

*From the chapter president*

## Looking Back on the Past Year and Looking Forward to the Future



*Alan Wang  
Network Analyst,  
Information  
Technology Services  
UUP Chapter  
President*

**I**t's almost a year since I was elected as chapter president, feeling at that time like I had been dropped in the *deep end*! I would like to take some time to reflect on this past year and what I have learned: countless things about the inner workings of campus administration, about the UUP agreement with the State of New York, and about my own strengths and weaknesses. Our monthly labor/management meetings with human resources and various communications outside these meetings have given me a couple of insights: campus operations are complex, and in most cases we achieve favorable outcomes for concerns that members bring forward when we raise them directly with human resources. This past year has taught me very quickly when and how to respond to communications put out by administration and how to handle members' contractual issues either on my own or via consultation or referral to my officers or labor



JONATHAN COHEN

relations specialist. In addition to this, being someone who does not like to leave work undone, I have realized that in my current role I need to delegate tasks better and not try to handle everything on my own. Luckily for me, I have a strong chapter leadership team that I have been able to lean on, as well as countless individuals from our statewide office.

As the semester quickly draws to a  
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# Connection

Binghamton Chapter newsletter

Number 102 July 2022

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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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**“A universal concern and priority that was heard across the state is to ensure that there are provisions in the next contract for a uniform telecommuting policy that must be followed from a system level...”**

*continued from page 1*

close, negotiations with the state over a new contract will rapidly begin to ramp up. Several initial information gathering surveys were sent around earlier during the spring semester to gather a list of both chapter and statewide concerns that needed to be prioritized and filtered down to a more specific list of concepts to carry forward. If all goes as planned, the negotiations team will meet with the state in May. A universal concern and priority that was heard across the state is to ensure that there are provisions in the next contract for a uniform telecommuting policy that must be followed from a system level and not implemented as campuses please. Having a uniform policy is important. This past year, especially during the fall semester, there were major gaps in the implementation of the present “pilot”

telecommuting program that need to be addressed. Though telecommuting may be on the top of many members' minds, there are many other important proposals that the negotiations team would like to address in the upcoming contract. A few of these include increased job security for contingent employees, expansion of paid family leave benefits, and improvements for employees who need support with child-care, elder-care, and adult-care.

I want to take a moment to thank my chapter officers, my chapter assistant, our executive board members, and several volunteers for their continued support and hard work that they have put in this past year. Like always, the Binghamton Chapter executive board is looking for new members to join and take part in our efforts.



JONATHAN COHEN

## KEEP UP WITH CHAPTER ACTIVITIES!

Chapter Website: <http://www.uuphost.org/binghamton/>

Instagram: <https://www.instagram.com/uupbinghamton/>

Facebook: <https://www.facebook.com/uupbinghamton>

Twitter: <https://twitter.com/BingoUUP>

# NEGOTIATIONS UPDATE

**O**ver the course of the fall and spring semesters, the UUP Negotiation Team (including our own Benita Roth) has been working with the statewide Negotiations Committee (Binghamton Rep: Alan Wang) and Negotiations Ad Hoc Committee (Binghamton Reps: Claire Kovacs and Serdar Atav) to solicit member input on priorities for our upcoming contract negotiations. Based on this extensive feedback, the Team put together a comprehensive, targeted, and ambitious package of conceptual proposals that attempts to address the varied needs of our diverse bargaining unit.

On Friday, May 27th, the Team met with representatives from the NYS Office of Employee Relations, Department of Civil Service, Division of the Budget and SUNY to formally begin negotiations.



The 2022 UUP at State Conceptual Proposals, as well as regular Negotiations Bulletins are now on the Members' Only section of the UUP website [<https://uupunion.org/myuup/MembersOnly/>]. To log in, you will need your UUP membership ID number, which can be found in the lower left-hand corner of your UUP membership card or on your dental or vision cards. You will also need our UUP chapter code which is 28020.

Remember that we cannot send detailed updates about contract negotiations via our campus email addresses. To keep up with news on negotiations and to participate in campaigns around contract negotiations on campus, please be sure to fill out the CACC questionnaire (linked elsewhere in this newsletter) and include a non-Binghamton email. ■ **Claire Kovacs**

## UUP Stands With Contingent Workers



**Brendan McGovern**  
*Program Coordinator,  
Geography  
Chapter Vice President  
for Professionals*

**T**he Binghamton University UUP Chapter hosted an event for contingent employees, meaning non-tenure track academics and professionals who are not on a path to permanency. About 40 contingent employees and UUP Binghamton Chapter officers met at the Lost Dog Cafe on April 27 to discuss ways to improve working conditions and job security for contingent employees.

Contingent work has grown in our national economy as trade unions have been besieged. In academia. It has developed over decades and will not be mediated overnight; however, every year that the percentage of precarious workers rises it becomes that much

harder to reverse this destructive trend.

All UUP members deserve equitable treatment. All professional employees of a college or university, whatever their full-time equivalency, should be afforded equitable terms and conditions of employment commensurate with their qualifications.

UUP endorses the regularization of contingent labor with regard to wages with the salaries of Academic part-time employees determined on a pro rata basis in relation to the salaries of full-time employees whose work obligations are similar. In situations where Professional contingent employees do not have parity with their peers' salaries, UUP will work to rectify that inequity. Equitable benefits should also be provided to part-time employees.

UUP also advocates for the following best practices:

a) When filling a vacant part-time professional staff position, offering additional assignments to current



part-time professional employees who are doing the same kind of work and wish to obtain a higher FTE, up to and including conversion of the current part-time employee's position into a full-time position.

b) As tenure-track and permanency-track positions become vacant or are newly created, giving part-time and full-time contingent employees performing similar work first consideration.

c) providing realistic pathways for advancement for part-time and full-time contingent positions. ■



# Contract Negotiation Information

**A** great way to stay up to date with everything happening with our union and your contract negotiations is to fill out this questionnaire [[https://docs.google.com/forms/d/e/1FAIpQLSeIWH-9Bp-d48KrN1KnBBxFRaP\\_b2YpXmNYTdaJB9l3GcFtebA/viewform](https://docs.google.com/forms/d/e/1FAIpQLSeIWH-9Bp-d48KrN1KnBBxFRaP_b2YpXmNYTdaJB9l3GcFtebA/viewform)] to provide your contact information and an indication of your interest in contract negotiations actions and issues. An engaged and active membership will make us stronger for the fight. We will keep you updated with information on actions and issues based on your interests.

The questionnaire is organized by the statewide UUP Contract Action Coordination Committee (CACC) which focuses on mobilizing members and developing actions on campuses and across the state to publicize the union's fight for a fair contract. They work to help chapters coordinate resources, plan local and statewide actions, and help UUP make gains both on our campuses and in the contract we ultimately sign with New York state. We believe that the focus on organizing — and the work of this committee in particular — will help us bargain for a better contract and build a stronger union.



**O**ver the course of the spring semester, I took part in the UUP Organizing Academy, a new initiative that focuses on growing members' skills in union organizing to strengthen and grow our union. Run by Jordan Helin, our former chapter organizer and now statewide Mobilization & Political Training Coordinator, the first five classes focused on the basics: one-on-one conversations, types of active members, union visibility, lists, and assessment. Additional classes will be offered in the coming semesters. Find out more information and/or sign up here: <https://uuphost.org/orgacademy/>.

■ *Claire Kovacs*



UUP Binghamton Chapter delegates at the Spring 2022 UUP Delegate Assembly, April 7-9 at the Desmond Hotel in Albany. Pictured Left to right: Fran Goldman, Sean Massey, Donald Kunkel, Stuart Lhommediue, Claire Kovacs, Alan Wang

# UUP Budget Wins

## UUP's Advocacy Pays Off

**T**his year UUP was successful in finally closing the TAP Gap which brings \$48.8 million to UUP represented campuses. This is on top of the more than \$26 million in additional TAP funding secured last year. Also, this year, UUP's advocacy helped eliminate the Excelsior Scholarship Gap of \$13.7million within SUNY's four-year institutions. These items have brought over \$6 million in additional funding to Binghamton University over the last two years.

This year UUP's work helped secure \$113 million in new funding for SUNY, with \$53 million allocated for new, full-time faculty hiring, and \$60 million in operating aid for academic programs, enrollment and enhancing student support. We were once again successful in fighting for additional resources for our Opportunity programs with an increase of \$5.15 million for EOP and an increase of \$7.6 million for EOC's.

Based on communication with members, UUP's advocacy extended to the area of childcare this year. UUP was part of important work that resulted in billions of dollars for childcare across New York including \$5.4M for the creation of childcare centers on the remaining SUNY campuses that do not offer it.

Our colleagues in SUNY's public teaching hospitals have worked admirably throughout the COVID pandemic and we have continued fighting for them. Finally, after years of advocating UUP was successful in the elimination of the capital debt service repayment for SUNY's three teaching hospitals at Upstate, Stony Brook, and Downstate. This will alleviate \$68.8 million of operating costs for these institutions.

In addition, UUP's Medical EOP program was made permanent with



*UUP members from Binghamton University and SUNY Cortland meet via Zoom with 123rd Assemblyperson Donna A. Lupardo to advocate for UUP's legislative agenda*

\$1 million in new funding for the Pre-Medical Opportunity Program. Also included in the final budget was \$150 million in new funding to expand TAP to part-time students. And of interest to our union and our members was the reforms to the New York

State pension program. This included changing the vesting period for Tiers 5 and 6 from 10 years to 5 years and waiving, for two years, the additional overtime costs for Tier 6 workers.

■ **Brendan McGovern**



*UUP President Fred Kowal joins with more than 100 Binghamton Chapter UUP members and supporters to rally and advocate for SUNY funding outside the University Union on March 2, 2022.*





PHOTO BY INAKI DEL OLMO ON UNsplash

# UUP and the Tenure Process



**Serdar Atav, Professor,  
Health Policy and  
Research DCNHS,  
UUP Binghamton  
Chapter Grievance**



**Chris Sielaff, NYSUT  
Labor Relations  
Specialist Assigned  
to UUP**

**T**he title of a recent article from the Hechinger Report reads “With tenure under attack, professors join forces with a powerful teachers’ union”. This article discloses an important move by the governing councils of the Association of American University Professors and the American Federation of Teachers to form a formal affiliation that would unite nearly 316,000 academic employees. As significant and exciting as this news is, the title of the article leaves the impression that unions may help individuals directly with their individual tenure case. This assumption is a misreading of the situation and misses some important context. Unions, including UUP, fight very hard to protect the tenure process, but rarely get involved in individual tenure cases unless there has been a violation of the process as bargained in the collective bargaining agreement. In most

unionized universities, tenure decisions are strictly in the purview of academic departments with formalized processes that also involve faculty personnel committees of the university, the deans, the provost, and the president.

Within the UUP Agreement the procedures for achieving tenure, known within the SUNY system as “continuing appointment”, are defined generally. Many of the specifics are outlined in the “Procedures for Personnel Cases” issued through the Office of the Provost (see <https://www.binghamton.edu/academics/provost/faculty-resources/2020-procedures-for-personnelcases.pdf>). At Binghamton, UUP leadership occasionally receives requests from junior faculty for assistance to investigate unfavorable tenure decisions. In a great majority of these cases, the union is unable to intervene, unless the process as

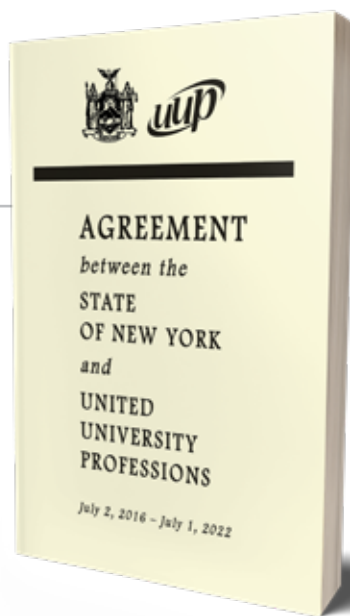
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outlined in the UUP Agreement, the SUNY Board of Trustees Policies, or campus procedures has been violated. The union has no say in the way the departmental or university tenure committee members vote as this is a matter of internal consideration. Nor may the UUP seek to reverse the decisions of the deans, the provost, or the president for tenure cases.

However, the UUP Agreement and associated policies do provide for a process that is layered with due process procedures, allowing each candidate a fair opportunity for consideration. Candidates for tenure have the right to review and respond to each letter or document placed in their tenure dossier, within certain time requirements. Additionally, there are remedies to be sought through campus tenure review policies if a tenure candidate perceives a wrongdoing. One of these remedies is to call a hearing during which all involved parties present their cases to the University Personnel Committee (UPC). After the conclusion of a UPC hearing, the committee will write and send their non-binding recommendation to the provost and the president. In the event that the College President recommends against tenure, candidates may have the right to reasons and/or review under Article 33 of the UUP Agreement. Candidates who meet certain criteria may receive a hearing before the Chancellor's Advisory Committee, which makes a non-binding recommendation to the SUNY Chancellor. The SUNY Chancellor is the only individual who can confer tenure and the decision is largely final.

Throughout the tenure process, if there is any evidence that the process or the contractual obligations have been violated, UUP can investigate. If UUP finds that there has been a violation of the procedures and/or the UUP Agreement, it may assist the candidate in seeking a remedy. Many times, the remedy is agreed upon locally, though in rare occurrences,



**“The attacks taking place on academic freedom and intellectual discourse have made the role of tenure more important and the need to protect it ever greater.”**

Download a copy of the UUP Contract:

<https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>

UUP has filed contract grievances or Improper Practice charges in response to procedural violations. Here are some examples of what constitutes a violation of the processes outlined in the UUP Agreement.

- An unsigned letter is included in the tenure dossier.
- The tenure candidate is denied an opportunity to respond to a recommendation.
- The tenure candidate is denied a meeting with an individual who prepared a recommendation letter to be included in their tenure dossier.
- The College President neglects to inform a candidate, who received positive recommendations from two campus committees, of their right to review.

This list is by no means inclusive. Download a copy of the UUP Contract and keep it handy for reference (<https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>). If a tenure candidate perceives a violation, they should contact UUP

immediately for review. Contract grievances must be filed within 45 days of an alleged violation. UUP reviews all grievance claims according to local procedures and will work with the tenure candidate to remedy any violations that are supported by evidence.

The attacks taking place on academic freedom and intellectual discourse have made the role of tenure more important and the need to protect it ever greater. The role of the unions to protect tenure on the State and National level is critical, now more than any time in recent memory. Although UUP may not intervene directly in any individual tenure decision of any member, its role in preserving the integrity of the tenure process remains paramount. We have seen in other states the tenure process degraded by part and parcel. UUP is here to protect and defend the procedures of tenure on the campus and State level so that each candidate can receive a just and fair process for consideration.





# UUP All In for Binghamton Chapter Member Lea Webb in Campaign for NY State Senate



**“I am a strong supporter of our public employee workforce. As a community organizer and in my 8 years as a Binghamton City Council member I worked to preserve and prevent privatization of vital public services. New York, much like the rest of the Nation, was built by unions. As a proud union member, I understand how vital unions are in the fight for fair wages, benefits and security for the middle- and working class. I want to thank UUP for their support and I look forward to partnering with UUP and all the unions in our region, to make the Southern Tier and Central New York a more fair and equitable place for all workers.”**

— Lea Webb, candidate for New York State Senate District 52.

## About Lea Webb

A lifelong Southern Tier NY resident, raised in a blue-collar union family and proud graduate of public school, Lea Webb is a first generation graduate of SUNY Broome, where she earned a degree in liberal arts and sciences, and Binghamton University, where she earned a degree in neuroscience. Lea is an educator at Binghamton University, within the Division of Diversity, Equity and Inclusion. She is a member of UUP and has worked at the University for the last 9 years. She develops diversity and inclusion training and programs for faculty, staff, and students to advance its goals of fostering diversity and respect.

She was the first African American and youngest person ever elected to the Binghamton City Council, and she is an award-winning activist who has been recognized as one of tomorrow's leaders by Oprah magazine and the White House Project. She has more than 15 years of experience as a Community Organizer leading efforts

on various social and environmental justice issues; quality education, health care, access to fresh foods and sustainable jobs. She has passed legislation supporting equal pay for women, the creation of a city based human rights commission, establishing a city wide climate action plan, and other equity based legislation.

She is a national trainer with Vote Run Lead, training thousands of women across the country on how to run for elected office. Lea was honored with the President's Award by the Broome-Tioga Branch of the NAACP for her significant contributions to her community. She has received several endorsements including Amalgamated Transit Union #1145, 1199 SEIU, NYSNA, Working Families Party, Eleanor's Legacy (NY's premiere pro choice political organization), along with elected officials and other community leaders and organizations.

The Primary Election will be held on August 23rd. For more information about Lea, go to <http://leawebb.com>.

■ **Brendan McGovern**



## PUBLIC SERVICE LOAN FORGIVENESS UPDATE

# New Law to Credit Adjuncts with Additional Time Toward PSLF

**U**UP has pushed for legislation that would help thousands of state public employees saddled with student debt have some or all of it forgiven through the federal Public Service Loan Forgiveness (PSLF) program.

The new law has passed both NY State houses following intensive UUP advocacy and would amend state labor law to give full-time employment status to public employees who work at least 30 hours per week. It expands PSLF eligibility and ensures that debt forgiveness, cancellation, or discharge will not be subject to taxation or required to be reported on individual income tax returns.

While the PSLF program has helped many public service workers, it ex-

cludes employees like adjunct professors, ignoring the vital role they play in our public higher education system. A significant number of United University Professions' members, about 38%, are adjuncts.

That's because many adjuncts are credited only for classroom hours. Time spent working on lectures and materials, responding to students, and at office hours isn't counted. The new law would change labor law to credit



adjunct professors with 3.35 hours for each hour spent in class time—but only for purposes of the PSLF program. The new law would also require New York employers—for PSLF purposes only—to treat 30 hours a week worked as full-time employment.

■ **Brendan McGovern**

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## Unions + Contracts 101: A UUP Book Club



***Claire Kovacs**  
Curator of Collections  
and Exhibitions,  
Binghamton University  
Art Museum*

**O**ver the course of the spring semester, the chapter held its first iteration of a lunchtime book club.

The book club had three goals:

- 1) We can protect ourselves and our colleagues better when we know our current rights.
- 2) We are better able to gain wins in contract negotiations when our members have read and understand their current contract.
- 3) It is a chance for us to gather,



break bread, and share social time with one another over lunch.

Twenty-one members read selections from three books and discussed what unions are and how we can organize to build member-based power in UUP as we move into contract negotiations. We also had a two-part, hands-on workshop with Chris Sielaff (Labor Relations

Specialist) who helped members better understand, reference, and utilize our contract; essential work as many of our members have meant to crack its pages to understand their rights as workers, but felt daunted by its legal jargon and length.

We hope to continue the book club next year. ■

# Workplace Bullying

## What it is and what to do about it



**Benita Roth**  
*Professor and Director of WGSS  
Chapter Vice President for Academics  
with thanks to Chris Sielaff*

**I**nterestingly, “bullying” isn’t prohibited by federal or New York state law. It’s tough to talk about workplace bullying because the subject is unpleasant. It often involves sexual harassment, but not always. And bullying doesn’t seem to have exactly the same dynamics as “microaggressions” might, since microaggressions focus on marginalized groups. Sexist and racist behavior certainly can be part of bullying, but they are not always part of the dynamic. So why write about workplace bullying for this newsletter?

I write to acknowledge that bullying in our work spaces exists and to suggest that laws and workplace policies need to catch up to these realities in the workplace. I can define “bullying” as repeated mistreatment of one employee who is targeted by one or more employees with a malicious mix of humiliation, intimidation, and sabotage of performance. It includes being ridiculed in the presence of other employees, being lied about to others, inducing feelings of being on guard, being left “out of the loop”, and being repeatedly criticized without just cause. It often results in not being able to focus on work tasks, loss of self-confidence on the job, and out-of-control anxiety, (From Margaret R. Kohut, 2008, *The Complete Guide to Understanding, and Stopping Bullies and Bullying at Work*)

There are certainly other definitions of bullying out there, but the one above covers a lot of ground. I also want to acknowledge that all of us, to greater or lesser extents, have had to deal with bullying in our families, in K-12 grades school, in college, and in our workplaces. Not naming the thing doesn’t make it disappear from our pasts or from our present. Naming bullying as a workplace problem, however, is only the first step in stopping it.

Some principles are at the core of workplace civility:

- 1) Everyone has a right to feel safe in their workplace.
- 2) Everyone has a right to feel respected in their workplace.
- 3) Everyone has a right to feel that they are heard in their workplace by co-workers and supervisors.

How do you know if you are being bullied? Typing “am I being bullied at work” into Google yields many results, and those inventories can be very helpful. While Binghamton University does not have a workplace civility policy, it does have an anti-harassment policy and offers various resources to employees who feel they are victims of harassment (see <https://www.binghamton.edu/offices/human-resources/employees/policies/harass.html>). This page, which everyone should take a look at for their own knowledge and safety, represents a starting place for members to understand how they can stop a bullying situation in their department/unit. The University Ombudsman’s office can also be a good, neutral place to strategize around bullying behavior – <https://www.binghamton.edu/offices/ombudsman/>.

Of course, it would be better if the burden of stopping bullying wasn’t laid squarely in the lap of the person being

bullied, but it is; and as long as it is, we in UUP are here to help. UUP strongly encourages our members to talk to chapter officers about perceived bullying situations. Although we might not be able to find a contractual argument against the behavior a member faces, we can certainly strategize with members who feel bullied and work with them if resources are available to end the bullying situation. Every situation of bullying is different. We can help members assess the “fact pattern” of their situation to determine the kinds of resources that might be used to end the behavior and possibly seek redress.

Workplace bullying is enormously stressful for the person being bullied and bullying can become a collective experience that affects everyone in the unit. We all have a stake in creating/maintaining a civil workplace. We can all help improve the atmosphere in our workplaces by modeling kind behavior, patience, and understanding. I recently participated in a restorative justice program, given by a counselor outside of BU, and can report that the experience had a positive effect on how I thought about dealing with conflict in the workplace. Management can help by taking the goal of civil behavior in the workplace seriously, and by devoting resources to figuring out how to change the atmosphere and behavior in their units. Management needs to take into account not just an employee’s expertise and technical ability, but also how they treat others. Management needs to be proactive about bullying behavior and uncivil behavior. Stopping uncivil behavior should be a goal for all of us, but given that management are the ones with more power and leverage in the workplace, they need to hear employees’ concerns and act to stop problems, preferably before they start.

Again, feel free to contact UUP officers and representatives if you want to talk about bullying.

Above all, don’t suffer in silence.



# GET ACTIVE: Campus Recreation's Fitness Reimbursement Program



**Laura Cichostepski**  
*Assistant Director of  
Marketing  
Campus Recreation  
Services*

**T**he health benefits of physical activity are well documented and extensive. Everyone can benefit from physical activity. Even a single session of moderate-to-vigorous physical activity provides immediate benefits for your health, like improved sleep, lessened anxiety and reduced blood pressure. When you make physical activity a regular part of your routine, you can experience important health benefits relating to brain and heart health, weight management, bone strength and cancer prevention. (CDC.gov)

Getting started (or restarted) with exercising can be a daunting task at first, but it's all about consistency. Start slowly and choose an activity that you can conveniently do — and enjoy — regularly. It's easier to stick with something when you feel accountable, too, which is one reason why the University's Health & Wellness Reimbursement Pilot Program can be a motivating factor in getting active.

Binghamton University's Department of Campus Recreational Services has developed the Health & Wellness Incentive Reimbursement Pilot Program to encourage healthy choices among faculty and staff, in support of the Healthy Campus Initiative: B-Healthy. This program allows University benefit-eligible faculty and staff\* to apply for a 50% reimbursement of their FitSpace fitness membership fee after completing a documented number of exercise sessions.

FitSpace is located in the Recreation Center at the East Gym, on Bingham-

ton's main campus. A fitness membership provides faculty and staff access to the FitSpace fitness facility, a variety of group fitness classes, and indoor areas like the gymnasium and pool.

"I love the convenience of having a fitness center within walking distance of my job," said Annette Burnett, program participant and executive director of the Anderson Center for the Performing Arts. "The hours are ideal for me — I can go before my workday starts, after work, or during my lunch break if I have time. Plus, the variety of programs available to you with your membership is outstanding, from yoga, strength training classes, spinning, swimming, pickleball, basketball, barre and the workout room with the latest machines — you just can't beat it!"

Staff member Helen Borruso, program participant and senior programmer and analyst in The Technology Hub, agrees. "It is convenient to get there on my lunch hour since I work right on campus," said Borruso. "I love the group fitness classes offered. It's always good to do what's best for your health and the facility provides several different types of exercise choices."

In order to be eligible for the reimbursement, participants must pay for their membership fees in full at the start of the membership period and complete a set number of sessions during their membership period. Reimbursement request forms can be submitted to Campus Recreation anytime between six months after the membership start date and ninety days after the membership end date.

## Membership options

- Annual Membership: \$280 (12 months; at least 50 visits)
- Academic Annual Membership: \$235 (9 months; at least 38 visits)

Is the program worth it? We asked current program participants for their feedback.

"I enjoy this program mainly because it saves me money. I find that staying active helps in both my physical and mental states. Being able to escape my office environment for an hour during the workday helps me reinvigorate, and allows me to better concentrate at my job," said Bob Beaven, program participant and software development analyst in Information Technology Services. "I would recommend this program to anyone on campus that feels that they need to be more active!"

Convenience, variety and pricing were all common themes among program participants.

"I would absolutely recommend an annual membership with Campus Recreation to any of my campus colleagues, especially because of the fitness reimbursement program," said Burnett. "It's really a no brainer in my opinion. Where else can you get a gym membership, in this community, for \$280 a year and better yet, after going 50 times receive half of that money back? It doesn't exist."

If you are interested in learning more about Campus Recreation, the FitSpace fitness facility, purchasing a membership or the Health & Wellness Reimbursement Pilot Program, please visit <https://play.binghamton.edu/>.

*\*If you are unsure about your eligibility status for this pilot program, we encourage you to call Sara DeClemente-Hammoud with Human Resources at 607-777-4939 for clarification BEFORE purchasing your fitness membership.*

