

Celebrating 40 years of activism



*Congratulations*  
 to  
**UUP's leaders and members** on  
**40 years**  
 of making history  
 for public higher education!



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## Message from the President

# W

elcome to the 2013 Winter Delegate Assembly, where we continue our celebration of the first 40 years of United University Professions with this commemorative journal.

UUP has a long and distinguished history as a leader in public higher education unionism, and I am proud to serve as its president. When I was first elected in February 2008 to lead the “union that makes SUNY work,” I looked back on UUP’s rich history—our challenges and accomplishments, our budding membership, and our expanding influence in the legislative arena. It became crystal clear that UUP is the union it is today because of the dedicated individuals who had the foresight to foster a collective voice for a better workplace, and because of the thousands of hard-working UUP members who continue to protect our progress.

With great pride I join you in celebrating 40 years of activism, as we look forward in solidarity and collegiality to a future I am confident will include a strong, vibrant UUP and a preeminent public university system.

Thank you for all you have done and are doing on behalf of our union and our University.

In union,

A handwritten signature in blue ink, appearing to read "P. Smith". The signature is stylized and cursive.

UUP President Phillip H. Smith  
February 24, 2013

United University Professions • 40 Years of Meeting the Challenges of the Future

On behalf of the 1.5 million members of the American Federation of Teachers, we congratulate the leaders and members of **UNITED UNIVERSITY PROFESSIONS** for their four decades of advocacy for faculty and professional staff.

We commend UUP's dedication to public higher education—at SUNY campuses and across the country.



*A Union of Professionals*

Randi Weingarten  
PRESIDENT

Lorretta Johnson  
SECRETARY-TREASURER

Francine Lawrence  
EXECUTIVE VICE PRESIDENT

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*Great Public Schools for Every Student*

# Happy 40<sup>th</sup> Anniversary UUP!

3 million NEA brothers and sisters  
congratulate you on this incredible milestone.

Dennis Van Roekel  
NEA President



UUPers lending their voices in support of their sisters and brothers in New York City working without a contract in 2004 are, from left, Bill Godfrey of Stony Brook, Tom Matthews of Geneseo, Barbara Maertz of Farmingdale, Carol Braund and Violeta Cuenca of Upstate, Ed Drummond of Stony Brook HSC, UUP Secretary Eileen Landy and Kiko Franco of Old Westbury.

## The Union at a Glance

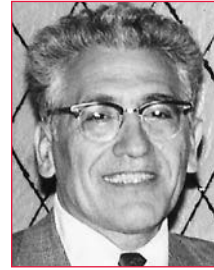
**F**rom its infancy in 1973 when the union represented 3,500 members, United University Professions has been a leading voice of higher education unionism.

It has grown not only in numbers, but also in influence, and proudly represents more than 35,000 academic and professional faculty on 29 state-operated SUNY campuses and System Administration.

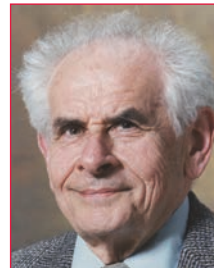
From fighting for fair contracts, to promoting access and protecting quality public higher education, UUP has acted in the best interests of its members. Those efforts have benefited thousands of UUP members and the SUNY community.

UUP would not be what it is today without the commitment and enthusiasm of its leaders and members who spur the union toward greater achievements.

## Past Presidents of UUP



Lawrence DeLucia  
SUNY Oswego  
1973-1975



Samuel Wakshull  
Buffalo State  
1975-1981



Nuala M. Drescher  
Buffalo State  
1981-1987



John M. Reilly  
SUNY Albany  
1987-1993



William E. Scheuerman  
SUNY Oswego  
1993-2007

# Watershed Moments



**1967:** The 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 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).

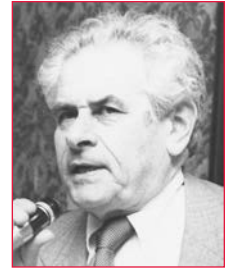
**1973:** Representatives of SPA and SUFT meet to discuss a merger, leading to the formation of SUNY/United, later renamed United University Professions (UUP); the union affiliates with NYSUT, AFT and NEA. UUP wins its battle for job security and tuition waivers, and delegates elect Lawrence DeLucia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



The union 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 to let women 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, five days family sick leave, and across-the-board salary hikes each year of 4¾ percent and 1¼ percent in merit money. Membership reaches 4,000.

**1975:** Samuel Wakshull of Buffalo State, right, is elected president. UUP files—and wins—several grievances and improper practice charges related to terms and conditions of employment; the charges range from faculty obligation and workload, to abuse of management prerogative.



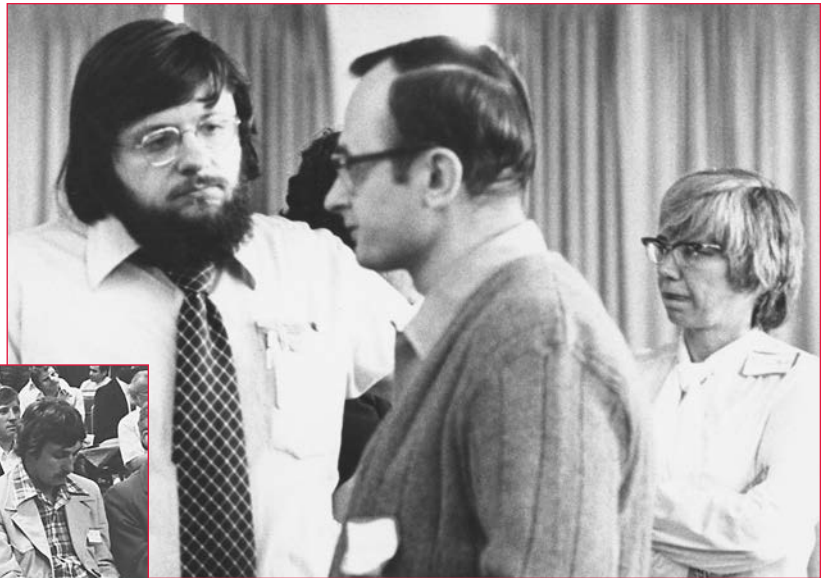
**1976:** The union stages its first informational picket at the state Capitol to protest proposed budget cuts to SUNY. Members vote to end affiliation with NEA. UUP objects to the Board of Regents Tentative Plan for the Development of Post-secondary Education; the union claims the plan would subvert collective bargaining, academic freedom and due process.

**1977:** UUP and the state sign a two-year contract that includes sabbatical leave. The “agency fee” law signed by Gov. Hugh Carey directs that non-members must pay a fee equivalent to dues to the union that represents them in collective bargaining. UUP successfully overturns the Board of Trustees policy that bars women from the right to work once they become pregnant. 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



Alan Willsey, left, and John Jovado discuss the issues during an early union event, while Mary Lou Wendel listens. Willsey served on the statewide Executive Board from 1973-1975.



Sue Puretz of New Paltz, far left, listens to the debate during an early Delegate Assembly, circa 1975. Puretz served on the statewide Executive Board from 1979-1985.

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. UUP wins contractual guarantees to curb unilateral decision-making by college presidents.

**1979:** UUP members ratify a contract with salary increases totaling 8 percent, plus an extra 1 percent in discretionary funds; for the first time, the agreement includes guaranteed increases for members paid on an hourly, weekly, bi-weekly or monthly basis. Bargaining unit members receive \$5,000 in term life insurance, provided by UUP. The union successfully staves off a state

Division of the Budget plan to “lop off” \$1 million in salaries using a skewed “faculty rank distribution formula” that claimed there were too many senior-level faculty.

**1980:** “Save SUNY” campaign mobilizes thousands in a call for more University funding. Membership reaches 11,500.



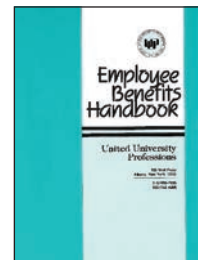
**1981:** Nuala McGann Drescher of Buffalo State, left, is elected president. Membership climbs to 12,100.

**1982:** UUP and the state sign a three-year contract that includes a statewide employee assistance program (EAP), \$2 million to fund salary disparities, and a new Professional Development and Quality of Work Life grant program to address day care, workshop attendance, study

leaves for librarians, and professional development.

**1983:** UUP musters its forces to bring more than 1,000 unionists and SUNY students to Albany to protest Gov. Mario Cuomo’s Executive Budget proposal to lay off 3,000 SUNY academics and professionals; UUP’s advocacy leads to the Legislature’s addition of \$15.9 million to the governor’s budget, eliminating the need for layoffs. Sen. Kenneth LaValle and Assemblyman Mark Alan Siegel receive the union’s first Friend of SUNY Awards.

UUP opens its Member Benefits Department as part of the union’s drive to enhance services it provides to members. Membership tops 13,000.



# Watershed Moments

**1984:** UUP's growing legislative influence helps to restore millions to the SUNY budget. Arthur Young and Co. begins a promotion and classification study of professionals in SUNY; the \$100,000 study was funded through the collective bargaining agreement.



**1986:** UUP ratifies the 1985-1988 collective bargaining agreement that includes a 15 percent pay raise over the life of the contract, an additional 1 percent in discretionary salary increases, and protection for long-term part-time employees through a new term appointment program. The union wins its age discrimination case that puts an end to the forced retirement of tenured faculty at age 70. Membership reaches 14,500.

**1987:** John M. Reilly of Albany, right, is elected



president. UUP joins an AFL-CIO lawsuit to stop health insurance rate increases. The Joint Labor/Management Committee on Fair Labor Standards negotiates the first on-call rate for members required to return to work. Membership climbs to 16,000.

**1988:** UUP negotiates \$3 million to fund salary disparities. Three SUNY undergraduates receive the union's first Eugene P. Link College Scholarship Trust Fund scholarships. UUP's Task Force on Undergraduate Education issues its report in response to criticisms contained in the Carnegie Report on Undergraduate Education.

**1989:** By more than 8 to 1, UUP members ratify a three-year contract that includes a total base salary hike of 16.3 percent; the pact also features \$1 million in Excellence Awards, jointly administered by UUP and the state. UUP opposes SUNY's attempt to impose parking fees on campuses. UUP hosts a 90-minute teleconference to underscore the union's vision with its report, "SUNY's Future: Expanding the Mission, Fulfilling the Promise." UUP 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. The union names its first recipients of the Nina Mitchell Award for Distinguished Service: Harold Cannon of Albany; Samuel Wakshull of Buffalo State; and Morris Budin of Binghamton.

**1990:** UUP completes a three-year-long oral history project,

comprised of more than 40 interviews detailing the story of UUP's founding and growth. Membership hits 21,000.

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



**1993:** William Scheuerman of SUNY Oswego, right, 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. UUP establishes a legislative intern program named after former UUP President John Reilly, which introduces SUNY students to the mission of UUP while providing staff help during the legislative session; the first intern is Mary Jo DeBernardo, a graduate student at UAlbany's Rockefeller College of Public Administration and Policy.

**1995:** Delegates vote to shift the status of the union's two statewide vice presidents from full time to part time. UUPers demonstrate outside Central Administration in response to the Board of Trustees' "Rethinking SUNY" plan.

**1997:** An unprecedented week of demonstrations on campuses across the state in February shines a light on stalled contract talks, proposed budget cuts to SUNY, and the suspension of the UUP Benefit Trust Fund.





The union's membership publication, *The Voice*, has earned dozens of communications awards since going from tabloid to magazine format. At left is the first *Voice* magazine cover, September 1998; at right is the February 2007 award-winning cover.



**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; 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. UUPers take an active role



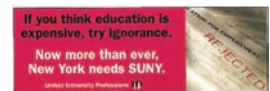
in Campus Equity Week, designed to strengthen the role of

part-time and contingent employees on campuses nationwide. The union community mobilizes in response to the terrorist attacks of 9/11, with hundreds of UUPers lending their expertise at Ground Zero.

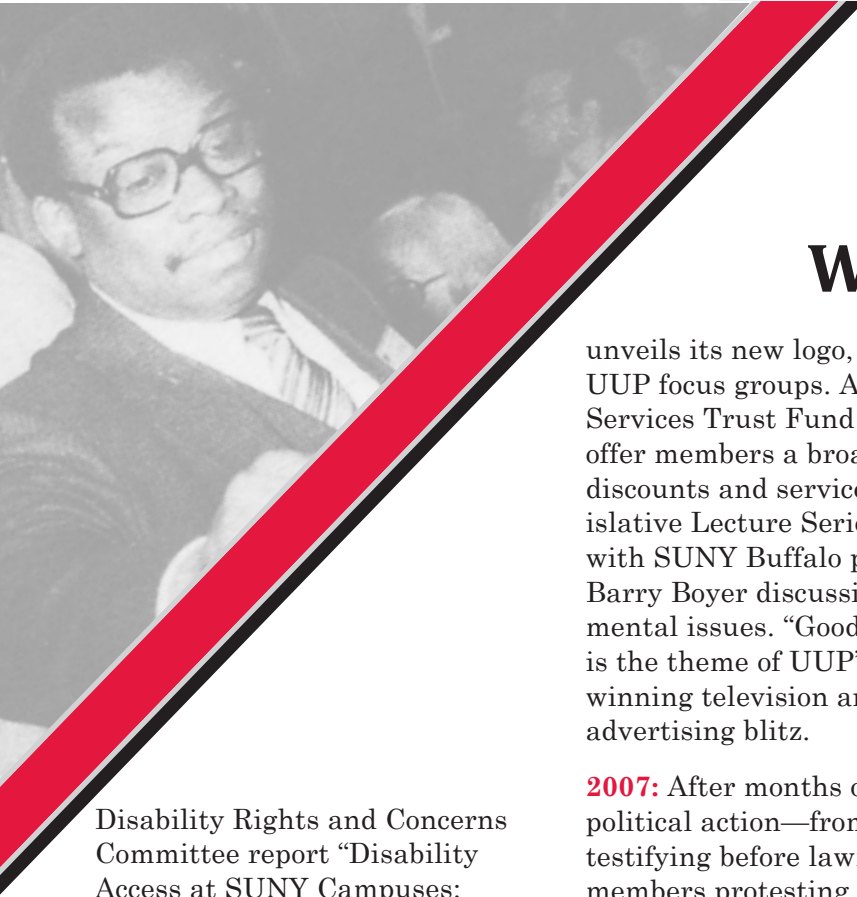
**2002:** The number of statewide UUP Executive Board seats increases from 11 to 13, while the elected statewide chair of the Committee on Active Retired Membership (COARM) becomes a nonvoting board member. Membership reaches 28,000.

**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,” above. In March, UUP begins handing out “SUNY bucks,” symbolizing the dollars generated by SUNY in local communities. A May 3 March for Public Education draws 40,000 unionists to Albany to stress that public education must remain a top funding priority for the state.



**2004:** UUP members ratify a contract under then-VP for Academics and Chief Negotiator Phil Smith by 96.6 percent. UUP thwarts yet another attempt to privatize the state university’s teaching hospitals. UUP files a suit in New York State Supreme Court against the Express Scripts program, charging breach of fiduciary duty and deceptive practices. The union unveils the



## Watershed Moments

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 the theme of UUP’s award-winning television and print advertising blitz.

Md., and Vice President for Academics Fred Floss, right, is named interim president.



**2008:** Phillip H. Smith of Upstate Medical University, right, is elected president. Members ratify a new four-year contract with the state by 97.5 percent under then-VP for Academics and Chief Negotiator Fred Floss. UUP influences lawmakers to pass a bill making the agency shop fee permanent for public employees under the Taylor Law. Membership tops 35,000.



**2009:** UUP and students join forces to stress that “SUNY is the \$olution” and successfully stave off draconian cuts to the University. Results of a two-year, union-sponsored Gender Equity Study of SUNY academics and professionals show that there is “unexplained inequality” in academic ranks (women earn nearly \$4,400 less) and among professionals in grade five or higher (women earn 20 percent less than males with comparable years of service). “Cuts to SUNY Threaten Our Future” is the theme of UUP’s advertising campaign.

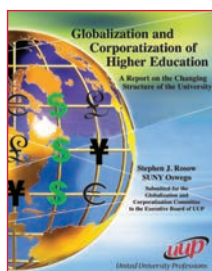
**2010:** An ambassador, corporate CEO, and network weatherman are urged by UUP to share their success stories as SUNY alum. Dozens of UUPers swarm to the nation’s capital to participate in the One Nation Working

Disability Rights and Concerns Committee report “Disability Access at SUNY Campuses: Ten Years after the ADA.” Union members mourn the death of former UUP president 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

**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 s/he has at least 10 years of state service. UUP helps to develop SUNY’s new Office of Diversity and Educational Equity. UUP’s Globalization and Corporatization Committee presents its report, right, on the changing structure of university education and its implications for union activity. President Bill Scheuerman steps down to take over the reigns of the National Labor College in Silver Springs,





Above, four of UUP's first five presidents were on hand in 2003 to celebrate the union's 30th anniversary. From left are Sam Wakshull, Nuala Drescher, Tim Reilly and Bill Scheuerman.



Right, more than 500 community, labor and clergy members packed The Well of the Legislative Office Building in Albany in early January 2013 to urge the governor and lawmakers to keep SUNY Downstate Medical Center fully operational and public.



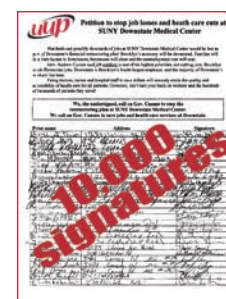
Together march for jobs, justice and public education. The union unveils

saveSUNY.org, a micro-website designed to educate students, citizens and lawmakers about the deep cuts to SUNY and yet another flexibility plan that would jeopardize SUNY's mission; the micro-website calls on visitors to take action by signing an online petition and faxing e-letters to the governor. In February 2010, UUP releases the report of the Task Force on Contingent Employees that recommends ways to strengthen the position of contingent workers in SUNY and UUP.

**2011:** SUNY and CUNY students and unionists rally in Albany to

protest deep cuts to higher education. UUP's advocacy efforts pay off as "flexibility legislation" is not included in the final budget. UUP undertakes two surveys: one to investigate pay inequity based on race and a second on technology issues. UUP and the state exchange contract proposals in August; the union is opening 25 articles and seven appendices, while the state hoped to limit the discussion to salaries, health benefits and furloughs. In September, UUP awards its first William E. Scheuerman Post Baccalaureate Scholarship to a SUNY graduate or professional college student. UUP takes a lead role in the Campaign for the Future of Higher Education, a coalition of education organizations and unions across America and Canada designed to lend one voice to the higher education movement.

**2012:** SUNY Downstate Medical Center is targeted for deep cuts following a report issued by a state-appointed commission chaired by Wall street investment banker Stephen Berger; SUNY sends out more than 400 non-renewal notices, and UUP embarks



on a multifaceted campaign to save jobs and services at the Brooklyn medical facility, including gathering more than 10,000 signatures to stop the cuts, above. Collective bargaining talks with the state continue toward a successor agreement to the 2007-2011 contract that expired July 1, 2011.

# 1970s: The early years of UUP





# The 1970s

**U**nited University Professions was established in 1973, a year that saw American society caught up in a storm of political upheaval and civil unrest. The Watergate scandal was front-page news, and Vice President Spiro Agnew had resigned in disgrace. Civil and human rights issues had come to the fore, sometimes violently, and campuses were still churning from the Vietnam War.

In New York, SUNY was celebrating its 25th year, and baby boomers continued to pour into the system, expecting academic opportunities to be greater than ever. Academic and professional faculty throughout the University faced considerable challenges as they fought to gain fair salaries and benefits, job security, tenure and pensions.

In February 1973, representatives of the Senate Professional Association (SPA) and the State University Federation of Teachers (SUFT) met to discuss merger. By spring, SPA's Representative Council and SUFT's representatives overwhelmingly voted for merger. In May, the two sides formed SUNY/United, which became UUP in October after the state objected to the original name.



Above, UUP's first elected secretary, Dotty Gutenkauf, makes a point to Bob Granger of Alfred, former president of UUP's predecessor organization, the Senate Professional Association (SPA), circa 1973. Gutenkauf served as statewide secretary from 1973-1975.

Below, Jack Ether of Albany, left, and Harvey Inventasch of Cortland participate in a DA, circa 1978. Inventasch served on the statewide Executive Board from 1975-1981 and as Negotiations Committee chair in the 1970s.

## Against the odds

The early years of UUP were marked by representation battles and the quest for better terms and conditions of employment.

Questions of representation dogged UUP: Could one voice speak for the various needs of teaching and nonteaching professionals? Could one voice speak for the various concerns on 29 college campuses spread across the state? Four decades later and the answer is a resounding yes.

But it didn't come easy.

The diverse nature of SUNY campuses—university centers,



technology sector colleges, and health science centers—contributed to the challenges faced by UUP. The union twice had its position as bargaining agent contested, and once faced a challenge to separate a campus



Above, Plattsburgh UUPers Gene Link, left, and Doug Skopp, third from left, attend a DA, circa 1978. Also attending this policymaking convention are Jim Cretekos of Alfred and Lew Herod of Downstate.

Below, Leland Marsh of Oswego addresses a DA, circa 1974, while then-president Larry DeLucia of Oswego listens. Marsh headed up negotiations for the first UUP contract with New York state.



from the bargaining unit.

In 1974, the Civil Service Employees Association (CSEA) unsuccessfully sought to become the bargaining representative for nonteaching professionals at SUNY.

In November 1976, UUP overcame another challenge, one that would have separated Stony Brook HSC from the bargaining unit. In a petition, the Health Science Center Council argued that the HSC had a separate community of interest and a unique mission that set it apart from the rest of SUNY. The Public Employment Relations Board (PERB) rejected the petition, ruling that the differences cited were inherent in the overall makeup of a university.

Two years later, the New York Educators Association (an NEA affiliate) forced an election for

the right to represent academic and professional employees; UUP won by nearly 2,000 votes.

## Making strides

Throughout these challenges, UUP went about its business, confident it would emerge as the sole bargaining agent for SUNY employees.

On May 12, 1973, UUP held its first Delegate Assembly following the merger of SPA and SUFT. Delegates of the fledgling union—representing 3,500 members—elected Lawrence DeLucia of Oswego as the union's first president. He was joined by Fred Burelbach of Brockport, vice president for academics; Patricia Buchalter of Albany, vice president for professionals; Dorothy Gutenkauf of Cortland, secretary; Joseph Drew of Buffalo Center, treasurer; and Anne Willcox of Upstate Medical, membership chair.

Delegates also elected the first 11-member Executive Board: O. Michael Lilien, Upstate Medical; Fred Miller, Oneonta; Samuel Wakshull, Buffalo State; Dorothy Codkind, Potsdam; Stanley Goldstein, Downstate; Barbara McCaffery, Geneseo; Alan Willsey, Cortland; Constantine Yeracaris, Buffalo Center; Bernard Parker, Empire State; Raymond Jesaitis, Stony Brook; and Thomas Hines, Farmingdale.

With its leaders in place, UUP

**Congratulations to UUP for 40 years  
of improving the lives of SUNY's  
academic and professional faculty,  
and for the invaluable contributions  
of its members to higher education  
in New York.**



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AFL-CIO**  
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Connect with Us:

**Mario Cilento**  
President



**Terrence L. Melvin**  
Secretary-Treasurer





Above, UUP and NYSUT join forces to protest stalled contract negotiations, circa 1974. Front row right is former NYSUT president Tom Hobart; back row, third from left, is former chief negotiator and Executive Board member Harvey Inventasch of Cortland.



Left, Ed Wesnofske of Oneonta, second from left, joins Jim Gill, left, and an unidentified UUP member attending a union meeting, circa 1973. Wesnofske served as statewide vice president for academics from 1975-1976, and as an Executive Board member from 1976-1979.

set its sights on improving terms and conditions of employment as a way to build its membership ranks. The union:

- secured its first contract in June 1974 that included across-the-board salary hikes of 4¼ percent and 1¼ percent in merit pay. In a wage reopener in 1978-1979, UUP negotiated a 9 percent salary hike;
- achieved permanent appointment status for professionals, negotiated five days family sick leave, and established minimum salaries for full-time employees;

• staged its first informational picket in 1976 at the state Capitol to protest proposed budget cuts;

- secured the first benefits package for part-time employees in 1978-1979; and

• compelled the SUNY Board of Trustees to overturn its policy to bar women from the right to work once they became pregnant. The union achieved new language stating pregnant women can work as long as they are physically able.

Under the early slogan, “Work-

ing for You,” UUP brought to its members the benefits of collective bargaining, member services, and political action. Forty years later, UUP is the nation’s largest higher education union, with 36,829 active and retiree members (as of Jan. 30, 2013). As embodied in its current motto, “The union that makes SUNY work,” UUP continues to fight to preserve and enhance the quality of public higher education in the state and to provide a positive work environment for its members.

# 1980s: Fighting for survival

nite



United University Prof  
Debate Assen



United University Prof  
University Development Committee  
Executive Summary  
Expanding the  
Mission, Fulfilling the  
Promise:  
A Vision for  
WUP

**WUP**  
United University



## The 1980s

**B**y the 1980s, the union began to look outward through increased political action and by defining new issues for its rapidly growing membership.

It was clear that the union's success in the 1980s and beyond would be linked to its effectiveness in advocacy and political activity. Through volunteer efforts, UUP members—full time and part time, academics and professionals—collectively communicated their concerns to state and local lawmakers, to decision makers at SUNY System Administration, and to campus administrators.

### One success after another

This “collective activism” was an essential part of UUP's arsenal in the 1980s. The early part of the decade saw the beginning of deep state funding cuts for SUNY, as well as the threat of thousands of layoffs systemwide. In response, UUP's first “Save SUNY” rally in 1980 was key to a political action campaign that convinced lawmakers to improve funding for SUNY's state-operated campuses.

Three years later, UUP President Nuala Drescher of Buffalo State (1981-1987) again called



Above, Barbara Habenstreit, left, and Miriam Stucker-Best, both of Downstate, discuss hospital issues during a DA, 1989.

Below, Paul Covey of Binghamton comments during a DA, circa 1976, as Alan Shank of Geneseo looks over materials, right. Shank served on the Executive Board from 1981-1993.

out the forces. More than 1,000 unionists and students gathered in Albany for another “Save SUNY” rally, this time to protest Gov. Mario Cuomo's Executive Budget proposal that, if enacted, would have resulted in the firing of 3,000 SUNY academics and professionals. Member advocacy paid off, as the state Legislature added \$15.9 million to the governor's budget, eliminating the need for layoffs.

The union passed another major test when a group of so-called “disinterested taxpayers” pushed for a graduated tuition increase based on a family's



ability to pay. UUP warned that the proposal would force students to pay 60 percent of their overall education costs. The Legislature agreed with UUP and rejected the proposal.

The successes mounted. The union convinced lawmakers to



Above, former UUP presidents John “Tim” Reilly (1987-1993) and Bill Scheuerman (1993-2007) shake hands with members of the state’s negotiations team, left, prior to bargaining for the 1988-1991 agreement. At right, from right, are UUP Negotiations Team members Cornelius McAdorey of Farmingdale, Paul Martin of Upstate, Wil Corprew of Binghamton, Reilly, Chief Negotiator Scheuerman, Ed Alfonsin of Potsdam and Nancy Auster of Canton. The state’s then-general counsel and current chief negotiator, James Bress, is second from the left.

Below, Ann Marie Behling of Cobleskill makes a point during a DA, circa 1987. Waiting to speak are Jack Ether of Albany, center, and Paul Martin of Upstate.



exempt higher education employees from the financial disclosure requirements in the Ethics in Government Act; and, in conjunction with its state and national affiliates, UUP kept employee benefits safe after attempts by the IRS to make them taxable.

Other outreach efforts helped to position UUP as a leader in higher education unionism. These included underwriting the PBS series, “The Best of Our Knowledge,” hosted by former UUP president John “Tim” Reilly (1987-1993); special sections of *The Legislative Gazette*; and the “SUNY’s Best” program that brought faculty into New York City schools to enhance student learning.

UUP’s “strength-in-numbers” approach—both independently and in conjunction with affiliate groups—helped to save SUNY from devastating budget cuts and job losses; to secure pension

options and early retirement incentives; and to address and resolve other issues of concern to SUNY’s academic and professional faculty.

## Contract gains go on

UUP was also making strides at the bargaining table.

Collective bargaining agreements throughout the decade netted salary increases averaging close to 13 percent over the duration of the contracts, as well as additional money for discretionary salary increases and to fund salary disparities. Other salary-enhancing innovations were career service awards on base, geographic cost-of-living stipends, extra money for excellence in service to the University, and an on-call rate for members required to return to work.

The union won protection for long-term part-time employees through a new term appointment program, improved the maternity/paternity leave policy, and increased the accumulation of sick days to 200.

The UUP/New York State Joint Labor/Management Committees program was created to address mutual concerns regarding, among others, affirmative action, health benefits, safety and health, and continuity of employment. A professional development program provided grants for day care, workshop attendance, professional development, and study leaves for librarians.



# Commending 40 years of excellence

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Above, dozens of UUP delegates raise their hands in support of a resolution during a 1988 Delegate Assembly. Among those in the photo are Peter Nickerson and Roy Slaunwhite of Buffalo HSC; Joe Feliciano, Janet Steins, Charlie Hansen and Arnold Wishnia, all of Stony Brook; Tony DeToro of Maritime; and Mac Nelson of Fredonia.



Left, Natalie Pauley of Downstate addresses delegates, circa 1984.

## Expanding services

UUP's effectiveness as a bargaining agent was paralleled with the expansion and enhancement of services to its burgeoning membership.

In January 1983, UUP estab-

lished its Member Services Department and joined the Public Employees Benefit Fund (PEBF). Negotiated funds for PEBF provided dental, prescription drug and life insurance programs to bargaining unit members and their families.

The menu of member benefits kept improving. UUP collaborated with the state to provide a state-

wide Employee Assistance Program, and began offering payroll deduction for NYSUT Member Benefits insurance and discount programs.

UUP continues to fight to preserve and enhance the quality of public higher education and academic unionism, and to provide a positive work environment for its 35,000-plus active and retiree members.

# 1990s: Activism accelerates







# The 1990s

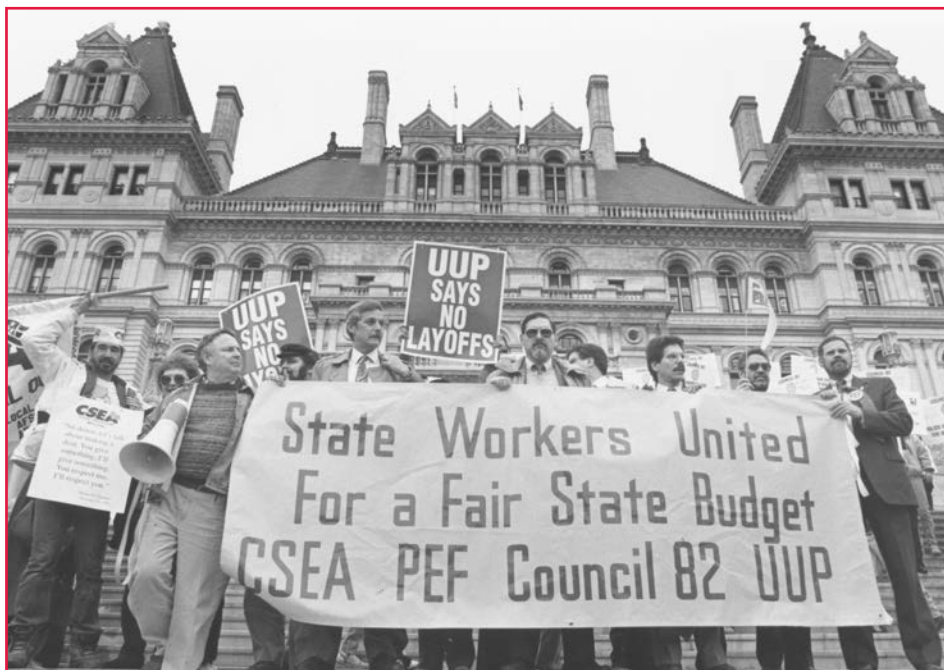
**A**s UUP moved into its third decade, coalition building and community outreach became the focus of the union's activities.

It was clear to UUP that public higher education needed allies across the state and from outside academe. The University faced deep funding cuts amid rumblings of an apparent shift in the state's education priorities. Record state budget deficits left the SUNY Board of Trustees in a quandary: ask for more money for the University or back the governor—who appointed them—in massive cuts in state services, including the planned layoffs of thousands of state workers.

The obvious allies against job cuts were other state employee unions. In 1991, the state's four largest unions—CSEA, PEF, Council 82 of AFSCME, and UUP—drew more than 25,000 marchers to the streets of downtown Albany to protest an Executive Budget proposal that threatened to cut thousands of workers from the state payroll. The action helped to prevent the mass layoffs, at least for the time being.

## Kicking it up a notch

When then-vice president for academics Bill Scheuerman of



Above, more than 25,000 unionists rally through the streets of Albany to the steps of the Capitol in 1991 to protest the governor's plan to lay off thousands of state workers.

Below, UUPer Greg Auleta of Oswego, right, and Secretary Tom Corigliano lead a 1999 rally to draw attention to the lack of advocacy for the state university from the SUNY Board of Trustees.

Oswego took over the reins as UUP president in 1993, the union had become astute in bringing focus and attention to its issues through public demonstrations and informational picketing.

But UUP kicked it up a notch when, in November 1995, it staged a rally outside SUNY System Administration following the development of the Board of Trustees' "Rethinking SUNY" plan, which Scheuerman assailed as "Darwinism gone ape." The symbolic action—complete with placards urging the SUNY trustees to "Honor the Trust"—was followed in December by a

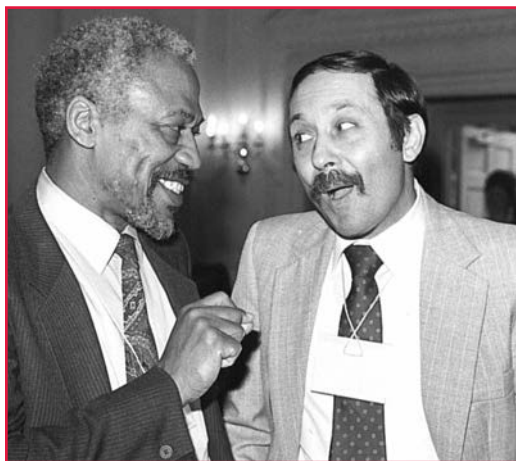


UUP-organized Community Roundtable on the Future of Public Higher Education. The roundtable brought together state and local lawmakers, union leaders, a campus president, a former SUNY trustee, and the head of the Albany-area Chamber



Above, at the microphone during a 1991 Delegate Assembly is Richard Kucharski of Buffalo Center, followed by Ron Ellis and Trudy Butera, both of Alfred.

Below, Samuel von Winbush of Old Westbury, left, and Bob Reganse of Farmingdale share a lighter moment during a Delegate Assembly, circa 1993.



of Commerce. TV and print media covered the discussion, which underscored the participants' common interests in preserving a quality public university system.

In February 1997, members' frustration over stalled contract

talks and the suspension of the union's Benefit Trust Fund led to a week of demonstrations on campuses across the state. UUPers turned out in force to protest the contract delay, as well as further cuts to the University.

Their efforts paid off. After more than two years of negotiations, UUP members in October ratified a new four-year contract that included across-the-board increases of 3.5 percent in the last two years of the deal, an additional lump-sum payment of \$1,250 for full-timers, and discretionary pay hikes of 1 percent in each of the last three years.

## Like-minded groups

As the pressure mounted to cut SUNY programs and services, UUP began gathering support from outside the labor movement. Finding like-minded allies was easy in the faith-based community, which understood that an affordable higher education paved the road to success. UUP and its state affiliate NYSUT worked closely with the New York State Labor-Religion Coalition throughout the decade.

By 1995, UUP partnered with the Preservation of the State University of New York, headed by John Mather, a former assistant to two SUNY chancellors. The association distributed "The SUNY Magna Carta" that asserted the need for responsible governance and investment in SUNY.

UUP's coalition building gained momentum, but getting local politicians to back UUP's political agenda seemed like an insurmountable challenge. That is, until the creation of the SUNY Community Mayors Coalition in 1997. The 38-member coalition became a vocal ally in calling for an investment in public higher education.

The UUP/mayors partnership included the statewide campaign "Operation Safeguard SUNY," consisting of events and activities designed to attract publicity about SUNY and its major impact on

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Above, several UUP delegates raise their hands in support of a resolution during the union's 1990 spring policymaking convention in Albany. Seen in the photo are Rita Piccolo of Buffalo HSC; Paul Griffen and Tom Matthews, both of Geneseo; and Ora James Bouey, Michael Silverberg, Ed Drummond, Ed Hines, Ed Alleyne and Julitta Jo, all of Stony Brook HSC.

Right, hundreds of UUPers take to the streets in 1997 to protest months of stalled contract talks.



the communities where campuses are located. The coalition earned UUP's 1998 Friend of SUNY Award.

UUP also played a key role in the development and success of the Coalition for Public Higher Education, which at one point was headed by former state comptroller H. Carl McCall, now chair of the SUNY Board of Trustees.

### More milestones

- UUP testified against a “hospital flexibility” bill because

it didn't include job protections or take into account the mission of SUNY's teaching hospitals.

- Promotions, salary increases, comp time, performance programs and evaluations topped the list of concerns defined by 2,200 professionals responding to a statewide survey distributed by UUP.

- UUP dubbed 1993 as “The Year of the Ag and Tech” and

promoted its two-year colleges to lawmakers and the public.

- *The Voice* in the fall of 1998 upgraded to a four-color magazine from a two-color tabloid.

- UUP membership topped the 22,000 mark by the end of the decade.

# 2000s: Still going strong





# The 2000s

**U**UP emerged in the new millennium as the University's staunchest advocate.

The SUNY Board of Trustees in the late 1990s appeared more focused on stepping on the proverbial toes of faculty—most notably by adopting new general education requirements without their input—than on serving as caretakers for the 64-campus state university system. In September 2000, UUP joined the Faculty Senate and community colleges to put SUNY trustees on notice that their actions—and inactions—were being closely monitored. This partnership came on the heels of a joint vote of “no confidence” and in defense of continued attacks on academic freedom.

SUNY was also overly focused on reconfiguring the way dwindling state funds would be allocated to the campuses, and asking the state-ops to do more with less. Its reallocation formulas—which used enrollments and program costs to shift money from the two- and four-year campuses to the four university centers—did little to preserve SUNY as a premier university system.

UUP questioned the trustees' failure to request more than zero-increase budgets for most of the decade, as well as their use of SUNY's teaching hospitals as



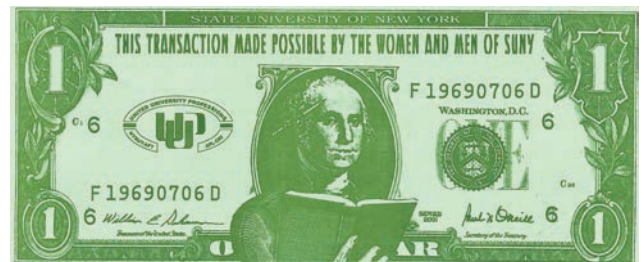
This illustration by Jason Yungbluth, the son of Buffalo Center UUPer Pat Donovan, was published in the May/June 1999 issue of *The Voice*. Similar illustrations covered topics such as core curriculum, academic freedom and admissions exams.

“cash cows” to fund academic programs at the state-ops to the tune of at least \$116 million a year. This fiscal maneuvering was condemned by then-state comptroller H. Carl McCall, who presented testimony alongside UUP before a state Assembly hearing on SUNY financing.

## UUP responds

Recognizing its emerging role as SUNY's only outspoken advocate, UUP stepped up its advocacy efforts in Albany.

Unionists took to the streets in



SUNY communities in March 2003, handing out “SUNY bucks,” above, that symbolized the dollars generated by SUNY campuses. The action came in response to the governor's proposed \$183.5 million budget cut for SUNY that threatened 4,000 faculty jobs.

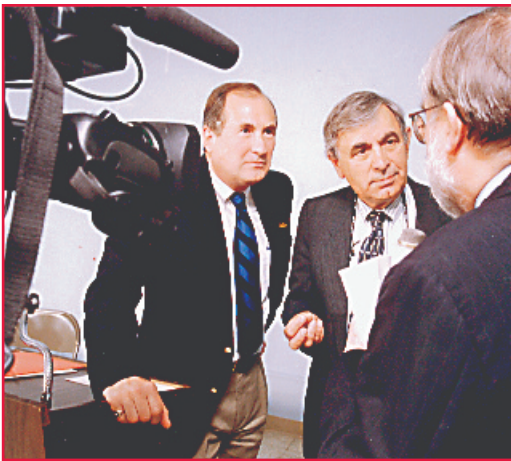
UUP kept up the pressure as key participants in the May 3 March for Public Education. The joint labor and pro-education





Above, busloads of UUPers show up for the May 3 (2003) March for Public Education. More than 40,000 filled the Empire State Plaza in Albany for the pro-public ed rally.

Below, UUP President Bill Scheuerman and SUNY Faculty Senate President Vince Aceto, a UUP member from UAlbany, talk with the media following a press conference in 1999 on the groups' vote of no confidence in the SUNY Board of Trustees.



event brought 40,000 supporters to the Empire State Plaza to protest the governor's slash-and-burn budget to cut \$1.5 billion from preK-12 spending and nearly \$600 million from public higher education.

The advocacy efforts succeeded,

as the state Legislature restored the draconian cuts proposed by the governor.

By 2004, the trustees felt the pressure of UUP's activism and reversed years of flat budget requests. The result was an additional \$132.9 million for SUNY.

But in 2006, UUP was back to the streets, calling on state legislators to override then-governor George Pataki's vetoes of \$60 million in budget funds for SUNY. Success again belonged to UUP, as lawmakers overrode the vetoes, giving SUNY its best budget in 15 years.

On another front, UUP in 2006

came out en masse to oppose a Berger Commission plan to remove Upstate Medical University from SUNY and merge it with Crouse Hospital. UUP held simultaneous rallies in Albany, Stony Brook and Syracuse, and unveiled a multimedia campaign opposing the plan. UUP also filed a lawsuit against the state and the commission for their "illegal, unconstitutional and irrational" plan. UUP succeeded in keeping Upstate within SUNY.

## Speaking up for the masses

UUP didn't limit its activism to SUNY faculty, staff and students. UUP and NYSUT joined the Labor-Religion Coalition's Campaign for Sweatfree Schools in New York. The coalition successfully opposed the sale of sweatshop-made merchandise on all SUNY campuses.

And in October 2005, then-president William Scheuerman (1993-2007) joined a New York University rally in support of the graduate student union's right to bargain. The demonstration culminated in the arrests of 76 union leaders and protestors, including Scheuerman and then-AFL-CIO president John Sweeney. Two years later, Scheuerman resigned as UUP president to become head of the National Labor College in Silver Spring, Md. UUP delegates

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elected Phil Smith of Upstate (2008-present) as president.

With Smith at the helm, UUP focused on proving that “SUNY is the \$olution” to the state’s fiscal woes. The union stressed SUNY’s economic footprint on communities around the state.

Small businesses jumped on board, displaying signs in storefront windows in support of the University. The union also expanded its TV and print advertising campaigns to include micro-websites and social media, and placed a greater emphasis on district advocacy.

## More milestones

- A 2002 UUP poll of 602 likely voters found that nearly 80 percent had a positive view of the University, and an overwhelming majority said state support for SUNY should increase.

- In 2005, UUP won a class-action grievance for 900 geographic full-timers at Upstate, Downstate and Buffalo HSC. The win meant the impacted UUPers would receive minimum salaries for their rank, as outlined in the contract.

- UUP influences lawmakers to amend Optional Retirement Program (ORP) legislation that would eliminate the employee’s 3 percent pension contribution, provided he or she has at least 10 years of state service.

- Two four-year contracts were ratified in the 2000s. Smith served as chief negotiator for the 2003-2007 pact between UUP



Cortland UUPers Jamie Dangler, Dave Ritchie and Craig Little, right, convince state Sen. James Seward, seated, that SUNY is the \$olution, March 2009.

and the state. Fred Floss, who served as interim UUP president from November 2007 until Smith’s election in February 2008, was chief negotiator for the 2007-2011 agreement.

- UUP was the driving force behind the creation of a new SUNY Office of Diversity and Educational Equity.

- UUP delegates to the 2001 Fall Delegate Assembly voted to remove term limits of statewide officers and Executive Board members.

- John “Tim” Reilly, UUP president from 1987-1993, died unexpectedly at his home in February 2004. He was 70.

- *The Voice* in 2005 began publishing an “Annual Report to the Membership” on UUP’s successes

over the previous 12 months.

- In 2007, UUP established a new Member Services Trust Fund to offer expanded discounts and services.

## What lies ahead

It is evident that UUP has faced and met a series of major challenges over its 40-year history. More trials lie ahead—including the battles to save jobs and services at Downstate, and SUNY’s latest RAM funding scheme—which means UUP will again need to tap its collective strength to safeguard SUNY and the interests of its members.

If UUP’s track record is any indication, then the union is ready and able to tackle whatever awaits.



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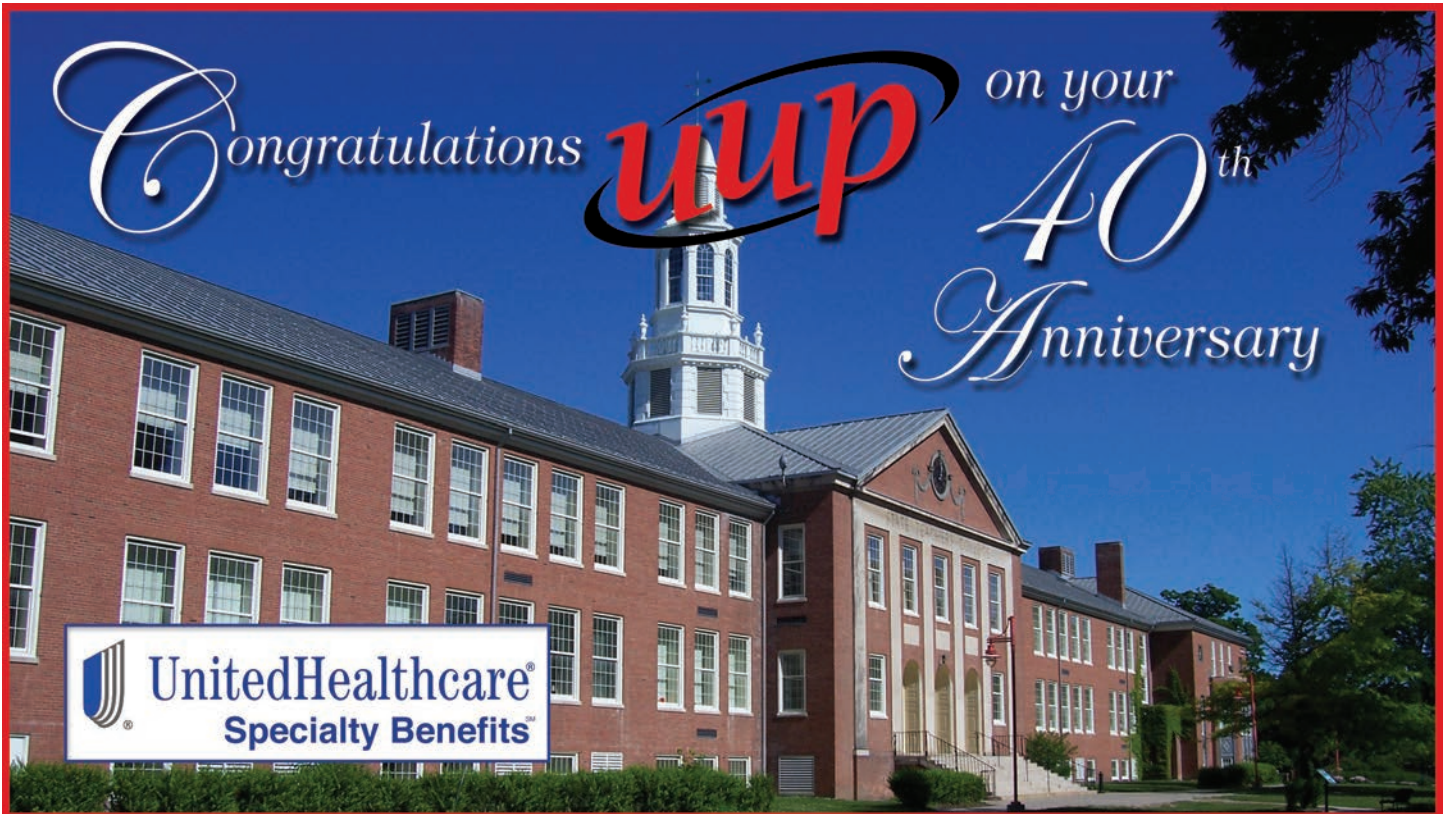


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