



# The Cortland Cause

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## Onward

We all may be approaching the point of irredeemable exhaustion as we approach the end of a third semester, or one year, battling the exigencies of the COVID-19 pandemic. I have heard from many members over the last year regarding their concerns about students, their work, workload, performance programs, evaluations, student evaluations, and their lives. Even as vaccines are becoming more available, our members are still struggling with their own eligibility, finding access to a vaccine, and keeping their family members safe as they wait to become vaccinated.

I'd like to take the opportunity to thank everyone most sincerely for all that you have done over the past year, from the major program changes, to the pedagogical overhauls, to the smallest kindnesses you have shown others. So often over the past many months, not only the smallest boons but the largest commodities have been worked by heroes unsung and unrecognized.

So, again, I thank you all.

I feel our members are also starving for positive news locally and statewide that might permit some measure of relief on this, the cusp of springtime and a new beginning for our community. Our members want to know the way forward.

### One Good Piece of News:

- I am pleased to inform you that UUP has just reached agreement with GOER to extend the state-wide Telecommuting Pilot Program through Friday, July 2, 2021.

This means those working remotely for their own safety and that of their families, who are dealing with family and childcare issues, remote learning for their children, will not have to hurriedly plan for other arrangements. UUP does advise that folks begin to think about arrangements for the summer and preparing to return to work on July 3, or to be back on campus no later the fall; currently, the fall schedule for academic course delivery is planned to be entirely in-person, excepting those courses routinely taught on-line.

We are still working with Management and awaiting guidance from the Center for Disease Control, the Governor's office, and our own County Health Department as the summer nears and we all wait hopefully for vaccines to become widely available and accessible to all. UUP will keep folks posted on the situation.



**Jaclyn Pittsley,**  
Chapter President  
English

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**Additionally,**

- UUP is pleased to hear from our Labor-Management meetings that enrollment numbers at Cortland are the highest of all of the SUNY comprehensive colleges, at over 9,500 applicants.

While paid deposits remain low compared to previous years, it is exiting to know that SUNY Cortland remains a focal point of public higher education in New York State. It is also important that it is an indicator that members' jobs may be somewhat secure for fall.

**More Good News:**

- During recent Labor-Management meetings, UUP and Management have discussed the feasibility of utilizing the Voluntary Reduction in Work Schedule Program to help retain Part-Time faculty who are facing reduced course loads and non-renewal. The subject of this discussion involves coming up with a way of matching the funds saved through VRWS to employ adjuncts that is both possible and fiscally responsible. Please know that this is *NOT* something UUP and Management have agreed *WILL* be done. The conversations are just beginning, and *NO* specific plans have been agreed upon. We only know that it MAY be possible. The first step in continuing this conversation is knowing if Full-Time members are interested in participating.

If you are a Full-Time employee member and are interested in using VRWS to assist your fellow members in retaining their jobs, **please** inform UUP by emailing us at [united.universityprofessions@cortland.edu](mailto:united.universityprofessions@cortland.edu), with the subject line: VRWS for Part Timers.

What I find particularly heartening and useful about this first step, which may become a reality, or may not move beyond a concept, is that it indicates Management is cognizant of the hardships that our members continue to endure. Cortland has had to make difficult decisions about class sizes and employee retention over the last year that have seriously impacted our members – not just because they may not be teaching as many courses – but because they may have no jobs (and no health insurance) at all.

We have been asked throughout this pandemic to be aware of everyone's need for grace, and I find this positive first step an indicator of Management's interest in extending the hand of grace **to those of our community who have been most affected by the pandemic**. We are all in this together.

Speaking of health care,

**Other Good News:**

- The federal government will pay 100 percent of COBRA insurance premiums for eligible employees who lost their jobs and for their covered relatives through September, allowing them to stay on their company-sponsored health plan, under the American Rescue Plan Act (ARPA) that President Joe Biden signed into law on March 11. While the details of this new legislation are still being assessed by UUP Statewide, UUP strongly encourages you to reach out to Human Resources if you believe you might be eligible for this important benefit.
- UUP has also been hard at work on our legislative agenda, NY HEALS. We have been talking to our legislators about important revenue builders, to ensure that federal stimulus monies do not become the ONLY assistance higher education receives to help rebuild their universities in the post-pandemic environment. Our volunteer members have been writing virtual letters, phone-banking, talking with legislators and rallying to support sustainable, responsible subsidies for public higher education. Please view the ongoing legislative agenda information here: <https://uupinfo.org/legislation/pdf/UUP21StateLegAgenda.pdf>

**Keeping Abreast of Housekeeping:**

- UUP has developed our electronic Salary Compression Intake Form to gather information and questions/concerns related to the 2020 salary compression adjustments. This intake form is NOT to be used in lieu of directing members to Human Resources when they have questions about their specific situations. It is meant to assist UUP in identifying issues that may require review and discussion with SUNY at the campus and state levels. If you would like to complete an intake form, the deadline for submitting it is May 1. If you have specific questions about your own Discretionary Salary Compression Increase, please contact Human Resources.

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- The UUP Academic Workload Survey closed on March 16. We are proud to announce that we have had 188 respondents from among the Academic Faculty, and we are preparing to utilize those results moving forward in conversations with Management about Workload, especially as it relates to the current imposed hiring freeze.
- **IT'S ELECTION TIME!** Please do visit the Cortland Chapter Website to read the candidates' statements and fill out your ballot. Your voice is important, and it can be heard if you mail in your election ballot. It must reach UUP's central office by April 26.

### Coming Soon...

It's important that you, our members, know UUP is continuing to work hard to meet the needs of its members. We will continue to seek out information from you, our members, and we will continue to work with Management to improve our terms and conditions of employment. Very, very soon, UUP will begin planning for a new round of contract negotiations, so we will need your input now more than ever before.

### At the End of the Day,

it is our union, and we will continue to guide public higher education onward, beyond the pandemic – while never forgetting those it's touched – using inclusive, thoughtful, graceful methods that are beneficial to all of us.

## IT'S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community.

Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions.

We reserve the right to edit submissions for grammar, space limitations, accuracy, etc.

Send contributions to the Chapter Office, [uup@cortland.edu](mailto:uup@cortland.edu) and to the editor, Amy Russell, [Amy.Russell@cortland.edu](mailto:Amy.Russell@cortland.edu)

## Hello, I Must Be Going. . .

\$12,750.

I first stepped onto the Cortland campus as a newly-minted Ph.D. in the Fall of 1979. It was a time of budget austerity—one of many in the years to come—and few people were hired during this time, so I had few contemporaries. Austerity or no, I felt lucky to have a job, and frankly from that day to this, I've never felt any different. What profession could possibly be any better than the life of an academic? Over the years and decades, I've heard plenty of complaints, and of course everyone has them, even me. But if you, dear reader, are an academic and you don't think this is the best job ever, or at least a really good one, I have one suggestion: great careers in interstate trucking.

As for Cortland, a predominantly undergraduate teaching-oriented institution, I'll admit that employment at a research-focused (R-1) institution has advantages, often including fewer classes, graduate students, more funding and research assistance, and perhaps better students (although not really). Still, I always felt that persistence could lead to a rewarding career. It did. (To that end, I have included this simple but eloquent quote from the 19<sup>th</sup> century Prussian military strategist, Helmuth von Moltke, on my syllabi for years: "Perseverance is brilliance.")



**Robert Spitzer,**  
Political Science

### Teaching and Research are Two Sides of the Same Coin

And speaking of teaching, I always enjoyed teaching, although graduate school from my era provided virtually no systematic preparation for the classroom. As a consequence, I undoubtedly fumbled and stumbled some in the early years. Still, what drew me to college teaching was the same thing that drew me to college: the opportunity to learn about, examine, and discuss real ideas. Genuine enthusiasm for what you do takes you a long way. Any day that a student catches that enthusiasm is a successful day in teaching. It's a contagion I sought to spread to the students every single day.

It is often said that scholarly research diverts faculty from their primary teaching mission and is therefore inimical to that mission. The subsequent supposition is that faculty at R-1 universities, who do indeed face greater pressure to publish than those at institutions like ours, must sacrifice better teaching, so therefore the students suffer. Yet that never seemed right. Faculty may indeed invoke the "publish-or-perish" mantra to justify short-changing teaching, but it's an excuse, not a reason. To me, teaching and research are two sides of the same coin. Both are inquiry-driven scholarly enterprises, and each can and should feed the other. That has been my experience. Yours too, I hope.

### My Secret for Writing

Throughout my career I've written a great deal. I have mostly concealed an explosive and controversial fact about this: I love research and writing. At times, it's positively exhilarating. And here's another secret I now reveal: when writing assignments or opportunities come my way, I begin work immediately. And by immediately I mean right away—within days of receiving the assignment (or even hours), such that I normally complete work weeks or months before deadline dates. I've delivered conference papers and presentations in the hundreds, and they are normally completed two to three months before their due dates. (The thought of staying up late the night before a conference panel or presentation feverishly finishing a paper is, to me, utterly repulsive. It's sort of like hitting yourself on the head with a hammer—you don't really have to do it, do you?)

I have concealed this habit for decades because of an early writing experience. My first book was a revised version of my doctoral dissertation. The initial reader reviews from the publisher were positive, pending my "revise and resubmit" edits. When I received the encouraging comments and recommendations from the editor, I was thrilled, and set to work making revisions the day the comments arrived. I completed them within a few days, a process that involved cutting and pasting, scotch tape, and a considerable amount of white-out. I immediately sent the revised manuscript back to the publisher (this was before computers and the internet), whereupon I received a skeptical reply from the editor who seemed to doubt that I had in fact made all promised revisions. I had of course done so, but the editor's doubt was clearly the result of the rapidity of my turnaround. Thereafter, when I completed work on writing projects, I would deliberately delay returning the completed work—a practice I maintain to the present—so that no editor will think I have not done the required work because of the rapid turnaround. The only exception to this rule is op-ed writing, where rapid turnaround is essential, expected, and welcomed.

### Why Political Science?

When I first thought about college, I figured I'd major in history. I did and do love history and history-driven analysis has been key to much of my work. But when I discovered that political science existed as a stand-alone discipline, that was it. It was and is the greatest. It's like great sex, all the time (which is not to take anything away from great sex, or sex in general, or—well, that for another time). Like any discipline, political science has its enduring principles, theories, concepts, ideas, but what is so terrific is that it's also as fresh and new as the day's headlines. Every day is a new lesson, something to learn, to learn about. Like I said, great sex; and like sex, it never gets old. Well not for me. Like sex. . .but never mind.

A sidebar true story: one day, when my stepdaughter was about 10, she came up to me out of the blue and apropos of nothing, declared, "Bob, political science is NOT a science!" So, I reached behind me, pulled the knife out of my back—after all, my practice of political science paid the bills—and, well, maybe she was right, but she also wound up majoring in—you guessed it—political science.

### More about Writing: *Raiders of the Lost Ark*

You may remember the original Indiana Jones movie (1981) where the hero, played by the uber-hunky Harrison Ford, climbs into a crypt in search of clues to the whereabouts of the biblical Ark of the Covenant. He finds an ancient stone tablet with hieroglyphs covered with sand. Using a long bristled brush, he removes the sand and then blows the remainder away to reveal the information he seeks. Well that's how I feel when I write: the words are already on the page. All I do is uncover them. I cannot explain the how or why of this metaphor, but that's just how writing feels.

### Money: It's OK

For many years I was so thrilled to have my writing published that I never thought to ask about money. After all, like any author, I'm thrilled when a publisher accepts my work for publication. And we publish to participate in our academic specialties to share research, advance arguments, build resumes, and see our names in print. It was years before I screwed up the courage to ask about money. As you know, there's no money to be made in scholarly journal publishing, but when it comes to book publishing or writing for popular publications, money is often available, so it's OK to ask about financial arrangements. Admittedly, publishing companies face perilous financial times, but that's no reason to bypass the subject. There's never any harm in asking—politely, of course. Histrionics close out of town.

### Grading

I've never met anyone who loves grading, but it's part of the job. So from the time I left graduate school to now I vowed never to complain about grading. Even now, I'd still rather grade 'em than take 'em. And the only reason I have grading is because I assign it. Case closed.

### And Finally

I've had the best time. If I had it to do all over again, I'd do it all over again. As Bing and Frank sang, "What a swell party." I hate goodbyes. So at a time like this—retirement—I turn to the greats, in this case the philosopher Marx. In Groucho's immortal words, "Hello, I must be going."\*

The \$12,750 figure at the start of this essay was my starting salary.

\*From the song, "Hello, I must Be Going," from the film "Animal Crackers" (1930)



**Dr. Gigi A. Peterson,**  
History

## Students Speak: A Survey from Fall 2020

The COVID pandemic continues to spotlight many problems in our society and its institutions, among them the exclusion of many stakeholders from the decisions that shape their working environments. Some of the frustrations that I, and others, experienced in the past now seem somewhat quaint given our current circumstances.

In the Fall 2019 *Cortland Cause*, I described the struggle to address classrooms that were dangerously overheated—a struggle that required student action, faculty voices, UUP surveys and negotiations, and some changes in the personnel and approach of key campus offices. The struggle originated as my students and I recorded temperatures up to 100 degrees in the spaces in which we had to work—and got the brush-off when I reported these. Change was slow, and incomplete, but it eventually came.

We may be beginning new struggles for appropriate teaching-learning environments, again requiring collaboration among faculty and staff, unions, and students. This invitation to contribute to the *Cortland Cause* allows me to share a project carried out by a small team of my students with some departmental help: a survey of their peers.

How did student voice their experiences and perceptions about a tumultuous fall semester? We cannot know from the administration's fall survey, as the full data from that will not be shared. In contrast, we share actual student responses and some conclusions from a survey of students by students.

Tabitha Rice played a leading role in survey development and she wrote the report shared here, drawing on her fellow student collaborators' work and deepening the analysis.

One survey respondent wrote, "No one is listening to students. They don't care." One of the survey team members articulated a hopeful spin, "I would also think that SUNY Cortland cares immensely about their students and their well-being, otherwise, the college would not be standing, so this report could just be the beginning of something entirely new."

We hope this will be the beginning of something new, allowing those most directly experiencing the teaching-learning environment to have significant voice in the decisions shaping their work and lives. This survey shows many students appreciating faculty and staff efforts. We all are experiencing workload explosion and other stressors. Town halls and other mechanisms for coming together, and shaping institutional responsiveness, can be a way forward.

### Link

[Tabitha Rice, "Community Advocacy Project Student Survey," January 2021.](#)



**Jo Schaffer,**  
Officer for Retirees

## R.I.T.

No, RIT does not refer to a college located in Rochester nor is it a mistaken set of initials for RIP or RPI another college further east!

It refers to the common definition of a UUP active member as a RETIREE IN TRAINING. This is a term that comes from common usage that the UUP Committee (Retired Membership Governing Committee...formerly COARM) concerned with UUP Retiree issues has used for years. You might think that this UUP statewide committee, representing over 6500 active UUP retirees, is only concerned in enlarging and protecting retiree benefits. Not at all!

We are very concerned that you, as RITs, are aware and prepared for the years following your active service. If you think this is a premature concern, please remember that one of the most important documents you signed when you completed your first introduction to SUNY paper contract bureaucracy was your commitment to a retirement pension plan. Whether you committed to a state plan, such as ERS or TRS, or an ORP (other retirement plan) such as TIAA, or the others offered, you were considered to be an RIT.

I do hope you have taken the opportunity to participate in the frequently offered Retirement Information UUP ZOOM meetings hosted by Walter Apple, UUP's Retiree Member Benefits Coordinator. It is never too soon to take advantage of Walter's extensive knowledge in preparing for your eventual retirement. The UUP RMGC statewide committee offers not only regional but local campus sources of information. You can download from the UUP Webpage a great booklet, [Organizing Your Vital Information](#), to put into an easily accessible format for you and your beneficiaries. Additionally, you should periodically update your UUP beneficiary information; it's easy to do! I can relate sorry histories about some families' beneficiaries that were not corrected or updated.

Advice from an old retiree: keep your dental work up to date while you are an insurance covered active member. Go into retirement with an appetite and a full set of working choppers.

And in the good news department: Every budget year, the governor tries to insert some anti-retiree issues. Every year, UUP actively fights to have them removed. As of April 1, the budget has not yet been approved but we have, I hope, kept the Standard Medicare Part B Reimbursement where the state provides full reimbursement of the standard premium to eligible state retirees; additionally, IRMAA will continue to reimburse additional premiums paid by higher income state retirees; and state employees retiring on or after October 1, 2021 will not have to contribute a higher care insurance premium. That is your union continuing to advocate on your behalf.

## CHAPTER NEWS

## Cortland takes home 'Best of the Best' award

BY KAREN L. MATTISON

**W**ell-written articles, impressive layout, strong editing, eye-catching photos, and an informative website were among the reasons the Cortland Chapter earned the union's prestigious Phillip H. Smith "Best of the Best" Communications Award for Overall Excellence.

According to the Capital District-area journalists who judged the annual UUP Journalism Contest, the Cortland Chapter's newsletter and website were "superior" and deserved the union's top award, which recognizes the most outstanding accomplishment in member communications. The award is named after former UUP president Phil Smith, who served from 2008-2013 and was instrumental in strengthening UUP's online and print communications.

"The (work) is superior," according to the judges. "There is so much great content in here and it's all well written and presented. Amy Russell and Rebecca Bryan's columns are stand-outs—they don't skirt around the issues."

The Cortland Chapter also received the following honors: First Award: General Excellence, *The Cortland Cause*, April 2019 and November 2019, editor Amy Russell; First Award, Best Editorial or Column, "McSweeney exposes truth about CTEs," April 2019, written by Jaclyn Pittsley; First Award: Best Original Photo, Labor Day parade/state fair, September 2019, photographer David Ritchie; First Award: Best Website (tie), <https://www.uuphst.org/cortland>, webmaster Russell; Award of Merit, Best Publication Design, September 2019, designer Russell; and Honorable Mention, Best Original Article, "Class (temperature) struggle: The essential role of activism," September 2019, writer Gigi Peterson.



## CHAPTERS, RETIREES EARN COMMUNICATIONS AWARDS

Also awarded for outstanding writing, photography, design and websites were:

**Cobleskill**

First Award: Best Website (tie), <https://www.uuphst.org/cobleskill>, webmaster Patricia Lepore Moody.

**Farmingdale**

First Award: Best Publication Design (tie), *Unifier*, November 2019, designer Yolanda Segarra; and Honorable Mention: Best Editorial or Column, "Professionals' Corner: Promotion or Salary Increase," April 2019, writer Henry Espallat.

**Fredonia**

Award of Merit: Best Website, <https://www.uuphst.org/fredonia>, webmaster Cynthia Dietzen; and Honorable Mention: Best Publication Design, *FredUUP*, November/December 2019, designer Dietzen.

**Oneonta**

First Award: Best Original Article, "Tip of the hat to Sen. Jim Seward," *Sentinel*, February 2020, writer William Simons; and Award of Merit: Best Editorial or

Column, "Ron's Mailbag," February 2020, writer Ron Bishop.

**Stony Brook**

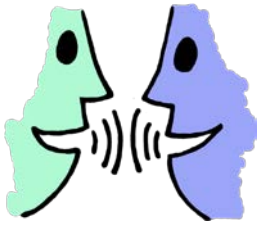
First Award: Best Publication Design (tie), *Insight*, September/October 2019, designers Jacqueline Donnelly and Jason Torre; and Award of Merit: General Excellence (tie), September/October 2019 and January/February 2020, editor Donnelly.

**UUP Retirees**

Award of Merit: General Excellence (tie), *The Active Retiree*, Summer 2019 and Fall 2019, editor Jo Schaffer; and Award of Merit: Best Original Article, "How about a peace race instead of an arms race?" Summer 2019, writer Lawrence Wittner.

**GREAT JOB!**

"One of the most impressive things about this contest is how high the contestants raise the bar for themselves every year—and how the next year, they clear it and raise it a little bit more," according to one of the judges. "The level of pride in the work being produced is evident. The only thing missing here is more contest



## Monthly Communication Highlights

UUP Cortland Chapter | April 2021



### Protecting yourself, your colleagues, your university, and your union!

- As a UUP Member, you should have received your ballot in your home mail to vote in our Chapter Elections. You are strongly encouraged to vote; fill out your ballot and have your voice counted. If you wish to read candidate statements, please visit our chapter website at: <http://uuphost.org/cortland/wp-content/uploads/2021/02/Newsletter-Volume-53-Issue-2-with-legislative-agendas-1.pdf> **Ballots must be mailed to the Albany UUP office, as directed on your ballot, and they must be received no later than April 26.**
- **Thank you** to all who participated in last month's advocacy campaigns. Our **strength** is not only in our **membership** numbers, but also in each of us doing small **actions that demonstrate our commitment** to fairness and equity.
- Did you know that our current contract expires June 30, 2022? That the last contract took almost **2 years** to negotiate and ratify? UUP leadership will begin canvassing members this fall on their priorities for the next contract. **Be a member and help shape our working terms and conditions.**
- There's still time to support UUP's robust legislative agenda to increase revenue to NY and SUNY to correct years of divestment in Public Higher Education and to support and increase access, diversity, and sustainability. Please, use the [NY HEALS social media toolkit](#) and post to your representatives about your support.

### Upcoming Chapter Events for Members:

- Tuesday, April 6, Noon-1PM and Monday, April 12, 4-5PM: Professionals' Performance Program Workshops.
- Thursday, April 8, 1:30-3:30PM: Open Executive Board Meeting (Please email [united.universityprofessions@cortland.edu](mailto:united.universityprofessions@cortland.edu) if interested in observing)
- Monday, April 12, 11:00-1:00 PM: Open House
- Tuesday April 18: Part-Time Labor-Management
- Thursday April 15: Labor-Management
- Monday April 19, 12:30-2:00PM: Chapter Pre-Retirement Member Meeting with guest speaker Walter Apple. Look for email announcements.
- Monday April 22, 11:30-1:00 PM: Open House
- Wednesday, April 21, 1pm: Academic Workload Workshop
- Friday 30 April, NYSUT RA. Visit UUP website for more information
- Friday May 7, 2PM: Cortland Works virtual event

Please reach out to the Chapter Office if interested in attending "Open" and Member meetings.

### Recent Chapter Hosted and Statewide Events for Members:

(please note: all statewide events include participation from Chapter leaders and advocates)

- Monday, March 1: Targeted Membership meeting: Residence Hall Directors
- Wednesday, March 10: Open House: Member Concerns and Engagement
- Thursday, March 11: Open Executive Board Meeting
- Tuesday, March 16: Part-Time Labor-Management

- Thursday, March 18: Labor-Management
- Monday, March 22: Targeted Member meeting: Contingent Faculty
- Tuesday March 23 and Thursday March 25: UUP Statewide Pre-Retirement Webinar (2 parts)
- Thursday, March 25: Targeted Member meeting: IR professionals
- Wednesday 17 March and 31 March: UUP Statewide Student Debt Clinics.

### Highlights, March Executive Board Meeting:

- Discussed Provost Prus' announcement that the fall '21 semester is anticipated by Management to return to "all" in-person classes.
- Discussed contingencies around the 2 April expiration of telecommuting directive for non-essential SUNY employees to work remotely.
- Reviewed highlights from recent targeted membership meetings with Library workers and Residence Hall Directors.
- Passed a resolution to honor the passing of Ann O. Gebhard, retired faculty member in the English Department, in recognition of their union activism.
- Membership Development Officer, Bekkie Bryan, reported on Advocacy Day for the Educational Opportunity Center (EOC) as well as other state and national budget advocacy.

### Highlights, March Labor Management Meeting:

The Labor-Management Team discussed the following issues:

- The plans for Residence Life in fall 2021
- DSI procedures and policy for 2021
- Class enrollment requirements
- Part-Time employees' jobs for summer/fall 2021
- Re-Deployment of UUP Members
- Employee workload and retention for Information Resources professionals
- UUP Cortland Academic Workload Survey
- Voluntary Reduction in Workload Schedule
- Course Teacher Evaluations (CTEs)

To see the [full Labor-Management Agenda](https://uuphost.org/cortland/), please visit our [Chapter Website](https://uuphost.org/cortland/) (<https://uuphost.org/cortland/>)

[Follow us on Facebook](https://www.facebook.com/UUPCortland) ([Facebook.com/UUPCortland](https://www.facebook.com/UUPCortland))

**United University Professions  
Labor-Management Agenda**

Thursday, April 15, 2021

1:30-2:30pm

GoToMeeting Invitation Meeting Link

**Items of Collegiality:**

1. UUP acknowledges Management's cooperation with UUP on issues related to the on-going crisis of COVID-19.

**New Business:**

1. UUP remains very concerned about our Part-Time faculty who've lost their jobs or are employed at a lower FTE than in previous years and requests an update on the following:
  - a. Based on the latest budget projections, what are the plans for asking these employees back to work in the summer or fall?
2. How have the austerity measures impacted OTPS (Other Than Personal/Personnel Service), such as departmental/school allocations?
  - a. UUP understand members are being denied assistance for what would otherwise be routine expenditures, such as Professional Memberships.
  - b. Are these measures being applied differently in different areas?
3. UUP requests updated information on the following searches:
  - a. Senior Programmer in System Administration and Web Services:
  - b. Vice President for Budget and Finance:
  - c. Director of Residence Life:
4. UUP request an update on the following residence life data:
  - a. What portion of room deposits have been paid as of today?
  - b. How many who applied as EOP students have been accepted for fall 2021?
  - c. What is the status of the room assignment request process?
  - d. Can you provide an update on the status of the college's relationship with College Suites?
5. In light of the extension to July 2 of the Telecommuting MOA between NYS and UUP, UUP requests to know the plans for bringing UUP employees working remotely back to campus?

- a. If no plans are currently in place, when can UUP expect they will be in place?
  - b. In what ways can UUP assist?
6. UUP Academic Workload Survey: Aggregate Data Results:
- a. What is the process for addressing workload issues on campus?
    - 1. 81% of respondents have indicated that their workload has increased due to the hiring freeze.
  - b. What is the plan for addressing staffing levels at the college?
    - 1. 80% of respondents indicated that loss of tenure-track faculty lines is a factor in increased workload.
    - 2. 77% said that loss of part-time positions was a factor.
    - 3. 60% said that loss of FTL positions was a factor.
    - 4. 75% said that campus service demands were a factor.
    - 5. 66% said that external demands, including those related to accreditation and certification, were a factor.
    - 6. 77% said that adoption of new technology was a factor.
  - c. In what ways and areas are faculty overloads a strategy to address staffing levels?
  - d. What will returning to some sense of normalcy look like?

**United University Professions**  
**Part-Time Labor-Management Agenda**  
Tuesday, April 13, 2021, 3:00-4:00pm  
WebEx Invitation: Gary Evans' Personal Room

**Old Business:**

1. UUP remains very concerned about our Part-Time faculty who've lost their jobs or are employed at a lower FTE than in previous years:
  - a. Based on the latest budget projections, what are the plans for asking these employees back to work in the summer or fall?
2. Would it be appropriate to schedule a meeting dedicated to reviewing the Part-Time Handbook, perhaps June 15?

**New Business:**

1. UUP Academic Workload Survey: Aggregate Data Results:
  - a. What is the process for addressing workload issues on campus?
    - 1) 77% said that loss of part-time positions was a factor
    - 2) 60% said that loss of FTL positions was a factor

## Legal or financial concerns?

### NYSUT Member Benefits can help

Whether it's assisting NYSUT members with everyday essentials, important choices about insurance needs, or making prudent decisions about financial and legal concerns, NYSUT Member Benefits can help.



Scan the QR codes below to learn more about the following endorsed programs and services.

**Legal Service Plan:** For a low annual price, our Legal Service Plan provides unlimited toll-free legal advice; a simple will, health care proxy, living will and power of attorney; and guaranteed maximum fees for many legal matters. If a NYSUT member who is a current participant in the Legal Service Plan passes away due to COVID-19, the law firm of Feldman, Kramer & Monaco has offered to extend a number of services at no cost to the member's family.



SCAN ME

### Financial Learning Center:

We recently contracted with popular financial publisher Kiplinger's Personal Finance for our new Financial Learning Center. This interactive microsite offers numerous articles on a wide variety of financial topics, including selecting the best value in tax planning software and more. No matter your point in life or financial situation, you are sure to find something of interest.



SCAN ME

**Mid-Island Mortgage:** With our UnionDirect Mortgage Discount Program presented by Mid-Island Mortgage, NYSUT members receive special purchase and refinancing mortgage discounts for a variety of home-related needs. Whether you're looking to buy a home, lower your mortgage payment or planning a home improvement project, Mid-Island Mortgage can help you save up to \$2,700 on lender fees and closing costs.



SCAN ME

### Cambridge Credit

**Counseling:** Our program with Cambridge Credit Counseling can assist NYSUT members with better understanding their student loan re-payment and debt consolidation options. NYSUT members can receive a no-cost, no-obligation, consultation with a Cambridge certified counselor. Cambridge is also the provider of NYSUT's Student Loan Debt Webinars.



SCAN ME

NYSUT Member Benefits offers dozens of programs and services that are available to NYSUT members and their families, including the following options:



DINING &  
SHOPPING  
DISCOUNTS



TRAVEL  
&  
TOURS



CAR &  
TRUCK  
RENTALS



LIFE  
INSURANCE



AUTO  
&  
HOME



LONG-TERM  
CARE &  
DISABILITY

To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org), call 800-626-8101 or scan the QR codes above.

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

Mar/Apr '21

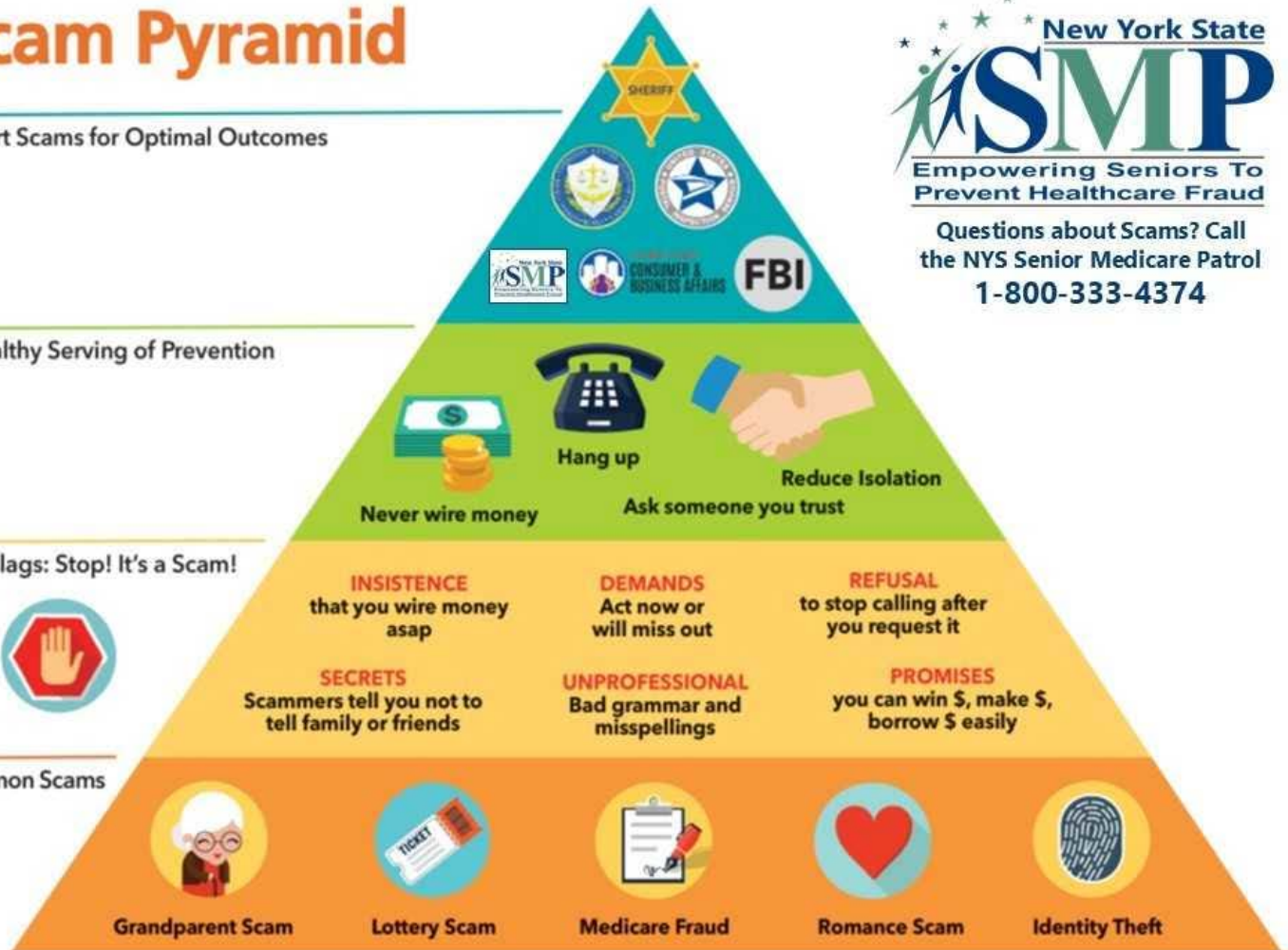
# Scam Pyramid

Report Scams for Optimal Outcomes

A Healthy Serving of Prevention

Red Flags: Stop! It's a Scam!

Common Scams



Questions about Scams? Call  
the NYS Senior Medicare Patrol  
**1-800-333-4374**

This project was supported, in part by grant number 90MPPG0010-01-00, from the U.S. Administration for Community Living, Department of Health and Human Services, Washington, D.C. 20201

## UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2019-2021

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

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uup@cortland.edu

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 Current: 3456.78    Fed Taxable Gross: 1234.56 YTD: 45,678.90    34,567.89	
Advice # 123456789	Pay Start Date 11/10/2019	Pay End Date 11/24/2019	Net Pay <b>1,234.56</b>		
Department ID 1234			Pay Rate <b>56,789.10</b>		
EARNINGS					
	Hrs./Days	Current	Earnings	Hrs./Days	YTD
Regular Pay Salary Employee			3456.78		45,678.90
Location Pay			56.78		678.90
TAX DATA					
			Federal	State	NYC
Marital Status			2	1	
Allowances			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	1,234.56	
NY Withholding			5,678.90	4,567.89	
DEDUCTIONS					
			Current	YTD	
Regular Before Tax Health			456.78	1,234.56	
Supplemental Ret. Annuity Prog			56.78	5,678.90	
THA Retirement Before Tax			56.78	1,234.56	
			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.



## is us.

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## Executive Board Meetings Fall 2020 Schedule

January 14, February 11, March 11, April 8 & May 13

## Labor Management Meetings Schedule

January 21, February 18, March 18, April 15 & May 20