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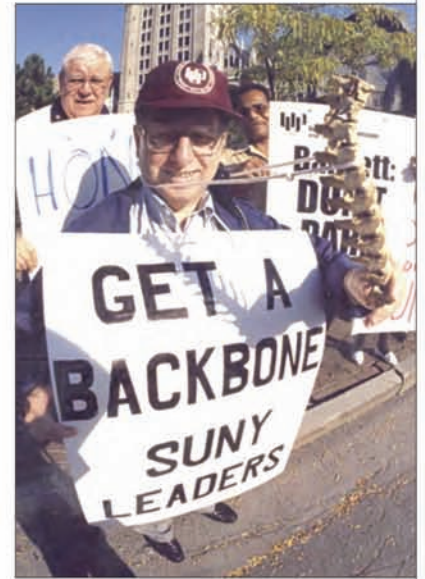
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United University Professions

UNITED UNIVERSITY PROFESSIONS



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A Message from the President

September 19, 2008

Dear Delegates and Friends,

At the 2008 Fall Delegate Assembly, we mark a milestone in the history of UUP — a celebration of our union's 35th anniversary.

From its infancy in 1973 when the union represented 3,500 members, UUP has grown in not only numbers, but also in influence. UUP is now the nation's largest higher education union and proudly represents more than 35,000 members working on the State University's 29 state-operated campuses, plus System Administration and the New York State Theatre Institute. Throughout our history, we have always acted in the best interests of our members. That dedication has enabled UUP to become the powerful voice it is today.



Phillip H. Smith

We've fought many battles to save the jobs of our members, to achieve fair and equitable contracts, to protect SUNY's hospitals from privatization, and to safeguard SUNY from budget cuts. The lessons we've learned from these challenges only makes us stronger as we face the inevitable challenges to preserve and enhance the quality of our University and working lives.

UUP would not be what it is today without the commitment and enthusiasm of you — our leaders and members — spurring us toward greater achievements.

Thank you for your support — past, present and future.

In solidarity,

A handwritten signature in black ink, appearing to read "PHS", written in a cursive style.

Phillip H. Smith
President
United University Professions



The 1.4 million members of the
American Federation of Teachers congratulate

United University Professions

for 35 years of dedicated service to
its 34,000 members and to public
higher education across the country.



A Union of Professionals

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PRESIDENT

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The AFT represents 1.4 million pre-K through 12th-grade teachers; paraprofessionals and other school-related personnel; higher education faculty and professional staff; federal, state and local government employees; nurses and healthcare workers; and early childhood educators.

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Milestone Moments

1967: Taylor Law (Public Employees Fair Employment Act) passes. Public employees have the right to bargain collectively to establish their terms and conditions of employment.

1968: State University Federation of Teachers (SUFT) files a petition seeking collective bargaining rights at five State University of New York (SUNY) campuses.

1970: In the spring, the Senate Professional Association (SPA) is formed. By fall, the Public Employment Relations Board (PERB) orders a SUNY-wide, single-unit election. SUFT, the American Association of University Professors (AAUP), the Civil Service Employees Association (CSEA), SPA and “no agent” are contenders.

1971: In January, SPA, affiliated with the National Education Association (NEA), is certified by PERB as exclusive bargaining agent. In August, SPA and the state sign a three-year contract. Membership reaches 2,000.

1972: United Teachers of New York (UTNY), affiliated with the American Federation of Teachers (AFT), and the New York State Teachers Association (NYSTA), affiliated with NEA, merge, forming New York State United Teachers (NYSUT).

1973: Representatives of SPA and SUFT meet to discuss a merger, leading to the formation of SUNY/United, later renamed United University Professions (UUP). UUP is affiliated with NYSUT, AFT and NEA. UUP wins battle for job security and tuition waivers, and delegates elect Lawrence DeLucia of SUNY Oswego as president.

1973: UUP tackles women’s issues

and the policy of refusing women the right to work once they became pregnant. New policies are implemented that allow pregnant women to work as long as they are physically able and allow women to use sick and vacation time to offset any leave without pay.

1974: CSEA petitions PERB for the professional portion of the bargaining unit. PERB rejects the bid to split the unit and reaffirms its composition as originally established. In June, UUP and the state sign a two-year contract that includes permanent status for professionals. Membership reaches 4,000.

1975: Samuel Wakshull of Buffalo State is elected president.

1976: UUP members vote to end affiliation with NEA.

1977: UUP and the state sign a two-year contract that includes five days of family sick leave and sabbatical leave. Membership grows to 4,400.

1978: In August, the New York Educators Association (NYEA) petitions for bargaining rights. UUP wins PERB-ordered election and is certified as exclusive bargaining agent. UUP negotiates guaranteed minimum salaries for full-time employees and a benefits package for part-timers. UUP wins the removal of professional “quotas” for SUNY librarians, paving the way for promotions for librarians on the same basis as other academics. A similar victory is won for SUNY professionals. Membership soars to 8,000.

1979: UUP members ratify a contract with salary increases totaling 8 percent, plus an extra 1 percent in discretionary funds. Bargaining unit members receive \$5,000 in term life insurance, provided by UUP.

1980: “Save SUNY” campaign mobilizes thousands in a call for more SUNY funding. Membership reaches an all-time high of 11,500.

1981: Nuala McGann Drescher of Buffalo State is elected president. Membership climbs to 12,100.

1982: UUP and the state sign a three-year contract that includes a statewide employee assistant program (EAP).

1983: Sen. Kenneth LaValle and Assemblyman Mark Alan Siegel receive the union’s first Friend of SUNY Awards. Membership tops 13,000.

1984: UUP’s growing legislative influence helps to restore millions to the SUNY budget.

1986: UUP and the state sign a three-year contract. Membership reaches 14,500.

1987: John M. Reilly of SUNY Albany is elected president. Membership climbs to 16,000.

1988: UUP and the state sign a three-year contract that includes \$3 million for distribution by the New York State/UUP Joint Labor/Management Disparity Committee to fund salary disparities. Three SUNY undergraduates receive the union’s first Eugene P. Link College Scholarship Trust Fund scholarships.

1989: UUP opposes SUNY’s attempt to impose parking fees on campuses.

1990: UUP completes a three-year-long oral history project, composed of more than 40 interviews detailing the story of UUP’s founding and growth. Membership hits 21,000.

*Congratulations to
United University Professions
on this 35th Anniversary.
Thank you for your years of
service to higher education
and your continued
support through the
UUP College Scholarship Fund.*



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Milestone Moments

1993: William Scheuerman of SUNY Oswego is elected president. UUP names 1993 “The Year of the Ag and Tech” and promotes SUNY’s two-year, state-operated colleges to lawmakers and the public. Scheuerman testifies against hospital flexibility plan, which would jeopardize the mission of the University’s teaching hospitals and the integrity of the bargaining unit.

1995: Delegates vote to shift the status of the union’s two statewide vice presidents from full time to part time.

1998: “Operation Safeguard SUNY” focuses attention on SUNY’s impact on the communities in which campuses exist. UUP and NYSUT support the Sweatshop Free Campaign, which opposes the sale of any sweatshop-produced merchandise to any institution of public education.

1999: In their unprecedented vote of “no confidence” in the SUNY Board of Trustees, the union and Faculty Senate charge trustees with failing to advocate for strong financial support for SUNY and with disregarding long-established shared governance practices. UUP and the state begin contract talks; statewide VP for Professionals Thomas Matthews is the union’s chief negotiator.

2000: UUP wins year-round health insurance for SUNY’s 5,300 part-time employees, a major victory in wake of national attacks on public employee benefits. UUP calls on state lawmakers to scrutinize SUNY’s proposed land lease deals with private and not-for-profit corporations. Delegates vote to return the union’s two statewide vice presidents to full-time status.

2001: Delegates vote 190-90 during the Fall Delegate Assembly to remove term limits for statewide officers.

2002: The number of statewide UUP Executive Board seats increases from 11 to 13, while the chair of the Committee on Active Retired Membership (COARM) becomes a nonvoting board member.

2003: New Yorkers give SUNY high marks and are confident its graduates are well prepared for the workforce, according to a survey commissioned by UUP. The union unveils an advertising campaign called, “If you think education is expensive, try ignorance.” A May 3 March for Public Education draws 40,000 unionists to Albany to stress that public education must remain a top funding priority.

2004: UUP members ratify contract in record number (96.6 percent); the new four-year pact includes a 15.6 percent pay increase. UUP thwarts yet another attempt to privatize the University’s teaching hospitals and UUP files a suit in New York State Supreme Court against Express Scripts Inc. (ESI), the company that manages the state-run prescription drug program, charging ESI with breach of fiduciary duty and deceptive practices. UUP mourns the death of former UUP president John “Tim” Reilly.

2005: UUP wins a class-action grievance that forces SUNY to pay minimum salaries to the 900-plus faculty/physicians classified as Geographical Full Timers. A first-ever comprehensive telephone survey of nearly 1,100 UUP members finds that 60 percent of the agency fee payers questioned thought they were card-carrying union members. The Nursing Professions Work Group hosts a conference to address topics ranging from nursing education to legislation and public policy affecting the profession. UUP names 2005 “The Year of the Part-timer.”

2006: Five days after a major UUP rally at the state capitol, the Senate followed the lead of the Assembly and overrode Gov. George Pataki’s vetoes of \$60 million in funding for SUNY. UUP unveils its new logo, approved by UUP focus groups. A new Member Services Trust Fund is created to offer members a broad range of discounts and services. The Legislative Lecture Series kicks off with SUNY Buffalo professor Barry Boyer discussing environmental issues. “Good to Great” is theme of UUP’s award-winning TV and print advertising blitz.

2007: After months of non-stop political action — from officers testifying before lawmakers, to members protesting around the state, to unleashing a “viral Internet campaign,” to a lawsuit filed in state Supreme Court — the union successfully thwarts the Berger Commission’s recommendation to privatize SUNY’s teaching hospitals. UUP influences lawmakers to sign Optional Retirement Program (ORP) legislation that would eliminate the employee’s pension contribution to the program, provided he or she has at least 10 years of state service. UUP helps to develop SUNY’s new Office of Diversity and Educational Equity. President Scheuerman steps down to take over the reigns of the National Labor College in Silver Spring, Md., and VP for Academics Fred Floss is named acting president.

2008: Phillip H. Smith of Upstate Medical University is elected president. Members ratify a new four-year contract with the state in a record-setting 97.5 percent—10,297 in favor to 249 opposed—that includes salary increase of 13.6 percent over the life of the contract. UUP influences lawmakers to pass a bill making the agency shop fee permanent for public employees under the Taylor Law. Membership tops 35,000.

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Helped establish NYS Retirement System and first State Employee Credit Union • Abolished 72-hour work week for institutional employees • Won sick leave for departmental employees • Established state salary plan • Brought local governments into Civil Service merit system • Established State Health Insurance Plan • Gained right to disciplinary hearings for competitive class employees • Established grievance procedures for local government workers • Helped bring about Taylor Law • Addressed comparable worth, child care initiatives and equality in the workplace • Mandatory Agency Shop law • Public Employee Safety and Health Act • AFSCME's largest affiliate • Fought for worksite protections • Landmark VDT and ergonomics standards • Organizing private sector workers • Fought contracting out public services to privateers • Stopped IRS tax on sick leave and vacation • Established Employee Benefit Fund for dental, vision and prescription drug coverage • Local Government Agency Shop • Stopped raids on pension funds • Sweeping pension reform including permanent COLA for retirees • Worksite Security Standard • Fighting for fair and responsible budgets, affordable prescription drug coverage, preserving quality health care and improving public education

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UUP History at a Glance

The State University of New York experienced a growth spurt in the late 1960s and early 1970s, fueled by investment from the Rockefeller administration. The ranks of both faculty and students grew, bringing not only opportunities but challenges as SUNY's academic and professional faculty fought to gain fair salaries, employee benefits, job security, tenure, pensions and part-time employee status.

In this atmosphere in February 1973, representatives of the Senate Professional Association (SPA) and the State University Federation of Teachers (SUFT) gathered to discuss a merger. Three months later, the two organizations combined to form SUNY/United. In October of 1973, SUNY/United changed its name to become United University Professions.

From the outset, UUP demonstrated its effectiveness in fighting for the rights of its membership, and improving their working conditions and terms of employment. The union continues that fight today to enhance the lives of all its members and to preserve the quality of public higher education. Under the slogan, "Working for You," UUP brought to its members the benefits of collective bargaining, member services, political action and community outreach. That work continues today as embodied by UUP's current motto, "The union that makes SUNY work."

UUP extends its influence through its affiliations with NYSUT (New York State United Teachers) and the American Federation of Teachers (AFT), becoming an integral part of each organization. Through NYSUT, UUP endorses national and statewide political candidates. UUP members contribute to VOTE/COPE, NYSUT's nonpartisan political action fund, and lend their support to endorsed candidates by staffing phone banks or going door-to-door.

UUP advocates on behalf of its members before state lawmakers in Albany and in their home districts. During stalled contract negotiations, the union uses informational picketing, demonstrations and news media outreach.

The presidents who have led UUP are:

Lawrence DeLucia, State University College at Oswego, 1973-1975

Samuel Wakshull, State University College at Buffalo, 1975-1981

Nuala McGann Drescher, State University College at Buffalo, 1981-1987

John (Tim) Reilly, State University at Albany, 1987-1993

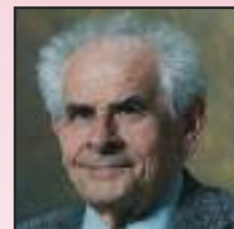
William E. Scheuerman, State University College at Oswego, 1993-November 2007

Frederick Floss, State University College at Buffalo, Acting President, November 2007—February 2008

Phillip H. Smith, Upstate Medical University, 2008-present



Lawrence Delucia
1973-1975



Samuel Wakshull
1975-1981



Nuala Drescher
1981-1987



John Reilly
1987-1993



William Scheuerman
1993-2007



Frederick Floss
2007-2008



Phillip Smith
2008-Present

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CELEBRATION

BEST WISHES FOR
CONTINUED SUCCESS!

DENIS HUGHES
PRESIDENT

TERRENCE MELVIN
SECRETARY-TREASURER

1973-1977: Merger creates UUP

Originally named SUNY/United, United University Professions is created by an overwhelming merger vote of the memberships of two unions. The Senate Professional Association's Representative Council, affiliated with the National Education Association, votes 55-4 for a merger. Leaders of the State University Federation of Teachers, affiliated with the AFT, votes 7-1 to merge.

The newly combined union conducts its first Delegate Assembly May 12, 1973, amid stalled contract talks and a huge backlog of unresolved grievances.

Lawrence DeLucia wins election as the union's first president. He is joined by Fred Burelback of Brockport, vice president for academics; Patricia Buchalter of Albany, vice president for professionals; Dorothy Gutenkauf of Cortland, secretary; Joseph Drew of SUNY Buffalo, treasurer; and Anne Willcox of Upstate Medical, membership chair.

Delegates elect the following to sit on the first 11-member Executive



UUPers David Kreh, second from left, and Dorothy Gutenkauf of SUNY Cortland, discuss pressing union business at the union's first Delegate Assembly in 1973.

Board: Michael Linen, Upstate Medical; Fred Miller, Oneonta; Samuel Wakshull, Buffalo State; Dorothy Codkind, Potsdam; Stanley Goldstein, Brooklyn HSC; Barbara McCaffrey, Geneseo; Alan Willsey, Cortland; Constantine Yeracaris, SUNY Buffalo; Bernard Parker, Empire State; Raymond Jesaitis, Stony Brook; and Thomas Hines, Farmingdale.

UUP faces the loss of non-teaching professionals from its bargaining unit

when the Civil Service Employees Association files a petition to represent them. After hearings are conducted, the Public Employment Relations Board declares in favor of UUP as the bargaining agent for all unit members.

UUP successfully overturns the Board of Trustees policy that bars women from the right to work once they became pregnant. The union wins new language saying pregnant woman can work as long as they are physically able.

UUP secures its first contract in June 1974, when members vote to ratify the pact by a 4-1 margin. The contract calls for across-the-board salary hikes of 4¾ percent and 1¼ percent in merit money. Membership is at 4,000.

UUP successfully goes to bat for its members, securing permanent appointment status for professionals, negotiating five days family sick leave, and establishing minimum salaries for full-time employees.

UUP stages its first informational picket in 1976 at the state Capitol to protest proposed budget cuts.



Doing business at UUP's first Delegate Assembly.



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1978-1982: Representation victories



UUP President Samuel Wakshull, seated, second from right, celebrates UUP's win in 1978's representation election over rival New York Higher Education Association. To Wakshull's right is former UUP Executive Director Evelyn Hartman; to his left is Edward Alfonsin of SUNY Potsdam.

The New York Educators Association/National Education Association (NYEA/NEA) forces a representation election in 1978, vying with UUP for the right to represent SUNY academic and professional faculty. UUP emerges victorious by nearly 2,000 votes.

UUP overcomes another challenge, one that would have separated Stony Brook HSC from the bargaining unit. In a petition, the Health Science Center Council argues the HSC has a separate community of interest and a unique mission that sets it apart from the rest of SUNY. PERB rejects the petition, ruling that the differences cited are inherent in the overall makeup of a university.

UUP calls for a 15 percent across-the-board salary hike for its members for 1978-79, in the final year of the union's contract when salaries were the only negotiable item. The state counters with a 4 percent offer. The union negotiates a 9 percent salary hike. The union also secures a benefits package for part-time employees.

UUP's membership continues to grow, reaching 12,300 in 1982 — more than triple the number from 1974.

Non-members begin to pay an “agency

fee” as Gov. Hugh Carey signs into law a bill establishing agency fees in public employment. The law stipulates that all members of public employee bargaining units pay a fee equivalent to union dues.

Gov. Carey signs a bill backed by

NYSUT that repeals the Taylor Law one-year probation penalty for public employees who strike.

UUP brings 3,000 members to Albany in 1980 to support public funding for higher education.



Gov. Jerry Brown, right, meets with UUPers at SUNY Farmingdale during his 1980 presidential campaign.

Congratulations UUP on Your 35th Anniversary!

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Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits Trust-endorsed programs.

*www.disability/can happen.org/chances_disability_stats.asp

1983-1987: Fighting for survival



Assemblyman Mark Alan Siegel speaks at a “Save SUNY” rally at the state Capitol in 1983 as former UUP President Nuala Drescher applauds.

Facing a proposed state budget that President Nuala Drescher describes as “a recipe for the destruction of SUNY,” UUP musters its forces to bring more than 1,000 unionists and students to Albany for a “Save SUNY” rally. They are responding to Gov. Mario Cuomo’s Executive Budget proposal to lay off more than 3,000 SUNY academic and professional faculty. UUP’s advocacy helps rescue the jobs, as the state Legislature adds \$15.9 million to the governor’s budget, eliminating the need for layoffs.

The union passes another major test when a group of so-called “disinterested taxpayers” pushes for a graduated tuition increase based on the family’s ability to pay. UUP warns the proposed sliding scale would force students to pay 60 percent of their overall education costs.

UUP opens its Member Benefits department in 1983 as part of the

union’s drive to enhance the service it provides to members.

The menu of member benefits keeps improving, as UUP collaborates with the state to offer a statewide Employee Assistance Program (EAP). The EAP offers confidential assistance to help members get support and treatment from human service agencies.

UUP begins honoring state legislators who lend exceptional support to SUNY with its annual “Friend of SUNY” Award. Sen. Kenneth LaValle and Assemblyman Mark Alan Siegel proudly walk away with the initial awards in 1983.

Membership continues to increase, reaching 16,000 in 1987.



More than 1,000 SUNY students, faculty and staff attend a “Save SUNY” rally at the state Capitol in 1983 to protest Gov. Cuomo’s plan to lay off more than 3,000 academic and professional faculty.

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1988-1992: Salary gains



The state's four largest public employees unions (CSEA, PEF, Council 82 of AFSCME and UUP) join forces in 1991 to protest an Executive Budget proposal that threatened to cut thousands of workers from the state payroll. Second from right is former UUP President John "Tim" Reilly.

UUP members resoundingly ratify a three-year contract that includes a base salary hike of 16.3 percent over the duration of the contract. The pact also features \$1 million in Excellence Awards, jointly administered by UUP and the state.

The union mounts a drive to exempt higher education employees from the financial disclosure requirements in the Ethics in Government Act. UUP contends the disclosure rules constitute a heavy burden on the employees.

UUP's Task Force on Undergraduate Education finishes its report in response to criticisms contained in the Carnegie Report on Undergraduate Education.

The union secures \$3 million to fund salary disparities, with the funds distributed by the NYS/UUP Joint Labor/Management Disparity Committee.

UUP awards its first Eugene P. Link student scholarships. The scholarship bears the name of a founding member

of the union who taught history at SUNY Plattsburgh. The awards are now known as UUP College Scholarships.

The state's four largest public employee unions (CSEA, PEF, Council 82 of AFSCME and UUP) join forces in 1991 to protest an Executive Budget proposal that threatened to cut thousands of workers from the state

payroll.

UUP's Benefit Trust Fund is created to provide dental, vision care and prescription drug coverage for members and their families.

The union reaches out to Cesar Chavez, president of the United Farm Workers, as his union begins a 36-day protest fast to spotlight the plight of farm workers.



United Farm Workers leader Cesar Chavez, speaks to UUPers at a meeting in 1990.



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1993-1997: Activism accelerates

UUP delegates resoundingly approve the organization of the New York State Theatre Institute (NYSTI) chapter for about 30 employees. The union retains bargaining rights for NYSTI staff despite a massive state budget cut and the state's transferring control of NYSTI to a public benefit corporation.

UUPers rally outside SUNY Central Administration in Albany in 1995 in response to the "Rethinking SUNY" plan by the University's Board of Trustees, urging the board not to commit "SUNY-cide."

A new level of activism peaks in February 1997, with an unprecedented week of demonstrations on campuses across the state to protest stalled contract talks, proposed budget cuts and the suspension of UUP's Benefit Trust Fund.

UUP mounts opposition to a Senate-supported "hospital flexibility" bill. The union provides compelling testimony against the bill, including its lack of job protections for union employees at SUNY's teaching hospitals.

Vice President for Academics William Scheuerman of Oswego wins election as UUP president, succeeding John Reilly of Albany.

A legislative intern program named after Reilly begins in 1993. The program introduces SUNY students to UUP, gives them exposure to major issues, offers support for UUP staff and provides them a student perspective. Mary Jo DiBernardo, a graduate student at SUNY Albany's Rockefeller College of Public Administration and Policy, is the first intern.

A survey of newer members reveals that workload issues are a major concern. Among the survey's other findings: 75 percent of professionals report



Former UUP President William E. Scheuerman, left, and Jogindar Uppal of SUNY Albany, join with 300 other UUPers in March 1995 to rally against proposed cuts to SUNY in the 1995-96 Executive Budget.



Henry Steck of SUNY Cortland, front, joins Ed Wesnofske, back left, Paul Lilly, center, and Jose Betancourt, right, all of SUNY Oneonta, to protest stalled contract talks at a demonstration at SUNY Central in April 1997.

they experienced increased deadline pressures; and 80 percent believe union participation would not have a

negative effect on their chances for promotion, permanent appointment or discretionary increases.

UUP: 35 years and



1. UUP President Phillip Smith, explains details of the 2003 Legislative Campaign.
2. Candy Merbler of SUNY Albany, circa mid-1980s.
3. Eric Russell of Brooklyn HSC, left, Jean Dickson of SUNY Buffalo, center, and Jay Gilbert of Empire State College, right, perform at the 1997 Fall Delegate Assembly.



4. John Marino, VP for Professionals, left, discusses UUP business in 2003 with Jeri Anne Jerminario of SUNY Oneonta.



5. David Emmerich and Janet Steins of SUNY Stony Brook at the 1991 Winter Delegate Assembly.



6. UUP Treasurer Rowena Blackman-Stroud speaks at the 1991 Spring Delegate Assembly.



7. Tom Matthews of SUNY Geneseo and Ed Alfonsin of SUNY Potsdam, have a discussion at a 1984 UUP meeting.



8. Richard Barton, UUP Field Representative, left, and Charles Hansen, SUNY Stony Brook chapter president, right, march at a 1983 Stony Brook campus rally.

9. Randy Kaplan, SUNY Geneseo, celebrates regaining her job in 1998.

10. Former UUP President Bill Scheuerman is arrested during an August 2005 rally to defend the organizing rights of New York University graduate students.



still going strong!



11. Fred Floss, VP for Academics, left, and Patty Bentley of SUNY Plattsburgh discuss UUP business at a 1999 meeting at the Legislative Office Building.



12

12. Ed Quinn, Membership Development Officer at a rally in May 2002 in NYC in support of the UFT who were without a contract.

13. Former UUP President Samuel Wakshull at a rally for SUNY funds at the state Capitol in the 1970s.



13



14

14. Eileen Landy, UUP Secretary at a 2004 UUP rally.



15

15. Al Ermanovics of Buffalo Center and Judy Wishnia of SUNY Stony Brook rally for SUNY funding in Jan. 1999.

16. Julitta Jo of SUNY Stony Brook sings songs of solidarity at a Delegate Assembly, circa early-1990s.



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17. Henry and Diane Geerken of SUNY Cobleskill, with daughter Katy, at a protest in 1985.

18. UUPers rally at the state Capitol to urge lawmakers to override Gov. Pataki's veto of \$60 million in SUNY funding in April 2006.

19. Samuel von Winbush of SUNY Old Westbury, right, at a 1989 Delegate Assembly.



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1998-2002: Helping SUNY hospitals



Ivan Steen, SUNY Albany, left, places a sticker on Albany Mayor Gerald D. Jennings at the "Operation Safeguard SUNY," event at SUNY Albany in 1998. The initiative, staged at campuses statewide, was designed to illustrate the University's impact on communities that host SUNY campuses.

UUP and NYSUT team up and achieve a major legislative triumph when the state Legislature approves management flexibility legislation for SUNY's teaching hospitals.

"Operation Safeguard SUNY" kicks off on campuses statewide, a campaign consisting of events and activities designed to attract publicity to the University and its major impact on the communities where its campuses are located.



SUNY campuses, like SUNY Plattsburgh, inset, were covered with a thick coat of ice after devastating ice storms hit the North Country in 1998. Above, UUPers at SUNY Canton raised thousands of dollars and set up shelters to aid residents affected by the storms.

UUP members raise thousands of dollars and collect personal items and other essentials to help their colleagues affected by devastating ice storms that hit the North Country. NYSUT creates a fund to aid victims

of the storm.

More than 2,200 UUP professionals cite promotions, salary increases, compensatory time, performance programs and evaluations as their top concerns in a statewide survey conducted by the union.

The Voice upgrades to a four-color magazine from a two-color tabloid.

UUP and NYSUT work to support the campaign of Rep. Charles Schumer for the U.S. Senate. Political analysts credit teachers and unionists for his victory over incumbent Sen. Alfonse D'Amato, who lost by about 400,000 votes, roughly the size of

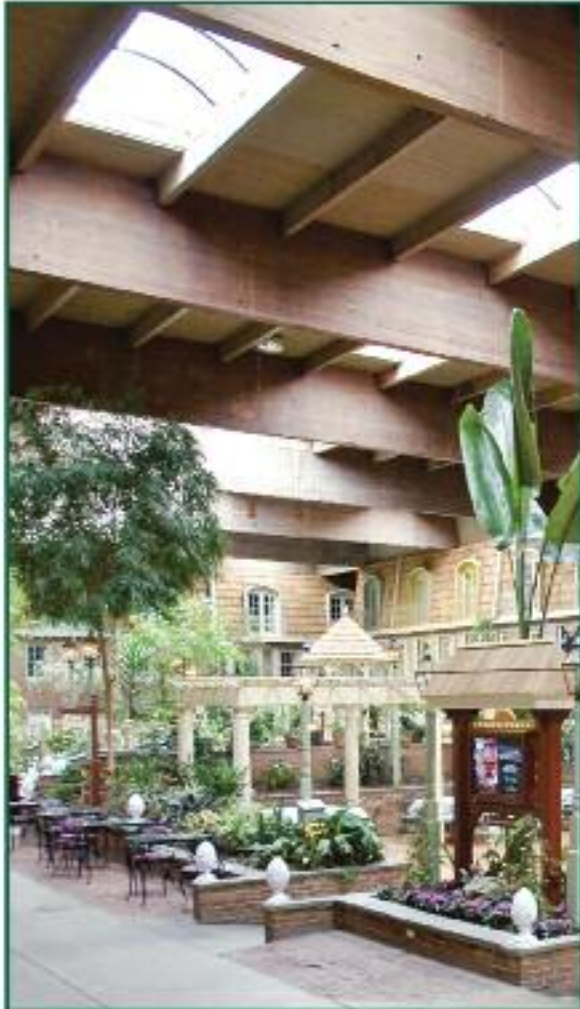


NYSUT's membership.

UUP backs the New York State Labor-Religion Coalition's Campaign for Sweatfree Schools in New York. UUP joins NYSUT in pledging their opposition to the sale to all SUNY campuses of any merchandise produced by sweatshops.

VOTE/COPE contributions reach nearly \$80,000.

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2003-2007: Protesting privatization

UUPers take to the streets in SUNY communities in March 2003 handing out “SUNY bucks,” symbolizing the dollars generated by their local SUNY campuses. The action comes in response to the governor’s proposed \$183.5 million budget cut for SUNY that could mean the loss of nearly 4,000 faculty positions. UUP’s advocacy efforts pay off, as the state Legislature votes to restore the funds.



UUP applauds the budget request approved by SUNY’s Board of Trustees in late 2004 that aggressively advocates for more funds, a stark reversal to years of requesting flat budgets. The payoff comes in the form of a state budget that passes in April 2005 that provides an additional \$132.9 million for SUNY.

In 2006, UUP rallies at the state Capitol urging the state Legislature to override Gov. George Pataki’s vetoes of \$60 million in budget funds for SUNY. Five days later, lawmakers successfully override the vetoes, giving SUNY its best budget in 15 years.

In late 2006, the Berger Commission presents its plan to remove Upstate Medical in Syracuse and merge it with Crouse Hospital. UUP steps up the pressure by conducting three simultaneous rallies — in Albany, Stony Brook and Syracuse — against the plan, along with a multi-media campaign.

UUP sues the state and the commission, describing the move to privatize Upstate as “illegal, unconstitutional and irrational.” UUP’s public awareness and advocacy efforts keep Upstate within SUNY. The outcome also stops any efforts to privatize SUNY’s other hospitals in Brooklyn and Stony Brook.

In 2007, UUP helps SUNY to an even better budget, with the state Legislature adding an extra \$17.5 million for a total funding increase of \$160.7 million.

Years of advocacy reap a major award as Gov. Eliot Spitzer signs ORP (Optional Retirement Plan) legislation into law in 2007. As a result, state employees who participate in ORP with 10 years or more of state service are no longer required to contribute 3 percent of their salary to the cost of their pension. UUP’s advocacy effort includes 4,000 faxes sent to the governor’s office.

In the waning days of 2007, UUP and New York state reach a tentative agreement on a new four-year contract. The deal provides raises of 13.6 percent over the course of the agreement. UUP members ratify the agreement, with 97.5 percent in favor of the contract, the highest percentage in the union’s history.

UUP President William Scheuerman

joined some 600 protestors at a solidarity rally on the campus of New York University in support of NYU’s graduate student union’s right to bargain. The demonstration culminated with the arrests of 76 union leaders and protestors—including Scheuerman—all led away in handcuffs.

UUPers work to change the political course of the nation in the 2006 mid-term election, helping the Democrats take control of Congress. Unionists

play a key role in electing Kirsten Gillibrand to the House, unseating Republican incumbent John Sweeney.

UUP’s contributions to VOTE/COPE top \$200,000.

The union’s drive to have SUNY devote more resources to the needs of diverse faculty and students leads to the creation of the SUNY Office of Diversity and Educational Equity.

In 2007, UUP establishes a new Member Services Trust Fund, offering expanded discounts and services.

William Scheuerman resigns as UUP president to become president of the National Labor College. The UUP Executive Board appoints Frederick Floss, vice president for academics, as acting president. In February 2008, UUP delegates elect Phillip H. Smith of Upstate as president.



UUPers brave the cold to protest the Berger Commission’s proposal to privatize SUNY hospitals.

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Facing the future

It is abundantly clear that UUP has faced and met a series of major challenges over its 35-year history. More challenges lie in the future, including the need to enhance the quality of SUNY despite hard economic times and the potential for future budget cuts.

Now — perhaps more than ever — UUP will likely need to tap its collective strength to safeguard SUNY and the best interests of its members. In solidarity, the union is on its way to meeting the challenges that lie ahead.



Michael and Kimberly Behun of Buffalo Center bring their children to a rally to stop SUNY budget cuts.



Fern Becker of SUNY Purchase, left, Yolanda Pauze of SUNY Farmingdale, center, and Sharon Belle-Render of SUNY Brockport, right, take part in a New Leaders workshop in Bolton Landing in March 2008.

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