

# UNITY

Raise Our Voices Now Before the  
**April 1st**  
**NYS Budget Deadline**

by Fred Kowal, UUP President

(read full article on page 2)



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## Raise Our Voices Now Before the April 1st NYS Budget Deadline

*(continued)*

After a month of virtual advocacy meetings, the New York State Senate and Assembly house bills address the TAP GAP and include new revenue raisers of \$7-8 billion dollars. This is good news and a tribute to the advocacy work we and our allies have done so far!

But we're not over the finish line yet as there are powerful interests pressing legislators to roll back on this new revenue. We can't let this happen and must re-double our advocacy efforts before the April 1st budget deadline. Specifically, there are three key issues we need to stress with Albany lawmakers:

- We must urge legislators to keep these measures in the final NYS budget during the final days of budget negotiations with the Executive Branch and the Division of Budget;
- The Senate one house bill contains \$40 million dollars designated for hazard pay for our frontline health care workers in our public SUNY hospitals. The Assembly bill does not contain this funding, so we must contact our State Assembly-members and tell them to include hazard pay in the final NYS budget; and

- The Senate budget bill also proposes that the state pay the debt service for the three SUNY hospitals and the Assembly version does not. So, we need to tell our State Assembly-members to see that this language is included in the final budget bills due April 1st.

Please send a letter to your State Legislators by visiting: <https://actionnetwork.org/letters/the-time-is-now-to-invest-in-suny/>

Please call your Assembly-member's office and leave a message emphasizing these things. You can find your Assembly-member's contact information here: <https://nyassembly.gov/mem/>

If you would like guidance or support in making these calls, please sign up for any of the upcoming UUP Legislative Call-Ins here: <https://www.mobilize.us/aft/event/379305/>

We're close, but the work's not done yet. Now is the time to make your voice heard to support elimination of the TAP GAP, hazard pay for our health care workers, and debt service relief for the public hospitals where they work.

Thank you for your advocacy.

## Virtual 2021 Ex Board Meetings

Thursday, February 18  
11:30 am—12:30 pm

Thursday, March 18  
12:00 pm—1:00 pm

Thursday, April 15  
12:30 pm—1:30 pm

Thursday, May 13  
12:30 pm—1:30 pm





Help support  
NYSUT-endorsed  
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campaign  
committees that  
are pro-public  
education and  
pro-labor.

Click onto the link  
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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](mailto:riveras@cobleskill.edu)

## News Bulletin from Bill Tusang, UUP Chapter President

### UUP Academics Work- load Survey

A new survey was constructed by UUP Academics to gather information on the impact of the COVID-19 pandemic on workload, working conditions, and other aspects of Academics' professional lives and work-life balance.

The survey is intended for **all** UUP Academics, both part-time and full-time, contingent and non-contingent. It is fairly long and takes 20-30 minutes to complete, depending on the level of detail you choose to provide.

The intent is for our chapter to use the survey to increase awareness and educate ourselves about ways to address workload problems, identify pressing issues that need attention, and develop initiatives for campus level change.

While summary results may be shared with the campus administration through UUP's Labor-Management discussions, individual responses will be viewed by UUP only.

You may respond anonymously or enter your contact information at the end of the survey.

Please indicate in the comments section if you want to be contacted by a UUP officer for follow-up.

If you have questions about the survey, please contact Christina Trees, Chapter Vice President of Academics or Bill Tusang, Chapter President.

The survey will remain open until close of business on Friday March 19th.

# March is Women's History Month

The Library of Congress, National Archives and Records Administration, National Endowment for the Humanities, National Gallery of Art, National Park Service, Smithsonian Institution and United States Holocaust Memorial Museum join in commemorating and encouraging the study, observance and celebration of the vital role of women in American history.

## About Women's History Month

Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, presidents have issued a series of annual proclamations designating the month of March as "Women's History Month." These proclamations celebrate the contributions women have made to the United States and recognize the specific achievements women have made over the course of American history in a variety of fields.

## Executive and Legislative Documents

The Law Library of Congress has compiled guides to commemorative observations, including a comprehensive inventory of the [Public Laws, Presidential Proclamations and congressional resolutions](#) related to Women's History Month.

## Other Dedicated Web Sites

[National Endowment for the Humanities](#)

[National Archives](#)

[National Park Service](#)

[Smithsonian Education](#)

[United States Holocaust Memorial Museum](#)

*(Courtesy of <https://womenshistorymonth.gov/about/>)*



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

## **Salary Compression Intake Deadline Extended**

Dear UUP members,

I encourage you to use the UUP Intake Form at the link below to provide us with information or voice any questions or concerns you have about the 2020 salary compression adjustments called for in the 2016-22 NYS-UUP Contract. As a result of member requests, we are extending the deadline for submitting forms to **May 1, 2021** which is May Day – International Workers Day. We hope this will better enable you to send your questions and comments to us.

These adjustments constitute the second of four years of compression adjustments required by the contract. This intake form is not to be used in lieu of contacting campus Human Resources with questions you may have about your specific circumstances. We are encouraging members who have such questions to contact HR. However, even if you speak to HR about your specific case, it is also important for UUP to know what members' questions and concerns are.

Information collected through this process will be viewed at the chapter and state levels of UUP. We will use it to address concerns that need immediate attention. We also will use this information to inform the next round of discussions

with the State over possible refinements or adjustments to the 2021 salary compression analysis. Modifications to the process and methodology adopted in the second round were a direct result of the information members provided after the first round of salary compression adjustments.

I encourage you to communicate with us through this intake form as soon as possible. We will begin analyzing all information as it comes in.

Please contact your UUP chapter office if you need immediate assistance.

UUP Salary Compression Intake Form: <https://www.surveymonkey.com/r/UUP2020Compression>

Sincerely,  
Frederick E. Kowal, PhD  
President  
United University Professions



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

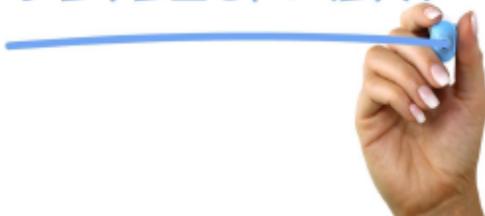
***NEW* EXAM FEE REIMBURSEMENT PROGRAM**

# 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

## Pre-Retirement Workshop: Part 1-Tuesday March 23rd & Part 2-Thursday March 25 both @12-1pm

There are still some openings for our upcoming March Workshop. These workshops are open to all Bargaining Unit Members and everyone should attend to understand the benefits that our union has negotiated over the years. Feel free to attend multiple times as there is a lot of information to absorb. You can register at link below:

<https://forms.gle/yW8SKQ9x28LzDTGW8>

In Solidarity,  
Tom

**Tom Hoey**

State Wide Membership Development Officer United University Professions

## Professional Concerns Survey

Dear Professional UUP Members,

Thank you for your participation in the last survey that was sent out. We truly appreciate it. We have put together a new survey with some additional questions. Please take a moment to review and complete to help us help you better.

Here is the link for Professional Concerns Survey Spring 2021

<https://forms.gle/oRqCqZfUit6HAtfz9>

And here is the link for the Professional Concerns Meeting help every other Friday. Next meeting is April 2.

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_ODFkZjZhMzctYzc0OC00OTY3LTk2NGUtZjQzMzc3NDY4ZjRm%40thread.v2/0?context=%7b%22tid%22%3a%2281ffd73a-1776-4015-a00a-19b35a4fc707%22%2c%22oid%22%3a%22ebcd8d1e-38f4-4d5e-a196-986f3204bdcd%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_ODFkZjZhMzctYzc0OC00OTY3LTk2NGUtZjQzMzc3NDY4ZjRm%40thread.v2/0?context=%7b%22tid%22%3a%2281ffd73a-1776-4015-a00a-19b35a4fc707%22%2c%22oid%22%3a%22ebcd8d1e-38f4-4d5e-a196-986f3204bdcd%22%7d)

All the best  
Wendi Richards  
VPP

## **UUP Executive Board Members**

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Christina Trees, VP Academics

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Wendi Richards, VP Professionals

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Emma Paden, Treasurer

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(518) 255-6244

TBA, Affirmative Action Officer

Salvador Rivera, Vote-Cope Coordinator

(518) 255-6238

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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.