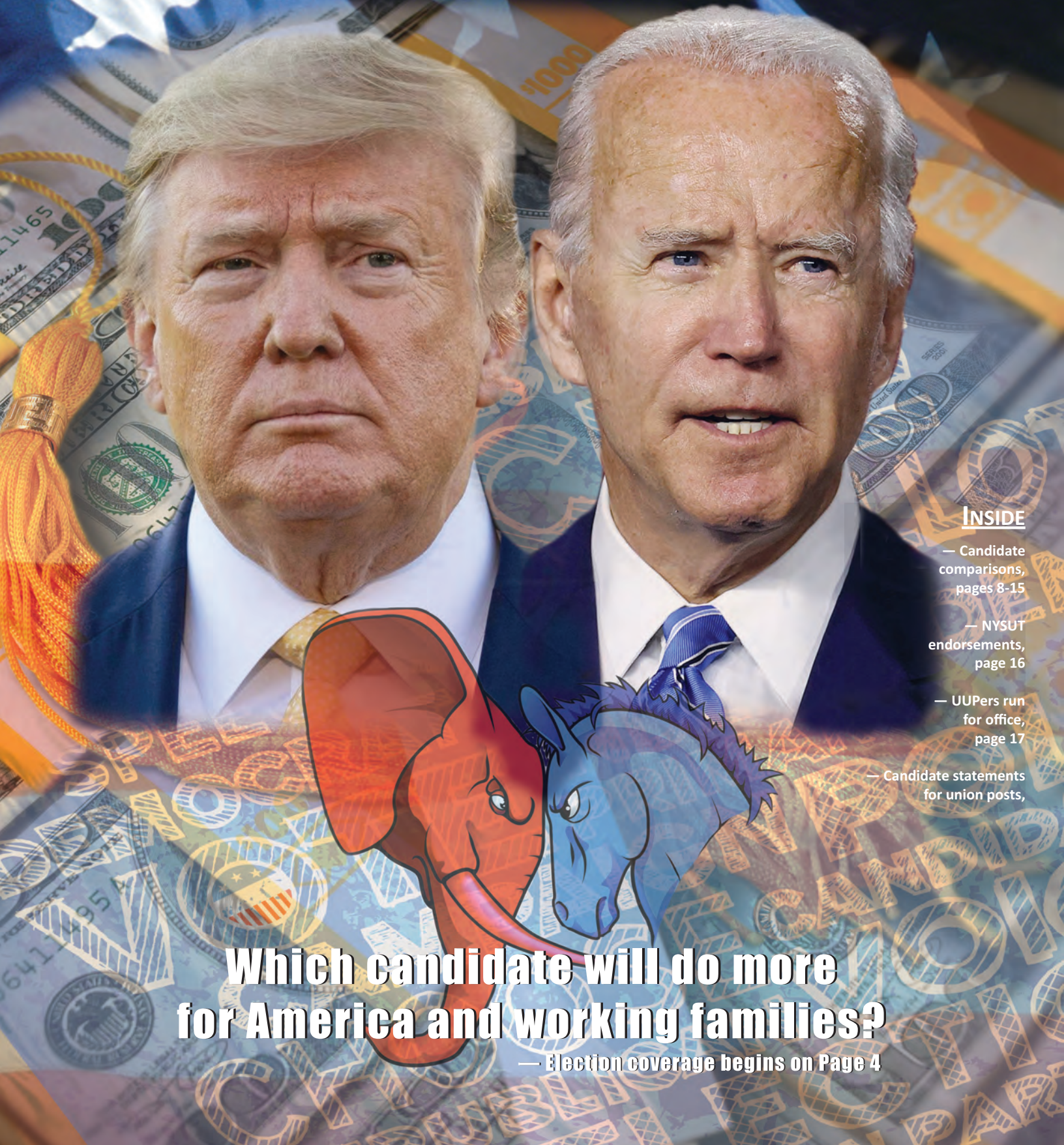


THE Echo

uup

Vol. 7, No. 1



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- UUPers run for office, page 17
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**Which candidate will do more
for America and working families?**

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THE Echo

Volume 7, Number 1

The Echo is an online publication of United University Professions (UUP), bargaining agent for the more than 37,000 academic and professional employees of the State University of New York.

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Use your power—vote!

UUP PRESIDENT FRED KOWAL URGES MEMBERS TO VOTE IN WHAT HE CALLS "THE MOST CONSEQUENTIAL ELECTION IN MODERN AMERICAN HISTORY." CHECK OUT THE VIDEO [HERE](#).

WHAT'S INSIDE this issue



COVER DESIGN
BY KAREN L. MATTISON

Election 2020

4—This is setting up to be a U.S. election like no other. Find out what you and your colleagues can do—and are doing—before Nov. 3.

ALSO:

- Your vote counts, page 6
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to sign up today.



AFTCN



What Do You Do When They Come For You?

KNOW YOUR RIGHTS



Disciplinary Rights: Article 19 of the UUP Contract

UUP representation is provided to all UUP dues-paying members holding term, permanent or continuing appointment. The first step UUP members should take with any disciplinary action is to contact their UUP chapter leaders, who will contact your UUP/NYSUT representative. Refer to Article 19 of the UUP contract for additional disciplinary and other rights that you have:

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

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KNOW YOUR RIGHTS

Interrogation Rights

If you believe that you are the target of disciplinary action during an investigative interview, ask for a representative and invoke the following rights:

- 1) You should ask the subject matter before questioning, and have the ability to confer with your representative privately before questioning begins;
- 2) To have your representative present during the interview to provide assistance; and
- 3) To offer statements or evidence to prove or support your version of the incident.

Note: Refusal to answer questions before asserting your rights to a representative could result in discipline for insubordination. Speak to a UUP chapter representative for details.

Suspension or Reassignment Rights

If you are about to be suspended without pay or temporarily reassigned, request a UUP representative be present, and be aware of the following rights:

- 1) You can only be suspended or reassigned if your continued presence at work represents a danger to persons or property or would severely interrupt operations. In such case, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment; or
- 2) You can be suspended or reassigned if you have been charged with the commission of a crime. The NOD must be served to you within contractual timelines (Article 19.7 (a)(2)).

Disciplinary Rights

If you are being disciplined, you have the right to request representation, and:

- 1) Details of charges against you must be outlined in a written NOD;
- 2) You must be served a copy of the NOD by certified mail or personal service; and
- 3) You have 10 working days to file a disciplinary grievance to challenge the charges outlined in the NOD.

Note: Additional information may be obtained from your UUP chapter representative.

An election like no other

UUP members working right down to the finish line

BY DARRYL MCGRATH

Rallies with chants through bullhorns. Ringing a doorbell for a chat about the issues. Crowding into a bus with union colleagues for a drive to a battleground state. Staffing a table at a Labor Day picnic to talk about union-supported candidates.

These are the time-honored techniques that UUP has used for years during an election season. They are based on one important premise: that brief but powerful connections with voters may make a difference, one person and one handshake at a time.

But this year, in the midst of the coronavirus pandemic, the union had to either abandon most of its traditional get-out-the-vote techniques or alter them so drastically that they bore little resemblance to anything familiar.

Rallies became virtual; parades became convoys of slow-moving cars, with honking horns replacing chants and megaphones. Old-fashioned postcards to voters, signed by a union member and addressed by hand, replaced campaign literature distributed at union social events—which also didn't happen this year.

And phone-banking—one of the few techniques that has worked as well during the pandemic as it did before—has played an especially important role. Phone-banking has been the chat on the front porch and the conversation at a get-out-the-vote table rolled into one brief outreach, one that UUP has relied upon heavily, in cooperation with its national affiliate AFT.

PANDEMIC WON'T STOP US

This get-out-the-vote work—and by extension, support for candidates who will



PHOTO COURTESY OF THE CORTLAND CHAPTER

CORTLAND CHAPTER MEMBERS ANNE WIEGARD, LEFT, AND BEKKIE BRYAN SEND HANDWRITTEN POSTCARDS TO FELLOW VOTERS IN THE 22ND CONGRESSIONAL DISTRICT, URGING THEM TO VOTE NOV. 3. UUP MEMBERS HAVE PARTICIPATED IN PHONE BANKS, WORKSHOPS, SOCIAL MEDIA OUTREACH, VIRTUAL RALLIES AND OTHER ACTIVITIES TO ENCOURAGE PEOPLE TO GET OUT AND VOTE.

fund public education, health care and climate protection—is work that cannot stop, not even for a national crisis. It must continue through the pandemic, and adapt to new ways of reaching members and voters, if UUP is going to help ensure that such a dereliction of duty by national leaders never happens again, UUP President Fred Kowal has told members.

"This is something that is very different for us at UUP," Kowal said in a recent virtual address to members that acknowledged the adjustments that they've had to make in how they conduct organizing and political engagement. "We've had to explore various ways of organizing."

Kowal's remarks came during the Oct. 16 opening of two days of virtual workshops and training on coalition-building and outreach to voters.

"If there was ever a time we need to teach the values of democracy and citizen engagement, that time is now," Kowal said. "Citizenship means engagement at all levels."

MANY WAYS TO REACH VOTERS

Among the activities UUP has undertaken and supported: phone-banking with AFT; the mailing of several thousand postcards to voters in key states; social media outreach to voters; and cooperative efforts through coalition-building with like-minded organizations in labor, community activism and environmental advocacy.

"This year is different," Kowal told members participating in the Oct. 16-17 training. "If we don't vote this year, we're betraying our ancestors, we're betraying everyone who fought for this country."

Those two days of workshops featured nationally known labor leaders and activists for political action and social justice, including AFT President Randy Weingarten; the Rev. Terrence Melvin, secretary-treasurer of the New York State AFL-CIO; Rob Diamond, the New York state director of the Biden-Harris campaign; and John Ost, the AFT national political director.

WORKING WITH AFT

Weingarten thanked members for sending nearly 2,500 letters to Congress as part of UUP's effort to push for passage of the HEROES Act in the Senate. The HEROES Act bill passed the House in the spring but has languished in the Senate despite the fact that hard-hit states have struggled to recover financially from the crash caused by the coronavirus pandemic. Weingarten also urged members to channel that same activism into the

final days of the campaign.

"If you say this is the most consequential election of your lifetime, you have to figure out how to put that into action," she said.



WEINGARTEN

UUP is partnering with AFT to host "UUP Swing State Solidarity Phone Calls." During these virtual phone bank sessions, participants will call AFT members in battleground states to get out the vote for endorsed candidates and remind voters to return their ballots. Training will be provided prior to each virtual phone bank time slot. Go [HERE](#) to sign up.

THE PERSONAL TOUCH OF A POSTCARD

A very old-fashioned voter-engagement tool has gained new attention during the pandemic: postcards. UUP has used them, the social-justice group called Indivisible has used them, and so has the AFT. It's not too late to send them; go to UUP's [Vote 2020 page](#) for links to some other ways to send postcards.

UUP members who participated in a postcard project with Indivisible Cortland County described the experience as fun and deeply personal—members Anne Wiegard and Bekkie Bryan added their first names to each card following a handwritten message—unique to each card—that encouraged voting Democratic.

"We haven't even considered door-to-door contact," said Wiegard, a longtime adjunct and delegate at Cortland who is nationally

known as an activist for adjunct rights. She also serves on Indivisible Cortland County's steering committee, along with Bryan, who is a delegate, the membership development officer at the UUP Cortland Chapter, and another postcard volunteer.

NEIGHBOR TO NEIGHBOR

Indivisible Cortland County sent 1,150 postcards to registered Democratic voters in the 22nd Congressional District who did not vote in the last two national elections. The postcard had a colorful, eye-catching retro design, reminiscent of one that your grandparents might have sent from a road trip in the 1950s, and was printed with the slogan, "Greetings from your neighbors in New York's 22nd Congressional District."

"Postcards are a neighborly gesture," Wiegard said. "There's something about getting a personal note in the mail that is a real gesture."

Bryan agreed.

"It personalizes it, so it doesn't feel like it's coming from a campaign," she said. "It's a way to say, 'Hey, I'm your neighbor, and we live in the same county.'"

The district's congressional race has drawn national attention for its rematch between the Democratic incumbent Anthony Brindisi, and his Republican challenger, Claudia Tenney, whom Brindisi unseated in 2018. But the postcards do not promote any one candidate; instead, Wiegard said, "We're just asking them to vote Blue."

Work will continue—mainly through phone-banking—right up to the last possible minute. And after that? Kowal has told members that this election is just the start.

"We need to think about how we can be present in the struggle," he said. "This is more than just one day."

Your vote counts

Especially in an election that could set record turnout

BY MICHAEL LISI

In a rousing Oct. 27 outdoor speech in Orlando, Fla., President Barack Obama imagined what it would be like if more than half of America's eligible voters came out to vote in this year's presidential election.

"What would happen if we got 60 or 70 percent voting rates instead of voting rates in the 50s?" asked Obama, his voice booming as he spoke to a throng of mask-wearing supporters, many honking their horns as they sat in their cars to mitigate any potential spread of coronavirus. "The country would be reformed!"

This year, it could easily happen. Election experts across the country are predicting record voter turnout for the Nov. 3 election.

"I expect voter turnout to be exceptional, perhaps the highest in over a century, since 1908," Michael McDonald, a University of Florida associate professor and director of the U.S. Elections Project, said in an Aug. 18 Brookings.edu article. "I sometimes refer to it as the 'storm of the century.'"

"What we know is that we're headed for a monster turnout in 2020 and that both parties' voters are highly engaged and motivated to vote," said *Cook Political Report* editor Dave Wasserman, in an Oct. 26 podcast, 14th & G.

VOTER APATHY

Not since the 1968 presidential election has voter turnout been above 60 percent, according to the American Presidency Project, a non-partisan online source for presidential public documents at the University of California, Santa Barbara. Obama came close in 2008 when 57 percent of the electorate voted.

The 1960s, which also saw voting rates over 60 percent in the 1960 and 1964 presi-



MANY ELECTION EXPERTS ARE SAYING THAT VOTER TURNOUT THIS YEAR COULD REACH RECORD LEVELS. JUST DAYS BEFORE THE NOV. 3 ELECTION, MORE THAN 72 MILLION PEOPLE HAVE CAST THEIR BALLOTS, AND UUP MEMBERS CONTINUE TO WORK LONG AND HARD TO ENCOURAGE THEIR COLLEAGUES, FRIENDS, FAMILY AND NEIGHBORS TO VOTE FOR THE CANDIDATE WHO WILL BEST SERVE THE AMERICAN PEOPLE.

dential elections, were an anomaly; you have to go back to the 1910s to find turnout rates over 60 percent. And the last time more than 70 percent of the electorate voted in a presidential election was in 1900, when Americans elected William McKinley president.

This year, all indicators point to a record voting year that is well on track to blow past voter turnout in 2016, when 55 percent of eligible voters cast ballots and chose Republican Donald Trump as president. Trump faces former Democratic Vice President Joe Biden in the 2020 election.

RECORD TURNOUT IN 2020

With just days to go before Election Day, more than 72 million people have voted, according to the U.S. Elections Project. That's more than 51 percent of the total vote count in 2016.

Not surprisingly, it's the 13 battleground states—Texas, Florida, North Carolina, Georgia, Ohio, Michigan, Pennsylvania, Arizona, Wisconsin, Minnesota, Iowa, Nevada and

New Hampshire—where voting records are being broken daily.

In Texas, early voting tallies account for a whopping 87 percent of the total votes cast in the state in 2016. In Florida, 67 percent of the state's 2016 vote tally have been cast. North Carolina, Nevada and Georgia voters have come out in droves to vote early.

Incredibly, all of this is occurring in the midst of the coronavirus pandemic, which is raging unchecked in large parts of the country and as states like New York brace for a third wave over the winter.

"This is the most important election of the 21st century and possibly in our lifetime," said UUP President Fred Kowal, an enthusiastic Biden supporter. "Democracy and decency are on the ballot. Lives literally hang in the balance. We need to vote like our lives depend on it because they do."

WILL MY VOTE COUNT?

Experts say the early voting numbers are being driven by fears—stoked by Trump—that votes cast on Election Day or absentee

ballots postmarked by—but received after—Election Day may not be counted. Legal challenges by Republicans in many states to limit the number of early voting polling places and dictating how and when votes are counted have motivated millions of Americans to stand in lines—sometimes for hours at a time—to cast their votes early.

“He tried to continue to convince everybody there’s ways they can play with the vote and undermine the vote,” Biden said of Trump in an Oct. 12 story in *The Los Angeles Times*. “They can’t. If we show up, we win. And look what’s happening in early voting all across America—long lines, long lines. We can’t just win—we have to win overwhelmingly, so he can’t be in a position where he can put the phony challenges that he’s talking about.”

The enthusiasm shown by Kowal and UUP members—who have participated in phone banks, postcard-writing campaigns, virtual meetings, outdoor rallies and other advocacy for Biden and Democrat candidates in New York and in swing states, is indicative of the excitement across the nation that’s spurring people to get out and vote in record numbers.

A big part of what’s spurring that excitement, in both parties, is Trump himself, said Dan Schnur, a professor at the University of Southern California and host of the podcast “Politics in the Time of Coronavirus.”

“(Trump) is extremely talented at motivating his own supporters to turn out in unprecedented numbers in red parts of the state and red parts of the country,” Schnur told California’s Spectrum News 1 Oct. 5. “But he’s just as skilled at motivating his opponents to turn out in unprecedented numbers in blue parts of the state and blue parts of the country.”

DIVIDER-IN-CHIEF

Millennials and Gen Zers—who are voting in their first presidential election—loathe Trump and have been coming out in droves to vote against him—and in many cases, for Biden. As of Oct. 28, voters ages 18 to 29 have cast more than six million early votes, according to data from NBC News Decision Desk/Target Smart, a Democratic political data firm. Just two million young voters cast ballots at the same time in 2016.

An Oct. 26 poll by the Institute of Politics at Harvard Kennedy School showed that



Go to
<https://uupinfo.org/resources/election2020/>
to learn more.

voter enthusiasm by millennials and Gen Z this year is bubbling over, rivaling their turnout in the 2008 election for Obama. In the new poll, younger voters favored Biden over Trump 63 percent to 25 percent.

“Young people have grown up with the fear of school shootings, they’ve witnessed the destructive forces of unchecked climate change, they’ve participated in demonstrations against racial and economic injustice, and they’re hungry for calm, sure-handed leadership,” said Justin Tseng, a Harvard student and chair of the Harvard Public Opinion Project, which organized the poll.

Easily one of the most divisive, dismissive and untruthful presidents in U.S. history, Trump has divided the country with his handling of the coronavirus pandemic, race in America, climate change, law enforcement and national security, among so many other issues.

Trump, who, according to *The Washington Post*, is on track to tell more than 25,000 lies during his four-year term, has repeatedly claimed—without proof—that voter fraud is rampant, the election is rigged, and that there’s no way it can be fair—unless he wins.

Voter fraud is extremely rare in the U.S. *The Washington Post*, in a June study, found just 372 cases of potential fraud out of approximately 14.6 million ballots cast by mail in the 2016 and 2018 elections. That amounts to

twenty-five ten-thousandths of a percent of all mail-in ballots in 2016 and 2018.

Also, Trump’s own FBI director, Christopher Wray, contradicted Trump in his Sept. 24 sworn testimony before the Senate Homeland Security Committee. In his testimony, Wray said the FBI hasn’t seen historical evidence of a “coordinated voter fraud effort” in any U.S. election.

And in an unprecedented Oct. 6 video message, the directors of the National Counterintelligence and Security Center, the FBI, the National Security Agency, and the Cybersecurity and Infrastructure Security Agency reaffirmed their confidence in our election system. CISA Director Chris Krebs said his confidence in the security of the election has “has never been higher.”

“The process is not rigged,” Kowal said. “Your voice matters. Every voice matters. Those that tell you that your vote won’t count or that the election process is rigged are lying. Your vote counts.”

For Kowal and UUP, what matters is that people get out to vote.

“In 2016, President Barack Obama perfectly summed up the importance of voting when he said, ‘Don’t let people tell you that what you do doesn’t matter—it does. Don’t give away your power,’” Kowal said. “Be like Obama. Keep your power. Use your power. Vote.”



TRUMP

BIDEN

HIGHER EDUCATION

Trump proposed eliminating the Public Service Loan Forgiveness program and sought \$207 billion in reductions to student loan programs over the next 10 years.

Trump proposed cutting funding for Perkins loans for disadvantaged students and reducing funding for work-study programs and grants to states for career and technical education.

The Trump administration weakened protections for students defrauded by for-profit colleges or career profiteers and reduced debt forgiveness by more than \$500 million.

Biden will strengthen the Public Service Loan Forgiveness program to provide \$10,000 per year of student debt relief for those working in public service.

Biden agrees with the American Academy of Pediatrics and the AFT that "schools in areas with high levels of COVID-19 community spread should not be compelled to reopen against the judgment of local experts."

Biden will make colleges and universities more affordable by supporting a Title I-type program for postsecondary education and making community colleges tuition-free for families making less than \$125,000 annually.

PHOTO BY ADAM SCHULTZ / BIDEN FOR PRESIDENT



For more information about the election, the candidates and the issues that matter, visit AFTvotes.org.

TRUMP

BIDEN

K-12 EDUCATION

Trump and Education Secretary Betsy DeVos are trying to force public schools to fully reopen before it is safe, even threatening to cut off federal aid to schools that do not reopen.

Trump canceled the GOP convention in Jacksonville, Fla., because of the risks to GOP delegates gathering in that coronavirus hotspot, yet he has demanded that children and teachers return to in-person learning in that same hotspot.

Trump and DeVos have proposed funding cuts for education every year during his administration.

Trump and DeVos have called for expanding charter schools and creating a new national private school voucher program, which would divert needed funds from public schools.

Biden supports reopening public schools only when it can be done safely, with protections for the health of students, teachers and school personnel, including the necessary personal protective equipment for educators.

Biden agrees with the American Academy of Pediatrics and the AFT that "schools in areas with high levels of COVID-19 community spread should not be compelled to reopen against the judgment of local experts."

Biden will provide critical funds for public education, including tripling Title I funding, fully funding the Individuals with Disabilities Education Act, expanding the number of community schools, and providing universal pre-K.

Biden opposes private school vouchers and will ban for-profit charters while increasing accountability and transparency for current charters.

TRUMP

BIDEN

HEALTHCARE

Trump rejected legislative fixes to lower the cost of prescription drugs.

In the midst of the pandemic, Trump continues to try to abolish the Affordable Care Act, putting the health coverage of millions of Americans at risk and allowing insurance companies to deny coverage for pre-existing medical conditions.

Trump's budget proposed eliminating \$403 million from health professional and nurse workforce training programs.

Trump failed to take substantive action on gun safety, threatened to veto bills expanding background checks, opposed an assault weapon ban and suggested arming teachers with guns.

Biden will broaden and improve access to high-quality prescription drugs and allow Medicare to negotiate for lower prescription drug prices.

Biden will protect and build on the Affordable Care Act, offer a public option to give every American access to affordable health insurance, and allow Medicare to negotiate lower prices for prescription drugs.

Biden will invest nearly \$1 billion over four years to address nursing burnout, faculty recruitment and retention, and nursing workforce diversity.

Biden will expand funding for and access to mental health services and will reinstate the Obama-Biden policy to keep guns out of the hands of certain people unable to manage their affairs for mental reasons—a policy that Trump reversed.



TRUMP

BIDEN

COVID-19 RESPONSE

Trump's response to the epidemic has been inept, chaotic, contradictory and catastrophic. Instead of protecting public health, he has downplayed the threat, dismissed the advice of our nation's top scientists and public health experts, and rushed to reopen without regard to safety.

Biden has a coordinated, science-based national strategy to combat the pandemic and secure a full economic recovery. He will listen to public health professionals and ensure that all frontline workers, including educators, have the necessary PPE.

Trump failed to provide medical workers the safety gear, COVID-19 test kits and supplies they needed, even after more than 60,000 healthcare workers were infected and 300 died during the first four months of the pandemic.

Biden will use the Defense Production Act to combat the COVID-19 pandemic and protect healthcare workers. He will create a State and Local Emergency Fund that gives state and local leaders the power and resources to meet critical health and economic needs.

Trump has not secured enough PPE for healthcare professionals, resulting in the reuse of masks and forcing healthcare workers to obtain their own supplies.

Biden will implement a coordinated, nationwide, future-facing effort to acquire, produce and distribute PPE, test kits and machines, lab supplies, and other critical supplies.

The Trump administration fired the government's entire pandemic response chain of command, including the White House management infrastructure, and even proposed cuts to the Centers for Disease Control and Prevention two weeks after the coronavirus was a known public health emergency.

Biden will instruct the CDC to provide clear guidance and resources about both containment and mitigation for local school districts, healthcare facilities, higher education and the general public.



For more information about the election, the candidates and the issues that matter, visit AFTvotes.org.

TRUMP

BIDEN

COVID-19 RESPONSE

Trump contradicted public health professionals, including suggesting the use of dangerous, disproven drugs such as hydroxychloroquine.

Trump's failure to act to contain the coronavirus outbreak has contributed to an economic recession on a scale unseen since the Great Depression, with tens of millions of Americans out of work.

Biden will accelerate a coordinated global approach to develop, manufacture and distribute a safe, effective vaccine.

Biden will create millions of well-paying jobs, including mobilizing at least 100,000 people to support the public health response, and will enact premium pay for frontline workers putting themselves at risk.

TRUMP

BIDEN

WORKERS' RIGHTS

Trump appointees to the National Labor Relations Board have sided against unions, making it easier for employers to silence workers' voices, including trying to reverse a rule that allows graduate student workers to form unions.

Trump's solicitor general filed an amicus brief in the Janus v. AFSCME case to weaken the voice of public employees and their unions.

Trump overturned the Fair Pay and Safe Workplaces regulations, which required federal contractors to disclose and correct serious worker safety violations.

Trump's Labor Department rescinded the Obama-era joint employment rule under which employers could be held responsible for wage and hour violations by their staffing agencies, contractors and franchisees.

The Trump administration has refused to raise the minimum wage; as a result, workers effectively lose more than \$2,500 every year due to inflation.

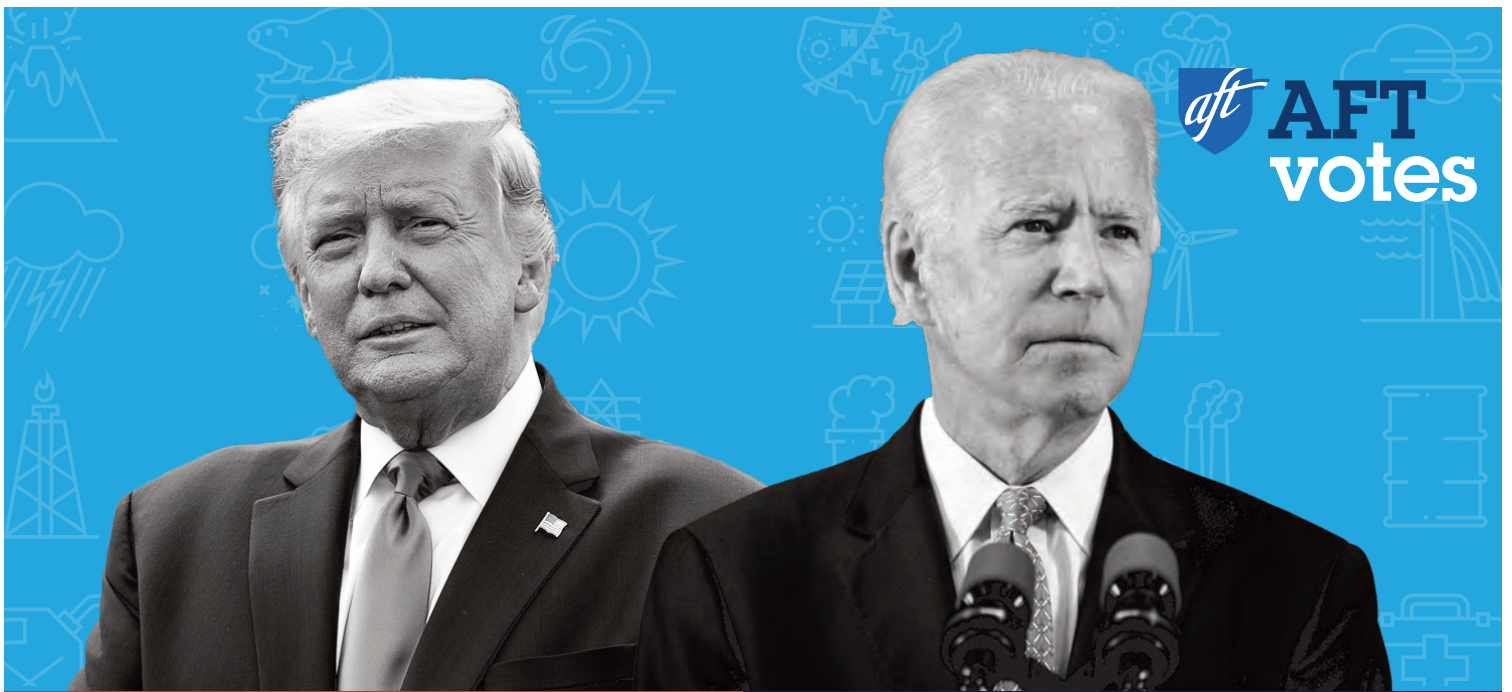
Biden will empower the NLRB to fulfill its intended purpose of protecting workers.

Biden will support card check, the PRO Act and the Public Service Freedom to Negotiate Act, making it easier for both public and private sector workers to join a union.

Biden will ensure federal dollars do not flow to employers who engage in union-busting activities or violate labor law. He will award contracts to employers who support their workers, including those who pay a \$15-per-hour minimum wage and family-sustaining benefits.

Biden will sign legislation to ensure workers can bargain with the corporation or franchiser—such as McDonald's—that actually holds the power and to ensure those employers are held accountable for guaranteeing workplace protections.

Biden supports a \$15-an-hour minimum wage.



TRUMP

CLIMATE CHANGE

Trump promotes fossil fuel use, especially coal, and has selected fossil fuel industry insiders and lobbyists for key federal posts, including for Environmental Protection Agency administrator, Interior Department secretary, and secretary of state. He has allowed federal land to be opened up for new mining and oil drilling leases.

Trump repeatedly worked to reverse the Clean Power Plan—a policy to reduce greenhouse gas emissions from power plants—and to rescind the Climate Action Plan.

The Trump administration rolled back regulations on methane and offshore drilling, making it easier for companies to pollute our communities and make them less safe and healthy for everyone.

The Trump administration significantly weakened the rule requiring automakers to produce more-fuel-efficient and less-polluting vehicles. As a result, families and businesses will pay an extra \$231 billion at the pump between 2021 and 2035, 13,500 jobs will be eliminated, and cumulative greenhouse gas emissions over this timeframe would increase by 654 million metric tons—the equivalent of adding another 140 million cars to the road for one year.

BIDEN

Biden will launch a national effort aimed at creating jobs to build a modern, sustainable infrastructure and deliver an equitable clean energy future. He will ensure these investments create good union jobs that expand the middle class.

Biden will put the United States on track to achieve a 100 percent clean energy economy and reach net-zero emissions no later than 2050. Biden will also reinstate environmental protections overturned by the Trump administration.

Biden will stand up to the abuse of power by polluters, especially those who disproportionately harm communities of color and low-income communities.

Biden will make a historic investment in our clean energy future and environmental justice. His climate and environmental justice proposal will make a federal investment of \$1.7 trillion over the next 10 years, leveraging additional private sector and state and local investments to total more than \$5 trillion. These investments will directly help the communities that have been harmed most by climate change.

PHOTO BY ADAM SCHULTZ / BIDEN FOR PRESIDENT



For more information about the election, the candidates and the issues that matter, visit AFTvotes.org.

TRUMP

BIDEN

CLIMATE CHANGE

Trump withdrew the United States from the Paris Agreement on climate change, forcing the global climate community to find a way forward without the cooperation of the United States.

Biden will launch a national effort aimed at creating jobs to build a modern, sustainable infrastructure and deliver an equitable clean energy future. He will ensure these investments create good union jobs that expand the middle class.

TRUMP

BIDEN

JOBS AND THE ECONOMY

Trump's tax cuts for the wealthy benefited the top 1 percent who will get 83 percent of the gains in the bill's final year.

Biden will repeal the Trump/Republican tax cuts benefiting corporations and the wealthiest Americans.

Under the Trump administration, projections are for 20-30 percent unemployment, which would exceed the unemployment levels of the Great Depression.

Biden will support the American economy by investing \$400 billion in products made by American workers.

The Trump administration has refused to raise the federal minimum wage, costing workers more than \$2,500 annually due to inflation.

Biden supports a \$15-an-hour federal minimum wage.

Under the Trump administration, nearly 1 million people who work in education have already lost their jobs in this recession and another 1.4 million are in danger of losing their jobs.

Biden supports providing state, local and tribal governments with the aid to fund educators, firefighters, healthcare and other essential workers.

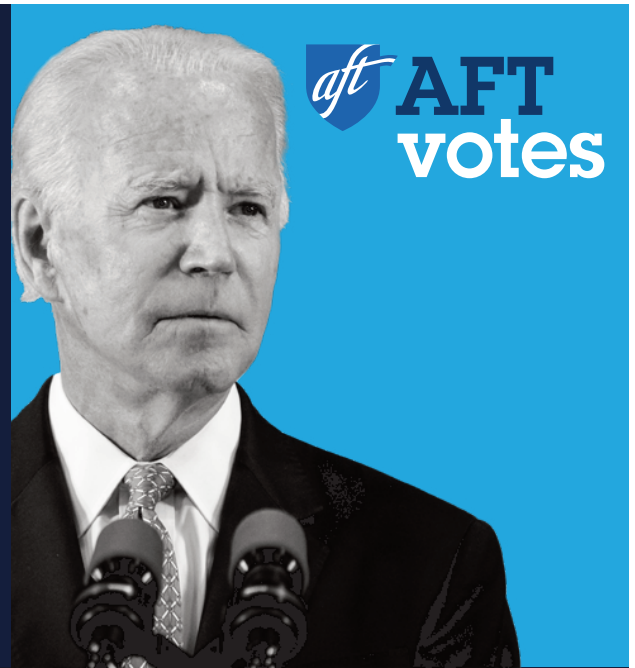
Trump pledged to eliminate the payroll tax if he's re-elected this November—a move experts say will totally deplete Social Security by 2023.

Biden will protect and strengthen Social Security by asking Americans with especially high wages to pay the same taxes on those earnings that middle-class families pay.

**VOTE EARLY
VOTE SAFELY**

**New York Early Voting
October 24 - November 1**





aft **AFT**
votes

TRUMP

CIVIL AND HUMAN RIGHTS

The Trump administration has attacked voting rights and supports voter suppression measures, including making it more difficult for people to vote by mail, potentially disenfranchising millions of voters.

Trump's family separation policy resulted in more than 5,400 children being separated from their parents at the border and held in cages.

Trump opposed the passage of the Equality Act, which would provide LGBTQ people with explicit and comprehensive nondiscrimination protections and would fill significant gaps in our federal civil rights laws for women, people of color and anyone protected under the law.

Trump appointees to the U.S. Supreme Court are responsible for controversial 5-4 rulings, including those that threaten public education, religious liberty, civil rights and workers' voice.

Trump rolled back Title IX guidance on sexual violence and expanded protections for those accused of sexual harassment, undermining victims' rights, and he has continued to make sexist remarks while in office.

BIDEN

Biden has pledged to restore and strengthen the Voting Rights Act, improve voting protections, and prosecute hate crimes against people of color, the LGBTQ community and religious minorities.

Biden will strengthen Deferred Action for Childhood Arrivals and expand protections for Dreamers and undocumented immigrants.

Biden will make enactment of the Equality Act a priority. While Biden was vice president, the United States made historic strides toward LGBTQ equality.

Biden will nominate federal judges who are committed to the rule of law, understand the importance of individual civil rights and civil liberties, and respect foundational precedents.

The Biden administration will restore the Title IX guidance for colleges as well as develop stronger enforcement protocols. As a senator, Biden spearheaded the Violence Against Women Act, and he will continue to build on it as president.



For more information about the election, the candidates and the issues that matter, visit AFTvotes.org.

TRUMP

BIDEN

CIVIL AND HUMAN RIGHTS

Trump has trafficked in racism and divided our country with his rhetoric and actions, including separating immigrant families at the border, referring to white nationalists as "very fine people," and deploying the military to tear-gas peaceful protesters.

Trump repeatedly incited violence against protesters, telling supporters to "knock the crap" out of them and saying the Black Lives Matter movement is "looking for trouble" and a BLM protester should be "roughed up."

The Trump administration denied workers overtime pay they've earned and implemented a new rule that leaves millions of workers behind—including 3 million workers of color.

Biden's running mate, Kamala Harris, is the first Black and Asian American vice presidential nominee. His administration will root out systemic racism and invest more than \$20 billion to support criminal justice reform.

Biden will make it a priority of the Justice Department to prosecute hate crimes committed against people of color, LGBTQ people and religious group members.

Biden will address wealth disparity in communities of color, including investing in historically Black colleges and universities and providing new capital and opportunities for small businesses that have been structurally excluded for generations.

Find out more at <https://educationvotes.nea.org>



BIDEN VS. TRUMP

Before you vote, see where the candidates stand on the biggest issues impacting public education and our students.

Choose an issue ^

Education Funding
Opening Schools/Return to Learning
Racial and Social Justice
Class Size
College Access
Fair Pay
Social Security/Retirement Benefits
Public School Options
School Privatization
21st Century Schools
Higher Education Funding
Title IX and Sexual Assault on Campus

COVID-19 Response
Workers' Rights
Immigration
Early Education
College Affordability
Healthcare
Tax Fairness
Educator Compensation
School Safety (gun violence prevention)
Public Service Loan Forgiveness
HBCUs and Minority-Serving Institutions



NYSUT endorses candidates for election Nov. 3

This summer NYSUT issued endorsements in general election races for state Legislature and recommended congressional candidates for endorsements by the union's national affiliates, the American Federation of

Teachers and National Education Association.

The full slate of general election endorsements is available for download at nysut.org.

Endorsed candidates receive grassroots support from NYSUT members, including phone banking,

door knocking and literature distribution. The union also makes financial contributions from voluntary donations through VOTE-COPE, the union's non-partisan political action committee.

U.S. House of Representatives District

- 1 Nancy Goroff
- 2 Jackie Gordon*
- 3 Thomas Suozzi
- 4 Kathleen Rice
- 5 Gregory Meeks
- 6 Grace Meng
- 7 Nydia M. Velazquez
- 8 Hakeem Jeffries
- 9 Yvette D. Clarke
- 10 Jerrold Nadler
- 11 Max Rose
- 12 Carolyn Maloney
- 13 Adriano Espaillat
- 14 Alexandria Ocasio-Cortez
- 15 No Endorsement
- 16 Jamaal Bowman
- 17 Mondaire Jones
- 18 Sean Patrick Maloney
- 19 Antonio Delgado
- 20 Paul Tonko
- 21 Tedra Cobb
- 22 Anthony Brindisi
- 23 Tracy Mitrano
- 24 Dana Balter
- 25 Joseph Morelle
- 26 Brian Higgins
- 27 Nate McMurray

New York State Senate District

- 1 No Endorsement
- 2 Mario Mattera
- 3 Monica Martinez
- 4 Philip Boyle
- 5 James Gaughran
- 6 Kevin Thomas
- 7 Anna Kaplan
- 8 John Brooks
- 9 Todd Kaminsky
- 10 James Sanders Jr.

- 11 John Liu
- 12 Michael N. Gianaris
- 13 Jessica Ramos
- 14 Leroy Comrie
- 15 Joseph P. Addabbo Jr.
- 16 Toby Ann Stavisky
- 17 No Endorsement
- 18 Julia Salazar
- 19 Roxanne Persaud
- 20 Zellnor Myrie
- 21 No Endorsement
- 22 Andrew Gounardes
- 23 Diane J. Savino
- 24 No Endorsement
- 25 Jabari Brisport*
- 26 Brian Kavanagh
- 27 Brad Hoylman
- 28 Liz Krueger
- 29 Jose Serrano
- 30 Brian Benjamin
- 31 Robert Jackson
- 32 No Endorsement
- 33 J. Gustavo Rivera
- 34 Alessandra Biaggi
- 35 Andrea Stewart-Cousins
- 36 Jamaal Bailey
- 37 Shelley Mayer
- 38 Elijah Reichlin-Melnick
- 39 James Skoufis
- 40 Peter Harckham
- 41 Karen Smythe
- 42 Jen Metzger
- 43 No Endorsement
- 44 Neil D. Breslin
- 45 Dan Stec
- 46 Michelle Hinchey
- 47 Joseph A. Griffo
- 48 Patty Ritchie
- 49 James Tedisco
- 50 John Mannion*
- 51 Jim Barber
- 52 No Endorsement

- 53 Rachel May
- 54 Pamela Helming
- 55 Samra Brouk
- 56 Jeremy Cooney
- 57 No Endorsement
- 58 Leslie Danks Burke
- 59 No Endorsement
- 60 Sean M. Ryan
- 61 Jacqui Berger*
- 62 No Endorsement
- 63 No Endorsement

New York State Assembly District

- 1 Fred Thiele Jr.
- 2 Laura Jens-Smith
- 3 Joe DeStefano
- 4 Steven C. Englebright
- 5 Douglas Smith
- 6 Philip Ramos
- 7 Jarett Gandolfo
- 8 Dylan Rice
- 9 Michael Durso
- 10 Steve Stern
- 11 Kimberly Jean-Pierre
- 12 Michael Marcantonio
- 13 Charles D. Lavine
- 14 David McDonough
- 15 Michael Montesano
- 16 Gina Silitti
- 17 John Mikulin
- 18 Taylor Darling
- 19 Edward P. Ra
- 20 Gregory Marks
- 21 Judy Griffin
- 22 Michaelle Solages
- 23 Stacey Pfeffer Amato
- 24 David I. Weprin
- 25 Nily Rozic
- 26 Edward C. Braunstein
- 27 Daniel Rosenthal
- 28 Andrew Hevesi

- 29 Alicia Hyndman
- 30 Brian Barnwell
- 31 Khaleel Anderson
- 32 Vivian E. Cook
- 33 Clyde Vanel
- 34 Jessica Gonzalez-Rojas
- 35 Jeffrion L. Aubry
- 36 Zohran Kwame Mamdani
- 37 Catherine T. Nolan
- 38 Jenifer Rajkumar
- 39 Catalina Cruz
- 40 Ronald Kim
- 41 Helene E. Weinstein
- 42 Rodney Bichotte
- 43 Diana C. Richardson
- 44 Robert C. Carroll
- 45 Steven Cymbrowitz
- 46 Mathilde Frontus
- 47 William Colton
- 48 Simcha Eichenstein
- 49 Peter J. Abbate Jr.
- 50 Emily Gallagher
- 51 Marcela Mitaynes
- 52 Jo Anne Simon
- 53 No Endorsement
- 54 Erik Dilan
- 55 Latrice Walker
- 56 Stefani Zinerman
- 57 No Endorsement
- 58 N. Nick Perry
- 59 Jaime Williams
- 60 Charles Barron
- 61 Charles Fall
- 62 Michael Reilly
- 63 Michael Cusick
- 64 Brandon Patterson
- 65 Yuh-Line Niou
- 66 Deborah Glick
- 67 Linda B. Rosenthal
- 68 No Endorsement
- 69 Daniel O'Donnell

- 70 Inez Dickens
- 71 Alfred Taylor
- 72 Carmen De La Rosa
- 73 Dan Quart
- 74 Harvey Epstein
- 75 Richard Gottfried
- 76 Rebecca Seawright
- 77 Latoya Joyner
- 78 Jose Rivera
- 79 Chantel Jackson*
- 80 Nathalia Fernandez
- 81 Jeffrey Dinowitz
- 82 Michael Benedetto
- 83 Carl E. Heastie
- 84 No Endorsement
- 85 No Endorsement
- 86 Victor M. Pichardo
- 87 Karines Reyes
- 88 Amy R. Paulin
- 89 James Gary Pretlow
- 90 Nader Sayegh
- 91 Steven Otis
- 92 Thomas Abinanti
- 93 Chris Burdick
- 94 No Endorsement
- 95 Sandra Gafef
- 96 Kenneth Zebrowski
- 97 Ellen C. Jaffee
- 98 No Endorsement
- 99 Sarita Bhandarkar
- 100 Aileen Gunther
- 101 Chad McEvoy *
- 102 No Endorsement
- 103 Kevin Cahill
- 104 Jonathan Jacobson
- 105 No Endorsement
- 106 Didi Barrett
- 107 Jacob Ashby
- 108 John McDonald III
- 109 Patricia Fahy
- 110 Phil Steck

- 111 Angelo Santabarbara
- 112 Mary Beth Walsh
- 113 Carrie Woerner
- 114 No Endorsement
- 115 D. Billy Jones
- 116 Mark Walczyk
- 117 Ken Blankenbush
- 118 Robert Smullen
- 119 Marianne Buttenschon
- 120 William Barclay
- 121 Dan Buttermann
- 122 No Endorsement
- 123 Donna Lupardo
- 124 Randy Reid
- 125 Anna Kelles
- 126 Dia Carabajal*
- 127 Al Stirpe
- 128 Pamela Hunter
- 129 William Magnarelli
- 130 No Endorsement
- 131 No Endorsement
- 132 Philip A. Palmesano
- 133 ChaRon Sattler-Leblanc
- 134 Josh Jensen
- 135 Jennifer Lunsford
- 136 Sarah Clark
- 137 Demond Meeks
- 138 Harry Bronson
- 139 Stephen M. Hawley
- 140 William Conrad*
- 141 Crystal Peoples-Stokes
- 142 Patrick Burke
- 143 Monica P. Wallace
- 144 Michael Norris
- 145 Angelo Morinello
- 146 Karen McMahon
- 147 No Endorsement
- 148 Joseph Giglio
- 149 Jonathan Rivera
- 150 Andrew Goodell

*Indicates NYSUT member

Four candidates with ties to UUP seek public office

BY DARRYL McGRATH

The four candidates for public office in New York this year who have strong ties to UUP find themselves in the midst of an election like no other in the country's history—but also one in which their union has their back, and then some.

A global pandemic that has upended the way candidates interact with voters, and a divisive presidential race that has trickled down to local races, are intertwined issues. The smallest municipality is dealing with the coronavirus pandemic, and the economic effects of the recession it caused.

VOTE LIKE THE FATE OF THE NATION DEPENDS ON IT

UUP has always encouraged its members in get-out-the-vote efforts and has long partnered with its statewide affiliate NYSUT and its national affiliate AFT to reach voters in swing states and battleground states. But this year, as UUP President Fred Kowal has noted, is different; this year, elections are a referendum on the country's future—and that goes for local elections, as well, where many policies and decisions with statewide ramifications unfold. The Electoral College, environmental decisions, and the selection of judges who may move up to statewide or federal benches—they all start at the local level.

"We need to vote, and we need to vote for Joe Biden and Kamala Harris, because the reality is, yes, our country is at stake," Kowal told the members participating in training sessions and workshops on voter engagement and coalition-building Oct. 16-17.

UUP is pitching in harder than ever to make sure that referendum comes down on the correct side of history (see related stories, pages 4-7).

UUP A FORMATIVE EXPERIENCE FOR CANDIDATES

And part of that UUP effort is its support for four candidates for statewide or federal office who are affiliated with the union through recent or current membership, all Democrats with NYSUT's endorsement:

- Jacqui Berger of Empire State College, and an incumbent Amherst deputy town supervisor who is running for the open 61st state Senate seat in Western New York. The Republican incumbent did not seek re-election.
- Nancy Goroff, who is a Stony Brook chemistry professor running against a Republican incumbent in Long Island's 1st Congressional District. *The New York Times* endorsed Goroff Oct. 21.
- Chad McEvoy, an Oneonta Chapter member, who is making his second consecutive attempt for the 101st Assembly District, which is known for severe gerrymandering that has made it a Republican stronghold.
- Monica Wallace, a UUP member at the University at Buffalo School of Law who is seeking re-election to the 143rd Assembly District.

All four are running on platforms that tout their connections to public education and labor.

"UUP is the one and only union I've ever had the pleasure of



BERGER



GOROFF



McEVOY



WALLACE

being in," said McEvoy, who came from the private sector to SUNY Oneonta. "It's given me the perspective of the value of really being part of a union."

That perspective has helped his candidacy, he said; he advocates expanding union membership to all job sectors.

Wallace has especially supported veterans, seniors, people with disabilities and students in public schools, around issues such as facial recognition technology and other surveillance technology, which she has urged a cautious approach to or has outright opposed. The coronavirus pandemic has inevitably become a central part of most campaigns, including these four, because of its effects on health care; education; the economy; and low-income populations; older people; and communities of color.

BERGER: A PASSION FOR PUBLIC OFFICE

Yet despite these challenges, it is possible to find bright moments and even fun ones during an election season conducted largely through the shutdowns and restrictions of the pandemic. Jacqui Berger noted this during an hour-long interview with *The Echo* in which she marveled at finding a passion for public office in her late 50s, and then realizing that she wanted to take that passion to the

see **CANDIDATES**, page 37

UUP ELECTIONS

Ballots must be returned by Nov. 25

Delegates to vote by mail for statewide leaders

BY MICHAEL LISI

At a special Sept. 25 virtual Delegate Assembly, UUP delegates approved a temporary constitutional amendment that allows UUP's statewide election to take place without any in-person voting—an unprecedented step caused by the coronavirus pandemic.

Since then, the statewide Executive Board voted to re-elect UUP President Fred Kowal and Secretary/Treasurer Jeri O'Bryan-Losee, because they ran unopposed (see related story, page 20).

Delegates will mail in their ballots to elect a statewide membership development officer and eight Executive Board members in the special statewide election. All elections are for three-year terms.

Nominations were due by Oct. 21. Ballots were mailed out Oct. 28 to seated delegates; they must be returned by 5 p.m. Nov. 25. Ballots will be counted Nov. 30 and Dec. 1.

The election was originally scheduled to be held at the 2020 Spring DA in April. That event was canceled due to the pandemic.

If the membership ratio of academics to professionals remains

the same as the present ratio, of the 11 people to be elected, six must be academics and five must be professionals.

In accordance with DA policy, candidates running for statewide elective positions may submit statements, which are then made available to all bargaining unit members.

Statements longer than 500 words are set in smaller type to give all candidates equal space. The statements are printed as received, with minor editing for consistency of style.

Statements and photographs of those union candidates who chose to submit them can be found on pages 20-34; they are also posted on the union's [Statewide Elections](#) webpage.

Note: UUP policy prohibits the use of UUP or state equipment or resources (including email) to produce or distribute campaign material for UUP elections.

Copies of the policy on the distribution of campaign material can be found below, at chapter offices, or by contacting O'Bryan-Losee at jobryan@uupmail.org, at (800) 342-4206 or at uupinfo.org/elections.

UUP Policies and Procedures for Distributing Campaign Literature

To provide equal and uniform access to all candidates for the distribution of campaign literature, UUP will use the following policies and procedures in the conduct of its elections.

Equally important, the following policies and procedures ensure members' privacy and fulfill UUP's obligation to conduct fair and honest elections.

All duly declared candidates shall have equal access to appropriate membership information, to mailing privileges and to publications of UUP in accordance with procedures issued by the UUP Constitution and Governance Committee.

Duly declared candidates may request mailing labels of members' last known home addresses for distribution of campaign litera-

ture. Candidates shall sign a statement governing the use of mailing labels and limiting their use to UUP elections.

Such signed statements shall be submitted to the Office of the Secretary/Treasurer of UUP, which shall check eligibility and the parameters of the mailing labels. All declared candidates may obtain mailing labels by contacting the UUP Secretary/Treasurer's Office in writing (or by email) using the form on page 19. Such requests must specify the category(ies) of eligible members for whom they wish labels. Candidates will cover the cost of labels and mailing.

Mailing labels will include only UUP Delegates in good standing as of the certification date for eligibility to participate in a given election.

**Candidate
statements
can be found
on pages 20-34.**

Candidates must specify in their formal requests which categories of eligible members they wish to receive their mailings.

Officers and/or Executive Board:

- All Elected Delegates, including Contingents, (Regular and Retired)
 - Regular Elected Delegates, including Contingents, Only (Academic and Professional)
 - Retired Elected Delegates, including Contingents, Only (Academic and Professional)
 - Contingents Only (Academic and Professional)
- All Academic Elected Delegates, including Contingents, (Regular and Retired)
 - Regular Academic Elected Delegates, including Contingents, Only
 - Retired Academic Elected Delegates Only
 - Contingents Only (Academic)
- All Professional Elected Delegates, including Contingents, (Regular and Retired)
 - Regular Professional Elected Delegates, including Contingents, Only

- Retired Professional Elected Delegates, including Contingents, Only
- Contingents Only (Professional)

UUP will not be involved in any other distribution of campaign literature for candidates, except for official publications that provide for candidate statements on an equal and uniform basis.

UUP and NYSUT provide a variety of lists and labels of members' home addresses necessary for UUP to conduct its programs and business. Candidates may not access or use these in the distribution of campaign literature, except for the printed list available in the Chapter Office provided by the Constitution and Governance Committee and/or the Leadership Directory.

In election years, UUP will publish these policies and procedures in *The Voice* or *The Echo* and post them on the UUP website prior to the election cycle. A copy will be in each Chapter Office and upon request to the Secretary/Treasurer.

The Secretary/Treasurer and the Constitution and Governance Committee will be responsible for implementing these policies and procedures. Questions should be directed to the Secretary/Treasurer.



Statewide Elections for Officers and/or Executive Board
Request for Labels

Print Name _____ ☐ Academic ☐ Professional

Phone Number _____ Email Address _____

Address (Include Street, City, State, Zip) _____

I am a candidate for _____ Date Requested _____

Indicate the categories of eligible **Delegates** for labels. (Check All Boxes That Apply)

☐ **All Elected Delegates**, including Contingents, (Regular and Retired)

☐ Regular Elected Delegates, including Contingents, Only (Academic and Professional)

☐ Retired Elected Delegates, including Contingents, Only (Academic and Professional)

☐ Contingents Only (Academic and Professional)

☐ **All Academic Elected Delegates**, including Contingents, (Regular and Retired)

☐ Regular Academic Elected Delegates, including Contingents, Only

☐ Retired Academic Elected Delegates, including Contingents, Only

☐ Contingents Only (Academic)

☐ **All Professional Elected Delegates**, including Contingents, (Regular and Retired)

☐ Regular Professional Elected Delegates, including Contingents, Only

☐ Retired Professional Elected Delegates, including Contingents, Only

☐ Contingents Only (Professional)

I certify that I have read, understand, and agree to the provisions of UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections. I request labels in accordance with UUP Policies and Procedures. I understand that each set of labels of names and home addresses, provided by UUP, is limited to use in a UUP election.

Print Name _____

Signature _____

Date _____

Please FAX or MAIL this request to UUP

Req. for Labels Rev. 10262012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143

UUP ELECTIONS

Kowal, O'Bryan-Losee run unopposed; win re-election

BY MICHAEL LISI

Fred Kowal has been re-elected to a fourth term as UUP president.

At its Oct. 23 virtual meeting, the union's statewide Executive Board unanimously elected Kowal to a three-year term. Statewide Secretary/Treasurer Jeri O'Bryan-Losee was also re-elected; she won her second three-year term.

Kowal and O'Bryan-Losee were running unopposed, which enabled the board to approve their re-election. Their candidate statements follow.

UUP delegates, who usually elect the union's leaders in person, will elect a statewide membership development officer and eight Executive Board members in a special mail-ballot election. Paper ballots will be mailed to delegates Oct. 28; ballots will be counted Nov. 30 and Dec. 1.

"My goal continues to be ambitious: To make UUP more than a union," Kowal said. "We must be a force for justice, for the creation of a better society, one that is healed of the wounds of racism, environmental injustice and the crushing weight of economic exploitation. The power is in our hands."

Kowal is a professor of political science and Native American studies at SUNY Cobleskill.

O'Bryan-Losee, the union's first secretary/treasurer, is the director of Science and Technology Programs at SUNY Morrisville.

"I believe in this union and the good work that we do," she said.

"I look forward to continuing that work with UUP's statewide officers and leaders and our members across the state."

Delegates approved the mail-in election at a special virtual Delegate Assembly in September. The election was set to take place at the 2020 Spring Delegate Assembly; that event was cancelled due to the coronavirus pandemic.

Statewide MDO Tom Hoey is in a contested election for MDO; he faces Executive Board member and New Paltz Chapter President Beth E. Wilson. Hoey, an Albany Chapter member, was elected to his first full term as MDO in 2017. He has been MDO since February 2016, when he was elected to fill a vacancy.

Two dozen delegates are running for eight board seats up for election. Their statements begin on page 22.

Candidate statements are also posted on UUP's website at

<https://uupinfo.org/elections/nominees/statewide>.

for President

Frederick E. Kowal Cobleskill

I write this having been already elected for another term as UUP president, with the Executive Board taking the necessary step at its last meeting.

Without a doubt, this election and these times are the most unique and uniquely challenging in our union's history. So, I take up the task of serving as your president with a great deal of humility and commitment. We are engaged in struggles which we cannot lose: protecting the health and safety of our communities, ensuring the long-term security of all of our members in their professional lives, and making our union the leading force in creating a more just, green and humane society.

We have come far over the past several years, and thanks to the work of countless volunteer activists, we have built a strong foundation for continued growth in membership activism and political power that are crucial for our union's future. Working with you over the last seven years in this role has only solidified my pride in being part of this dynamic union. We are ready to face the massive challenges that lie ahead of us.

With our nation losing ground daily to the COVID pandemic, it is imperative that our union remain united and strong. The threats posed by this disease are terrible and demand strong action from all of us. The Trump Administration has exacerbated all aspects of the pandemic, from its reach to its deadly nature. But we in

UUP have stood firm. We were on the front lines, fighting to contain it in Brooklyn, Stony Brook, Syracuse and Buffalo. Some of our comrades lost their lives, but New York survived. We all owe a great debt of gratitude to our fellow unionists at the SUNY hospitals. We also owe them an unceasing effort to secure for them hazardous duty pay—and so much more—because of their service. We live because of this service. I will never relent in my efforts to gain for our members what they deserve.

But a fight for money was not what our members needed in March, April and May. They were vulnerable, left unprotected by a state that had abandoned its obligation to these state institutions. UUP did not stand by in this crisis. We used every resource at our disposal to track down—anywhere in the world—the PPE that our members needed. And we will continue to do so for all our members—from Residential Life professionals to adjunct faculty—all who are working in conditions that threaten their health and well-being.

These fights will not be won unless we stand united. We are a widely dispersed union, but we have power if we speak with one voice, and only if that voice calls out for justice and fairness for all in our society. It is good for us to debate and discuss how best to take up the challenges of protecting ourselves, each other and our communities, but we will only achieve that protection if the



KOWAL

policymakers in this state see us as a united force to be listened to and respected.

That is how we were able to convince SUNY and the leadership of the state, that our position on a safe fall reopening was correct. Though it was too late to keep the crisis from developing at Oneonta and Cortland, the new leadership of SUNY has embraced our call for expansive, regular testing of as many members of the SUNY community as possible. And going into the next semester, we are working strenuously to ensure that the start of that semester is marked by comprehensive baseline testing for everyone returning to

campus, followed by surveillance testing that is even more extensive than presently occurring across SUNY.

We also continue to work to ensure that our telecommuting agreement—a historic and very necessary step by the state—is extended for the foreseeable future and that it is interpreted liberally by every department on every campus. This will take a great deal of work by all of the officers of UUP, all chapter leaders, and the LRS staff we depend upon. We must fight for every member's right to be protected and not relent until we know that they are. Our members are counting on us, and I guarantee you that I will continue to work like hell for everyone in this great union.

To build back from the present crisis and the damage caused by the economic collapse caused by COVID, we must be ready to advocate more aggressively than ever

for more resources to support the great work we do together. This starts with our rally Nov. 10 in support of the reinstatement of the tax on stock transfers. Such a tax, together with a fair increase in tax rates for ultra-millionaires, is the best way to help New York escape from the COVID Depression. The financial windfall for the state will only help us if we fight for the changes needed, and if we are forward-thinking in providing policy proposals that help modernize SUNY and recreate parts of the university system to better serve the needs of New York. From investment in health care infrastructure to the urgently needed green transformation, from aggressive steps to diversify SUNY's administrations and staffing to massive expansion of financial support for students, we can achieve the kind of lasting, positive change necessary to keep SUNY accessible and affordable and allow it to continue providing the world-class educational experience our students expect.

We can achieve all that we strive for, because we have a great record of success over the past several years. We can be justifiably proud of how well our union has weathered the *Janus* decision in 2018. Our membership has remained with us and has, in fact, grown since that misguided ruling by the Supreme Court. More impor-

tantly, we've developed a growing army of activists committed to our union's work.

We can also be proud of our contract, negotiated and ratified in 2018. That contract attracted the highest vote total of any in our history, and the highest percent of yes votes as well. The contract contained historic firsts from which we can build going forward. We must improve dramatically the salaries and job security of adjuncts, increase funding to address compression, fight back against decades of workload creep, and demand respect for our work and dedication—which has for far too long been taken advantage of by SUNY and the state. None of this will be accomplished easily. Each day, we will use our collective voice to advocate, and with a strong set of established gains to build on, we look forward to our next round of negotiations.

Our political power has dramatically increased over the past year. As we have become an independent force, we have become strong advocates at both the federal and state levels to protect and promote our work, our university, and our future. With nonstop advocacy year-round, joined to public actions by members across UUP chapters, we are respected by policymakers in Albany like never before. Our success in making our issues

known to legislators and having had those issues embraced by the Speaker and the Majority Leader has given us the potential for real success in the next several years. We do not advocate for money alone, but for a greater vision for SUNY for the future and the everyday results that improve our lives.

Through our groundbreaking document, NY25, we have begun conversations with our members, chapter leaders, allies in groups like NY Renew, legislators and SUNY intended to spark continuous discussion and articulation of an evolving vision of what SUNY and our state can be for the future. Our political power can make a difference in that work, but we must do it together.

My goal continues to be ambitious: To make UUP more than a union. We must be a force for justice, for the creation of a better society, one that is healed of the wounds of racism, environmental injustice and the crushing weight of economic exploitation. The power is in our hands. Now, in the midst of this once in a century crisis, we have the opportunity to create real change. I hope you will join me. I'm ready to start.

Thank you for all you do for our union and for your support.

Let's get to work.

for Secretary/Treasurer

Jeri O'Bryan-Losee Morrisville

Hello,

I am asking for your vote for UUP statewide Secretary/Treasurer. Serving the past three years in UUP's first combined position has been challenging and rewarding. From the *Janus* decision through COVID-19, the demands of this office are ever changing. Balancing emerging issues, financial stability and the day-to-day operations of the union means no two days are alike.

My first priority continues to be enhancing the fiscal strength of UUP. I work with chapter treasurers, the Finance Committee and our auditors to ensure support is available to all who need it and the appropriate financial and legal processes are in place. UUP's audit ratings continue to be ranked at the highest level possible. I've worked closely with UUP state and chapter leaders to ensure budget proposals for the Delegate Assembly reflect the needs of our members.

I upgraded our webinar service to improve statewide committee communication, effectively deliver of NEOs and benefit fairs, train chapter assistants and treasurers, and offer webinars for delegates. To support members as the driving force of our union, I've

worked to ensure chapter office space and equipment properly upgraded.

Administratively, I've worked closely with members and committees to update and create effective policies and practices to educate members about who we are as a union, how to participate in shaping UUP.

I also ensure proper internal practices are in place to protect our members from ever-changing external threats.

Legal challenges and Veritas-like messages I've received typically question processes. My skills in operationalizing procedures and coordinating project management have been applied to quickly develop clear, consistent post-*Janus* procedures and improve knowledge and access to UUP.

I oversaw development of the website, making it more accessible and structured to educate those who are less familiar with the union's work. It created a space to answer the "why" and "how" of UUP and relays UUP's importance to new employees and members alike. The site will continue to highlight member opportunities for involvement in statewide committees, trainings,



affiliate opportunities, conferences and member benefits.

Reaching beyond terms and conditions, the work I am doing with UUP/AFT Student Debt Clinics is impacting the lives of our members. Learning about income-driven repayment plans and the Student Loan Forgiveness Program has made a difference to members, their families and their communities. I am working to develop online delivery of

clinics to reach those who work in multiple locations or have multiple job and family responsibilities.

The most rewarding and informative parts of my work are discussions, emails and texts from members. Talking to a person who thought they couldn't use the Space Available tuition benefit or the BTF scholarship because they are contingent, discussing UUP with someone considering quitting, listening to someone inquiring about the Legal Defense Fund or working with retirees to map out their webpages is what the union is all about. I value making personal connections, working with people from different places who need different things, and come together for the greater good.

for Membership Development Officer

Thomas C. Hoey Albany

I ask you to support my candidacy for re-election as MDO of UUP so we can build on our past accomplishments and effectively address future challenges.

As your MDO, I am proud of the work we have done together. I have worked collaboratively and diligently with our statewide and chapter leadership to confront the difficult challenges facing UUP. A major challenge was the Supreme Court decision in *Janus v. AFSCME*, which threatened our union's existence. Fortunately, by grassroots organizing and heightened member participation, we succeeded in limiting membership losses and increased our overall union membership.

Implementing our statewide leadership's agenda is an important part of my day-to-day work. Overseeing the organizers assigned to the chapters has given me the opportunity to develop a more effective and efficient program of internal organizing. When the COVID-19 pandemic hit, we were prepared to communicate in a virtual world.

Working together, we have accomplished

a lot, including record membership numbers, a redesigned membership card and kit, and T-shirts designed for women. I also recruited over 60 UUP members who graduated from the NYSUT Membership Organizing Institute, and I applaud them for their work and commitment. They have become dedicated chapter activists. With your assistance, I have visited every chapter around the state. Thank you for your invitations!

But our work isn't done yet. Here are a few projects I plan to work on if re-elected: Continuing to work with chapter leaders and the statewide Membership Committee to expand our department representative system; continuing to increase member activism; promoting and expanding our new virtual Employee Orientation Program; working with statewide UUP leaders to develop more virtual workshops and meetings.

Working and living only 10 minutes from UUP headquarters enables me to put in more than my allocated two days a week



HOEY

release time from my University at Albany position. Like the other statewide UUP officers, the MDO position is more than a full-time job! Furthermore, working at the Albany campus gives me a particularly good understanding of our members' workplace issues.

Finally, as a member of the Albany City Council, I have developed a working relationship with NYS Assembly Higher Education Com-

mittee members Patricia Fahy and John McDonald, which is helping UUP with its legislative advocacy work.

My commitment to our union comes deeply from my heart and soul. I was widowed in 2001, and it was our union that helped me through a difficult time by involving me in union activities. That increased involvement enabled me to rebuild my life and career, starting a new family and passing on our union values to my 13-year-old son, Max. In return, I want to contribute to UUP and to the state university. Indeed, I hope to spend the rest of my life helping others.

Will you join me?

Beth E. Wilson New Paltz

Our union is about to face its biggest challenge yet, as we await the announcement of devastating budget cuts to SUNY. Our campuses, already starved for resources from over a decade of austerity, will be struggling with difficult decisions about where to apply even deeper cuts to make up for the loss of state resources.

UUP is fortunate to have a core of dedicated union activists—those of you who are delegates have demonstrated your commitment already!—but we must develop a robust program of membership development at the chapter level, if we are to address the gravity of the situation facing us. This work started with *Janus*, but it needs to go much farther. Building the power of our union means more than just maintaining our membership numbers; it means building an active culture of organizing and solidarity among our members. We need to make UUP a member-driven union, one that fights for every member—whether contingent, profes-



WILSON

sional or academic. Cultivating this rank-and-file foundation will be essential if we hope to have the leverage we will need to fight to preserve affordable, accessible public higher education in New York state, and especially to position ourselves in our next round of negotiations, which will be starting soon.

As MDO, I will seek to develop, in consultation with the president and the other officers, a coordinated framework of short-, medium- and long-term organizing goals. We need to build ongoing capacity at the chapter level for member organizing and workplace actions to resist austerity. We must attend to member education, emphasizing labor history and fundamental principles of union organizing. I will focus on working with the chapters, via the Membership Committee, chapter MDOs, and our paid Organizing staff to help them build an active and member-driven infrastructure (dept rep systems, chapter membership committees, etc.) that will enable our chapters to build and maintain their

own dynamic union power. UUP statewide is in a position to support the chapters in this work, by developing useful tools and resources (like a 21st century database), and by working individually with chapter leadership to suggest new ways of approaching their specific problems.

I have been teaching at SUNY New Paltz since 1994, half of that time as an adjunct. I am currently a full-time contingent lecturer. I have been active in UUP at the chapter and statewide level, serving as chapter president since 2015, a member of the statewide board since 2013, and a member of the last Negotiations Team. In addition to my long service on the UUP Contingent Employment Committee, I am currently co-chair of the Hudson Valley Area Labor Federation Education Committee, which has been producing monthly Zoom panel discussions on topics of labor interest, working to create (sometimes elusive) solidarity across the labor movement. I hope to bring the breadth and depth of my organizing experience to the job of MDO.

Thank you for your consideration, and I will be deeply grateful for your vote.

Redetha Abrahams Nichols Downstate

Dear delegates,

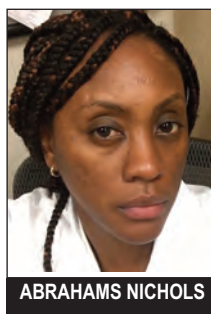
My name is Redetha Abrahams Nichols and I am seeking your support in my campaign to be elected to the Executive Board.

Over the past decade, I've had the honor of being a member of the Downstate Chapter Governing Board, a department representative and a delegate to the UUP's Delegate Assembly. During this time I've represented UUP at several NYSUT Representatives Assemblies, as well as AFT conventions. This included working with our chapter leadership on several projects, including coalition building to save jobs and to stop the closure of our hospital.

The strength of our union depends on

the active participation of our members at both the local and statewide level. We demonstrated this balance as a hospital during the COVID-19 pandemic. As the assistant director of nursing in the emergency department during the pandemic, I was on the frontline and saw these results first hand.

Being a union activist in addition to supervising and caring for my patients, I advocated for PPE and resources for my union colleagues. During this time my direct contact was my Chapter President Rowena Blackman-Stroud. We had numerous conversations and discussions about the needs, concerns and information that our members wanted and deserved.



Our members were putting their lives and the lives of their families on the line. We were able to work with our statewide leadership to secure PPE, child care, housing, transportation and lunches, amongst other things. Our union was present and working diligently to support our staff. The pandemic has heightened my awareness of the many challenges we face as a union.

I believe that due to my experience, my ability to be a good listener and the willingness to act on the concerns of all of our UUP members that I can fairly represent the varied interests of your membership on the statewide Executive Board. I ask for your support in the coming election.

Bret Benjamin Albany

My involvement in the union has been among the most rewarding aspects of my 20-year tenure at SUNY Albany. I began my career interacting mainly with other academics in my home department, English. The union opened for me a broader sphere of social and political engagement. Through UUP I build strong ties with co-workers—academics and professionals, contingent and tenure-line—across my university and across the SUNY system. UUP helped me see my work in relation to the grand but embattled project of public higher education, the radical ideals upon which it is based and the material threats it now faces. Union involvement has helped me understand the relationship between labor organizing in my workplace and the larger Left struggles for a more humane, more equitable, and more just society with which I have always associated myself.

My decision to run for the Executive Board, therefore, is both an acknowledgment of how much my involvement with UUP has meant to me personally, and a

conviction that I can contribute to our union and to the broader labor movement.

My sustained record of involvement at both the chapter and statewide levels prepares me for the Exec Board. I was among a group of Albany delegates who re-energized our chapter in the wake of devastating campus cuts and program closures. I have served as chapter president, vice president for academics, and am now the grievance officer. I have chaired and participated in a number of statewide committees. Most notably, I served in key roles on the most recent Negotiations Team, a process that taught me a great deal about the varied nature of our bargaining unit, and about the sorts of benefits and protections that we as a union both have and have not been able to provide our members. This experience has helped clarify for me key points of common interest and potential fissure within our bargaining unit, making me a better organizer.

In concrete terms, I have been a staunch supporter of the struggles waged



by contingent faculty, insisting that the casualization of academic labor undermines the academic mission, and at the same time represents a grave labor injustice to the workers whose egregious lack of compensation and protection puts them at perpetual risk. I was among the members of the Negotiations Team tasked with integrating the family leave

statute with the particular needs of a university workforce.

I have worked to educate and activate members through chapter-level campaigns aimed at improving work-lives, acting on the principle that unions allow workers to have a say in the decisions that most directly affect them, and about which they have the greatest expertise.

I have worked to craft intelligent, principled solutions, and to advocate aggressively for a better University and a better union.

I pledge to bring these principles and energies to my work on the Exec Board, should I be so fortunate to receive your votes at the DA.

Elise Bowe Upstate

My name is Elise Bowe, and I am a clinical laboratory technician at Upstate University Hospital. I am currently a delegate and Membership Committee chairperson at Upstate Medical University Chapter. I am an alumni of University at Buffalo, and my spouse, siblings, mother and grandmother are all graduates of SUNY institutions. The importance of affordable, quality public higher education is not lost on me. I was raised in a union family with a strong sense of working-class values. My father works for his union and he taught me many lessons of solidarity and union power.

Our Executive Board should better reflect our membership. As an SL1 hospital employee, I will bring the perspective of this

currently underrepresented group to the table. As a member of the board, I will advocate for UUP to begin an assessment of staffing ratios in our hospitals. Safe staffing levels save lives, and our members have a right to a work environment without the added stress of frequent short-staffing. Our working conditions are the healing conditions of our patients and learning conditions of our students. We must fight for written contract language that lays strict limits on mandatory overtime for all members.

The COVID-19 pandemic has further devastated the New York state budget, and Gov. Cuomo has already made clear that he plans to cut education as a cost-saving measure. Our union must continue strong advocacy for funding and hope for



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the best, but we have to prepare for the worst. It is time to build power and prepare members for direct action to save our jobs and SUNY. UUP is at a crossroads where we must decide if we are content to maintain "business as usual" or if we will build strength from our members. We are a diverse union of people with all sorts of knowledge and abilities; our

rank-and-file members are the seat of our power, and must be active in all decision making. I will strive to make all our members seen and heard by the statewide officers and Executive Board. It is time to blaze a new path for our union in these troubling times of anti-union attacks, and I hope you'll give me the chance to help lead the way.

Ellen M. Boyd Stony Brook HSC

My name is Ellen M. Boyd. I am running for a seat on the UUP statewide Executive Board. I believe I am ready to take on the demands of this position.

I have been a UUP member since 2001 and an elected delegate representing the members of the SB HSC Chapter since 2009 to present.

I currently serve on various chapter committees; such as Membership (concentrating on review of the fee payer list and analyze and compile reports for the chapter membership that relate to temp/term appointments) and the College Review Panel.

I served as the SB HSC membership development chairperson, 2011-2018, one of the largest UUP chapters and medical campuses. Our membership grew by

tremendous numbers, thanks to the SB HSC Membership Committee, officers and myself. The membership at SB HSC became more active legislatively and socially. I have organized fundraisers, membership drives, membership outings, and various other community events to support our members and UUP. The events were organized for the majority of the months throughout these past years, using a timeline concept.

I currently serve as the statewide co-chair for the United University Professions (UUP) Membership Committee, a position that I have held since 2013. This function has enabled me to interact with key state UUP officers, legislative director, organizing director and UUP organizers, and build relationships with sister chapters. As a co-



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chair, I have worked with the committee co-chair and vice chairs on a monthly basis to expedite and schedule webinars, conference calls thru "real time" and DAs, and thru the COVID-19 pandemic. The minutes, attendance reports and reports are kept up to date for this statewide committee.

I am energetic and compassionate about my union positions. I am a dependable, hard worker who

completes projects that she sets out to start. I am confident that I have both the organizational skills and experience needed to meet the challenges of this important role.

Please consider supporting my run for a seat on the UUP statewide Executive Board by casting your vote for Ellen M. Boyd, MPS. I will work hard and not let you down.

Rebecca Bryan Cortland

Hello union activists,

My name is Rebecca Bryan and I am running for re-election as an academic representative to UUP's statewide Executive Board. I am completing my first term and would be honored to continue representing all of you.

I have been an active union leader my entire professional career in multiple states. Since arriving in New York in 2014, I have been on the Cortland Chapter executive board, served as a delegate, chapter secretary, political action coordinator, and membership development officer. I serve on statewide committees, including the Teacher Education Task Force, the Political Action Committee, the Membership Committee, and as an Executive Board liaison to the Women's Rights and Concerns Committee. I also serve on the Drescher Awards Committee and am co-chair of the Campus Grants Committee for Joint Labor-Management.

Off campus, I am a trustee to the Midstate Central Labor Council (CLC) and am a co-chair of Indivisible Cortland County (ICC).

ICC provides monthly educational and community organizing events. This month we held a meeting on the state of health equity in New York and Cortland County, with a special focus on women's and mental health. Next month we will be holding a meeting with Citizens' Climate Lobby (CCL). CCL is a nonpartisan organization that advocates for climate legislation. The presentation will focus on the Energy Innovation and Carbon Dividend Act (HR 763), a bill attractive to both Democrats and Republicans that reduces carbon emissions by 40 percent in 10 years, while driving economic growth and protecting low-income Americans.

I am politically active at the local, state and national level. I am currently petitioning to be a delegate to the Judicial Convention for the 6th Judicial and 125th Assembly District. I recently returned from taking eight Physical Education Teacher Education (PETE) majors to Washington, D.C., to advocate for physical education and health in schools. Students were able to meet with



BRYAN

NY representatives to ask them to fully fund specific titles in the Every Student Succeeds Act (ESSA). It is an invaluable experience to teach students how to advocate for their profession.

During UUP's advocacy I also planned a #Fund SUNY Now rally at Cortland, partnering with SGA and NYPIRG. You can view the press release and a livestream of the rally at <https://cortlandvoice.com/2020/03/05/uup-cortland-members-rally-demand-more-state-aid-for-suny-video-included/>

In everything I do, my union values of equality, integrity and justice guide me. These values drive me to protect the rights of workers to unionize for fair and just working conditions, and the fair treatment and compensation of all workers. My values are grounded in compassion with a strong belief in the common good, of which public higher education is. I believe that union organizing is not about signing a card; it is about empowering others and changing peoples' lives. I am asking for your vote to continue this work and changing the lives of our members and students by serving you on the Executive Board.

Sidney Contreras Optometry

My name is Sidney Contreras and I would like to take this opportunity to express my desire to become a member of the UUP's statewide Executive Board.

As a family man, I'm a proud Dad to a 7-year-old daughter. I'm also a proud, long-suffering Knicks fan. I'm enthusiastic for what is to come and am hoping to leave a positive influence for the future of my family and for my daughter.

I currently serve as a delegate at SUNY College of Optometry. This position has given me the experience necessary to listen to the needs of my members and to help them understand what the union can do for them and with them, which I believe is key to being an effective board member.

Through my delegate responsibilities, I have a full comprehension of how impor-

tant it is for individuals to feel the support of their union and to speak clearly and concisely on their behalf. I would like to be a board member that works side by side with other UUP leaders, keeps the members thoroughly informed, and voices the concerns of the members. My plan is to formulate and solidify proper explanations that are in the best interests of all.

I believe we all should have a voice. I also believe that it is important to have a strong and effective voice when it comes to properly communicating matters. If elected, I will plan to effectively settle matters with all parties during times of negotiation. I will work to be the best liaison between UUP and its members and make it my duty to ensure that policies and procedures are carried out in a proper



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manner. I intend to clearly communicate with all constituencies with enthusiasm and express the care and concerns for each of our member's needs. I am eager to take full charge in this role.

In closing, I truly believe that the decisions made today will not only affect UUP, but will also impact on the future of our children and loved ones. I encourage them to have a

voice and speak their truths.

The below quotes inspire and resonate with me personally.

"Leadership and learning are indispensable to each other." — John F. Kennedy

"Change will not come if we wait for some other person or some other time. We are the ones we've been waiting for. We are the change that we seek."

— Barack Obama

Thanks for your consideration.

Phil Glick Buffalo HSC

My name is Phil Glick (he/his/him). I am asking you to support and to vote for me for the UUP Executive Board (EB). I am our Buffalo HSC Chapter's president. I am an academic pediatric surgeon and have over 30 years of leadership experience at UB, the Jacob's School of Medicine and Biomedical Sciences and the affiliated teaching hospitals in WNY. Prior to becoming chapter president, I served four years as the presiding officer of the UB Faculty Senate and UB's AMC senator to the SUNY UFS; in 2018, we were awarded the SUNY Shared Governance Award. This has given me great insights into the academic, professional, contractual and clinical sides of our campus, the other 33 SUNY campuses, SUNY administration, NYS DOH and NYS ED, and local, state and national "electeds."

In ordinary times, I would emphasize to you that I'm committed to promoting the core aims of UUP: to improve the terms and conditions of employment, to promote mutual assistance and cooperation among the members, to advance education in a democracy and democracy in education, to promote the principle of unity and collective bargaining, and to defend the civil, professional and human rights of our members. And this is all true! But these are not ordinary times! My candidate's statement picture with a mask is a metaphor for UUP leadership and priorities during the COVID-19 pandemic. Since March of 2020, the local chapter, the statewide officers, UUP HQ, chapter organizers and chapter LRSs and support staff have made the health, safety and well-being

of our members, students and all the other SUNY campus community members our highest priority. I chair the UUP statewide Health and Safety Committee; with its members' expertise, we advise UUP as we navigate this pandemic.

But there are still more challenges than the COVID-19 pandemic that UUP must address. To recognize the events that are tearing at the fabric of our country's democracy, UUP has also prioritized, mostly via advocacy activities, to bring attention to the Black Lives Matters movement, systemic racism in our country, other issues of social injustice, climate injustice, economic injustice and the existential importance of the upcoming national elections. I strongly support all these efforts.

As an EB member, I would favor the consideration of: Taylor Law modifications to allow strikes; an independent UUP PAC for more advocacy autonomy; contract and budgetary negotiations to assure we preserve our chapter organizers; require all campuses to comply with Article 43 campus health and safety committees; improve availability of mental health care providers to our members and their dependents; advocacy to require SUNY to provide more capital expenditures for essential infrastructure maintenance particularly antiquated HVAC systems; extension of the telecommuting MOU; extension of the mandatory testing MOU; grandfathering in of new members to the COVID-19 tenure clock MOU; guaranteeing all frontline staff hazard pay; extending the expi-



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ration date for vacation and holiday banks; more contractual support for contingent faculty and other vulnerable members; guaranteeing the use of accurate and annual performance program documents and performance reviews for our professional colleagues; continually improving the compression/inversion methodology at the SUNY and campus levels; making SDI award criteria more objective and less subjective; making the IDA award process more seamless; and, most important, advocate for more

federal and state money for higher education and specifically SUNY.

Pre-pandemic, we were in direct but intermittent contact with the statewide union primarily during contract negotiations, at DAs, when participating in statewide committee meetings and to assist with local chapter issues. Now we are having virtual leadership meetings together two to four times per week and have been offering a myriad of informational and professional development webinars and town hall meetings for all our members. Now more than ever, our statewide officers and EB members are playing an essential role to your conditions of employment, professional development and personal health, safety and well-being. I would like to share my experience, advocacy and energy at the statewide level and become a member of the EB. To quote Leslie Odom Jr., aka Aaron Burr in the Broadway musical *Hamilton*, "I want to be on the Zoom where it happens!"

Thank you in advance for your support and vote, Phil.

Peter Ikeler Old Westbury

UUP is the largest higher ed union in the most union-friendly state in the country. We should be leading the charge for contingent pay equity, high wages and affordable benefits for all, as well as tuition-free college and the state support and progressive tax structure these require. Instead, we're tailing.

Even before COVID-19, SUNY and our members had been dealt more than a decade of austerity, hurting our ability to provide top-notch public education. Adjuncts in neighboring systems such as CUNY, Rutgers and UMass earn nearly \$5,000 per course while enjoying considerably greater job protections. Average pay for our full-time faculty (\$88,911 in

2019, according to NEA) is below the national average among four-year public colleges (\$91,243), despite New York being the fourth-most expensive state to live in. And now with pending deep austerity and health risks due to COVID-19 we face the fight of our lives. As a union, we need to stand up to these challenges, effectively fighting for every single member, our students and the broader public we serve.

We can neither win nor lead on these fronts with a model of unionism based primarily on back-room negotiations, public relations and lobbying. We need to organize the power and democracy of our members to collectively defend what



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we have and fight for the changes we need. In short, we need an organizing model of unionism in which "organizing" means more than phone-banking and signing member cards.

If elected to the Executive Board, I and the Member Action Coalition (MAC) will push for such transformation of our internal culture and external activism. Currently, I am a third-term academic delegate and associate professor

of sociology at the Old Westbury Chapter, which I and other MAC members have recently reinvigorated. I bring the perspective of a new generation of UUP activists and from those of us making due on our contractual wages in the costliest parts of the state.

Jennifer Jokinen Stony Brook

I have worked in higher education for nearly 20 years. I spent the first half of my career at a private university, where I lost my job due to budget cuts and no job security since there was no union for professionals. At that same institution, I accepted a position working for the all-faculty union, the Hofstra Chapter AAUP. I was quickly promoted to the managing director for the chapter, running the day-to-day operations which included managing a large budget, being the first line of contact for members, and handling grievances with the chapter attorney.

A few of my accomplishments included coordinating a “yes” strike authorization vote when contract negotiations stalled the day before the contract was due to expire. I worked with the accountants to put together a dues increase referendum that members ratified unanimously. I was also successful in having hundreds of organizing conversations over the years with non-member adjuncts which resulted in them joining our union.

I currently work as a graduate program

coordinator for the department of microbiology and immunology at SUNY Stony Brook. In 2017, I decided to bring my passion and union experience to my chapter and run for an officer position. I was elected treasurer and am currently serving my second term. I also serve at the statewide level as a member of the Finance Committee and Membership Committee.

During the 2019 election cycle, I co-founded the Coalition for Union Reform and Democracy on my campus. Together, we broke the apathy members were facing after years of budget cuts which correlated with a gradual decline in the activity and strength of our chapter. The organizing efforts of our coalition engaged many new and veteran members via 1-1 conversations, infographics, and digital communications with our member-driven platform. Our team got dozens of new and formerly disengaged members active in our chapter by offering them a seat at the table, centering their voice, and building union power together. I am a founding member of our



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chapter’s Grievance and Workplace Concerns Committee, which was started to help members with noncontractual workplace issues, as well as contract violations. I am also a member of our chapter Communications Committee.

I believe my experience organizing with all types of faculty members, especially adjuncts, would bring a very

valuable perspective to the Executive Board. We need fresh ideas and perspectives to reverse the decades of low membership and participation from rank-and-file contingents, as well as the alarming post-*Janus* membership rate for full-time academics.

In my years of experience, I have found a transparent union which engages members face-to-face and empowers and encourages their initiative are those which are strongest and capable of strike preparedness and combating attrition. I am committed to effective communication and transparent decision making.

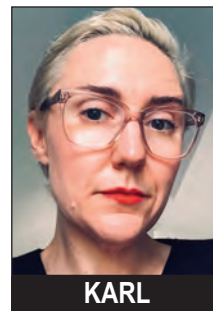
If you agree with these values, I would appreciate your support!

Alissa Karl Brockport

My starkest realization as UUP Brockport Chapter president over the past 16 months has been the degree to which the members on my campus feel alienated, infantilized and disempowered in their workplace—like they’re on the outside and can’t speak up for themselves, and at the mercy of administrative fiat. If we are going to save public higher education and realize the potential of organized labor for social change at this pivotal historical moment, it is imperative that we, as public sector workers and unionists, focus on activating the power of our membership. We must dispel the service model of unionism and the notion that the union is but one more bureaucratic actor that simply acts on workers’ behalf. I’m running for statewide UUP board because

I believe that the time to turn our membership into a movement—for public goods and for the public good—is now.

As a first-generation college student from a public sector union household, I know that unions can change lives and set the course for economic security. As a former labor organizer, I know that winning big is possible when we mobilize collectively. If we are going to fight for the kind of public higher education and public goods that we know New York needs, and to retain—indeed, regain—the dignity of workers’ lives in the face of an intensified austerity, then we must transform our membership into a movement for good jobs, a robust public sector, and social justice. If elected to the statewide Executive Board, I will push for



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UUP to activate the rank and file to do just this.

Currently, I am an associate professor of English and chapter president at Brockport; I have worked for SUNY and been a UUP member since 2007. I’m also a parent to a child in elementary school, and wish to bring the perspective of the multitude of our members who are performing invisible, unpaid care work to a promi-

nent place in our union’s deliberations. The unwaged care work that we do is consistent with our waged labor: both are in the service of the public good; both are instrumental in creating a healthy society.

We can make our union into a model of, and a catalyst for, the kinds of collective, member-driven power that can reinvigorate our public institutions and public life.

Kelly Keck Delhi

My name is Kelly Keck, and I am the UUP chapter president of SUNY Delhi and currently in my second term. I am also the manager of educational technology and instruction and have worked for SUNY Delhi since 2014. I have been a political activist for most of my adult life and have run for local and state political offices in the past. I am running for the statewide Executive Board, as I would like to not only continue to advocate for Delhi's interests, but also for all campuses' interest during this time of crisis and beyond.

The success of my chapter presidency can be seen in the numbers. Our membership percentage has continued to be one of the highest in the state. Our engagement with statewide events has increased. Our commitment to solidarity and basic union principles has strengthened. All of which can be seen in the attendance of the weekly Open Forum meetings that Delhi has conducted since March and the start of the pandemic. During this time,

we have seen an average of 45-50 members at our weekly Open Forums, which represents the highest continued attendance percentage for our meetings. The format of the Open Forums has been to act as a conduit of critical information to and from our membership, which has allowed members to feel more informed and able to make better personal choices regarding health and safety.

I have also been successful in advocating for Delhi members' interest, which can be seen in the recent expansion of the in-network health coverage to all states. For years, SUNY's remote faculty and staff have been dealing with out-of-pocket expenses for health care, which have left them on the verge of personal bankruptcy. Individual remote faculty at Delhi approached me and asked if there was anything that could be done. I listened to their stories and became outraged on their behalf and started to advocate at



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statewide meetings. In addition to those efforts, the current pandemic exposed this discriminatory health coverage practice, as it has with many other discriminatory issues facing our nation. All of which led to the state expanding its health care coverage to all state employees regardless of where they live. The financial burden has been lifted, and they will be able to move forward knowing that they

will no longer be standing at the edge of economic ruin due to health care costs.

I have the passion, temperament, personal skills and experience to be a successful member of the Executive Board. My ability to listen to concerns and then to translate them into actionable items can be seen in all my efforts working on behalf of Delhi's members. I am asking you for your vote so that I can bring my strengths to the Executive Board and contribute to the overall success of UUP.

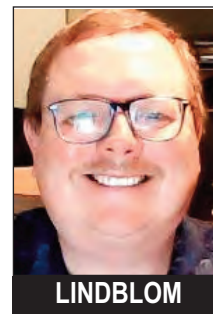
Thank you for your thoughtful consideration in advance and, as always, stay safe and in solidarity, Kelly Keck.

Ken Lindblom Stony Brook

I would be honored to serve, again, as a member of the statewide Executive Board of UUP. I was heavily involved in UUP starting in 2010, when I became a member of the UUP Task Force on Teacher Education, a group created to resist terrible and very expensive testing policies for teacher education students. I was also an active delegate, attending almost all Delegate Assemblies from 2011 to 2016. I participated for several years in UUP's Advocacy Days in Albany, when we lobbied state Assembly members and senators to advocate for better SUNY funding and other pro-SUNY political agenda items. In 2014, I was elected

for a term on the statewide UUP Executive Board—where I learned a great deal about union practices and made friends throughout UUP. I served on the UUP state Executive Board until I was named an academic dean at Stony Brook in 2016, which required me to leave our union to become management/confidential. In that role, I learned a great deal about how high-level university administration operates. That knowledge is why I am no longer a dean and am now prepared to return—with focus and gusto—to the work of UUP.

While we must be firm in our organiza-



LINDBLOM

tion, lobbying and work toward a more just world—and there is *much* to be done in that regard—we must also work with SUNY and the state and the governor as a partner when we can. We must respect the years of work our colleagues have undertaken in previous decades, acknowledging the privileges many of us enjoy as a result of their efforts.

We must use collaboration, cooperation and—when necessary—conflict and speaking truth to power to serve the UUP membership. I promise to be an unabashedly active contributor toward those efforts.

Thank you, brothers and sisters, for reading this statement.

Pamela Malone Empire State College

Fellow unionists,

It would be my great honor to continue to serve you on our union's statewide Executive Board. I hope I will earn your vote through my experience, knowledge and dedication to UUP and our members.

I believe my experience and knowledge are important because our union is complex, and our membership diverse. I have learned about the unique concerns of our members at our medical schools and hospitals, comprehensive and tech campuses, and university centers. We serve in a huge variety of roles for our students and patients—academically, professionally, full and part time. It is in this diversity that we can find our strength as a union—one that fights for our members, our students and our communities. Because we have such a broad reach, we can uniquely support the labor movement and working families everywhere.

I have gained this experience by serv-

ing our union in many ways: on the statewide Executive Board; Outreach co-chair; NYSUT board member; and member of the last two Negotiations Teams. I was protesting in front of the Supreme Court the day of the *Janus* case, and laying strategy for labor's responses with my fellow board members—an effort that continues to this day.

Drawing upon the work of our UUP officers, I presented information about the dangers of a New York State Constitutional Convention to other UUP members, other unions, and community organizations. After receiving guidance on my own student loan debt from our affiliate AFT, I was in the first group of UUP members who volunteered to offer Student Debt Clinics through UUP—something I regularly offer to members at my own chapter and others.

I have been president of the Empire State College Chapter since 2013. Much



MALONE

like our statewide union, UUP members at ESC are distributed across New York, and we have solved many practical and logistical issues. I bring this perspective and possible solutions to my work on the board.

Importantly, I am able to draw upon the knowledge I have gained from my experience to our collective fight. My various

roles have prepared me to help identify challenges, collaboratively determine solutions, and join in the work to achieve our success.

We are nothing without our members. My years of UUP service have demonstrated my commitment to our union and our members. As a member of the statewide board, I work very hard to serve all of our members, while drawing on my local experience—and I will continue to do so if you vote for me.

Thank you, and I hope that I have earned your support for our Executive Board.

Darleyne Mayers Farmingdale

My name is Darleyne Mayers and I am a member of UUP Farmingdale. I would consider it a privilege and honor to continue to serve as an Executive Board member of the UUP statewide Executive Board. I would like to continue to work for you in this capacity. And I would like you to vote for me.

Our union is a diverse body that includes educators, health care providers and professional employees. And because of this, our union is a very strong union. I recognize the importance of maintaining its effective organization in spite of the ongoing attacks that are affecting our livelihoods, and values. I am committed to making our union a continued success by providing sound contributions to the decisions made by the board.

I would like to continue being a member of the hard-working and productive board as one with a voice that will represent everyone. The UUP theme of solidarity is something that I do not take lightly. During the past three years, our board has worked to strengthen coalitions, make change to

our constitution, and change the name of standing committees to create a stronger relevance to the current working conditions and concerns of our members. I believe this must continue.

Here is my experience—I am a member of the executive board at my chapter and have been involved in various activities for more than 10 years that include chairing the Outreach Committee, and the Grievance Committee for Professionals. I am hoping that by listing some of my direct actions, you will find it impossible not to vote for me again: Co-chair of the statewide Diversity Equity and Inclusion Committee, formerly known as the Affirmative Action Committee. Our committee is made up of members from many of the SUNY schools and have helped to create active committees on their campuses; statewide Outreach Committee, a regional contact, for the Long Island chapters, visited elected officials in local offices and conducted phone banking.

Other activities on behalf of our union: Former chair of the statewide EOC Con-



MAYERS

cerns Committee; coordinate my chapters' participation in EOP/EOC Day in Albany (This year students from Farmingdale State College attended the event and wore UUP red shirts to showcase our union); develop voter registration drives at Farmingdale and other Get-Out-the-Vote activities; part of the CAP team for our campus (We developed action items for the Chapter Action Project, a Women's History event, and re-enactment of department reps); former member of Task Force on Pay Equity Based on Race, and Emerging Issues of Diversity; in support, joined a picket line with fellow union members in the middle of winter for two-plus hours in 12 degree temperature. And other rallies and parades.

I want to continue to serve on the board where we will continue to work as advocates for our students, our patients and our institutions through building coalitions and activities at the chapter and statewide levels.

I am asking for your support to re-elect me, Darleyne Mayers, to the Executive Board. An independent thinker with integrity and fortitude who will use my skills to serve UUP.

Samuel Marquez Downstate

Dear delegates,

I humbly ask for your vote and support for my election to the statewide Executive Board. As a person of color from a disadvantaged, inner city neighborhood in the South Bronx, I can speak directly of the difficulties and impediments that are placed in the paths of so many from my community. Rather than dwell on these earlier challenges, I look with great gratitude and appreciation to those that have lifted me up and enabled my success as I traveled through my education.

Graduating from Bronx High School of Science and then from Lehman College CUNY, I fondly remember marching during my undergraduate years as I protested in solidarity with my fellow classmates against the CUNY tuition hikes putting in jeopardy many of us from registering the following year. I remember taking pizza to my classmates who had taken over the administration building as other CUNY students were doing the same in their respective campuses in an attempt to have their voices heard by the people who

rule in Albany.

I was hired as an adjunct instructor at CUNY Hunter and Lehman campuses so I could pay for food and rent while surviving as a doctoral student at the University Graduate Center. I recall the protests we had as adjuncts, trying to get health benefits, but with salaries low and health insurance premiums high, it makes me sympathetic to hear about their grievances today.

Completing my doctoral degree, I arrived at SUNY Downstate, with one of the most diverse student body in the country. As a new chapter of my life began, I considered myself fortunate to work at an institution with the benefits of a union.

In these times of corporatization of the academy, the national challenges that all unions face, and the COVID-19 pandemic, I am grateful for UUP's contribution to my academic career. UUP has been there to protect the terms and conditions under which I have worked.

It is precisely this gratitude that drives me to be an advocate for my fellow UUP



MARQUEZ

members. I was lucky to have been counseled on advocacy projects supporting adjuncts, academics, and professionals with my Chapter president, Ms. Rowena Blackman-Stroud.

As a product of a diverse inner city background, I would approach my post as a UUP board member with a broader perspective of inclusion. My specific goals for the Board would be: 1) educate mem-

bers on the value of UUP not just for security and/or grievance concerns but also for advancement; 2) to establish a sustained line of communication between administration and UUP members; and 3) motivate and energize our membership to participate with pride and honor.

Having transitioned from a CUNY environment to a SUNY system, and investing years of forming good relations with administration and incurring good favor, I am looking forward to advocating for the 32 campus-wide institutions with all of my enthusiasm and personal passion. I hope you would consider voting for me and allowing me to have this special opportunity to serve.

Brian Obach New Paltz

I am a professor of sociology at SUNY New Paltz where I have been active with my local UUP chapter for 20 years. I am a graduate of the SUNY system, having attended both SUNY Oswego and SUNY Albany. As an undergraduate, I was very active in campaigns to increase access and funding for SUNY. I was an officer in my graduate employee union at the University of Wisconsin, and along with my partner, who was an organizer for the UAW, I was also part of the successful campaign to unionize graduate employees in the UC system. Soon after my arrival at New Paltz, I played a lead role in the

successful drive to organize food service workers on campus. In short, I have been active in the labor movement my entire adult life. I understand grassroots organizing and the need for a mobilized union membership.

My scholarship also focuses on social movements and labor in particular, with an emphasis on movement strategy and tactics. I have utilized this knowledge to engage in the political action that I believe is central to effective unionism. I served in several roles in my local chapter, doing political outreach, lobbying, member mobilization, and engaging in solidarity



OBACH

actions. I believe that I have the expertise and experience necessary to help move our union forward down a path of mobilization, empowerment and political efficacy. I believe that in these dark political times, active engaged grassroots unionism is the only way to reverse decades long disinvestment in SUNY. As educators, scholars and professionals in the largest

higher education union in the country, we have the potential to be a powerful voice, not only in New York state, but nationally. I would welcome the opportunity to serve on the board to help advance these goals.

Ed Quinn Stony Brook

I am running for a professional seat on the Executive Board and asking for your vote.

I can bring my years of experience doing union work and fighting for economic and social justice to the table to benefit our members. I have worked on these issues locally, statewide, nationally and internationally. My experience consists of both within UUP—at the chapter and statewide levels—and outside of UUP.

These are difficult times for labor unions and we, along with other unions, must join together and fight back against the attacks against us. We need to be part of

the larger labor movement in this nation fighting for equal rights, equal pay and equal health care. In order to do this, we need the strength of our union, the members.

As a member of the Executive Board, I can give a unique perspective that combines our history in the struggle and the current challenges that we will be facing. I have fought to keep “public” in public higher education and continue to do so by working with labor activists and community members. By working with local, state and federal elected officials, we have fought back the privatization efforts. It is also important we keep in



QUINN

mind that while we are fighting to keep our campuses open, we are also fighting for those communities around the campuses.

UUP is a statewide organization when united has the power to influence decisions in New York through its membership. We have members in just about every election district and we must organize and use that

influence to benefit public education and our communities.

I will work hard to build our influence that can benefit our members, their families and their communities.

I ask for you to join me in this struggle to fight for what is fair. Thank you.

David Jefferson Reeder Potsdam

I realize how important our involvement through our union is to our well-being now and into the future, now more than ever.

This is a time of momentous change in the American experiment. Our institutions, our well-being, and our very lives are under threat from all sides.

As Americans and educators, we realize the importance of standing together, and presenting a unified and strong voice.

The voice of reason, the voice of truth, is our best hope. Education professionals have always known this.

I came late to employment in higher education, having come from a long background in private industry in the entertainment industry. I know, firsthand, the insecurity of working as an individual negotiating with larger and more powerful corporate and governmental players. The power of collective bargaining, the unions, our union, make the workers of this country peers with, rather than subservient to, management. This is as it should be.

I have been a union member since



REEDER

1988, starting out as a member of I.A.T.S.E. in Texas, a right-to-work (right to starve) state. I have been a member of UUP since 2003, and chapter vice president for professionals at Potsdam since 2017.

We are on the cusp of a mammoth change in American society, the scope of which can only be guessed at. I want to help shape that change, for the better, and make sure that the rights of ordinary citizens, the backbone of any democracy, are protected and enhanced.

I ask for your support for my candidacy for UUP statewide Executive Board.

Dean Reinhart Buffalo State

My name is Dean Reinhart and I am asking you to support my candidacy for the UUP Executive Board as a professional. I have been a proud and active member of UUP since 1995 and have served as a UUP union representative on three campuses during my career—University at Buffalo, Oneonta, and now Buffalo State. At Buffalo State, I have also recently served as the chapter president and vice president for professionals.

There is much we must be concerned with in the years ahead—budget cuts, dwindling state support, and attacks on a union's most basic premise, the right to collectively bargain. Our Executive Board will face some of the biggest challenges our union has ever encountered. I am committed to engage all of these challenges and more, head on, along with the Executive Board and all of the members of UUP. As an independent candidate to the Executive Board, I pledge to make sure the voices of all members are heard and considered.

Our union has successfully fought back various legislative and executive branch leaders, SUNY and individual campus administrators, and one fiscal crisis after another. I believe this time is different and even more desperate; these typically dysfunctional entities have now become more functional than ever before. We have a governor with seemingly unchecked power to make unilateral decisions in addition to a creatively invented budget extender "all or nothing" budgeting possibilities. We also have a SUNY administration in transition, which despite many of our genuine concerns continues to not always advocate for its students and employees. The truth is, the next three years will be brutal; we will see increasing non-renewals, retrenchments, eliminations of departments and expectations to do more with less. Knowing this, I am willing to step up as an Executive Board member candidate. I am a strong believer in advocating for the rights, benefits and protections our contract currently



REINHART

offers and will work tirelessly to educate all who will listen about the positive purposes of our union.

I have been the associate director of admissions at Buffalo State College since 2005. Previously to that, I served in Undergraduate Admissions as an associate director at Oneonta and assistant director at UB. I began my career in SUNY and UUP as a residence hall director at UB. I earned my Ph.D.

in higher education administration from UB, a Master's in Education from Alfred University and a B.S. in business administration from Oswego State. I have served as a Buffalo State and Oneonta campus senator, UUP delegate, BSC Professional Staff Caucus E-Board member, interim director of admissions, adjunct instructor for seven years, and on five statewide UUP committees and task forces (Elections and Credentials, Finance, Contract Negotiations Ad Hoc Advisory, Family Friendliness and Family Leave). I would be honored if you cast your ballot for Dean Reinhart. I can be reached at: dean@deanspeaks.com. Thank you.

Patrick Romain Albany

My name is Patrick Romain and I am asking for your support for re-election to the Executive Board.

As a nation, we are going through one of the most challenging periods in our history. Our members are dealing with the effects of the Covid-19 pandemic, the economic crisis and the reckoning with systemic racism. Our colleagues who work in health care are on the front lines, risking their lives and that of their families every day as they take care of those in need of medical attention. Our colleagues in education have had their world upended, and are doing their best to keep educating the students in their charge. The daily protests throughout the nation and the rise of the Black Lives Matter movement are reminders that the stakes couldn't be higher for our statewide leadership, our members and the public we serve.

I am seeking re-election as an at-large member: Because fidelity to the labor

movement matters; because dedication and commitment matters; because being a team player matters; because having diverse representation in the leadership of UUP matters; because making a difference in the lives of our UUP colleagues matters; because experience matters. Currently, I serve as the statewide co-chair and Executive Board liaison of the Opportunity Programs Committee (EOP/EOC) and the NYSUT Human and Civil Rights Committee.

In the past, I served in the following statewide committees- Co-Chair EOP, Co-Chair Affirmative Action, Task Force on Pay Equity, Legal Defense, Finance, and Black Faculty and Staff Association.

Just as important, I am an active member of the outreach committee and enjoy spending time reaching out to legislators and telling UUP and SUNY's success stories. With COVID-19 and the looming



ROMAIN

budget crisis it is critical that we continue to advocate for SUNY, and all of its faculty, staff and students.

I am also active at my chapter at University at Albany where during my tenure in UUP, I have served as the Albany treasurer and affirmative action chair. I took the lead to sign up members for VOTE/COPE. I have also participated in the following activities: NYSUT RA; AFT

Civil & Human Rights; Black, Puerto Rican, Latino & Asian Caucus; Somos El Futuro Conference. I have been extremely active in our advocacy efforts.

I humbly ask for your vote so that I may continue to assist in making our union stronger as we go through these difficult times, and strive for a brighter and better tomorrow for all UUP members. Help me to continue to make and get into "some good trouble" as the late Congressman and Civil Rights icon, John Lewis, used to say.

Andrew Solar-Greco Stony Brook

Unions and public higher education have been under attack for years. We need fresh ideas, as the challenges we face can only be resolved by mass-member participation. As a three-time SUNY alumnus, I feel a calling to defend this institution from 10+ years of cuts and flat funding.

The *Janus* Supreme Court ruling changed everything. We must supplement our advocacy and lobbying efforts to reverse the new member attrition that has set in since the ruling eliminated agency fees for public sector unions. UUP must embrace an organizing model where we center the voices of our members and empower them. Members must be involved in not just the implementation of plans, but the development of them. UUP needs to fight side-by-side *with*—not just for—its members.

I was a UUP member at Stony Brook HSC for two-plus years before joining the SB Center campus, where I have served as membership development officer (MDO) for three years. I built a Membership Committee and revived our inactive Department Representative system, which holds regular

meetings and engages members and non-members in organizing conversations. During the 2019 chapter elections, I co-founded the Coalition for Union Reform & Democracy, which built a movement that raised the expectations of our membership by more than doubling voter turnout compared to 2017, and tripled the amount of elected delegates. I developed a new employee orientation (NEO) presentation that I present to SB Center and HSC new employees that highlights not just our contract and benefits, but also defending SUNY, workplace democracy, and how new members can get involved. This approach has doubled SB Center new-hire join rate since 2018, and is now the model NEO presentation shared with chapter leaders.

Last year, I became vice chair of the statewide Membership Committee, leading the way in committee reform by developing a detailed strategic plan and implementing monthly committee meetings. I work with members on organizing 101, breaking apathy, NEOs, building committees and dept rep systems.

If elected, I will be in a position to utilize



my organizing skills to help our union rebound from *Janus* and build power for upcoming contract negotiations and budget cuts. If we hope to save our campuses from deep cuts and achieve a fair contract, we need to build strike capacity. Without a credible strike threat, our negotiations team will have little leverage to win at the bargaining table, let alone stave off an austerity contract.

Nearly 10,000 members are to retire soon, with over 15,000 under the age of 45, making it instrumental that we begin succession planning and leadership development. We must bring together our active and retired members to cultivate the skills of new leaders, document the history of our union, and create a multi-generational union culture. Succession planning is essential to keeping our union vibrant and to avoid overreliance on the same handful of leaders.

I am committed to effective communication and transparency, holding our leaders accountable, and member-driven organizing efforts. I hope you entrust me with this opportunity!

Rich Veenstra Upstate

I am Rich Veenstra and I'm running for a second three-year term as an academic at-large member to the UUP statewide Executive Board.

I was the Upstate Medical University Chapter vice president for academics in 2017, when I spoke at the Syracuse March for Science about the need for scientific research funding for the future of our education, healthcare, environment, and our socioeconomic needs. When the Syracuse League of Women Voters needed someone to debate the Constitutional Convention Committee Chair Evan Davis at the OASIS Center, I answered the call.

Since then I've become the UUP Upstate Medical University Chapter president, the second-largest chapter in UUP. As president, I've presented the issues facing our hospital workers and faculty to the UUP statewide Executive Board and officers. Each Academic Medical Center is unique, and representing a third of all UUP members, it is important that the AMCs have representation on the Executive Board.

I've advocated annually to close the TAP Gap, reinstate direct state support (the "hospital subsidy") for our three public safety net hospitals in Brooklyn, Stony Brook and Syracuse, for federal COVID-19 relief aid, and new revenue raisers for New York state to address budgetary deficits that perennially derail our funding efforts for SUNY.

As our campus political coordinator, I've at-

tended numerous in-district meetings, lobbied in Albany, and now, during COVID-19, attended virtual Town Halls and fundraisers for New York State Senatorial candidates John Mannion (SD-50), Jim Barber (SD-51) and Sen. Rachel May (SD-53) to bring the issues of UUP and our three public hospitals to the forefront of their agendas. I've also participated in UUP sponsored regional higher education public hearings and Town Halls.

As a delegate to the Greater Syracuse Labor Council, I've not only participated in similar events to the above, but also in local union strike rallies, community outreach projects, and helped organize a Syracuse Labor Day Car Caravan to thank essential workers at more than a dozen group and nursing homes, fire stations, and our own University Hospital. Being a member of our local labor coalition has enabled me to learn about the problems facing our trade, private hospital, and public education unions and, reciprocally, to help them advocate for our mutual goals and causes.

The arrival of COVID-19 has required us to adapt in real time to virtual classrooms and chapter meetings, continue to build our new employee UUP membership without the ability to meet them in person, and deal with the many issues facing our hospital workers like inadequate PPE, denial of federal emergency leave, arranging telecom-



muting work-from-home agreements or flexible work hours, accommodations for those in high-risk groups.

After listening to the concerns of faculty and professional staff in our College of Nursing, I called for a special meeting with our campus president who, after listening to an hour's worth of issues, agreed to both of our asks: to initiate a full review of our CON dean and allow a faculty member that was denied tenure in her fifth year to continue her work at

Upstate Medical University in a two-year non-tenure track appointment with a continued hope of earning tenure. Our fight is not over, it may have only begun, but the CON faculty at least remain intact to continue their individual and collective efforts, including giving a meaning voice to shared governance.

We must continue to protect our contractual rights and build towards a better future with continued activism.

I've worked at Upstate since 1986, am a tenured professor in the pharmacology department, and maintained a nationally funded research program for three decades. I am familiar with our campus, hospital, legislative and UUP leadership, and believe I bring the knowledge and experience necessary to represent UUP and Upstate Medical University Chapter on the UUP statewide Executive Board and I am asking for your vote.

Tonya L. Williams Downstate

Good afternoon fellow members,

My name is Tonya L. Williams. I nominated myself for the Executive Board Panel for numerous reasons. I work at SUNY Downstate Medical Center and my chapter president is Rowena Blackman-Stroud, who I have watched and observed over the years fighting for our members. I have been encouraged by her enthusiasm and passion to speak up, so I then found myself being a delegate and on the Governing Board as well.

I was a shy girl, a child from Brooklyn, and somehow I have grown over the years, interacting with my Chapter President Rowena and statewide President Fred Kowal and many others. I found myself challenging that little girl to speak up because I too have a voice as well. As I have been active going to the conferences and workshops and some conventions over the years, I got empowered from the courageous brothers and sisters of our

union UUP. I stepped out on *faith* in this nomination, but most of all I love talking to our members and trying to get them to stick with our union in times of despair.

I am a truth teller is what I have been told by a few members and they tell me that they appreciate all that I do. That is what is priceless to me—hearing that I am effective and they believe in me. I honestly love my union and I have learned so much over the years being part of the solution, that fuels my soul and I get such a rise out of our union brothers and sisters when we come together as one on the yearly DA. I never saw myself on this platform, but somehow I am here to stay.

I feel very honored between the appreciation from Downstate and Upstate members of sharing how they feel I am doing a great job of sharing of information and being a caring soul. That is correct. I am an *authentic* soul and I feel that I can be more



effective as an Executive Board member because I listen when people are talking and I have *empathy*, which is what we need in this world especially now at this difficult time of this pandemic.

I have been with SUNY for almost 20 years, but I have the experience with the years when it comes to people and matters of the heart. I believe that I can bring a lot to the panel when it comes to making things

better for our members. I tend to go above and beyond because that is the caring in me for anyone, we are all human beings.

I appreciate this opportunity to express my true feelings of my union, I feel like I have a lot of purpose and that I am *worthy* being a part of such a strong union. I want to thank my union leadership, who taught me how to stand strong and committed to the fight!

It takes a village to make all things possible and we are a BIG Village, Upstate and Downstate ... I am proud to say I am UUP and I am sticking with my union ...

LABOR NOTES

Sign the declaration for democracy

UUP President Fred Kowal is encouraging members to join educators across the nation and sign the Albert Shanker Institute [Democracy Declaration](#).

"Our democracy is under attack daily by the current administration," Kowal wrote in an email shared statewide Oct. 26. "We must continue our fight to elect candidates that will fight to protect democracy for all."

The pledge states: "We, the undersigned educators in pre-K-12 schools, colleges and universities, representatives of schools across the United States, endorse democracy as a means of giving voice to each one of us, of expressing the dignity of each individual, of representing the values of our society, and of ensuring the lawful transition of authority."



ALBERT SHANKER INSTITUTE

Every freedom depends upon the freedom to vote. Each vote counts; count each vote."

"Please join us in this fight by signing the declaration here and then sharing it with your colleagues and encouraging them to sign as well," Kowal added.

TWU, JetBlue reach tentative deal

The Transport Workers Union (TWU) announced Oct. 22 that it reached a [tentative agreement](#) for in-flight crew members' first contract at JetBlue Airways. The union called

it an "epic contract," as the airline industry and the country are in the midst of a global COVID-19 pandemic and economic downturn.

"Our negotiating team recognized the importance of bargaining this inaugural agreement, prioritizing our members' long-term job security, codification of work rules and quality of life issues into this agreement," said TWU International President John Samuelson. "Bringing more than 5,000 crew members under the protection of a trade union contract, right smack in the middle of COVID-19 is a Herculean achievement."

The union's negotiating team and JetBlue management are reviewing the final document before sending it to members for a ratification vote in the near future.



Labor archive available to view online

Union members should check out [Work & Social Justice: The David Bacon Archive at Stanford](#), which is open for in-person and online viewing at Stanford Libraries.

The Bacon archive offers scholars and students stunning perspectives of labor and social justice movements, as well as societal impacts of globalization and war.

Bacon is an award-winning California-based photographer, writer, social activist and union organizer whose life has been committed to social justice.

UUP goes all-out for members during pandemic

BY DARRYL MCGRATH

For most of UUP's history, nothing has been more valuable an advocacy tool than face-to-face meetings between members and lawmakers.

For years, the union measured the success of its advocacy by a series of carefully coordinated events that brought UUP members and hundreds of SUNY students to Albany for a day of meetings with state senators and Assembly members, to encourage full funding for SUNY.

UUP faculty and staff, along with students, told compelling personal stories of what a public college had meant to them—riveting stories of hope, strength and personal achievement, combined with accounts of how they overcame daunting obstacles, such as poverty and homelessness. The advocacy days often ended with packed rallies in the Capitol's Million-Dollar Staircase, where chants reverberated from the steps to the vaulted ceiling, in a commanding show of shout-down-the-walls solidarity and strength.

That was then, and ... now is union advocacy in the middle of a global pandemic.

Advocacy, outreach and rallies have all gone virtual. Beginning last spring, UUP did a fast about-face and kicked into high gear with the scheduling of what would eventually be more than two-dozen virtual events for its members, with the union's organizing and political departments playing key roles in the development of those events.

SAFETY THE FIRST CONCERN

"A union is only as strong as its membership," UUP President Fred Kowal said. "We had an unprecedented event unfolding—the abrupt shutdown of a university system that serves hundreds of thousands of students and has tens of thousands of employees. Most of those employees were UUP members. We needed a system more effective, and more interpersonal, than email, to talk directly with them.

"Our first and most immediate concern was the safety of students, faculty and staff. And we quickly realized that maintaining communication with our members

SEVERAL ORGANIZATIONS HAVE JOINED UUP AND NYSNA TO SUPPORT THE REINSTATEMENT OF THE NEW YORK STOCK TRANSFER TAX, INCLUDING THE SUNY STUDENT ASSOCIATION, STRONGER FOR ALL, CITIZEN ACTION OF NY!, THE BLACK NURSES COALITION, NYPIRG AND THE STATE AFL-CIO. IF FULLY COLLECTED, THE STT IS ESTIMATED TO RAISE UP TO \$16 BILLION ANNUALLY, BASED ON THE VOLUME AND FREQUENCY OF TRADES. LEGISLATION INTRODUCED BY ASSEMBLY-MEMBER PHIL STECK AND SEN. JAMES SANDERS WOULD REQUIRE NYS TO KEEP THE PROCEEDS FROM THIS TAX (A.7791-B/S.6203-A), RATHER THAN GIVE THEM BACK TO WALL STREET.

was a major part of ensuring that safety. We needed to know what they were experiencing, what they needed, and what worried them."

The solution was virtual outreach to members in large online forums, using a variety of digital platforms, most of which could be accessed either on a computer or a smart phone—with phone access a necessary component, considering that internet service outside of the state-of-the-art wiring of a SUNY campus can be less dependable than a smart phone's signal. In May, UUP launched its new outreach effort with four virtual tele-town halls for members. Kowal used that forum, and subsequent ones, to inform members of what UUP was doing on their behalf.

UNIMAGINABLE NEW ISSUES

Those first weeks of the shutdown were a time of many unanswered questions, and problems no one had ever encountered. The situation was exacerbated by the fact that SUNY's chancellor at the time, Kristina Johnson, had been largely silent through the shutdown, and she would soon announce her resignation—an upheaval that

made it all the more difficult for UUP to address unprecedented workplace situations for a workplace that was suddenly scattered among thousands of members' homes.

Telecommuting, child care issues, training in remote instruction, and quarantine for those who had been exposed to the coronavirus—all emerged as questions during this time. Eventually, these virtual meetings, which ran well into the summer, reached thousands of members, and helped union officers and the statewide Executive Board to shape their discussions among themselves, and then with SUNY leaders.

Kowal opened most of the virtual sessions with remarks about the pandemic's scope and its effect on the state budget and, by extension, its potential effect on SUNY. Kowal fielded hundreds of questions from members during the sessions; for questions that could not be answered live, an officer got back to the member with information after the question was researched.

Kowal also began opening sessions with a moment of silence in memory of UUP

see *Advocacy*, page 36

ADVOCACY ...

continued from page 36

members who had died of COVID-19. The exact number is not known, and may never be known, for reasons ranging from families' requests for privacy and refusal to discuss the death, to confidentiality issues that prevented the union from either obtaining or disclosing a cause of death. But indisputably, members have died, and that knowledge infused the virtual sessions with a bittersweet sense of urgency, as participants commented on what had been lost, and what they still faced.

UUP officers and the statewide Executive Board methodically began tackling the problems posed by the pandemic, some of which either expanded on contractual issues already in effect, or which involved situations no one had ever before encountered. Virtual forums were scheduled by region, or by employee groups, such as residence life, library, information technology and athletics.

MAKING PROGRESS

At the same time, as talk of possible massive cuts to the state budget began circulating, UUP scheduled a series of regional virtual town halls with lawmakers, so that members could engage them in advocacy. Members had a chance to virtually meet with more than a dozen lawmakers, and to make an effective case for keeping SUNY strong and supporting new forms of revenue, such as a reinstated tax on stock transfers.

Pamela Malone, Empire State College chapter president and a statewide Executive Board member, was the moderator for many of the virtual forums. She worked on them at the start, when digital platforms such as Zoom or GoToMeeting were new to many members (and a few lawmakers), and she saw them become an effective way to reach people.

"I feel very privileged to have been a part of our town halls," she said in an email to *The Echo*. "There were opportunities to provide critical information to members, gather feedback about initiatives and the impact of the crises we are facing, and get recommendations and ideas. It was a great way for our diverse membership to collaborate."

EXPANDING ONLINE PRESENCE

By late summer, UUP had expanded the virtual format to rallies—organized either by the union as a whole, or at the chapter level, including a union-wide virtual rally to highlight the need for the health and safety of the SUNY community, which drew more than 4,000 participants and viewers. Jim Malatras began as SUNY chancellor Aug. 31, and immediately demonstrated a willingness to work with UUP. After discussions with the new chancellor, Kowal reached an agreement with the Governor's Office of Employee Relations for mandatory testing Kowal reached an agreement on mandatory testing of UUP members—a move that other unions at SUNY quickly followed—and got the [telecommuting agreement](#) extended to Dec. 31.

The virtual presence of UUP also began to include other organizations. Kowal participated in an event with NY Renews—a coal-

ition of labor and environmental groups of which UUP is a founding member—that kicked off a campaign to get a funding measure passed in the Legislature for the state's ambitious carbon-emissions-reduction law. UUP paired with statewide and national activists and the AFT Oct. 16-17, for two days of training in coalition-building and phone-banking.

And in an unprecedented move, UUP had a virtual Delegate Assembly Sept. 25, followed by a special election conducted with mail-in nominations and ballots, but no in-person voting, which was ongoing as *The Echo* was being posted. The positions being voted on are UUP membership development officer and eight Executive Board positions; the board elected Kowal as president and Jeri O'Bryan-Losee as secretary/treasurer, since both ran unopposed (see related stories, beginning on page 18).

It's been a whirlwind semester, which is rapidly drawing to a close, and now UUP is looking ahead to spring. Many questions remain about what shape the spring semester will take, especially as a new surge of coronavirus cases grips the country with no promise of letting up in the winter. One thing is certain: UUP has found an effective way to reach its members during the ongoing crisis.

"Through the virtual tools, we have really reached out to our membership like never before," Kowal said during a recent digital forum for Capital Region members. "You're part of a new situation at UUP. It is important that we do this; it is important to ground us all in facts."

Buffalo Center Chapter

WHEN KATHLEEN "KAT" KIELAR, CENTER, FOUND OUT THAT THE AFT WAS OFFERING GRANTS TO MEMBERS TO HELP MITIGATE THE SPREAD OF THE CORONAVIRUS, SHE WAS MORE THAN INTRIGUED. SHE TOOK ACTION.

KIELAR, BUFFALO CENTER CHAPTER VP FOR PROFESSIONALS, BROUGHT NEWS OF THE AFT'S COVID-19 RESPONSE GRANTS— earmarked for projects such as purchasing necessary equipment and resources to teach during the pandemic—to her chapter's officers. Her colleagues liked Kielar's pitch and decided to apply for slightly more than \$45,000 to purchase two masks for each chapter member (\$24,550) and disinfecting wipes (\$20,965). So did AFT. The Federation, of which UUP is a member, told chapter leaders that their mask ask was approved. The chapter is hopeful that their request for disinfecting wipes will be granted.

"We will then distribute them to our members over the next several months as they slowly return to work," she said.



Each year, hundreds of UUP bargaining unit members publish books and articles, and are recognized for accomplishments on campus and in their communities. *The Echo* is pleased to recognize three in this issue.

Joseph Balthasar, a professor of pharmaceutical sciences in the University at Buffalo's School of Pharmacy and Pharmaceutical Sciences, recently received a \$1.8 million grant from the National Cancer Institute to improve delivery of targeted therapies to cancer cells.



BALTHASAR

The research aims to test three platform strategies designed to enhance the distribution of anticancer antibodies and antibody conjugates (targeted drugs designed for treating cancer) within solid tumors.

The new grant complements efforts underway in Balthasar's lab to develop anticancer antibody conjugates—funded by a second \$1.8 million grant from NCI in 2016—and to decrease toxicity of anticancer antibody therapies.

UB associate professor **Dhaval Shah** is co-principal investigator.

Gregory Denbeaux, an associate professor of nanoengineering at SUNY Poly, recently received a \$50,000 grant from the National Science Foundation (NSF) to fund ongoing research. Denbeaux and three students discovered a revolutionary additive manufacturing process for metals that could help transform manufacturing for American industries.



DENBEAUX

Denbeaux earned his B.A. in physics from Wesleyan University, and his Master's and Ph.D. in physics from Duke University. His areas of research include fundamentals of extreme ultraviolet (EUV) resists, electron interactions in solids, lithography, and nanoparticle detection and identification.

He is a member of the SUNY Poly Foundation Board of Directors.

Award-winning film producer **Christine Vachon**, artistic director of the Stony Brook University MFA in Film Program and co-founder of Killer Films, was recently named one of the 50 Most Powerful LGBTQ Players in Hollywood by *The Hollywood Reporter*.



VACHON

The magazine's annual Pride Issue honors performers, directors, producers and showrunners who are helping boost visibility and create opportunities for members of the extended LGBTQ community.

Vachon is an Independent Spirit Award and Gotham Award winner who co-founded indie powerhouse Killer Films with partner Pamela Koffler in 1995. In the last decade and a half, the two have produced some of the most celebrated American indie features including Academy Award winners *Still Alice* and *Boys Don't Cry*.

CANDIDATES ...

continued from page 17

next level, with a statewide office.

"I'm really having fun," Berger said. "I really like what I'm doing as an elected official."

She misses the door-to-door campaigning that was a hallmark of her 2017 campaign for Amherst town board, but she has found that phone conversations can be effective for one-on-one discussion of the issues. She ran two different TV ads in the Buffalo market and has had some virtual events. She hopes that her strong connections to labor in Western New York and her work in a town with a population of 126,000—which makes it considerably larger than the state capital—will stand her in good stead.

The 61st Senate District includes portions of Erie, Genesee and Monroe counties, with part of Rochester wedged in following a redistricting a decade ago, and Berger never forgets how varied her prospective Senate seat is. The seat comprises urban areas, with a large number of municipal or county employees, but also suburban and rural regions.

"It's very different, trying to address all the different types of needs in a constituency, because it's not all one community," Berger said. "Even though it's one district, all the different communities in the district have different needs, different challenges, because of COVID-19."

CORONAVIRUS DOMINATES POLITICAL LIFE

She thinks her experience in Amherst, where she has played a key role in the response to COVID-19, will be valuable in the state Senate, where the pandemic and its aftereffects are likely to be felt throughout the upcoming two-year Senate term. Amherst started regular meetings with faith leaders, to identify those in need who might benefit from food drives or clothing collections. Berger, as deputy town supervisor, has been involved in efforts to help what she calls "community life," including the needs of youth, veterans and the business community.

Her experience as a unionist—she was a delegate and statewide Executive Board member in UUP—has helped her in Amherst, where she negotiated what she called five "win-win union contracts" for the town. She has again seen labor turn out to support her Senate candidacy, as happened in her first run in 2017 as a political newcomer.

In addition to NYSUT, a partial list of her endorsements includes PEF, CSEA, 1199 SEIU, the Buffalo Building Trades, the Iron Workers and the Sierra Club. Several labor leaders in the region encouraged her to run, for which she is grateful.

"Once I'm in and I decide to do something, I'm in all the way," Berger said.

"People know I work hard. I'm a union leader and activist who is running. I've been working with all these groups. I am so thrilled that people are behind me, because I need that support to win."

Delegates participate in first-ever virtual convention

BY DARRYL MCGRATH

Delegates to the special virtual Spring Delegate Assembly Sept. 25 approved a temporary constitutional amendment to hold statewide elections by mail. The vote was 214-7.

Ballots were mailed Oct. 28 to seated delegates; they are due to UUP by 5 p.m. Nov. 25 (see related election stories, beginning on page 18).

Delegates also approved the UUP budget by a vote of 221-5.

The next virtual DA is expected to be held in January 2021. The original 2020 Spring DA could not be held, given that it was scheduled just weeks after the abrupt shutdown of SUNY campuses in March.

KOWAL TO SUNY: GET READY FOR SPRING

UUP President Fred Kowal opened his address to the delegates with a moment of silence for UUP members who have died during the pandemic. He then urged SUNY to work with the union to prepare for the university's spring semester. The strong working relationship forged between UUP and SUNY Chancellor Jim Malatras, who took office Aug. 31, bodes well for that cooperation, which Kowal said will be needed if SUNY is to prevent further campus closures because of coronavirus outbreaks. SUNY Oneonta moved to remote instruction for the rest of the fall; Oswego, Cortland and Binghamton went remote-only for specific periods.

"SUNY, I'm speaking to you directly now," Kowal said. "Do it right, do it comprehensively and do it for as long as necessary."

MEMBERS MEET THE CHALLENGE

In commending the membership for its response to the pandemic, Kowal noted that no one could have predicted that 10 months would pass between last fall's DA at the Westchester Hilton in Rye Brook, which has since closed because of the pandemic. In



UUP PRESIDENT FRED KOWAL CONVENES THE UNION'S FIRST-EVER SPECIAL VIRTUAL DELEGATE ASSEMBLY, SEPT. 25. MORE THAN 300 DELEGATES SIGNED IN TO VOTE ON A TEMPORARY CONSTITUTIONAL AMENDMENT TO HOLD UUP'S STATEWIDE ELECTION BY MAIL AND TO ADOPT THE 2020-2021 SPENDING PLAN.

that time, the union has faced its greatest difficulties ever, with members at the hospitals risking their lives to treat COVID-19 patients, and other members throughout the system admirably rising to the challenge of last spring's shutdown of the SUNY campuses and an overnight conversion to remote instruction.

"Many of us in this great union are meeting the call; unfortunately, our national leaders are not," Kowal told delegates. "Our members were risking our lives right from the start."

Kowal pledged that UUP will continue to vigorously advocate for members, many of whom face unresolved issues involving telecommuting, challenges with child care, and delays by the state on negotiated raises and increases to minimum salaries. So far, SUNY has avoided systemwide retrenchments.

WAITING FOR NOVEMBER

Kowal reminded delegates that the rapidly approaching presidential election could

provide a rapid change for the better with the state budget.

New York state faces a \$14.5 billion budget shortfall, but Kowal said that his frequent conversations with Malatras indicate that the chancellor is doing everything possible to avoid having that shortfall decimate SUNY, as similar state budget crises have done to colleges and universities elsewhere around the country.

"He believes, and I hope it's true, that we could get through this, but so much rides on what happens Nov. 3," Kowal said.

BUDGET ADOPTED

UUP's nearly \$10.6 million operating budget for fiscal year 2020-2021 reflects

the challenges the union continues to face during the coronavirus pandemic.

"We understand that the uncertainty we face during the upcoming weeks may affect different areas of our budget," noted Secretary/Treasurer Jeri O'Bryan-Losee. "Our objective is to provide a realistic representation of revenues based on where we are now, but we recognize that changes may be needed in the future when we realize more of the effects of COVID-19 on the work we do."

In adopting the budget, delegates gave the go-ahead to shift \$1 million from the Reserve Fund to cover extraordinary expenditures associated with items related to concerns of the COVID-19 virus. UUP will continue to monitor the situation moving forward; any unused expenditures will be returned

to the reserve.

O'Bryan-Losee said the union followed "established, effective procedures to get maximum input" from members in developing the annual spending plan.

— Karen L. Mattison contributed to this report.



O'BRYAN-LOSEE

UUP 2021 Productivity Enhancement Program

The Productivity Enhancement Program (PEP) is a negotiated benefit between UUP and NY State. PEP allows eligible UUP-represented full-time and part-time employees who earn vacation leave to exchange previously accrued vacation leave in return for a credit of up to \$1,200 to be applied toward the employee share of NYSHIP premiums on a biweekly basis.



Employees are required to submit a separate enrollment form for each year in which they wish to participate.

**ENROLL:
Nov. 2-30, 2020**

ELIGIBILITY

Eligible full-time employees with an annual salary of **\$70,947 and below** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2021 plan year will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$600, or forfeit six days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$70,947 and below \$101,385** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2021 plan year will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$600, or forfeit four days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible part-time employees who choose to participate will forfeit prorated days and receive a prorated credit.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
- ◆ Be employed on a Calendar Year or College Year basis;
- ◆ Be a full-time employee with an annual salary below \$101,385 **OR** a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- ◆ Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- ◆ Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
- ◆ Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

**Contact your campus Human Resources Department
for more information or to obtain an enrollment form.**



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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2021 Open Enrollment Period November 2 - November 30, 2020



Flex Spending Account

**Dependent Care
Advantage Account**

**Health Care
Spending Account**

**Adoption
Advantage Account**

goer.ny.gov/FSA

800.358.7202

The **Flex Spending Account (FSA)** is a state employee benefit that saves you money by allowing you to pay for certain expenses with pre-tax dollars. Under this program, you can choose from three different benefits:

The **Health Care Spending Account (HCSA)** lets you set aside any amount from \$100 up to \$2,750 for the 2021 plan year to pay for health care expenses that are not reimbursed by your health insurance or other benefit plan. However, only medically necessary medical, hospital, dental, vision, hearing, and prescription drug expenses for you, your spouse, and your eligible dependents can be reimbursed by your HCSA.

The **Dependent Care Advantage Account (DCAA)** allows your family to set aside up to \$5,000 in pre-tax salary for eligible custodial child care, elder care, or disabled dependent care expenses that are necessary for you and your spouse, if you are married, to work.

The **Adoption Advantage Account** lets you pay for expenses related to the adoption of an eligible child with pre-tax dollars.

Who's eligible to enroll in the FSA?

The HCSA and DCAA are open to New York State employees of Executive Branch state agencies, the State University of New York, the Legislature, and the Unified Court System. Employees of the Roswell Park Cancer Institute, NYS Energy Research and Development Authority, New York Liquidation Bureau, and Environmental Facilities Corporation are also eligible to participate. However, employees who wish to enroll in the **HCSA** also must:

- Be either permanently employed or expect to be employed for the entire calendar year in which they plan to enroll in the HCSA (employees who work on a semester or school year basis are also eligible)
- Be annual-salaried
- Work at least half-time
- Meet the eligibility criteria for enrollment in the New York State Health Insurance Program (NYSHIP) and
- If an Executive Branch employee, be either M/C or represented by CSEA, PEF, UUP, NYSCOPBA, Council 82, PBANYS, DC-37, PBA, or NYSPIA.

Casual, seasonal, hourly, per diem, fee-basis, and session employees, as well as retirees, are **not eligible** to enroll in the HCSA.

The Adoption Advantage Account is open to employees of Executive Branch state agencies, the State University of New York, or Roswell Park Cancer Institute who are designated M/C or represented by CSEA, UUP, NYSCOPBA, DC-37, PBA-Troopers, and PBA-Supervisors.

Employer Contribution

The DCAA employer contribution will be available in 2021 for unions that have agreements to participate in the employer contribution program. The following employees are currently eligible for the employer contribution:

- Employees of Executive Branch state agencies, Roswell Park Cancer Institute, or State University of New York who are designated M/C or represented by CSEA, UUP, NYSCOPBA, GSEU, or DC-37
- Employees of the Unified Court System, except those designated unrepresented (Negotiating Unit #88).
- Employees of the Legislature, NYSERDA, or EFC

The employer contribution may be available to state employees in other bargaining units for the 2021 plan year pending conclusion of negotiations and ratified contracts. Based on salary, the employer contribution may provide up to \$800 for eligible employees who enroll in the DCAA. For employer contribution updates, please visit the FSA website at goer.ny.gov/FSA or call **1-800-358-7202**.

The 2021 Plan Year Employer Contribution Rates are:

If Your Salary Is...	The Employer Contribution Is...
Under \$30,000	\$800
\$30,001 - \$40,000	\$700
\$40,001 - \$50,000	\$600
\$50,001 - \$60,000	\$500
\$60,001 - \$70,000	\$400
Over \$70,000	\$300
GSEU Employees only (regardless of salary)	\$600

Plan your contribution amount carefully

It's important to estimate your expenses carefully. According to IRS Regulations, if you overestimate your costs you will lose any money that remains in your account at the end of the calendar year.

I want to save money on my health care, dependent care, or adoption expenses and I think this program can help me. Where can I get more information?

Visit the Flex Spending Account website at goer.ny.gov/FSA to view program details online or to order the 2021 Flex Spending Account enrollment book. You can also call the FSA Hotline at **800-358-7202** for more information, where customer service representatives are ready to assist you. Or, you can email us at fsa@goer.ny.gov.

Apply online with our easy paperless application process

It is easy to enroll in the Flex Spending Account. Just submit your application for enrollment online at goer.ny.gov/FSA or by telephone at **1-800-358-7202**. You will need your NYS EMPLID number, which is located on your paystub, to complete your application.

The deadline for 2021 enrollment is November 30, 2020 at 10:00 p.m. ET and is strictly enforced. Please be sure to enroll by November 30. If you are enrolled for the 2020 plan year, you must re-enroll to continue your benefits in 2021.



No matter which vehicle you choose from our wide selection* of clean, well-maintained, driver-friendly towing, pickups, cargo vans and box trucks, Enterprise is here to make the job easy.

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* Vehicle availability and specifications vary by location.


If you want to receive your UUP mail and vital Benefit Trust Fund information, it's important to fill out a Change of Address card and send it to the union's Administrative Office. Mail the completed form to:

United University Professions
P.O. Box 15143
Albany, N.Y. 12212



Please fill out a card and update your information

For additional forms, visit
<https://uupinfo.org/benefits/btf.php>
or call the Fund Office at:
(800) 887-3863

		United University Professions	
CHANGE OF ADDRESS CARD		<small>Office use Only</small> ____ UUPBTF ____ UUPMBR	
P.O. Box 15143		Albany, NY 12212-5143	
(800) - 342 - 4206			
**Please Print in Ink & Sign			
Is this change for UUP Benefit Trust Fund Records?	Yes	___	No ___
Is this change for UUP Membership Records?	Yes	___	No ___
Name (Last, First, Middle Initial)		Personal E-mail	
Old Address - Number & Street		City, State, Zip Code	
New Address - Number & Street		City, State, Zip Code	
New Telephone Number		Effective Date of Change	
Member Signature _____			

Going on a leave without pay?

Send a check to keep your union benefits coming

UUP members taking an employer-approved leave must make a payment of \$47 *within 60 days* after commencement of their leave in order to assure continuation of UUP membership rights, eligibility for UUP retired membership and UUP benefits, including coverage of the \$6,000 life insurance and \$1,500 accidental death plans. Access to NYSUT and AFT member-purchased benefits is also included.

Please note that these dues are *not* payments to continue your health,

prescription drug plans, dental or vision care. You may obtain information on continuing these benefits from UUP Member Benefits and Services at (800) 887-3863.

You may continue your membership by mailing the following to the address provided: the completed form below; a copy of your employer-provided leave approval letter; and a check for \$47 payable to "UUP Membership Dues." Shorter leaves may be prorated.

UUP Leave Without Pay Membership Application

Name		
Campus	Date of Leave	To
Permanent Address		
City	State	Zip
Temporary Address		
City	State	Zip

Return this form, along with your check for \$47, no later than 60 days after commencement of leave without pay to:

United University Professions
P.O. Box 15143
Albany, NY 12212-5143

Memories of voter suppression

BY LAWRENCE WITTNER

Back in July 1962, when, according to Donald Trump, America was “great,” I was in the Deep South, working to register Black voters. It was a near-hopeless project, given the mass disenfranchisement of the region’s Black population that was enforced by Southern law and an occasional dose of white terrorism.

It all started in the fall of 1961, the beginning of my senior year at Columbia College. My roommate Mike Weinberg and I, both white, had joined the campus chapter of the Congress of Racial Equality and participated in a few of its New York City projects. The real action, though, was in the South, swept by sit-ins and Freedom Rides that demanded an end to racial discrimination and, especially, for the right to vote.

On an evening in the spring of 1962, Ronnie Moore, a Black CORE Southern field secretary, brought the news of the Southern freedom struggle to our Columbia CORE meeting. Having headed up desegregation efforts in Baton Rouge, Louisiana, Ronnie and three other students at Southern University, an historically Black institution, were out on bail on “criminal anarchy” charges. The laws under which they were charged and imprisoned, which provided for a penalty of ten years at hard labor and a hefty fine, dated back to the state’s early twentieth century repression of union organizing among Black and white timber workers.

Stirred by what Ronnie told us, Mike and I went up to him after his talk and asked him how we could help the cause. Looking us in the eyes, he said, smiling: “What are you boys doing this summer? ... Any chance that you’ll get to Baton Rouge?”

That July, as Mike and I drove along Louisiana roads enveloped in an atmosphere of racial segregation, racist remarks and unbearably hot weather, the venture no longer seemed quite as amusing. Nor, after arriving in Baton Rouge, was it easy to find Ronnie, for CORE wasn’t listed in the phone book. But we did find a Committee on Registration Education, and figured—with the same acronym—it must be his group. It was. The state authorities had obtained a court order to shut down its predecessor.

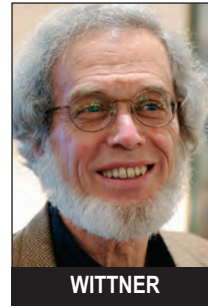
When we arrived at CORE’s tiny office, Ronnie was delighted to see us and took us to an all-Black hangout for coffee. In his view, and ours, the only safe people in the South were Black. As for local whites, we considered them all actual or potential Nazis, and stayed clear of them and their institutions. Whether they would stay clear of us remained uncertain.

Mike and I slept on the Moore family’s entry hall floor, and local residents had been known to fire bullets through the front door.

Although most of the voter registration campaign Mike and I worked on in Baton Rouge was rather mundane, one evening was particularly exciting. At dinner time, Ronnie suggested that we drive over to Southern University, from which he and the other CORE activists had been expelled for their “crimes.” As we entered the all-Black dining hall, students started yelling: “It’s Ronnie! It’s Ronnie!” Hundreds of students swiveled around and cheers rent the air. Leaping onto one of the tables, Ronnie made an impassioned speech about the freedom struggle and, then, announced that he had brought with him two movement supporters from the North. “Get up here, Larry and Mike!” So we jumped up there, too, to deliver strong messages of solidarity. We had just about finished when someone rushed in, warning that the campus security police were on their way and that we had better get out of there fast! While students ran interference for us, we did.

One day, Ronnie suggested that Mike and I drive him to Jackson, Mississippi, where a region-wide CORE-SNCC conclave would be held at the local Freedom House. After dinner, we drove through northern Louisiana (where a local gas station operator threatened to kill us) and, then, through Mississippi to Jackson. Here, in an abandoned building taken over by the movement and around which police cars circled menacingly, we joined dozens of CORE and SNCC activists from the Deep South. At night, they had lengthy political discussions, in which they expressed their bitterness toward the Kennedy administration for its failure to back civil rights legislation or to protect movement activists from racist violence.

During the days, Mike and I joined Luvaughn Brown, a Black activist recently incar-



WITTNER

cerated at the county prison farm, to go door to door in a Black Jackson neighborhood and encourage its residents to register to vote. This was a tough job because people feared retaliation if they dared to exercise their voting rights and, also, because they would almost certainly be rejected. At the time, Mississippi used a “lit-

eracy test” to determine if a citizen was qualified to vote. A voting registrar would ask a potential registrant to define the meaning of a section in the lengthy state constitution. If you were Black, the registrar said you had failed the test; if you were white, you passed.

Voter registration work was not only frustrating, but dangerous. The following summer, Medgar Evers, head of the local NAACP, was murdered in Jackson by a white supremacist for his leadership in a voter registration campaign. The next June, three participants in the Mississippi Freedom Summer voter registration project met a similar fate.

Mike and I kept in touch, and were delighted when Congress responded to the scandal of Southern voter suppression with the Voting Rights Act of 1965, which outlawed the discriminatory voting practices of the past and established federal oversight of any new voting procedures in the offending states.

Imagine, then, our sense of sorrow, mingled with disgust, when, in 2013, by a 5-4 vote, the Republican-dominated U.S. Supreme Court gutted the Voting Rights Act. This opened the door for numerous Republican-controlled state governments—many but not all Southern—to implement mass purges of their voter rolls, closure of polling places in minority neighborhoods, government ID requirements, felony disenfranchisement, and other barriers that deprived millions of Americans of the right to vote.

I wonder how Republican leaders can live with themselves when they betray the most basic principle of democracy. Of all the things they have done during their time in power, this is surely one of the most despicable.

(Lawrence Wittner is a professor of history emeritus at the University at Albany and the author of Confronting the Bomb, published by Stanford University Press.)