



UNIFIED SUPPORT ASSOCIATION

USA Newsletter

December 2024

USA Union Officers:

Carey Casillo-Young <i>Hewes Center</i>	President <i>Ext. 3068</i>
Christopher Auge <i>LoGuidice Center</i>	Vice Pres. <i>Ext. 2196</i>
Angela Bacon <i>Maple Ave.</i>	Secretary <i>Ext. 2391</i>
Barbara Reinagal <i>Baker Rd.</i>	Treasurer <i>Ext. 6414</i>

Shelly Ackendorf <i>LoGuidice</i>	Sick Bank <i>Ext. 2068</i>
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Meeting Dates 24-25:

~~Sept. 10th - Baker~~
~~Oct. 8th - Hewes~~
~~Nov. 5th - Zoom~~
~~Dec. 10th - Zoom~~
 Jan. 7th - Zoom
 Feb. 4th - Zoom
 March 4th - Zoom
 April 8th - LoG
 May 6th - Carrier
 June 3rd - LoG

USA Building Reps:

Matt Girard	Baker Rd.	Ext. 6419
Kristen Knab	Holland	Ext. 6106
Stephanie Duenas	Loguidice	Ext. 2083
Heide Karin	WNY P-Tech	Ext. 2821
Amy Albright	Hewes	Ext. 3061
Denise Waterman	Hewes	Ext. 3060

Please click the link below to see which centers each Rep. covers.

[Copy of Officer & Rep list](#)



Your USA union board met at via Zoom on December 10th at 4pm. We have a bunch of great things planned for the new year! You are always welcome to join in on our monthly meetings! And through March, they're via Zoom! The link will be sent out the day before the meetings. Come tell us what's on your mind, any ideas for activities/gatherings for a more community feel since we are spread so far apart, and for some behind the scenes action!

If you haven't already, please let us know what kind of swag you would like to see with our logo! Click the link below! It is the same as last month but only a few have responded. This is your chance! Tell us what you'd like! If you need more room to comment, feel free to email any of the board!

[Swag Interest Form](#)



UNIFIED SUPPORT ASSOCIATION



No matter what holiday you celebrate-the New Year is a special time. New year, new beginnings! Thank you all for all you do for Boces! It is our pleasure to serve you! We appreciate your dedication and time to be the best you for Boces and your families! Sometimes our coworkers get more of our time than our families. Your sacrifices do not go unnoticed! My New Year's resolution is to appreciate more and be more in the moment! What's your resolution? Happy New Year!!!

We held a vote for our revised Constitution and By-Laws. Thanks to your votes, our revisions have passed! A lot of work has been done to make them more relatable to today! Thanks to the board members for the revisions and thank you to the members who voted! Below are the links to the revised By-Laws and Constitution for your reference.

[USA Constitution](#)

[USA Bylaws](#)



CONSTITUTION & BYLAWS

Welcome to the Flip Side!



Enjoy these benefits

NYSUT Member Benefits strongly believes in the importance of making quality benefits easily accessible to the NYSUT membership. You may be interested in the following options:

FOR FREE!

1. Premium Calm Subscription:

All in-service and retiree members receive unlimited free access to the popular Calm app's full library of sleep, meditation, and relaxation content. Members can add up to five dependents (age 16 or older) to receive their own premium Calm subscription.

2. Peer Support Line:

Whether you're facing a specific stressful situation or would just like to speak with a supportive voice, this confidential helpline is free to all NYSUT members and their families. Call toll-free 844-444-0152 to connect with a peer.

3. AD&D Insurance Benefit/Travel Assistance Services:

All in-service and retiree members are automatically provided with a \$5,000 accidental death & dismemberment insurance benefit, along with free travel assistance services from AXA Assistance.

4. New Member Life Insurance:

All new members are eligible to receive a free term life insurance policy providing coverage for up to \$25,000 for one year, guaranteed renewable at the end of the year.

SCAN ME



MARK YOUR CALENDARS:

Member Appreciation Event is back!

NYSUT Member Benefits is excited to announce that Member Appreciation Event will be held this March! This celebration will feature prizes donated by Member Benefits and our endorsed program providers. To be eligible to win, you must be a participant in our MAP Alert email service.

If you're not already a MAP Alert participant, simply scan the QR code, visit memberbenefits.nysut.org, or call 800-626-8101 to sign up. You'll then receive weekly updates about endorsed benefits, information about new programs, and be able to take part in special prize drawings such as Member Appreciation Event.

MEMBER BENEFITS
nysut
Working to Benefit You
January/February 2025



WHAT'S THIS ABOUT?

It's been over a decade since Tier 6 was added to the New York state pension system. Since then, over 100,000 NYSUT members earn a significantly reduced pension as compared to earlier tiers. Consider this:

Tier 6 members pay 3 to 6 percent into the pension system their entire career — their contributions grow with pay raises.

Tier 4 member contributions are capped at 3 percent and end after 10 years.

Tier 6 members must work to age 63, up to 40 years of service, or face heavy penalties.

Tier 4 members can retire at 55 with 30 years of service.

30 YEARS IS A CAREER!

Fixing Tier 6 is about keeping talented educators in the classroom and recruiting new educators into the profession.

Forcing younger members into a lesser pension system undervalues our profession. Our work is important. Our pensions should reflect that.

Fixing Tier 6 is about unity and power.

When we stand together in solidarity, we have power. We've made big changes before. We can do it again.

THANKS TO OUR ADVOCACY, WE'VE ALREADY WON SOME PENSION IMPROVEMENTS.

In 2022, member vesting dropped from ten to five years, guaranteeing a pension benefit for 85,000 Tier 6 members.

HOW BAD IS IT?



Tier 4 member, retiring at 55 with 30 years, would receive 60 percent of her Final Average Salary.



Tier 6 member, retiring at 55 with 30 years, would only receive 26.4 percent of his Final Average Salary — after paying tens of thousands more into the system.

WHY DOES THIS MATTER?

Fixing Tier 6 is about solidarity and fairness.

It's unfair that some NYSUT members must work longer, and contribute more, to earn a significantly reduced pension. This should anger ALL union members.

Fixing Tier 6 is about dignity.

The hallmark of a public-service career is the promise of a dignified retirement. With Tier 6, the state abandons its commitment to that guarantee.

HOW CAN YOU GET INVOLVED?

We know how to fix this... but we can't do it without you. Whether you're a retiree or a Tier 4, 5 or 6 member, you can help NYSUT Fix Tier 6.

- ➔ Join NYSUT's **Fix Tier 6 Team** to help with direct outreach.
- ➔ Share the Fix Tier 6 message with other NYSUT members.
- ➔ Donate to VOTE-COPE, NYSUT's voluntary, non-partisan political action fund. Your donations help us get our message out to lawmakers so we can make change!

