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The Cortland Cause

Stand, in Solidarity with Distressed Campuses

Jaclyn Pittsley
Chapter President

This moment is an important one in the UUP family.

While folks here at Cortland face a projected budget deficit of $10M dollars, our enrollment is helping us to face it with dignity, new faculty, and construction renovation.

We are worried about parking spaces and potholes, about workload issues and equity, about talent recruitment and onboarding new faculty, and about when we will be enjoying our retro salary payments owed to us as a part of our outstanding new contract.

But our members in union at fellow campuses are facing much more serious and scary problems. Their very livelihood is in jeopardy, as the decreasing enrollments and financial devastation due to a lack of necessary funding from the State of New York over a period of decades, hits them hard.

You are familiar with the situation at SUNY Potsdam. Their Administration is considering cutting fourteen programs at their university to offset their projected $9M deficit due to underfunding and decreasing enrollment.

UUP Connect keeps us informed on the developing situation and decisions which could cost hundreds of members their jobs. UUP President Kowal has decried Potsdam's plan, calling it a "'manufactured crisis' because UUP—through months of advocacy—was responsible for securing $163 million in new state funding in the 2023-2024 state budget to address multimillion-dollar deficits at Potsdam and other cash-strapped SUNY campuses.
Those funds, if fully distributed to campuses in need, would have wiped out the deficits. But SUNY's Board of Trustees decided against allocating funding that way, leaving campuses like Potsdam with massive projected shortfalls."

UUP Cortland stands in solidarity with our members at Potsdam. We will never support the devastation to students and gut of a school on such a level, nor the obvious member job loss that would accompany it.

Potsdam is not the only campus termed "distressed" by UUP due to facing projected budget deficits. There are nineteen campuses, including SUNY Cortland, several other comprehensive and tech campuses including Morrisville and Delhi, and Brooklyn Medical Center.

SUNY's budget is a continual concern for UUP, and we work hard to get as much money as possible allocated to the state budget each year – often on our own without help from other leaders in and around SUNY the state.

So, where does SUNY get their funding? The latest edition of the UUP publication *The Echo* tells us that, "Money flows into SUNY several ways: from

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the state budget, from student tuition and even from the federal government. But most SUNY funding comes from the state. The state funding first goes to the central SUNY administration, which then divides it among the campuses."

The money that SUNY gets comes from the taxpaying members of New York State, from our own pockets as we pay for our students to get the highest possible quality public education. We should care about how that money is allocated.

Why? Again, from *The Echo*,

As someone who has chosen to work in public higher education or at a SUNY teaching hospital, you've made a special commitment to students and patients. The state budget matters to UUP and UUP members. Strong funding for SUNY means there are smaller classes and more faculty and staff. It means that there are enough academic advisors, counselors, and financial aid staff. It means that health services are there for students, without long waits. It means that patients can be seen in the ER quickly, and clinics and other community services can reach people who can't always reach the hospital. Strong funding means that science labs have up-to-date equipment, that students have access to the technology they need and the experiences that enrich lives: trips abroad, concerts on campus, special forums, exhibits, talks and events.

If the state allocated money, why didn't SUNY allocate it appropriately?

According to President Kowal, "That money should have been distributed based on need, to erase projected deficits at Potsdam and our other campuses facing multimillion-dollar budget shortfalls—through no fault of their own…But the Trustees chose to use it in other ways, which, combined with declining enrollments at some SUNY colleges, has served to make the situation worse, certainly so at SUNY Potsdam."

How can you help?

You can use this link to find a letter template crafted by UUP which you can use to write your Senators and Assembly leaders:

https://uupinfo.org/communications/docs/StateLegislatorSUNYTemplateLetter_.pdf

UUP's 2023 Legislative Agenda included the request for $160 million to address funding shortages and provide for faculty retention and student support at 19 state-operated campuses. It will continue to be a strong part of UUP's advocacy efforts in the coming weeks and months, as we rally to stave off the looming evisceration at Potsdam and other campuses in similar situations.

We may feel comfortable here at SUNY Cortland, but all the 19 distressed campuses – *INCLUDING US* - remain poised on the precipice of trying times and difficult decisions. We need to help our members across UUP maintain their livelihoods, and we need to advocate here on our campus for our underfunded and understaffed programs. We need to advocate for equitable distribution of resources and workload, and we need to advocate for transparency and accountability on our campus when it comes to fungible resources.

Last year, Cortland's projected deficit of $10M came in at a little over $8M actual shortfall. Cortland reportedly has over $9M in reserves. The Cortland Foundation recently purchased a valuable property adjacent to campus to protect it, and we all can see out every window on campus and notice the improvements to our buildings and grounds due to capital projects.

Cortland might be in a slightly more stable position than her sister campuses, but what affects one affects us all. Loss of jobs means loss of reputation, loss of potency, loss of potential, loss of revenue, loss of solidarity, and loss of humanity.

Every member of UUP and every member of SUNY Campus Administration should be taking an active role in reversing the trend of cuts – cuts that are occurring not because SUNY hasn't the money, and not

because UUP hasn't done the work and won back some of the funding Cuomo took away from us - but because if it can happen to one of us, it can happen to all of us, and because the ***ONLY*** thing to do is stand together, in solidarity.



Cortland UUP Chapter Assistant Jeriann Stockholm, Cortland UUP Chapter President Jaclyn Pittsley, Binghamton UUP Chapter President Brendan McGovern, & Cortland UUP Chapter Membership Development Officer Michelina (Mickey) Gibbons stand in solidarity at the Fall 2023 UUP Picnic at Yaman Park.
Photo: David Ritchie



Cortland UUP members: Mecke Nagel and Academic Delegate Christa Chatfield at the Fall 2023 UUP Picnic. Photo: David Ritchie

Odds and Ends

Dan Harms, Chapter Vice President for Academics

The college may be preparing for changes to the hiring process that will have a profound impact on our culture.

The college is considering several changes intended to speed up our hiring process. Many of my readers have no doubt participated in searches that took too long, that had unsatisfactory outcomes, or both. There is certainly merit to examining those policies and finding ways to streamline it.

Nonetheless, the present proposal - which has not yet been presented in writing - may have a larger impact. The idea is to remove elections for many search committees, instead having them appointed by the hiring manager.

The positions affected seem to have greater effect upon professionals, and potentially librarians, more than teaching faculty. Nonetheless, as many teaching faculty do serve on these committees, it does erode the voice of all members of the campus community in the hiring process. Further, it could lead to a future administration changing the criteria for teaching faculty down the line.

What about the plan's impact on diversity and inclusion? Will individual hiring managers seek out people from diverse backgrounds to give them an equal opportunity? Or will we see the same people added to search committees repeatedly, increasing their workload?

In addition, the administration has suggested that they might change the guidelines - which were jointly approved by the Senate and president in 2006 - without consultation. To be clear, the administration has the authority to do this. Yet is that the way we should handle discussions about important matters at Cortland? One major selling point of the plan is that the hiring managers will consult with their units - yet why would management consult in the future, if they are not consulting now?

Kathleen Lawrence, chair of Faculty Senate, is seeking input on these decisions. I encourage you to reach out to her if you have concerns.

Thanks to our new contract, the Individual Development Awards are back. I'm the chair of the local committee, so let's dive into what we know so far.

IDA money is available to both academics and professionals who are seeking opportunities for attending trainings, taking courses (tuition only), conference attendance, or research trips. (We may get some expansion to those purposes - keep an eye out for the announcement.)

Usually the activities covered correspond to the academic year, so we will have a round covering July 2, 2023 to July 1, 2024. Yet we also had a three-month gap last year that I know some of you found frustrating. Now we have a retro round for April 1, 2023 through

July 1, 2023, so hunt down those receipts. We can fund up to $2000 for up to two activities during each period.

I often get asked if the IDA committee can ignore either the time or type of activity. The answer is no - even if we could, the state won't let us. If you have special circumstances, reach out to me, and we can talk.

If you want to know more, keep an eye out for the announcement for the retro round soon this semester.



Dan Harms, UUP Cortland Chapter Vice President for Academics, Mickey Gibbons, Membership, and Bekkie Bryan, Academic Delegate
Photo: David Ritchie



UUP Members Brian Fitz and Howard Lindh at the UUP Fall 2023 Picnic. Photo: David Ritchie

A Call to Union Life

Mario Hernandez, Officer for Contingents

The union is the power center of the university. We are the workers of SUNY Cortland, and since the workers run the college, we should determine the direction we want to take it and what external forces stand in our way. Becoming an active member of the union initiates a transformation in outlook—union activity is not an auxiliary to academic life. Beyond the enticements of rank and title, the union is the university itself.

UUP is not a traditional academic union—it is a union of professional faculty and of contingent academic faculty as well as of tenurable academic faculty. In fact, tenured and tenure-track academic faculty comprise only 21% of the statewide bargaining unit. This means that in our union, contingents and professionals enjoy equality with our tenured and tenure track peers to a degree seldom seen in our academic programs and departments.

From the moment of our active participation in UUP, contingents feel the rush of a revolutionary leveling: we can speak to the tenured professors as human beings, and not as shivering waifs banging our alms bowls in the corridors of our departments. In the shelter of the union hall, the hierarchies designed to divide us fall away, and new circuits of power emerge. These are the liberatory politics of organized labor.

The union is by no means perfect or omnipotent, but what I say is true. And there is a similar augmentation that happens for professionals: as a contingent at union assemblies, I can't tell who the professionals and the academics are: one is not more powerful than the other, and neither is more brilliant. In the union we cut to the human core of the machinery that drives history: we recognize each other as workers, enduring differing levels of exploitation, and we learn about ourselves through our conversations with each other.

We have a common humanity in the union space, and common goals it will take all of us together to achieve. As unionists, we are welcome on every SUNY campus and benefit from working relationships and alliances across the state. For contingents, the professional categories that regiment university life are mean rooms compared with the towering skyline and vast public chambers of the union. Union participation is a promotion each of us can grant herself today, with as much fuss as it takes to sign our names or to ask questions at a meeting.

The perspective of the union is both the backstage and the birds'-eye perspective—through it we learn how the pageantry of university life is the product of thousands of human parts combined in a living structure greater than any of us. As unionists we know the most consequential among us are often unlikely and invisible, so our goal is to move toward increasing autonomy and equality for every worker in the structure.

The union is like the military tanks you sometimes see parked outside of high schools, decommissioned relics from an unspecified past. But beneath its unremarkable turret, the union is a fully functioning vehicle. All we have to do is get inside it and start flipping switches, and it will lurch with the same primordial energy the masses have always possessed. But it's like a sensory-deprivation tank, too, where we transcend the stories the bosses have told us our whole lives, about job descriptions, qualifications, and merit; about how the poor are always with us; how intelligence is rare; and how the best we can do is to improve our individual lot, leaving everyone else behind.

The truth is that a better world is impatient to be born, and it will take all of our abilities expressed to their fullest to set it free. The union movement is a good place to start toward that future.

The best FREEBIE ever!

Jo Schaffer, Officer for Retirees

We belong to UUP for all the best reasons. Union membership puts us shoulder to shoulder, and arm in arm in a show of solidarity and strength for all the workers: full time, part time, academic, professional and retirees, in our SUNY system. Moreover, by our numbers, UUP is able to negotiate all sorts of wonderful benefits for us all. Those benefits range from medical insurance to Disney World, eyeglasses to hearing aids, dental coverage, and life insurance. All these benefits have some added costs, but they may be well worth it.

However, UUP provides you with a real FREEBIE in the form of a great Travel Assistance program. Seriously, it comes with NO extra fee. It is protection for you and covered family members If you are 100 miles or more away from home.

More of you are now traveling , if not for pleasure, for professional research and conferences. This insurance is not a medical card but useful for emergency medical assistance, transportation to nearest medical facilities or home, even the return of remains (God forbid) , political or natural disaster evacuation or bringing a family member to your side in the event of a medical need. Other benefits include: medical drugs, etc., replacement, even pet care. And the best of all may be this: emergency or cash bail assistance. Get the brochure!

I know this travel insurance works! It was what brought me home last October from Paris to NYC with a family member on Business Class tickets, and then on to Cortland with a nurse. It helped that I had a copy of a HEALTH CARE PROXY form with me.

Check it out… get a copy of the brochure at our UUP Office or online at the UUP web site. Meanwhile if you need travel insurance immediately: Call MET LIFE TRAVEL ASSIST:

Within the US- (800) 454-3679

Outside the US-call collect (312) 935 3783

Just tell them you are a UUP member.

Happy Travels!



Sam Curlew, Chris Curlew, David Young, and Nancy Young at the UUP Fall 2023 picnic. Kevin Pristash standing on right.
Photo: David Ritchie

Fall 2023 UUP Picnic Photos by David Ritchie



The fall UUP Picnic is a great time to relax, meet new people, enjoy great food with a beer or soft drink, and bring families (including dogs!) to meet your colleagues.

Watch for UUP events throughout the year and please invite fellow SUNY Cortland professionals and academics to participate!



request changes to submissions, whether prior to or after publication."

Send contributions to the Chapter Office, uup@cortland.edu
and to the editor, Andrée Myers, andree.myers@cortland.edu

Diversity and Ageism

Nancy Kane, Cortland UUP DEI Committee Chair

Does experience matter? In the midst of a national discussion concerning the ages of the presumptive presidential candidates, I want to step back and look at the obstacles facing contingent faculty who are seeking full-time, preferably tenure-track positions.

I am one of those employees. During my late 50s, I have applied to many full-time positions in institutions throughout central New York. Two of those positions, for which I was more than qualified according to the job postings, were at Cortland. I made it to the final interviews, but was rejected both times. For one (a diversity fellowship), the search was declared "failed," and in the other case, younger, less experienced candidates were hired. Why? They had things that were *not* in the job posting, but were seen as advantageous to the department, so even though I was already teaching the courses listed in the posting for that department, I was passed over. Sure, I am happy to be employed, but if my husband dies, I will not be able to support myself. I live with that fear every day, and yes, it takes a toll. I have no hope of repaying my student loans from as far back as 1982, and have been told I cannot qualify for Public Student Loan Forgiveness because I am not a full-time employee. I will, quite literally, likely die still trying to repay the debt I incurred to earn my college degrees.

As the trend in faculty hiring nationwide has shifted toward contingent labor over full-time, tenure track positions, many academics find themselves in my position. Making around $20,000 per year despite having a PhD, two masters degrees, multiple peer-reviewed publications, a textbook going into its second edition, countless conference presentations, years of service at the local, national, and international levels, national awards and two NEH summer institutes, over three decades of teaching experience, and very good teaching evaluations (not to mention an award from Cortland for outstanding teaching), you could say I am disheartened. I have asked my department chair and dean what more I could do to be eligible for a full-time position when and if one becomes available, and the answer is "nothing." Is that because I am doing a great job, or is it because there is nothing I can do about my age?

Anecdotal reports in AARP and social media, for example, indicate an unwillingness on the part of employers to hire older adults because of stereotypes (they are set in their ways, are unwilling or unable to learn new technology, and so on) and misperceptions (they will demand more money, they will be unwilling to take a job at an entry level, etc.). Perhaps there is a thought that an older employee will retire in a few years, and a new search will have to be opened. Even in cases where that may be true, those excuses ignore the possibility of younger candidates looking for stepping-stone jobs who may come into a community and leave soon after for better opportunities. An older candidate may be someone with deep ties to the academic and local communities. And a contingent employee with 15 years at Cortland, like myself, will be able to transition smoothly and swiftly into new responsibilities, such as advising and committee work.

In 2014, Robert J. McKee wrote *The Age(ism) of Diversity* in Inside Higher Ed. He called for better reporting on this very issue:

> If I and thousands of others in my same situation are wrong, then let the academic institutions prove it. It is time for the colleges and universities in the U.S., large and small, private and public, to report on the percentage of faculty new hires for entry-level tenure-track positions in the last 10 years that were over the age of 40. My guess is that number is in the very low single digits. I am certain they will not heed this call for full disclosure. I am also calling for the U.S. Department of Education and the Equal Employment Opportunity Commission to require such reporting from the academic institutions in this country. And to pursue charges against those who show a propensity to discriminate against older applicants (para. 12).

The Age Discrimination in Employment Act of 1967 (ADEA) forbids employment discrimination against anyone at least 40 years old, in the U.S. The burden of proof is high, but at least one case at Ohio State in 2018 was settled and two former employees were paid $765,000. However, after the Equal Employment Opportunity Commission filed an age discrimination suit against Ohio State in 2020, the Ohio General Assembly House Bill 352 changed the state statutes to make it more difficult to sue for the rights of older employees in discrimination cases. What was already difficult to prove in a court of law was made even more difficult by changing the rules about when

and how an older employee could bring suit.

What can older employees do to prevent age discrimination? The answer is, not a whole hell of a lot. But McKee raises a very interesting question: what ARE the statistics for SUNY Cortland regarding over-40 faculty hires for tenure-track positions over the past 10 years? Are older candidates experiencing a silent, overlooked form of discrimination? Is this possibility even on the radar of search committees? On behalf of the legion of experienced, highly qualified older academics and professionals, I am asking for greater transparency on this issue as we strive to meet the SUNY Equal Opportunity policy section II.A.1., which includes a prohibition against discrimination on the basis of age.

Reference: McKee, R. J. (2014, August 12). The age(ism) of diversity. *Inside Higher Ed*. Essay on age discrimination in faculty hiring (insidehighered.com)



Cortland UUP Officer for Retirees Jo Schaffer with Nancy Kane, DEI Committee Chair at the Cortland UUP 2023 Fall Picnic. Photo: David Ritchie

2022-2026 State/UUP Agreement
Effective Dates and Implementation Dates - Highlights

- **Across the board salary increases:**
  - 2% - 7/1 or 9/1/22 (depending on obligation)
  - 3% - 7/1 or 9/1/23 (depending on obligation)
  - 3% - 7/1 or 9/1/24 (depending on obligation)
  - 3% - 7/1 or 9/1/25 (depending on obligation)

  The State has not yet announced the official pay date for implementation of these increases. However, we anticipate that the 2022 and 2023 increases will be paid in the **11/22/2023 paychecks**. Checks will include both retroactive cash and increases in base salary rates.
- **On-base DSI distributions**:
  - 0.5% pools for discretionary salary increases (DSI) in each year (12/23-12/26)
  - Effective 7/1 or 9/1 (depending on obligation), paid in December.
  - The 2023 DSI is a $400 ATB on-base adjustment for full-time employees, pro-rated for part-time employees.

  The 2023 DSI will be paid in either the **12/6/2023 or 12/20/23 paycheck**.
- **Retention Awards:**
  - Builds on the existing eligibility criteria for the $500 Service Award for attaining tenure/permanent appointment, etc. (generally at or around 7 years)
  - Increases existing 7 year award to $1,000 on base and expands eligibility to include qualified academic rank titles. – **effective beginning July 1, 2024**.
  - Second award of $800 on base for those who previously received the 7 year award at completion of 12 years of service – **effective beginning July 1, 2025.**

- **Increase minimum salaries for academic rank and professional SL grades:**
  - Salary minimums for SL 1-3s and Instructor, Lecturer, and Asst. Professor ranks increase beginning in 2023 -- $2000 per year for calendar year obligations; $1,667 for academic year obligations.
  - Individual employees will receive either the new minimum or an ATB increase (whichever generates a higher salary for them).

  We understand that eligible employees should receive the 2022 and 2023 across the board percentage increases in the **11/22/2023 paycheck**. Then, anyone whose new salary (as increased by the ATBs) is below the new minimum salary for rank should receive an additional adjustment to move them to the new minimum in the **12/6/23 paycheck**.
- **Per course salary minimums for part-time academic faculty**:
  - Effective the semester beginning after July 1, 2022:

University Centers and Health Science Centers	$3,750
Comprehensive and Technology Colleges	$3,250

  - Effective the semester beginning after July 1, 2023:

University Centers and Health Science Centers	$4,000
Comprehensive and Technology Colleges	$3,500

  - Effective the semester beginning after July 1, 2024:

University Centers and Health Science Centers	$4,500
Comprehensive and Technology Colleges	$4,000

- Effective the semester beginning after July 1, 2025:
  University Centers and Health Science Centers $5,000
  Comprehensive and Technology Colleges $4,500
- Effective the semester beginning after July 1, 2026:
  University Centers and Health Science Centers $6,000
  Comprehensive and Technology Colleges $5,500

Individual part-academics who are paid on a per-course basis will receive either the new per course minimum (per 3 credits or credit equivalents) or the applicable across the board percentage increase (whichever generates the higher salary for them).
We anticipate that the 2022 ATB increase (for members with per course rates about the current minimums) and the 2023 increase will be paid in the **11/22/2023 paycheck**.

- **Location Pay:**
  - The Downstate Adjustment (currently $3026) will increase as follows:
    - 7/1/23—$3087
    - 7/1/24—$3400
    - 7/1/25—$4000
  - The Mid-Hudson Adjustment (currently $1513) will increase as follows:
    - 7/1/23—$1543
    - 7/1/24—$1650
    - 7/1/25—$2000

  We anticipate that the 2023 increase will be included in the **11/22/2023 paycheck.**

- **Lump Sum Bonus:**
  - Employees on-payroll (or on authorized leave without pay) at the date of ratification through April 30, 2024 will earn a $3000 lump sum bonus, not added to base salary, pro-rated for part-time employees.
  - Full-time employees will receive **$1500 on July 1, 2024**, and **$1500 on July 1, 2025**.
  - Eligible employees who separate from service after April 30, 2024 will receive both payments.

- **PGY Salary Schedule (for Medical Residents and Fellows):**

  The PGY salary schedule increases retroactive to 7/1/2022 and 7/1/2023 should be paid in the **11/22/2023 paycheck.**

- **On-call pay rates (primarily for hospital employees):**
  - Increasing from $6/hour to $8/hour upstate effective 7/1/23.
  - Increasing from $8/hour to $10/hour in NYC and on Long Island effective 7/1/23.

  We anticipate that the increase in on-call pay will be paid in the **11/22/2023 paycheck.**

- **Holiday pay (for employees working at the SUNY hospitals and LI Vet's Home):**
  - Employees assigned to work at the SUNY hospitals or the LI Vet's Home will have the option to choose holiday pay or comp-time for all State holidays, with holiday pay as the default option **effective beginning January 1, 2024.**
  - There will be an election period during which eligible employees will have the opportunity to elect to receive holiday comp-time instead of pay from **November 15 – December 31, 2023.**

Continued on page 14

Check out all your union membership has to offer!

LEGAL SERVICE PLAN

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- **Crucial estate planning documents (a Simple Will, Health Care Proxy, Living Will & Durable Power of Attorney)**
- **Free telephone consultations**
- **Guaranteed maximum fees for specific legal matters**

MEMBER BENEFITS

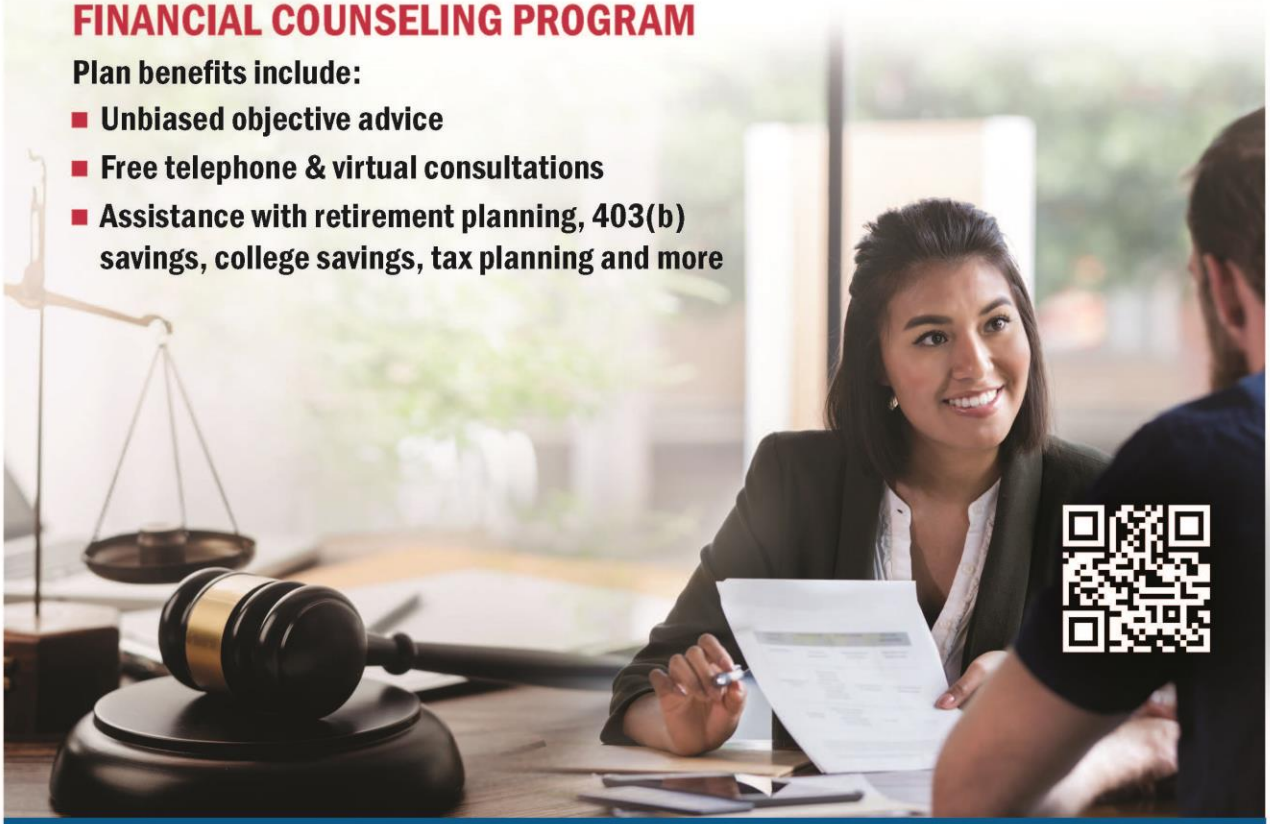
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Learn more by scanning the QR code to the right, visiting **memberbenefits.nysut.org** or calling **800-626-8101.**

For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.

Jan-Feb 2023

- **Paid Parenting Leave:**
  - Up to 12 weeks of fully paid parenting leave (PPL), which can be used instead of or in addition to current leave benefits (leave accruals, PFL, FMLA, VRWS, etc.).
  - PPL must be continuous and taken within 7 months of the child's birth or placement in the home (adopted or foster child).
  - Effective **retroactive to April 11, 2023.**

- **Sick Leave Accrual Cap:**
  - Sick leave accrual cap increases to 225 days **effective beginning September 12, 2023.**

- **Part-time academic accrual rates:**
  - Part-time academics, **hired after July 1, 2024,** will earn accruals on the following schedule:
    - 3 credit hours/3 credit equivalents to < 6 — 1/4 day per month
    - 6 credit hours/6 credit equivalents to < 9 — 1/2 day per month
    - 9 credit hours/9 credit equivalents or more — 1 day per month

- **Health Benefits:**
  - Negotiated Empire Plan changes will be **effective January 1, 2024**.
  - Information about those changes will be announced again in open enrollment materials this fall, prior to implementation.

- **Progressively Longer Terms for Contingent Faculty:**
  - Part-time academics -- 1-year term appointments after 3 years of work;
  - Full-time Lecturers, plus Clinical and Research titles at the non-HSC campuses -- 3-year term appointments after 7 years of work.
  - **Effective 9/12/23** – Campuses that have already issued appointment letters for this semester should begin issuing amended letters to eligible employees to reflect longer terms.

- **Joint Labor-Management Committee programs:**
  - Significant expansions in funding for JLMC Programs, including the Individual Development Awards, Drescher Leave, and CLEFR programs.
  - Campuses have been notified of campus IDA allocations both for **retro program (April 1 – June 30, 2023**) and for **current year program (July 1, 2023 – June 30, 2024)**.
  - CLEFR (***initial*** certification or licensure exam fee reimbursement) is **running now**.
  - **NEW** CLRFR program (certification and licensure ***renewal*** fee reimbursement) should begin **January 1, 2024.**

- **Space Available Program**
  - One course per session, with a maximum of four courses per year.
  - Employees who have completed graduate coursework may enroll in up to three-credits of dissertation/thesis degree completion per semester.
  - Part-time employees who have completed four semesters and who are expected to return in the fall may take summer courses.

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- **Effective beginning September 12, 2023** (employees who have already paid tuition this semester for degree-completion courses should request reimbursement).

- **Professional Title Review:**
  - Created two positions in SUNY System Admin to conduct a comprehensive review of the SUNY professional title series.
  - **Review will begin ASAP after the 2 new positions are filled**.

- **Other provisions without specific effective dates:**
  - Other changes that do not have specific effective dates in contract language are **effective September 12, 2023.**
  - Examples include:
    - Art. 16 – expansion in types of data UUP receives from SUNY
    - Art. 7 and Art. 19 – various procedural changes to expedite the process
    - Art. 23 – new limitations on medical documentation requirements
    - Art. 31 – personnel file log requirement changes
    - Art. 33 – expansion of adverse tenure/permanent decision appeal rights
    - Appendix A-28 – improved process for appealing unsatisfactory job evaluations and denials of salary increases for expanded duties and responsibilities
    - Appendix 45 – leave donation program improvements



Lively discussions at the Cortland UUP Fall 2023 Picnic. Photo: David Ritchie

Get help with expenses health insurance doesn't cover



Aflac for UUP members

Like many Americans, you may have been blind-sided by an unexpected medical bill. Did you think, "But I have health insurance. I should be covered?" That's why there's Aflac. We help with expenses health insurance doesn't cover, so those we insure can care more about everything else.

Help when you need it most

Aflac has been helping to keep people healthy and protected for more than 66 years. We can help protect your financial security with the following Aflac supplemental insurance policies:

Accident: Accidents happen. When a covered accident happens to you, our accident insurance policy pays you, unless assigned otherwise cash benefits to help with the unexpected medical and everyday expenses that begin to add up almost immediately.

Cancer/Specified-Disease: Aflac's cancer/specified-disease insurance policy can help you and your family better cope financially if a positive diagnosis of cancer ever occurs.

Hospital Confinement Indemnity: Hospital stays are expensive. An Aflac hospital confinement indemnity insurance policy can help ease the financial burden of hospital stays by providing cash benefits.

Short-Term Disability: How would you pay your bills if you're disabled and can't work? An Aflac short term disability insurance policy can help provide you with a source of income while you concentrate on getting better.

www.aflac.com/uup

For more information, email Sember at sember_miller@us.aflac.com

Aflac

This Is a brief product overview only. Coverage may not be available In all states. including but not limited to ID, NJ, NM. NY or VA. Consult with administrators for full description.

More UUP Cortland Fall 2023 Photos by David Ritchie!













UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2023-2026

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

OFFICERS
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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
		Current	3456.78	1234.56
		YTD	45,678.90	34,567.89
Advice # 123456789 Advice Date 11/10/2018	Pay Start Date 11/10/2019 Pay End Date 11/24/2019		Net Pay 1,234.56	
Department ID 1234			Pay Rate 56,789.10	

EARNINGS	Current Hrs./Days	Current Earnings	YTD Hrs./Days	YTD Earnings
Regular Pay Salary Employee Location Pay		3456.78 56.78		45,678.90 678.90

TAX DATA	Federal	State	NYC	Yonkers
Marital status	1	1		
Allowances	2	0		
Add. Amt.				

TAXES	Current	YTD
Fed Withholding	3,456.78	12,345.67
Medicare	5,678.90	4,567.89
Social Security	3,456.78	[illegible]
NY Withholding	5,678.90	4,567.89

	Current	YTD
Regular Before Tax Health	456.78	1,234.56
Supplemental Ret. Annually Prog.	678.90	5,678.90
TIAA Retirement Before Tax	56.78	1,234.56

DEDUCTIONS	Current	YTD
	34.56	456.78

Check Pay Stub To Make Sure

To be a member of the union, your paycheck ***must*** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to https://bit.ly/1RYG65y

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.



United University Professions
Labor-Management Agenda
Tuesday, October 3, 2023
3:00-4:00pm
Miller 405

Items of Collegiality:

1. UUP congratulates the university on a strong commitment to student and employee wellness, many of us having participated in the Culture of Care survey.

Old Business:

1. Syllabus System Request/Department Retention of Syllabi:
    a. UUP looks forward to an update from Provost regarding plans for their system request and Department Retention of Syllabi.
    b. UUP will expect to bargain with Management on this issue.
        i. UUP's primary, though not only, concern is protecting the intellectual property of our members.
2. Professional Performance Programs/ Evaluations:
    a. As of today, how many performance programs are NOT up to date?
    b. How many evaluations?
    c. What is the status of the search for the employee who will be responsible for this work?
    d. When can UUP expect an update on the SUNY HR program/evaluation efficacy and implementation?
3. Anthology: Course Teacher Evaluation Software: the following represents a collection of questions, though not exhaustive, UUP has regarding the system:
    a. Has the contract been accepted by SUNY?
    b. Who will be the "Administrator" of the software system? UUP requests a meeting with the Administrator after the software is purchased but before it is implemented to discuss issues related to bargaining, as outlined in our memorandum emailed to Provost McClellan on August 7, 2023.
4. Communications of Policy Changes: Can Management agree with UUP that it is best practice for all changes to all policies affecting faculty to be sent to all members all at once?

b. Can Management also agree that they should be updated on the university website at the same time?

New Business:

5. Implementation of the new Agreement between UUP and the State of New York: Updated appointment letters for contingent employees:

    a. All part-time employees who have been employed for six consecutive semesters or term three years, should receive an updated appointment letter specifying a term appointment of not less than one year. These term appointments should be updated and in place for this academic year.

    b. All part-time employees who have served on a temporary appointment for four consecutive semesters or two years should receive an updated appointment letter specifying a term appointment.

6. There have been unofficial signs posted in Old Main regarding the imminent removal of the paper towels in favor of the hand dryers. Will this removal include every building including Miller and other key locations for visiting potential students? If not, why the removal from Old Main?

7. UUP has concerns about safety in the areas of Van Hoesen not under construction including water leaking from pipes and the ceiling, and delays repairing bathrooms, when multiple work orders have been submitted over several years to address the health and safety of our members. This is in addition to concerns regarding dust in and outside of the building, noise and safety due to the construction. How does Management plan to mitigate these safety issues?

    a. Can Management provide areas be provided with air purifiers?

    b. Can Management conduct noise studies this fall?

8. Proposed Changes to The Cortland Plan:

    a. UUP requests information regarding Management's plans to modify or revise the Search Committee selection and process, including the role of the hiring manager, which do not appear in the current planned changes to The Cortland Plan.

9. What new measures has Management undertaken to prevent sexual assault and increase education and awareness?



IN MEMORIAM

Daniel J. Brennan, former Chair, Geology Department
Joy L. Buffa ‘71, Physical Education lecturer and coordinator of school partnerships
John F. Catalano, Professor Emeritus, Psychology
Louis Gebhard, Professor Emeritus, History
Bess Koval, Professor Emerita, Physical Education
Elliott Bernard “Barney” Mason, Professor, Biology
Homer Mitchell, Professor Emeritus, English
Ann Veronica Stack ’97
Werner K. Stavenhagen Sr., Instructor, German
Kenneth P. Wickman, Associate Professor Emeritus, Economics
Anna Boserup Rush Zado ’57, M ’76, Women’s Soccer Coach, Instructor, Physical Education, and C-Club Hall of Fame inductee ‘81

SAVE THE DATES

Union Matters: The Contract (luncheon)
Oct. 5
Executive Board Meetings Fall 2023 Schedule
Oct. 9, Nov. 13, Dec. 11
Retirees’ Meeting and Luncheon
Oct. 17
Part-Time Service Award Luncheon and Scholarship Showcase
Oct. 25
Labor Management Meetings Fall 2023 Schedule
Oct. 3, Nov. 6, Dec. 4
UUP Holiday Event
Dec. 8