

# UNITY

**New Year, Same as the Old Year: 2020 2% Salary Increases Delayed Again— Fred Kowal, UUP President**

Sorry to have to start the New Year off with bad news, but late yesterday we received notification from the Governor’s Office of Employee Relations, that the state is again delaying implementation of the 2% across the board salary increases that were due to our members on July 1 or Sept 1, 2020 (depending on obligation). At this time, the state has indicated that this delay will extend through the end of March, 2021. Once again, the state has indicated that this is a delay in payment, not a cancella-

tion of the 2020 2% increase. This delay of the July 1/Sept 1 2% increase also mirrors an additional delay of the 2% increases that were due to other state employees beginning April 1, 2020. As we know, the July1/Sept.1 2% increase is contractually provided for in the 2016-2022 State/ UUP Agreement. After GOER notified us of the initial delay in payment in June, UUP filed class action grievances covering the delayed raises and related delays in minimum salary increases, including minimum salaries for adjuncts, scheduled to take effect in 2020.

*(continued on page 7)*



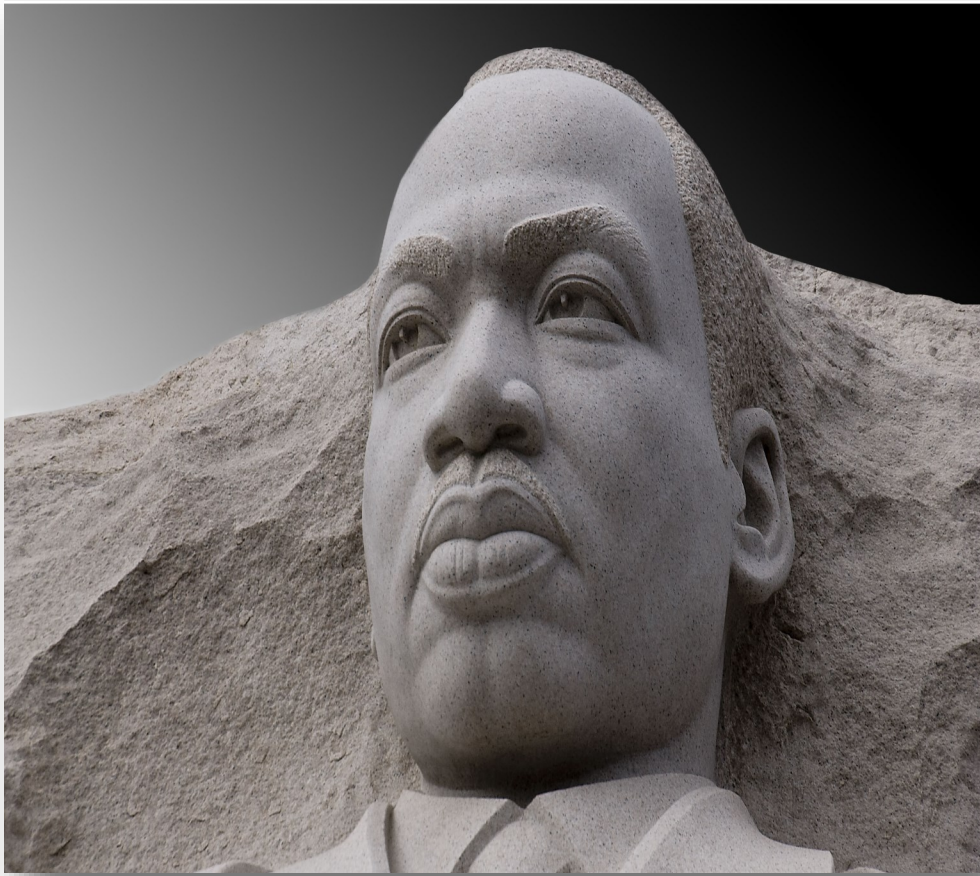
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Visit us on the web at [www.uuphost.org/cobleskill/](http://www.uuphost.org/cobleskill/)

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**Virtual 2021  
Ex Board  
Meetings**

To

Be

Announced



*I Love My Union Benefits!*

**UUP Benefits 101 Webinar**

**Feb. 10, 2021: 12 pm & 6 pm**

**Register at:**

**[www.bit.ly/UUPFeb10](http://www.bit.ly/UUPFeb10)**



There will be opportunities to win gift cards  
and other giveaways throughout the presentation.



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

## News Bulletin from Bill Tusang, UUP Chapter President

### Vaccination Situation

Dear Colleagues,

We received the following vaccine update /information from Fred Kowal this weekend. He expects to be sending another update soon. Please contact me if you have any questions.

Bill Tusang  
UUP Cobleskill

On Friday, Governor Cuomo announced that the next round of vaccinations would target several categories of individuals, including "teachers, educators and public employees." However, given the discrepancy between what he said and what was published in associated documents, it appeared that he was talking about K-12 teachers only, and not our members.

Without clarity, I reached out to Chancellor Malatras and had a long conversation with him Saturday morning. I made clear our disappointment and anger at this exclusion. I pointed out that our members (outside of the hospitals where our members have been treating patients and are in the first group to be vaccinated) especially in areas like residential life are preparing to greet returning students in the

next couple weeks. They must be vaccinated, along with all those in our bargaining unit who will be interacting with students. He made clear to me that he is in conversations with the Governor and his staff to convince them to include these individuals.

Along with that conversation and continuing text messages back and forth, I also spoke with CUNY/PSC president Barbara Bowen. Their members are also concerned about being excluded from the vaccination program as of now. We strategized about how to coordinate our pressure on the Governor, should nothing change in the next day or two. We also continue to text back and forth, though neither of us has heard anything as of yet.

So, to summarize: Except for those UUP members who are at SUNY Hospitals or work in campus health clinics, no others will be in the 1B category for vaccinations unless they are over the age of 75. We continue to pressure SUNY leadership to convince the Governor to broaden the category to include -- at the very least -- those in our bargaining unit who are or will be interacting with students or the public directly in their jobs.

# Pomegranate Mimosa

## Ingredients

- 1 ounce (2 tablespoons) 100% pomegranate juice (bottled or [fresh squeezed](#))
- 1 ounce (2 tablespoons) Aperol (or orange juice)
- 4 ounces (1/2 cup) sparkling wine, like Prosecco or champagne
- For the garnish: orange slice, fresh rosemary sprig


## Instructions

Add the pomegranate juice and Aperol to a champagne flute.

Tilt the champagne flute and pour in the champagne or Prosecco. Garnish with an orange slice or rosemary sprig.



(courtesy of <https://www.acouplecooks.com/>)



## Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		<small>To Get Credits    Paid To Union Credits</small> Current 3456.78    1234.56 YTD 45,678.90    34,567.89	
Advice # 123456789	Pay Start Date 11/10/2019	Pay End Date 11/24/2019		<b>Net Pay 1,234.56</b>	
Advice Date 11/10/2019	Department ID 1234		Pay Rate 56,789.10		
EARNINGS			TAX DATA		
<small>Current</small>	<small>YTD</small>	<small>Fed</small>	<small>State</small>	<small>NYC</small>	<small>York</small>
Regular Pay/Salary Employee 3456.78	45678.90	2	4		
Location Pay 98.76	987.65	2	0		
			<b>TAXES</b>		
			<small>Current</small>	<small>YTD</small>	
			Fed Withholding 2,456.78	12,345.67	
			Medicare 3,456.78	4,567.89	
			Social Security 3,456.78	3,456.78	
			NY Withholding 3,456.78	4,567.89	
			<b>DEDUCTIONS</b>		
			<small>Current</small>	<small>YTD</small>	
Regular Member Tax Health 456.78			1,234.56		
Supplemental Health Annuity Plan 878.90			9,876.54		
SMA Retirement Member Tax 98.76			1,234.56		

### 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 UNY. 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.

02/21



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

**Empire State Campaign for Child Care (ESCCC) -- Event tonight!**

UUP is excited to join the Empire State Campaign for Child Care (ESCCC) effort and encourages all UUP members to learn more and be involved in this critical campaign. The ESCCC is a grassroots movement dedicated to universal and equitable access to quality, affordable childcare. As a partner in this campaign, we are working with other coalition partners including providers, parents, employers, educators, and advocates. This campaign draws light to the fact that though the current childcare system is essential, it is undervalued and underfunded, and that these problems stem from historic patterns of racial and gender discrimination and injustice.

We have an opportunity to not only be a part of this movement, but to help build a successful fight for change. How? Join us tonight on the ESCCC call to learn more about the upcoming February advocacy days.

These events are coming together quickly and unfortunately, this news came to us very late. With the short notice it is not ideal, but given the importance of the issue we wanted to share the information anyway. If you are not able to attend tonight, but are interested in being part of the upcoming actions, contact Danielle Judge, UUP Assistant Director of Social Justice & Mobilization via email at [djudge@uupmail.org](mailto:djudge@uupmail.org). Information on

how to register for tonight's call and the February advocacy can be found below

**Advocacy Day Prep Calls Monday, Jan 25, 2021 - 7:00pm**

Learn about ESCCC; meet ESCCC local and state leaders; find out how campaigns are won in the NYS Legislature; and hear our 2021 ESCCC budget demands. There will be Q & A time, and regional break-out sessions to sign up for visits with your own state legislators.

**Link to RSVP:** <https://zoom.us/meeting/register/tJMrcOqgrzMiH9GxswwiaieYoaCdX9eNL9H9>

**Advocacy Days Kick Off Tuesday, February 2, 2021**

The goals are to demonstrate to state legislators, Governor Cuomo, and to the media, the strength and unity of the childcare movement; and to show why funding for childcare needs to be a priority in the 2021 budget. Speakers from around the state will present and defend their 2021 Budget Ask.

- 12:30 - 1:00 Rally with national, state, and local leaders
- 1:00 – 2:00 Press conference with state legislators

**Link to RSVP:** <http://www.empirestatechildcare.org/2021-virtual-early-childhood-advocacy-days.html>



**NYS/UUP Joint Labor-Management Committees**

***NEW* EXAM FEE REIMBURSEMENT PROGRAM**

# CERTIFICATION LICENSURE EXAM FEE REIMBURSEMENT

The CLEFR Program assists employees with the cost of attaining initial certifications, licenses or designations which are related to their profession or necessary for promotional opportunities and career mobility within the State University of New York (SUNY). Examination fees to renew certifications, licenses, or designations previously obtained by an employee are not reimbursable. Maximum reimbursement is \$1,000 for the period January 1, 2021 to December 31, 2021.

For NYS/UUP CLEFR Program guidelines and application, please go to:  
[goer.ny.gov/nysuupclefr](https://goer.ny.gov/nysuupclefr).

PROFESSIONAL  
DEVELOPMENT



**For additional information contact:**

NYS/UUP JLMC  
2 Empire State Plaza, 8th Floor  
Albany, NY 12223

Email: [nysuupclefr@goer.ny.gov](mailto:nysuupclefr@goer.ny.gov)  
Phone: 518.486.4666  
Fax: 518.486.9220

## UUP Benefit Trust Fund Group Term Life Insurance Program

### Tom Hoey

State Wide Membership Development Officer  
United University Professions

We were just informed by UNUM (UUP's life Insurance carrier) that the New York State Department of Financial Services (DFS) Life Bureau is requiring that Unum remove all Value Added Services (Worldwide Emergency Travel Assistance, Life Planning Financial and Legal Resources, Employee Assistance/LifeBalance - EAP) from New York situs Life products. Therefore, UUP will no longer be able to offer the Worldwide Travel Assistance program to our represented employees beginning January 1, 2021.

It is with great regret that we inform you of this action. The New York State DFS Life Bureau has confirmed that Unum's insurance policies do not contain specific enough language to allow them to offer value-added services to their customers. Unum has attempted to resolve this issue by adding to their previously approved product filings, unfortunately, the New York State DFS Life Bureau has been unwilling to approve new policy language on the grounds that the services do not have nexus, or inherently relevant connection, to life insurance.

Please spread this information out to your chapter colleagues and retiree members. Should you have any questions or would like any additional information, please feel free to contact the UUP Benefit Trust Fund at 800-887-3863.

In Solidarity,  
Tom

## New Year, Same as the Old Year: 2020 2% Salary Increases Delayed Again *(cont'd from page 1)*

UUP also filed an Improper Practice with the NYS Public Employment Relations Board (PERB) on behalf of residents working in facilities associated with SUNY's academic medical centers. Given the repeated delays in implementing our negotiated raises, we are continuing to pursue all appropriate avenues for enforcing our contract and protecting our terms and conditions of employment.

While we did not agree with, or accept the state's decision, we understand that the decision is driven by the state budget crisis that has developed as a result of the COVID 19 pandemic. To address this crisis, it remains critical that the federal government provide desperately needed assistance

to state and local governments across the country, including New York. However, given the situation in Washington right now, it's clear that any additional federal help will at minimum await the inauguration. Thus, it is more critical than ever for New York State to pass an "Ultra-Millionaires' tax" and a "Billionaires' tax." Additionally, we will continue to increase our efforts to secure passage of the proposed reinstatement of the Stock Transfer tax. This option could generate over \$1 billion in the first month!

Tell NYS legislators to fund the state's recovery. It is critical that NYS legislators hear from you. Please take a few moments to ensure our voices are heard.

For additional information go to: [UUP Campaign for Revenue Raisers \(uupinfo.org\)](http://uupinfo.org)

## **UUP Executive Board Members**

Bill Tusang, President

(518) 255-5205

Christina Trees, VP Academics

(518) 255-5119

Wendi Richards, VP Professionals

(518) 255-5870

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 Tomaszewicz, 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

Michelle Couture, Labor Relations Specialist

michelle.couture @nysut.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.