

# UUP NOW



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## Has Hell Frozen Over?

Heraclitus, a Greek philosopher, has been quoted as saying “change is the only constant in life.”

This past December, after two and a half years, Ezra Zubrow announced his retirement from his position as our Buffalo Center UUP Chapter president. As Vice President for Professionals, I was given the option to consider filling the vacant position for the remainder of the term.

Those of you who know me have known my personal strong stance with regards to this position for years. And with consideration into any major decision such as this, I sought out the consultation of some key people. After some very intense discussions with my wife Barbara, Tom Tucker, Ezra and others whose options I deeply value; I made the decision to seek the Chapter’s Board appointment approval to the position.

I would like to formally thank the officers and Chapter Board for their support on this appointment. I look forward to working for you throughout the remainder of this term.

While I believe that the focus of the Buffalo Center UUP Chapter is to ensure your employment rights, I also believe that we have a greater responsibility to ensure that all members of the Buffalo Center UUP are continuing to provide the best possible service they can to our fellow staff, faculty, and more importantly - our students.

As I look back on my personal process for making this decision, I would like to challenge each and every one of you to reconsider and reflect on your involvement with the Buffalo Center Chapter.

Consider the Buffalo Center Chapter of UUP “your employment world” and reflect on the words from Michel Jackson’s “Man In The Mirror”:

*I'm starting with the man in the mirror.*

*I'm asking him to change his ways.*

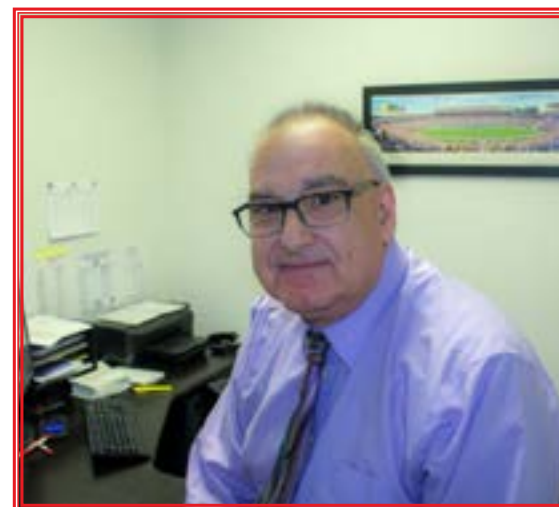
*And no message could have been any clearer:*

*If you want to make the world a better place*

*Take a look at yourself, and then make a change!*

**Help Us, Join Us,  
and Make That Change.**

Kenneth H. Kern  
President, Buffalo Center Chapter UUP



## ABOUT UUP

United University Professions (UUP), a state-wide local of New York State United Teachers (NYSUT), is the bargaining unit for faculty and professional staff members employed by the State University of New York (SUNY) at all of its campuses and health sciences centers. In this capacity, UUP negotiates the employment contract between those members and the State of New York and represents those members and their interests throughout the life of the contract.

The contract describes the terms and conditions of members’ employment, including salaries, performance programs and evaluation processes, conditions governing disciplinary actions, minimum and maximum salaries for each salary level (SL), health benefits, grievance procedures and a wide range of other rights, including parking at a minimum fee, tuition-free courses, and Individual Development Awards.

The UUP Benefit Fund also FUNDS and monitors dental insurance and vision care programs, which are administered by the state. The union studies many aspects of our working life and recommends improvements, attempts to correct problems, address injustices, and assure that all members receive rights and due process guaranteed by the contract and by the Taylor Law. It also supports a broad range of political actions through members’ voluntary contributions to Vote COPE, the NYSUT Political Action Committee, which funds lobbying efforts on behalf of public education at all levels.

The union also sponsors many projects here at UB, such as voter registration drives, Take Our Daughters to Work Day, career development workshops, and scholarships for SUNY students.



**As a UUP Member, you can get a discounted BJ's membership.**

**Current promotions:**

[\\$27 for NEW membership](#)

or

[\\$43.20 for Renewals](#)

### BUFFALO CENTER CHAPTER

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## NEED TO DISCUSS A WORK ISSUE WITH A UNION REPRESENTATIVE?

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## SALARY COMPRESSION INTAKE FORM



### Salary Compression Intake Form for concerns or questions about salary compression adjustments.

Fill out the intake form using the link  
or by scanning the QR code below.

<https://www.surveymonkey.com/r/UUPcompression>



## Thankful for My Union Membership

Last October my husband and I went to the gorgeous Island of Santorini, Greece for our daughter's wedding. It was supposed to be an event of a lifetime. Unfortunately, two days before the wedding, the unexpected happened. My husband got into a head on collision with a bus while he was riding on an ATV. The bus driver immediately called for an ambulance, which then transported him to the Public Hospital of Santorini.

As I waited to learn about his condition, I was terrified not knowing the extent of his injuries. Six hours later, upon seeing my husband for the first time, I was shocked by his condition and the condition of the facilities. I realized he was receiving subpar treatment at an ill-equipped and understaffed hospital and immediately knew that he would require expert care in Athens. Unfortunately, I had no idea how to get him there.

Thankfully, I remembered that I had Assist America's Insurance card with me. I got the card at a UUP event years earlier and never left for a trip without it in my wallet. I knew it was for travel emergencies, yet I was not sure what that entailed or how it worked. Not knowing what the insurance covered, I was in a state of panic when I called the Assist America Operations Center. Fortunately, from the moment I made the first call and spoke with their well-trained service providers, I knew I had the support of qualified medical personnel that would get him to where he needed to go.

Assist America's medical team communicated directly with the Public Hospital of Santorini staff. They were immediately concerned with his physical condition. His vital statistics were not good and the hospital was unable to provide crucial information about the condition of his brain and sinuses. As Assist America needed this information to ensure he was stable enough to airlift to Athens, they located a private, better-equipped clinic on the island, where my husband could get an MRI without further delay. Assist America transported us by ground ambulance to the Central Clinic of Santorini, where skilled doctors conducted the necessary tests, stabilized him, and finally confirmed he was fit for travel back to Athens on the mainland. It was Assist America's professionalism and the questions asked by the medical team that set us on the right track to get my husband to Athens where he could receive the quality of healthcare he needed.

While doctors were preparing my husband for travel, Assist America arranged for an air ambulance with a full medical team to transport us to a qualified hospital in Athens. They also arranged every detail of his evacuation and worked with the local doctors to coordinate the next steps, leaving me to concentrate on my husband's well-being.

As soon as we arrived in Athens, my husband was admitted into the hospital and immediately taken into surgery. After multiple surgeries and weeks of recovery, he was finally discharged from the hospital. During the next month of recovery in Athens, Assist America followed up regularly about his fit-to-fly status. As soon as my husband was cleared for travel, Assist America arranged for our repatriation to the United States via business class commercial flight with car service and wheelchair assistance.

During our entire stay in Athens, Assist America contacted me daily for a report on his condition. Being in a foreign country without convenient and dependable phone service, I was relieved that Assist America used whichever mode of communication was necessary to stay in touch with me: phone calls, texts, emails, WhatsApp, FaceTime, and Viber.

Assist America provided, from beginning to end, continued professionalism, comfort and concern as well as thorough assessment of my husband's state of health. It was an incredible relief to have Assist America at our side to guide us through all the medical procedures and logistics. What was a nightmare for us turned into a manageable situation? Without the expediency of Assist America and the immediate evacuation to Athens, my husband might have lost his arm and not had the potential to recover. Today, my husband is doing well and focusing on his recovery. It will be another 6 to 8-month for full recovery, but thankfully, he will recover.

Accidents can happen anytime, anywhere. Having the Assist America card with you as you travel, will ensure you will always have access to the most appropriate care when you need it the most. Thanks to their experience and professionalism, they removed the pressure and anxiety of having to deal with a multitude of health-care providers and organize medical transportation logistics, so I could focus on the health and recovery of my husband.



Louise Lalli  
Academic Advisor  
Teacher Education Institute  
Graduate School of Education  
UUP Buffalo Center Member

# VOTE-COPE

Colleagues,

Over the last month, I've have asked those UUP Buffalo Center Members attending the General Membership Meeting, Department Rep Meetings, Board Meeting, and Officers meeting to reconsider their participation with Vote/Cope.

Now, I would like to reach out to you.

If you currently do not participate in the Vote Cope Program, I would like to personally ask you to reconsider. Currently there are 225 members from the Buffalo Center Chapter who donate to the Program. We need to increase the number of members donating.

Regardless of your political affiliation, Vote Cope funds are currently working towards three major political issues affecting all of us as New York State employees and the SUNY system. These are:

1. [Addressing and Funding the Tap Gap](#)
2. [Addressing and Funding SUNY Teaching Hospitals](#)
3. [Addressing and Promoting Transparency in SUNY Foundations](#)

I would find it difficult for you to disagree with any of these concerns and ask you to please donate to Vote Cope. Your contribution of as little as \$1.00 per paycheck will help support our efforts in making progress towards these critical issues.

If you would like further information on Vote Cope, please stop by our Chapter Office on the north campus - The Commons, Suite 108.

Otherwise, please fill out the following form and send it to our Chapter Office for processing.  
<http://uupinfo.org/votecope/images/vcPledgeCard.pdf>

Thank You for your reconsideration and participation

In Solidarity,

Kenneth H. Kern  
Chapter President  
UUP Buffalo Center



## Financial Wellness Workshop Series

We are pleased to offer the following financial wellness workshops offered by our financial partners – VOYA, TIAA-CREF, and AFLAC. All workshops will take place noon to 1:00 PM in the UUP office located in Suite 108 UB Commons on the North Campus. Lunch will be provided, so we ask that members register using the link below.

Please register at: <https://forms.gle/8gan7NFnd6yY7kwF6>

**All workshops are offered to members only.**

### **Gaining Insight (TIAA)**

**March 6, 2020, Noon – 1:00 PM**

Understanding debt, how to manage it and identifying how debt consolidation could work for you. Plus, demystifying the mortgage process and what you need to know when it comes to borrowing money for a home

### **Personal Finance Basics (VOYA)**

**March 13, 2020, Noon – 1:00 PM**

Day to day financial decisions make a great deal of difference in the kind of life you want to lead, so it's important to learn how to manage your money in a common sense way. This introductory seminar discusses the basics of personal finance, including how to set up a budget to see where your money goes, where to keep your money, how to handle what you owe, when investing makes sense and what tools and resources can help you.

### **Halfway There (TIAA)**

**March 20, 2020, Noon – 1:00 PM**

With a solid career and a strong financial foundation, it's not taboo to start discussing retirement—but is the plan working? Give your retirement savings a checkup and learn steps to help you get back on track if you're behind.

### **Insurance 101 (Liberty Mutual)**

**March 27, 2020, Noon – 1:00 PM**

Come learn about the basics of home and auto insurance by coming to this session. We will help you understand the coverage you currently have and the protection you may be missing. We'll also be available to answer any question you have about your own insurance and UUP's partnership benefits with Liberty Mutual.

### **Estate Planning for Everyone (VOYA)**

**May 1, 2020, Noon – 1:00 PM**

Estate planning is not just for the rich, married or for older people. Everyone has something they care about or want to protect, and just about everyone needs an estate plan, no matter their age or how much money they have. This seminar helps educate individuals about the basic aspects of an estate plan, considerations for getting started, and the value that financial planning can bring to all facets of life, including their legacy.

### **Within Reach (TIAA)**

**May 15, 2020, Noon – 1:00 PM**

So it's time to retire, now what? Make some final preparations to help shift from an active career to retirement. From income options to taxes to health insurance, you need to be prepared.

## UUP is Searching for Department Representatives

HAVE WE FOUND ONE IN  
YOU?



### Can you:

-  **Meet with other representatives twice a semester?**
-  **Greet new employees in your department or area?**
-  **Email **UUP** updates to your fellow co-workers?**

Contact Kristen Rinker at the UUP Buffalo Chapter office at:

**Email:** [krinker@buffalo.edu](mailto:krinker@buffalo.edu)

**Phone:** 716-276-3377



## OPEN CALL FOR DEPARTMENT REPS.

Your Buffalo Center UUP has scheduled Department Rep. meeting dates for the 2020 Spring Semester. They are: Noon – 2:00 p.m. (Reps. only need to attend one of the two identified meetings)

**April 21st**  
**April 27th**

If you are interested in becoming a UUP Buffalo Center Representative for your department and help us communicate to our members, please contact Ken Kern at [khkern@buffalo.edu](mailto:khkern@buffalo.edu).

Even if your department is represented, you can become a member of that department's team. There is no limit to the number of Department Reps that a Department may have.

The Buffalo Center UUP derives its strength from its membership. The Department Representative Program is designed to reach ALL members. The Department Representative Program is needed to ensure two-way communication between chapter leadership and the chapter membership. Department Representatives are essential to the success of the chapter, and are the eyes and ears of the chapter.

Department Representatives serve as chapter leaders and internal organizing leaders at their specific worksites. As a Department Representative you help develop and maintain a strong union presence in every part of the University via effective employee advocacy, union visibility, union site meetings and other forms of communication, including social conversation and the sharing of news.

### **BASIC ROLES AND RESPONSIBILITIES INCLUDE:**

- Obtain/create an accurate list of members and non-members by location.
- Make personal contact with all department members in your area.
- Establish/maintain UUP bulletin boards in your area.
- Forward complaints, concerns and observations of department members to appropriate chapter leader(s).
- Contact non-members and encourage them to join.
- Become familiar with what the UUP contract covers. Refer contract questions to chapter officers so they can ask the chapter's Labor Relations Specialist for assistance with problems pertaining to enforcement or interpretation of the contract.
- Be able to answer basic questions about the structure of UUP.
- Learn about and inform your department members of union meetings, membership events, affiliate conventions, contract votes, workshops, etc. and urge participation
- Attend Department Rep meetings (usually twice a semester).



# MARCH 2020

Chapter Board Mtg.

Wednesday,  
March 11th

12-2 pm  
Chapter Office  
(108 Commons)

VOYA Workshop

Personal Finance Basics

March 13th  
12:00 - 1:30 pm

Chapter Office  
(108 Commons)

UUP Workshop  
Path to Permanent Appt.

March 18th  
12:00 - 2:00 pm

Student Union Room 330

New Employee  
Orientation

March 19th  
10-10:30

Crofts Hall

TIAA Workshop:  
Halfway There

March 20th  
12:00 - 2:00 pm

Chapter Office  
(108 Commons)

Liberty Mutual Workshop  
Insurance 101

March 27th  
12 - 2pm

Chapter Office  
108 Commons

# APRIL 2020

New Employee  
Orientations

April 2nd  
April 16th  
April 30th

10-10:30 am  
Crofts Hall

UUP Workshop  
Topic TBD

April 7th

12:00 - 2:00 pm  
Student Union 330

Chapter Board Mtg.

Wednesday,  
April 15th  
12-2 pm

Chapter Office  
(108 Commons)

EOC Workshop

April 16th  
12-2pm

EOC

Spring  
Delegate Assembly

4/24-4/25

Albany, NY

DEPARTMENT REP. MEETINGS

April 21st or  
April 27th  
12:00 - 2:00 pm

Chapter Office  
(108 Commons)

# MAY 2020

Voya Workshop:  
Estate Planning

May 1st  
12-1:30 pm

Chapter Office  
108 Commons

TIAA Workshop:  
Within Reach

May 15th  
12-1:30 pm

Chapter Office  
(108 Commons)

Chapter Board Mtg.

Wednesday,  
May 27th  
12-2 pm

Chapter Office  
(108 Commons)

If you need information to post on your department's UUP bulletin board, or if you would like a UUP bulletin board, please stop by or call the Chapter office.



# WHAT WE'VE BEEN UP TO



# uup MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



## UUP Member Services Trust—Voluntary Programs



**Aflac** is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



**Liberty Mutual** offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



**MetLaw** (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

**MetLife Group Universal Life** offers one policy with two benefits: A life insurance policy with a savings plan.



**UUP Member Services Trust Voluntary Dental and Vision Plans** include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



**Mid-Island Mortgage Corp.** offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



**Retiree members** receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

## UUP Member Services Trust—Discount Programs

**Apple**—Discounts vary

**AT&T**—20% off your monthly bill

**BJ's Wholesale Club**—\$15 off annual membership and one month free

**Brooklyn Nets**—Up to 50% off ticket prices

**Enterprise Rental Car**—Discounted vehicle rentals

**Goodyear**—10% off all tires, maintenance and repairs

**hp Academy**—Discounts vary

**Jos A. Bank**—20% off all regularly priced merchandise

**Madison Square Garden**—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

**Mirabito Fuel**—Home heating and gasoline savings

**Sprint**—5% off your monthly bill

**The Walking Company**—15% off exclusive footwear brands; chapter-based wellness programs

**TicketsatWork**—Discounts and special access to theme parks, shows, hotels, and more

**Verizon Wireless**—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Corwen M. Bangs, Director, Member Benefits & Services

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