

UNITY

UUP Scheduled Webinars

UUP Members Benefit 101

Wednesday, November 18, 2020
12:00 pm— 6:00 pm
Register at bit.ly/UUPNov18



CONTACT US

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Visit us on the web at www.uuphost.org/cobleskill/

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**Virtual 2020
Ex Board Meetings**

Thursday, September 3
12:30 pm—2:00 pm

Friday, October 30
1:00 pm

Thursday, November 12
12:30 pm

Thursday, December 3
12:30 pm



**Statewide Pre-retirement Workshop
(new format) October 13 & 15**

Dear Chapter Leadership and Members,

One of our most popular workshops has been the Pre-Retirement Workshop and with the use of online tools we are now capable of doing them statewide. We are trying a new format of splitting the 1 ½ - 2 hour workshop into two 1 hour sessions, which will give many of our members the chance to attend at lunchtime. Campus workshops will still be available if needed and chapter leadership can still set them up with Walter Apple. We are encouraging all new and long time members to attend these workshops as the retirement benefits that we negotiated over the years are excellent and we need our members to realize that in order to maintain them we need a strong organized union. We plan on doing these workshops every month if the response is good and if you miss one or have questions that you didn't ask, you will have another chance to do

so. Please distribute as widely as possible, the link to sign up for the workshops is below and feel free to reach out if you have any questions.

In Solidarity,

Tom Hoey
UUP Statewide Membership Development Officer

https://docs.google.com/forms/d/e/1FAIpQLSdpgFWb5fFAJK5MD79WL35_p1VRIOFakPfpIOoLn-dHHqhZw/viewform



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
riveras@cobleskill.edu

**ELECTION DAY:
November 3**

UUP VOTE 2020

NY Early Voting Oct. 24 - Nov. 1

Dear colleagues,

[CountyBoardRoster10052020.pdf](#)

Early in-person voting begins in New York on Saturday, October 24 and continues until November 1. Never has there been an election more consequential to our union, our health, and our nation's future.

Please note: In many places, early voting locations are different than the usual Election Day locations.

In that spirit, I encourage you to join your fellow unionists and make your voice heard. Please cast your vote in this election. We have reached out to our out-of-state members and retirees about early and mail-in voting in their home states. Now, this week, we begin early in-person voting here in New York to begin to change the direction of our country after the last four years.

To learn more about your rights to take time off from work to vote, please click the link below:
[https://www.elections.ny.gov/
NYSBOE/elections/
TimeOffToVoteFAQ.pdf](https://www.elections.ny.gov/NYSBOE/elections/TimeOffToVoteFAQ.pdf)

Just as we have pushed SUNY and the governor on the issue of safety, we hope you will adopt the safest and easiest way to vote for you and your family. It's your decision whether to vote early, vote by mail, or vote on Election Day. But please, exercise your right to vote!

Please click the links below to check your local County Board of Elections for your early voting polling locations.

In Solidarity,
Fred

[https://www.elections.ny.gov/
countyboards.html](https://www.elections.ny.gov/countyboards.html)

[https://www.elections.ny.gov/
NYSBOE/Counties/](https://www.elections.ny.gov/NYSBOE/Counties/)

Boozy Screamsicle Shakes

INGREDIENTS

- Chocolate sauce, for garnish
- 6 Oreos, finely crushed
- 1 qt. orange sherbet
- 3/4 c. milk
- 8 oz. vanilla vodka
- Whipped cream, for garnish
- Orange & black sprinkles, for garnish



DIRECTIONS

1. Pour 2 tablespoons chocolate sauce onto a small, shallow plate. Place Oreo crumbs on a second small plate. Dip rims of serving glasses first in chocolate sauce, then in Oreo crumbs.
2. Combine sherbet, milk, and vodka in a blender and blend to combine. Drizzle some chocolate sauce on the inside of each serving glass, then fill with milkshake. Garnish with whipped cream, remaining Oreo crumbs, and sprinkles.

(courtesy of Delish.com/cooking)



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	YTD	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	3456.78	3456.78	45,678.90	4	4		
Location Pay	56.78	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.



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

Telecommuting Agreement/Salary increases delay

Colleagues,

First, the good news. I have just received word that the telecommuting agreement that all statewide public sector unions negotiated with the State of New York back at the start of the COVID emergency has been extended through the end of December, 2020. This is what we have demanded, though we certainly would have welcomed a longer time-frame. Now, the work needs to focus on making sure that the agreement is interpreted liberally by administrators so that our members can work from home to the greatest extent possible to protect our health while also serving to help alleviate the severe child care crisis we are facing as a society.

Second, as you know, our negotiated pay raises have been delayed for another 30 days. This is disappointing and frustrating – especially for those among us who are earning so little: Adjuncts and part-time professionals. We filed class action grievances when these steps were first taken by the Division of the Budget (specifically, on April 1, when a small number of state lifeguards – for whom we negotiate – had their pay raises delayed, and again on July 1, when most of us had pay raises delayed) Because of this continuing crisis, UUP has today taken the step of starting the process of moving the delayed salary increase grievances to arbitration. Though this does not mean immediate resolution of the crisis, it is a step that can serve to speed up the process.

Third, to clarify what the delayed increases actually mean for us, I want to make clear that we will get all the money we are owed – eventually. When salary increases are eventually paid by the state, all unit members due their 2% salary increase (in keeping with Article 20.9) on either July 1st or September 1st will receive their salary increases retroactively to that date. If the unit member has separated from service (for any reason: retirement, non-renewal, voluntary quit, termination) she/they/he will also receive their retroactive salary increase for the period of time they were in state service after the date the salary increase was due to be paid (July 1st or September 1st 2020) by either electronic deposit or by paper check to their last address on record.

This worsening situation should remind all of us how imperative it is that pressure continue on the US Senate to pass the HEROES Act and for the state legislature to return to Albany to pass tax increases on the super-rich and on Wall Street through the Stock Transfer Tax to help New York recover from the COVID Economic Crisis. Please go to www.uupinfo.org and take action!

Finally, with the news early this morning that President Trump and the First Lady have tested positive for COVID, let us remember to be masked, maintain physical distancing and wash our hands frequently. The pandemic is not controlled in the slightest. We must all do our part to protect each other.

Please take care and stay well...

In Solidarity,
Fred

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Monday & Tuesday

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

Thursday

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