



The Cortland Cause

State of the Union

In Solidarity, Justin Neretich, Cortland Chapter President

Colleagues,

There has been much I would like to share with you, and what better medium than our *Cortland Cause* to give you these updates! Here's an executive summary of the goings on of the UUP Cortland Chapter: During the summer months, the chapter established its new executive board, reviewed our organizing plan, and finalized the planning for our fall kickoff event. Labor Management meetings were re-established with management, and we launched the revitalization of local committees to address a wide variety of topics and concerns across the campus. I am proud of the work that all of our officers, delegates, and area activists have been doing in an effort to energize our chapter!



At the same time, messaging came down from UUP Statewide that early contract negotiations were likely to become a reality. Many Cortland chapter members played an active role in getting the entire Union ready to tackle an abbreviated timeline, while working in the shadow of the larger unprecedented budgetary concerns associated with policies of the Federal administration. Members across the state were asked to respond to surveys, participate in local listening sessions, and learn more at local chapter meetings in the first few weeks of the semester. This culminated in the meeting of the Negotiations Team, Negotiations Committee, and Ad Hoc Negotiations Committee in early October to approve a list of conceptual proposals that the Team can present to the Governor.

The Cortland delegation also attended this Fall's Statewide Delegate Assembly in late October, where we participated in committee work that impacts our conditions at SUNY Cortland and beyond. The delegates sat through a five-hour long marathon plenary session and spoke with fellow academics and professionals in targeted meetings. Now, as a chapter, we are preparing for further actions related to negotiating a new contract, while continuing the work of organizing around issues that we all, as members, are compelled to speak to and act upon. I'll summarize some of these issues below.

1. A lack of resources and support for public education.
2. A culture of rigidity and demands for institutional loyalty without accountability or recognition of workload on our campuses.
3. Threats to academic freedom, protected speech, and the proliferation of artificial intelligence in the learning environment.

So where do we go from here? How can we tackle these issues and the infinite others that arise in our workplace? I'll propose a possible solution to each issue I have raised.

1. Coalition building in our community.

The way we advocate for our jobs and livelihood is through collective conversations with our friends, family, neighbors, and beyond. It is a powerful fact that SUNY Cortland is the number one employer in

Cortland county, and is an economic engine for tourism, business development, and sustainability of critical public services.

2. Creating a culture of flexibility and continuing to love our institution.

While some policies, procedures, or agreements to manage our way of working are put into place with the best of intentions, reality is very different from policy. Which is exactly why flexibility is of the utmost importance when it comes to the nuance of the various workspaces that make our institutional engine rhythmically hum and stay in tune. Time and again when I speak to members from every corner of our campus, from the Custodial Staff to Distinguished Professors and Directors of mission critical offices, we all agree on a lot of things. The one that sticks out the most: We love SUNY Cortland. Many times we are willing to sacrifice our time and energy to see SUNY Cortland and our students succeed. We are all proudly working toward the goal and to suggest otherwise would be ridiculous.

3. Holding everyone accountable and recognizing all contributions in a time of crisis.

We can do better as a campus community by recognizing the incredible contributions of everyone on campus. Sometimes we do have folks that have run out of steam, burned out and have lost the ability to care about the work they do. They are no longer willing to support the office or unit and end up making more work than less. These folks can be brought back from the ledge, but there has to be accountability taken, and that means hard conversations with supervisors, with their colleagues, and their own self reflections. It also starts with understanding what really matters to folks who work hard day in and day out. It's *time and energy away from campus, away from the workplace*, to take care of the things that are most important: our family, our community, and ourselves. We can make that flexibility our strength, and make hard conversations easier, because when we're properly seen and recognized, it is easier to be held accountable.

4. Protecting the work of all our members and confirming the work that we do must be done by a human being.

The breathtaking speed at which technology has shifted how we do our work and go about our daily lives has everyone catching their breath. As we try to take a breather and assess the momentous shifts, I commend us at Cortland for our thoughtful approach to conversations around topics like artificial intelligence, academic freedom and the integrity of our learning environments both inside the classroom and beyond. Let us continue striking the right balance between utilizing the very best technology has to offer for a more equitable and accessible world, while fending off its more sinister components that threaten everything that makes the University a place of learning, meaningful research and human connection. When I think back to my time as a student on this campus, the most important aspect of my experience was the people I met, the relationships I developed, and the opportunities afforded to me to give unto others what I never had the opportunity to receive in my own upbringing. Acts of love and kindness bringing people closer together, engaging in discourse on all manner of relevant and timely subjects, and celebrating the accomplishments of colleagues and friends are core to my memories of the SUNY Cortland student experience. We should do everything we can to protect the opportunities to provide that for all of our sakes.

Thank you all for taking the time to read our first newsletter of the 2025-2026 Academic Year. I look forward to what is possible in the new year and beyond for SUNY Cortland UUP.

Welcome to UUP Picnic – Fall 2025

Photos by David Ritchie



Bernie Earley, Megan Frisbie, Arnold Talentino



Kati Ahern, Christa Chatfield, Kristine Newhall, others.



Dave Kreh and others.



Deb and Mel King



Justin Neretich



Zenta and David Sabol

Solidarity – Not Just a Word

By Jaclyn Pittsley, Grievance Officer

To me, **Solidarity** is more than just a word I sing at Delegate Assemblies. It's not a vague concept; it's not empty sloganeering – and it's certainly not a punchline. It's a way of life – or should be – for any union leader or activist.



To me, **solidarity means that I stand up for every member of our bargaining unit.** I stand for permanent appointees and continuing appointees, visiting faculty, assistant coaches, doctors, nurses, radiologists, researchers, PhD candidates, tutors, lab assistants, animal tenders, librarians, instructional support and research professionals, clinical faculty, part-time and full-time lecturers, folks who work in judicial affairs, career services, student accounts, and everyone, everywhere in between in UUP.

I stand up for myself, but I stand up taller for those more vulnerable than I am. Our part-time professional and academic members are the most vulnerable to the whims of departments, supervisors, and administrators. If we don't protect those who are without protection, we cannot call ourselves union members.

Full-time academics and professionals who work in contingent lines need support, too. It is inherently challenging to be a director or a full-time lecturer or a coach on a limited term appointment, called upon to supervise others, report on their work, and provide guidance, all the while being contingent. I support them all.

To me, **solidarity means that professionals are equally members of our faculty,** and that we wouldn't be a faculty otherwise. While I am an academic, I know professionals to be essential colleagues. I attend their meetings, I discuss their issues, I share their challenges. I respect their ideas and work hard to help them manage their performance programs, know when to apply for promotion, and avoid the trap of workload creep. Their issues are everyone's issues.

To me, **solidarity means that academics are equally members of our faculty,** and that we wouldn't be a faculty otherwise. I work to ensure that tenure-track academics are recognized for their achievements, promoted appropriately, and awarded tenure. I attend their meetings, I discuss their issues, I share their challenges. I respect their ideas and work hard to help them manage their research agendas, know when to apply for promotion, and avoid the trap of workload creep. Their issues are everyone's issues.

And to me, **solidarity means that retired academics and professionals are equally members of UUP, too.** Their insight, institutional wisdom, and careful thinking are of vital importance to our continued growth. I attend their meetings whenever I can, I discuss their issues, I share their challenges. Their issues are everyone's issues.

I READ EMAILS FROM UUP! I read those emails every day, every time. I attend chapter meetings, chapter-sponsored events, and statewide webinars. Meeting in solidarity is the only way to learn about UUP and what it does. There is no hierarchy across our organization: the lines of communication are entirely open. Each voice counts, and all are equally important.

To me, solidarity means that UUP is not just about me, my issues, or our chapter here at Cortland. It means that when ESF is about to be de-funded, I send letters to my governor – EVERY DAY! It means that if I must ride on a bus for six hours and rally at Downstate, I get on the damn bus. It means that I support the legislative agenda of UUP and my brothers and sisters in union because UUP supports ideas and candidates that

support higher education and that is our livelihood. If Cortland needs me to table at Open House, I will do it. If I'm asked to be a team member during contract negotiations, I join the team.

If I am asked to stand up, I stand up, but I also stand up without being asked.

Being a member of UUP in solidarity means that you find ways to help the labor movement, identifying what hasn't been done and doing it. Anyone can help in some way. Sit at table, attend a meeting, call a non-member, join a committee, become an area activist, donate food or funds, manage a bulletin board, attend a DA, become an officer, join a state-wide committee, run for state-wide executive board.

Finally, to me, **solidarity in UUP means thinking about everything I do with union values in mind.** It means practicing my ethical, moral, and personal values of equality, justice, fairness, and empathy in all things. Everyone is included, no one is deterred from leadership and advocacy, and everyone must be heard, from the newest member of UUP to long-since retired faculty members – all of us doing our parts to build the labor movement anew.

If you feel left out, come and talk to me, and together we will find your voice in UUP.

Solidarity, Forever.



Melissa Shimizu (Geography) and Audrey



Jennifer Wilson, Joe W.



Laura Gathagan, John Foley

The Myth of Summer Break: What Faculty Really Do When They Are Off-Contract

By Kristine Newhall, Vice President for Academics

I have been in higher education as a graduate student, adjunct instructor, lecturer, or tenure-track assistant/associate professor for over twenty years. My family still believes I have summers off.

It is a common belief that those who teach in higher education do not work in the summer. At SUNY Cortland, outside of librarians, most full-time academic faculty members are on ten-month contracts. We have contractual obligations from August through May. But most of us are working in June and July too.



First, many of us do work for money whether that is additional teaching, advising, or work completely unrelated to our academic year jobs. Full-time tenured professors do this as do part-time instructors as do lecturers. Second, most of us are doing unpaid labor: conducting research, writing articles and books, developing new courses, mentoring undergraduate and graduate students, serving on editorial boards, organizing conferences and other work for our respective professional associations, and preparing grant applications. This is work done across ranks and positions. Faculty who are contingent will engage in this work to make themselves more marketable for permanent positions even when it is not part of their contractual obligations. Faculty who are pre-tenure or tenured do it because it is part of the contractual obligation, but there just is not enough time during the academic year to get it all done. It frequently gets pushed aside in favor of more immediate needs regarding teaching and service and advising.

Below some faculty, including myself, share what we did last summer. With one exception, all these stories are from tenured full-timers. This is remarkable for two reasons. One, it speaks to the hesitancy (at best) and fear (at worst) among non-permanent academic faculty members in simply stating that unpaid labor is a common practice that they are compelled to do. Two, it points to the conditions, even among the most privileged, that do not allow for non-work while off contract. Every job posting SUNY Cortland posts contains the following assurance: SUNY Cortland prioritizes work-life balance and well-being in all forms.

At a time when administration is suggesting that some of us are not meeting our professional obligations, that we are life-ing more than working, it is important to remember that many of us still feel compelled to use non-contract time to complete our work obligations. Though it is our choice to perform these duties while off contractual obligation, it is not much of a choice when we consider the time constraints we face during the academic year.

Performing unpaid labor while off contract is not a time management problem, it is a symptom of workload. So perhaps it is time to ask why we are not able to do what we are required to do in the time we are scheduled to do it.

Kristine Newhall, Associate Professor, Kinesiology Department, School of Professional Studies

My service work over the summer was largely for UUP: attending state and local meetings, organizing committees, and meeting with members. In addition to the work I was doing for UUP, I taught one class (for pay). I took a nine-week course on how to improve the online components of my courses and became Quality Matters certified. I worked on revisions for two articles and did research and writing on two additional pieces which included archival work. I read recent work in my field to stay up-to-date and to prepare for future research. I

served on a Master's thesis committee. I reviewed several submissions to journals in my field. I also updated course syllabi with new materials and assignments and worked to make course materials Title II compliant.

Tadayuki Suzuki, Associate Professor, Literacy Department, School of Education

This summer, I co-authored a draft for *Volume 2 of NCTE's Special Issue on Censorship* with my former colleague, Keith Newvine, in collaboration with editors from the NCTE and the Standing Committee Against Censorship.

Following the acceptance of our proposal for NCTE 2025 in Denver, I gathered picture books aligned with our session theme and planned for our upcoming roundtable session in November. I also began drafting a letter template addressed to state stakeholders on the topic of book censorship, which is currently under review by committee members.

In addition to this work, I continued my service on the UUP Teacher Education Committee, attending monthly virtual meetings in June and July. I also participated in the NYSUT Social Justice: Training of Trainers Workshop—*Sticks and Stones: Understanding Implicit Bias, Microaggressions, and Stereotypes*—held July 11–12 in Albany.

Anna Curtis, Department Chair, Sociology/Anthropology Department, School of Arts and Sciences

The summer unpaid labor I did included: working on a research article and preparing fall 2025 syllabi and Brightspace shells. For additional pay I taught a summer course and did summer advising.

While my stipend as Chair does cover roughly 100 hours of work I do in the summer as the Chair, it did not cover all the time I spent working on Chair responsibilities. This summer had more personnel needs than previous summers (prepping a job ad, hiring part-time faculty, helping faculty navigate leaves, hiring a new department administrative assistant) which in addition to the typical work of getting the Spring 26 schedule ready, responding to student emails, preparing the annual report, and wrangling the paperwork for the fiscal year transition meant I worked roughly 40 hours of unpaid work as Chair.

Christa Chatfield, Professor, Biological Sciences Department, School of Arts & Sciences

I spent six of my eight off-contract weeks working every weekday in the lab to train and mentor an Undergraduate Research Council-funded research student, though I am grateful that the URC provided an honorarium that compensated for part of that time. I attended meetings for the Pre-Health Committee to prepare letters of recommendation for summer professional school applications. I reviewed two book chapters and revised a National Institutes of Health (NIH) grant for resubmission (and attended two virtual NIH seminars in service of that grant preparation). I advised two first-year and one transfer session for summer orientation. I attended a day-long Summer Advance for UUP. I attended the NEMPET 2025 research conference as a board member of the non-profit that runs the event and presented a poster on my current research project at the same event.

Jeremy Jimenez, Associate Professor, Foundations and Social Advocacy Department, School of Education

I worked a total of 127 hours during the two months I was not on contract:

- Conducted seven one-hour zoom interviews for IRB study (7 hours)
- Developed interview questions and cleaned up interview transcriptions (2 hours)
- Spent roughly 60 hours reading/viewing new article/video content to update my syllabi sources (including making all content more accessible) and put together several new Keynote presentations
- Peer reviewed three journal article submissions (8 hours)

- Worked on Revise and Resubmit for *Comparative Education Review* article (10 hours)
- Worked on addressing Editor feedback for *Compare* submission (3 hours)
- Read dozens of books and articles for research, in order to honor Revise/Resubmit recommendations as well as crafting future research agenda (25 hours)
- Updated Study Abroad Dominica syllabus and gathered information/photos for online brochure (4 hours)
- Met with colleague to discuss making new Sustainability micro credential and started Curriculog process (2 hours)
- Reached out to international partners for international student collaboration assignment for International Education course and follow up meetings (2 hours)
- Developed Call for Proposals for online conference I'm chairing in March 2026 and associated online forms for submissions (2 hours)
- Submitted two proposals for academic conferences (2 hours).

Rhiannon Maton, Associate Professor, Foundations and Social Advocacy Department, School of Education

While off-contract, I:

- Completed a full draft of an article for submission to a top-tier journal in my field, followed by responding to coauthors' comments, critiques and revisions;
- Completed the first/early draft for a second scholarly article;
- Provided uncompensated mentoring to doctoral students at other institutions;
- Completely redesigned two courses in order to AI-proof them and sustain a high intellectual quality and rigor for SUNY Cortland students;
- Developed the concept and basic organizational structures for a new campus-wide committee;
- Read multiple academic books and numerous academic articles to stay up-to-date and relevant in my scholarly field;
- Taught a summer class to partially account for a low annual wage;
- Developed and launched a part-time consulting business also as an attempt to account for a low annual wage.

Caroline Kaltefleiter, Distinguished Professor, Communications Department, School of Arts and Sciences

From May-September 3 I served on the Chief Information Officer Search Committee.

In July I taught CIN 208/ENG 208 Introduction to Film Analysis.

From June to August I finished two pieces of scholarship and submitted one book chapter and one article for review.

In August I took a research trip to Stockholm, Sweden to study alternative media in Nordic countries. I also participated in a discussion of Punk Culture and the Photography of Anton Corbijn at the Fotografiska Museum in Stockholm.

Contingent Junior Faculty, Arts & Sciences

Over my "summer break," I undertook research while learning to code in an unfamiliar language because there is insufficient research funding to provide me with necessary and research-standard software. I also fielded advising questions from students.



Jen Drake, Provost Ann McClellan, Bekkie Bryan

UUP supports the American Foundation for Suicide Prevention

On October 31st, UUP Cortland in association with SUNY Cortland's Men's Ice Hockey team joined up to increase awareness and raise money for the American Foundation for Suicide Prevention. This yearly event was started by former UUP president, Jaclyn Pittsley in conjunction with Suny Cortland's Men's Ice Hockey coach, Joe Cardarelli. We raised \$945.00 for this worthy cause. This year UUP Cortland would like to thank the following people who donated to the American Foundation for Suicide Prevention.



Jaclyn Pittsley
 Anne Wiegard
 Jen Drake
 Billie Jean Goff
 Nancy Kane and John Fracchia
 Kent Quilts
 Lisa Clark
 Anonymous in honor of Jaclyn Pittsley

Thank you to Bekkie Bryan for her donation of a basket for the annual raffle on behalf of UUP.

Thank you for your donation to such a worthy cause!

Cortland Retiree Brunch, October 29, 2025

By Dave Ritchie, Officer for Retirees

Two days before Halloween the October weather was cool and rainy, but inside the CNY Living History Center 34 UUP retirees and guests gathered for warming soup, hot quiches, rolls, salad, and apple crisp at UUP Cortland's Fall Retiree Brunch.



After sign-ins and catching up a bit, the welcomes and announcements from Loraine, our Southern Tier Regional Rep, Chapter President Justin Neretich, Gretchen Sarnowicz from UUP Benefits, and Officer for Retirees Dave Ritchie were taken care of early. Guest speaker Dave Kilpatrick retired from - but still teaching as an emeritus professor part-time for the college's Psychology Department was introduced.

Following brunch, Kilpatrick began his "Promising News about Preventing & Treating Alzheimer's and Dementia" presentation by befuddling one of the other Daves in the audience with an exercise he uses in familiarizing students with dyslexia! That led Kilpatrick into sharing the results of non-pharmacological studies showing that there are lifestyle factors that can lower the risk of Alzheimer's Disease and minimize its symptoms, even though there are no medicines that will prevent or cure Alzheimer's. More recently, he said, these lifestyle factors have been combined and studied as a group.

This combination of lifestyle factors has been shown to not only prevent the onset of Alzheimer's, but even to reverse its symptoms when implemented in its early stages. He has gleaned this information from works published since 2017, like Why We Sleep by Matthew Walker (to rejuvenate the brain and take out the day's brain garbage, among other good effects), the Brain Power 101 audiobook by Richard Isaacson (director of the first Alzheimer's Prevention Clinic at Cornell Weill Medical School), and Sanjay Gupta's Keep Sharp (summarizing research on preventing and early-stage reversal of dementia). Moving (i.e., minimizing sitting), strength training (in addition to aerobic exercising), and eating healthfully are all part of the recipe of anti-dementia and anti-Alzheimer's lifestyle factors. Dave Kilpatrick ended by distributing his annotated source list (available from the Cortland UUP Office at UUP@Cortland.edu), and relating that the benefits of this combination of factors are visible in his own family with the continued health of his wife's parents in their late 80's, and in the documented details of the complete recovery of a few early-stage Alzheimer's sufferers.

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, cortland@uupmail.org and to the editor, Jaclyn Pittsley, pittsleyj@cortland.edu



In Memoriam

Janardan M. Kulkarni (Library)
Robert Patterson (English)
Jo Schaffer (Art & Art History)

UUP CORTLAND SERVICE ANNOUNCEMENT

Remember that any technology such as laptops, tablets, mobile phones or other property of the campus can be taken back by the campus at any time. UUP advises that all members back up their own files on personally owned devices.

Notes from the DA

By Christa Chatfield, DEI Officer

I was very glad to be able to make the trip to Albany on Thursday Oct 23rd through Sat Oct 25th, and to attend the evening meeting of the UUP statewide DRCC committee on the 23rd. As the Diversity, Equity and Inclusion Executive Board member at our chapter, I wanted to gain a better understanding of the ADA and accessibility issues facing members in our union both at Cortland and throughout SUNY. In prior years my teaching schedule had prevented me from attending the committee meetings on Thursdays that typically precede the main plenary and business of the DA (typically held Friday and Saturday).



Indeed, I learned of many struggles of UUP members across SUNY in obtaining timely ADA accommodations and heard about inconsistent or onerous re-certification requirements for chronic conditions. The DRCC committee agenda included goals for improving our contract language around timeliness of ADA compliance, putting together subcommittees for guidelines on inclusivity/accessibility for statewide UUP events and meetings, connecting with other unions on our campuses, and putting together a guiding document for how to request accommodations through the interactive process. If these issues speak to you as areas you would like to assist in, please let me know! I came away with one thing to share with the campus- UUP wants to stay in the loop so we can help when possible if you have encountered issues with accessibility issues in your work, especially those that are ADA related. This conversation does not have to be in writing- we can check in with you via phone, video call, etc. (as best works for you).

Other DEI-related campus news is that a new bias statement will appear as student enter their CTE surveys this semester. Could faculty share this themselves in the classroom before they ask students to take CTE surveys? It's up to you- the full statement is below. Notably, the research shows mixed outcomes for this type of statement (in many cases, such statements have no impact on reducing student bias in CTE reviews). However, I am glad for this change as a recognition of the many, many studies that do demonstrate clear bias in student reviews of instructors from various identity groups. I believe it's vital that review processes concentrate on evidence that can be verified, and that we are not 'teaching to the reviews' but challenging our students in the classroom.

The new CTE bias statement is (thanks to Irene Strasser and many others in Faculty Senate for this work):



“SUNY Cortland believes that anonymous student feedback is an important component to improving instruction. When writing your comments, please give honest and sincere feedback, but refrain from statements that are biased against a faculty member on the basis of disability, age, ethnicity, gender/sexism, gender identity/expression, nationality/immigration status, physical appearance, race, faith/non-faith, sexual orientation, and/or socio-economic status/class.”

My Recent Experiences with Outpatient Services at Cayuga Medical, Guthrie and Delta Dental

By Pamela Poulin, Retiree

no photo
available.

I understand Cayuga is charging all visits off-site (not occurring at the actual hospital on the hill, i.e., the Cayuga Medical Center, somewhat far away for many in Cortland) as if they actually occurred ***IN*** the hospital, such as at their Cortland Cayuga Urgent Care, at their gray buildings also on Rte. 281,, and their facility on Tompkins St in Cortland or any of the various facilities off Warren Rd in Ithaca.

Thus, it is important that Cayuga bill both United Health (MDs, etc.) and BC (Hospital visits). Often, I found they do not bill all which results in a higher cost to the patient.

When speaking with a person at Cayuga Billing Office, she refused to tell me what insurances were billed (Medicare [if applicable])? United Health? BC?) or send me a complete bill of some kind showing what insurances were billed. Further, she would not send me an Explanation of Benefits (which I did receive much later from CMS). I suspected BC (Hospital) was not billed, so asked her to re-bill (most staff in my experience will do this); she refused. Also, when one checks in for a medical visit, it might be good, as well, to check with staff as to what insurances will be billed and make changes, if necessary.

Moreover, Cayuga Urgent Care on 281 has now started charging me more than the previous \$25 co-pay, but as I believe them to be excellent, I just paid it (after investigating).

Moreover, in the past, I have NEVER paid for lab work at Guthrie on Rte. 281, but now they are charging me additional amounts, like Cayuga. At Guthrie Labs, one may need to check that all insurances have been sent a bill (Medicare, United Health, BC). For me, it was because Guthrie didn't bill all insurances (in my case, BC) as happened with Cayuga, that I was charged more. Now, rectified.

In my experience, Cayuga Lab Work through the Tompkins St building (and probably elsewhere) charges much more for lab work than Guthrie (which charges me nothing). Now, if at a Cayuga facility, I request that labs be sent to Guthrie or offer to go to Guthrie myself.

Beware: Cayuga Urgent Care may try to talk you into a Hepatitis-C Lab Work (If not ordered by your primary care physician as medically necessary, may not be paid for by our health insurances—mine was not), but I later

learned that if one is not sharing needles (i.e., a drug user), had a tattoo done, or had a blood transfusion before 1992, it may not pertain. Needless to say, it was an exorbitant fee. Of course, one needs to decide for oneself (with guidance by your GP).

Additionally, my dentist is no longer participating with Delta Dental, and I wonder if other UUP members have experienced this and wonder why. In my estimation Delta Dental when participating was very good; we frequently paid nothing. I also have Delta Dental with Johns Hopkins University and individual coverage I believe is a bit better than UUP, only \$34 per month. Worth a look?

Thank you in advance.



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.



PACK YOUR BAGS AND SAVE!



With Member Benefits

Do the colder temperatures have you longing for a little getaway?

NYSUT Member Benefits endorses several programs that can help with all your travel plans, including MB Discounts & Deals, Grand Circle Travel & Overseas Adventure Travel, and Purchasing Power.

MB Discounts & Deals offers NYSUT members exclusive access to savings at over 850,000 popular hotels and resorts worldwide along with flights, vehicle rentals, theme parks and attractions, Broadway shows and museums, sporting events and concerts, movie tickets, ski tickets, restaurant dine-in or take-out, and so much more. If you have not already done so, you can create an account at mbdeals.enjoynysut.com with a preferred email address, a password, and your seven-digit NYSUT ID number (which can be found at nysut.org/memberid).

Does your bucket list include taking an unforgettable excursion to Asia, the South Pacific, Mediterranean, Africa, Europe, or numerous other destinations? NYSUT members save at least \$150 per person on published

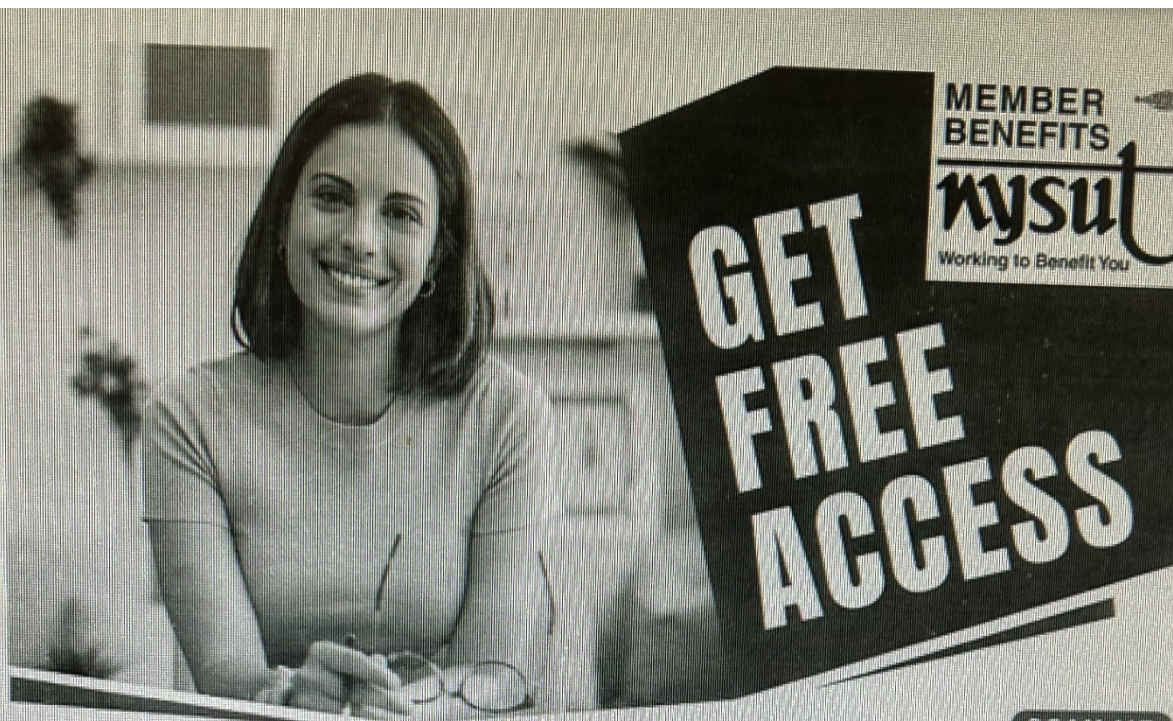
Grand Circle Travel & Overseas Adventure Travel tours along with the opportunity to save thousands per trip with additional discounts and savings. GCT & OAT provide the chance to become fully immersed in the culture of the region you are visiting, including lesser-known locations that most Americans never get to experience. Discovery opportunities, activities, and educational discussions are included with each trip.

With **Purchasing Power**, eligible NYSUT members can package their entire vacation together – including hotels, flights, attractions, vacation rentals, and cruises – while paying over 12 months through payroll deduction or Automated Clearing House (ACH) withdrawals. Purchasing Power is not a discount program, but offers no credit check and no down payments; it serves as an option over traditional financing options like high-interest credit cards.



Explore all that is available to you from Member Benefits by scanning the QR code, visiting mb-nysut.org/travelmb, or calling 800-626-8101.

November/December 2013



TO THE PREMIUM CALM APP, PEER SUPPORT LINE & MORE!

NYSUT Member Benefits understands the importance of providing support, resources, and tools to help NYSUT members with all aspects of their lives. In light of that, we have negotiated with our endorsed program providers to offer members several benefits free of charge.



Premium Calm Service –

All in-service and retiree members receive unlimited access to the full Calm library of sleep, meditation, and relaxation content. The popular Calm app includes specialized playlists dealing with stress and focus, mindful movement video and audio, nature scenes and sounds, children's content, and more. Members can add up to five dependents (age 16 or older) to receive their own premium Calm subscription. Note: You will need your NYSUT ID number (which can

be found at nysut.org/memberid) to create your Calm account.

Peer Support

Line – Life can throw lots of curveballs at us, and sometimes we don't readily know where to turn for help. The Peer Support Line is a confidential helpline that is available to all NYSUT members and their loved ones for answers, resources, and support when it's needed most. Chat, email, or call toll-free **844-444-0152** to connect with a peer today.



SCAN ME



Learn more about these along with several other free benefits by scanning the QR code, visiting mb-nysut.org/nocostbenefits, or calling 800-626-8101.

AD&D Insurance & Travel Assistance Services –

All in-service and retiree members are automatically provided with a \$5,000 accidental death & dismemberment insurance benefit, along with free travel assistance services.

New Member Life Insurance

– All new NYSUT members are eligible to receive a free term life insurance policy providing coverage for up to \$25,000 for one year, guaranteed renewable at the end of the year.

September/October 2022

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2025-2027**4-Digit phone numbers begin with 607-753-xxxx****OFFICERS****PRESIDENT:** Justin Neretich (Community Engagement and Academic Coord.) 5772 jneretich@uupmail.org**VICE PRESIDENT for ACADEMICS:** Kristine Newhall (Professional Studies) 4357 kristine.newhall@cortland.edu**VICE PRESIDENT for PROFESSIONALS:** Jen Drake (The Learning Ctr.) 2361 drakej@cortland.edu**SECRETARY:** Joe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.edu**TREASURER:** Kevin Pristash (Director of Corey Union) 2326 kevin.pristash@cortland.edu**OFFICER FOR CONTINGENTS:** Mario Hernandez (English) 4889 bloodmario@gmail.com**OFFICER FOR RETIREES:** David Ritchie (Library, Emeritus) 607-273-4453 david.ritchie0@gmail.com**GRIEVANCE CHAIR:** Jaclyn Pittsley (English) 4837 jaclyn.pittsley@cortland.edu**DEI COMMITTEE CHAIR:** Christa Chatfield (Biological Sciences) 2235 christa.chatfield@cortland.edu**MEMBERSHIP DEVELOPMENT OFFICER:** Mickey Gibbons (Career Services) 4715michelina.gibbons@cortland.edu**Labor Relations Specialist:** Chris Sielaff (NYSUT) Chris.Sielaff@nysut.org**Newsletter Editor:** Jaclyn Pittsley (English) 4837 jaclyn.pittsley@cortland.edu**Health & Safety Chair:** James Fitzgerald james.fitzgerald@cortland.edu**Health & Safety UUP Designee:** Dan Harms (Library) 4042 daniel.harms@cortland.edu**Parking Committee Designee:** Justin Neretich (Community Engagement and Academic Coord.) 5772jneretich@uupmail.org**Political Action Officer:** Bekkie Bryan (Physical education) 4561 rebecca.bryan@cortland.edu**Chapter Assistant:** Lisa Clark (UUP Chapter Office) 5991 uup@cortland.edu**ACADEMIC DELEGATES**Christa Chatfield (Biological Sciences) 2235 christa.chatfield@cortland.eduRebecca Bryan (Physical Education) 4561 rebecca.bryan@cortland.eduKristine Newhall (Professional Studies) 4357 kristine.newhall@cortland.eduJaclyn Pittsley (English) 4837 jaclyn.pittsley@cortland.eduDaniel Harms (Library) 4042 daniel.harms@cortland.eduDavid Ritchie (Library, Emeritus) 607-273-4453 david.ritchie0@gmail.comTadayuki Suzuki (Literacy) 2460 tadayuki.suzuki@cortland.eduMegan Frisbie (English) XXXX megan.frisbie@cortland.eduMario Hernandez (English) 4889 mario.hernandez@cortland.eduDavid Kreh (Library, Emeritus) david.kreh@cortland.eduRobert Hagggar (Economics) rob.hagggar@cortland.edu**PROFESSIONAL DELEGATES**Kevin Pristash 2326 (Director for Corey Union) kevin.pristash@cortland.eduJoe Westbrook (Facilities Planning, Design and Construction) 5517 joe.westbrook@cortland.eduMichael Pitaro (Student Conduct Office) 4725 michael.pitaro@cortland.eduMicheline Gibbons (Career Services) 4715 michelina.gibbons@cortland.eduJennifer Drake (The Learning Center) 2361 jennifer.drake@cortland.edu**AT-LARGE ACADEMIC**Nancy Kane (Kinesiology and Physical Education (914-420-2545) nancy.kane@cortland.edu**AT-LARGE PROFESSIONAL**Kristen Dushko (Registrar's Office) 4702 kristen.dushko@cortland.eduMichael Pitaro (Student Conduct Office) 4725 michael.pitaro@cortland.edu

UUP Cortland Chapter

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We're on the Web!

See us at:

<http://uuphost.org/cortland/>



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 45,878.90 34,567.89							
Department ID 1234												Pay Rate 56,789.10							
EARNINGS																			
		Current		Earnings		Hrs./Days		YTD		Earnings		TAX DATA							
Regular Pay Salary Employee												Federal		State		NYC		Yorkland	
Location Pay				3456.78						45,878.90		4		2		0			
				96.78						878.90									

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.

uup is us.

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SAVE THE DATES

Holiday Event

Friday, May 5