

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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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



A Day of Gratitude...

Dear Colleagues,

I want to take a moment out of the chaos of this year to simply thank all of you for all that you do for our students, our patients, and our union. I understand that in wishing all of you a day of happiness and peace, there are many of our comrades who are presently hard at work, at campuses, serving students who are staying in place for the duration, and especially those who are working hard to save the lives of those struck down by COVID in hospitals in Buffalo, Syracuse, Brooklyn and Stony Brook. To all those struggling to keep our students and patients well and alive, you are in my thoughts this day and every day. And the gratitude I feel for you and your dedication cannot be measured.

I ask all of us to consider what we've been through this year, how we've made it through, despite painful losses, and how we must continue to go forward, no matter how difficult the struggle might be. I am grateful for your energy and for all you have done to make our union stronger in these difficult times. I have no doubt that we will emerge stronger still, but it will take all of us, united as never before, committed to the principles that guide us: Justice, Equality and Solidarity.

Please stay safe and well, and make sure to enjoy the time to share with family and all those dear to you...

In Solidarity,
Fred



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/)

Apple Toddy

Ingredients

- 1/2 orange, halved
- 4 cloves
- 3 cups apple cider
- 2 cinnamon sticks
- Brandy, to taste
- 1 cup heavy cream, whipped to soft peaks



Stud the orange halves with cloves. In a medium saucepan, bring the cider, cinnamon and oranges to a simmer. To serve, add a shot of brandy to a cup. Ladle in the hot cider and top with a generous dollop of whipped cream.

(courtesy of Sunny Anderson at foodnetwork.com/recipes)



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	YTD	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.



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

Revenue Raisers - Take Action Now

Dear Colleagues,

Thousands of activists and allies watched the rally in support of the New York Stock Transfer Tax, but now I encourage you to share the next steps with members and coalition partners to continue escalating the pressure on the legislature to return and pass revenue raisers. Our rally was important but now comes the follow-up and hard work to make our voices heard.

I encourage you to visit our website at <https://uupinfo.org/resources/raisingrevenue/> to see how you can take action.

To print and send a postcard: <https://uupinfo.org/resources/raisingrevenue/pdf/750postcard.pdf>

Be sure to follow these instructions: <https://uupinfo.org/resources/raisingrevenue/pdf/PostcardInstructions.pdf>

Also, utilize our social media tool-kit: <https://uupinfo.org/resources/raisingrevenue/pdf/RevenueRaisersSocialMediaToolkit.pdf>

You can also send digital letters-

To contact Governor Cuomo:
<https://actionnetwork.org/letters/reinstate-the-states-stock-transfer-tax>

To contact your state legislators:

<https://actionnetwork.org/letters/reinstate-the-stock-transfer-tax-uup/>

To contact Assembly Speaker Heastie and Majority Leader Stewart-Cousins:

<https://actionnetwork.org/letters/reinstate-the-stock-transfer-tax-uup-2/>

We need the state legislature to return to Albany to pass substantive revenue raisers and we need to push Governor Cuomo to act! Join us in this fight and we can make New York more fair, more just, and more prosperous for all its residents.

In Solidarity,
Fred



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* Vehicle availability and specifications vary by location.

UUP 2021 Productivity Enhancement Program

The Productivity Enhancement Program (PEP) is a negotiated benefit between UUP and NY State. PEP allows eligible UUP-represented full-time and part-time employees who earn vacation leave to exchange previously accrued vacation leave in return for a credit of up to \$1,200 to be applied toward the employee share of NYSHIP premiums on a biweekly basis.



Employees are required to submit a separate enrollment form for each year in which they wish to participate.

ELIGIBILITY

Eligible full-time employees with an annual salary of **\$70,947 and below** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2021 plan year will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$600, or forfeit six days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$70,947 and below \$101,385** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2021 plan year will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$600, or forfeit four days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible part-time employees who choose to participate will forfeit prorated days and receive a prorated credit.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
- ◆ Be employed on a Calendar Year or College Year basis;
- ◆ Be a full-time employee with an annual salary below \$101,385 **OR** a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- ◆ Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- ◆ Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
- ◆ Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

Contact your campus Human Resources Department for more information or to obtain an enrollment form.

**DEADLINE:
Nov. 30, 2020**



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Chapter Assistant, Patricia Lepore Moody

UUP Chapter Office

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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.