

Welcome New EAP Coordinator, Karen Munson

Hello!

My name is Karen Munson, and I'm honored to serve as your new Employee Assistance Program (EAP) Coordinator. I've been at SUNY Oneonta since 2006, and it is my heart's desire to help and serve others.



What is EAP?

EAP is a peer assistance program jointly sponsored by labor and management. NYS EAP provides **free, confidential information, assessment, and referral services** to NYS employees (current and retired), their family members, and retirees. If you're looking for information about child care, health care options, housing, mental health **and more**, I'm here to help you.

How does EAP work?

EAP does not provide counseling or advice. After a discussion over email, phone, or in person, an assessment is made considering what the employee (client) is seeking. EAP provides the client, generally within a 24-hour time frame, referrals for services sought. With resources, the client decides the next best step for themselves. Once the client has been sent referrals, EAP is not permitted to reach out to the client to check in on their progress; if the client seeks additional information, they reach out to EAP again.

Confidentiality & Self-Referrals

EAP is a self-referral program, meaning, **I am not permitted to make first contact with employees**. I've spoken with a few good-hearted supervisors, and friends of SUNY Oneonta colleagues, who have asked that I reach out to employees to offer support. Due to the confidentiality nature, I am not permitted to do so, yet encourage supervisors and friends to share my contact information with employees, should they wish to reach out to me. **The discussions between clients and me are strictly confidential; I am not permitted to share anything, with anyone.**

Furthermore, if you're interested in EAP's services, yet would prefer not to speak with me, I encourage you to go to this website where you'll find all the EAP Coordinators in New York State: <https://goer.ny.gov/find-eap-coordinator>. *It's all about what **you** are most comfortable with.* I do not know when a SUNY Oneonta employee speaks with another EAP Coordinator; everything is confidential.

Gratitude

I would like to thank Melissa Nicosia for her service as EAP Coordinator from 2011 – November 2019, and wish her well in her retirement.

SUNY Oneonta has an EAP Committee will be hosting activities in the semester to come. Heartfelt thanks to Kathy Webster for her service as EAP Committee Chair until December 2019, and huge thanks to Anne Winchester and Valery Worden for being our new EAP Committee Co-Chairs.

I look forward to sharing updates with you in this way, and encourage you to follow our social media accounts (see below). Thank you so very much!

EAP Coordinator – Karen Munson

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<https://suny.oneonta.edu/eap>

Facebook: @oneontaeap / SUNY Oneonta Employee Assistance Program

Instagram: @oneonta_eap

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Welcome to 2020

I wish to welcome everyone to 2020, and offer a state of the state of our union chapter. We have extended our hours of operations, so our office is now open 5 days a week. Kerry, our chapter assistant, is here daily from 10 am—3 pm. During the month of January, office hours will be extended on Tuesdays until 6 pm. The new adjunct MOU saw 46 members apply for promotion, and all 46 succeeded! We conducted the first-ever salary equity study to address compression, and we will revisit this again until the end of our contract in 2022. The chapter held its first Trivia Night at the Wagon Wheel, and it was a huge success. The last six months have flown by, but I have been told that we are headed in the right direction. As we move ahead in 2020, I look forward to working with administration to further better working conditions for all of our members. I look forward to collaborating with our fellow union brothers and sisters to advance our causes here on campus. I need input from all of you on where you would like this chapter to go in the coming year, so please stop by our newly renovated office, or attend a coffee hour or workshop. Thank you all for what you do, and here's to a happy, healthy new year!

All the best,

Dave

Michelle's Inbox

Notes from Michelle Hansen, VP for Professionals

Dear Michelle,

I was so ecstatic to learn classes had been cancelled due to snow but received word from my supervisor that unless I wanted to charge my time, I would need to report to work. In looking at the campus' inclement weather policy, I really don't think I am essential so what gives? Faculty get the day off from teaching!

Cold n Bitter in NY

Hello Cold in NY,

I can hear your frustration here, but a few notes on this topic. First our campus' inclement weather policy does read: "State regulations direct that unless the campus is officially closed by order of the governor, an employee's weather-related absence must be charged to an appropriate leave accrual. Regardless of any action the college takes or does not take, individuals who believe their safety is in jeopardy may choose not to travel to campus." So, in short, know that unless decreed by the governor – we will still be responsible for coming to work.

My next note on this is your statement regarding faculty not having to report to class. Faculty do not accrue the same time that professionals do so, while yes, they "get the day off" from teaching, perhaps think of the work they are now behind after losing a day in the classroom. And again, I cannot stress this enough, if road conditions are that bad you too can "get the day off."

Your supervisor (as you depicted them) seemed a bit direct on this matter, but remember all supervisors have different styles and ways of managing. They are correct in enforcing this policy. A gentle reminder, if there are extenuating circumstances with your time accruals, have a conversation with your supervisor.

I offer a few suggestions on this moving forward to set yourself up for success. Work on some holidays (Election Day, MLK Day, etc.) to earn a few extra days each year. Pay attention to the next negotiations of UUP/ State of NY, join College Senate, and let's see if we can't lobby for more flexible work from home policies during times of inclement weather. Keep a spare set of shoes and some of your favorite tea/hot chocolate/coffee in your office to help keep your winter blues at bay.

My last note on this subject is that, while I hear you Cold I really do, I want you to think of the essential personnel on these snowy/icy days. UPD, Maintenance, Dining staff and more – regardless of the weather— these folks make it to campus to help serve our students. At the end of the day, let's not forget that faculty and staff alike are here to help and educate our students.

Stay warm,

Michelle





Happy New Year to you all! As we embark on a new semester, remember that our work environment is our students' learning environment; let's make it positive!

Dear Ron,

Over a period of years, a collaborator and I developed some interactive skills-building software for students in our area of specialization. Upon hearing about this set of tools, my department chair urged me to upload it to the Blackboard site for one of my courses. However, one of the objectives my partner and I had in creating it – with our own equipment and between semesters – was to market it to students, not just give it away. What are my options?

In a Quandary

Dear Quandre,

Your question involves intellectual property rights. The State University of New York (SUNY) has promulgated specific provisions about these issues in the Official Compilation of Codes, Rules and Regulations of the State of New York: *8 NYCRR § 335.28 et seq.* (effective November 23, 2016) and in their *Policies of the Board of Trustees* (January 2019) Article XI, Title J: *Patents, Inventions and Copyright Policy* (SUNY BOT Policy). Also, on April 13, 2017, the SUNY Office of the Vice Chancellor sent a *Memorandum to Presidents* (Vol. 16, No. 2) to guide the nascent policy implementation, particularly in its *Appendix B: Procedures for Disclosure and Management* (policy memo).

Vitally important to this discussion are faculty members' activities that are *exempted* from SUNY's intellectual property rights policy: creative and course content which are defined as follows: "Academic course content and materials Created by Personnel including, but not limited to syllabi, course materials and textbooks; other scholarly or creative works of authorship; instructional, dramatic, musical and artistic works; and manuscripts, articles, poetry, prose, short stories, digital shorts, novels, plays, screenplays, and creative writings" [SUNY BOT Policy]. To re-iterate: Article XI, Title J, § (c) Scope (3) "Creative and Course Content is beyond the scope of this Policy" [SUNY BOT Policy].

When SUNY employees produce patentable or licensable inventions – aside from creative and course content – as part of their regular duties or with substantial support from University infrastructure, they are responsible to promptly disclose and assign their intellectual property rights to the SUNY Research Foundation. These kinds of inventions might be produced in science, computer or language labs, or with special facilities (such as broadcast studios) not available to the general public. Typically, SUNY supports technology commercialization and authorizes campuses to apply royalty income to offset their costs for evaluation, marketing, development, protection, maintenance, and enforcement of intellectual property rights. SUNY then shares net royalties or licensing fees with employee/creators according to a specific formula.

In any case where an employee produces a patentable or licensable invention that is outside the scope of their employment AND made only incidental use of University facilities, they should "provide to the Chief Academic Officer (or delegate) of the campus at which the Creator is appointed, a sworn statement, including a nonconfidential description of the Intellectual Property and affirming the circumstances under which the Intellectual Property was Created as only through Incidental Use and as exclusively outside the scope of any employment by SUNY. These affirmative demonstrations must be made through the External Invention Disclosure Form." [policy memo].

In your specific case, your work developing instructional material is exempted from SUNY's Patents, Inventions and Copyright policy. You and your partner own the rights to your work product and are free to market it to students as you see fit. If you encounter any push-back, please let me know right away. As always, your UUP leaders stand ready to assist you with any and all workplace-related issues.

In Solidarity,

Ron

It's never too early to think about retirement!

Join **UUP** on April 14th for a **Pre-retirement Workshop.**

Session 1: Le Café, Morris Hall @ 12 PM. Lunch will be served.

Session 2: Le Café, Morris Hall @ 2 PM. Light refreshments will be served.

RSVP is required to oneuup@oneonta.edu.

Please note which session you will be attending

For UUP Retiree info, please contact UUP Retirement Specialist Walter Apple at 518-640-6600 or by email at wapple@uupmail.org. You can also visit <https://uupinfo.org/benefits/ret.php> to search retiree benefits.

Join UUP Today to Keep your Vision, Dental and Life Insurance in Retirement!

To access retired membership benefits, you must maintain:

- continuous membership for 5 years immediately prior to retirement; or
- continuous membership from initial employment in the bargaining unit to retirement; or
- continuous membership beginning no later than November 25, 2019, to retirement.

Whichever option is less.

For more information:

Visit: uupinfo.org/benefits/ret.php

Call: 1-800-887-3863

For up-to-date information on UUP events, meetings and coffee socials please go to our webpage at www.oneontauup.org and click on the Upcoming UUP meetings and events link.

Discretionary Salary Increase

The Discretionary Salary Increases have been awarded and all UUP employees have been notified. Please [click here](#) to see the list. [Click here](#) to read about the 2019 Salary Compression Analysis and Distribution process.

Student Debt Clinic

Is student debt holding you back?



You may qualify for *free* federal programs that can help reduce your monthly payments and eventually lead to *student loan forgiveness!*

Learn more at the UUP & AFT Student Debt Clinic:

Wednesday, January 22, 2020

11:30 a.m.- 1:00 p.m.

SUNY Oneonta

Morris Hall, Le Cafe

[Click here
to register
online](#)

Open to UUP members

Sign up at go.aft.org/StudentDebtClinicRSVP

Individual Development Awards (IDA) Information and Application Materials Now Available!

Deadline is January 31, 2020.

Please [click here](#) for more information.

January 22: UUP Student Debt Clinic, 12 p.m., Le Café Morris Hall. *Please RSVP for food purposes. Sign up at go.aft.org/StudentDebtClinicRSVP.*

January 27: Office closing at 11:30 a.m.

February 5: UUP Dept. & Building Rep Meeting, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *RSVP is required. Please email oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

February 7: Performance Program Workshop, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Utilizing Performance Program and Evaluations for Promotions, Salary Increases, Renewals, and Permanency (Professionals) – Workshop will focus on contractual and Board of Trustees rules regarding how Performance Programs and Evaluations can be used and how Professionals can best utilize them to advance their careers. Attendees are encouraged to bring their latest Performance Programs and Evaluations for review. There will be an opportunity for questions.

February 14: Labor/Management Meeting

February 19: Executive Board Meeting

February 27: Intellectual Property Workshop, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Intellectual Property (Academics) – Workshop will focus on contractual, Board of Trustees, and legal protections afforded Academics in the workplace. Emphasis will be placed on creation of course content and ownership. There will be an opportunity for questions.

March 1: Deadline for the UUP Undergraduate Scholarship. *Please click [here](#) for information.*

March 1: Deadline for the UUP Post Baccalaureate Award. *Please click [here](#) for information.*

March 10: Professional Workload Workshop, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Professional Workload and the Taylor Law (Professionals) – Workshop will focus on the contractual and legal framework detailing what is expected of Professionals when obligated to work. Discussion will include information on extra service and comp time. There will be an opportunity for questions.

March 11: Labor/Management Meeting

March 18: Executive Board Meeting

March 21: UUP Volunteering at Saturday's Bread, 9:30 a.m.- 2:30 p.m. *Please click [here](#) for information.*

We need to make sure we have enough volunteers to fulfill our duties, so please RSVP to Kerry by March 10th at oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.

March 26: Academic Workload Workshop, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneuup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Academic Workload and the Taylor Law (Academics) – Workshop will focus on the contractual and legal framework detailing what is expected of Academics when obligated to work. There will be an opportunity for questions.

April 8: Labor/Management Meeting

April 14: Pre-Retirement Workshop, 12 p.m., Le Café , Morris Hall (Session 1)

April 14: Pre-Retirement Workshop, 2 p.m., Le Café , Morris Hall (Session 2)

April 15: Gripe vs Grievance Workshop, 12 p.m., Le Café , Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Gripe vs Grievance (All) – Workshop will focus on differentiating gripes and concerns of members vs formal contractual Grievances. Emphasis will be placed on remedies for various concerns. There will be an opportunity for questions.

April 20: Workplace Violence Workshop, 12 p.m., Otsego Grille, Morris Hall. Food will be served starting at 11:45 a.m. *This is a members only event and RSVP is required. Please email oneup@oneonta.edu or call the UUP office at 436-2135 to RSVP.*

⇒ Workplace Violence/Bullying/Civility (All) – Workshop will focus on identifying what constitutes these activities and the legal, contractual, and campus remedies members can pursue. There will be an opportunity for questions.

April 22: Executive Board Meeting

These are members only events and RSVP is required. Please email oneup@oneonta.edu or call the UUP office at 436-2135 to RSVP, noting which event you are RSVPing for.

Are you a member?

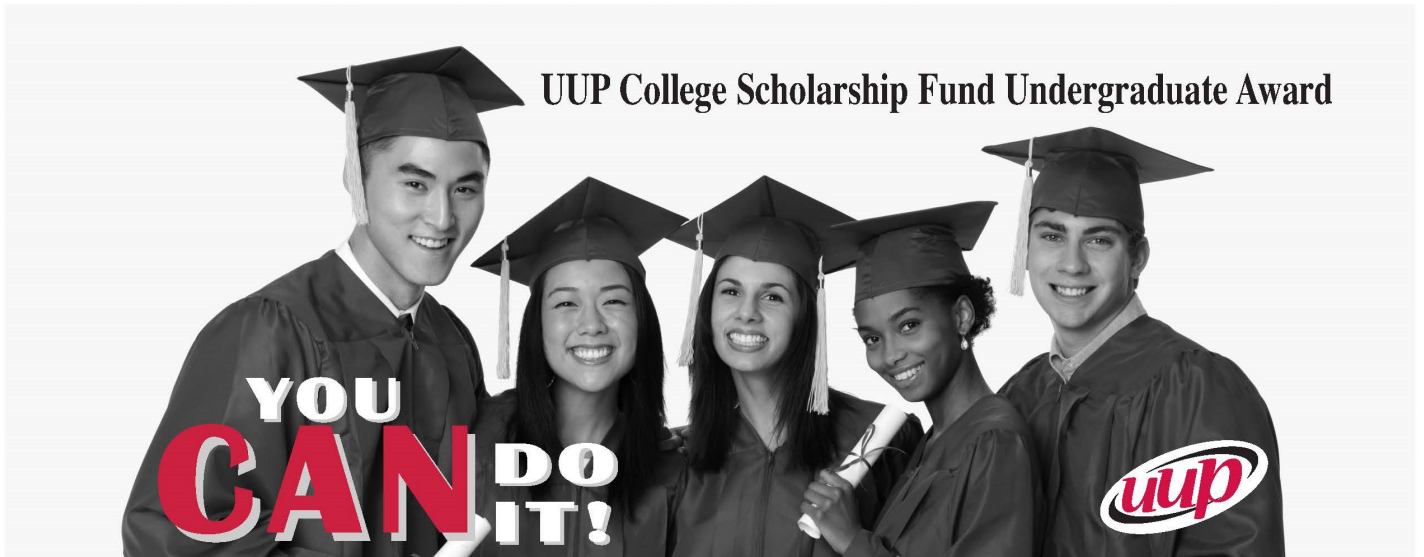
[Click here](#) to join today.



Changes in UUP Membership Categories

In the Fall of 2019 UUP made changes to their membership categories. Please find information about 3 new categories of membership by [clicking here](#) or by going to www.uupinfo.org and clicking on Member, then Membership Categories. The new categories are: [UUP Leave Without Pay Membership](#), [Sustaining Membership](#), and [Maintenance of Membership While Temporarily Off Payroll](#). Applications and information for each category can be found by clicking on the category name in the previous sentence.

*Please note that your UUP membership is based on payment of union dues. The following information lets you know how to maintain your membership with UUP and why it is very important to do so. Maintaining membership assures continuation of all UUP membership rights and benefits and access to NYSUT, AFT and NEA member-purchased benefits. Keep in mind that to become a UUP retired member, you must have five years of continuous membership, or continuous membership for the length of your employment, prior to retirement, whichever is less. Please note that these dues are **not** payments to continue your health, prescription drug plans, dental, or vision care benefits.*



UUP College Scholarship Fund Undergraduate Award

Deadline to apply is March 1, 2020

Undergraduate Award information and application can be found by

[CLICKING HERE](#) or by going to

<https://preview.tinyurl.com/2020UUPUnderGradSCH>



UUP College Scholarship Fund Post Baccalaureate Award



Deadline to apply is March 1, 2020

William Scheuerman Post Baccalaureate Award information and application can be found by [CLICKING HERE](#) or by going to [https://
preview.tinyurl.com/PostBac2020](https://preview.tinyurl.com/PostBac2020)

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Michael McAvoy*
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Ed Wesnfske
Gary Wickham*

Professional Delegates

Kimberly Devlin
Deirdre Dibble
Jeri Jerminario
Laura Lincoln*
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We need you!

The Sentinel is looking for UUPers to write articles and provide content for our monthly newsletter. Please email articles, pictures, or anything you want to share with the campus by January 20th to oneuup@oneonta.edu.

We look forward to hearing from you!



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