

THE Echo



Vol. 7, No. 2



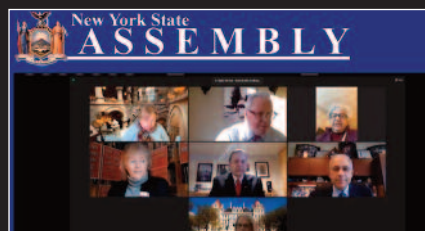
**Union unveils aggressive state,
federal legislative campaigns**

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4—UUP testifies on new revenue sources to help fund SUNY



5—UUP joins Empire State Campaign for Child Care



THE Echo

Volume 7, Number 2

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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Tell Congress: Pass President Biden's COVID-19 stimulus bill!

UUP PRESIDENT FRED KOWAL URGES MEMBERS TO TALK WITH MEMBERS OF CONGRESS TO PRESS FOR PASSAGE OF PRESIDENT BIDEN'S \$1.9 TRILLION STIMULUS PACKAGE. CHECK OUT THE VIDEO [HERE](#).

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Political action

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UUP academics: It's your turn!

BY KAREN L. MATTISON

Chapter vice presidents for academics were hard at work over the last few weeks developing a survey on the impact of COVID-19 on workload, working conditions, and other aspects of academics' careers and work-life balance.

The goal is for chapter leaders to roll out the survey at their campuses within the next few weeks.

Full-time and part-time academics will be asked scaled-response questions about safety and workload, as well as caregiving, remote instruction and other relevant issues. Respondents will be able to provide written comments and details in each topical area; they can opt to remain anonymous or provide contact information for chapter leaders to reach out to them.

"I hope the survey will accomplish a couple of things," noted Brockport Chapter VPA Susan Orr, who volunteered to help draft and provide feedback on the survey to UUP Research. "First, to let us know what our members have been experiencing with respect to workload during the pandemic, as well as with the intersection of work and home life that the pandemic has up-ended. Second, to get a sense of how workload was increasing prior to the pandemic."



ORR

"It is vital we gather information about members' experiences," Orr said.

Similar to the "UUP Professionals' COVID-19 Campus Survey" that 14 chapter vice presidents for professionals administered in the fall semester, UUP Research will track results by chapter every two to three days after the initial rollout, and immediately send chapter leaders the names of respondents who asked to be contacted.

Chapters will also receive preliminary quantitative summaries within the first week of a rollout, and again shortly after chapter response rates increase, usually following a second push to encourage members to take the survey. UUP Research will send periodic updates, and will generate easy-to-read overviews, with graphs and highlights, depending on a chapter's needs, for chapter leaders to use in meetings or labor-management talks to inform and instigate change.

PUTTING IT TO GOOD USE

How a chapter will use the information will depend on survey results and comments, said Cortland Chapter VPA Dan Harms.

"Depending on the problem—if it's a clear threat to health and safety—we'll act immediately," Harms said. "More likely, we'll talk it over among the chapter officers to figure out what can be done without jeopardizing anonymity."



HARMS

Harms and Orr agreed that it may be necessary to offer chapter-wide workshops on specific workload issues raised by survey respondents, and to address members' individual issues head on—in one-on-one meetings with campus administrators or in labor-

management meetings.

"Workload creep has been a constant concern that has been exacerbated during the pandemic," Orr said. She hopes learning about members' experiences will help UUP "educate new faculty about how to document their workload effectively, so they can challenge workload creep when it occurs."

Orr looks forward to sharing survey results, strategies and materials in statewide VPA meetings, which have been held remotely every week for the past year.

Results can only be shared—and issues addressed—if academics take the survey, Harms said.

"If people don't speak, they're not heard," he said. "I think a lot (of people) suffer in silence, believing that nothing can be done. They may be correct sometimes. But the union can't handle a problem we don't know about."

He added: "Being vocal and engaging is a good thing. The survey could spur them into getting more involved and to help find solutions."

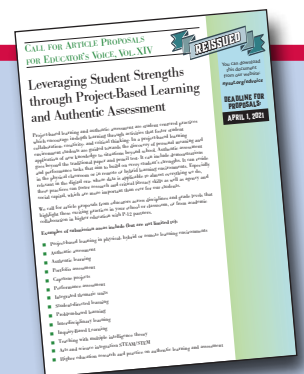
Educator's Voice reissues call for proposals

Proposals are being sought for *Educator's Voice* Vol. XIV, NYSUT's journal of best practices in education, dedicated to highlighting research-based classroom and school/district-wide strategies that make a difference in student achievement.

The latest volume will focus on the theme, "Leveraging Student Strengths through Project-Based Learning and Authentic Assessment" in K-12 classrooms. The deadline to submit article proposals (not completed articles) is April 1; the volume will be produced in fall 2021.

Faculty who conduct research on education and/or partner with classroom teachers are welcome to submit.

Go to <http://bit.ly/3jiadpP> for submission parameters and ideas, editorial guidelines and author submission forms.



A way to heal SUNY

UUP presses for new revenue in testimony to state lawmakers

BY DARRYL McGRATH

In a state budget year when SUNY faces a possible \$46 million cut, job losses have not been ruled out and the latest federal coronavirus relief package is still a wildcard, UUP has a realistic plan for rescuing New York's finances: Tax the rich.

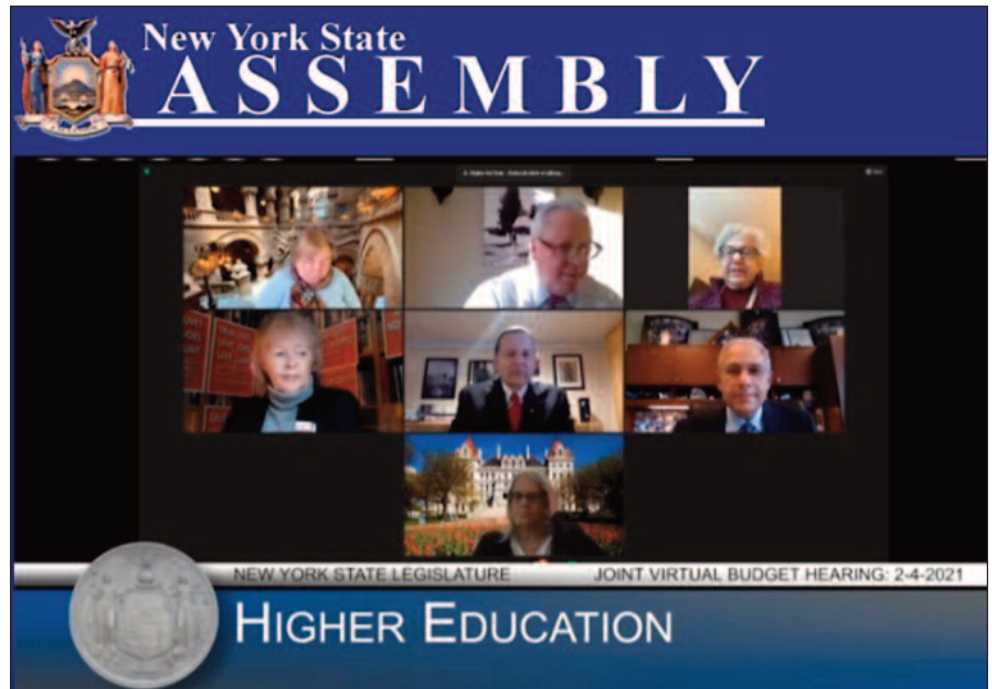
UUP President Fred Kowal made a strong case for new revenue streams in his statement Feb. 4 to members of the state Senate and Assembly, most of whom serve on committees dealing with finance and education. The annual ritual of testifying in support of more funding for SUNY came with added urgency this year during a budget season in which New York is coming up short for the remainder of this fiscal year and all of the upcoming fiscal year by a total of \$15 billion. The coronavirus pandemic has cut state sales tax revenue, slashed consumer spending, eliminated a million jobs in New York, and shredded tuition and student fees revenue at public colleges and universities.

Kowal made the most of his brief time, injecting a sense of urgency into his plea for lawmakers to act.

"At best, the state budget for SUNY will be flat," Kowal said. "Cutting SUNY is short-sighted and ill-advised. You don't cut your way out of an economic depression; you take bold steps."

Kowal added that the as-yet-unfulfilled promise of additional federal coronavirus relief "is triage; it is not recovery." That relief would be the federal coronavirus aid package that President Biden has put forth and which Congressional Democrats support but have not yet passed.

Kowal also used his testimony to advance UUP's state legislative agenda, a group



UUP PRESIDENT FRED KOWAL, MIDDLE CENTER, TESTIFIES ON NEW STATE FUNDING SOURCES THAT CAN, IN TURN, BE USED TO MAINTAIN SUNY AS A TOP-NOTCH SYSTEM OF HIGHER EDUCATION. STATE AGENCIES FACE SIGNIFICANT FUNDING SHORTFALLS THAT COULD AFFECT PUBLIC SERVICES LIKE SUNY.

of forward-thinking proposals known as [New York HEALS](#), which stands for health care, education, access, leadership and sustainability.

The agenda would diversify SUNY with programs for underserved students, and it would also attract students into strong programs in health care and green technology—a win-win for SUNY and the state, by educating a workforce in high-paying fields that have a future.

UNION BACKS NEW REVENUE SOURCES

In the NY HEALS agenda, UUP also outlines support for two legislative proposals that would add new state revenue through a revision of New York's tax system for its richest residents. One of those proposals, co-sponsored by Sen. Shelley Mayer (D-Westchester) and Assemblymember Deborah Glick (D-Manhattan), is the SHARE Act (Shared Help Assessment to Rebuild Educa-

tion Act), which would create a higher income-tax bracket for New Yorkers who earn more than \$5 million in fiscal years 2020 and 2021. The new revenue would go into public education, including public higher education.

Under the other proposal, the Progressive Income Tax, which is co-sponsored by Assemblymember Demond Meeks (D-Rochester) and Sen. Robert Jackson (D-Manhattan), New Yorkers would pay a higher state income tax rate if they earn significantly higher incomes.

"The arguments against reasonable and progressive increases in taxes do not bear out in practice," Kowal wrote in the testimony he submitted as part of the hearing, in response to a common argument against new revenue sources which holds that New York's richest residents will leave the state if confronted by a fair tax system.

"The people that are leaving New York are the working poor and the middle class,"

Kowal wrote. "They are the people who cannot pay their property taxes or have seen their schools decline because of lack of investment—in them and their communities—by the state."

FEDERAL AID STILL UNCERTAIN

There is broad Democratic support in Congress for President Biden's \$1.9 trillion coronavirus relief package, and Democrats are both willing and able to use a parliamentary procedure to move the bill to the president's desk if Republicans oppose it. Earlier this month, a delegation of Republican leaders met with Biden in an effort to reach a bipartisan agreement, but Biden rejected the proposal, saying it cut too many corners.

So with the threat of cuts looming over SUNY, Kowal told lawmakers that he hopes they will proceed with the passage of new sources of revenue from the state's ultra-rich. The federal aid, as he noted, can fill a one-time gap in the state budget, but it cannot address future shortfalls. Only New York can do that, he said.

"If there is ever a time we need healing, it is now," Kowal said.

Kowal was joined in his testimony by Andy Pallotta, president of UUP's statewide affiliate, NYSUT; and by Barbara Bowen, president of the Professional Staff Congress/CUNY.

Both echoed Kowal's comments that public higher education in New York has given an immeasurable amount back to the state during the pandemic—and often, as in the case of SUNY's hospital staff, at great risk to essential staff who have healed, taught and treated New Yorkers.

Union joins child care campaign

BY DARRYL McGRATH

As a partner in the Empire State Campaign for Child Care (ESCCC), UUP is encouraging union members to learn more about this important effort, and to consider getting involved.

The ESCCC is a grassroots movement dedicated to universal and equitable access to quality, affordable child care. Affordable, accessible child care has been an urgent issue for working parents during the pandemic, including UUP members.

As a partner in this campaign, UUP is working with other coalition partners—including providers, parents, employers, educators and advocates—to highlight how the current child care system is essential, undervalued and underfunded.

"New York state families need a state budget that invests in child care, paid leave for all, and policies that value our families," said UUP President Fred Kowal. "UUP has been a strong, longtime supporter of paid family leave and child care initiatives. During this pandemic our members, especially those at the SUNY hospitals, have experienced firsthand the difficulty of balancing the immense responsibilities of their jobs and caring for our communities, with the need to find adequate, quality care for their children."

UUP member Alissa Karl, Brockport Chapter president, is a member of the



ESCCC and spoke at a virtual rally Feb. 2.

UUP Executive Director Kristie Sammons is liaison to the New York Statewide Paid Leave Coalition, which has advocated for child care along with many other important family support issues, including paid family leave and paid sick leave.

To help support child care for SUNY campus employees, UUP also negotiated for funding from the state to support campus day care centers and other New York State employee worksite child care centers.

Through the summer and fall of 2020, UUP worked with other state employee unions to reach agreement with the state to allocate contractually negotiated funds for purchase of PPE and other supplies needed by New York state worksite child care centers to address health and safety needs during the pandemic.

For more information about the ESCCC movement or to participate in upcoming actions, contact Danielle Judge, UUP assistant director of social justice and mobilization, via email at djudge@uupmail.org.



Upcoming legislative events

Feb. 25—NYSUT Committee 100 Briefing

March 1-12—NYSUT Virtual Committee of 100 meetings

March 11—Educational Opportunity Program Day

Go to www.uupinfo.org to sign up for these events.

Union unveils state, federal legislative priorities

BY DARRYL McGRATH

In the face of great uncertainty about the length of the coronavirus pandemic and the status of the state budget, UUP has boldly put forth a two-phase legislative plan that aims to strengthen SUNY's academic medical centers and campuses.

UUP President Fred Kowal introduced that plan during his remarks at the 2021 Delegate Assembly, a virtual event held Jan. 22-23.

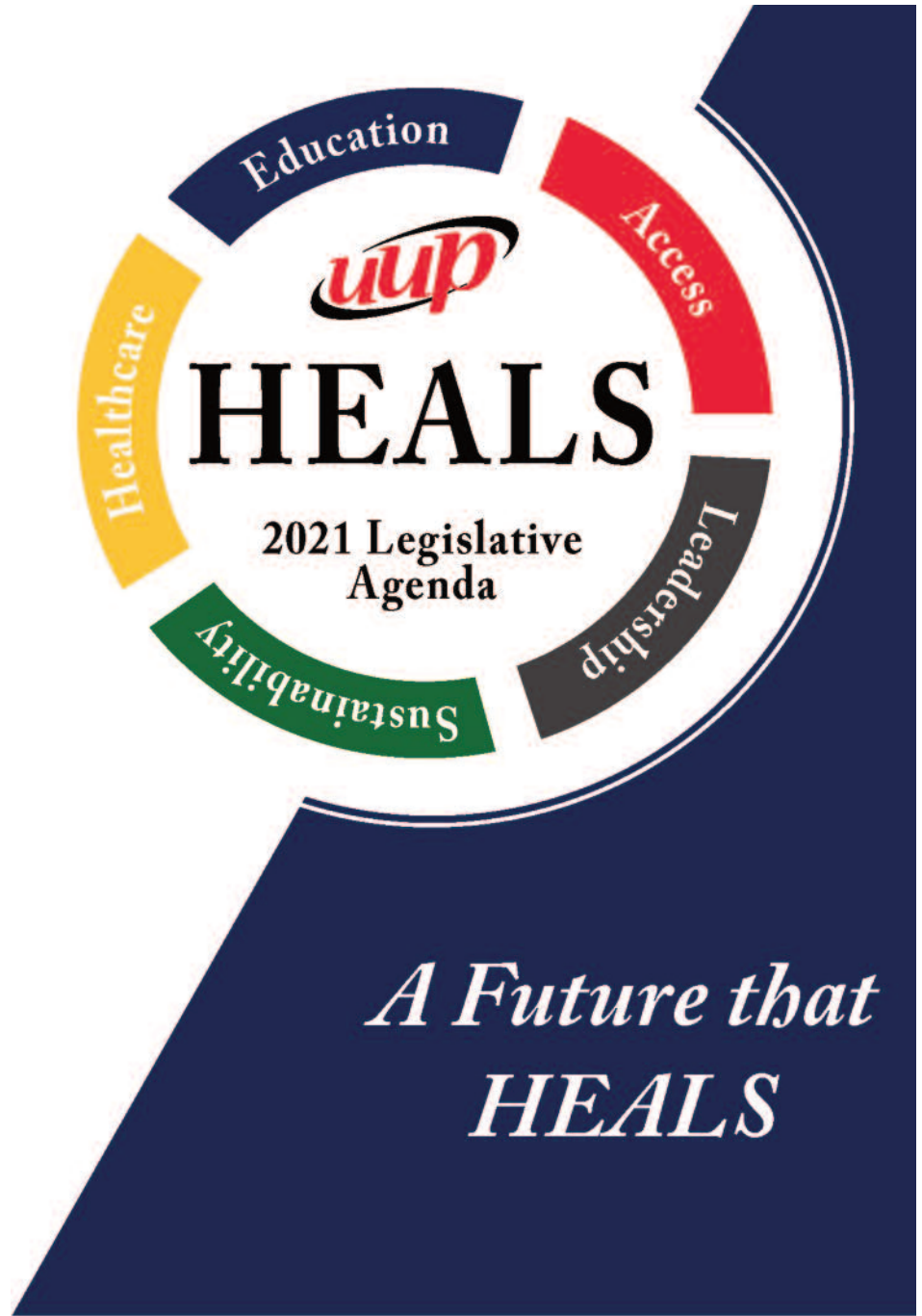
"UUP HEALS" stands for Healthcare, Education, Access, Leadership and Sustainability, and includes the union's first-ever federal legislative agenda, along with a state legislative program. The topics summarize the union's priorities, which Kowal said are especially urgent because of the global pandemic that has killed more than 400,000 people in the U.S., including some UUP members.

"We in UUP have undertaken the most aggressive campaign to generate the ambitious and far-reaching legislative agenda in our history," Kowal told the 232 delegates who logged into the virtual DA (see related DA story, page 12).

"If we are to defeat COVID and emerge as a more just society, we can't simply continue with the political economy as it was prior to the pandemic," he continued. "It was hopelessly regressive and unjust then. The poorest and the most oppressed have suffered the most during COVID. Thus, we must do better. And this plan shows the way."

Meanwhile, UUP is asking colleagues to urge members of Congress to pass President Joe Biden's proposed COVID-19 stimulus package that would deliver billions in federal funding to New York, \$45 billion to higher education across the U.S. and necessary funding for health care, such as vaccinations, testing and hiring 100,000 new public health workers. "You can help right now by reaching out to Majority Leader Schumer, Sen. Gillibrand and your congressional representatives, urging them to pass President Biden's stimulus plan," Kowal said. "The timing is crucial and we must be heard!"

Go to <http://bit.ly/2YmLqHi> to send an e-letter to members of Congress.



[Click to see the union's](#)

2021 STATE LEGISLATIVE AGENDA

[Click to see the union's](#)

2021 FEDERAL LEGISLATIVE AGENDA
Healthcare, Education, Access, Leadership, Sustainability



United University Professions, P.O. Box 15143, Albany, NY 12212-9954

FOR IMMEDIATE RELEASE

January 28, 2021

UUP releases ambitious, progressive 2021-2022 legislative agenda—NY HEALS

United University Professions has issued a wide-ranging 2021-2022 state legislative agenda that rejects Gov. Cuomo's proposed Executive Budget cuts and calls for the State University of New York to commit to an expanded role in meeting the challenges our society faces.

"The governor has proposed two budgets, one with cuts and one where the budget is flat," said UUP President Frederick E. Kowal. "This is a false choice. UUP says there is another way.

"We propose a package that would increase access to health care and higher education, essential mission funding for our SUNY public hospitals, and a sustainable path forward for the state," Kowal continued. "This more ambitious option is made possible by calling on the wealthiest New Yorkers to pay their fair share."

UUP's legislative agenda, New York HEALS (Healthcare, Education, Access, Leadership and Sustainability) is an avenue to reach these progressive goals.

"This is an ambitious plan, but one that's demanded by the times," said Kowal. "NY HEALS is a comprehensive agenda that builds a future for SUNY, for our students, our communities, our nation and our world. It offers a path to help the state regain its financial footing, builds a foundation fortified by a strong, innovative public higher education system, protects our environment, and expands SUNY's health care system—which will provide cutting-edge care to more New Yorkers than ever before."

Health care is at the core of [NY HEALS](#). The state must invest in SUNY's hospitals for them to fulfill their public health missions. UUP's legislative package calls for the restoration of \$87 million in essential mission funding, and for hazard pay for frontline workers at SUNY's public teaching hospitals in Brooklyn, Stony Brook and Syracuse.

"Our dedicated members placed their health and the health of their families on the line to care for COVID-infected patients, and they are the only hospital employees not getting hazard pay," said Kowal. "They deserve hazard pay or other additional compensation to recognize their sacrifice.

"We understand that the state is facing a budget deficit, but the lack of hazard pay for SUNY hospital employees, coupled with the delay in contractual raises for UUP members across the system, reflects a lack of understanding of what New Yorkers need," he added.

Inspired by the SUNY's successful Educational Opportunity Program (EOP), UUP is proposing the creation of a Medical EOP to build a larger and more diverse cohort of medical students in SUNY's academic medical centers.

UUP, which represents 37,000 members at SUNY and is the nation's largest higher education union, is advocating for a correction of the expiring Tuition Assistance Program formula to ensure that the true costs of a SUNY education are covered by the program, not by struggling families and campuses.

UUP believes SUNY can lead the way in carrying out the Climate Leadership and Community Protection Act (CLCPA) by expanding programming across campuses to establish SUNY as a world leader in climate crisis research and mitigation.

UUP recognizes that ambitious policy is not possible without progressive tax policy. NY HEALS proposes a menu of revenue raisers—including reinstating the state's Stock Transfer Tax, instituting a capital gains tax, and taxing billionaires, ultra-millionaires and inherited wealth—that could bring billions in new dollars to the state.

"If we are to defeat COVID-19 and emerge as a more just society, we can't simply continue with the political economy as it was prior to the pandemic," Kowal said. "It was hopelessly regressive and unjust then. We must do better. NY HEALS leads the way."

Members reach out to Congress as they aim for 10,000 contacts

BY DARRYL McGRATH

In a year when in-person advocacy with lawmakers cannot be done, UUP is helping members find new ways to make a difference as SUNY confronts a possible \$46 million cut to its operating funds.

With the dual challenge of not only preventing those cuts, but also ensuring that SUNY gets a funding increase this year over the flat funding that has become almost routine, UUP members and staff who work on mobilization and outreach recently met with chapter political coordinators on the most effective ways to use the tools the union has developed for an advocacy effort that is unlike anything lawmakers or unionists have ever seen.

The two sessions of training Feb. 5 especially focused on helping UUP reach the ambitious but attainable goal of 10,000 contacts with Congressional lawmakers, to urge passage of President Biden's coronavirus stimulus package. That package would contain up to \$40 billion in higher education relief aid.

"We are working with AFT to use their phone system to make calls to Congressional leaders to support these efforts as well," Kowal told members as he urged participation in the training. "We are moving in the right direction, but we still have more work to do."

DON'T GO IT ALONE; YOUR UNION CAN HELP

Stony Brook HSC Chapter President Carolyn Kube and Empire State College Chapter President Pamela Malone led the sessions, with help from UUP staff who handle mobilization, political coordination, social media and outreach. UUP statewide Vice President for Professionals Tom Tucker also joined.

Kube and Malone, both UUP statewide Executive Board members, co-chair the statewide Outreach Committee and have helped steer UUP through nearly a year's worth of virtual advocacy events and tele-town halls with lawmakers. Both said the goal of 10,000 contacts can be reached; as of that day, the union had already recorded thousands of calls, emails and social media efforts aimed at senators and representatives.

"We are aiming high. But I'll be honest, I think we can do it," Malone told members. "We have a lot of activated members. We're going to try, and I think we'll do it."

Kube reminded chapter leaders in the training that UUP can help them.

"You can always contact me, or the union's Administrative Office, for anything you need," she said. "Don't feel you have to do everything on your own. We have resources at UUP that you can use."



MALONE

"We are aiming high (at 10,000 contacts) ... and I think we'll do it."

— ESC Chapter President
Pamela Malone



KUBE

"Don't feel you have to do everything on your own. We have resources ... that you can use."

— Stony Brook HSC Chapter
President Carolyn Kube



Buy a UUP face mask; make a donation!

Now members can wear a stylish face mask and help out UUP's nonpartisan political action fund or the union's College Scholarship Fund at the same time.

Those who purchase a face mask with filters, or five filters only, can choose to use their payment as a donation to VOTE-COPE or to UUP's undergraduate and post baccalaureate scholarship programs.

The masks are made in the USA of 100 percent cotton and are machine washable. The filters are hand washable. Masks with filters are selling for \$20; the five filters are \$10.

Go to <https://bit.ly/3oEipSI> to order online.

Go to <https://uupinfo.org/masks/OrderForm.pdf> to order by mail and pay by check.

Each year, hundreds of UUP 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.

Michael Glick, a professor of oral diagnostic sciences in the University at Buffalo School of Dental Medicine, recently received the 2020 Distinguished Dental Editor Award from the American Association of Dental Editors & Journalists (AADEJ) and the American Dental Association. He was honored by the AADEJ in October.



The award recognizes editors who have produced high-quality publications that bring credit to their society, dental journalism, the dental profession and organized dentistry.

As a renowned researcher in interdisciplinary oral health care, he is the recipient of more than \$6 million in grant funding.

Glick served as dean of the UB School of Dental Medicine from 2009-2015, is a past president of the American Board of Oral Medicine, and presently co-chairs the FDI World Dental Federation's Vision 2020 Think Tank.

Roberto Vives, director of track and field/cross country at the University at Albany, was one of 11 people recently inducted into the third class of the Capital Region Track, Field and Cross Country Hall of Fame.



Under Vives' leadership, the UAlbany track & field and cross country programs have won 57 America East, four IC4A, and three ECAC championships since 2003, including their latest sweep of the men's and women's indoor America East championships in 2020.

In May 2015, Vives served as a USA Track & Field assistant coach for the USA national team at the North America, Central America, and Caribbean Senior Area Championships in Costa Rica. He oversaw the men's jumping and combined events. Two of his athletes took home gold medals at the meet.

He has been a part of the track and field program at UAlbany for 36 years.

Junaid Zubairi, a professor and chair of computer and information sciences at SUNY Fredonia, and his research team colleagues recently received a \$50,000 National Science Foundation grant to advance their Flight Data Tracker system.



The team—ZubAir Data, LLC—will use the Innovation-Corps grant to participate in an intensive seven-week innovation and entrepreneurship training program. Team members will interview 100 industry leaders to test their hypotheses about the effect, marketability and need for their innovative tracking system. The Flight Data Tracker has the potential to render obsolete the "black box"—a key investigation tool used in all airplane accidents and incidents.

Zubairi is the CEO of ZubAir Data, LLC, and the principal investigator and technical lead. He was awarded a U.S. patent in 2017 for the system.

Many UUP scholarships available to SUNY students

BY MICHAEL LISI

Students at SUNY's state-operated campuses have a few opportunities to vie for scholarships from UUP.

Through its College Scholarship Fund Undergraduate Scholarship program, UUP awards \$3,000 scholarships to a maximum of four SUNY undergraduates who excel academically and are dedicated to the goals and ideals of the labor movement.

Applicants must be full-time students enrolled at SUNY state-operated schools and have a minimum grade point average of 3.75.

Full-time graduate and professional SUNY students can apply for UUP's William Scheuerman Post Baccalaureate Scholar-

ship. The scholarship is named in honor of former UUP President William Scheuerman.

Applicants must have at least nine credits and hold a cumulative grade point average of at least 3.95. Law and health science students must complete at least one full semester prior to applying for the scholarship.

The application deadline for both scholarships is March 1.

The Steve Street Scholarship Award is a \$500 award given to an undergraduate student or group of undergraduate students enrolled at a SUNY campus who have created any paper or documented any project related to social justice issues or topics. The scholarship is available to full-time and part-time students.

The award is named for a UUP contingent faculty member who taught at SUNY Brock-

port and SUNY Buffalo State, and who died of cancer in 2012.

Street was a UUP delegate, a member of the statewide Contingent Employment Committee and a chapter officer for contingents.

The application deadline for the Street scholarship is May 1.

UUP's Puerto Rico Scholarship Fund provides scholarships through 2021 to students from Puerto Rico whose higher education was affected by Hurricane Maria, so they can continue their studies at a SUNY four-year, state-operated campus.

The application deadline is July 1.

All applications are on UUP's website at <http://www.uupinfo.org/awards>.

For more information, go to the UUP website or contact the UUP Administrative Office at (800) 342-4206.

Members come together to face challenges in 2021

BY DARRYL McGRATH

At the nearly one-year anniversary of the coronavirus pandemic, UUP members are more than rising to the many challenges they face, even as they look to their union for help with special issues and concerns during this unprecedented time.

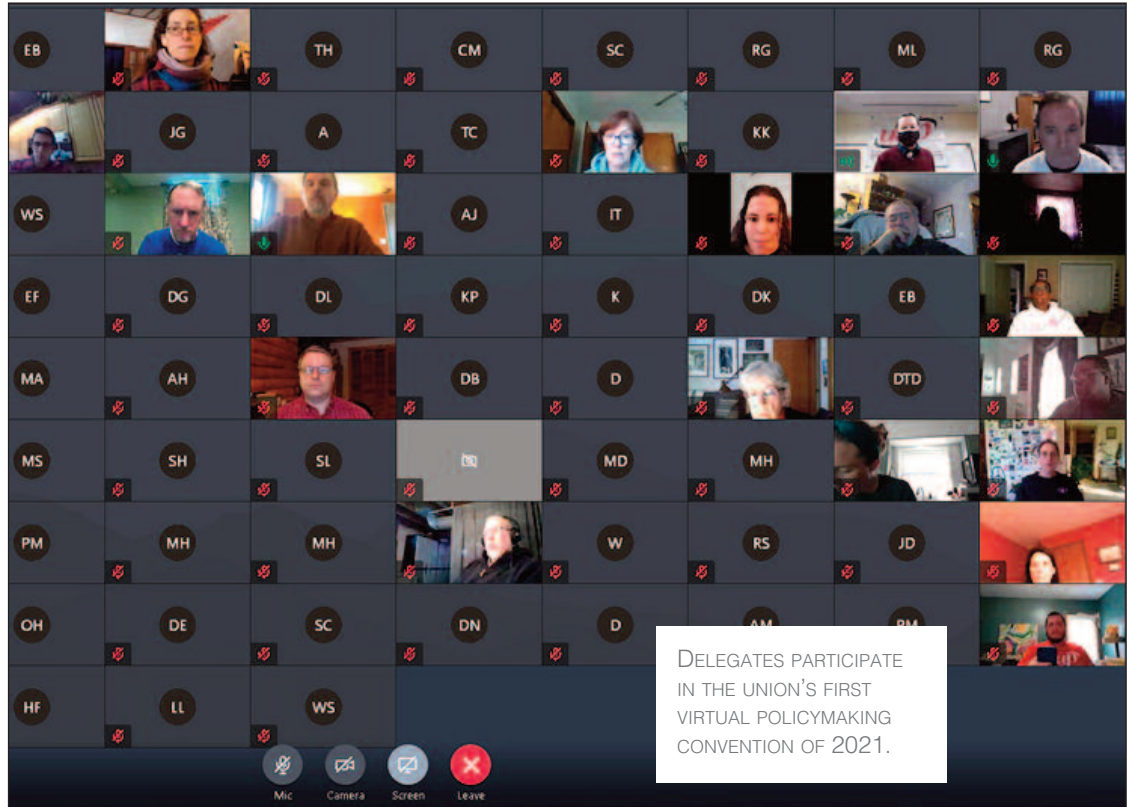
The first Delegate Assembly of 2021, held virtually Jan. 22-23, gave them the opportunity they needed to ask questions and speak in a statewide forum with trusted colleagues and leaders, during what many members have described as the most difficult time in the union's nearly 50-year history. Although UUP has held more than two dozen regional and statewide virtual forums for members during the pandemic, the majority of those sessions occurred before the fall surge of the coronavirus in New York, a situation that has heightened awareness of the unpredictable circumstances of this academic year.

MEMBERS: UUP HAS YOUR BACK

UUP President Fred Kowal reminded members in his opening remarks that they are not alone.

"We are UUP," he told the 232 delegates. "We are united and must remain so. It's best to remember that we have had successes despite the challenges of a pandemic that has been mishandled at all levels of government. For the spring semester, SUNY will be testing all students upon their return and will test all of the members of the SUNY community weekly. That is what the power of a union can deliver. We fought for it; we got it."

Delegates raised a number of issues related to the pandemic, including workload, access to vaccines, their worry about colleagues who refuse to be vaccinated, and the telecommuting agreement that UUP



reached with the state, which has not been evenly applied by campus administrations. At the meeting of professional delegates Jan. 23, statewide Vice President for Professionals Tom Tucker urged members to watch out for work overload and to "make sure you're not running yourself into the ground."



"We've been really pouring into academic issues," said Jamie Dangler, statewide vice president for academics. "We are urging every chapter to take action and mobilize around workload."



AFTER THE PANDEMIC ...

But the union is also looking ahead by continuing work that began before the pandemic. Kowal announced that former Albany Chapter president Bret Benjamin will be the union's chief negotiator in the next contract talks. The current agreement with the state runs to

July 1, 2022.

And Dangler gave an upbeat report on the work of the statewide Teacher Education Committee, which has continued to regularly meet and advocate for the teacher education faculty and students, and for sound, fair certification policies.

RESOLUTIONS ADOPTED

Delegates voted on several resolutions. Those that delegates approved included:

- An amendment to the UUP Constitution to prohibit retired members from holding statewide UUP offices or Executive Board positions, unless they retire during such an elective office. In that case, they can finish their term.
- Support for the organizing effort around the Make Amazon Pay movement, a coalition calling for fair labor practices at the Amazon corporation.

- An update of certain UUP fiscal policies, and policies on expense reimbursements. The changes were proposed to clarify certain existing policies on travel, and to conform with common practices and make certain policies consistent with the UUP Constitution.

- To urge the SUNY Board of Trustees to advocate for the divestment of TIAA funds from fossil fuels and agri-businesses associated with deforestation and human rights abuses.

NEW BENEFIT ANNOUNCED

Kowal also announced a new benefit that UUP has negotiated with the state. Known as the Certification and Licensure Exam Fee Reimbursement, this benefit is designed to help members with the cost of attaining initial certifications, licenses or designations that are related to their profession, or are necessary for promotional opportunities and



The virtual
2021 Spring DA
is now June 4-5!

career mobility within SUNY (see details, link, page 12).

"This is a very important benefit for residents and fellows who face the high cost of those initial certifications," Kowal said. "But it can also be used by UUP members needing certification as they advance in their careers."

INVEST IN OUR NY CAMPAIGN

The DA closed with a workshop on the Invest in Our New York Campaign, which supports six state bills to bring new revenue into the state budget by ending tax breaks for the rich. The theme was in

keeping with the overall tone of optimism and the roll-up-your-sleeves attitude that Kowal struck as he set the stage for a potentially difficult legislative session.

"Since COVID has hit, we've actually built up the number of allies we're working with

while also deepening the relationship with these allies," Kowal told delegates. "Many of these allies joined us at our rally in November on the stock transfer tax. What we are fighting for is justice: social, economic, racial and environmental."

"This sacred work has the power to take us beyond the present chaos, through the deep fear that is so prevalent among us all, and it can help us heal the terrible divisions that scar our people," he continued. "It's the means by which we can keep the fire of hope alive."

Read more about the union's legislative priorities, beginning on page 4.



A Union of Professionals



TRAUMA COVERAGE.
EMPOWERING RECOVERY™

AFT steps up to offer free, voluntary trauma counseling

Free Trauma Counseling www.aft.org/members-only

The trauma counseling program is available to AFT members free of charge, in the one-year aftermath of a covered traumatic incident. You are covered 24 hours a day, 365 days a year if your incident involves any of the following: domestic violence, aggravated assault, sexual assault, mass shooting, terrorism, or if you are infected, injured or traumatized by a disease during a major disaster. Coverage also includes incidents in your place of work if you are traumatized by contracting an infectious disease, witnessing a violent incident, bullying, harassment, threats or secondary traumas.

Voluntary Trauma Counseling www.aft.org/members-only

A new member-paid benefit allows for expanded coverage and is available for members to purchase for themselves or their entire family at a reduced cost that is specifically for AFT members. This extends the coverage for members beyond the AFT's free trauma counseling. It includes recovery care, income replacement, a death benefit and optional family coverage.



NYS/UUP Joint Labor-Management Committees

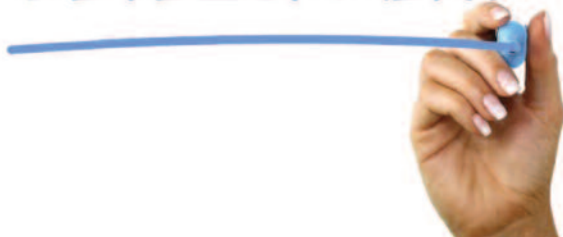
***NEW* EXAM FEE REIMBURSEMENT PROGRAM**

CERTIFICATION LICENSURE EXAM FEE REIMBURSEMENT

The CLEFR Program assists employees with the cost of attaining initial certifications, licenses or designations which are related to their profession or necessary for promotional opportunities and career mobility within the State University of New York (SUNY). Examination fees to renew certifications, licenses, or designations previously obtained by an employee are **not** reimbursable. Maximum reimbursement is \$1,000 for the period January 1, 2021, to December 31, 2021.

For NYS/UUP CLEFR Program guidelines and application, please go to:
goer.ny.gov/nysuupclefr.

PROFESSIONAL
DEVELOPMENT



For additional information contact:

NYS/UUP JLMC
2 Empire State Plaza, 8th Floor
Albany, NY 12223

Email: nysuupclefr@goer.ny.gov

Phone: 518.486.4666

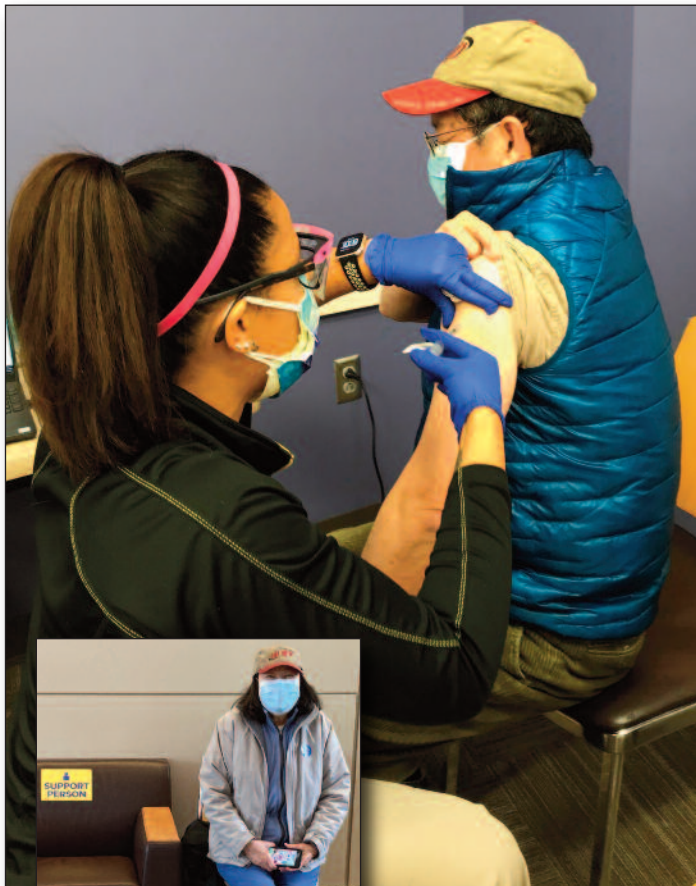
Fax: 518.486.9220

Upstate Chapter

UUP PURCHASED AND SENT 25,000 ISOLATION GOWNS TO UPSTATE MEMBERS JAN. 8. UPSTATE CHAPTER PRESIDENT RICH VEENSTRA, LEFT, SPOKE WITH LOCAL MEDIA AFTER THE GOWNS WERE DELIVERED, NOTING THAT UUP HAS PURCHASED THOUSANDS OF ISOLATION GOWNS, FACE MASKS AND OTHER PERSONAL PROTECTIVE GEAR TO SAFEGUARD MEMBERS ON THE FRONT LINES OF THE PANDEMIC AT SUNY'S PUBLIC HOSPITALS AND HEALTH SCIENCES CENTERS. AT RIGHT IS STEVE GRASSL, CHAPTER VICE PRESIDENT FOR ACADEMICS.



PHOTO COURTESY OF THE UPSTATE CHAPTER



PHOTOS COURTESY OF THE TANGS

Geneseo Chapter

GENESEO CHAPTER MEMBER CHI-MING TANG, ABOVE, GETS VACCINATED AGAINST COVID-19, WHILE HIS WIFE, JASMINE, INSET, WAITS HER TURN.

Downstate Chapter

DOWNSTATE MEDICAL UNIVERSITY CHAPTER MEMBERS WERE AMONG THE FIRST TO ADMINISTER AND RECEIVE THE COVID-19 VACCINATION. FRONTLINE WORKERS AND HOSPITAL LEADERS LINED UP FOR THEIR SHOTS, INCLUDING CHAPTER MEMBERS ADRIAN MOORE, SEATED BELOW, AND DR. ROVIE MESOLA, BOTTOM.



DOWNSTATE.EDU

UUP earns 13 communications awards

BY KAREN L. MATTISON

UUP has done it again. The union's communications efforts won a whopping 13 awards for outstanding writing and design for its print publication *The Voice* and its online counterpart *The Echo*, as well as for its annual multimedia campaign and in-house video productions.

The International Labor Communications Association honored UUP with eight awards for writing, two for videos, and one each for general excellence, multimedia efforts and visual communications. The annual competition recognized communications produced in 2019.

UUP competed against more than 40 national and international labor organizations, including huge union federations like the California Federation of Teachers.

UUP earned five prestigious Saul Miller Awards that highlight writing related to some of the key activities of unions: organizing, collective bargaining and political action. The awards honor the late Saul Miller, a director of the AFL-CIO department of information and a founder of ILCA.

Winning the top Miller Award for Organizing was an article by UUP Director of Media and Publications Mike Lisi. "Doing the hard work" followed several UUP members as they met face to face with colleagues. It was posted in *The Echo*, Vol. 5, No. 4.

Additional Miller Awards include:

- Second place, Collective Bargaining, "Family leave: UUP wins hard-fought, valuable benefit," *The Voice*, Summer 2019, written by UUP Communications Specialist Darryl McGrath.

- Second place, Political Action, "Carpe diem: Members seize every opportunity to advocate," *The Voice*, Winter/Spring 2019, McGrath.

- Third place, Political Action, "Telling it like it is: UUP activists testify on green energy, for more SUNY funding," *The Echo*, Vol. 6, No. 2, Lisi.

- Honorable mention, Political Action, "NY 25: Union makes bold statement with bold plan," *The Echo*, Vol. 6, No. 3, Lisi.

The union also received the following ILCA awards:

- First place, Best Profile, a Q-and-A on Maritime Chapter member Danielle Cole, *The Voice*, Summer 2019, McGrath.

- Second place, Best Promotional Video, "We Are UUP," filmed and produced by Lisi. [View the video here.](#)

- Third place, Best Editorial or Column, "Let the sunshine in," *The Voice*, Summer 2019, about UUP's legislative agenda.

- Third place, General Excellence, Print Publication, *The Voice*, Winter/Spring 2019

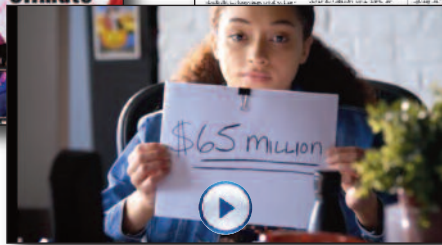


and Summer 2019. The award recognizes excellence in writing, editing, photography and design.

- Third place, "UUP Climate Strike," Lisi. [View the video here.](#)
- Third place, Best Multimedia Campaign, "Sixty Five." [View the video here.](#)

- Honorable mention, Best Design of a Print Magazine, *The Voice*, Fall 2019, designed by Associate Director of Media and Publications Karen L. Mattison.
- Honorable mention, Best Labor History Story, "Kate's place," *The Echo*, Vol. 6, No. 1, Lisi, about the renovation of labor activist Kate Mullany's historical house in Troy.

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



AFT's American Educator seeks peer reviewers

UUP's national affiliate, the American Federation of Teachers, is seeking preK-12 classroom teachers and professors at two-year and four-year colleges and universities with experience and expertise to guide its manuscript selection and editing processes.

Reviewers are asked to comment on a submission's suitability for the journal, the research base, and other strengths and areas for improvement, including making a recommendation on whether the article should be published.

Applicants should send a resume or CV and a cover letter to ae@aft.org with the subject line "Peer Review." Applicants who have previously written for education professionals should also send a sample.

Cover letters should identify areas of expertise and explain why the applicant wants to be a reviewer. It should also describe relevant experience, including examples of teaching, writing and research that have informed the applicant's areas of expertise.

Selected applicants will be sent the peer review form and a sample article to review. The AFT will also request additional information about schedule and availability.

Go to <https://www.aft.org/article-submission-guidelines> for submission information and guidelines.



PORTER

Porter scholarship deadline: March 31

Applications are now available for the AFT's Robert G. Porter Scholars Program, which offers four, four-year \$8,000 scholarships to high school seniors who show outstanding service to their community and an understanding of the role unions can play to create a more just society.

Applicants must be dependents of AFT members.

The program also awards 10 grants of \$1,000 each to AFT members to assist in their continuing education and/or to fund proposed ideas to grow and strengthen their union.

The scholarship program honors the late AFT secretary-treasurer, who served from 1963 to 1991.

Porter was a union activist who dedicated his life to championing the rights of working people, promoting civil rights and ensuring

that the union was a vehicle for fostering the professionalism of its members.

The application deadline for students and members is midnight, March 31, 2020. Winners will be notified by June 30, 2020.

Go to <https://bit.ly/2m8W1WR> for more information.

Emily's List workers say Yes to OPEIU

Employees at the Washington, D.C.-based [Emily's List](#) are the latest to join the growing number of nonprofit employees choosing to be represented by the Office and Professional Employees International Union (OPEIU) and its Nonprofit Employees United (NEU).

Emily's List management in mid-January voluntarily recognized the Emily's List staff union through a card-check process conducted by a neutral party, and now the employees will be represented by OPEIU Local 2 in the D.C. metropolitan area. Contract negotiations will begin in the coming weeks.

Since its launch in mid-2019, more than 1,000 nonprofit workers at dozens of workplaces throughout the country have organized with NEU. During the COVID-19 pandemic, OPEIU organized 530 workers at 18 nonprofit workplaces. In more than half of these organizing campaigns, the employer agreed to voluntarily recognize the union through a card-check verification conducted by a neutral party.

Emily's List is a fundraising group that supports pro-choice women running for office.

Health care workers look to organize

A [new report from NPR](#) shows that unorganized health care workers are increasingly looking to protect themselves at work and have a voice on the job by forming a union. [NPR highlighted a study](#) done in New York that found mortality rates from COVID-19 are lower in unionized nursing homes.

The report cited a number of organizers across the country who are saying that they have seen a sharp increase in organizing leads from workers in the health care sector.



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Sign up for UUP's coronavirus newsletter

To receive the union's weekly *UUPconnect: Coronavirus* newsletter, email UUP Media & Publications Director Mike Lisi at mlisi@uupmail.org.

If your chapter has a coronavirus-related news item or an event, email it to Lisi so it can be shared statewide.

Questions and concerns about this newsletter can be directed to Lisi or to UUPconnect@uupmail.org.

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>

United University Professions
PO Box 15143, Albany NY 12212
518.640.6600 800.342.4206
fax: 518.640.6698 www.uupinfo.org



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.

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

Jan. 29: [Backlash Over Virus at SUNY College: 'Learn From Your Fall 2020 Mistakes!'](#)

The New York Times

President Kowal is quoted in the article about students returning to college last fall for in-person learning.

Jan. 28: [UUP releases ambitious, progressive 2021-2022 legislative agenda—NY HEALS](#)

UUP Press Release

The union issued a wide-ranging 2021-2022 state legislative agenda that rejects Gov. Cuomo’s proposed Executive Budget cuts and calls for the State University of New York to commit to an expanded role in meeting the challenges our society faces.

Jan. 26: [Statement by UUP President Frederick E. Kowal on the 2021 State of the University System Address](#)

UUP Press Release

UUP agrees with Chancellor Malatras’ assertion that SUNY should be at the cutting edge of health care, research and innovation and workforce training.

Jan. 22: [CUNY, SUNY Unions Fight for Every Member to Be Eligible for Vaccine](#)

Chief-Leader (New York City)

UUP and Professional Staff Congress/CUNY demand that their members in the state and city university systems—especially those at public hospitals and academic medical centers—be immediately eligible for the COVID-19 vaccine.



Jan. 19: [Statement by UUP President Frederick E. Kowal on the governor's proposed 2021-22 Executive Budget](#)

UUP Press Release

UUP staunchly opposes the governor’s plan to cut essential public services, including proposed layoffs and other workforce reductions, rather than optimize revenue streams available to the state.

Jan. 19: [SUNY union excoriates Gov. Cuomo's proposed budget](#)

Campus News


A statement by President Kowal on the governor’s proposed 2021-2022 Executive Budget.



Please fill out a card and update your information

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

| | | | |
|---|--------------------------|--------------------------------------|--|
|  | | United University Professions | |
| CHANGE OF ADDRESS CARD | | P.O. Box 15143 | |
| Albany, NY 12212-9954 | | (800) - 342 - 4206 | |
| <i>**Please Print in Ink & Sign</i> | | | |
| 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 _____ | | | |

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



Financial Statement for 2020

Dear Colleagues,
This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2020. The accounting firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which was

reviewed by the Delegate Assembly. Should you have any questions concerning the audit, please contact me.

— UUP Secretary/Treasurer Jeri O'Bryan-Losee

INDEPENDENT AUDITORS' REPORT

EXECUTIVE BOARD

UNITED UNIVERSITY PROFESSIONS

Report on the Financial Statements

We have audited the accompanying financial statements of UNITED UNIVERSITY PROFESSIONS (the Union) which comprise the statements of financial position as of August 31, 2020 and 2019, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United University Professions as of August 31, 2020 and 2019, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of expenses on pages 23 through 25 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Dermody, Burke & Brown

DERMODY, BURKE & BROWN, CPAs, LLC

Syracuse, NY
December 9, 2020

STATEMENTS OF FINANCIAL POSITION

August 31, 2020 and 2019

| | ASSETS | |
|---|-----------------------------------|----------------------|
| | 2020 | 2019 |
| Current Assets: | | |
| Cash and Cash Equivalents | \$ 2,980,727 | \$ 2,441,923 |
| Investments | 7,876,544 | 6,543,783 |
| Membership Dues and Other Receivables | 778,920 | 1,057,393 |
| Accrued Interest Receivable | 10,413 | 5,657 |
| Other Current Asset | 259,385 | 0 |
| Total Current Assets | 11,905,989 | 10,048,756 |
| Property and Equipment, Net of Accumulated Depreciation | 161,445 | 207,975 |
| TOTAL ASSETS | \$ 12,067,434 | \$ 10,256,731 |
| | LIABILITIES AND NET ASSETS | |
| LIABILITIES: | | |
| Current Liabilities: | | |
| Accounts Payable and Accrued Expenses | \$ 356,859 | \$ 229,772 |
| Accrued Vacation | 522,275 | 387,489 |
| Officer and Chapter Leader Release Time Payable | 1,389,030 | 876,990 |
| Chapter Allocations Payable | 66,712 | 19,461 |
| Deferred Revenue | 95,950 | 197,303 |
| Total Current Liabilities | 2,430,826 | 1,711,015 |
| Total Liabilities | 2,430,826 | 1,711,015 |
| NET ASSETS WITHOUT DONOR RESTRICTIONS | 9,636,608 | 8,545,716 |
| TOTAL LIABILITIES AND NET ASSETS | \$ 12,067,434 | \$ 10,256,731 |

STATEMENTS OF ACTIVITIES

Years Ended August 31, 2020 and 2019

| | 2020 | 2019 |
|---------------------------------|---------------|---------------|
| REVENUES | | |
| Membership and Retiree Dues | \$ 25,069,254 | \$ 25,519,545 |
| Less: Dues Allocated To: | | |
| NYSUT | 11,371,490 | 11,278,725 |
| AFT | 5,971,623 | 5,795,285 |
| Total Dues Allocated | 17,343,113 | 17,074,010 |
| Net Membership Dues | 7,726,141 | 8,445,535 |
| Contributions - NYSUT Support | 1,714,332 | 1,728,487 |
| Investment Income | 299,613 | 131,654 |
| Miscellaneous Income | 104,518 | 232,811 |
| Total Revenues | 9,844,604 | 10,538,487 |
| EXPENSES | | |
| Program Expenses: | | |
| Campus Chapters | 4,089,059 | 4,482,185 |
| Special Projects/Needs/Concerns | 1,699,925 | 1,449,953 |
| Governance | 936,939 | 1,254,380 |
| Membership Communications | 378,363 | 339,169 |
| Committees | 214,991 | 293,090 |
| Contract | 44,094 | 51,509 |
| Convention | 94,490 | 101,870 |
| Membership Benefits | 73,905 | 72,628 |
| Total Program Expenses | 7,531,766 | 8,044,784 |
| Management and General Expenses | 1,221,946 | 1,205,081 |
| Total Expenses | 8,753,712 | 9,249,865 |
| CHANGE IN NET ASSETS | 1,090,892 | 1,288,622 |
| NET ASSETS | | |
| Balance, Beginning of Year | 8,545,716 | 7,257,094 |
| Balance, End of Year | \$ 9,636,608 | \$ 8,545,716 |

STATEMENT OF FUNCTIONAL EXPENSES

Year Ended August 31, 2020 with Comparative Totals for the Year Ended August 31, 2019

| | Campus Chapters | Special Projects/Needs/Concerns | Governance |
|---------------------------|-----------------|---------------------------------|------------|
| Salaries and Benefits | \$ 2,300,565 | \$ 359,056 | \$ 718,111 |
| Chapter Rents | 22,218 | 0 | 0 |
| Equipment/Leases | 50,146 | 0 | 0 |
| Travel and Lodging | 0 | 0 | 211,848 |
| The VOICE | 0 | 0 | 0 |
| Public Education | 0 | 6,635 | 0 |
| Outreach | 0 | 316,195 | 0 |
| Negotiations | 0 | 34,578 | 0 |
| Chapter Allocations | 499,461 | 0 | 0 |
| Chapter Support | 40,653 | 0 | 0 |
| Chapter Release Time | 1,082,682 | 0 | 0 |
| Auto Expense | 0 | 0 | 0 |
| Professional Fees | 0 | 0 | 0 |
| Insurance and Bonding | 0 | 0 | 0 |
| Computer Services | 0 | 0 | 0 |
| Equipment and Maintenance | 0 | 0 | 0 |
| Telephone | 0 | 0 | 0 |
| Postage | 0 | 0 | 0 |
| Printing and Duplicating | 0 | 0 | 0 |
| Rent and Depreciation | 87,362 | 42,770 | 6,980 |
| Supplies | 0 | 0 | 0 |
| Chapter Elections | 5,972 | 0 | 0 |
| Membership Benefits | 0 | 762,345 | 0 |
| Other | 0 | 178,346 | 0 |
| Total | \$ 4,089,059 | \$ 1,699,925 | \$ 936,939 |

| | Other Programs | Total Program Expenses | Management and General Expenses | Total Expenses | |
|--|----------------|------------------------|---------------------------------|----------------|--------------|
| | | | | 2020 | 2019 |
| | \$ 359,056 | \$ 3,736,788 | \$ 718,111 | \$ 4,454,899 | \$ 4,399,064 |
| | 0 | 22,218 | 0 | 22,218 | 21,570 |
| | 0 | 50,146 | 0 | 50,146 | 78,129 |
| | 118,725 | 330,573 | 16,258 | 346,831 | 769,909 |
| | 141,589 | 141,589 | 0 | 141,589 | 82,804 |
| | 0 | 6,635 | 0 | 6,635 | 10,185 |
| | 0 | 316,195 | 0 | 316,195 | 442,045 |
| | 1,276 | 35,854 | 0 | 35,854 | 70,677 |
| | 0 | 499,461 | 0 | 499,461 | 616,598 |
| | 0 | 40,653 | 0 | 40,653 | 32,680 |
| | 0 | 1,082,682 | 0 | 1,082,682 | 1,212,071 |
| | 0 | 0 | 7,780 | 7,780 | 7,474 |
| | 0 | 0 | 56,270 | 56,270 | 54,285 |
| | 0 | 0 | 64,905 | 64,905 | 69,022 |
| | 0 | 0 | 90,600 | 90,600 | 91,422 |
| | 0 | 0 | 50,503 | 50,503 | 60,276 |
| | 61,480 | 61,480 | 0 | 61,480 | 54,282 |
| | 54,730 | 54,730 | 0 | 54,730 | 66,595 |

STATEMENT OF FUNCTIONAL EXPENSES (continued)
Year Ended August 31, 2020 with Comparative Totals for the Year Ended August 31, 2019

| Other Programs | Total Program Expenses | Management and General Expenses | Total Expenses | |
|-------------------|------------------------|---------------------------------|---------------------|---------------------|
| | | | 2020 | 2019 |
| 4,218 | 4,218 | 0 | 4,218 | 24,722 |
| 13,038 | 150,150 | 130,596 | 280,746 | 268,910 |
| 0 | 0 | 86,923 | 86,923 | 80,347 |
| 0 | 5,972 | 0 | 5,972 | 109,857 |
| 44,618 | 806,963 | 0 | 806,963 | 427,504 |
| 7,113 | 185,459 | 0 | 185,459 | 199,437 |
| \$ 805,843 | \$ 7,531,766 | \$ 1,221,946 | \$ 8,753,712 | \$ 9,249,865 |

| | Campus Chapters | Special Projects/ Needs/Concerns | Governance |
|---------------------------|---------------------|----------------------------------|---------------------|
| Salaries and Benefits | \$ 2,521,357 | \$ 346,285 | \$ 692,569 |
| Rent | 21,570 | 0 | 0 |
| Equipment/Leases | 78,129 | 0 | 0 |
| Travel and Lodging | 0 | 0 | 545,366 |
| The VOICE | 0 | 0 | 0 |
| Public Education | 0 | 10,185 | 0 |
| Outreach | 0 | 442,045 | 0 |
| Negotiations | 0 | 55,767 | 0 |
| Chapter Allocations | 616,598 | 0 | 0 |
| Chapter Support | 32,680 | 0 | 0 |
| Chapter Release Time | 1,212,071 | 0 | 0 |
| Auto Expense | 0 | 0 | 0 |
| Professional Fees | 0 | 0 | 0 |
| Insurance and Bonding | 0 | 0 | 0 |
| Computer Services | 0 | 0 | 0 |
| Equipment and Maintenance | 0 | 0 | 0 |
| Telephone | 0 | 0 | 0 |
| Postage | 0 | 0 | 0 |
| Printing and Duplicating | 0 | 0 | 0 |
| Rent and Depreciation | 89,923 | 32,305 | 16,445 |
| Supplies | 0 | 0 | 0 |
| Chapter Elections | 109,857 | 0 | 0 |
| Membership Benefits | 0 | 374,966 | 0 |
| Other | 0 | 188,400 | 0 |
| Total | \$ 4,482,185 | \$ 1,449,953 | \$ 1,254,380 |

| Other Programs | Total Program Expenses | Management and General Expenses | Total |
|-------------------|------------------------|---------------------------------|---------------------|
| \$ 346,283 | \$ 3,706,494 | \$ 692,570 | \$ 4,399,064 |
| 0 | 21,570 | 0 | 21,570 |
| 0 | 78,129 | 0 | 78,129 |
| 191,221 | 736,587 | 33,322 | 769,909 |
| 82,804 | 82,804 | 0 | 82,804 |
| 0 | 10,185 | 0 | 10,185 |
| 0 | 442,045 | 0 | 442,045 |
| 14,910 | 70,677 | 0 | 70,677 |
| 0 | 616,598 | 0 | 616,598 |
| 0 | 32,680 | 0 | 32,680 |
| 0 | 1,212,071 | 0 | 1,212,071 |
| 0 | 0 | 7,474 | 7,474 |
| 0 | 0 | 54,285 | 54,285 |
| 0 | 0 | 69,022 | 69,022 |
| 0 | 0 | 91,422 | 91,422 |
| 0 | 0 | 60,276 | 60,276 |
| 54,282 | 54,282 | 0 | 54,282 |
| 66,595 | 66,595 | 0 | 66,595 |
| 24,722 | 24,722 | 0 | 24,722 |
| 13,874 | 152,547 | 116,363 | 268,910 |
| 0 | 0 | 80,347 | 80,347 |
| 0 | 109,857 | 0 | 109,857 |
| 52,538 | 427,504 | 0 | 427,504 |
| 11,037 | 199,437 | 0 | 199,437 |
| \$ 858,266 | \$ 8,044,784 | \$ 1,205,081 | \$ 9,249,865 |

STATEMENTS OF CASH FLOWS
Years Ended August 31, 2020 and 2019

| | 2020 | 2019 |
|---|------------------|------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | |
| Change in Net Assets | \$ 1,090,892 | \$ 1,288,622 |
| Adjustments to Reconcile Change in Net Assets to Net Cash Provided By Operating Activities: | | |
| Depreciation Expense | 67,627 | 67,193 |
| Loss (Gain) on Disposal of Equipment | 5,359 | (17,200) |
| Unrealized Gain on Investments | (148,890) | (28,574) |
| Changes in Operating Assets and Liabilities: | | |
| Membership Dues and Other Receivables | 278,473 | 85,526 |
| Accrued Interest Receivable | (4,756) | 884 |
| Prepaid Expenses | 0 | 14,229 |
| Other Current Asset | (259,385) | 0 |
| Accounts Payable and Accrued Expenses | 127,087 | (22,468) |
| Accrued Vacation | 134,786 | 42,535 |
| Officer and Chapter Leader Release Time Payable | 512,040 | 235,189 |
| Chapter Allocations Payable | 47,251 | (982) |
| Deferred Revenue | (101,353) | 61,980 |
| Net Cash Provided By Operating Activities | 1,749,131 | 1,726,934 |

STATEMENTS OF CASH FLOWS (continued)
Years Ended August 31, 2020 and 2019

| CASH FLOWS FROM INVESTING ACTIVITIES | | |
|---|---------------------|---------------------|
| Net Investment Activity | (1,183,871) | (1,665,780) |
| Acquisition of Property and Equipment | (26,456) | (64,473) |
| Net Cash Used In Investing Activities | (1,210,327) | (1,730,253) |
| Change in Cash and Cash Equivalents | 538,804 | (3,319) |
| Cash and Cash Equivalents, Beginning of Year | 2,441,923 | 2,445,242 |
| Cash and Cash Equivalents, End of Year | \$ 2,980,727 | \$ 2,441,923 |

NOTES TO FINANCIAL STATEMENTS
August 31, 2020 and 2019

NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Organization

United University Professions (the "Union") was organized for the primary purpose of improving the terms and conditions of employment for the staff of the State University of New York. The Union maintains 32 chapters at the 29 universities of the State of New York. The Union is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).

Basis of Accounting

The Union's financial statements are prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America. Under this method, revenues are recognized as earned, and expenses are recognized as they are incurred.

Adoption of New Accounting Pronouncements

ASU 2014-09, "Revenue from Contracts with Customers" was issued by the FASB in May 2014 and is intended to improve the financial reporting requirements for revenue from contracts with customers. The ASU establishes a five-step model and application guidance for determining the timing and amount of revenue recognition guidance in GAAP. The ASU became effective for the Union for the year ended August 31, 2020. Membership dues are the only material revenue stream which constitutes an exchange transaction falling under the guidance of ASU 2014-09. The Union adopted the new guidance effective September 1, 2019 using the modified retrospective basis. The adoption of this accounting standard had no effect on the Union's financial statements. Revenues prior to September 1, 2019 have not been adjusted and continue to be reported under Accounting Standards Codification ("ASC"), Revenue Recognition (Topic 605).

During the year ended August 31, 2020, the Union adopted ASU 2018-08, "Clarifying the Scope and Accounting Guidance for Contributions Received and Contributions Made." ASU 2018-08 provides guidance on characterizing grants and similar contracts as contributions or exchange transactions. It also clarifies how the Union determines whether a resource provider is receiving commensurate value and expands the criteria for determining whether a contribution is conditional. The Union adopted the standard on a modified retrospective basis, in which the change in accounting principle is applied only to agreements that are either not completed as of, or are not entered into after, the adoption date. The adoption of this accounting standard did not have a significant impact on the Union's total net assets or changes in net assets.

The Union has adopted ASU 2016-01, "Financial Instruments – Overall (Subtopic 825-10): Recognition and Measurement of Financial Assets and Financial Liabilities" as of August 31, 2020. ASU 2016-01 requires equity securities to be measured at fair value, with unrealized holding gains and losses reflected in net income. There is a measurement alternative available whereby certain entities can make an election on a security-by-security basis to account for qualifying equity securities that do not have readily determinable fair values at cost, with adjustments for impairment, and observable price changes. The adoption of this accounting standard did not have an impact on the Union's financial statements.

Financial Statement Presentation

The financial statements of the Union have been prepared in accordance with U.S. generally accepted accounting principles, which require the Union to report information regarding its financial position and activities according to the following net asset classifications:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objective of the Union. These net assets may be used at the discretion of the Union's management and the board of directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by the actions of the Union or by the passage of time. Other donor restrictions are perpetual in nature; whereby the donor has stipulated that the funds be maintained in perpetuity. At August 31, 2020 and 2019, none of the Union's net assets are subject to donor-imposed restrictions.

Cash Equivalents

The Union considers all investments with original maturities of three months or less to be cash equivalents. Cash equivalents consist primarily of money market accounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Union's gains and losses on investments bought and sold as well as held during the year.

Investments consist of cash and cash equivalents, mutual funds, certificates of deposit and United States Treasuries with original maturities greater than three months. Certificates of deposit included \$-0- in excess of federally insured limits at both August 31, 2020 and 2019.

The Union may at times invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of activities.

NOTES TO FINANCIAL STATEMENTS
August 31, 2020 and 2019

NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (continued)

Property and Equipment

The Union capitalizes expenditures in excess of \$2,500 for property and equipment at cost. Depreciation is provided on the straight-line basis over estimated useful lives ranging from three to ten years. When properties are retired or otherwise disposed of, the related costs and accumulated depreciation are removed from the accounts and any gain or loss is recorded in the statements of activities. Equipment under capital leases is amortized over the shorter of the lease term or the estimated useful lives of the assets.

Expenditures for repairs and maintenance not considered to substantially lengthen property life are charged to expense as incurred.

Impairment of Long-Lived Assets

The Union reviews long-lived assets, including property and equipment, for impairment whenever events or changes in business circumstances indicate that the carrying amount of an asset may not be fully recoverable. An impairment loss would be recognized when the estimated future cash flows from the use of an asset are less than the carrying amount of that asset. The Union has determined that no impairment existed at August 31, 2020 and 2019.

Officer and Chapter Leader Release Time Payable

Officer and chapter release time payable represents amounts owed to various State universities for reimbursement of the portion of certain officers' and chapter leaders' salaries and fringe benefits that relate to time incurred for Union activities which have been paid by the universities.

Deferred Revenue

The Union bills retirees for annual dues at the end of each fiscal year. Dues collected that relate to the next fiscal year are recorded as deferred revenue.

Membership Dues

Membership dues are the primary sources of revenue for the Union and are collected from members at the rate of 1% of annual salary (0.9% for members under the negotiated minimum annual salary). Dues are collected through payroll deductions by the Office of the New York State Comptroller and remitted periodically to the Union and are recognized as revenue as the salary is earned by the members.

The Union has a collective bargaining agreement (CBA) with the State of New York. The most recent CBA was ratified by the membership on September 5, 2018 for the period July 2, 2016 through July 1, 2022.

Affiliate Dues

The Union is required to pay per capita affiliate dues to AFT and NYSUT as a result of its affiliation with AFT and NYSUT. The affiliate dues are based on certain formulas as defined in the affiliation agreements.

Functional Allocation of Expenses

The costs of providing the various programs have been summarized on a functional basis in the statements of activities and statement of functional expenses. Accordingly, certain costs have been allocated among the programs benefited based on management's estimates of time spent, usage or by space occupied. Other costs specifically identified to a program are charged directly to that program.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Income Taxes

The Union is recognized as a public charity exempt from federal and state income tax under Section 501(c)(5) of the Internal Revenue Code and similar provisions of New York State law, whereby only unrelated business income, as defined under Section 512(a)(1) of the Internal Revenue Code and similar provisions of New York State law, is subject to income tax. Management believes that substantially all of the Union's income during the years ended August 31, 2020 and 2019, was related to the Union's exempt purpose.

NOTE 2 – LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

The following table reflects the Union's financial assets as of August 31:

| | 2020 | 2019 |
|---|----------------------|----------------------|
| Financial Assets: | | |
| Cash and Cash Equivalents | \$ 2,980,727 | \$ 2,441,923 |
| Investments | 7,876,544 | 6,543,783 |
| Membership Dues and Other Receivables | 778,920 | 1,057,393 |
| Accrued Interest Receivable | 10,413 | 5,657 |
| Other Current Asset | 259,385 | 0 |
| Financial Assets Available to Meet Cash Needs for General Expenditures Within One Year | \$ 11,905,989 | \$ 10,048,756 |

The Union spends, on average, \$730,000 and \$770,000 to cover expenditures on a monthly basis for 2020 and 2019, respectively.

NOTE 3 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following at August 31:

| | 2020 | 2019 |
|---|---------------------|---------------------|
| General Checking Account | \$ 1,207,131 | \$ 324,312 |
| Petty Cash | 750 | 750 |
| Agency Fee Refund Account | (4,801) | 1,188 |
| Chapter Cash Balances | 628,523 | 542,429 |
| Restricted Agency Shop Fee Reserve Accounts | 198,931 | 198,878 |
| Member and Retiree Accounts | 216,740 | 541,523 |
| Payroll Account | 68,553 | 235,210 |
| NYSUT Additional Support Checking Account | 652,881 | 590,788 |
| UUP Employees' Flexible Spending Account | 12,019 | 6,845 |
| Total | \$ 2,980,727 | \$ 2,441,923 |

Concentration of Credit Risk

Cash and cash equivalents include bank demand deposit accounts, money market accounts and highly liquid investments purchased with maturities of three months or less. The Union maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Union has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash and cash equivalents.

Uninsured cash amounted to \$1,889,127 and \$1,474,100 at August 31, 2020 and 2019, respectively.

NOTE 4 – INVESTMENTS

Equity mutual funds are subject to market value changes associated with publicly held investments. The portfolio's treasury and bond mutual funds' investment values will fluctuate due to interest rate changes.

Investments consist of the following at August 31:

| | 2020 | | 2019 | |
|-------------------------------------|---------------------|---------------------|---------------------|---------------------|
| | Cost | Fair Value | Cost | Fair Value |
| Cash and Cash Equivalents | \$ 25,884 | \$ 25,884 | \$ 387,753 | \$ 387,753 |
| Traditional Certificates of Deposit | 311,830 | 311,830 | 155,811 | 155,811 |
| Brokered Certificates of Deposit | 6,253,000 | 6,345,549 | 3,586,000 | 3,588,618 |
| Equity and Bond Mutual Funds | 1,111,199 | 1,193,281 | 613,170 | 618,137 |
| United States Treasuries | 0 | 0 | 1,775,081 | 1,793,464 |
| Total | \$ 7,701,913 | \$ 7,876,544 | \$ 6,517,815 | \$ 6,543,783 |

The components of investment income from all sources are reflected below:

| | 2020 | 2019 |
|------------------|-------------------|-------------------|
| Interest Income | \$ 150,723 | \$ 103,080 |
| Unrealized Gains | 148,890 | 28,574 |
| Total | \$ 299,613 | \$ 131,654 |

NOTE 5 – FAIR VALUE MEASUREMENTS

Guidance provided by the FASB defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. When measuring fair value, a fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability.

The three levels of the fair value hierarchy are described below:

- Level 1 – Quoted prices in active markets for identical assets or liabilities.
- Level 2 – Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. This includes certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2020 and 2019.

Cash and Cash Equivalents – Valued at carrying cost, which approximates fair value.

Traditional Certificates of Deposit – Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

Brokered Certificates of Deposit – Valued at fair value based on interest rate fluctuations during the holding period. Brokered CD's held to maturity are redeemed at purchased face value. It is the Union's intent to hold these investments to maturity.

Equity and Bond Mutual Funds – Valued at the daily closing price as reported by the Fund. Mutual funds held by the fund are open-end mutual funds that is registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Union are deemed to be actively traded.

United States Treasuries – Valued at the closing price reported in the active market in which the individual treasury equity or bond is traded.

All investment assets are measured at fair value on a recurring basis and are considered to be Level 1 at both August 31, 2020 and 2019.

NOTE 6 – MEMBERSHIP DUES AND OTHER RECEIVABLES

Accounts receivable consists of support payments received after the close of the fiscal year. The following amounts are due at August 31:

| | 2020 | 2019 |
|-------------------------------------|-------------------|---------------------|
| Due from NYS | \$ 706,990 | \$ 614,067 |
| Due from NYSUT | 28,730 | 430,941 |
| Due from NYS - Officer Release Time | 28,016 | 0 |
| Due from UUP Benefit Trust Fund | 2,391 | 3,329 |
| Due from Retirees | 3,507 | 4,408 |
| Due from Other | 9,286 | 4,648 |
| Total | \$ 778,920 | \$ 1,057,393 |

The Union's management considers these accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they will be charged to operations when that determination is made. No such charges were recorded for the years ended August 31, 2020 and 2019.

NOTE 7 – OTHER CURRENT ASSET

During the year ended August 31, 2020, the Union recorded potential credits against payroll taxes which were made available pursuant to the Payroll Retention Credit provisions under the Coronavirus Aid, Relief, and Economic Security (CARES) Act, which was enacted March 27, 2020. These credits were recorded as a credit to salaries and benefits in the schedules of expenses and as an other current asset on the statement of financial position. The total amount of the potential credits was \$259,385 and \$-0- at August 31, 2020 and 2019, respectively.

As of the report date, the Union has utilized approximately \$177,000 of these credits.

NOTE 8 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following at August 31:

| | 2020 | 2019 |
|--------------------------------|-------------------|-------------------|
| Furniture and Equipment | \$ 345,685 | \$ 351,892 |
| Capitalized Office Equipment | 69,190 | 69,190 |
| Automobiles | 186,055 | 184,953 |
| | 600,930 | 606,035 |
| Less: Accumulated Depreciation | 439,485 | 398,060 |
| Total | <u>\$ 161,445</u> | <u>\$ 207,975</u> |

Depreciation expense for the years ended August 31, 2020 and 2019 was \$67,627 and \$67,193, respectively.

NOTE 9 – COMMITMENTS AND CONTINGENCIES**Operating Leases**

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$305,525 and \$307,557 for the years ended August 31, 2020 and 2019, respectively.

Minimum future rental payments under these operating leases as of August 31, 2020 are as follows:

| | |
|------------|---------------------|
| 2021 | \$ 305,731 |
| 2022 | 273,873 |
| 2023 | 245,025 |
| 2024 | 245,025 |
| 2025 | 253,193 |
| Thereafter | 253,193 |
| Total | <u>\$ 1,576,040</u> |

Contingencies

In the ordinary course of business, there are various legal proceedings pending against the Union. After consultation with outside counsel, management believes that the aggregate exposure, if any, arising from such litigation will not have a material adverse effect on the Union's financial position, results of activities or cash flows.

NOTE 10 – BENEFIT PLANS

The Union maintains a non-contributory defined contribution benefit plan covering substantially all full-time and certain part-time employees. Contributions to the plan are based on 10% of participant's compensation and are fully vested when made. Pension expense for the years ended August 31, 2020 and 2019 was \$211,018 and \$209,381, respectively.

The Union also maintains a 401(k) plan. The 401(k) plan is funded through voluntary employee contributions, employer contributions for CWA staff, and discretionary employer contributions for non-CWA staff. The Union made contributions of \$29,157 and \$26,734 for 2020 and 2019, respectively.

NOTE 11 – RELATED ORGANIZATIONS

In addition to its relationships with NYSUT and AFT, United University Professions is affiliated with the following:

UUP Benefit Trust Fund – The Benefit Trust Fund (BTF) is a separate entity which was established to provide vision and dental benefits to Union members. The BTF is funded solely by New York State on behalf of Union members who are state employees. The BTF reimbursed the Union for certain expenses totaling \$3,637,697 and \$1,978,230 for the years ended August 31, 2020 and 2019, respectively. UUP is reimbursed by the BTF for the salaries and expenses of any UUP employees that provide services on behalf of the BTF.

UUP Member Services Trust Fund – The Member Services Trust Fund (MSTF) is a separate entity which was established to provide voluntary benefit programs to members of the Union, retirees, and their dependents. The MSTF is funded solely by voluntary premium contributions. The MSTF reimbursed the Union for certain expenses totaling \$128,301 and \$124,523 for the years ended August 31, 2020 and 2019, respectively. UUP is reimbursed by the MSTF for the salaries and expenses of any UUP employees that provide services on behalf of the MSTF.

NYSUT Support – The Union receives support from NYSUT to cover expenses incurred by the Union on their behalf. These expenses include, but are not limited to, secretarial support, office rent, office supplies, telephone, training, and public relations. These expenses are included in unrestricted expenses. Support provided to the Union to cover these expenses amounted to \$1,614,600 for both years ended August 31, 2020 and 2019. NYSUT support is included in unrestricted revenues.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. Additional support amounted to \$99,732 and \$113,887 for 2020 and 2019, respectively.

The Union reimburses NYSUT for services provided to the Union by NYSUT. These services include computer support services, printing services, postage, and other miscellaneous services. The Union reimbursed NYSUT \$141,044 for both years 2020 and 2019, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was \$197,313 and \$184,728 for 2020 and 2019, respectively.

NOTE 12 – COLLECTIVE BARGAINING AGREEMENT

Most full and part-time, non-exempt employees of the Union's workforce work under a collective bargaining agreement with Communications Workers of America (CWA) as of August 31, 2020 and 2019. The current contract was set to expire August 31, 2020. In August 2020, an agreement was signed to extend the current contract through August 31, 2022 with some minor revisions.

NOTE 13 – SUBSEQUENT EVENTS**Economic Decline**

The United States and world economies have suffered significant decline related to the COVID-19 pandemic. The long-term impact and duration of the economic decline is not known at this time.

The Union's financial position as presented in these financial statements reflects economic conditions in effect at August 31, 2020.

Management has evaluated subsequent events through December 9, 2020, which is the date the financial statements were available to be issued.

OTHER FINANCIAL INFORMATION**SCHEDULES OF EXPENSES**

Years Ended August 31, 2020 and 2019

| | 2020 | 2019 |
|--|---------------------|---------------------|
| CAMPUS CHAPTERS | | |
| Salaries and Benefits | \$ 1,436,222 | \$ 1,385,140 |
| Chapter Salaries and Benefits | 864,343 | 936,217 |
| Chapter Allocations | 499,461 | 616,598 |
| Chapter Rents | 22,218 | 21,570 |
| Chapter Support | 40,653 | 32,680 |
| Chapter Release Time | 1,082,682 | 1,212,071 |
| Chapter Elections, Postage/Printing | 5,972 | 109,857 |
| Equipment Upgrades | 50,146 | 78,129 |
| Rent and Depreciation | 87,362 | 89,923 |
| TOTAL CAMPUS CHAPTERS | <u>\$ 4,089,059</u> | <u>\$ 4,482,185</u> |
| SPECIAL PROJECTS/NEEDS/CONCERNS | | |
| Salaries and Benefits | \$ 359,056 | \$ 346,285 |
| Outreach Activities | 38,445 | 249,383 |
| Outreach | 531 | 16,683 |
| Public Awareness Program | 6,635 | 10,185 |
| Outreach Advertising Campaign | 277,219 | 175,979 |
| Negotiations | 34,578 | 55,767 |
| Legal Defense Fund | 37,800 | 34,600 |
| Solidarity Fund | 1,578 | 7,143 |
| NYS Lifeguard Corps. Expense | 101,281 | 98,105 |
| Retiree Activities | 255,846 | 234,097 |
| Miscellaneous | 37,687 | 48,552 |
| Organizing - Members | 506,499 | 140,869 |
| Rent and Depreciation | 42,770 | 32,305 |
| TOTAL SPECIAL PROJECTS/NEEDS/CONCERNS | <u>\$ 1,699,925</u> | <u>\$ 1,449,953</u> |
| GOVERNANCE | | |
| Salaries and Benefits | \$ 718,111 | \$ 692,569 |
| Delegate Assembly | 174,137 | 436,274 |
| Executive Board | 16,809 | 41,440 |
| Chapter Presidents' Meetings | 7,633 | 29,845 |
| Training Workshops | 12,131 | 37,059 |
| Child Care/Elder Care Reimbursement | 1,138 | 748 |
| Rent and Depreciation | 6,980 | 16,445 |
| TOTAL GOVERNANCE | <u>\$ 936,939</u> | <u>\$ 1,254,380</u> |
| MEMBERSHIP COMMUNICATIONS | | |
| Salaries and Benefits | \$ 107,717 | \$ 103,885 |
| Telephone | 61,480 | 54,282 |
| Postage | 54,730 | 66,595 |
| Printing and Duplicating | 4,218 | 24,722 |
| Magazine (The Voice) | 141,589 | 82,804 |
| Rent and Depreciation | 8,629 | 6,881 |
| TOTAL MEMBERSHIP COMMUNICATIONS | <u>\$ 378,363</u> | <u>\$ 339,169</u> |
| COMMITTEES | | |
| Salaries and Benefits | \$ 107,717 | \$ 103,885 |
| Academic Medical Programs | 5,476 | 3,684 |
| Affirmative Action | 5,706 | 9,633 |
| Black and Latino Faculty and Staff Concerns | 3,986 | 7,719 |
| Compliance and Audit | 6,189 | 8,561 |
| Constitution and Governance | 9,303 | 26,029 |
| Contingent Employment | 11,075 | 11,644 |
| Disability Rights and Concerns | 4,002 | 1,780 |
| Finance and Legal Defense | 8,145 | 15,059 |
| Future of Public Higher Education | 5,167 | 10,760 |
| Grievance | 5,723 | 5,368 |
| Membership | 6,618 | 14,538 |
| Negotiations | 1,276 | 14,910 |
| Opportunity Programs | 3,954 | 8,484 |
| Solidarity | 5,342 | 710 |
| SOL | 4,460 | 7,807 |
| Technology Campuses | 4,479 | 8,543 |
| Veterans Affairs | 4,604 | 9,305 |
| Women's Rights | 4,495 | 9,860 |
| Total AD HOC | 3,849 | 9,267 |
| Rent and Depreciation | 3,425 | 5,544 |
| TOTAL COMMITTEES | <u>\$ 214,991</u> | <u>\$ 293,090</u> |
| CONTRACT | | |
| Salaries and Benefits | \$ 35,906 | \$ 34,628 |
| Arbitration | 6,212 | 11,037 |
| Joint Labor Management Contract | 814 | 5,350 |
| Grievance | 901 | 0 |
| Rent and Depreciation | 261 | 494 |
| TOTAL CONTRACT | <u>\$ 44,094</u> | <u>\$ 51,509</u> |

SCHEDULES OF EXPENSES

Years Ended August 31, 2020 and 2019

| | 2020 | 2019 | | 2020 | 2019 |
|------------------------------------|---------------------|---------------------|--|---------------------|---------------------|
| CONVENTION | | | MANAGEMENT AND GENERAL EXPENSES | | |
| Salaries and Benefits | \$ 71,811 | \$ 69,257 | Officers' Salaries and Benefits | \$ 160,450 | \$ 161,681 |
| NYSUT Convention | 0 | 15,960 | Statewide Release Time | 15,460 | 16,884 |
| AFT Convention/TEACH | 0 | 0 | Administrative Salaries and Benefits | 542,201 | 514,005 |
| Conference Expense/Designee Travel | 13,374 | 13,891 | Office Supplies and Contributions | 86,923 | 80,347 |
| Vacation Reimbursement | 8,582 | 1,807 | Auto Expenses | 7,780 | 7,474 |
| Rent and Depreciation | 723 | 955 | Professional Fees | 42,100 | 41,000 |
| TOTAL CONVENTION | \$ 94,490 | \$ 101,870 | Legal Fees | 14,170 | 13,285 |
| MEMBERSHIP BENEFITS | | | Insurance and Bonding | 64,905 | 69,022 |
| Salaries and Benefits | \$ 35,905 | \$ 34,628 | Travel Expenses, Staff | 8,110 | 13,009 |
| Membership Benefits | 38,000 | 38,000 | Travel Expenses, Officers | 8,148 | 20,313 |
| TOTAL MEMBERSHIP BENEFITS | \$ 73,905 | \$ 72,628 | Computer Services | 90,600 | 91,422 |
| TOTAL PROGRAM EXPENSES | \$ 7,531,766 | \$ 8,044,784 | Equipment Maintenance | 50,503 | 60,276 |
| | | | Rent and Depreciation | 130,596 | 116,363 |
| | | | TOTAL MANAGEMENT AND GENERAL EXPENSES | \$ 1,221,946 | \$ 1,205,081 |
| | | | TOTAL EXPENSES | \$ 8,753,712 | \$ 9,249,865 |



Expenditure report of UUP chapters for 2020

INDEPENDENT ACCOUNTANTS' COMPILATION REPORT

**EXECUTIVE BOARD
UNITED UNIVERSITY PROFESSIONS**

Management is responsible for the accompanying campus expenditure report of chapters of UNITED UNIVERSITY PROFESSIONS (the Chapters) for the year ended August 31, 2020 in accordance with the cash basis of accounting. We have performed the compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the campus expenditure report of chapters nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on the campus expenditure report of chapters.

Management has elected to omit substantially all of the disclosures ordinarily included in the campus expenditure report of chapters prepared in accordance with the cash basis of accounting. If the omitted disclosures were included in the campus expenditure report of chapters, they might influence the user's conclusions about the Chapters' cash receipts and disbursements. Accordingly, the campus expenditure report of chapters is not designed for those who are not informed about such matters.

Syracuse, NY
December 9, 2020

Dermod, Burke & Brown
DERMODY, BURKE & BROWN, CPAs, LLC

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2020

| | Albany | Alfred | Binghamton | Brookport | Buffalo Center | Buffalo State | HSC Buffalo | Canton | Cobleskill | Cortland | Delhi |
|--|---------------|--------------|---------------|---------------|-------------------|------------------|----------------|---------------|--------------|---------------|--------------|
| Cash Balance as of September 1, 2019 | \$ 10,958 | \$ 5,235 | \$ 35,225 | \$ 6,616 | \$ 900 | \$ 24,773 | \$ 10,437 | \$ 19,908 | \$ 5,553 | \$ 8,219 | \$ 11,618 |
| Cash Receipts: | | | | | | | | | | | |
| Chapter Allocations, Net | 13,723 | 8,137 | 16,208 | 13,383 | 40,829 | 10,848 | 4,883 | 3,976 | 2,897 | 19,103 | 3,831 |
| Interest | 5 | 1 | 113 | 0 | 3 | 94 | 2 | 0 | 0 | 0 | 18 |
| Reimbursements for Various Expenses | 0 | 450 | 428 | 200 | 0 | 0 | 285 | 0 | 200 | 843 | 0 |
| Other | 118 | 0 | 40 | 0 | 0 | 494 | 0 | 0 | 0 | 0 | 1,224 |
| Total Receipts | 13,846 | 8,588 | 16,789 | 13,583 | 40,832 | 11,436 | 5,170 | 3,976 | 3,097 | 19,946 | 5,073 |
| Cash Disbursements: | | | | | | | | | | | |
| Membership and Chapter Committee Meetings | 12,001 | 3,783 | 6,133 | 6,683 | 2,071 | 5,848 | 3,073 | 7,487 | 1,454 | 9,056 | 5,602 |
| Executive Board | 2,159 | 91 | 2,116 | 794 | 177 | 579 | 1,739 | 1,695 | 437 | 0 | 0 |
| Outreach Activities | 0 | 0 | 1,282 | 0 | 0 | 640 | 0 | 0 | 0 | 0 | 0 |
| Grievance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office Expense | 84 | 16 | 197 | 70 | 1,127 | 33 | 593 | 1,182 | 317 | 205 | 39 |
| Printing/Duplicating | 719 | 0 | 417 | 29 | 0 | 320 | 0 | 0 | 3 | 767 | 5 |
| Newsletter/Publications | 0 | 929 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telephone/Internet/Website | 885 | 288 | 554 | 98 | 6,966 | 496 | 625 | 0 | 0 | 0 | 11 |
| Postage | 0 | 38 | 181 | 25 | 676 | 52 | 110 | 0 | 8 | 220 | 0 |
| Bank Charges | 0 | 0 | 0 | 12 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Chapter Workshops | 854 | 0 | 1,661 | 0 | 1,295 | 479 | 0 | 0 | 259 | 0 | 0 |
| Furniture/Equipment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 34 | 0 |
| Other | 585 | 0 | 1,037 | 735 | 16,995 | 1,086 | 549 | 539 | 0 | 664 | 0 |
| Total Disbursements | 17,287 | 5,145 | 13,578 | 8,446 | 29,307 | 9,533 | 6,689 | 10,903 | 2,478 | 10,946 | 5,657 |
| (Deficiency) Excess of Receipts Over Disbursements | (3,441) | 3,443 | 3,211 | 5,137 | 11,525 | 1,903 | (1,519) | (6,927) | 619 | 9,000 | (584) |
| Cash Balance as of August 31, 2020 | \$ 7,517 | \$ 8,678 | \$ 38,436 | \$ 11,753 | \$ 12,425 | \$ 26,676 | \$ 8,918 | \$ 12,981 | \$ 6,172 | \$ 17,219 | \$ 11,034 |

CAMPUS EXPENDITURE REPORT OF CHAPTERS (continued)

Year Ended August 31, 2020

| | Downstate Medical | Empire State | Enviro Science and Forestry | Farmingdale | Fredonia | Geneseo | Maritime | Morrisville | New Paltz | Old Westbury | Oneonta |
|--|----------------------|-----------------|--------------------------------|---------------|--------------|--------------|--------------|--------------|--------------|-----------------|---------------|
| Cash Balance as of September 1, 2019 | \$ 16,873 | \$ 1,683 | \$ 43,184 | \$ 16,875 | \$ 34,587 | \$ 15,419 | \$ 48,750 | \$ 3,443 | \$ 11,584 | \$ 3,647 | \$ 1,444 |
| Cash Receipts: | | | | | | | | | | | |
| Chapter Allocations, Net | 21,650 | 1,894 | 6,160 | 21,901 | 5,210 | 4,992 | 5,232 | 6,165 | 8,280 | 7,288 | 13,045 |
| Interest | 0 | 1 | 13 | 0 | 206 | 0 | 0 | 0 | 9 | 0 | 1 |
| Reimbursements for Various Expenses | 0 | 0 | 0 | 200 | 100 | 0 | 0 | 200 | 1 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 100 |
| Total Receipts | 21,650 | 1,895 | 6,173 | 22,101 | 5,516 | 4,992 | 5,232 | 6,365 | 8,290 | 7,288 | 13,146 |
| Cash Disbursements: | | | | | | | | | | | |
| Membership and Chapter Committee Meetings | 21,019 | 926 | 673 | 9,061 | 1,202 | 4,507 | 0 | 1,824 | 4,369 | 2,480 | 3,550 |
| Executive Board | 3,237 | 241 | 0 | 2,408 | 622 | 674 | 42 | 0 | 1,000 | 693 | 1,485 |
| Outreach Activities | 0 | 0 | 0 | 0 | 0 | 250 | 0 | 1,972 | 88 | 1,040 | 0 |
| Grievance | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office Expense | 1,199 | 272 | 0 | 777 | 23 | 251 | 0 | 272 | 682 | 31 | 418 |
| Printing/Duplicating | 0 | 0 | 0 | 863 | 214 | 401 | 0 | 0 | 590 | 0 | 0 |
| Newsletter/Publications | 0 | 0 | 0 | 0 | 80 | 0 | 0 | 0 | 0 | 0 | 0 |
| Telephone/Internet/Website | 1,152 | 0 | 745 | 2,867 | 310 | 304 | 727 | 22 | 946 | 0 | 569 |
| Postage | 0 | 110 | 7 | 173 | 82 | 112 | 22 | 81 | 110 | 36 | 22 |
| Bank Charges | 360 | 0 | 0 | 236 | 0 | 0 | 0 | 0 | 0 | 53 | 61 |
| Chapter Workshops | 791 | 577 | 560 | 0 | 2,646 | 0 | 134 | 0 | 642 | 1,168 | 1,606 |
| Furniture/Equipment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 568 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 197 | 2,917 | 0 | 0 | 774 | 0 | 0 |
| Total Disbursements | 27,758 | 2,126 | 1,985 | 16,385 | 5,376 | 9,416 | 925 | 4,171 | 9,769 | 5,501 | 7,711 |
| (Deficiency) Excess of Receipts Over Disbursements | (6,108) | (231) | 4,188 | 5,716 | 140 | (4,424) | 4,307 | 2,194 | (1,479) | 1,787 | 5,435 |
| Cash Balance as of August 31, 2020 | \$ 10,765 | \$ 1,452 | \$ 47,372 | \$ 22,591 | \$ 34,727 | \$ 10,995 | \$ 53,057 | \$ 5,637 | \$ 10,105 | \$ 5,434 | \$ 6,879 |

| | Optometry | Oswego | Plattsburgh | Poly Tech | Potsdam | Purchase | SUNY Stony Brook | HSC Stony Brook | System Admin. | Upstate Medical | Grand Total |
|--|--------------|---------------|--------------|--------------|--------------|--------------|---------------------|--------------------|------------------|--------------------|----------------|
| Cash Balance as of September 1, 2019 | \$ 5,914 | \$ 23,118 | \$ 7,870 | \$ 21,069 | \$ 17,077 | \$ 22,861 | \$ 5,517 | \$ 56,619 | \$ 4,197 | \$ 41,256 | \$ 542,429 |
| Cash Receipts: | | | | | | | | | | | |
| Chapter Allocations, Net | 5,614 | 12,681 | 4,650 | 2,617 | 3,893 | 7,331 | 32,705 | 53,813 | 4,604 | 48,442 | 415,985 |
| Interest | 0 | 40 | 0 | 0 | 0 | 0 | 5 | 37 | 6 | 208 | 762 |
| Reimbursements for Various Expenses | 0 | 0 | 300 | 0 | 0 | 0 | 0 | 0 | 1,460 | 0 | 4,667 |
| Other | 0 | 360 | 0 | 50 | 0 | 0 | 0 | 0 | 0 | 2,210 | 4,596 |
| Total Receipts | 5,614 | 13,081 | 4,950 | 2,667 | 3,893 | 7,331 | 32,710 | 53,850 | 6,070 | 50,860 | 426,010 |
| Cash Disbursements: | | | | | | | | | | | |
| Membership and Chapter Committee Meetings | 2,428 | 3,659 | 1,606 | 2,325 | 1,785 | 3,281 | 20,269 | 27,617 | 4,119 | 11,150 | 191,041 |
| Executive Board | 72 | 465 | 0 | 680 | 1,171 | 658 | 2,599 | 776 | 65 | 3,299 | 29,974 |
| Outreach Activities | 0 | 0 | 50 | 0 | 0 | 0 | 490 | 0 | 0 | 0 | 5,812 |
| Grievances | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Office Expense | 0 | 280 | 541 | 0 | 781 | 234 | 2,217 | 1,469 | 0 | 1,806 | 15,116 |
| Printing/Duplicating | 0 | 0 | 9 | 0 | 0 | 367 | 0 | 0 | 0 | 75 | 4,779 |
| Newsletter/Publications | 0 | 0 | 0 | 0 | 0 | 0 | 372 | 0 | 0 | 2,500 | 3,881 |
| Telephone/Internet/Website | 0 | 683 | 0 | 0 | 0 | 622 | 4,013 | 1,591 | 227 | 2,228 | 26,929 |
| Postage | 13 | 69 | 0 | 0 | 0 | 286 | 171 | 64 | 0 | 154 | 2,822 |
| Bank Charges | 489 | 0 | 0 | 0 | 0 | 82 | 0 | 0 | 0 | 0 | 1,293 |
| Chapter Workshops | 0 | 670 | 0 | 0 | 1,023 | 3,797 | 406 | 207 | 361 | 933 | 20,069 |
| Furniture/Equipment | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 602 |
| Other | 0 | 1,111 | 425 | 461 | 79 | 536 | 3,065 | 3,232 | 100 | 2,511 | 37,598 |
| Total Disbursements | 3,002 | 6,937 | 2,631 | 3,466 | 4,839 | 9,863 | 33,602 | 34,956 | 4,872 | 24,656 | 339,916 |
| (Deficiency) Excess of Receipts Over Disbursements | 2,612 | 6,144 | 2,319 | (799) | (946) | (2,532) | (892) | 18,894 | 1,198 | 26,204 | 86,094 |
| Cash Balance as of August 31, 2020 | \$ 8,526 | \$ 29,262 | \$ 10,189 | \$ 20,270 | \$ 16,131 | \$ 20,329 | \$ 4,625 | \$ 75,513 | \$ 5,395 | \$ 67,460 | \$ 628,523 |

Contact UUP Director of Finance Tina George at tgeorge@uupmail.org for a print copy of this report.

trupanion™

Medical insurance for the life of your pet.



Coverage Overview

Budgeting for a pet's illnesses and injuries can be stressful for anyone. It's difficult to plan for a pet that's unlucky or develops a chronic condition, and treatment costs can be unexpected and fluctuate. So Trupanion is there to help you focus on your furry family instead of finances.



WHAT'S COVERED*

- ✓ Diagnostic tests
- ✓ Medications
- ✓ Surgeries
- ✓ Orthotic and mobility devices
- ✓ Supplements
- ✓ Advanced dentistry
- ✓ Herbal therapy
- ✓ And so much more

WHAT'S NOT COVERED*

- Exam fees and sales tax where applicable
- Spay or neuter
- Pre-existing conditions¹
- Preventive care²



WHO 14 Years and Under

All dogs and cats from birth to 14 years of age, regardless of breed, can enroll for lifelong coverage.



WHAT 90% Coverage

The only company that covers 90% of all eligible illnesses and injuries and can pay hospitals directly at checkout with no payout limits.



WHEN 5 – 30 Days

Coverage begins after applicable policy waiting periods: 5 days for injuries and 30 days for illnesses.



WHERE US, Canada, Puerto Rico, Australia

Visit any veterinary, emergency care, or specialty hospital in the US, Canada, Puerto Rico, and Australia, including US and Canadian military installations.

ENROLL TODAY

UUP members receive an 11% monthly discount. Please contact UUP Member Services Trust for your promo code: 800.887.3863.

Call 855.235.3134 to enroll (Mon - Fri, 10am - 6pm ET)

Your enrollment will go live on the first of the following month. Premiums can be payroll deducted or directly billed through UUP. Please contact UUP with any billing questions.

¹ Conditions that show signs or symptoms prior to enrollment or during waiting periods.

² This includes vaccinations, flea and tick control, heartworm medications, etc.

* Terms and conditions apply. See the policy at Trupanion.com/pet-insurance.

Trupanion is a registered trademark owned by Trupanion, Inc. Underwritten in Canada by Omega General Insurance Company and in the United States by American Pet Insurance Company, 6100-4th Ave S, Seattle, WA 98108. Please visit AmericanPetInsurance.com to review all available pet health insurance products.



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Learn about benefits at ‘NEOs at Noon’


There’s a lot to learn as a new SUNY employee, especially when it comes to the many union-negotiated benefits that come with your new job.

You can get details about your health, dental and vision coverage, and a

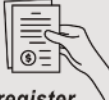
range of other benefits available to SUNY employees at “NEOs at Noon,” a new noon-time orientation series for new SUNY hires.

The webinars, which will be held every other Wednesday in March and April, offer opportunities to learn about the benefits that your union has negotiated for you with the state, and the best way to maximize them.

NEW EMPLOYEES, JOIN US FOR:
NEOs at NOON
Learn about your UUP benefits and receive expert tips on how to utilize and maximize them.



NEW EMPLOYEE ORIENTATIONS WEDNESDAYS AT NOON



Visit <https://bit.ly/UUPWelcome> for dates and to register.

It’s also a great way to meet colleagues and members of your campus UUP chapter in a welcoming setting, with a presentation designed to answer all of your membership questions.

NEOs at Noon are scheduled for March 3, 17 and 31; and April 14 and 28.

Go to <https://bit.ly/3baBsPA> to select a date and register for the webinars.

CONTACT INFORMATION

UUP Benefit Trust Fund800/887-3863

* Employees must be eligible for enrollment in NYS Health Insurance Prgm

Delta Dental800/471-7093

Davis Vision (Vision Care)800/999-5431

Laser Vision Correction
 (Client Code 7512)800/584-2866

UUP Member Services800/342-4206

UUP Retiree Services800/342-4206 x638

Empire Plan (Select menu option) ..877/769-7447
Press 1.

- United HealthCare (Medical/Surgical)
- HCAP (Home Care Advocacy Prgm./Equip./Supplies)
- MultiPlan (Basic Medical Provider Discount Program)
- MPN (Chiropractic/Physical Therapy Managed Prgm.)
- Benefits Mgmt. Prgm. (MRI Pre-certification)
- Infertility Treatment (Centers of Excellence)

Press 2. Empire BlueCross and BlueShield
 (Hosp./Inpatient/Nursing/Transplant Pre-certification)

Press 3. Mental Health and Substance Abuse

Press 4. Prescription Program

Press 5. NurseLine (Info/Educ./24-hour Support)

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

Report of attendance at virtual 2020 AFT Convention

In accordance with UUP policy, a report of attendance of elected delegates to affiliate conventions is made available to all bargaining unit members. Below is the attendance report compiled by the AFT for the 2020 AFT Convention, held virtually July 28-30 due to the coronavirus pandemic.

Meeting Codes:
 D1Biz = Day 1 Business D1Pgm = Day 1 Program
 D2Biz = Day 2 Business D2Pgm = Day 2 Program
 D3Biz = Day 3 Business D3Nom = Day 3 Nominating
 D3Pgm = Day 3 Program

Attendance Code: X = Present at/Logged in to Session

NOTE: This report was updated since first published in the Fall/Winter 2020 issue of *The Voice*.

| Name | Chapter | D1Biz | D1Pgm | D2Biz | D2Pgm | D3Biz | D3Nom | D3Pgm |
|-------------------------|----------------------|-------|-------|-------|-------|-------|-------|-------|
| Bandyopadhyay, Amitabha | Farmingdale | X | X | X | X | X | | X |
| Berger, Jacqueline | Empire State College | X | X | | X | | | X |
| Blackman-Stroud, Rowena | Downstate Medical | X | X | X | X | X | | |
| Bryan, Rebecca | Cortland | X | X | X | | X | | X |
| Cannon, Nancy | Oneonta | X | X | X | X | X | X | X |
| Chatfield, Christa | Cortland | X | X | | X | | X | X |
| Dangler, Jamie | Cortland | X | X | X | X | | X | |
| Day, Doreen | Stony Brook HSC | X | X | X | X | X | X | X |
| Drescher, Nuala | Buffalo State | X | X | X | X | X | | X |
| Ecker, David | Stony Brook | X | X | | X | | | X |
| Falleck, Maryann | New Paltz | X | X | X | X | X | | X |
| Flax, Henry | Downstate Medical | X | X | X | X | X | X | X |
| Floss, Frederick | Buffalo State | X | X | X | X | X | | X |
| Franco, Candelario | Old Westbury | X | X | X | X | X | | X |
| Guydosh, Raymond | Plattsburgh | X | | X | X | X | | X |
| Hartshorn, Kim W. | Plattsburgh | X | X | X | X | X | | X |
| Hinkle, Steven | Morrisville | X | | X | X | X | | X |
| Hoey, Thomas | Albany | X | X | X | X | X | X | X |
| Inventasch, Harvey | Cortland | X | X | X | X | X | | X |
| Kasprak, Robert | Optometry | X | | X | X | | X | |
| Kielar, Kathleen | Buffalo Center | X | X | X | X | X | | X |
| Kowal, Frederick | Cobleskill | X | | X | X | X | X | X |
| Kube, Carolyn | Stony Brook HSC | X | X | X | X | X | | X |
| Landy, Eileen | Old Westbury | X | X | X | X | X | | X |
| Lawhorne, Stephanie | Morrisville | X | X | X | X | X | | X |
| Lewis, Milton | Downstate Medical | X | X | X | X | X | | X |
| Malone, Pamela | Empire State College | X | X | X | X | X | X | X |
| Marriott, Cheryl | Downstate Medical | X | | X | | X | X | X |
| McAteer, Charles | Stony Brook | X | X | X | X | X | X | X |
| McNitt, F. Glenn | New Paltz | X | X | X | X | X | | X |
| O'Bryan-Losee, Jeri | Morrisville | X | X | X | X | | X | |
| Quinn, Edward | Stony Brook | X | X | X | X | X | X | X |
| Relan, Nand | Stony Brook HSC | X | X | | | | | |
| Richman, Shaun | Empire State College | X | | | | | | |
| Russell, Eric | Downstate Medical | X | X | | | | | |
| Schultze, William | Alfred | X | | X | | | | |
| Schumacher, John | System Admin. | X | X | X | X | X | | X |
| See, Robert | Albany | X | | | | | | |
| Simons, William | Oneonta | X | X | X | X | X | | X |
| Smith, Patricia | Old Westbury | X | X | | | | | |
| Stahl, Martin | Empire State College | X | | X | X | | | |
| Torre, Jason | Stony Brook | X | X | X | X | X | | X |
| Torres, Idalia | Fredonia | X | X | X | X | X | | X |
| Tucker, Thomas | Buffalo Center | X | | X | | X | | |
| Walker, Michael | System Admin. | X | X | X | X | X | X | X |
| Wesnofske, Edward | Oneonta | X | X | X | X | X | X | X |
| Wiegard, Anne | Cortland | X | | X | | X | | |
| Wishnia, Judith | Stony Brook | X | X | X | | X | | X |
| Wolfskill, Pamela | Stony Brook | X | X | | X | X | X | X |
| Zubrow, Ezra | Buffalo Center | X | X | X | X | X | | |