



# The Cortland Cause

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## Voting Wrongs

Karla Alwes, DTP, Emeritus, English

Contingent. The word means "dependent on" and "incidental." Both describe the lives of faculty on whom we depend yet too often are considered "incidental."

The voting rights issue was brought up at this week's Faculty Senate. Irony notwithstanding, "the Resolution of voting rights for faculty on contingent appointments" was postponed. It was on the Senate agenda as "Unfinished Business." We were told it would be opened "to the floor for discussion and debate *and* vote" at the April 8<sup>th</sup> Senate meeting.

The business, it appears, continues to be unfinished.



## The Academy and Classism

Bekkie Bryan

I am writing today partially as a reflection of the current state of politics and as a product of public education, a public higher education, and being from rural America. I am here to write what that has meant to me as a woman, as an educator, and as a union activist and to connect my reflections to the conversations happening on campus, and more broadly. However, I first must give you the context in which I was raised, the region I am from and the challenges I face internally with my identity as a tenured tenure track faculty member in "The Academy" I appreciate and resent concurrently.

You see I grew up in a beautiful place, a small rural town in the foothills of the Sierra Nevada Mountain range in CA. West Point is a town like so many other rural areas, left behind communities that lean primarily libertarian. As a child, it was the greatest place to grow up. We had full reign and freedom outdoors, building forts and tree houses, riding bikes everywhere, and needing simply to be home by dark. As a Gen X-er I do joke but also see the truth in saying we were feral and largely raised ourselves. That is not meant in any way to pass judgment on my parents; they raised my brother and I with strong values and work ethic. They did the best they could.

West Point was a very small but booming town featuring lively bars, gas stations, a general store, and a couple of family run small restaurants. I said it was because now there is nothing there. I take that back, about five years ago a Dollar General arrived, to my horror. It is a town where everyone knows everyone, where everyone takes care of everyone, where everyone picks up or goes to have dinner at the VFW one Thursday a



month, and where there is grit, and a loyalty I don't know how to explain. It was a logging town in old gold country where the men would come out of the woods, sit on the steps outside the store and drink a 6-pack shooting the shit before going home to sharpen the chains on their chainsaws, eating dinner with their families before heading to bed to make it back out to the woods by 4am.

My dad has lived there all his life except for being drafted and serving in Vietnam and trying out a semester or two at Jr College on the GI Bill when he came home. He has lifelong friends there with children that are my childhood and lifelong friends. It feels much more like a community of chosen family, or maybe that is simply community that seems defunct in so many places these days as we become further polarized by politics and turn inward into technology or fill our days with work and wear badges of busyness.

It is a town both full of ignorance and brilliance. It is a way of life becoming extinct. It is a part of me, it is in my DNA. It is home. I understand and struggle with the politics and promises of it all. I could go on and on and tell you the many stories of growing up both as a tomboy and as daddy's little girl who loved to go cut wood in the early morning with him, bringing poison oak home to her mom from her clothes. The girl who spent the weekends with her dad and his best friends down in the shop working on cars for folks, trading work, or helping someone out for a 12-pack, all to the dismay of my mom who always wanted a frilly little girl in dresses, not in jeans and t-shirts, filthy from cleaning parts and gapping spark plugs and hearing and learning things in a shop full of men maybe I should not be hearing at that age or any.

I share this, understanding that if I had never moved out of that town to get a job and an apartment to attend Jr College, my life would be very different. I was lucky in that way that school was easy for me, I was never really challenged to work at it until I went away to college. I thrived in an academic environment growing, learning, experiencing so much more than I ever had. It was in graduate school I truly understood the difference between where I came from, my blue-collar working-class roots and the rural education I had, compared to my international and more suburban/urban, white collar, and more privileged peers. I felt lucky to even be there.

No one else in my family ever navigated college beyond my dad's 1-2 semesters. My parents did not come to parents' weekend or ask about my grades except for needing proof I was enrolled full time so I could stay on their car insurance. However, I still realize how lucky I was that college was more affordable, and states still invested in their public higher education institutions like the public good they are. I still had to work all through college, but my working-class family and grandparents could all pitch in to help. I then went out and taught for a few years before deciding to reach for the stars and earn my PhD which was fully funded by a US Department of Education Teacher Training Grant. I would not be here if it were not for that grant.

I give you all this context because even after teaching in higher education for over fifteen years, I am still uncomfortable in the "The Academy." You see, I work in a field that is highly marginalized and that many colleagues on campus think of as sport and athletics and don't see as "scientific" and don't understand what goes into a teacher education program the size of ours unless they work in one. It feels elitist. I am more comfortable at home in a shop full of men and with my union family that advocates for everyone, for those in the most precarious positions, for what is simply fair and just. That is where I feel I fit in. I see the union as the application of my values rooted in equity, inclusion and justice. That believes in the diversity of voice and thought. A public institution that for many is about access to the American Dream, a decent paying job to be able to raise a family, or an escape from the oppression of only being valued once you are married and start a family.

Yet the Academy is just like the world. Where we "other" due to the level of our degrees, and the fields we are in or the work we do, or the level of our appointments. It often treats those who serve the institution as less than. I

have seen my peers mistreat cleaning staff, AAs, and OAs, and facilities and maintenance. I know how I have at times been treated as a woman with a voice by the good ole boys club, I see and hear the conversations around providing adjunct faculty a vote on things in which they provide to our institution. I don't understand.

**How can we say we are for diversity, equity, inclusion, and justice and not allow a group to vote?**

**How is it in an institution of public higher education that is about access, does not provide a subgroup of faculty with the basic right to vote?**

I have heard the arguments some regarding "them" not having terminal degrees, yet many do and if they do not, they have industry or other expertise to offer our students. Adjuncts are good enough to work for our programs, offer essential coursework, teach in our institution for decades, but we can't trust them to have a vote on items like GE referendums. It is shameful to me and disheartening. It is not enacting the value of diversity of thought and voice.

I can see why many are losing trust in our institutions or don't see the public good in which they are. I can understand how I am different now, my politics are different, yet I am still accepted at home but feel like an outsider just as I do here. We must lead by example, not by fancy public facing mission statements and strategic plans, or fancy marketing that says we have a 15-1 student to teacher ratio. Ask the large departments what their ratios are without counting folks like student teacher supervisors who may never step foot on campus. It feels disingenuous. It feels like a lie.

Maybe it is my idealized vision as a blue-collar working-class girl, the product of a public higher education who understands where I would be had I not gone to school, had the US Department of Education not existed. I choose to work at a smaller public comprehensive to give back, to be part of building the middle class, training teachers, educating society, advocating, so we can offer little girls like me an alternative, a choice. Or maybe girls like me, privileged, yet still less than in "The Academy" still don't belong or are simply present to serve. We are and can do better. We must do better.

In the meantime, I find spaces where I belong. I belong to my union; I am at home in my union, I am accepted in my union, and I have a voice. I am not judged by my field or my title. That is where I find a real promise of working towards a more diverse, inclusive, and just working environment for the betterment of us all. That is where I fight for institutions to live up to their mission statements and strategic plans, and not just market them. That is where my grit is an asset and not a marker of where I am from. That is where I will challenge my tenure track colleagues to reflect on their so-called values of inclusion and equity and ask: why do you oppose offering colleagues the basic right to a vote?



## A New Agreement

By Jaclyn Pittsley



This is a *signature* moment in UUP history. It has never been more important for each of us to join forces by signing the UUP membership card at <https://uupunion.org/myuup/Membership/> and, having signed, by honoring our commitments to one another.

UUP is beginning contract negotiations with the State of New York. Our current Agreement expires July 1, 2026. The State of New York is represented by the office and designees of its current Governor. UUP is represented by its Chief Negotiator Bret Benjamin of SUNY Albany, assisted by NYSUT Regional Staff Director Jeremy Ginsburg and relying on the proposals developed by its Negotiations Team, comprised of members from across UUP including representatives who work in professional and academic positions, comprehensive, research, technical and hospital campuses.

### UUP Knows Our Issues:

Campuses are in distress, including Cortland, facing a budgetary shortfall without sure means to close the gap.

Our members are asked to do more with less at work, and the salaries and compensation they take home make it difficult to maintain a healthy lifestyle.

Funding for professional development is in short supply.

Contingency is increasing, without job security or promise of sustained employment.

Cost-saving measures are cutting us, deeply, across campuses.

National political leaders are stripping us of funding for critical research in the sciences and in areas of Diversity, Equity, and Inclusion.

Public education is under fire as never before.

We are steadily overworked, overwhelmed, and overlooked.

How can our members beat back against the shifting national and state-wide attack against public higher education?

### Things we should know about negotiations:

The framework has been set and has been past practice for SUNY operations for some time. This means that while our members are protected by a long-standing collective bargaining agreement, big shifts are possible but can be difficult. Whether they benefit or harm public higher education, they typically require broader social forces of transformation, not merely determination and close argument.

I have learned to appreciate that our contractual provisions must work for all thirty-two chapters, and across our incredibly diverse unit.



Because we engage in NYS Public Sector Negotiations, not only do we negotiate with New York State instead of SUNY or a specific campus administration, but UUP's Agreement must also broadly conform to those of the other State unions.

What about the Taylor Law?

Section 204.3 of the Taylor Law sets out the general rights and duties of both parties in negotiations:

For the purpose of this article, to negotiate collectively is the performance of the mutual obligation of the public employer and a recognized or certified employee organization to meet at reasonable times and confer in good faith with respect to wages, hours, and other terms and conditions of employment, or the negotiation of a written agreement, or any questions arising thereunder, and the execution of an agreement incorporating any agreement reached if requested by either party, but such obligation does not compel either party to agree to a proposal or require the making of a concession.

The Duty to Bargain Includes:

- The obligation to meet at reasonable times
- The obligation to confer in good faith over wages, hours, and other terms and conditions of employment
- The obligation to sign a written agreement which incorporates the terms of any agreement reached

The Duty to Bargain Does *Not* Include:

- The obligation to reach agreement on any proposal on a mandatory subject of negotiations
  - The State can say no forever to proposals it is not interested in, and it does
  - The only obligation is to listen in "good faith."
- Any obligation to bargain over issues which are not "terms and conditions of employment"

Section 201.4 defines "terms and conditions of employment":

salaries, wages, hours, and other terms and conditions of employment provided, however, that such term shall not include any benefits provided by a public retirement system, or payments to a fund or insurer to provide an income for retirees, or payment to retirees or their beneficiaries. No such retirement benefits shall be negotiated pursuant to this article, and any benefits so negotiated shall be null and void.

While salaries, wages and hours are clear terms and conditions of employment, what "other terms and conditions of employment" means is not precisely defined by statute, regulation, or case law. Both PERB and the courts generally strike a balance between the interests of public employees in having a voice in determining their working conditions and the need for public employees to maintain flexibility necessary to carry out their governmental missions.

Non-Mandatory Subjects of Negotiations are primarily matters pertaining to the employer's mission, the services it provides, and core management prerogatives. Why is the distinction important? Because UUP can and often does attempt to bargain over "non-mandatory" subjects, but neither party is legally compelled to discuss those topics in negotiations. Non-Mandatory subjects include class size, mode of teaching, work location (such as working remotely), professional duties, extra service pay, bullying.



**Health Care:**

- Everyone should know that The Empire Plan is “self-insured” which means that the State does not pay insurance premiums. Instead, the State pays for the actual costs of health care that our members and families receive. The bi-weekly rates (premiums equivalencies) are set each year based on a review of current health care utilization by Empire Plan participants and actuarial estimates of how much the costs of care are projected to increase in the upcoming year.
- We ***do not*** negotiate the annual adjustments in the bi-weekly rates for Empire Plan coverage.
- We ***do*** negotiate what ***percentage share*** of the total cost of Empire Plan coverage is paid by our bargaining unit members and what share is paid by the State. That negotiated share of health coverage costs did not change in the most recent round of negotiations.

We must remember that while general parameters remain the same, each round is different. The negotiations team will fight for gains that benefit our members, and it will attempt to fend off demands from the State for harmful concessions. There are always gains, tradeoffs, and concessions, but sometimes there are great surprises. Ultimately each round varies based on the social, political, and economic contexts in which it occurs.

**How to Prepare?** *UUP hopes to be at the bargaining table by the fall!*

**Trust Your Team:**

Chief Negotiator Bret Benjamin (Albany) has been working thoughtfully and deliberately with UUP President Fred Kowal, NYSUT Regional Staff Director Jeremy Ginsberg and UUP leadership to identify activist members and invite them to join the Negotiations Team.

The weekend of April 4-5, at the Spring 2025 Delegate Assembly, President Fred Kowal announced the members of the Negotiations Team. An Ad-Hoc Preparations Committee (which includes Jen Drake and Jackie Pittsley) has already been working throughout the spring semester to help identify priorities and prepare to survey members.

**Be aware of your email this summer!**

We will be soliciting member responses in a survey regarding issues that are important to you. Please look for the survey early this fall and complete it. Fill out the contract comment card available at the UUP office or any open house.

We will host several town halls, virtual and in person, to seek member input.

Only through uniform support and active membership, can we achieve what we all need: relief through adequate compensation, stabilized benefits, and increased job security – especially for the particularly vulnerable.

No matter what one’s political persuasion, it is the responsibility of **everyone in the bargaining unit** to refuse to allow New York State leadership to ignore our needs.

**SIGN YOUR CARD!**

The Negotiations Team, though highly capable, can't do the work alone. Your Chapter Executive Board can't do it alone. I can't do it all, nor can the Vice Presidents or other officers. Every single person needs to take part, because every single one of you will be affected by the outcome of this new contract. There is no business as usual for us; we need to protect our rights to perform our research, teach and serve our students, house and raise and educate our children, live a life that is not all work, and prepare for our futures. And that can happen only if you *sign your membership card and get engaged in UUP*.

No one is secure. The upcoming rounds of negotiations are critical to our continued livelihood. There are concerns about compensation. There are important benefits at risk. There are threats to job security.

Show Albany that you care about your own position and that you care for others.

Billy Brag puts it this way:

There's power in a factory, power in the land  
 Power in the hand of the worker  
 But it all amounts to nothing if together we don't stand  
 There is power in a union

Don't leave your colleagues to engage alone. ***Please sign your UUP membership card and take an active role in the terms and conditions of your employment.***

*Sign up! Join forces! Get involved!*

Let's win a fair and equitable contract – together!



## **Courage and Character in an Unprecedented Time**

By Justin Neretich



There's no easy way to say it: public education in the United States of America is under attack. Of course, there are many opinions on the subject, and plenty of people who applaud what they feel is an attempt to correct a flawed system. But for my reality, I worry about rash and uninformed decisions that are happening at the Federal level. These actions are affecting the lives of my students and colleagues around the nation. I don't write this piece to complain about what is happening in our Department of Education or lament the slash and burn approach of the Department of Government Efficiency. I just want to express my opinion on current events and offer some hope in extraordinary times.

The United States and the experiment that is our governance has survived worse than our current events and I believe will continue long after this round of mutation and testing of executive overreach brought on by the current administration. What cannot be excused, however, is the targeting of some of the most vulnerable of our citizens, for what appears to be a raging cultural war. No matter what your political leaning, we should all be alarmed by drastic attempts to reverse course on established social progress and civility in our communities. Despite what anyone thinks, persons of color, persons who identify as LGBTQ, and persons that come here without the necessary documentation to be here are always going to be a part of the American tapestry. And as history shows us, these folks who may at one point be on the fringe end up standing shoulder to shoulder with us in our darkest hours. They are our neighbors in every sense of the word; they are our brothers, sisters, parents and grandparents. They are our pastors, our teachers, and our supervisors. Perhaps most importantly, they are constituents to duly elected officials who are cowards.

I am exhausted watching our elected officials deliberately choose not to do their jobs on either side of the aisle. It is more apparent now more than ever that members of Congress would rather cling to the status quo of sitting and doing nothing in Washington than step up and disagree with an administration that is pushing the constitutional boundaries of the executive branch. Why nobody has voiced the obvious, that diversity, equity and inclusion are not sociopolitical concepts but are engrained in the DNA of democracy is beyond me. Diversity speaks to the ever-competitive evolution of our nation, it offers creative solutions that would otherwise be nonexistent, it is why we had the atom bomb and why we got to the moon first, among other amazing feats. Equity can be a synonym for innovation that creates tangible progress for the world around us. From sidewalk cutouts and elevators to charitable start-ups the United States is an envy of the world precisely for its investments in a more equitable world. Inclusion can be traced to the founding of our nation, when the debates started about who had a say in policy-making, who came to the decision-making table in communities and government, and that conversation continues to this day, the resulting arguments, negotiations, protests, compromises, and bloodshed, even our civil war have resulted in the most powerful and moving concept of freedom and conflict resolution that I feel the world has ever seen.

Now is the time for courage and character, and these qualities I find lacking in our current representatives. A new dawn is on the horizon for this nation, whether we are ready for it or not that change is coming, it is an unstoppable wave of progress, and a new generation of Americans will shape our destiny. I hope that I can serve as a role model as an advocate for that progress. I am proud to consider myself among the people who are cheering those determined, resilient students on as they face our national challenges head-on. We give them a ton of flack, these glued to smartphones, late to class youth, who may not always apply themselves, but do have that spark which resides in all of us, tapped into by the right professor, coach, advisor, hall director, supervisor or any other kind of mentor. We each find ways to communicate with the students (both mainstream and on the fringe,)



and these students respond by igniting that spark, becoming leaders, and doing amazing things for our community and the world beyond. In uncertain and chaotic times, let's not forget that the work of public education is beyond the petty political machinations of politicians, executives, and billionaires. Ours is the work of preservation of civilization, and of the dreams of the cosmos. Nothing can stop the wave of progress. Keep teaching, keep learning, keep publishing and be true in your service to the public good.

Yours in solidarity and hope,  
Justin



Selfie Square photos courtesy of Jackie Pittsley, taken at our chapter Day of Action, April 16-17, 2025.



## Cortland Resident Honored With NYS Senate Commendation Award

At the end of the month of March, which is Women's History month, New York State Senator Lea Webb (SD-52), presented Cortland native Jo Schaffer with the New York State Senate Commendation Award. The award is one of the highest honors the State Senate may present in recognizing individuals who have served and made long lasting contributions within their community and for the state.

Jo Schaffer's service for the Cortland Community has spanned many decades. Her work includes grassroots activism along with a high community engagement. She also is a member of the League of Women Voters and helped volunteer her time to getting people to register to vote; she is also a founding member of the Cortland Arts Council.

*"She has consistently gone above and beyond, from moderating candidate forums to educating voters and serving on countless boards and committees. Jo has been a fierce advocate for her community, from advancing faculty interests through the United University Professions (UUP) to her work with local organizations like the YWCA and the City of Cortland's Historic District Review Board. Her legacy of service and advocacy is both broad and deeply personal—she does the hard work, the behind-the-scenes work, with humility and grace,"*

Senator Webb said.

In 2023, Jo was recognized with the LWV Alice A. Walker Award. Another testament of her dedication for her community.

*“We are so proud to call Jo Schaffer a member of the League of Women Voters of Cortland County. She has done so much for the Cortland community and is so deserving of this award. Our hearts are full of love and appreciation for Jo,”*

The League of Women Voters of Cortland County said in a release.

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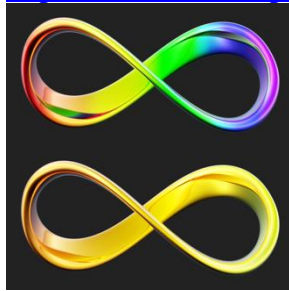
## Autism Awareness Month Now, and Mental Health Awareness Month in May

By Nancy Kane, DEI Chair



April is Autism Awareness Month. Chances are, you or someone you know is on the spectrum. If you would like to become an Autism Friendly Ally, Autism Speaks has a free, 30-minute course you can take at your own pace, in multiple sittings. At the end, you can receive a digital badge to use on your online correspondence or social media. Here is the link:

<https://www.autismspeaks.org/autism-friendly-training>.



Alt text: Infinity symbols for autism awareness: rainbow and gold versions

There are various symbols for autism awareness available. Some people prefer a gold infinity symbol, while others prefer a puzzle piece. There is a rainbow infinity symbol, which can either be for autism, or for neurodiversity in general. As far as colors go, some people like blue for autism, whereas others prefer red, taupe, or gold.

May is Mental Health Awareness Month (note: July is Minority Mental Health Awareness Month, recognizing the special circumstances and needs of minorities). UUP has resources available at [uupinfo.org](http://uupinfo.org) in the Member Benefits section. Professional providers can earn CEUs in mental health from [www.PsychHub.com](http://www.PsychHub.com) through the portal. However, it is also possible to go to the PsychHub website directly for assessment, education, or to get help finding a provider. PsychHub is also a recognized and curated provider of mental health videos on YouTube, and you can find hundreds of short videos at <https://www.youtube.com/c/PsychHub>. These can help you understand your mental health, or that of your children, co-workers, and others.

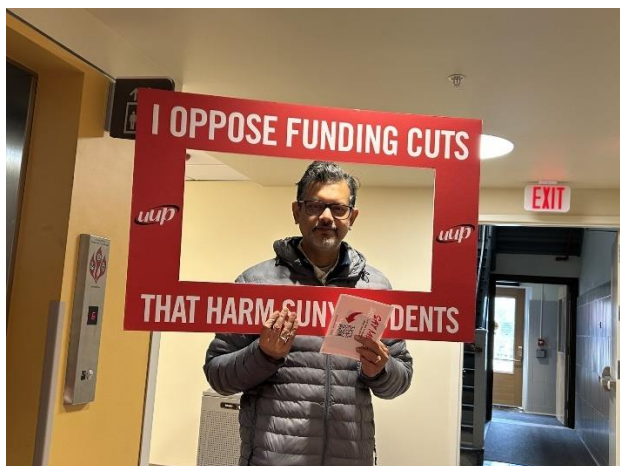
For help with trauma, including bullying, harassment, or threats at work and many other traumatic conditions encountered anywhere at work or elsewhere, AFT members (UUP members are included!) can get 21 free sessions of secure, private counseling via video or phone sessions using licensed therapists. This service is not available to retirees at this time. The confidential, specialized trauma counselors are not connected to your other healthcare services or to the police; they are independent. Best of all, you can usually be connected with a



therapist within just two weeks. For more information, call Eric Hukey at (802) 949-0034 or write to [eric@traumacoverage.com](mailto:eric@traumacoverage.com).



Alt text: green ribbon with Mental Health Awareness Month: You are not alone text



## Know Your Benefits and Prepare to Advocate for Them

Joe Westbrook



Is our existence destined to become “the food of voracious, consuming worms,” a “putrid mass that eternally emits a most horrible stench” as Giovanni Lotario wrote in an 1195 manuscript “*On Misery of the Human Condition*” on his way becoming Pope Innocent III. Or are we living to “at least some little pleasure” having “a nature and a destiny of dignity and excellence” as Giovanni Manetti of Florence penned in his 1452 treatise “*On the Dignity and Excellence of Man*”, echoing translated works by Aristotle that “men ought necessarily to find enjoyment while they are living”. These and other wonders of intellect I’m preparing to ponder and debate “admirably disputing great things” about the humanist-centered artistic past of Italy. Annual professional development for me normally includes on-line hour-long PowerPoint lectures or lunch-n-Learn presentations from industry vendors. This year will be different. To revive and renew my seldom exercised skills for understanding critical theory by analyzing critical texts and improving construct of creative writing I’ve enrolled to study abroad art and architecture in Italy. With proctored daily outings, I’ll experience urban, industrial and rural sites. Each day is also supplemented with free blocks of time to contemplate and examine through sketching and journaling.

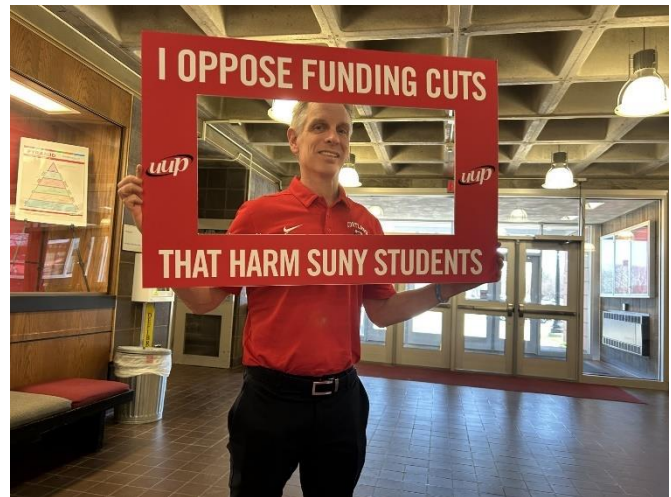
Hopefully you are still reading thanks to the opening quotations as the purpose of this article is to raise awareness of a member benefit that made this year’s continuing education special for me. This satori will be partially facilitated through the Professional Development Grant Program. Our Union negotiated the current funding for this Program through the 2022-2026 Agreement between the State of New York and United University Professions (the contract). The NYS/UUP Joint Labor Management Committees (JLMC) focus on common issues that impact employees in the professional services bargaining unit. At Cortland this includes our academic and professional faculty, both full and part-time. Periodically Individual Development Awards (ADA) are offered to supplement our ongoing activities, enhancing our skills, knowledge and competencies to improve academic, professional and leadership effectiveness. Awards vary based on the amount of funding negotiated into the contract and participation rates. Typically, guidelines for application are posted once or twice a year, with blocks of funding divided throughout the contract period.



Reporting the opportunities of this program by “talking story” has been the fun portion of this article for me. Improving my writing skills, a work in progress. This final paragraph is dedicated to raising awareness that the



current contract expires June 1, 2026. ADA funds in the contract are all but depleted. Active engagement with the membership is about to begin and is crucial to ensure that our next contract includes collegial programs, such as the JLMC, endorsed by labor and management. To have the support we need to maintain outstanding skills and knowledge available from immersive experiences, UUP leadership will be asking you to be present to advocate to renew and enhance the contract terms and conditions important to you. Our bargaining position is strengthened by working in solidarity throughout our diverse membership. The value and longevity of the Union is proportional to your identity, investment and affirmation. Our Negotiating Team reports that they will be reaching out to the membership shortly to solicit its needs and expectations in our next contract. The Team anticipates having considered and compiled common negotiating points by the start of 2026. By being prepared, UUP expects an active dialog with New York State **before** the contract expires as programs will not be available until the next contract is ratified.



### Welcome to our Chapter Assistant, Lisa Clark

My name is Lisa Clark, and I am the new chapter assistant. I have lived in the Homer/Cortland area since 2001. I have two adult children and a cat (read princess). I love to read, play cards, and entertain. I am very fortunate to have been offered the opportunity to work at UUP, as it fits in wonderfully with my schedule and area of expertise. I enjoy coming to work each day and look forward to many more days.



## Town and Gown: Gone

Karla Alwes, DTP, Emeritus, English

"This is the last edition of the 'Cortland Standard' you will ever read," the first sentence of the "Goodbye" to the city of Cortland states. The first thing that came to my mind is that a small town must have its newspaper. A newspaper not only creates reading and writing communities, but it also creates social communities.

We who read the newspaper did not read it in the same way that we might read The Washington Post or the Wall Street Journal. We read with the goal of learning more about the city and the surrounding area in which we live and work. We read it to understand small-town politics and even small-town grievances. The Cortland Standard celebrated the people we know and allowed us to meet people we do not know.

The Standard also allowed us to mourn the deaths of our neighbors and, through the obituaries that always found homes in the Standard's pages, even those who were no longer citizens of the city. We read of strangers who loved to play bocce or watch NASCAR races; I remember an obituary that wrote lovingly of a woman's desire to watch every type of car race. She came to life for us. The deaths were acknowledged by children and grandchildren and even, in one that I wrote for the death of my partner, "He is missed by five cats and one dog." Some led quiet lives, others were known to the community, which would fill the funeral home, church, or synagogue with people wanting to remember.

The Cortland Standard was "one of the five oldest family-owned newspapers in America." The non-profit and non-partisan Close Up Foundation states "A free press is a crucial part of our democracy--so important that it was enshrined in the First Amendment of the Constitution."

The Standard began its life in 1867. While I cannot come up with the precise year that the "Gown," the Cortland Normal School for teachers, which became SUNY Cortland, was instituted, I know it was at least relatively close to that year. The end of the 19th century. Because it was first a Normal School--meaning the students were all women who wanted to be teachers--the first and last chair of the English Department for 100 years was a woman. At the beginning of the 20th century the second woman became chair of the English Department. I called myself the "centennial female chair." Because it had been 100 years since the first female chair. Even all the wars of the 20th century didn't keep men from being Chair of English.

Goodbye Cortland Standard. And Godspeed to you as well. We will miss you.



## UUP Cortland Retirees' Spring Brunch and "Solidarity Forever" Presentation

By David Ritchie

On April 16, retirees and friends from our Cortland UUP Chapter attended an excellent brunch at the CNY Living History Center in Homer and participated in a stirring presentation titled "Solidarity Forever", a review of some historical union events that were associated with songs. Organized by Jo Schaffer, our current Officer for Retirees, Anne Wiegard stood in for Jo and emceed the affair. Dan Quackenbush of UUP Benefits updated the audience on some new capabilities at the office, and Loraine Tyler announced that the UUP Retired Membership Governance Committee has established a scholarship in Jo Schaffer's name! The presentation by Randi Storch, History, and Colleen Kattau, recently retired from Modern Languages, illustrated the background and significance of several notable union actions and included singing the song associated with each of them, with the audience joining in on the choruses. Songs with lyrics like "Rebel Girl", "Union Maid", and the session's title song of "Solidarity Forever" were penned by Ralph Chaplin, Woody Guthrie and Pete Seeger, Joe Hill, and others during strikes and significant labor events. The fine symbiosis of Randi's extensive knowledge of labor history and story-telling abilities plus Colleen's familiarity with and ease in presenting the songs from her other life as a practiced folk singer made for a rousing time!







Photos from Retiree Luncheon courtesy of Dave Ritchie.

See image of Estate Planning Forms Discussed at the Bruch Below (page 20).

## Congratulations to Rebecca Bryan and Pamela Malone (Empire) Recipients of the Judith Wishnia Advocacy Award



(Speech read by Rebecca Bryan)

Thank you. Thank you to the officers and the executive board. You were all very sneaky. I am honored to receive this award with Pamela and join the impressive list of previous honorees. So thank you.

We do this work because it aligns with our values and vision of the world we want to live in, share, and leave for future generations. We do this work because we believe in the power and promise of public education, as stewards of the public good, and to stand up for others in more precarious positions.

Not everyone likes or wants to participate in politics, yet politics affects most every aspect of our life. And at this moment, this awful, inhumane and unjust moment we are seeing that amplified.

So now we must have courage and be courageous like those before us who fought so hard to even allow us to stand here at our union delegate assembly or at the ballot box during elections. We stand upon their shoulders to continue the good and just fight.

Courage is not the absence of fear, but it is action despite it. We need to harness that collective fear and anger to organize our chapters, activate our members, and amplify our union values to march us forward to fight together. Fight for what is right, what is just. Fight for those with the most to lose. That is who we are, that is UUP.



We must courageously stand in the face of tyranny and fascism and fight like hell so those after us have our shoulders to stand upon in the future and stand side by side with today, tomorrow, the 18th, with ESF on the 22nd, and so on. Now is the time to take the gloves off and get involved. Real people and real lives are counting on us.

Thank you and in solidarity with the union, our union, makes us strong.



## What's Scary TO YOU about Retiring?

Dave Ritchie

You can fumble it, make the wrong decisions, and screw it up. Okay, HOW could you screw it up? The biggest fear headings seem to be, as rated in one recent study by PRE-RETIREEES and RETIREEES:



	% PRE-RETIREEES	%
RETIREEES		
• Financial fears	-----	-----
• Loss of purpose, identity, direction	49%	55%
• Staying relevant, up to date, savvy	33%	45%
• Deteriorating physical health	32%	21%
• Deteriorating mental health	18%	-----
• Managing my time	16%	24%

--NOTE that the study concentrated on NON-Financial fears, tacitly acknowledging the importance of financial fears but wanting to see beyond those. Also, respondents were allowed to choose up to 2 responses. The full study by the Retirement Coaches Association in 2023 is at:

<https://retirementcoachesassociation.org/docs/The%20Great%20Disconnect%20Retirement%20Research%20Release.pdf>

Do YOU have those kinds of fears? If so, you're not alone.

It's funny to me that this study is titled "The Great Retirement Disconnect" purportedly because pre-retirees do not have the same awareness of the difficulties and challenges of retirement as retirees say they experience. But if you look at many of the results, the pre-retirees anticipate pretty much the same fears and issues that retirees verify, in about the same relative importance.

What sorts of RETIREMENT SERVICES did those PRE-RETIREEES think might be useful, and what ones did RETIREEES continue to desire? Let's see what that same study yields, allowing that the need for a retirement coach after retirement might not be as important among the DESIRED RETIREMENT SERVICES:

	% PRE-RETIREEES	% RETIREEES
• Retirement coaching	55%	-----
• Finding or refining my purpose	50%	54%
• Finding the right volunteer opportunity	42%	42%
• Improving my social network	39%	43%
• Exercise routine /classes	38%	23%
• Options for phased retirement	35%	29%
• Part-time, seasonal, or gig work	34%	27%
• Nutrition /weight management	28%	18%
• Encore career guidance	28%	22%
• Navigating everyday life with a spouse/partner	26%	26%
• Improving my spiritual life	20%	13%
• Help starting a business	-----	17%

Again, the PRE-RETIREEES pretty much anticipated the types of services they would continue to desire in retirement, with only the exercise, nutrition/weight, further career guidance, and spiritual life helps being less important to retirees (denoted by the red percentages), but still in the list, just lower.

What's YOUR purpose in life? And what would you like it to be AFTER you retire?

Since LOSING ONE's PURPOSE/identity/direction is the biggest non-financial fear and FINDING or refining MY PURPOSE is the most desired service, for BOTH pre-retirees and retirees, what contributes to that loss of purpose?

In that same study. RETIREEES listed these top factors causing people to struggle in retirement:

- Loss of identity 53%
- Lack of a daily routine 32%
- Having few friends 24%
- Not involved in the community 18%
- Watch too much TV 12%
- Financial difficulties 10%
- Declining health, memory loss 10%
- Don't exercise 9%

Well, okay, losing one's identity certainly affects one's purpose in life – and for many working people, their identity = their job, their position at work. So it follows that losing one's job / retiring means losing one's identity, if one yields to that equating.

Don't yield to that equating. WHO ARE YOU besides your job?

When I was getting ready to retire, one article said that I needed to have 25 things I really liked to do outside of my job before I could successfully retire – oh, and “travel” was just one thing. And “bucket list” items don't qualify, either — these are not one-and-done things. I came up with 7, I seem to remember. Don't get concerned with the number — being passionate about at least one endeavor or commitment or hobby helps tremendously toward your knowing that your identity is not just your job.

What else does that list of “struggle factors” indicate? That having a daily routine and having RELATIONSHIPS matter! But note that neither pre-retirees nor retirees are solely depending on fulfilling that routine and important relationship piece with a partner or spouse (down the list at 26% for both groups)! No, those perceptive pre-retirees and retirees agree that the struggles of “having few friends” and “not [being] involved in the community” could be ameliorated by “finding the right volunteer opportunity” and “improving my social network” (rated 40-ish% by both groups) and right behind “finding one's purpose” in importance!

Note well that ways of “finding ... volunteer opportunities” and an “improved social network” were JUST AS IMPORTANT AFTER retiring as before! What does that tell you? How about that FINDING your VOLUNTEER gigs and BUILDING your SOCIAL NETWORK need to be accomplished now, BEFORE RETIRING, to relieve that need as a retiree?

#### RELIEVING FINANCIAL FEARS

I bet you thought I was going to ignore the financial side of retiring in favor of the social, psychological, and relationship issues, the so-called elephant in the retirement room. I just thought I'd give that elephant some air first, and move the financials to the end.

**SPECIAL SITUATIONS:** everyone's special, so while many circumstances may be covered through the pre-retirement seminars and personal consultations available through your retirement plan's services and website – and you should ask your representatives about what they offer for your particular situation – you may find that a lawyer or Certified Financial Planner may be your best advisor when including family members, dependents, and other considerations in your retirement plans. Will issues, estate planning, dependent care, durable powers of attorney, and other tools may topics for these professionals. If you've had any hospital visits you may already have a health care proxy, a MOLST, or a living will on file.

**KEEPING TRACK:** knowing **WHAT** vital and legal papers you have already completed, **WHERE** they are located, designating **WHO** should have access to them, and what you might still have to complete – this sounds like a checklist that everyone should have. Fortunately, one of the pension providers created one and posted it on their website. I asked permission to modify and distribute it, and permission was granted. It was customized for that specific pension plan, so I modified it to delete the specific pension plan and make it a general document. It's available to you, if you want it.

Obviously I cannot include that 6-page “RETIREMENT & ESTATE PLANNING INFORMATION LIST” Word document here, but if you email [UUP@cortland.edu](mailto:UUP@cortland.edu) and ask for that document, our UUP Chapter Assistant, Lisa Clark, will attach that document to a return email.

#### **PRE-RETIREMENT SEMINARS and PERSONAL CONSULTATIONS**

UUP Pre-Retirement Workshops (online): for all 794 active UUP-represented employees at SUNY Cortland:

--sign up for group workshops with Dan Quackenbush at <https://uupinfo.org/calendar/>

- Part 1 - Health Care/Medicare: May 13 noon-1pm; Jun 24 7-8pm; Aug 24 noon-1pm.; Sep 23 noon-1. Covers health insurance, how Medicare and NYSHIP work together, and touches on Social Security and the pensions plans but only in the context of how they interact with the health insurances.
- Part 2 - Union Benefits (dental/vision): May 15 noon-1; Jun 26 7-8pm; Aug 21 noon-1.

SUNY Cortland Human Resources – individual Retirement Benefits Consultation with Michelle Congdon:

-- sign up at 607-753-2302 or [michelle.congdon@cortland.edu](mailto:michelle.congdon@cortland.edu)

- initial: review what is involved, figure & explain how their sick leave credit works, and discuss several other pieces that are pertinent to planning for retirement.
- close to retirement: help with Medicare A & B, health insurance in retirement, etc.

NYS Employees Retirement System (ERS pension) for 242 UUP-represented employees:

-- online sessions: sign up at <https://oer.ny.gov/are-you-interested-attending-webinar>

for employees “within 5 years of retiring” to attend sessions on:

- Tuesdays 9-noon (Apr 22, May 20, Jun 17): Overview, NYS Deferred Compensation, NYS Retirement Plan.
- Wednesdays 9-noon (Apr 23, May 21, Jun 18): Overview, Social Security, NYSHIP Health Insurance & Medicare.

-- benefits consultations by phone or in-person: sign up at <https://www.osc.ny.gov/retirement/members/pre-retirement-consultations> or **866-805-0990**

**NYS Teachers' Retirement System (TRS pension) for 207 UUP-represented employees:**

-- **Pension & Retirement Education Program: April 22 in Binghamton may be full, but check other upcoming dates in Syracuse or Binghamton at**

<https://www.nystrs.org/retirement-planning/pension-retirement-education-program/> or 800-348-7298 ext 6180

-- Benefits consultations by phone or private video: sign up at <https://www.nystrs.org/retirement-planning/benefits-consultations/> or 800-348-7298 ext 6100

OPTIONAL RETIREMENT PROGRAMS cover 345 UUP-represented employees, and offer 403(b) voluntary savings plans to all employees regardless of retirement plan:

TIAA-CREF: make individual consultation appointments with Scott Hueber in the Miller Bldg, by phoning 866-662-7945:

-- Wednesday Apr 30, Jun 18;

-- Thursday May 8;

-- Tuesday May 20, Jun 3.

VOYA: make individual consultation appointments with Steve Donella Jr by phoning 800-584-6001 or 315-682-1094.

Corebridge/VALIC: make individual phone or virtual appointments with Taylor Jaquays at 603-594-8340 or <https://my.valic.com/seminarregistration/availableseminars.aspx?regcode=6009PWA11AA>

Fidelity: make individual consultation appointments with Bill Stark by phoning 844-367-7869.

--Dave Ritchie, UUP Delegate, and former NYS Teachers' Retirement System Delegate





## Retirement and Estate Planning Information List

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### Important Legal Documents and Financial Statements

Organizing your legal and financial documents is an important step in retirement and estate planning. Should the unexpected happen, your loved ones and legal and financial advisors will have all the necessary information in one useful list.

This guideline for organizing your records was edited from one from the New York State Teachers' Retirement System (NYSTRS), with permission.

To protect your confidential information, keep this document in a secure place and share it with only those whom you trust to carry out your wishes. As you make changes to this list, include the DATE this document is saved: \_\_\_\_\_

Name: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Social Security Number: \_\_\_\_\_

### Vital Papers and Other Important Information

#### 1. Will

- a) Location \_\_\_\_\_
- b) Location of copies \_\_\_\_\_
- c) Date of last update \_\_\_\_\_
- d) Prepared by \_\_\_\_\_
- e) Name and address of executor or executrix \_\_\_\_\_  
\_\_\_\_\_
- f) Guardian(s) of children \_\_\_\_\_  
\_\_\_\_\_

#### 2. Durable Powers of Attorney

- a) Location \_\_\_\_\_
- b) Location of copies \_\_\_\_\_
- c) Date of last update \_\_\_\_\_
- d) Name and address of representative(s) \_\_\_\_\_
- e) If more than one POA, the names in succession order for their use on your behalf: \_\_\_\_\_  
\_\_\_\_\_

## Retirement & Estate Planning List

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### 3. Health Care Proxy

- a) Location \_\_\_\_\_
- b) Location of copies \_\_\_\_\_
- c) Date of last update \_\_\_\_\_
- d) Name and address of representative(s) \_\_\_\_\_

### 4. Living Will

- a) Location \_\_\_\_\_
- b) Location of copies \_\_\_\_\_
- c) Names of those who have copies \_\_\_\_\_  
\_\_\_\_\_

### 5. Life Insurance

- | a) | Company | Policy # | Beneficiary | Type of Insurance |
|----|---------|----------|-------------|-------------------|
|    | _____   | _____    | _____       | _____             |
|    | _____   | _____    | _____       | _____             |
- b) Location of policies \_\_\_\_\_
  - c) Name, address, and telephone # of agent(s) \_\_\_\_\_  
\_\_\_\_\_

### 6. Health Insurance

- | a) | Company | Policy # | Who is Covered | Type of Insurance |
|----|---------|----------|----------------|-------------------|
|    | _____   | _____    | _____          | _____             |
|    | _____   | _____    | _____          | _____             |
- b) Location of policies \_\_\_\_\_
  - c) Name, address, and telephone # of agent(s) \_\_\_\_\_  
\_\_\_\_\_

## Retirement & Estate Planning List

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### 7. Long-Term Care Insurance

- a)     **Company**                      **Policy #**                      **Beneficiary**                      **Type of Insurance**
- \_\_\_\_\_
- b)     Location of policies \_\_\_\_\_
- c)     Name, address, and telephone # of agent(s) \_\_\_\_\_
- \_\_\_\_\_

### 8. Automobile Insurance

- a)     **Company**                      **Policy #**                      **Collision?**                      **Comprehensive?**
- \_\_\_\_\_
- b)     Location of policies \_\_\_\_\_
- c)     Name, address, and telephone # of agent(s) \_\_\_\_\_
- \_\_\_\_\_

### 9. Liability and Property Insurance

- a)     **Company**                      **Policy #**                      **Property Insured**                      .
- \_\_\_\_\_
- b)     Location of policies \_\_\_\_\_
- c)     Name, address, and telephone # of agent(s) \_\_\_\_\_
- \_\_\_\_\_

### 10. Birth Certificate

- a)     Location of originals \_\_\_\_\_
- b)     Location of copies \_\_\_\_\_

### 11. Marriage License/Divorce Documents

- a)     Location of originals \_\_\_\_\_
- b)     Location of copies \_\_\_\_\_

## Retirement & Estate Planning List

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### 12. Military Records

- a) Location of originals \_\_\_\_\_
- b) Location of copies \_\_\_\_\_

### 13. Titles and Deeds to Property

- a) House:
- 1) Location \_\_\_\_\_
- 2) Location of copies \_\_\_\_\_
- b) Car:
- 1) Location \_\_\_\_\_
- 2) Location of copies \_\_\_\_\_
- c) Other property or real estate:
- 1) Location \_\_\_\_\_
- 2) Location of copies \_\_\_\_\_

### 14. Bank Records

Name/Address of Bank	Acct. Type	Acct. #	Record Location
_____			
_____			
_____			
_____			

### 15. Safe Deposit Box

Location	Box #	Who Has Access	Location of Keys
_____			
_____			

### 16. Valuables (jewelry, antiques, coins, art works, etc.)

Description	Appraised Value	Is Valuable Insured?	Location
_____			
_____			
_____			
_____			

**Retirement & Estate Planning List**

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## 17. Investments (mutual funds, IRAs, CDs, checking accounts, TSAs, savings accounts, bonds, etc.)

Type	ID/Acct. #	Location of Papers	Agent or Broker

## 18. Credit Cards and Charge Accounts

Name of Card/Store	ID/Acct. #	Who to Contact if Lost/Stolen

## 19. Debts

Type	Owed to Whom	Payment Amount	Due Date

## 20. Income Tax Information

Location of current tax year documents \_\_\_\_\_

Location of prior year tax returns \_\_\_\_\_

## 21. Retirement System or ORP Benefit Information

ID info (i.e., membership number): \_\_\_\_\_

Location of benefits information: \_\_\_\_\_

Benefits contact (phone, website, email): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_



**Retirement & Estate Planning List**

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## 22. Other Retirement Benefit Information

	Location of Statement	Beneficiary Info	Contact #
a)	Social Security _____		
b)	Other _____		
c)	Other _____		
d)	Other _____		

## 23. Professional or Financial Advisors

Company/Firm	Contact Person	Address	Phone Number
_____			
_____			
_____			
_____			
_____			
_____			

## 24. Funeral and Burial Arrangements

Funeral Home: \_\_\_\_\_

Special Instructions: \_\_\_\_\_

Cemetery or Other Burial Arrangements: \_\_\_\_\_

## Know Your Rights

By Chris Sielaff, NYSUT Labor Relations Specialist for UUP

UUP members, do you know what rights you have in the workplace? If you are unsure, that's OK – most UUP members don't hold a law degree. Fortunately, your union, UUP, is here to support you when you have questions. Whether you have a basic question or you are experiencing a time of great need, UUP is here for you. In fact, your ability to contact, consult with, and receive advice from your union is legally protected in the State of New York. The Public Employees' Fair Employment Act, known more commonly as the Taylor Law, was passed in 1968. Specifically, the Taylor Law specifies the following:



*“§ 209-a. Improper employer practices; ...*

- 1. Improper employer practices. It shall be an improper practice for a public employer or its agents deliberately*
  - (a) to interfere with, restrain or coerce public employees in the exercise of their rights guaranteed in section two hundred and two of this article for the purpose of depriving them of such rights;*
  - ...*
  - (c) to discriminate against any employee for the purpose of encouraging or discouraging membership in, or participation in the activities of, any employee organization [union]...”*

OK, so what does this legal jargon mean and how does it pertain to you, a UUP member?

- ✓ As a member of the bargaining unit represented by UUP, you have the right to be a union member.
- ✓ You have the right to participate in legally protected union activities.
- ✓ Your employer cannot prevent you from exercising your rights as a member of the UUP bargaining unit.
- ✓ Your employer cannot retaliate against you for exercising your rights as a member of the UUP bargaining unit.
- ✓ Your employer cannot discourage you from becoming a member of your union, UUP.
- ✓ Your employer cannot discourage you from participating in protected union activities.

To put it simply, you have the right to be a union member and engage with your union on many levels; as a member, as a leader, and as an activist.

If you or a colleague ever experiences discrimination or mistreatment for being a member of your union or for engaging with your union, UUP alert a UUP Chapter Officer immediately. UUP takes these issues very seriously. Also, never hesitate to contact UUP at your time of need. You do not need permission or any other form of consent from your employer (or agent thereof) to speak with, ask questions of, and receive advice and counsel from YOUR union, UUP.

The principle of the labor movement is that we are stronger when we work together. Don't stew with unanswered questions or go it alone through a difficult work situation. Contact your union, UUP.

## Attend UUP Open House in Your Area!

Photo courtesy of Jackie Pittsley



UUP Cortland Chapter holds open houses biweekly all throughout the academic year. Bring a colleague to sign up as a member!

### In Memoriam

Jane Richards (English)  
Ann Miller Zartarian (Classics)  
Judith Kinne (Economics)



## IT'S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community.

Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions.

"We reserve the right to edit submissions for grammar, space limitations, accuracy, etc., and to request changes to submissions, whether prior to or after publication."

Send contributions to the Chapter Office, [uup@cortland.edu](mailto:uup@cortland.edu) and to the editor, Andrée Myers, [andree.myers@cortland.edu](mailto:andree.myers@cortland.edu)

## UUP Members Attend Hands Off Rally, April 5, Albany, NY:



Group Photo by Dave Ritchie





**UUP President Fred Kowal**

Photo courtesy of Dave Ritchie



Photo courtesy of Dave Ritchie



## Do you know what Supplemental coverage is available to you?

**Supplemental insurance** refers to additional coverage that can be purchased to help pay for services and out-of-pocket expenses that primary insurance does not cover. Supplemental insurance policies are designed to fill the gaps left by traditional insurance plans. These policies can cover a wide range of services and expenses, offering additional support when primary insurance falls short.

Supplemental insurance plays a crucial role in providing comprehensive financial protection and peace of mind. Whether it is through accident insurance, critical illness insurance, or any other type of supplemental policy, having this additional coverage can make a significant difference in managing healthcare costs and maintaining financial stability.

**Members have access to the below supplemental plans at discounted rates and through the convenience of payroll deductions.**

**AFLAC** offers a variety of supplemental insurance plans designed to meet diverse needs. These plans include:

- Accident Insurance
- Cancer Insurance
- Hospital Indemnity Insurance
- Short Term Disability Insurance



Visit the website for detailed information.



semler\_miller@us.aflac.com

**Colonial Life Insurance** offers distinct types of supplemental insurance plans:

- ▶ Critical Illness
- ▶ Whole Life and Term Life

# Colonial Life



Visit the website for more information.



## Odds and Ends

Dan Harms, Chapter Vice President for Academics



The administration is keeping the rates for full-time faculty to teach a course on overload - \$4000 – the same in the fall. Despite this, the contingent full-time rate will be rising for the semester, as specified in the contract.

Several people have expressed their concerns and asked what the union can do.

Unfortunately, pay for extra service is not a mandatory topic for negotiation. Neither the local administration nor the state needs to negotiate with us on the issue, although we can certainly talk informally on the issue.

Other campuses that did not raise the overload rate chose to do so again in response to the lack of available instructors. Ultimately, however, only you can decide if you want to take on an overload, and if the pay makes sense for you.

--

We have an increasing number of students who are recording classroom lectures. This is necessary to meet the needs of their accommodation, yet I also know faculty who are concerned about such recordings being used in other ways.

Thus, I have drafted the following statement that might be included in a syllabus. If anyone has any concerns, I would be happy to take them into account and revise this.

### DRAFT SYLLABUS RECORDING STATEMENT

What you should know:

- Under the SUNY Board of Trustees Policies, faculty course material, including recorded lectures, is the copyright of the faculty member.
- Under the Family Educational Rights and Privacy Act (FERPA), recordings that would allow students to be identified by audio or video can only be released with their permission.

As a student, you can:

- Make a recording of a lecture or event for personal use;
- Share a recording with another student requiring accommodation, after discussion with the Disability Resources Office and the instructor; and
- Share a recording in an agreed-upon manner with permission of the faculty member and any identifiable students.

As a student, you cannot:

- Upload, distribute, send, or share any recording in any other manner without the permission of the faculty member and any identifiable students; and
- Record others' private conversations without their knowledge

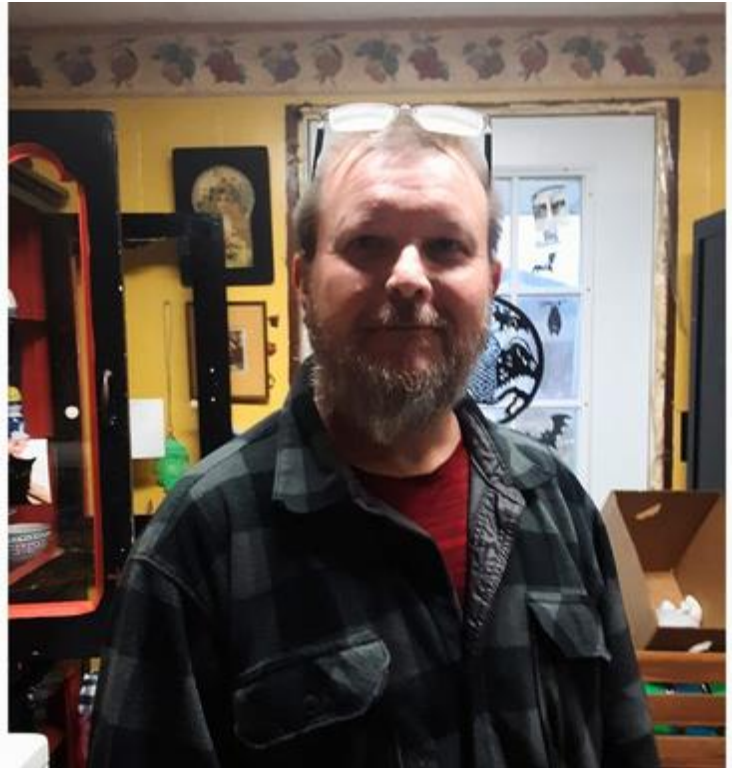
Failing to follow these rules might lead to violations of college policies (see Handbook 340.02.3.A. and Student Code of Conduct Section 4.B.10.g and 4.B.11), as well as state and federal law.



## **In Solidarity, FUNDRAISER EVENT**

### **For Scott Thornton (CSEA Member)**

Scott Thornton graduated Homer HS in 1988 and has worked for SUNY Cortland for the last 11 years. Scott has stage 4 metastatic colon cancer that has spread through the lymphatic system with several tumors in both lungs. Scott has entered hospice care. Won't you help him spend time with his son and family instead of worrying about his monthly bills? Come celebrate Scott, have a drink, win some prizes and help a friend.



**Saturday, April 19, 2025  
1:00-5:00pm**

American Legion 498  
212 Tompkins Street  
Cortland, NY 13045



**Can't Attend?** Consider donating  
through Venmo @Jackie-Newton-7212



**UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2023-2025**

4-Digit phone numbers begin with 607-753-xxxx

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**Chapter Assistant:** Anne Wiegard (temporary) (UUP Chapter Office) 5991 [uup@cortland.edu](mailto:uup@cortland.edu)

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