

Women at Work: Honoring Our Collective Contributions

From United University Professions - Oneonta <oneonta@uupmail.org>

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To SUNY ONEONTA UUP <oneonta@uupmail.org>



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Dear Teresa,

Why Women's Labor History Matters for Unions Today

Women's history is not a side story to the labor movement—it is the labor movement.

The strategies, courage, and solidarity built by generations of women continue to shape how unions organize, negotiate, and advocate.

When unions fight for:

- Paid family leave
- Childcare support
- Pay equity
- Safe workplaces
- Respect for care giving responsibilities
- Protections for contingent and part-time workers

They are carrying forward the work of the women who came before us.

Women's history reminds us that progress is never given. It is won through collective action, persistence, and the belief that workers deserve better.




And that belief is at the heart of our union.

Shirley A. Clark
Oneonta UUP Chapter President

Upcoming Events



Chapter Meeting




 **Date:** March 11
 **Time:** 12 PM - 1 PM
 **Location:** Morris, Le Cafe

!! RSVP for this event is now closed !!



UUP Workshop

Civility in the Workplace - Striving for Civility in Challenging Times

 **Date:** March 26
 **Time:** 12 - 1 PM
 **Location:** Morris, Le Cafe

Times are tough. The world we live in is charged and the workplace is not immune from stress or strife. With tension on the rise, many have asked: "How can

we make the work environment less stressful?"
Restoring civil interaction may be a key factor in
shifting our workplace culture in a positive direction.

RSVP by **March 19th** using the button below.

RSVP >>

April Chapter Meeting Special Guest

We're pleased to announce that we will have a statewide officer in person to share updates on contract negotiations and what members should know.

Your future self will thank you for attending 😊 More info will be shared soon.

Check out statewide upcoming events by following [this link](#) to view the details.

Important Updates

Other News

What is next with AI and UUP Members?

Artificial intelligence is reshaping higher education, from instructional support tools to administrative automation. While these technologies can expand academic possibilities, they also raise serious questions about academic labor, intellectual property, and the future of faculty work. On SUNY campuses, UUP members have been clear: AI must enhance, not replace, the expertise, judgment, and human connection that define our professions. Oneonta UUP would like to hear from our members about how you are using AI. Send an Article to oneonta@uupmail.org your perspective matters. You're the ones doing the teaching, advising, researching, writing, analyzing, and problem-solving every day.

Strong Protections for UUP Members

One of the most significant developments in this area is [the LOADinG Act](#), signed by Governor Hochul in early 2026. This legislation ensures that AI deployment at SUNY campuses cannot result in the discharge, displacement, or loss of position for UUP members. It establishes a statewide safeguard that keeps human expertise at the center of SUNY's mission and prevents cost-cutting measures from undermining academic and professional staff. This protection is a major victory for unionized higher-education workers. It affirms that technological innovation must be implemented responsibly, transparently, and with respect for the people who make SUNY run.

Statewide Conversation: March 16 at 10:00 AM

To help members navigate the rapidly evolving AI landscape, UUP Statewide is hosting a virtual session on March 16 at 10:00 a.m.

Please join your colleagues and register for this session: "[The Latest on AI and Our Work: A UUP Virtual Forum](#)"

What We're Reading

☐ [America's teachers are working two jobs and barely getting by | CNN Business](#) » Recent data reveals a record 27% pay gap for educators compared to other degree-holders, forcing over 70% of us into side hustles just to stay afloat. As traditional perks like pensions and job security continue to erode, collective action remains our only defense against professional burnout, work intensification, and financial instability.

☐ [The Dark Side of Private Equity | University of Chicago Business Law Review](#) » This article examines the social and economic externalities of the private equity (PE) investment model, specifically focusing on how high leverage and short-term value extraction can harm workers, patients, and the environment.

☐ [Americans Are Now a Target in Trump's Immigration Crackdown | WSJ](#) » A Wall Street Journal investigation reveals that the federal administration's immigration crackdown has increasingly targeted U.S. citizens, with nearly 200 individuals publicly labeled as "terrorists" or "rioters" for observing or protesting federal operations. Despite aggressive government rhetoric and public "doxing" via social media, the report finds that most of these citizens were never charged with assault, and none have been convicted at trial.

Member Spotlight



Meet UUP Member John Bugyi, M.S.

Associate Director of Marketing and Digital Media, Office of Communication and Marketing

I think the benefit of being in UUP is being part of this collective bargaining unit. They go on our behalf to fight for our benefits, our raises, our insurances—and I think that's valuable. I think that we have great benefits and other savings perks. The dental insurance is great and the vision insurance is great, but I'd say the biggest benefit I've taken advantage of as a member of UUP was [the tuition assistance](#).

When I started working at SUNY Oneonta, I started taking classes to pursue my master's degree. UUP paid for one class per semester, I completed three classes throughout the year, and I was able to earn my master's degree with little to no cost, thanks to the UUP bargaining unit.

Our chapter also takes the time to put together events and activities outside of work hours, like the Susquehanna River Paddle, and those are great for just meeting other people in the union that you don't get to always see on campus.

Upcoming Deadlines

The Individual Development Awards (IDA) Program

The Individual Development Awards (IDA) Program offers a valuable opportunity for eligible full-time and part-time academic and professional employees to pursue meaningful professional growth. Designed to support a wide range of development activities, the program helps employees strengthen their skills, expand their

expertise, and advance toward their full professional potential. Whether through workshops, research projects, coursework, or other developmental experiences, the IDA Program empowers participants to invest in their future and enhance their contributions to their campus communities.

Funding for the IDA Program is made possible through labor-management resources negotiated under Article 21 of the Agreement between the State of New York and United University Professions. Administered through the Statewide Joint Labor-Management Committees, this program reflects a shared commitment to fostering continuous learning, career advancement, and professional excellence across SUNY institutions.

For more information access the [Guidelines for the IDA Program](#). The [Individual Development Award Application](#) must be submitted to benefits@oneonta.edu by **March 25, 2026** or in person at **Sherman Hall, Room 319**.



Professionals' Workplace Survey

We're calling on all professionals to take a few minutes to complete the UUP Statewide Survey. Your responses help us communicate the labor conditions in our workplace and ensure statewide leadership understands what support we need.

[Take the Survey »](#)

AI Reporting Form

If your department or campus is utilizing or has expressed interest in utilizing Artificial Intelligence (AI) or Generative Artificial Intelligence (GAI) applications or tools in your work.

[Report Form »](#)

Reports & Minutes

- **President's Reports:** Keep up to date on the ongoing initiatives of the Oneonta UUP Chapter by reading the [President's Reports](#).
- **Executive Board Minutes:** Access the [Executive Board Minutes](#) to review detailed records of the [Chapter Leadership's](#) discussions and decisions.
- **Chapter Meeting Minutes:** Here is where you can find your [Chapter Meeting Minutes](#).
- **Labor Management Notes:** Chapter members are encouraged to stay informed by reviewing the [Labor-Management Meeting Notes](#).

[Bulletin Board Request](#)

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United University Professions

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