around the concept of "eight hours for work, eight hours for recreation and eight hours for rest". On April 21, 1856 stonemasons and other building workers in Melbourne organized a successful march for the Eight Hour Day cause. The anniversary of this march became a national holiday whose date was gradually moved to May 1.

Through the birth of the Eight Hour Day movement, Labor Day became an annual holiday celebrated all over the world. The majority of countries celebrate Labor Day on May 1, and it is popularly known as May Day and International Workers' Day. Besides the United States, only Bermuda and Canada celebrate Labor Day on the first Monday of September.

The origins of Labor Day in Canada can be traced back to April 14, 1872 when a parade was staged in support of the Toronto Typographical Union's strike for a 58-hour work-week. The Toronto Trades Assembly (TTA) called its 27 unions to demonstrate in support of the Typographical Union who had been on strike since March 25. George Brown, Canadian politician and editor of the Toronto Globe hit back at his striking employees, pressing police to charge the Typographical Union with "conspiracy." Although the laws criminalizing union activity were outdated and had already been abolished in Great Britain, they were still on books in Canada and police arrested 24 leaders of the Typographical Union. Labor leaders decided to call another similar demonstration on September 3 to protest the arrests. Seven unions marched in, prompting a promise by Canadian Prime Minister Sir John A. Macdonald to repeal the "barbarous" anti-union laws. Parliament passed the Trade Union Act on June 14 the following year, and soon all unions were demanding a 54-hour work-week. A movement similar to Australia's Eight Hour Day movement of 1856, this one known as the Nine Hour Day movement, was born. An annual celebration to commemorate the events was also developed.

The United States history of Labor Day can be linked to the Canadian celebration. Peter J. McGuire, co-founder of the American Federation of Labor, was asked to speak at a labor festival in Toronto, Canada on July 22, 1882. After witnessing the annual festivities in Toronto, he returned to the United States with the plan to institute a Labor Day celebration. With the Knights of Labor supporting him, McGuire mounted the first American Labor Day parade in September of that year. Canada adopted the same date. Keeping the date consistent between Canada and the United States eased pressure on business that have operations on both sides of the border as well as demonstrating solidarity between the United States and Canada.

It should be noted, although records show that McGuire, general secretary of the Brotherhood of Carpenters and Joiners and a co-founder of the American Federation of

Labor, was first in suggesting a day to honor those "who from rude nature have delved and carved all the grandeur we behold," McGuire's place in Labor Day history has not gone unchallenged.

Many believe that Matthew Maguire, a machinist, not Peter McGuire, founded the holiday. Recent research seems to support the contention that Matthew Maguire, later the secretary of Local 344 of the International Association of Machinists in Paterson, N.J., proposed the holiday in 1882 while serving as secretary of the Central Labor Union in New York. What is clear is that the Central Labor Union adopted a Labor Day proposal and appointed a committee to plan a demonstration and picnic.



Labor holiday, a day of rest, originated in 1882

The first Labor Day holiday in the United States was celebrated on Tuesday, September 5, 1882, in New York City, in accordance with the plans of the Central Labor Union.

In 1884 the first Monday in September was selected as the holiday, as originally proposed, and the Central Labor Union urged similar organizations in other cities to follow the example of New York and celebrate a "workingmen's holiday" on that date. The idea spread with the growth of labor organizations, and in 1885 Labor Day was celebrated in many industrial centers of the country.

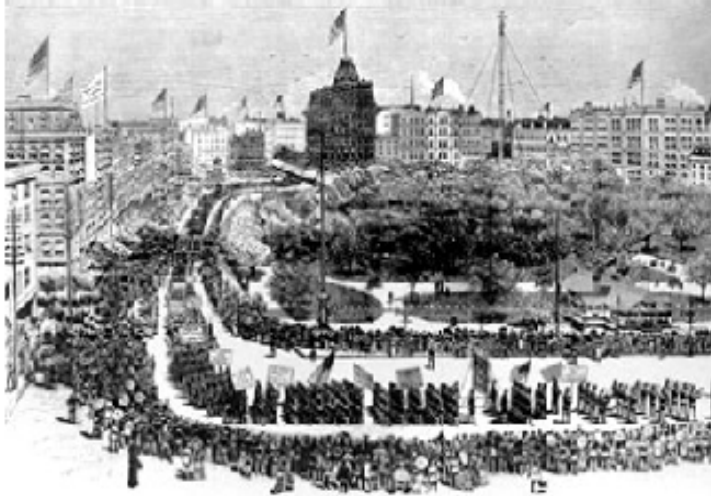
Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From them developed the movement to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887. During the year four more states -- Colorado, Massachusetts, New Jersey, and New York -- created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

In the aftermath of the deaths of a number of workers at the hands of the US military and US Marshals during the 1894 Pullman Strike, President Grover Cleveland put reconciliation with Labor as a top political priority. Fearing further conflict, legislation making Labor Day a national holiday was rushed through Congress unanimously and signed into law a mere six

days after the end of the strike. Cleveland was also concerned that aligning a US labor holiday with existing international May Day celebration would stir up negative emotions linked to the Haymarket Affair. All 50 U.S. states have made Labor Day a state holiday.



1893 President Cleveland used Federal troops to stop the Pullman Strike



1882 The first Labor Day parade at Union Square in New York City

The form that the observance and celebration of Labor Day should take were outlined in the first proposal of the holiday -- a street parade to exhibit to the public "the strength and esprit de corps of the trade and labor organizations" of the community, followed by a festival for the recreation and amusement of the workers and their families. This became the pattern for the celebrations of Labor Day. Speeches by prominent men and women were introduced later, as more emphasis was

placed upon the economic and civic significance of the holiday. Still later, by a resolution of the American Federation of Labor convention of 1909, the Sunday preceding Labor Day was adopted as Labor Sunday and dedicated to the spiritual and educational aspects of the labor movement.

The character of the Labor Day celebration has undergone a change in recent years, especially in large industrial centers where mass displays and huge parades have proved a problem. This change, however, is more a shift in emphasis and medium of expression. Labor Day addresses by leading union officials, industrialists, educators, clerics and government officials are given wide coverage in newspapers, radio and television.

Labor Day is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity and well-being of our country.

The vital force of labor added materially to the highest standard of living and the greatest production the world has ever known and has brought us closer to the realization of our traditional ideals of economic and political democracy. It is appropriate, therefore, that the nation pays tribute on Labor Day to the creator of so much of the nation's strength, freedom, and leadership -- the American worker.

When you celebrate Labor Day weekend this year, whether by hanging out at home or traveling with family and friends, remember the history of Labor Day, the holiday created for you and all working people.

Maureen Karius UUP/CWA

SOURCES:

<http://www.dol.gov/opa/aboutdol/laborday.htm>

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TO VIEW MORE HISTORICAL LABOR PICTURES:

<http://americanpicturelinks.com/Unions.htm>



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