

THE **Echo**

uup
Vol. 4, No. 2

MAKING A POINT

NEW DELEGATES SPEAK UP,
STAND OUT AT FALL DA

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**THE
Echo**
Volume 4, Number 2

The Echo is an online publication of United University Professions (UUP), bargaining agent for the more than 35,000 academic and professional employees of the State University of New York.

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TO THE POINT



UUP president urges fellow unionists to Vote NO!

A NEW YORK STATE CONSTITUTIONAL CONVENTION WOULD BE DISASTROUS FOR NEW YORKERS. FIND OUT WHY FROM UUP PRESIDENT FRED KOWAL [HERE](#).

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this issue



COVER PHOTO BY
MICHAEL LISI

Member engagement

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Constitutional convention an ill-timed distraction

BY DARRYL McGRATH

At a time when many feel like they are struggling for the soul of the nation, do New Yorkers also need to struggle for the soul of the state's constitution?

No, they do not, UUP President Fred Kowal told a packed audience at SUNY New Paltz Oct. 16, as he presented the opposition view of a constitutional convention.

"Democracy is under assault," Kowal said. "We need to focus on where the battles will be. Right now, what's happening in Washington, D.C., is destroying democracy."

While there is a case to be made for a more efficient state government, "New York's constitution doesn't need to be tampered with—certainly not now," Kowal said. "This is the worst possible time to set in motion an expensive and disruptive process that would be in full swing just a few months before the next presidential election."

NOT A 'PEOPLE'S CONVENTION'

"It's not going to be a 'People's Convention,' as some well-financed people would like us to believe," Kowal said. "The odds are stacked against ordinary citizens being elected as delegates."

The number of signatures needed to be on the ballot as a potential delegate is vastly higher for people without the party apparatus to help get signatures. People from an established party need 1,000 signatures, while individuals independent of a party need 3,000 signatures. At-large candidates need 15,000 signatures to run.

"No one knows how deals will be struck," Kowal said. "The money needed to run this convention would be better spent for an entirely different purpose. I think New York is being sold a quick-fix scheme."

Kowal's opponent in the debate was Gerald Benjamin, a political scientist and former dean at New Paltz who directs the Benjamin



ANGELLA FORDE

MDO TOM HOEY, LEFT, AND STONY BROOK HSC CHAPTER LEADERS CAROLYN KUBE, BRUCE KUBE AND CHARLES HINES, RIGHT, PLEDGE TO VOTE NO! TO A CONSTITUTIONAL CONVENTION NOV. 7.

Center at the college, which supports public policy research. He bases his outspoken support for a constitutional convention on the need to correct what he calls New York's "broken government."

New Paltz Chapter President Beth Wilson and K.T. Tobin, associate director of the Benjamin Center, co-moderated the debate.

While not disputing that state government could work better at times, Kowal pointed out that even the most functional legislature would still have to deal with a federal government that is upending policies on health care, civil rights and public education.

Great uncertainty also looms around the vaguely defined Republican tax overhaul. All of this upheaval is already affecting the flow of federal money into New York that is needed for public education and health care, including care provided by the SUNY hospitals.

A COSTLY DISTRACTION

It is estimated that a state constitutional convention could cost at least \$50 million to \$100 million. Many of the well-funded right-wing organizations that have pushed an

ultra-conservative agenda in the Trump administration could take advantage of a constitutional convention to press the causes of the charter school and fossil fuel industries at the expense of public education and the constitution's "Forever Wild" clause that protects public lands from development, Kowal said.

"A constitutional convention sounds like the panacea to all our problems," Kowal said. "My feeling is that it is a mirage, and a dangerous one at that. There would be no transparency. There would be no accountability. At the end of the day, the delegates don't have to answer to the people of New York."

New Yorkers will vote Nov. 7 on whether they want a constitutional convention. If it passes, delegates would be selected a year later, again through the ballot in the general election, and a state convention would most likely begin in April 2019.

UUP members are working hard to educate voters about why a constitutional convention is such a bad idea. For more information and ideas on campus activities to oppose the convention, check out the union's webpage, [Constitutional Convention Info](http://uupinfo.org/defendunion/concon.php).



Vote No! to a constitutional convention.



ABOVE, SECRETARY/TREASURER JERI O'BRYAN-LOSEE, LEFT, ADDS TO THE DISCUSSION. LOOKING ON ARE VPP TOM TUCKER AND VPA JAMIE DANGLER.

RIGHT, NEW DELEGATE CHRIS YUEN OF THE BUFFALO CENTER CHAPTER PROUDLY HOLDS UP A "VOTE NO! CONSTITUTIONAL CONVENTION" BUTTON AT THE DA.



KAREN L. MATTISON PHOTOS

Membership 101

2017 Fall DA focuses on unity, organizing in tough times

BY DARRYL McGRATH

An emphasis on organizing and engagement set the tone for the UUP 2017 Fall Delegate Assembly, which was striking for its number of new delegates and an attitude of determination and enthusiasm in the face of heightened attacks on public-sector unions.

The focus of the union's statewide policymaking conventions, held three times a year, has steadily changed in the last few years. Members still hold their committee meetings and introduce resolutions during the plenary that address internal governance and pressing national and international events that speak to union ideals of social justice and fair working conditions for all.

But this DA, like others in recent years, was marked by a sense of long-range planning that will help the union not only survive, but thrive in a growing national culture that opposes collective bargaining. UUP's answer to this coming wave of anti-union pressure and court challenges—such as the *Janus v. AFSCME Council 31* case scheduled to be argued before the U.S. Supreme Court this session—has been to steadily develop a culture of member engagement.

OPTIMISM CONFRONTS ANTI-UNIONISM

UUP President Fred Kowal touched on this change in his plenary address to the delegates, but injected a strong note of optimism into his call for continued action. If unions respond with unity and clarity of vision, he said, they will come through these challenges stronger and bolder.

"In these conflicted times, we must see our work as not simply pushing back against dangerous and destructive forces that endanger all the good work we do in our laboratories, our operating rooms, our classrooms and our offices," he told the assembly. "We are engaged in the historic work to remake our world, again and again, over and over, in the image of that hoped-for

place where justice reigns."

This was also the last statewide gathering for the union before the Nov. 7 vote on whether New York should hold a constitutional convention. UUP rightly notes that a constitutional convention could be dominated behind the scenes by right-wing and well-funded special interests bent on weakening the public education system and other parts of society important to working people.

"We're not opposed to many of the specific issues that would be raised in the convention, but a convention that puts all of our rights on the table is not necessary to address these issues," said Jamie Dangler, statewide vice president for academics.



KOWAL

SOLIDARITY WITH STRICKEN REGIONS

Around spirited discussions of the challenges just ahead, members raised \$2,352 to help Puerto Rico and the U.S. Virgin Islands following the destruction of hurricanes Maria and Irma, and California residents reeling from a series of deadly wildfires. The statewide Executive Board authorized an additional \$1,000 to the relief efforts.

Delegates also sent dozens of e-letters to their elected officials urging them to oppose a proposed change in federal Disproportionate Share Hospital (DSH) funding that could shift hundreds of millions of dollars away from SUNY's public hospitals and health sciences centers.

Those Medicaid DSH reductions would financially devastate SUNY's academic medical and health sciences centers in Brooklyn, Buffalo, Stony Brook and Syracuse. More than 15,000 UUP members work at SUNY's hospitals and HSCs.

Delegates also approved resolutions that supported Iraqi workers' interests; called for an end to the war in Afghanistan; sent a message of solidarity to teaching assistants at the University at Buffalo; and sent letters of support to union sisters and brothers in Puerto Rico, the U.S. Virgin Islands and California.

New delegates make their mark at policymaking convention

BY DARRYL McGRATH

A native of Kenya who witnessed the dissolution of collective bargaining in Wisconsin, and carries such a vivid impression of that event that she came to SUNY with a commitment to unionism.

A new member who had been an organizer in the private sector and draws on that experience for useful lessons in the public sector.

A native of the Dominican Republic who was a Teamster before he joined UUP.

These are just three of the 70-plus first-time members who attended the union's 2017 Fall Delegate Assembly in Buffalo, Oct. 13-14—easily twice the usual turnout of first-timers. Most of them were new delegates; a few came as observers who hope to be elected delegates next time around. Many of them had joined UUP only a year or two ago.

But whatever their background, a few common threads ran through their conversations at their first DA. Almost all of them cited a positive experience with an established member in their chapter who became their mentor, and all of them demonstrated a willingness to offer new ideas and constructive feedback—a key feature for a new activist who may be called on to identify and engage other new members of the union.

ENCOURAGEMENT, ENTHUSIASM

For Harry Espailat, a former Teamster who worked in a Long Island warehouse before becoming an information technology specialist at Farmingdale, his mentors were former chapter president Yolanda Segarra and former chapter vice president for professionals Solomon Ayo. Espailat is now the chapter's vice president for professionals.

Segarra, he said, "was one of the biggest catalysts in my decision to become involved and participate. Now, I'm a delegate."

Many of the new members came to the DA with ideas to share. These young activists want to learn, but they also do not intend to simply sit back and listen.

"The key thing in a one-on-one (conversa-



KAREN L. MATTISON

OSWEGO CHAPTER MEMBERSHIP OFFICER DOUG HEMPHILL TELLS HIS UNION COLLEAGUES ABOUT THE ONE-ON-ONE WORK HE'S DOING AS PART OF NYSUT'S "EDUCATION AUTUMN" ORGANIZING INSTITUTE.

tion) is not to tell people what the problems are; they already know. It's to get them to tell *us* what the problems are," said Erik Forman, a new delegate from Empire State College, who joined UUP two years ago when he started his new academic position as a writing teacher. A former organizer in the private sector, Forman confidently stood during the joint meeting of academics and professionals to offer that insight.

Lathonda Carver and Yolanda Beckon, new delegates and friends from the interpreter services department at Upstate Medical University, said that their supervisor, Sue Freeman, had urged them to get involved with the union.

"I like to advocate," Carver said, explaining why Freeman thought she had activist potential. "I'm all for standing up for myself."

GEARED FOR FIRST-TIMERS

The DA had a user-friendly schedule for first-time delegates. Workshops included training for new delegates, a how-to session on understanding the DA, and an overview of bylaws. The DA's first night offered a dinner for new delegates and an after-dinner social hour at the Hyatt Regency

Hotel, where delegates stayed. The next day, academic and professional delegates met together to discuss issues of common concern, providing another opportunity for first-timers to expand their contacts.

Historically, the two groups had held separate meetings at the DA, but UUP leaders say they want to emphasize a collective consciousness of solidarity as UUP braces for a U.S. Supreme Court decision in the spring in the case of *Janus vs. AFSCME Council 31*, the latest challenge to the agency fee system in public sector unions. If the decision goes against UUP and other public sector unions—which in all likelihood it will—they will no longer be able to collect fees equal to dues from nonmembers, but will still be required to provide the same representation to everyone in the bargaining unit.

Given such looming threats, it's no wonder that organizing and engagement were the main themes at the DA.

"The whole focus of this DA is activating our membership so we can work together to address their concerns," said VP for Academics Jamie Dangler, as she opened

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NEW DELEGATES ...

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the joint academics/professionals meeting in a packed ballroom with VP for Professionals Tom Tucker. Tucker told the group that academics and professionals need to work together to achieve strength in numbers.

The DA followed a number of dedicated efforts by UUP—sometimes in conjunction with NYSUT—to get nonmembers in the bargaining unit to sign membership cards, to identify new leaders within the union, and to turn new members into organizers.

Specific efforts include the Chapter Action Project, modeled after NYSUT's Local Action Project and designed to help chapters develop a culture of member engagement and activism. The third CAP training session will take place Nov. 2-4 in Cooperstown.

UUP members participated in NYSUT's "Education Autumn" in September, a week-end of training to help chapter members learn how to better communicate, reach out to contingents and do door-to-door canvassing—a skill that unionists use during election season, and to sign up new members. Around specific projects such as these, UUP has steadily pushed to achieve 100 percent membership and engagement, and several thousand people

RIGHT, DANIELLE COLE, A NEW MARITIME CHAPTER DELEGATE, TAKES THE OPPORTUNITY TO SHARE HER THOUGHTS DURING A JOINT MEETING OF PROFESSIONAL AND ACADEMIC DELEGATES. LOOKING ON IS BILL GIANGARRA OF STONY BROOK HSC.



KAREN L. MATTISON

in the bargaining unit have signed membership cards in the last three years.

TOUGH TIMES FORGE COMMITMENT

New delegates reacted positively to the tone at the DA. Ashlee Lien of Old Westbury said she was glad to see that her first DA included workshops that helped her familiarize herself with the union. She got involved in UUP in response to a direct request from her chapter president, Martha Livingston, but said she had long been intrigued by the idea of unionism.

"We're in such a scary time in the union; I think we have to sign up as many people as possible," Lien said.

Dorothy Rombo of Oneonta, an observer who hopes to be elected as a delegate, is learning not only about unionism but about the cultural and political differences in the United States. She was living in Wisconsin in 2011 when Gov. Scott Walker drove

through legislation that curtailed collective bargaining for public sector unions. Now, she is an assistant professor of human ecology at Oneonta and still shakes her head in disbelief at what she witnessed in Wisconsin.

"I grew up in Kenya, and my perception of the U.S. is that it's very progressive," she said. "Then I come here, and I discover, 'Wow, there are different states, and some states are red and some states are blue.' It made me realize nothing is a given."

She is not discouraged by the state of labor in the United States; she is energized.

"I love politics and policy," Rombo said. "This is fascinating."



DARRYL McGRATH



KAREN L. MATTISON



KAREN L. MATTISON

ABOVE, NEW STONY BROOK HSC CHAPTER DELEGATE ANDY AHMED CHATS WITH MENTOR CAROL GIZZI PRIOR TO A MEETING AT THE FALL DA IN BUFFALO.

LEFT, TOP, DOROTHY ROMBO OF ONEONTA, LEFT, ATTENDS THE DA AS AN OBSERVER; SHE HOPES TO BE ELECTED AS A DELEGATE. NEXT TO HER IS EXECUTIVE BOARD MEMBER BETH E. WILSON.

LEFT, ERIK FORMAN OF EMPIRE STATE COLLEGE DISCUSSES WAYS TO ORGANIZE MEMBERS.

UUP, NYSUT oppose weak charter school certification

BY DARRYL McGRATH

It just doesn't make sense.

At a time when New York state has consistently called for strict teacher certification standards and long defended a set of new certification exams that are more stringent than those in most other states, why would the SUNY Charter Schools Committee approve a certification plan that dilutes teacher certification to a laughably weak standard?

UUP and its statewide affiliate NYSUT have been asking that question since July, when the SUNY Charter Schools Institute, without any warning, first introduced a proposal that drastically loosened the requirements to become a teacher in SUNY-authorized charter schools. Now, with the Oct. 11 vote by the Charter Schools Committee of the SUNY Board of Trustees that endorsed that plan and set it in motion, NYSUT is seeking answers in court.

A CHALLENGE IN COURT

NYSUT and its largest K-12 affiliate, the United Federation of Teachers in New York City, [filed a lawsuit](#) in state court in Manhattan the day after the Charter Schools Committee vote. The lawsuit challenges the vote on the grounds that the Charter Schools Institute is not legally vested with the authority to circumvent the state's teacher certification process.

"Teacher education experts in the state oppose the implementation of this plan," said Jamie Dangler, UUP's statewide vice president for academics. She was a leader in the four-year effort to revise the flawed teacher certification exams, with the help of UUP teacher education faculty and staff.

"We have worked closely with NYSUT to assess the SUNY Charter Schools Committee's actions and the dire consequences they will have for the teaching profession and teacher education at SUNY campuses and across New York state," said UUP President Fred Kowal. "NYSUT's lawsuit reflects the urgency of our concerns."

"These looser certification standards would establish a second, lower tier of teacher preparation and certification in New York

state. They will damage the entire teaching profession in New York, which all of UUP's teacher education faculty and staff have worked so hard to uphold," Dangler said. "This cannot stand."

NO ACCOUNTABILITY

Under the new policy, SUNY charter schools would operate their own teacher preparation programs. Their teacher candidates would avoid the state's required teacher certification exams. The people certifying these charter-school teacher candidates would themselves be able to forego any external validation of their qualifications, since their teacher preparation programs would evade national accreditation. The entire proposal speaks to a loosely defined process that lacks transparency and accountability.

The committee's endorsement of the plan also undoes years of work by UUP and coalition partners to address significant flaws in the design of the state's revamped teacher certification process, which New York introduced in 2013 in the form of four new mandatory exams. At that time, all teacher candidates in New York, including those planning to teach in charter schools, had to pass the same certification exams. NYSUT and UUP always supported the state's goal of certifying only the most highly qualified teacher candidates through the rigorous process, but also maintained that the exams contained significant flaws in their design and content.

In March, UUP achieved a significant victory when the New York State Board of Regents reversed its earlier opposition to any changes in the certification process, and agreed to a series of revisions that teacher education experts throughout the state applauded. Several of those experts—including a number in UUP's membership—had attributed a steep decline in enrollment in the SUNY teacher education programs in part to the new certification exams, which



KAREN L. MATTISON

VPA JAMIE Dangler addresses protesters at a Sept. 12 rally in Saratoga Springs. Educators from K-Ph.D. were protesting a plan to loosen requirements to become a teacher in SUNY-authorized charter schools.

often ignored basic realities about actual classroom practices in various disciplines.

STRONG ALLIES WITH UUP

Those revisions followed a long and careful effort to convince the Regents that the exams were flawed. Now, in the fight to oppose the SUNY Charter Schools Committee plan, UUP and NYSUT find themselves allied with some of the state's major voices in public education: Regents Chancellor Betty Rosa, the Board of Regents, State Education Commissioner MaryEllen Elia and Assembly Higher Education Committee Chair Deborah Glick, who have opposed the weakened charter school certification standards. A large coalition of education advocacy groups in the state has also joined in the fight against a weaker certification process.

Noting the strong and persistent reaction against the charter school certification standards, Dangler said that UUP will continue to press for the same high standards for all teacher candidates.

Said Dangler: "The only way that New Yorkers can have confidence in the quality of their children's education is to know that every teacher in every school in the state has been prepared by the best and most highly qualified faculty and staff, and that every new teacher has met the same high standards for certification."

Committee launches adjunct survey in sync with CEW

BY DARRYL McGRATH

Campus Equity Week had special significance this year, because it coincided with the launch of a UUP Contingent Employment Committee project that has been two years in the making and could help the union better understand and advocate for its academic contingent members.

That project is the [survey](#) for academic contingent employees, which represents a long-held hope by the statewide Contingent Employment Committee to hear from as many of these members as possible, in as precise a way as possible, about their needs, the many challenges they face, and their thoughts on what would improve their work conditions.

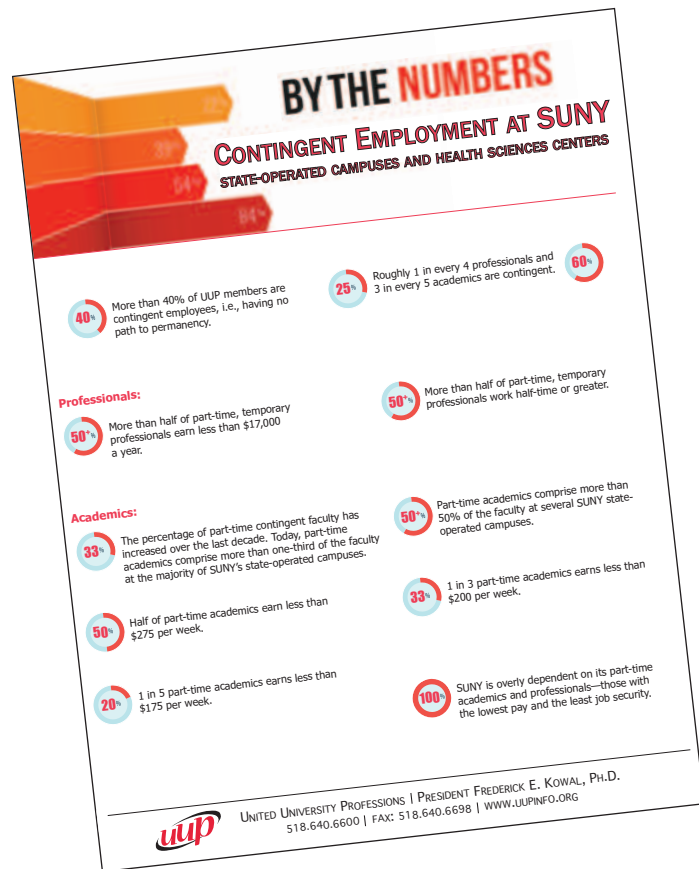
The committee is co-chaired by Jaclyn Pittsley of Cortland and Ben Allocco of Oswego.

"The Contingent Academic Survey is the result of years of work by the members of the Contingent Employment Committee," Pittsley said. "We are proud to finally, formally assess the population of contingent academics across SUNY. We are even more interested in learning what their needs are. We hope to use the information provided in the survey to steer our committee into the next phase of its advocacy mission."

The survey takes 20 to 30 minutes to complete.

Committee members anticipate that survey results will help guide them in formulating future reports and initiatives, and in working to secure improved conditions of employment.

"Contingent academics are, of course, diverse, and it is important that we disseminate the survey to as many contingent academics as possible



THE ABOVE FLIER WAS ONE OF THE INFORMATIONAL HANDOUTS AVAILABLE FOR DISTRIBUTION AT THE CHAPTERS DURING CAMPUS EQUITY WEEK.

on our campuses, at our health sciences centers and in other locations," said statewide President Fred Kowal. UUP defines contingent employees as those having "no path to permanency."

Kowal commended members of the [Contingent Employment Committee](#) on developing the academics survey.

The committee is working with UUP Research on a comparable survey tailored for contingent professionals.

CONTINGENT COMMITTEE MEMBERS URGE PARTICIPATION

Chapter officers have received information about ways to publicize the survey—from hosting "take the survey" events, to spreading the word on social media.

Chapters have also seized on this year's Campus Equity Week with enthusiasm; as

The Echo was set to post, 10 UUP chapters had held events on their campuses.

Events included lunches, coffee hours and receptions to honor adjunct employees and encourage conversation about the issues; rallies; displays of artwork and readings from adjunct-authored works; and tables set up in prominent locations on campuses so that students and other passersby could pick up literature and participate in Twitter campaigns in support of adjuncts.

UNM~~ASKING~~ CONTINGENT ISSUES

This year's theme for CEW centered on the making of masks, a visual symbol of the conflicting roles that many adjuncts face. They are essential members of their departments and disciplines, often teaching large introductory or core courses, but they are also often a "hidden" part of campus life—not

fully recognized for their service, and often not recognized for the precarious terms of their SUNY employment.



mAsk4CampusEquity



Contingent Academic Employees:

Take Your Survey!
<http://bit.ly/2xIVwcI>



Your Opinion Counts!

A new 65-question survey seeks information on the experiences and working conditions of SUNY's part-time and full-time contingent academic employees.

The survey was written and is being distributed by the union's Contingent Employment Committee to gather detailed information about hiring, workload, working conditions, compensation and other aspects of working as a SUNY contingent employee. It should take about 20-30 minutes to complete.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for contingent academics.

The survey isn't formatted for mobile devices, but smartphones can be used to take and submit the survey. Hard copies of the survey are also available from UUP; contact VPA Jamie Dangler at (800) 342-4206 for details.

Many SUNY adjuncts in the first few years of their service can be either summarily dismissed or not renewed, depending on the changing needs and budgets within their departments.

Academic adjunct Rebekah Tolley of Albany, an artist and a member of the Contingent Employment Committee and chapter assistant vice president for academics, designed the distinctive mask graphic for this year's campaign.

The graphic appeared on posters, fliers and other CEW materials at many chapters and was seen by thousands of students, administrators, faculty and staff throughout

the SUNY system and on college campuses nationwide.

"Grassroots adjunct faculty have stepped up," said Anne Wiegard of Cortland, who is on the board of directors of the New Faculty Majority Foundation and a Contingent Employment Committee member. "It has been really heartening to see."

Wiegard was instrumental in populating the official CEW website with ideas for chapter-based projects such as artistic performances and sign-making events, and a CEW toolkit of downloadable graphics and materials.

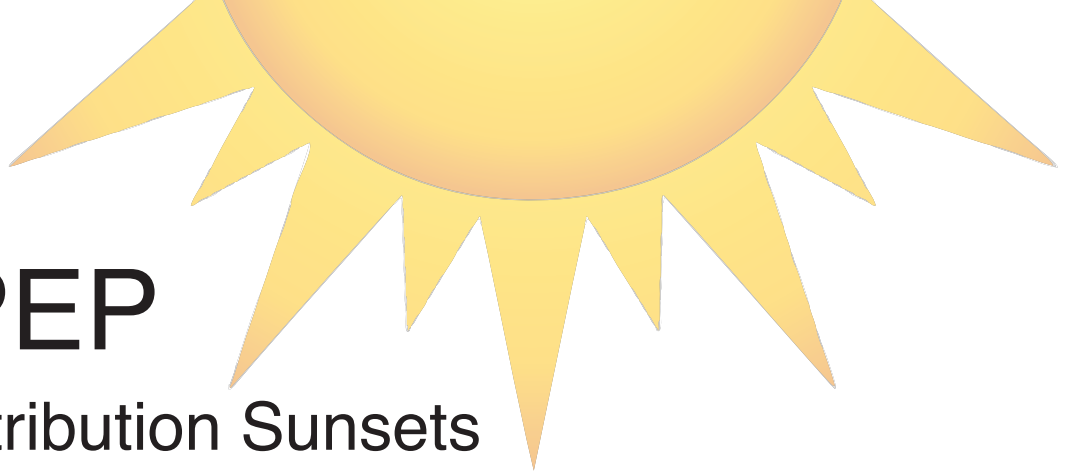
Watch for additional coverage of chapter-

sponsored CEW events in the December 2017/January 2018 issue of *The Voice*.

WIDENING EFFORTS, ATTENTION

The Contingent Employment Committee has also completed a "Communications Guide" to assist chapter officers in promoting issues that affect contingent academic workers. The guide includes talking points on how to educate members and others on the plight of adjuncts, with the goal of building alliances in the fight for improved working conditions and salaries.

Sample letters to the editor and to state legislators will also be in the guide.



DCAA, PEP

Employer Contribution Sunsets

Dependent Care Advantage Account (DCAA) Employer Contribution Sunset

The open enrollment period for the 2018 Flex Spending Accounts (Health Care Spending Account and Dependent Care Advantage Account) continues through Nov. 6. UUP members are eligible to enroll in these pre-tax savings programs.

Under previous UUP/NYS contracts, UUP members who enrolled for a Dependent Care Advantage Account were also eligible for an **employer contribution** to their DCAAccount to assist with dependent care expenses. While we expect the employer contribution to be restored once a new contract between UUP and the state is ratified, the employer contribution has now “sunset” with the expiration of the 2011-2016 agreement, and the state has not agreed to provide an employer contribution while contract negotiations are ongoing.

Although the DCAA employer contribution is not currently available, interested members are strongly encouraged to enroll in the DCAA without it. Enrolling with an employee contribution for 2018 will still result in significant savings on dependent care expenses. In addition, it is the best way to protect eligibility for an employer contribution when contract negotiations conclude and the employer contribution becomes available for 2018.

Members who enroll in DCAA may enroll for an employee contribution of any amount from \$1 to \$5,000. Once a new contract is ratified and an employer contribution becomes available, existing DCAAccounts will be credited with the employer contribution. When this occurs:

- Members who have enrolled with employee contributions of **less than** the value of the employer contribution will have their DCAAccount credited with the amount of their employer contribution and their employee contributions will be refunded to them.
- Members who have enrolled with employee contributions of **greater than** the value of the employer contribution will have their DCAAccount credited with the amount of their employer contribution. The equivalent amount of employee contributions will be refunded to them. The total value of their DCAAccount will not be increased.

Interested members should visit www.flexspend.ny.gov for additional information and to access online enrollment before the close of the open enrollment period, midnight Nov. 6.

Productivity Enhancement Program (PEP) Sunset

The “Planning for Option Transfer” materials that our members recently received, which announced the open enrollment period for the Productivity Enhancement Program (PEP) for 2018, excluded UUP-represented employees from eligibility for 2018. This occurred because PEP also “sunset” following the expiration of the 2011-2016 State/UUP Agreement absent separate agreement to extend it.

While we also expect that PEP will be restored following ratification of a new UUP/NYS Contract, the State has not agreed to extend it while contract negotiations are still in process.

UUP members firm in their resolve for a fair contract

BY KAREN L. MATTISON

UUP officers have been talking with members during chapter visits, at the 2017 Fall Delegate Assembly in Buffalo, and through the union's member-only negotiations web portal to educate them about the challenges in bargaining for a successor agreement with New York state.

UUP's contract expired July 1, 2016.

"Our members aren't asking for anything they don't deserve," said UUP President Fred Kowal. "We're working every day to ensure that SUNY fulfills its mission to provide a high-quality, accessible public education for all New Yorkers. We believe that the important and professional work performed by all of our members should be recognized in the terms and conditions of this contract."

Kowal said contract talks are moving forward, but a number of key areas

remained unresolved as *The Echo* was posted. The union is still trying to reach accord on issues related to job security, compensation, and paid parenting and family leave, among others.

ALL FOR ONE ...

During the recent DA, Kowal told delegates that UUP remains committed to negotiating the best deal possible, and thanked them for their continued support.

"We need your help to advocate for a fair and equitable agreement that addresses the needs of our members and to demonstrate to the state that we are united," Kowal said.

"The members have told their bargaining team what they want in this contract, and they remain united in their willingness to stay the course, no matter how long it may take," he added. "I wouldn't want to challenge their resolve."

Members are asked to take advantage of opportunities to meet with the UUP statewide officers when they visit the chapters, and to participate in any "Fair Contract" activities or actions on campus, when asked to do so.

Members are also asked to:

- Get a 'United for a Fair Contract' sign, button or sticker from their chapter offices;
- Post a Fair Contract sign on their office doors, bulletin boards or car windows;
- Put Fair Contract bumper sticker on their cars, and ask family and friends to put bumper stickers on their cars, too;
- Wear Fair Contract buttons or stickers while work; and
- Attend UUP chapter meetings to discuss the contract and other union issues.

For the most up-to-date information on UUP's work at the table, go to the [member-only web portal](https://uuphost.org/myuup/MembersOnly/check.php) at <https://uuphost.org/myuup/MembersOnly/check.php>

Your new UUP contract is being negotiated. Will you be able to vote on it?



Once a tentative agreement is reached with the state, UUP members must vote to ratify a new contract. It's *our* union and *our* contract. **BE INVOLVED!**

Check your most recent pay stub. If it says "UUP Agency Fee," then you are **NOT** yet a UUP member.

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross			
Current		YTD		3456.78		1234.56		45,678.90		34,567.89	
Advice # 789		Pay Start Date		02/01/2017		Net Pay		1,234.56			
Advice Date 016		Pay End Date		02/15/2017							
Department ID 98765		NYS EMPLID		N12345678		Pay Rate		78,910.11			
EARNINGS											
Current				YTD				TAX DATA			
Hrs./Days		Earnings		Hrs./Days		Earnings		Federal		State NYC Yonkers	
Regular Pay Salary Employee		3456.78				45,678.90		Marital Status 4		4	
Location Pay		56.78				678.90		Allowances 2		0	
								Add. Amt.			
TAXES											
								Current		YTD	
								Fed Withholding		3,456.78 1,234.56	
								Medicare		45,678.90 34,567.89	
								Social Security		3,456.78 1,234.56	
								NY Withholding		45,678.90 34,567.89	
BEFORE TAX DEDUCTIONS											
								AFTER TAX DEDUCTIONS			
		Current		YTD				Current		YTD	
Regular Before Tax Health		456.78		1,234.56							
Supplemental Ret. Annually Prog.		678.90		5,678.90							
TIAA Retirement Before Tax		56.78		1,234.56							
UUP Agency Fee										34.56 456.78	

Are you a UUP member?
Only UUP MEMBERS can vote.

JOIN TODAY

- ▶ Go to uupinfo.org
- ▶ Click on "About UUP" at the top of the home page
- ▶ Click on "Welcome/Join"
- ▶ Scroll down to "Click here to sign up online"

Canning, Goodman earn distinguished service awards

BY AMY SHELDON

Bill Canning of Oswego and Donna Goodman of New Paltz—this year's recipients of the Nina Mitchell Award for Distinguished Service—were gracious in their acceptance speeches at the 2017 Fall Delegate Assembly in Buffalo.

The Mitchell award recognizes UUP members who have fervently served the union. This year's awardees have done just that while fighting for their fellow unionists as delegates, committee chairs and strong advocates for worker's rights.

CHAMPION OF ENGAGEMENT

Canning began his union activism almost 30 years ago as a write-in candidate for chapter delegate. Today, he serves as Oswego Chapter president.

In his acceptance speech, he thanked those who stepped up—and stepped aside.

"I want to thank Richard Mattice, who wrote in my name" on the chapter ballot for delegate, Canning said. "I got one vote."

"And I want to thank Don Harrison for not going to the DA that year," he continued. "That meant I could go."

Canning has been committed to the union—statewide and at his chapter—ever since.

"From everything that I have observed over my 20-year involvement with UUP, Bill has committed a great deal of time, effort and energy on behalf of the union," noted Oswego Chapter colleague Steve Abraham in his nomination letter.

Canning has also served his chapter as vice president of professionals, chapter secretary, and grievance chair. He is now focused on getting members active in their union and recently co-developed a detailed plan for how the Oswego Chapter can better serve its members.

Canning has been a member of the statewide Membership Committee since 1989, and he served as chair from 1993-1998, and again from 2002-2010. He has been co-chair since 2012.

"Since increasing membership and getting members involved is critical to UUP's success, Bill's work in this capacity is extremely



KAREN L. MATTISON



MICHAEL LISI

THIS YEAR'S RECIPIENTS OF THE NINA MITCHELL AWARD FOR DISTINGUISHED SERVICE—BILL CANNING OF OSWEGO AND DONNA GOODMAN OF NEW PALTZ—ARE THE QUINTESSENTIAL UNION ACTIVISTS. THEY ACCEPTED THEIR AWARDS OCT. 13 AT THE 2017 FALL DA IN BUFFALO.

important," Abraham said.

Canning is a member of the statewide Grievance Committee and serves on the Committee of Chapter Presidents. He has been a UUP delegate since 1988, and served on a task force to address job/family clarification issues within the IT sector.

'NEVER GIVE UP'

Goodman said she believes individuals and unionists have two choices in the face of opposition: fight back or give up. She offered strong arguments for the former.

"We can stand up, raise our voices, reach out to members, form alliances, and unite with other workers," Goodman said. "Or we can shut up and stay home."

She cited the issues facing society, from the attacks on the working class and climate change, to the violence of wars, new and old.

"We can learn and teach and organize and keep going, even if we don't win each battle," Goodman said. "Or we can fade into despair and forgo any chance of defeating the anti-union, anti-worker aggression that surrounds us."

Goodman is a dedicated grassroots activist, and her work with the union has involved organizing events, such as Save SUNY campaigns and International Women's Day.

She has co-chaired the union's statewide Women's Rights and Concerns Committee since 2004, and has co-authored numerous DA resolutions.

"Working with Donna for nearly 20 years in UUP, and now as co-chairs of the statewide Women's Rights and Concerns Committee, I see her as one of the most generous, committed and compassionate persons I have known," said Farmingdale Chapter President Vicki Janik. "She inspires all of us with her continuing achievements for labor and for women."

Goodman has also been a vital link to the larger labor movement. She was the union's 2009 delegate to the National Assembly of U.S. Labor Against the War, and serves as vice president of the AFL-CIO's Hudson Valley Area Labor Federation.

"Her role in this important union-to-union outreach has been invaluable to UUP's presence within the larger labor movement as a whole," said New Paltz Chapter President Beth E. Wilson.

Goodman expressed gratitude for the honor and said she was moved to be in the distinguished company of past awardees.

"Our work is to stay strong now and aim for the future," Goodman told delegates. "We must never give up."

Decker, Tolley fight for contingent employees

BY AMY SHELDON

This year's recipients of the Fayeze Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty have at least one thing in common: They know that fighting for their rights and those of their fellow contingent employees can be a full-time job.

Derrick Decker of Fredonia and Rebekah Tolley of Albany are worthy of the honor, which is presented by UUP to contingent employees who have served their union with courage and distinction.

COMMITMENT TO PERFECTION

Decker, an instrumental UUP activist and Fredonia Chapter treasurer, is known for his dedication to his students, chapter finances and statewide committees.

"It's important for us to take care of one another," Decker said. "I don't try to do anything special—I just try to do what's right."

"There are always students in (Derrick's) office, asking questions or getting help on their projects," said Fredonia Chapter President Ziya Arnavut. "I have never seen such an active contingent faculty member."

Decker serves on the Compliance/Audit and Finance committees. Since Decker became chapter treasurer in 2011, Fredonia has consistently received positive audit reviews.

"Derrick worked tirelessly with other members of the committee charged with analyzing the potential impact of the *Harris v. Quinn* and *Friedrichs v. CTA* cases on UUP's finances," said former statewide treasurer Rowena Blackman-Stroud.

"I truly enjoy doing union work," Decker said. "Unions serve a crucial purpose, and I'm happy to help in any way that I can."

As a member of the UUP Outreach Committee, Decker regularly meets with legislators in Albany and in their district offices to fight for the rights of contingent employees—and for UUP as a whole.

"When Derrick takes on a task, he does it to perfection," Arnavut said. "He is not paid; he does it because he likes to be helpful."

"I'm honored and humbled to receive this award," Decker said. He thanked Blackman-



MIKE LISI



KAREN L. MATTISON

UUP MEMBERS DERRIK DECKER OF FREDONIA AND REBEKAH TOLLEY OF ALBANY EARNED THIS YEAR'S FAYEZE SAMUEL AWARD FOR COURAGEOUS SERVICE BY PART-TIME ACADEMIC AND PROFESSIONAL FACULTY. THEY WERE HONORED AT THE RECENT FALL DA IN BUFFALO.

Stroud and Tina George, UUP director of finance and human resources, for their support during his tenure as chapter treasurer. He also thanked UUP President Fred Kowal for "his decisive leadership in identifying the problems our union faces and then working to find solutions."

FIGHTING INJUSTICE

Tolley is keenly aware of the issues facing contingent workers. She is chapter assistant vice president for academics and co-chair of the Contingent Concerns Committee, and is a former officer for contingents.

During her acceptance speech, Tolley spoke of the struggles she and fellow UAlbany contingent employees face, such as low pay and a lack of job security.

"The progress that our campus has made toward improving the working conditions of adjuncts makes me hopeful," she said. "But that hope is tempered by persistent reminders that this is precarious work."

"Until we have policies that protect the hiring and firing of contingent faculty, we will be subject to these grossly unfair and arbitrary work practices," Tolley added.

Tolley has worked hard to correct many of these injustices on her campus.

"Rebekah has been instrumental in the gains achieved for contingent faculty at UAlbany," said former Albany Chapter president Bret Benjamin. "She has served on the contingent implementation committees, which have overseen raises to the minimum salary, expanded numbers of benefits-eligible members, and improved representation."

On the statewide level, Tolley is a member of the Contingent Employment Committee and a Chapter Action Project organizer. She is the creator of this year's artwork for the Campus Equity Week campaign, and was featured in UUP's recent adjunct TV ad.

Tolley spoke to her full-time peers when she said, "I taught for seven years full time at other institutions ... and I have to say I had very little appreciation for the real plight of adjunct lecturers before becoming one."

In accepting the award, Tolley thanked Benjamin, her fellow statewide committee members, and the wider community of unionists, whom she said, "have always welcomed me with open arms and have given me the strength to continue."

"For many of us, we still have a long way to go," Tolley said. "I am thankful to those who are willing to take the time to speak up despite the consequences."

In The News is a compilation of media in the last two months (radio, television and papers across the state) featuring UUP.

Oct. 27: ["A disturbing lack of civility"](#)

WAMC Public Radio (Albany, N.Y.)

Commentary by UUP President Fred Kowal on the disturbing lack of civility in our political process and the importance of getting involved, speaking truth to power, and putting America's belief in democracy into action.

Oct. 21: ["In budget talks, professors' workloads become an issue"](#)

Connecticut Post (Bridgeport, Conn.)

UUP VPA Jamie Dangler talks about workloads for SUNY professors in a story on workloads for professors at UConn.

Oct. 18: ["SUCO hosts constitutional convention talk"](#)

The Daily Star (Oneonta, N.Y.)

President Kowal takes part in panel discussion on the November statewide referendum on whether to stage a constitutional convention in New York state.

Oct. 18: ["ConCon debate highlights pros and cons of convention"](#)

The SUNY New Paltz Oracle (New Paltz, N.Y.)

President Kowal makes a strong case against a constitutional convention in an Oct. 16 debate at SUNY New Paltz.

Oct. 11: ["Charter Schools Call SUNY Reg 'Right Decision'"](#)

State of Politics, Capital Tonight blog (Albany, N.Y.)

UUP is mentioned as a strong opponent of the SUNY Charter Schools Committee's decision to allow charter schools to set up their own teacher preparation and certification programs.

Oct. 11: ["Committee OKs alternative requirements for charter teachers"](#)

The Associated Press



UUP is mentioned as a strong opponent of the SUNY Charter Schools Committee's decision to allow charter schools to set up their own teacher preparation and certification programs. This story appeared in more than 25 newspapers and TV news websites across the country, including the *Chicago Tribune* and the *San Francisco Chronicle*.

Oct. 9: ["Teacher testing revised"](#)

Adirondack Daily Enterprise (Saranac Lake, N.Y.)

VPA Dangler discusses the state Board of Regents' revisions to the edTPA. This article also appeared in the *Lake Placid News*.

Oct. 6: ["SUNY New Paltz dealing with \\$1.8M deficit"](#)

Times Record-Herald (Middletown, N.Y.)

UUP New Paltz Chapter President Beth E. Wilson says that all but a handful of adjuncts were rehired by the college for the fall 2017 semester.

Oct. 4: ["N.Y. unions brace for high-stakes Supreme Court ruling"](#)

The Daily Star (Oneonta, N.Y.)

President Kowal said he believes UUP members will stay with the union if the Supreme Court affirms *Janus v. AFSCME Council 31*.

Oct. 3: ["Experts: It's too soon to call Excelsior Scholarship a win"](#)

Politico NY (Albany, N.Y.)

President Kowal said he's encouraged by the state's Excelsior Scholarship, adding that time will tell how many of those students graduate.

Sept. 28: ["'Anything' can happen at Constitutional Convention"](#)

Palladium-Times (Oswego, N.Y.)

VPA Dangler takes part in a Sept. 28 forum on the November referendum for a statewide constitutional convention.

Sept. 21: ["SUNY community dedicated to protecting 'dreamers'"](#)

Legislative Gazette (Albany, N.Y.)

President Kowal tells the paper that UUP is opposed to President Trump's decision to phase out the federal Deferred Action for Childhood Arrivals program.

Sept. 20: ["Vote on constitutional convention debated"](#)

Cortland Standard (Cortland, N.Y.)

VPA Dangler takes part in a Sept. 19 debate in Cortland on the merits of holding a state constitutional convention.

Sept. 13: ["New York's most controversial teacher certification exam is now a little easier to pass"](#)

Chalkbeat New York (New York City, N.Y.)

VPA Dangler discusses a Sept. 12 decision by the Board of Regents to lower the passing score on the edTPA.

SNAPSHOTS FROM THE CHAPTERS



African American Day Parade

ABOVE, STONY BROOK HSC CHAPTER MEMBER JEDAN PHILLIPS, SECOND FROM LEFT, SERVED AS A PARADE MARSHAL FOR THE 48TH ANNUAL AFRICAN AMERICAN DAY PARADE, SEPT. 17 IN HARLEM. THE PARADE HONORED AFRICAN-AMERICAN HEALTH CARE PROFESSIONALS.

BELOW, UUP FARMINGDALE CHAPTER MEMBERS JOHN MASSERWICK, LEFT, AND SOLOMON AYO FLANK STUDENT MAIA GOMAS AT A TABLE SET UP TO EDUCATE STUDENTS AND FACULTY ON THE DRAWBACKS OF A STATE CONSTITUTIONAL CONVENTION.



Farmingdale Chapter

RIGHT, SEVERAL CHAPTER ASSISTANTS CAME TO THE ADMINISTRATIVE OFFICE OCT. 17 TO LEARN THE INS AND OUTS OF UUP, AND TO MEET HEADQUARTERS STAFF. THE FRONT FOUR, FROM LEFT, ARE: GLENDA DAVENPORT, PURCHASE; DEBBIE AMATO, FARMINGDALE; JOANNE PERKINS, OSWEGO; AND KELLY THOMPSON-LAPERLE, ALBANY. MIDDLE ROW: JACQUELINE BOURGEOIS, DOWNSTATE; PEGGY LACORAZZA, UPSTATE; JEN HERNANDEZ, POTSDAM; KRISTEN RINKER, BUFFALO CENTER; LYNN SNOW, CANTON; MARY NAVARRA, OLD WESTBURY; AND DIANA TISCHLER, STONY BROOK. BACK ROW: JANE VALETTA, ESC; DONNA CAREY, MORRISVILLE; PAT LEPORE MOODY, COBLESKILL; LINDA O'BRAINSKI, BINGHAMPTON; ELAINE RYAN, ALFRED; ALEXSANDRA CHAMPLIN, MARITIME; CHRISTINA ZALE, DELHI; AND MARY ANN THOMPSON, NEW PALTZ.



Chapter Assistant Training

BELOW, PURCHASE CHAPTER VP FOR PROFESSIONALS MARY GARCIA POSES FOR A PHOTO BEFORE JOINING THE MAKING STRIDES AGAINST BREAST CANCER WALK IN PURCHASE, OCT. 15.



Purchase Chapter



Upstate Medical University Chapter

ABOVE, UPSTATE CHAPTER UUPER ANDY KOVACS, LEFT, REVIEWS THE QUALIFICATIONS TO BE A DONOR DURING THE CHAPTER'S BE THE MATCH BONE MARROW TRANSPLANT DONOR DRIVE SEPT. 29. LOOKING ON ARE FORMER UPSTATE CHAPTER PRESIDENT MIKE LYON, RIGHT, AND MIKE GARBIN OF BE THE MATCH, WHICH MANAGES THE WORLD'S LARGEST BONE MARROW TRANSPLANT REGISTRY.

UUP Communications brings home seven international

BY KAREN L. MATTISON

Writing about UUP members signing up agency fee payers earned the union a Saul Miller Award for Organizing from the International Labor Communications Association.

The union picked up six additional ILCA awards for writing and design for *The Voice* and the website, and for its television ad on adjuncts in SUNY. The annual competition covered work produced in 2016.

"Once again, our communications team has been awarded for its excellent work in spreading our message, and for promoting our dedicated union members who work tirelessly for their students and patients, each and every day," said UUP President Fred Kowal.

The Saul Miller Award recognized *The Voice* Summer 2016 article, "One membership card at a time: UUP's AFT-trained organizers tackle agency fee lists," written by Darryl McGrath, UUP communications specialist. The article featured Jude Jayatilleke of Buffalo State, and Ellen Boyd of Stony Brook HSC and Bill Canning of

Oswego, statewide Membership Committee co-chairs, in their relentless pursuit to sign up and engage every member of the statewide UUP bargaining unit.

PRINT DESIGN

The December 2016/January 2017 issue of *The Voice* earned three separate visual communications awards: Two first-place honors, for Best Illustration and Best Front Page; and a second-place award for Best Magazine Design.

The winning cover featured an illustration of rallying workers who "Rise Up!" against the graphic backdrop of the Bill of Rights. Designed by UUP Associate Director of Communications Karen Mattison, the illustration highlights how UUP members stand up for working families—signing on as



KAREN L. MATTISON

UUP DIRECTOR OF COMMUNICATIONS MIKE LISI, RIGHT, RECEIVES ONE OF SEVEN COMMUNICATIONS AWARDS FROM ILCA VP MIKE JOHNSON.

partners with the Women's March on Washington, standing in solidarity with the Standing Rock Sioux Tribe's battle against the Dakota Access Pipeline, and serving as Chapter Action Project activists redefining the role of union organizing.

A special Chapter Action Project pull-out was paramount in the judge's decision to honor the magazine; the eight-page pull-

AFT adds new grad employee locals in Vermont, Illinois

Graduate employees voted overwhelmingly in favor of AFT union representation this month at the Community College of Vermont and the University of Chicago.

In Vermont, 537 adjunct faculty now have "the power to negotiate for sustainable pay, access to benefits, job stability and the respect all adjuncts deserve," said CCV member Emily Casey.

And in Chicago, 2,500 graduate student workers will have a stronger voice in their fight for health care, child care, sufficient stipends and a regular pay schedule through Graduate Students United, following a more than 2-1 majority in a history-making vote. Graduate employees at the university have worked for 10 years to win a union.

"With the power of collective bargaining, we can and will improve our working conditions," noted Claudio Gonz  les, a third-year student in mathematics at the University of Chicago. "We have also secured a powerful institutional voice."



AFT testifies against plans to weaken protections for sexual assault, fraud

Four AFT leaders defended crucial protections for college students at a U.S. Department of Education hearing Oct. 4, demanding that officials stop threatening to repeal regulations such as those that help deter sexual assault on campus and others that hold for-profit colleges accountable for fraud and exploitation.

The proposed repeals are part of a larger program designed to minimize regulations in general, but these particular rules target higher education and student safety.

With real-world examples of the harm such changes could bring, AFT President Randi Weingarten and others were among dozens of people who testified regarding the proposed deregulation.

NEA presses Congress to support Dreamers

Educators and students from key states—including Arizona, California, Colorado, Florida and Texas—recently met in Washington, D.C., with members of Congress to urge them to pass the Dream

labor awards

out featured numerous photographs of members taking part in CAP projects around the state, from a weekend-long CAP training event, to a Morrisville Chapter-hosted dinner honoring veterans, and a crew of UUPers picking up trash on the Buffalo State campus. The issue also highlighted some of the newer, younger members who are leading the charge in one-on-one organizing.

WEB WRITING AND DESIGN

UUP Communications has placed special emphasis on using the website to educate members on dozens of education-related topics—and it has paid off.

The website earned two second-place awards for Best Electronic Content and Best Design.

The website features a rotator on the most up-to-date state and chapter issues and events, as well as pages for information on contract negotiations, and “tool-kits” to help members understand the pitfalls of a state constitutional convention and to provide contingent employees with information on programs and benefits available to them.

UUP Director of Communications Mike Lisi serves as webmaster and is primarily responsible for content.

MULTIMEDIA CAMPAIGN

Three UUP members—Rebekah Tolley of Albany, William Lee of Cortland and Bentley Whitfield of Farmingdale—were featured in a 30-second TV, print and social media campaign that earned third-place honors.

The ad called attention to the poverty-level salaries of SUNY adjunct faculty. The campaign’s goal was to raise public awareness of the precarious situation adjuncts face and to generate support for pay increases and improved working conditions.

The ad aired on cable TV systems in the Capital Region, Buffalo, Long Island, and Ulster and Dutchess counties in January 2016.

ILCA is a professional organization of local, national and international labor communicators. Members produce print and online publications, multimedia projects, and other union communications with a total circulation in the tens of millions.



Did you know?

— 66 percent of 18- to 36-year-olds in the U.S. support labor unions.

— 63 percent of women in the U.S. support labor unions. That makes sense: Unionized women earn 32 percent more than their nonunionized women, or \$212 more a week, on average.

— 79 percent of union workers are more likely to have access to retirement plans than nonunion workers.

— African-American union members earn 33 percent more, while Latino union members earn 42 percent more, than their respective nonunion counterparts.

— Unionized workers are 58 percent more likely to have paid personal leave.

— Workers in education, training and library occupations have the highest unionization rate: 36.8 percent.

Sources: Gallop Poll, 2015;
U.S. Department of Labor, 2014 statistics



Act. The NEA is looking to build support among Republicans.

“This vitally important legislation gives Dreamers—people brought to

this country as children—the certainty and permanent protections they deserve, including multiple pathways to citizenship via higher education, military service and employment,” said NEA President Lily Eskelsen García.

To qualify, individuals must have entered the U.S. as minors and have a continuous presence for four years before the date of the bill's enactment.

Click [HERE](#) to contact lawmakers and urge them to support the Dream Act.

AFL-CIO adopts Workers’ Bill of Rights

Delegates to the AFL-CIO’s [28th Constitutional Convention](#), Oct. 22-25 in St. Louis, Mo., adopted a resolution calling for the creation of a Workers’ Bill of Rights.

Speaking in support of the resolution, AFL-CIO President Richard

Trumka said, “It will serve as a platform for members to rally around; it will give prospective members a clear statement of our values; and it will provide political candidates and elected officials with a litmus test for our support.”

Key components of a Workers’ Bill of Rights would include the right to:

- A good job with equitable wages and a fair return on the work;
- Quality health care, regardless of income, job or a pre-existing medical condition;
- A workplace free from harassment and violence;
- Paid time off and flexible scheduling;
- Freedom from discrimination in hiring, firing and promotions;
- Retire with dignity and financial security;
- Free public education and career training that advances knowledge and skills without leaving students in debt;
- Work together for better wages and working conditions; and
- Freely exercise our democratic voice through voting and civic participation, and to ensure local and state governments stand up for this Workers’ Bill of Rights.



NYSUT Member Benefits... more than just insurance!

As an additional benefit to NYSUT members and their families, your union membership allows you to participate in more than 40 programs & services endorsed by NYSUT Member Benefits.

These offerings include crucial products that you may already purchase such as life, auto & homeowners insurance, unbiased financial services and expert legal advice. But your NYSUT membership also allows you to participate in a variety of shopping, travel and personal programs that can help you save on everyday purchases and those special occasions.



Our endorsed shopping/travel/personal programs offer savings on numerous online purchases, including:

**Theme Park & Movie Tickets
Hotel & Vacation Discounts
Car & Truck Rentals**

**Office Supply Discounts
Retail Store Discounts
Concerts & Sporting Events**

**Electronics Discounts
Ski Tickets
Car Buying Service**

Participation in Member Benefits-endorsed programs also gives you a trusted advocate ready to assist you with any issues or concerns with any of our programs.

Member Appreciation Month coming in February 2018!

As a show of thanks to the more than 600,000 NYSUT members that comprise this labor union, NYSUT Member Benefits will once again be holding our annual Member Appreciation Month celebration in February 2018.

Special prize drawings will be held each day of the month. To be eligible to win, you must be a member of our voluntary MAP Alert email service.


Sign up any time through the end of February 2018 to be eligible to win... but if you join MAP by January 31, 2018, you'll have the most chances to win!



To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



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Exceptional Service—Whether you're in an accident or just need some advice, know we'll always be on call for you.



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Contact me to set up an on-site visit, like an Ice Cream Social on campus! Your local Liberty Mutual representative will come and meet your members.

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Relationship Manager
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This organization receives financial support for offering this auto and home benefits program.

¹ Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. ² Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." ³ Average annual savings based on nationwide survey of new customers from 01/27/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. ⁴ For qualifying customers only, Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. ⁵ With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disablements only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. ⁶ Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116.

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Valid through November 25, 2016.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross	
						Current	3456.78	1234.56	
						YTD	45,678.90	34,567.89	
						Net Pay 1,234.56			
Advice # 123456789		Pay Start Date 09/10/2015		09/10/2015		Net Pay 1,234.56			
Advice Date 09/10/2015		Pay End Date 09/24/2015		09/24/2015					
Department ID 1234						Pay Rate		56,789.10	
EARNINGS									
Current		YTD		TAX DATA					
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers		
Regular Pay Salary Employee	3456.78		45,678.90	Marital Status	4	4			
Location Pay	56.78		678.90	Allowances	2	0			
				Add. Amt.					
				TAXES		Current		YTD	
				Fed Withholding	3,456.78		1,234.56		
				Medicare	45,678.90		34,567.89		
				Social Security	3,456.78		1,234.56		
				NY Withholding	45,678.90		34,567.89		
BEFORE TAX DEDUCTIONS				Current		YTD		AFTER TAX DEDUCTIONS	
Regular Before Tax Health		456.78		1,234.56		UUP Member 26P			
Supplemental Ret. Annually Prog.		678.90		5,678.90					
TIAA Retirement Before Tax		56.78		1,234.56					
						34.56		456.78	

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.



PRINT AND FILL OUT THE CARD BELOW OR
SIGN UP ONLINE AT [HTTPS://UUPHOST.ORG/JOIN](https://uuphost.org/join)

PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. Signing entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: _____

**UUP, PO Box 15143,
Albany, NY 12212-5143
800-342-4206**



UUP Membership Application

Last Name _____ First _____ MI _____ Birth Date ____/____/____ Gender _____

Street Address _____ Non-SUNY Email _____

City, State, Zip _____ Home Phone _____

SUNY _____ SUNY _____
Department _____ Title _____

Signature _____ Campus _____ Date _____

Membership Sponsor _____ Chapter _____

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.