



UNITED UNIVERSITY PROFESSIONS NEWS SUNY CANTON CHAPTER (LOCAL 2190)

Spring 2019 Calendar

Spring 2019 Calendar

Executive Board:

Thursday April 18th - Noon, Cook 121

Thursday May 9th - Noon, Location TBD

End of Semester Gathering:

Friday May 3rd – 4:30, Best Western, Canton

Delegate Assembly:

May 10-11, The Desmond, Albany

People Project Meeting:

Thursday April 18th – 4:00, Cook 121

Did you know you can follow UUP on Instagram, Facebook and Twitter?

<https://www.instagram.com/uupinfo/?hl=en>

<https://www.facebook.com/uupinfo/>

<https://twitter.com/uupinfo>

UUP labor/Management meeting minutes

Present: Kathy Briggs, Jim Hamilton, Joe Leroux, Stephanie Petkovsek, Chris Sweeney, President Zvi Szafran, Michaela Young, Courtney Bish, Molly Mott, Shawn Miller, Suzan McDermott, Ann Sibley, Ken Erickson

1. UUP would like an update regarding the completion of current performance programs for professional employees. – There are 14 left to do, down from 70. A reminder was sent on March 1 about those remaining.

2. UUP would like to discuss the current campus budget and its impact on our members. – Shawn Miller reported that we have stable numbers and have exceeded our target. She is working on a breakdown, but we have a higher number of full-time students and a drop in part-time. That gives us about \$24 million and the budget is about \$25.7 million. The TAP gap has not been dealt with yet, but it looks close to the budgeted rate.

3. UUP would like to discuss that faculty are not always getting their Appointment letters prior to their appointment date – Suzan McDermott is working to make sure this does not happen. One recent issue was a grant for Nursing faculty and how the pay would be allocated which caused some problems. Otherwise, she does not know of any problems and asked UUP to forward any issues

UUP labor/Management meeting minutes



4. UUP would like to request how many faculty are doing Independent Study courses without pay. – Ken Erickson reported that he spoke to the deans (he did not hear back from Canino) but said that no one is doing any independent studies in his school (Health and Criminal Justice) and only person is doing any in the School of Business and Liberal Arts (that person is doing four). UUP brought up the issue of compensation, especially for adjuncts because students are paying for the courses. The answer was that if full time faculty are doing them, students are not paying extra if they are full time unless they go over 18 credits. Their argument is that faculty does not get paid, but that it is a favor to the student. UUP was concerned about adjuncts doing independent studies – how that would affect their pay and health insurance benefits. Administration did not believe that any adjuncts are doing independent studies.

5. UUP would like to discuss the recent notification to some professionals identifying them as essential personnel, and whether or not policy will be developed for our campus to clarify expectations of the identified personnel. – If the governor closes campus, who is essential? What happens if the employee cannot get to campus? Administration responded that with proper documentation, there will be no disciplinary action.

6. SUNY's push for online courses – Molly Mott

reported that she had been involved in webinars with SUNY to discuss the rollout of a SUNY-wide online push. She believes the rollout will start this fall with a few programs chosen to pilot and then more involved in the next few years. There are questions about which programs on which SUNY campuses will be chosen and there is not much detail yet. It seems that they are going to pilot it and see what questions arise and deal with them as they come up. Dr. Szafran wants SUNY Canton to be one of the leaders in this initiative and he asked for UUP flexibility until some of this has been worked out. He promised to be fair. Molly Mott said SUNY wants input from the campuses and best practices from the early adopters.

The meeting was adjourned at 2:15 pm.



MEMBERS ONLY BENEFIT



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IDAP Awards

Information from Julie Parkman, Chair IDAP Committee and UUP Member



The NYS/UUP Joint Labor Management Committee Individual Development Awards Program (IDAP) is designed to support a variety of professional development projects or activities by assisting eligible full and part time employees to develop their full professional potential and to prepare for advancement. The maximum amount that can be awarded for each employee under this program is \$1,000. Employees may only be funded for one project or activity per award period. The types of support available include: Registration fees for conferences or workshops; Travel and related expenses (includes lodging and meals); Research-related supplies and Tuition at the maximum allowable SUNY rate at the time of application.

SUNY Canton was awarded approximately \$14,000 for Spring Semester plus \$6,600 for last year which needs to be spent by June 30, 2019. The IDAP Committee continues to accept applications; the last deadline for applications for Spring Semester is May 1st! Remember part time faculty and staff are encouraged to apply also. More information and the application can be found at this link: <http://www.canton.edu/foundation/idap-full.html>

Going forward Canton will have approximately \$14,000 each year plus the Canton College Foundation's annual \$4,000.

The Triangle Shirtwaist Fire-Memorial Scholarship

By Jim Hamilton, Chapter President

Have you heard of the Triangle Shirtwaist Company fire? It is a very important piece in the history of union organizing.

Here is a summary of the event taken from the website rememberthetrianglefire.org:

"The Triangle Waist Company was located one block east of Washington Square Park. There were over 500 employees – most were young women, most were recent immigrants. On March 25, 1911, a fire broke out on the 8th floor. Workers ran to the fire escape. It collapsed, dropping them to their deaths. On the 9th floor a critical exit was locked. People on the street watched as the workers began to jump out the windows. Fire trucks arrived but their ladders only reached the 6th floor. The elevators ran as long as they could as workers pressed into the cars; some tumbled down the elevator shaft.

In the end 146 people died. There was a trial but the owners, long known for their anti-union activities, got off. The fire became a rallying cry for the international labor movement. Many of our fire safety laws were created in response to this tragic event. We remember because we are still fighting for social justice for all."

The Remember the Triangle Fire Coalition is offering a \$1000 college or vocational education scholarship in remembrance of the 146 victims of the fire. The scholarship amount is \$1000; deadline for submission is May 1, 2019. You can view the application at this link: <http://rememberthetrianglefire.org/scholarship/>

Do Not "Leave" It to Chance – Leave FAQ's

By Kathy Briggs-Renadette, Labor Relations Specialist and Suzan McDermott, Director Human Resources



One of the first contractual rights to be exercised by UUP represented employees is leave. Leave benefits are found in Articles 11, 23, 27, Appendix A-42, Appendix A-45 and Appendix A-46. There are many reasons leave from work is needed. Before taking leave one should know the impact of that leave on your employment status and which type of leave is permitted and appropriate. The goal of leave is to provide relief from work obligations in a permitted manner which protects the position and, with the use of accruals and/or paid leave programs as appropriate and permitted by contract or law, salary for the employee.

Sick leave is very important. Sick leave accumulates up to a maximum of 200 days which may be applied to the cost of health care premium in retirement. This is a valuable benefit with a real dollar value. This is one of the reasons that monthly Time and Attendance is critical to be done timely and accurately. Sick leave is for medical based absences or care of a family member as allowed under the contract.

There is no short term disability for state employees. The sick leave accruals are the coverage for short term medical leave and are intended to build to cover medical leave for the six month or less periods as well as longer periods of medical leave. Article 23.4.4 allows for the use of up to thirty (30) days sick leave for absences necessitated by the death or illness in the employee's immediate family with prior approval of the College President. Individual sick leave does not require pre-approval but if misuse of time is suspected there may be a demand for medical documentation upon return to work.

Sick leave donation provides donation of vacation time from any employee who earns vacation to be converted to sick leave to extend medical leave for both professionals and academics who have exhausted individual sick leave accruals. To access this benefit please contact the Chapter Office or Human Resources for details. There are restrictions on eligibility; specifically, leave donations may only be used for the employees illness and, no disciplinary action or unsatisfactory evaluations within the recipient's last three years of State employment. This is one reason that all unsatisfactory evaluations should be challenged at the time of the evaluation. The designations cannot be changed after the fact.

It is wise to accrue sick leave for future use and health insurance premium in retirement. Life happens and this is one way to be better prepared. Sick days are not paid out upon separation from service but can be converted to premiums for health insurance at retirement.

Vacation time must be approved by the immediate supervisor of professionals. Academics do not earn vacation unless the appointment is a calendar year appointment.

Article 11 addresses Employee organization Leave - allowable absences from work which do not require charging absence to sick or vacation leave. Article 11 leave is subject to review and approval by Administration and there are contractual limits on the number of days for UUP as a unit.

Article 23 details leave earnings, charging and other types of leave; Compensatory time, sabbaticals for academics, Presidential leave for academics and professionals as well as disability leave, Seven Month Child Care leave and New York State Paid Family Leave Benefits law. Each of these leaves have specific conditions and timelines for eligibility for use and protection of position. There is also Family Medical Leave Act. Military service also has leave options. There is no one answer to coordinating leave. There is also the Appendix A-46 Voluntary Work Reduction Schedule if a less than full-time work schedule is desired. VWRS is not an accommodation option for an Americans with Disabilities Act request. Please note that not all leaves types are eligible for use of accruals.



MEMBERS ONLY BENEFITS



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 6% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$16.76 a month); and Parent Plus, which covers parents and in-laws (\$21.76). 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/tURV1> 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

B-J'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



Doreen M. Bangs, Director,
Member Benefits & Services

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