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The Active Retiree

A Newsletter for Retired Members of United University Professions

America needs unions

(Editor's note: The following commentary first appeared in the Albany Times Union on Sept. 6.)

by **Bill Scheuerman**
Oswego

Originally intended to recognize the sacrifices of American workers, Labor Day's meaning has changed over the years. The first Monday in September now signals the end of summer. Sure, a few labor diehards still march in parades, sing "Solidarity Forever" and participate in other labor rituals. But the bottom line is clear: Organized labor's numbers are declining.

The court's rejection of fair-share fees would likely cause a 'downward spiral' for unions.

Today, less than 7 percent of private sector workers are in unions, down from a high of 33 percent in the 1950s, and the once flourishing public sector unions are increasingly under the gun. It's likely to get worse. The Supreme Court, at the behest of today's Robber Barons, is taking aim at what's left of the labor movement by deciding to hear the case of *Friedrichs v. California Teachers Association*. The case threatens labor's very existence by

challenging the legitimacy of "fair share" payments, a primary source of union revenues.

Federal and state labor laws guarantee that no one can be forced to join a union, but require unions to provide the same services, protections and benefits to all members of a bargaining unit, even those who don't join the union and don't pay union dues. In other words, labor law mandates that nonunion members must receive the same job protections, negotiated raises and all other benefits won by the union. In return, federal and state laws often allow agreements between employers and unions requiring nonmembers to pay a fee to cover the costs of negotiating and servicing the benefits they receive. This fee is not union dues. It's called "fair share" or "agency fee." In states with "right-to-work" laws, unions and employers are prohibited from making fair share agreements. But in those states with the bulk of the nation's union membership, fair share agreements prevail.

The court's rejection of fair share would permit nonmembers to freeload at the expense of dues-paying members. This would significantly reduce union



Your hearing aid benefit

Your retiree membership in UUP gives you access to the EPIC (Ear Professionals International Corporation) Hearing Service Plan, which offers a national network of more than 5,000 credentialed audiologists and ear, nose and throat physicians (more than 250 in New York state).

EPIC Hearing's prices may be as much as 60 percent below manufacturer's suggested retail price and up to 35 percent lower than most discount offers. You could save up to 50 percent on testing diagnostics and batteries not covered by major medical insurance, and between 30 percent and 60 percent on name-brand hearing aids and products to protect and improve your hearing.

EPIC Hearing also provides a three-year extended warranty on most products and a free year's supply of batteries with purchase (four- and five-year extended warranties are also available for purchase).

UUP retiree members and their families are eligible to use this program. Best of all, EPIC Hearing will coordinate coverage with your existing health care plans.

For more information, contact EPIC Hearing toll-free at (866) 956-5400; be sure to provide the Member Benefits identifier code "NYSUTMBC." A hearing counselor will register you and assist in determining your hearing care needs.

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The Active Retiree

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Frederick E. Kowal/President
J. Philippe Abraham/VP for Professionals
Jamie F. Dangler/VP for Academics
Eileen Landy/Secretary
Rowena J. Blackman-Stroud/Treasurer
Michael J. Lyon/Interim Membership Dev. Officer

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The opinions expressed in this newsletter are those of the authors and not necessarily the opinions of United University Professions.

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In memoriam

The following is a list of UUP retiree members who passed away in 2015:

Deborah Dorfman, Albany
 Mojmir Frinta, Albany
 Hyman Kuritz, Albany
 Sophia Lubensky, Albany
 William Moore, Albany
 Oliver Nikoloff, Albany
 Robert Speck, Albany
 Jogindar Uppal, Albany
 George Herrick, Alfred
 Ernest Knowles, Alfred
 Max Budd, Binghamton
 John Walker, Binghamton
 Jack Dudley, Brockport
 Paul Hehn, Brockport
 Stanley Mackun, Brockport
 Albert Skaggs, Brockport
 Mary Brown, Buffalo Center
 Walter Conway, Buffalo Center
 Judith Dingeldey, Buffalo Center
 William Hamlen Jr., Buffalo Center
 Kenneth Kiser, Buffalo Center
 Adeline Levine, Buffalo Center
 Wilma Newberry, Buffalo Center
 Naomi Weisstein, Buffalo Center
 Frederick Wood, Buffalo Center
 Carol Woodard, Buffalo Center
 Richard Evans, Buffalo HSC
 Abel Fink, Buffalo State
 Deborah Fletcher, Buffalo State
 Sebastian Loguidice, Buffalo State
 Thomas Quatroche, Buffalo State
 Terence Trudeau, Buffalo State
 Stanley Cohen, Canton
 Maurice Harrington, Canton
 Joseph Del Popolo, Cortland
 Irving Fleishman, Cobleskill
 Alma Gutches, Cortland
 Raymond Malbone, Cortland
 Albert Watrel, Cortland
 Suzzane Wills, Cortland
 James Stewart, Delhi
 Seymour Gross, Downstate
 Samuel Lustgarten, Downstate
 Quitubuddin Qazi, Downstate
 Allan Waltzman, Downstate
 George Dawson, Empire State
 Margaret Morrison, Empire State
 Rae Rohfeld, Empire State
 Jerome Brezner, ESF
 Philip Luner, ESF
 John Connelly, Fredonia
 Philip Kumler, Fredonia
 John Malcolm, Fredonia
 Muttaniyil Idiculla, Geneseo
 Robert McKinnon, Morrisville
 Burton Bernstein, New Paltz
 Robin Smith, New Paltz
 David Straus, New Paltz
 Alexander Young, New Paltz
 John Biondo, Old Westbury
 Esther Elfenbein, Oneonta
 John Glinski, Oswego
 Thomas Hickey, Oswego
 Craig Sample, Plattsburgh
 Alphonse Sallett, Polytechnic Inst.
 Judith Marcus, Potsdam
 James Wightman, Potsdam
 Vito Liberatore, Purchase
 Ann Carvalho, Stony Brook
 Daniel Dicker, Stony Brook
 Arthur Edwards, Stony Brook
 Frank Esposito, Stony Brook
 Peter Hemme, Stony Brook
 Elwood Lahey, Stony Brook
 David Smith, Stony Brook
 A. Henry Von Mechow, Stony Brook
 Marian Visich Jr., Stony Brook
 Ximena Zate, Stony Brook
 Linda Greenstein, Stony Brook HSC
 Nora Zapata, Stony Brook HSC
 Emma Mogilensky, System Admin.
 David Packard Jr., Upstate

From the COARM Chair

Defending SUNY and our earned benefits

Welcome to the new the semester! Even though most of us are long retired, it seems the vast majority of us—our newer retirees, especially—still measure our time by the academic calendar, which has always been determined by the seasons. Summer, however, no longer has that specific vacation perfume for us, as we can do what we want, when we want, as retirees. Autumn comes with our ability to have a second cup of coffee in the morning and our earned “leisure.”

What I have noticed though is that retirees are constantly in motion. Many of you are active in a variety of ways and places—from volunteer work to political activism to part-time employment to long promised household and garden repairs and, more to the point, engagement in the work of your union—UUP.

During your “active” years, UUP was constantly engaged in confronting attacks from outside forces that tried to belittle your academic and professional lives. Fights for better contracts, better workplace conditions, better health benefits, better retirement and pension security, and a better stronger university for our students were always in the forefront of union activity. If anything, those battles continue today with increased force.

Every day, we read or hear of attacks on the senior/retired population with dedicated insistence. There are unscrupulous financial scammers. There are telephone callers attempting to get the best of innocent folks. There are pharmaceutical companies raising the price of medication beyond the scope of reasonable profits. (see article by Judy Wishnia), There are hospitals and medical providers padding the bills and over charging Medicare and Medicaid. There are subtle changes in how

some hospitals are trying to increase their billings to Medicare recipients.

Politically, you are aware that we are always up against the state trying to ensure adequate funding for our public university and the professionals who make it work so well. And now, there is a case before the Supreme Court of the United States filed by plaintiffs from a religious school against the California Teachers Association who claim that while they pay dues to the state union and receive contractual benefits are not always in agreement with what the union promotes; they claim they shouldn't have to continue paying dues. A potential decision against the union would have disastrous consequences to public service unions and the ability to function for all. It would mean in common terms the end of the agency fee that says whether you are a member or not you receive what the members get in all negotiations.

It never ends, does it? Over the years, UUP has enabled us to have a dignified retirement with seemingly secure benefits. There are those who would diminish these benefits with each successive contract. This has been the case in spite of decades of embattled negotiations with a less than benevolent opposing side. On the federal level, there are forces that would diminish our earned Social Security and Medicare benefits. I would urge you to attend the visits made to your home campuses by the new UUP negotiating team members to remind them to defend their benefits which will defend yours in the long run.

Additionally, I would ask and urge you to be informed and aware of how impor-



tant it is, and will continue to be, to let your legislators know how important these earned benefits are to you and how important the University has been and continues to be to you. Traveling to Albany is not always easy but a visit to local offices of your elected representatives is within your reach. Most of you are really proficient with the written word ... and a word to the representatives is really important. They read and count all the messages that come into their offices.

Your UUP advocacy folks and your COARM regional reps will be available to help you understand how easy it is to say your piece and have your voice heard. This is not a time to be shy!! I look forward to working with you to defend and protect our University and our earned benefits.



What your beneficiaries need to know

Don't forget to remind your beneficiaries that, upon your death, they need to inform the campus Human Resources Department and contact UUP Retiree Member Services Coordinator Walter

Apple at (800) 342-4206. If they don't contact the campus or UUP, they won't get the survivor's benefits: that's \$3,000 from the state and \$1,000 from UUP. Remind them to make the calls!

A report from the Senior Action Council convention

by **Patty Bentley**
Plattsburgh

Thanks to support from the Committee on Active Retired Membership (COARM), I was able to attend the annual convention of the New York StateWide Senior Action Council Inc. (www.nyse-nior.org) in Saratoga Springs, Oct. 13-15. The convention was titled, “New Deal for a New Generation.”

Bob Kasprak of Optometry was able to attend Oct. 13 and 14.

UUP retiree members have an organizational membership in StateWide through COARM and several of us have individual membership as well. As the more than 100 participants were welcomed, Executive Director Maria Alvarez recognized UUP and our nearly 5,000 retiree members specifically, which was gratifying.

That was followed by several presentations, including one by Jim Perlstein of Professional Staff Congress/CUNY on protecting our benefits and programs into the future.

The program continued Wednesday with presentations and discussion on “Senior Scams” by Gary Brown of the New York State Attorney General’s Office and on health care system reforms, addressing changes in funding and delivery models for senior care. There is a significant change in delivery models, leveraged by Medicare and Medicaid payments, to move from a “silo” to an integrated model to better use resources and to better coordinate the various health resources used by most seniors. It was noted that the average senior sees two general practitioners and as many as seven (!) specialists a year. A Medicare panel addressed changes and new programs in Medicare and EPIC, as well as a review of the controversial changes in costs, both in Medicare, the no COLA for Social Security, and the ensuing confusion about who may be billed to cover the increased costs. Much of that remains to be resolved by Congress.

Louis Pierro, Esq., founding partner of Pierro, Schaeffer and Connor, LLC, gave a particularly lively and informative presentation on “Tools and Techniques on Aging in Place” reflecting on long-term care,



KAREN L. MATTISON

Plattsburgh retiree Patty Bentley joins the discussion as a delegate to the 2015 Fall Delegate Assembly Oct. 2-3 in Buffalo.

home care, asset protection, the difference in and use of pooled trusts as well as traditional trusts. For more information, go to www.pierrolaw.com.

A good deal of time and attention was directed at the governor’s proposal for an “Office of Community Living,” which would merge many of the operations and staff of the New York State Office for the Aging and the Department of Disability Services. StateWide is opposed to such a merger without clear and detailed information on the “synergy” (governor’s office term) of such a merger.

There was an informative session on funeral pre-planning, “Death with Dignity,” and estate and final arrangement documents that we, as seniors, might and should be looking at to alleviate questions and concerns for our family and executors at the time of our death or incapacitation.

On Thursday we had an excellent, data-filled presentation by Corinda Crossdale, the director of the New York Office for the

Aging. She reminded us that we are a huge resource to our communities, including UUP, rather than a burden. She addressed several issues, including the need to reau-

thorize the Older Americans Act. She walked us through a large alphabet soup of programs and initiatives, including MLTC (Managed Long

Term Care), OCL (Office of Community Living), the Olmstead Plan, and BIP (Balancing Incentive Plan). Her presentation will soon be on the StateWide website at www.nysenior.org.

We spent two hours on the “agenda” for 2016 federal and state legislative priorities. For me, this is the meat of our membership in StateWide, though all the discussion on delivery systems, programs and funding, as well as proposed changes, are extremely helpful and useful.

StateWide’s agenda for state and federal priorities comport very closely with those of UUP, NYSUT, AFT and NEA. It is progressive and robust and it, too, will be on the StateWide website for your informa-

UUP’s affiliation with the New York StateWide Senior Action Council benefits both organizations.

Unions

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revenues and make it more difficult, if not impossible, for unions to effectively represent the entire bargaining unit, union members and nonmembers alike. A union's inability to provide satisfactory representation invites others to join the ranks of the freeloaders. Outlawing fair share fees would likely initiate a downward spiral for the labor movement, eventually rendering it incapable of standing up to big corporate power, both at the workplace and in the realm of public policy.

Exempting nonmembers from paying their fair share is, as labor activist Paul Cole points out, akin to allowing some individuals to use of all available public resources—schools, roads, fire and police protection, and so on—without paying any taxes.

Not surprisingly, the *Friedrichs* case has the backing of big right-wing think tanks and multibillion-dollar corporations, many of which pay no income tax. That's right: If you paid just a penny in federal income tax last year, that's a penny more than many of the nation's gigantic corpo-

rations. And they want to keep it that way. Big Business wants to kill fair share because, in the words of Scott Hagerstrom, Americans For Prosperity-Michigan's executive director and a Koch brothers' mouthpiece, it would "take the unions out at the knees."

Why take the unions out at the knees? Organized labor remains the only institution in the United States strong enough to keep today's Robber Barons from dominating our political and economic systems. Labor law restricts the use of union dues and agency fee monies for political activities, but organized labor still raises large sums through voluntary contributions.

Labor spending on politics is minuscule compared to what Big Business spends, especially since the Supreme Court's *Citizens United* decision. But what labor lacks in money, it makes up for in numbers of members who not only vote but actively work to elect union-endorsed candidates

The issue at stake is one of countervailing power, so crucial to America's democracy. Cut the unions off at the knees, as the Koch brothers want, and Big Business is uncontested. What would a nonunion America look like? I think it's crystal clear. If powerful multibillion dollar corpora-

tions are unchallenged, corporate avoidance of the income tax is just a starting point. We'll return to the days of the original Robber Barons. Expect job security, health benefits, decent pay, sick pay, pensions, and vacations to disappear, along with anything else the corporate behemoths can get away with, including killing the nation's environmental and health and safety regulations.

Unions brought us the middle class following World War II. They helped reduce economic inequality and made the American Dream a reality for many. Now that organized labor is on the decline, the middle class is steadily disappearing, economic inequality is reaching record levels, and for more and more people, the American Dream is out of reach. If the Supreme Court further weakens and undercuts the only institution capable of standing up to today's corporate behemoths, we might as well say goodbye to our democracy and the nation's middle class with it.

(Bill Scheuerman is a retired political science professor at SUNY Oswego and a former head of the National Labor College in Maryland. He served as UUP president from 1993-2007.)

tion. For me, as co-chair of UUP's Retiree Legislative Action Group (RELAG), the StateWide agenda is a codification and central resource for those issues all of us as retirees and seniors face. While we support and advocate for UUP's legislative agenda, and do so with vigor, it is largely directed to protecting and strengthening SUNY and providing better, more transparent access to funds for SUNY and our active members.

When it comes to the federal and Congressional arena—in which we as retirees have a crucial interest—UUP works closely with the national Alliance of Retired Americans (AFL-CIO), of which it is a member.

Our additional affiliation with and organization membership in the StateWide New York State Senior Action Council gives us another voice and a connection to those practical and political issues.

Bob and I urge COARM to continue its support for attendance at this conference and hope COARM's regional representatives will plan to attend next year's conference, which will be held Sept. 27-29 at the Holiday Inn in Saratoga Springs. I'll be there, especially since it's a big election year!

Thanks to COARM for the support.

If you have questions or need further information, feel free to contact me at plattpatty@gmail.com.

Breakfast with DiNapoli



PHOTO COURTESY OF JO SCHAFFER

From left, UUP President Fred Kowal, COARM Chair Jo Schaffer of Cortland, then statewide Membership Development Officer Arty Shertzer and Upstate Medical University Chapter President Mike Lyon attend the breakfast hosted by state Comptroller Tom DiNapoli prior to the Labor Day parade in Syracuse. DiNapoli funds the annual breakfast, which draws labor leaders, educators, politicians and other "people of influence," Schaffer said.

Big Pharm spells big trouble

by Judy Wishnia
Stony Brook

Among the wonderful things about being retired is the ability to read anything you want (no preparing for lectures) and, if your knees hold out, you can travel.

As I write this, my husband and I are packing for our annual trip to Paris, to see old friends from our research days, to go to museums, to walk and, of course, to eat and drink good red wine. When we are in Paris, we do not worry about becoming ill. Aside from the assurances of our UNUM plan, the French medical system is excellent and, like most countries in the world, it has national health coverage for all. And the pharmaceutical companies are not allowed to overcharge. Last year, I had to fill a prescription and our local pharmacist apologized because we were not in the French system, he had to charge us 4 euro (about \$8.50)!

My experience with the French prescription cost came to mind last week when I tried to refill a prescription and was told that it was no longer covered by our plan. When I said, "OK, I'll pay for it," I was told that it was \$400. I am carrying the prescription to France to see if I can get it there. I would even be willing to pay 20 euro!

All these concerns about prescription

costs were reinforced this week when I read that a "Gordon Gekko" type had bought a pharmaceutical company. Because he could, he raised the price on a little known drug from \$13.50 a pill to \$750. A Sept. 24 article about it in the *Washington Post* opened with the headline, "A rare moment of complete greed transparency." The director of health



Judy Wishnia of Stony Brook addresses Long Island retirees earlier this year.

policy at Sloan Kettering hospital was quoted; "I think it reflects a widespread appreciation that pricing for drugs is entirely irrational in this country and the pharmaceutical industry has total control over the system." The director of medical ethics at the New York University Medical Center said it was a mistake to focus too much on the individual, because the real issue was how rare it was to even know what something cost and what the price would be. When prices are questioned, the

companies "ring the innovation bell." Yes, they do research, but so do all our scientific colleagues at our universities and hospitals. And one has to wonder how much is spent on research compared to the cost of advertising. I can't imagine how many millions of Americans are affected by "restless leg syndrome."

We know that the U.S. has the highest drug prices in the world. Although most UUP members are lucky enough (thanks to our contract) to pay a relatively low co-pay for our drugs, we do have members who need drugs that have no generic and are very expensive. Think of all the Americans who have no prescription insurance and frequently cut their pills in half or do without. We must also consider how these high prices affect the general cost of Medicare and Medicaid. The pharmaceutical companies, through their immense lobbying efforts and contributions to politicians,

have the freedom to charge whatever they want to make the highest profit. So, it is up to us, once again, to pressure our elected officials to represent our needs, the needs of all Americans, not the profit hungry pharmaceutical companies.

(Please note that I have concentrated on the pharmaceutical industry. If I had expanded the discussion to include the greed of the largest Wall Street and banking corporations, this article would have gone on for pages and pages.)

Get the *Organizing Your Vital Records* booklet online

Having all your personal information in one place can make it easier to deal with the unexpected.

COARM has created a checklist designed to be an organizational tool that will help you and your family more easily navigate moments of change. It will also assist you in aggregating your important data.

"We hope this document helps give you a view of your vital

information, and some measure of peace of mind for you and those you hold dear," said COARM Chair Jo Schaffer.

The document can be found on the UUP website at <http://bit.ly/1kJD2LR> or by calling Walter Apple, retiree member services coordinator, at wapple@uupmail.org or at (800) 342-4206.



What do Americans think about economic inequality?

by Larry Wittner
Albany

Numerous opinion surveys in recent years indicate that substantial majorities of Americans not only recognize that the gap between the wealthy and everyone else has grown, but favor greater economic equality. A Gallup poll conducted in April 2015 found that 63 percent of respondents believed that wealth in the United States should be distributed more evenly. Similarly, *The New York Times*/CBS News poll conducted in late May 2015 revealed that 66 percent of Americans favored the redistribution of “the money and wealth in this country” along more egalitarian lines.

A key reason for Americans’ desire to share the wealth more equally is that many of them think that riches are amassed unfairly. A Pew Research Center survey in January 2014 found that 60 percent of respondents believed that “the economic system in this country unfairly favors the wealthy.” *The New York Times*/CBS News poll reported that 61 percent of respondents believed that “just a few people at the top have a chance to get ahead.”

Furthermore, despite the many billions of dollars U.S. corporations lavish on advertising and other forms of public relations to give themselves a positive image, Americans are remarkably wary of these giant economic enterprises. According to a June 2014 Gallup poll, only 21 percent of Americans had a great deal of confidence in big business. By contrast, 40 percent of respondents said they had very little or no confidence in it. A year later, another Gallup survey found that Americans’ confidence in big business remained stuck at 21 percent.

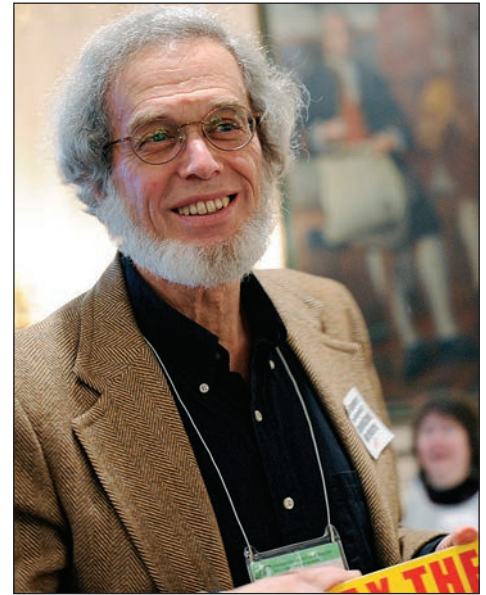
By contrast, Americans have a more sympathetic attitude toward unions. In August 2014, a Gallup survey found that Americans approved of unions by 53 per-

cent to 38 percent. That was up from five years before, when 48 percent approved and 45 percent disapproved of them. Questioned in *The New York Times*/CBS News survey, 74 percent of respondents said that large corporations had “too much influence” in “American life and politics.” When it came to unions, however, only 37 percent said they had “too much influence,” while 54 percent said they had “too little influence” or “about the right amount of influence.”

In an apparent attempt to downplay these signs of public dismay with the economic playing field, the American Enterprise Institute—a leading champion of the wealthy and corporations—argued recently that “inequality does not appear to be a top-tier concern” for Americans. This big business think tank also trumpeted the claim that 70 percent of Americans “believe that most people are better off in a free market economy even though some people are rich and some are poor.”

Nevertheless, this dismissive appraisal of public concern is called into question by the widespread demand for government action to counter economic inequality. The Pew Research Center’s January 2014 poll found that 82 percent of American respondents favored government action to reduce poverty and 69 percent supported government action “to reduce the gap between the rich and everyone else.” In May of this year, *The New York Times*/CBS News survey reported that, by 57 percent to 39 percent, Americans favored using government to “reduce the gap between the rich and the poor in this country.”

Furthermore, most Americans back specific government programs along these lines. *The New York Times*/CBS News survey found broad public support for the following programs: raising the minimum wage (71 percent); increasing taxes on the rich (68 percent); and requiring employers to provide paid family leave (80 percent). Even the more unusual approach of



UUP ARCHIVES

Albany UUPer Larry Wittner is pictured selling “Tax the Rich” bumper stickers at a 2012 Delegate Assembly.

limiting the pay of top corporate executives received the backing of 50 percent. Other recent polls reveal similar priorities: 73 percent of Americans favor raising the federal minimum wage; 54 percent support raising taxes on the wealthy and corporations; and 52 percent favor “heavy taxes on the rich.”

Against this backdrop, it is hardly surprising that a relatively unknown figure like U.S. Sen. Bernie Sanders, long a sharp critic of the economic divide in American life, is surging in the polls and drawing large, enthusiastic crowds in his campaign for the Democratic presidential nomination. Nor is it any wonder that Hillary Clinton, in her own campaign for that nomination, has started to emphasize economic unfairness.

Even so, when the electioneering is over, will the U.S. government really take action to promote greater economic equality? That’s anyone’s guess. But it’s clearly what most Americans want.

(Larry Wittner is a professor of history emeritus at the University at Albany. His latest book is What’s Going On at UAardvark?)

COARM covers range of retiree topics

by Loraine Tyler
Oneonta

Members of the Committee on Active Retired Membership (COARM) and other Active Retirees from around the state met this summer to discuss a range of issues important to the union's nearly 5,000 retiree members.

The following are minutes taken during the three-day event, held July 14-16 at The Desmond in Albany.

COARM Retreat Session I, July 14, 2015

Present: Jo Schaffer, chair; Barbara

Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presidential appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep.

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, and Walter Apple, UUP retiree member services coordinator.

1. The meeting was called to order at 1:05 p.m. by Schaffer.

2. Discussion:

Recruiting retiree members—Agency fee payers are not eligible for continuing vision, dental and UNUM insurances, or NYSUT benefits, etc., in retirement. To retain benefits, retirees must be UUP members in good standing at the time of retirement.

Schaffer pointed out the differences between COARM membership and active retiree membership. COARM is comprised of seven elected regional representatives, two presidential appointees, the chair and the statewide membership development officer. Only these members can vote.

Active retirees are members of UUP at the time of retirement who chose to re-



KAREN L. MATTISON PHOTOS

Above, COARM Chair Jo Schaffer, right, shares her thoughts on retiree membership. Beside her are Sandra Harper and Eric Russell, both of Downstate Medical Center.



Left, Stacey Johnson of Buffalo Center, left, and Carol Braund of Upstate Medical University add to the discussion.

main members and pay annual dues. We now comprise close to 5,000 retirees.

Job Description: Regional representatives and presidential appointees are the nine members of COARM who have the responsibility to inform members of current issues. There is a three-prong communication process—snail mail, Yahoo groups with discussion, and Icontact (broadcast list, no reply). The Icontact service is \$500 per year; the list is created from retiree membership cards.

Representatives have assistance from W. Apple, former regional representatives, and COARM chair. A weekly bulletin sent by the Association of Retiree Americans can be edited and emailed to regional members. In each region, reps plan fall/spring luncheons to update members and facilitate exchanges among members. For reps covering multiple campuses, it was discussed that they should work with a retiree from each campus for a luncheon location and program. Other recommendations: Invite the chapter president to at-

tend and speak; and consider contacting Martin Mack from the state Attorney General's office, who has agreed to work with chapters to get a local assistant attorney general as a luncheon speaker. Representatives should attend each luncheon.

All meetings must be cleared through Schaffer. In order to get funding, meetings must be approved at a COARM meeting, held during a Delegate Assembly. To facilitate minutes, please hand the note taker information regarding meeting date, location and topic.

Chapter Executive Boards:

Each chapter is requested to have a retiree member on the chapter board. This will help to keep members in touch with retirees, to give retirees access to active members and the chapter administrative assistant, to plan retiree workshops, and to get notification about campus events.

Open Discussion:

The COARM chair serves as a nonvoting member of the union's statewide Execu-

tive Board. Although Schaffer has no vote, she has a voice!

Other senior groups:

SUNY Retiree Services Corp—This group was established by SUNY System Administration; it includes all retirees from New York state. Its goal is to encourage retirees to volunteer on SUNY campuses. COARM is concerned that volunteer work takes away employment opportunities from full- and part-time union members.

The meeting adjourned at 3 pm.

COARM Retreat Session II-VI, July 15

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presidential appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Membership Development Officer Arty Shertzer and UUP Retiree Member Services Coordinator Walter Apple

Session II—Services, presentation by W. Apple:

- District luncheons, which he will attend and distribute information;
- Pre-retirement workshops. He asks that retirees help by building relationships with Human Resources and get list of retirees or those about to retire; chapter administrative assistant should get lists of new hires every two weeks from HR;

- Information on the Cadillac Tax—tax on individual plans that offer exceptionally good coverage;

UUP benefits:

- Dental—May be able to negotiate with dentist to get “walk in fee” or a no-insurance fee base;

• Vision:

- The Davis Vision Plan (a voluntary plan, \$150. Insurance fee) provides enrollees with an annual eye exam, and pair of glasses, exam annually

- Discounted (Value Advantage Discount Program):

- Active retirees immediately enrolled
- Get discount on glasses, exam
- May be good for members who need reading glasses only.

UNUM travel insurance—Make arrangements for care, but you pay.

NYSUT, AFT Benefits: METLife has dental and vision plans available.



KAREN L. MATTISON

UUP Outreach Committee Co-chair Pamela Malone does a presentation on membership building.

Session IV: UUP Director of Finance Tina George’s presentation was handed out.

Session V: Membership Issues

- Retiree placed on Executive Board of each chapter—We need to see how many chapters have done this.

- Local advocacy, historical planning.
- State Constitutional Convention to amend, will be on the ballot Nov. 7, 2017 – Union issues. Everything is up for grabs. Free public school education, pension protection, right to worker’s compensation, right to unionize and bargain collectively, state provisions for social welfare needs, etc. Bring to Executive Board for action

- Distribution lists:
uupretirees@Yahogroups.com is COARM’s discussion group, Russell is moderator. Should get an ARA listing from Bob Kasprak; must personally add to the list.

Icontact is for email blasts only.

Session VI—“A Call to Action” workshop by Steve Leberstein and Francine Brewer, both of Professional Staff Congress/CUNY.

Adjourned at 3:5 p.m.

Malone Presentation July 15, 2015

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presiden-

tial appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Membership Development Officer Arty Shertzer and UUP Retiree Member Services Coordinator Walter Apple

1. The meeting was called to order at 9:05 a.m. by Schaffer.

Introduction of Pamela Malone, co-chair of the UUP Outreach Committee.

– Bills related to retirees:

- Pension Credit for Military Service (S.5937 Larkin/A.8174A Paulin). Bill allows all public employees to receive pension credit for military service regardless of when they served. Passed in both Senate and Assembly, awaiting governor signature.

- VOTE-COPE (S.5295 Savino/A.7006 Abbate). Bill would allow automatic contributions through pension deduction. In committee, both houses.

- Increasing earnings cap (S.2447C Farley/A.6786 McDonaldo). Passed in Senate and in Assembly Governmental Employees Committee.

- NYSHIP Contribution Percentages (S.3202 Golden/A.5308 Abbate). Legislation would preserve public retirees access to affordable health insurance guaranteeing NYSHIP contribution. Currently in Senate Finance and Assembly Ways and Means committees.

• Outreach Committee:

- Designed by regions with regional coordinators. Question: Why not use the

COARM regional structure? Develop contact lists for each region.

- Improve communication
- NYSUT organizer can assist
- Databases. Keep information updated
- Send thank you notes with follow up
- Update COARM and RELAG on all bills, not just retiree-related issues.
- It was noted that COARM has a statewide database, as well as regional lists and a Yahoo discussion group, and can send information blasts.

COARM recommendations: Avoid information overload; local connection is important; and communicate with retirees by phone, links to web page, and direct-mail postcards. Text and social media may not work well with retirees.

Other suggestions: Bring in more members by offering training to reduce nervousness in outreach activities; use retirees more, such as mentoring; close gap between younger members and retiree; develop a successful orientation for new hires; advocate in Albany, local districts, events, campaigns; strengthen connections with other organizations; build coalitions with other unions.

Outreach + COARM + RELAG= Success!

Session II: Schaffer's "stuff"

— Importance of participation in Labor Day parades in New York City, Syracuse, Buffalo, Massena.

— Opportunities for political action

• ARA meetings—chance to build coalitions with other unions. ARA represents unions across the nation

- Senior Action Council
- Local labor councils

— Celebrate achievements we've made

— 50th anniversary of Medicare, July 30: parties all over state; 80th birthday of Social Security. Both programs have been extremely successful in spite of doomsday predictions at inception.

Meeting recessed from 10:45-11 a.m.

COARM Retreat July 16, 2015

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert (Presidential Appointee); Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Lorraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Charlie



KAREN L. MATTISON PHOTOS

Barbara Maertz of Farmingdale discusses COARM finances, as Edward Drummond of Stony Brook HSC, right, and Frank Maraviglia of Environmental Science and Forestry listen.

McAteer, Bob Kasprak, Walter Apple, UUP retiree member services coordinator; and Membership Development Officer Arty Shertzer

1. The meeting was called to order at 9:07 a.m. by Schaffer.

2. Announcements: Retiree packets can be created by UUP and Human Resources.

3. Thoughts on retiree reorganization—discussion points:

- Two-prong approach to make a connection between local chapter and Delegate Assembly organization

- Local chapter participation—Executive Board, Officer for Retirees

- Election of leader for local retirees and delegates to the DA

- Delegate participation—based on number of retirees in the local chapter

- Create a new category for delegates: professional, academic and retiree

- Election of delegates is based on one delegate per 75 retirees

- Retirees would vote only for retiree nominees, not academic or professional nominees.

- Retirees will not be eligible for DA elections as a professional or academic delegate, but can run for offices in the local chapter

- Advantage to retirees—have representation for retirees at the local chapter and delegate assembly. This will organize retirees and gain recognition for retirees at both levels.

- Retirees do not share in the conditions of employment, contract negotiations, but can participate in advocacy,

mentoring, and institutional memory.

- As a retiree delegate, represent the retirees, not active members

- Participate in chapter decision-making

- Current structure: local chapter, COARM and RELAG, but no connection at the Delegate Assembly level.

“New people” myth—has always been a problem, always will

- Representation at DA: All delegates are equal. Retirees have “wisdom” that is valuable at both levels. This proposal would decrease the number of retirees at the DA and seems to take away an individual’s right.

- This proposal ensures that retirees have a local voice. Some chapters may not include retirees now.

- In the future, based on an increasing number of retirees, will the number of retiree delegates outweigh the other delegates: academic and professional? Is this a problem? The union is there for actives, not retirees. In theory, retirees could take over the union. Limit number of retiree delegates—change the proportion to keep number same

- Still trying to figure out what our role is. Do we need to figure that out before we determine the number of retiree delegates?

- Maybe we should have more of an advisory role than active role, particularly in the area of conditions of employment.

If we aren’t on campus, do we know enough about what is going on?

- Bringing younger folks in. How do we

Proposals for changes to retiree structure

by **Charlie McAteer**
Stony Brook

(The proposed article that follows is based on some suggestions I made at the COARM summer 2015 retreat in Albany about two potential changes to the UUP Constitution regarding UUP retirees.)

At the COARM leadership retreat this summer, I presented two potential changes for retirees to the UUP Constitution. The two issues are separate and need to be formally presented to COARM before proceeding to the amendment process.

Prior to this meeting, I spoke with various UUP statewide officers, retiree leaders Jo Schaffer, Judy Wishnia and Barbara Maertz, and other retirees to refine my ideas.

One: Create an Officer for Retirees at each chapter, voted on every two years by retiree members of that chapter; that person would serve on the chapter executive board.

As a retiree, I see the desire to keep current with the chapter I retired from. At present the UUP retiree structure has a COARM chair who serves on the statewide UUP Executive Board, and seven elected regional representatives. I see a need for each chapter to have an Officer for Retirees elected during the normal election cycle by retirees from that chapter. That person would serve on the chapter executive board as the representative for retirees interests and as a link to the chapter's retiree members and the UUP retiree regional representative. I believe this change would make that critical link between the existing UUP retiree structure and the chapter. The change at the chapter level would be one more person on its

executive board, but that would allow retiree issues to be addressed there and/or be forwarded up the UUP retiree leadership ladder, if necessary. It would not exclude retirees from running for other chapter offices.

Two: Create a third UUP delegate category—Retiree—for retirees at each chapter. As retirees, we are no longer Academics or Professionals; we are Retirees.

Here's how I see it working: Every two years, the retiree members at each chapter would nominate retiree delegates and vote only for that category of delegates. The allotment would be the same as it currently is for the Academic and Professional categories: each Retiree delegate would represent 75 chapter retirees.

Retiree delegates would be ranked in vote count order, as it is currently done, and follow the same procedures as present to seat delegates based on the allotted delegates for that chapter.

We as Retiree members have a connection with our fellow chapter retirees, knowing them best. Voting for our own representation at Delegate Assemblies seems to make sense. I reviewed last spring's DA attendance and found that this change would have little effect on who attends DAs; most chapters would have close to their present number of delegates.

Again, there should be little, if any, additional costs, since the election would take place during the normal retiree



KAREN L. MATTISON

Stony Brook retiree member Charlie McAteer, standing, outlines two separate proposals to change the retiree structure within UUP. Listening to the presentation is Frank Maraviglia of ESF.

ballot/election process.

This would have no effect on NYSUT and AFT elections.

Each proposal is individual and would be proposed separately. I believe these would help retirees maintain their connection at the Chapter level, with the elected Officer for Retirees serving on the chapter executive board.

I hope this will be discussed further at regional retiree meetings, as well as at the COARM and various retiree meetings at the Delegate Assemblies.

I believe it's time has come and if acted upon in 2016 would be ready if passed by 2/3 of the voting delegates for the 2017 election cycle.

do this? Does this preclude this?

— Cost of running election? Already has a retiree election in place, so this shouldn't add to cost except perhaps labor.

— We should be finding our successors!

— Advantages of proposal: elects a retiree leader at the local level. Officer for Retiree would report to COARM; Schaffer takes to Executive Board. COARM acts as an Executive Board for retirees. COARM

can make corrections to keep retiree delegates in proportion to active UUPers. Only retirees would vote for retirees.

— Allows us to anticipate change and react to that change. Profound change may be coming in the future for survival.

— McAteer to write up his proposal for *The Active Retiree* (see related story, above). Put on the discussion distribution list.

Wrap up:

Attend other union meetings, retiree groups. Can voucher meals.

Magid moved and L. Tyler seconded a motion that COARM have a retreat every two years and as needed. Tabled.

UUP retirees are members of the StateWide Senior Action Council. Attend when possible.

Adjourned at 11:40.

Regional meetings: Where and when

Cortland retirees visit the solar system, learn about *Friedrichs* court case

by Jo Schaffer
Cortland

The SUNY Cortland retirees met Oct. 31 for their biannual COARM program.

For a special program, the group of more than 85 met in the newly refurbished science building prior to attending a visit to the new Planetarium. Professor Brice Smith, chair of the physics department at Cortland, demonstrated the stunning capacity of the newly installed system to follow the solar system from “bang to present.”

Cortland Chapter President Joe Westbrook and Jo Schaffer brought the group up to date on union issues ranging from the *Friedrichs v. California Teachers Association* case, to the Maintenance of Effort bill and contract negotiations.

They urged members to get involved.

Capital Region retirees learn about dangers facing butterflies and bees

by Al Magid
Albany

The Capital District Region of COARM’s fall 2015 forum/brunch meeting was held Oct. 29 at the UAlbany Alumni House on campus.

The forum’s topic was “Bees, Butterflies, and Us: Saving Our Pollinators.” Guest speakers were Chris Cripps, co-owner of Betterbee, a beekeeping supply distribution business in Greenwich, N.Y., and president of the Southern Adirondack Beekeepers Association; and Carmen Marie Greenwood, invertebrate ecologist and conservation biologist, and an assistant professor in the department of fisheries, wildlife and environmental studies at SUNY Cobleskill.

A lively Q-and-A followed.

Attendees were served a complimentary brunch and had a chance to participate in the COARM business discussion.

Farmingdale retirees hear stories about bugs

by Barbara Maertz
Farmingdale

I never knew bugs could be so much fun.

Dr. Gary Brown, a retiree from the biology and horticulture departments, made them so interesting that I left the Oct. 23 meeting of Active Retirees held on the Farmingdale campus actually liking bugs.

Brown’s PowerPoint presentation, titled “Good Bugs, Bad Bugs,” included many gorgeous closeup pictures of colorful bugs. He was funny with his stories and statistics about these bugs; he had the whole room laughing and asking questions.

There were also lots of questions for Walter Apple, UUP retiree member services coordinator, who updated members about the UUP vision and dental plans and when to apply for them.

There is so much concern at this time of year when everyone gets so much mail about changing health and prescription plans. Walter reminded us all not to sign up for any Part D prescription plan or our New York state health coverage could be at risk. He also reviewed the other benefits of retiree membership, such as the UNUM Assist Travel insurance, the retiree member life insurance policy, and the EPIC hearing aid program.

Former Farmingdale Chapter President Yolanda Segarra discussed the very real threat to unions from the *Friedrichs v. California Faculty Association* Supreme Court case. Signing up all members of the bargaining unit is going to be crucial for UUP.

Stony Brook retirees learn about elder law

by Barbara Maertz
Farmingdale

A hugely successful Long Island COARM meeting was held on Oct. 27 at the Hilton Garden Inn on the Stony Brook campus.

More than 120 members registered. UUP Stony Brook Chapter President Arty Shertzer welcomed everyone to the campus.

Active Retiree members were treated to a lively discussion by George Roach, an elder law attorney with the law firm of Grabie and Grabie. He spoke about the legal documents that are necessary to navigate elder care laws and still maintain enough money to enjoy retirement.

Roach entertained us with stories about how to keep children in line, especially when you want to take a trip around the world and they want to inherit your money!

He also recommended setting up trusts to prevent Medicaid from taking all your hard-earned assets, and gave us useful information on how to properly set up wills, documents and accounts that we should have. Questions were answered with more stories and many stayed after to ask for specific information.

Walter Apple, UUP retiree member services coordinator, hand out information about benefits. He answered questions about COBRA coverage and when to transfer coverage to UUP insurance. There were questions about the two different plans for vision coverage and the dental coverage.

Maertz gave out info on filling out the *Organizing Your Vital Records* booklet that can be accessed from the UUP website at <http://bit.ly/1kJD2LR>.

Maertz and former COARM Chair Judy Wishnia explained how the union is the first line of defense for Medicare and Social Security and the impact retirees can have with local legislators on these issues.

Central NY holds fall meeting in Syracuse

by Carole Torok
Polytechnic Institute

Central NY retirees attended the region’s fall gathering Nov. 19 at Coleman’s restaurant in Syracuse.

Guest speaker Dr. Kathleen Rourke, RN, discussed, “The Obesity Epidemic—What Nutritional Tools Can Assist the Nurse/Health Care Provider in Optimizing Patient Outcomes?”

2016



Monthly Challenges

Here is a NYS Employee Assistance Program initiative for NYS employees and family members. Log onto www.worklife.ny.gov/wellnyseveryday to register. Participate in the Monthly Challenge health behavior for 15 days each month and track your progress online or circle the date on this calendar.

Dr. Rourke, an associate professor of nursing at SUNY Polytechnic University, has been involved in numerous research projects and worked clinically in the field of nutrition and weight management.

Metropolitan retirees hear about Friedrichs case

by Eric Russell
Downstate

The meeting was held at our regular venue of Original Puglia's in Little Italy.

Our scheduled speaker, UUP President Fred Kowal, had to cancel, so we improvised. His visit will be rescheduled.

We opened with a discussion of why the *Friedrichs v. California Teachers Association* case is important and how it may affect unions. This also gave us an opportunity to ask participants to get politically active, and why it is important to be involved throughout the year.

Bob Kasprak of Optometry gave a short presentation about the StateWide Senior Action Council Inc. convention in Saratoga Springs (see related story, page 4).

Former COARM chair Judy Wishnia of Stony Brook led a short presentation on two bills that the governor was encouraged to support: the Maintenance of Effort bill and the Veteran's Pension Equity bill. (He vetoed the veteran's bill in November.)

Khalil Nehme, UUP membership/eligibility specialist, gave a very informative and helpful presentation on benefits and services provided by the union.

Pre-retirement meeting held on Farmingdale campus

by Barbara Maertz
Farmingdale

Getting ready to retire was on the minds of many members at the pre-retirement planning program held Oct. 22 in Farmingdale.

Walter Apple, UUP retiree member services coordinator, explained the benefits that members are eligible to purchase through COBRA and the union for dental and vision. Also from UUP: eligibility for the free UNUM life insurance and travel assist package. He emphasized that members must be active members when they retire to be eligible for these benefits.

Apple, along with Jessica Durso from SUNY Farmingdale Human Resources, answered questions about the use of up to 200 accrued sick days that can be used toward health insurance premiums. Durso described the process and urged members to see her at least 30 days prior to retirement.

Jeremy Young from TIAA/CREF told members to review the

tax implications and the required minimum distributions before determining how to have their money distributed after retirement. He urged members to meet with him and to plan ahead.

North Country holds first meeting in Canton

The North Country Region of COARM held its first meeting in Canton Nov. 12.

COARM Chair Jo Schaffer was on hand to welcome attendees to what she hopes is the first of many meetings for retirees from the Plattsburgh, Canton and Potsdam chapters.

January	February	March
Participate in 20 minutes of physical activity with a friend or family member	Choose a healthy lunch each day	Be mindful: close your eyes and listen to your breathing for two minutes each day.
April	May	June
Be budget conscious: track all your expenses each day	Use one of your work breaks to move, walk, jog or run	Consume at least three vegetables each day
July	August	September
Go outside and enjoy nature with two necessities: sunscreen and sun glasses	Make water your beverage of choice at least three times each day	Start a food journal and write down everything you eat and drink
October	November	December
Use your gratitude journal and write what you are thankful for	Go to bed with lights off eight hours before your alarm goes off	Choose a motivating word and repeat it several times each day to act on a goal

WellNYS Ambassador Name: _____
Contact Information: _____

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You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.



Are you ready to answer these questions?

What would happen if you suddenly died? Have you ever considered what would happen to your spouse and/or children? Take a few moments and answer these questions now:

- 1) Would your loved ones be able to afford their current home?*
- 2) Could your loved ones continue to pay regular bills and maintain their medical coverage?*
- 3) Would your loved ones be able to plan for your final funeral expenses?*

If your answer to the above questions is “No” or “I don’t know,” consider enrolling in the NYSUT Member Benefits Trust-endorsed Term Life or Level Term Life Insurance Plans. Both of these plans allow you to select the plan and benefit amount that best meets your specific needs.

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

Summer jobs ain't what they used to be

by Mac Nelson
Fredonia

I read recently that the classic summer job for young people, off from high school or college, is losing ground. It has become harder to find three months of paying work in a tight economy, and in competition with un- or underemployed workers. Also, many college schedules have shifted, and many students can't take jobs that require workers to stay at least until Labor Day. I don't know just what the kids are doing to adapt, but it appears that, beyond cutting grass—"outdoor work"—many just have no work options. That's sad.

It's also true that many old timey jobs barely exist now: technology and social change have swept them away. Burger-flipping seems to be the major replacement; when I was a kid in the '50s, before Monster Fast Food, that was a minor option. I want to look here at the changes in this area from my youth 60 years ago to today.

I had a bunch of different summer jobs, starting at age 12. It was one of the jobs that are gone gone gone: **CADDYING**

Well, sure, there are still caddies. Tiger Woods had his Fluff ('til he fired him for getting uppity). At the top level, counting endorsements, PGA caddies can make high six-figure incomes. But that's a different universe from kids caddying at public golf courses.

You waited with a dozen other kids for the golfers to show and select someone to lug their bags—75 cents for nine holes, a buck and a quarter for eighteen. Usually a tip, and maybe a soda pop at the turn. If you carried double, twice that much. Heavy lifting, but sunny and airy—nice work.

But there were subtle signs of change even then. Those newfangled little two-wheeled carts let golfers pull their own bags around if they wanted. And it wasn't long before they evolved into the full-sized ride-on golf cart. Easy to work, fun to use, and Bye Bye Caddy. So much for the old definition of golf as "A Good Walk Spoiled"—You don't even have to walk anymore.

Caddying was my job for two summers. Nice if you happened to live in a green suburb, as I did.

What about grittier locations and vocations?: **COMMERCIAL LAUNDRY WASHMAN**

Starting at 75 cents an hour, I spent

three summers at this.

Summer One: sorting and bagging clothes to be washed. (That lasted only six weeks or so—an appendectomy took me out of the steam.)

Summer Two: assistant washman, working with huge hi-tech (for the day) rotary washers and extractors (spin-drying machines). Hard, hot, humid work in hard, hot, humid Chicago summers. I think I was up to a buck an hour by then.

Summer Three: dry cleaner. (It isn't really "dry" at all; it just uses kerosene derivatives instead of water). That was cooler—no hot steam.

But you will notice a pattern beginning to develop here. Technology has eliminated most of this job as well. Sure, there are still commercial laundries, chiefly for bulk work for hotels and restaurants and clubs, and our laundry did that. But most of our work was family laundry—that's why the sorting and bagging of Summer One. Our customers sent us large bags of dirty clothes, and we returned them clean and nicely finished, the shirts and blouses pressed (the option called "Finish All").

But then the Bendix—the first truly automatic family washing machine—hit the market. Put a Bendix in the basement, or go to that other modern wonder, the Laundromat, still thriving among us.

Bye Bye Laundry Washman, and bye bye to some strong, interesting working-class people.

Then I was a **MILKMAN** for five summers.

You could get a Driver's License in Illinois then at age 15. You had to be 18 to get a chauffeur's license, which was then the catchall term for someone driving commercially. As soon as I could, I applied for and got it, and got the second-best job I ever had (the first being college professing).

But here a small voice says, "Great granddad, what's a milkman??"

Exactly. Another of my old jobs meets extinction, killed not by the golf cart or the Bendix, but by another modern invention, the Supermarket.

I was a proud member of the Teamsters, The Milk Wagon Drivers Local #753. The name came from the time when they really did drive wagons, with a horse. One of my



older colleagues had actually done that. He told me that if you didn't know the route well, the horse usually did.

I filled in for guys on vacation, a new route every two weeks. It was a great job, though not an easy one (broken glass, ice, intense summer heat, sore feet, and many,

many stairs). I made about a hundred bucks a week, way more than any of my buddies at their jobs. It showed me how good a union could be for workers. It did require painfully early mornings—up at 4 or 5—but I could often finish in time to get to Wrigley Field to watch most of a Cubs game: 85 cents for a bleacher seat.

Almost everyone got milk delivery then. I note around town that a few houses still have a little outside door, waist high, maybe two feet square, leading to the kitchen or back hall. These are servidors, cubby holes for the milkman to put his product in to keep it cool or warm as required. It could then be taken out through another door inside the house. Neat, huh? But vestigial and useless now, like the appendix.

As Robert Frost (speaking cryptically of autumn leaves) wrote, "Nothing Gold Can Stay." As soon as little neighborhood grocery stores were replaced by supermarkets with huge refrigerators, people could buy and carry their own milk. Though milk is heavy in bulk, many people had cars by then. Naturally, the milk and other dairy products were also cheaper at the supermarket: "Eliminate the middleman." Sad to say, that meant the Milkman and his solid working class job.

Many years of teaching summer school succeeded those jobs, and those summer schools were good gigs—in New York City and Los Angeles, as well as on my home campuses. I am grateful for that good work, those good jobs, and not just for the money. They were an important part of my education, too.

Here is one terrifying afterthought. Will "College Professor" one day seem as quaint, antique, as "Milkman" does now? Might it turn into "Classroom Associate at Walmart A&M?"

Lordy, I hope not. I don't think so. But I'm not sure.



**Problems come in many forms.
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1-800-342-9810, ext. 6206

socsvcs@nysutmail.org

The Active Retiree

UUP Officers

Frederick E. Kowal/President
J. Philippe Abraham/VP for Professionals
Jamie F. Dangler/VP for Academics
Eileen Landy/Secretary
Rowena J. Blackman-Stroud/Treasurer
Michael J. Lyon/Interim Membership Dev. Officer

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The opinions expressed in this newsletter are those of the authors and not necessarily the opinions of United University Professions.

United University Professions

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In memoriam

The following is a list of UUP retiree members who passed away in 2015:

Deborah Dorfman, Albany
 Mojmir Frinta, Albany
 Hyman Kuritz, Albany
 Sophia Lubensky, Albany
 William Moore, Albany
 Oliver Nikoloff, Albany
 Robert Speck, Albany
 Jogindar Uppal, Albany
 George Herrick, Alfred
 Ernest Knowles, Alfred
 Max Budd, Binghamton
 John Walker, Binghamton
 Jack Dudley, Brockport
 Paul Hehn, Brockport
 Stanley Mackun, Brockport
 Albert Skaggs, Brockport
 Mary Brown, Buffalo Center
 Walter Conway, Buffalo Center
 Judith Dingeldey, Buffalo Center
 William Hamlen Jr., Buffalo Center
 Kenneth Kiser, Buffalo Center
 Adeline Levine, Buffalo Center
 Wilma Newberry, Buffalo Center
 Naomi Weisstein, Buffalo Center
 Frederick Wood, Buffalo Center
 Carol Woodard, Buffalo Center
 Richard Evans, Buffalo HSC
 Abel Fink, Buffalo State
 Deborah Fletcher, Buffalo State
 Sebastian Loguidice, Buffalo State
 Thomas Quatroche, Buffalo State
 Terence Trudeau, Buffalo State
 Stanley Cohen, Canton
 Maurice Harrington, Canton
 Joseph Del Popolo, Cortland
 Irving Fleishman, Cobleskill
 Alma Gutches, Cortland
 Raymond Malbone, Cortland
 Albert Watrel, Cortland
 Suzzane Wills, Cortland
 James Stewart, Delhi
 Seymour Gross, Downstate
 Samuel Lustgarten, Downstate
 Quitubuddin Qazi, Downstate
 Allan Waltzman, Downstate
 George Dawson, Empire State
 Margaret Morrison, Empire State
 Rae Rohfeld, Empire State
 Jerome Brezner, ESF
 Philip Luner, ESF
 John Connelly, Fredonia
 Philip Kumler, Fredonia
 John Malcolm, Fredonia
 Muttaniyil Idiculla, Geneseo
 Robert McKinnon, Morrisville
 Burton Bernstein, New Paltz
 Robin Smith, New Paltz
 David Straus, New Paltz
 Alexander Young, New Paltz
 John Biondo, Old Westbury
 Esther Elfenbein, Oneonta
 John Glinski, Oswego
 Thomas Hickey, Oswego
 Craig Sample, Plattsburgh
 Alphonse Sallett, Polytechnic Inst.
 Judith Marcus, Potsdam
 James Wightman, Potsdam
 Vito Liberatore, Purchase
 Ann Carvalho, Stony Brook
 Daniel Dicker, Stony Brook
 Arthur Edwards, Stony Brook
 Frank Esposito, Stony Brook
 Peter Hemme, Stony Brook
 Elwood Lahey, Stony Brook
 David Smith, Stony Brook
 A. Henry Von Mechow, Stony Brook
 Marian Visich Jr., Stony Brook
 Ximena Zate, Stony Brook
 Linda Greenstein, Stony Brook HSC
 Nora Zapata, Stony Brook HSC
 Emma Mogilensky, System Admin.
 David Packard Jr., Upstate

From the COARM Chair

Defending SUNY and our earned benefits

Welcome to the new the semester! Even though most of us are long retired, it seems the vast majority of us—our newer retirees, especially—still measure our time by the academic calendar, which has always been determined by the seasons. Summer, however, no longer has that specific vacation perfume for us, as we can do what we want, when we want, as retirees. Autumn comes with our ability to have a second cup of coffee in the morning and our earned “leisure.”

What I have noticed though is that retirees are constantly in motion. Many of you are active in a variety of ways and places—from volunteer work to political activism to part-time employment to long promised household and garden repairs and, more to the point, engagement in the work of your union—UUP.

During your “active” years, UUP was constantly engaged in confronting attacks from outside forces that tried to belittle your academic and professional lives. Fights for better contracts, better workplace conditions, better health benefits, better retirement and pension security, and a better stronger university for our students were always in the forefront of union activity. If anything, those battles continue today with increased force.

Every day, we read or hear of attacks on the senior/retired population with dedicated insistence. There are unscrupulous financial scammers. There are telephone callers attempting to get the best of innocent folks. There are pharmaceutical companies raising the price of medication beyond the scope of reasonable profits. (see article by Judy Wishnia), There are hospitals and medical providers padding the bills and over charging Medicare and Medicaid. There are subtle changes in how

some hospitals are trying to increase their billings to Medicare recipients.

Politically, you are aware that we are always up against the state trying to ensure adequate funding for our public university and the professionals who make it work so well. And now, there is a case before the Supreme Court of the United States filed by plaintiffs from a religious school against the California Teachers Association who claim that while they pay dues to the state union and receive contractual benefits are not always in agreement with what the union promotes; they claim they shouldn't have to continue paying dues. A potential decision against the union would have disastrous consequences to public service unions and the ability to function for all. It would mean in common terms the end of the agency fee that says whether you are a member or not you receive what the members get in all negotiations.

It never ends, does it? Over the years, UUP has enabled us to have a dignified retirement with seemingly secure benefits. There are those who would diminish these benefits with each successive contract. This has been the case in spite of decades of embattled negotiations with a less than benevolent opposing side. On the federal level, there are forces that would diminish our earned Social Security and Medicare benefits. I would urge you to attend the visits made to your home campuses by the new UUP negotiating team members to remind them to defend their benefits which will defend yours in the long run.

Additionally, I would ask and urge you to be informed and aware of how impor-



tant it is, and will continue to be, to let your legislators know how important these earned benefits are to you and how important the University has been and continues to be to you. Traveling to Albany is not always easy but a visit to local offices of your elected representatives is within your reach. Most of you are really proficient with the written word ... and a word to the representatives is really important. They read and count all the messages that come into their offices.

Your UUP advocacy folks and your COARM regional reps will be available to help you understand how easy it is to say your piece and have your voice heard. This is not a time to be shy!! I look forward to working with you to defend and protect our University and our earned benefits.



What your beneficiaries need to know

Don't forget to remind your beneficiaries that, upon your death, they need to inform the campus Human Resources Department and contact UUP Retiree Member Services Coordinator Walter

Apple at (800) 342-4206. If they don't contact the campus or UUP, they won't get the survivor's benefits: that's \$3,000 from the state and \$1,000 from UUP. Remind them to make the calls!

A report from the Senior Action Council convention

by **Patty Bentley**
Plattsburgh

Thanks to support from the Committee on Active Retired Membership (COARM), I was able to attend the annual convention of the New York StateWide Senior Action Council Inc. (www.nyse-nior.org) in Saratoga Springs, Oct. 13-15. The convention was titled, “New Deal for a New Generation.”

Bob Kasprak of Optometry was able to attend Oct. 13 and 14.

UUP retiree members have an organizational membership in StateWide through COARM and several of us have individual membership as well. As the more than 100 participants were welcomed, Executive Director Maria Alvarez recognized UUP and our nearly 5,000 retiree members specifically, which was gratifying.

That was followed by several presentations, including one by Jim Perlstein of Professional Staff Congress/CUNY on protecting our benefits and programs into the future.

The program continued Wednesday with presentations and discussion on “Senior Scams” by Gary Brown of the New York State Attorney General’s Office and on health care system reforms, addressing changes in funding and delivery models for senior care. There is a significant change in delivery models, leveraged by Medicare and Medicaid payments, to move from a “silo” to an integrated model to better use resources and to better coordinate the various health resources used by most seniors. It was noted that the average senior sees two general practitioners and as many as seven (!) specialists a year. A Medicare panel addressed changes and new programs in Medicare and EPIC, as well as a review of the controversial changes in costs, both in Medicare, the no COLA for Social Security, and the ensuing confusion about who may be billed to cover the increased costs. Much of that remains to be resolved by Congress.

Louis Pierro, Esq., founding partner of Pierro, Schaeffer and Connor, LLC, gave a particularly lively and informative presentation on “Tools and Techniques on Aging in Place” reflecting on long-term care,



KAREN L. MATTISON

Plattsburgh retiree Patty Bentley joins the discussion as a delegate to the 2015 Fall Delegate Assembly Oct. 2-3 in Buffalo.

home care, asset protection, the difference in and use of pooled trusts as well as traditional trusts. For more information, go to www.pierrolaw.com.

A good deal of time and attention was directed at the governor’s proposal for an “Office of Community Living,” which would merge many of the operations and staff of the New York State Office for the Aging and the Department of Disability Services. StateWide is opposed to such a merger without clear and detailed information on the “synergy” (governor’s office term) of such a merger.

There was an informative session on funeral pre-planning, “Death with Dignity,” and estate and final arrangement documents that we, as seniors, might and should be looking at to alleviate questions and concerns for our family and executors at the time of our death or incapacitation.

On Thursday we had an excellent, data-filled presentation by Corinda Crossdale, the director of the New York Office for the

Aging. She reminded us that we are a huge resource to our communities, including UUP, rather than a burden. She addressed several issues, including the need to reau-

thorize the Older Americans Act. She walked us through a large alphabet soup of programs and initiatives, including MLTC (Managed Long

Term Care), OCL (Office of Community Living), the Olmstead Plan, and BIP (Balancing Incentive Plan). Her presentation will soon be on the StateWide website at www.nysenior.org.

We spent two hours on the “agenda” for 2016 federal and state legislative priorities. For me, this is the meat of our membership in StateWide, though all the discussion on delivery systems, programs and funding, as well as proposed changes, are extremely helpful and useful.

StateWide’s agenda for state and federal priorities comport very closely with those of UUP, NYSUT, AFT and NEA. It is progressive and robust and it, too, will be on the StateWide website for your informa-

UUP’s affiliation with the New York StateWide Senior Action Council benefits both organizations.

Unions

continued from page 1

revenues and make it more difficult, if not impossible, for unions to effectively represent the entire bargaining unit, union members and nonmembers alike. A union's inability to provide satisfactory representation invites others to join the ranks of the freeloaders. Outlawing fair share fees would likely initiate a downward spiral for the labor movement, eventually rendering it incapable of standing up to big corporate power, both at the workplace and in the realm of public policy.

Exempting nonmembers from paying their fair share is, as labor activist Paul Cole points out, akin to allowing some individuals to use of all available public resources—schools, roads, fire and police protection, and so on—without paying any taxes.

Not surprisingly, the *Friedrichs* case has the backing of big right-wing think tanks and multibillion-dollar corporations, many of which pay no income tax. That's right: If you paid just a penny in federal income tax last year, that's a penny more than many of the nation's gigantic corpo-

rations. And they want to keep it that way. Big Business wants to kill fair share because, in the words of Scott Hagerstrom, Americans For Prosperity-Michigan's executive director and a Koch brothers' mouthpiece, it would "take the unions out at the knees."

Why take the unions out at the knees? Organized labor remains the only institution in the United States strong enough to keep today's Robber Barons from dominating our political and economic systems. Labor law restricts the use of union dues and agency fee monies for political activities, but organized labor still raises large sums through voluntary contributions.

Labor spending on politics is minuscule compared to what Big Business spends, especially since the Supreme Court's *Citizens United* decision. But what labor lacks in money, it makes up for in numbers of members who not only vote but actively work to elect union-endorsed candidates

The issue at stake is one of countervailing power, so crucial to America's democracy. Cut the unions off at the knees, as the Koch brothers want, and Big Business is uncontested. What would a nonunion America look like? I think it's crystal clear. If powerful multibillion dollar corpora-

tions are unchallenged, corporate avoidance of the income tax is just a starting point. We'll return to the days of the original Robber Barons. Expect job security, health benefits, decent pay, sick pay, pensions, and vacations to disappear, along with anything else the corporate behemoths can get away with, including killing the nation's environmental and health and safety regulations.

Unions brought us the middle class following World War II. They helped reduce economic inequality and made the American Dream a reality for many. Now that organized labor is on the decline, the middle class is steadily disappearing, economic inequality is reaching record levels, and for more and more people, the American Dream is out of reach. If the Supreme Court further weakens and undercuts the only institution capable of standing up to today's corporate behemoths, we might as well say goodbye to our democracy and the nation's middle class with it.

(Bill Scheuerman is a retired political science professor at SUNY Oswego and a former head of the National Labor College in Maryland. He served as UUP president from 1993-2007.)

tion. For me, as co-chair of UUP's Retiree Legislative Action Group (RELAG), the StateWide agenda is a codification and central resource for those issues all of us as retirees and seniors face. While we support and advocate for UUP's legislative agenda, and do so with vigor, it is largely directed to protecting and strengthening SUNY and providing better, more transparent access to funds for SUNY and our active members.

When it comes to the federal and Congressional arena—in which we as retirees have a crucial interest—UUP works closely with the national Alliance of Retired Americans (AFL-CIO), of which it is a member.

Our additional affiliation with and organization membership in the StateWide New York State Senior Action Council gives us another voice and a connection to those practical and political issues.

Bob and I urge COARM to continue its support for attendance at this conference and hope COARM's regional representatives will plan to attend next year's conference, which will be held Sept. 27-29 at the Holiday Inn in Saratoga Springs. I'll be there, especially since it's a big election year!

Thanks to COARM for the support.

If you have questions or need further information, feel free to contact me at plattpatty@gmail.com.

Breakfast with DiNapoli



PHOTO COURTESY OF JO SCHAFFER

From left, UUP President Fred Kowal, COARM Chair Jo Schaffer of Cortland, then statewide Membership Development Officer Arty Shertzer and Upstate Medical University Chapter President Mike Lyon attend the breakfast hosted by state Comptroller Tom DiNapoli prior to the Labor Day parade in Syracuse. DiNapoli funds the annual breakfast, which draws labor leaders, educators, politicians and other "people of influence," Schaffer said.

Big Pharm spells big trouble

by Judy Wishnia
Stony Brook

Among the wonderful things about being retired is the ability to read anything you want (no preparing for lectures) and, if your knees hold out, you can travel.

As I write this, my husband and I are packing for our annual trip to Paris, to see old friends from our research days, to go to museums, to walk and, of course, to eat and drink good red wine. When we are in Paris, we do not worry about becoming ill. Aside from the assurances of our UNUM plan, the French medical system is excellent and, like most countries in the world, it has national health coverage for all. And the pharmaceutical companies are not allowed to overcharge. Last year, I had to fill a prescription and our local pharmacist apologized because we were not in the French system, he had to charge us 4 euro (about \$8.50)!

My experience with the French prescription cost came to mind last week when I tried to refill a prescription and was told that it was no longer covered by our plan. When I said, "OK, I'll pay for it," I was told that it was \$400. I am carrying the prescription to France to see if I can get it there. I would even be willing to pay 20 euro!

All these concerns about prescription

costs were reinforced this week when I read that a "Gordon Gekko" type had bought a pharmaceutical company. Because he could, he raised the price on a little known drug from \$13.50 a pill to \$750. A Sept. 24 article about it in the *Washington Post* opened with the headline, "A rare moment of complete greed transparency." The director of health



Judy Wishnia of Stony Brook addresses Long Island retirees earlier this year.

policy at Sloan Kettering hospital was quoted; "I think it reflects a widespread appreciation that pricing for drugs is entirely irrational in this country and the pharmaceutical industry has total control over the system." The director of medical ethics at the New York University Medical Center said it was a mistake to focus too much on the individual, because the real issue was how rare it was to even know what something cost and what the price would be. When prices are questioned, the

companies "ring the innovation bell." Yes, they do research, but so do all our scientific colleagues at our universities and hospitals. And one has to wonder how much is spent on research compared to the cost of advertising. I can't imagine how many millions of Americans are affected by "restless leg syndrome."

We know that the U.S. has the highest drug prices in the world. Although most UUP members are lucky enough (thanks to our contract) to pay a relatively low co-pay for our drugs, we do have members who need drugs that have no generic and are very expensive. Think of all the Americans who have no prescription insurance and frequently cut their pills in half or do without. We must also consider how these high prices affect the general cost of Medicare and Medicaid. The pharmaceutical companies, through their immense lobbying efforts and contributions to politicians,

have the freedom to charge whatever they want to make the highest profit. So, it is up to us, once again, to pressure our elected officials to represent our needs, the needs of all Americans, not the profit hungry pharmaceutical companies.

(Please note that I have concentrated on the pharmaceutical industry. If I had expanded the discussion to include the greed of the largest Wall Street and banking corporations, this article would have gone on for pages and pages.)

Get the *Organizing Your Vital Records* booklet online

Having all your personal information in one place can make it easier to deal with the unexpected.

COARM has created a checklist designed to be an organizational tool that will help you and your family more easily navigate moments of change. It will also assist you in aggregating your important data.

"We hope this document helps give you a view of your vital

information, and some measure of peace of mind for you and those you hold dear," said COARM Chair Jo Schaffer.

The document can be found on the UUP website at <http://bit.ly/1kJD2LR> or by calling Walter Apple, retiree member services coordinator, at wapple@uupmail.org or at (800) 342-4206.



What do Americans think about economic inequality?

by Larry Wittner
Albany

Numerous opinion surveys in recent years indicate that substantial majorities of Americans not only recognize that the gap between the wealthy and everyone else has grown, but favor greater economic equality. A Gallup poll conducted in April 2015 found that 63 percent of respondents believed that wealth in the United States should be distributed more evenly. Similarly, *The New York Times*/CBS News poll conducted in late May 2015 revealed that 66 percent of Americans favored the redistribution of “the money and wealth in this country” along more egalitarian lines.

A key reason for Americans’ desire to share the wealth more equally is that many of them think that riches are amassed unfairly. A Pew Research Center survey in January 2014 found that 60 percent of respondents believed that “the economic system in this country unfairly favors the wealthy.” *The New York Times*/CBS News poll reported that 61 percent of respondents believed that “just a few people at the top have a chance to get ahead.”

Furthermore, despite the many billions of dollars U.S. corporations lavish on advertising and other forms of public relations to give themselves a positive image, Americans are remarkably wary of these giant economic enterprises. According to a June 2014 Gallup poll, only 21 percent of Americans had a great deal of confidence in big business. By contrast, 40 percent of respondents said they had very little or no confidence in it. A year later, another Gallup survey found that Americans’ confidence in big business remained stuck at 21 percent.

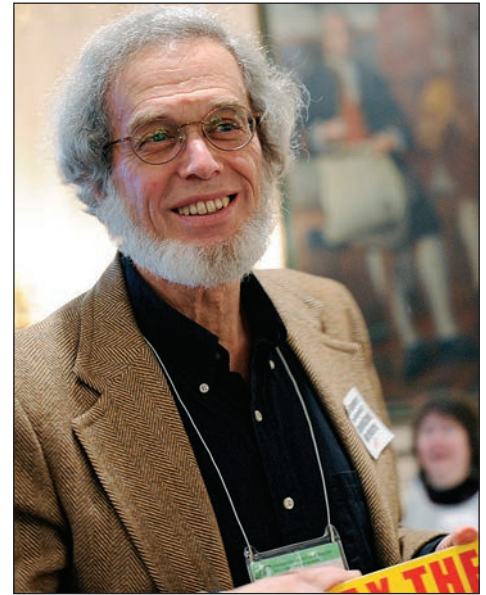
By contrast, Americans have a more sympathetic attitude toward unions. In August 2014, a Gallup survey found that Americans approved of unions by 53 per-

cent to 38 percent. That was up from five years before, when 48 percent approved and 45 percent disapproved of them. Questioned in *The New York Times*/CBS News survey, 74 percent of respondents said that large corporations had “too much influence” in “American life and politics.” When it came to unions, however, only 37 percent said they had “too much influence,” while 54 percent said they had “too little influence” or “about the right amount of influence.”

In an apparent attempt to downplay these signs of public dismay with the economic playing field, the American Enterprise Institute—a leading champion of the wealthy and corporations—argued recently that “inequality does not appear to be a top-tier concern” for Americans. This big business think tank also trumpeted the claim that 70 percent of Americans “believe that most people are better off in a free market economy even though some people are rich and some are poor.”

Nevertheless, this dismissive appraisal of public concern is called into question by the widespread demand for government action to counter economic inequality. The Pew Research Center’s January 2014 poll found that 82 percent of American respondents favored government action to reduce poverty and 69 percent supported government action “to reduce the gap between the rich and everyone else.” In May of this year, *The New York Times*/CBS News survey reported that, by 57 percent to 39 percent, Americans favored using government to “reduce the gap between the rich and the poor in this country.”

Furthermore, most Americans back specific government programs along these lines. *The New York Times*/CBS News survey found broad public support for the following programs: raising the minimum wage (71 percent); increasing taxes on the rich (68 percent); and requiring employers to provide paid family leave (80 percent). Even the more unusual approach of



UUP ARCHIVES

Albany UUPer Larry Wittner is pictured selling “Tax the Rich” bumper stickers at a 2012 Delegate Assembly.

limiting the pay of top corporate executives received the backing of 50 percent. Other recent polls reveal similar priorities: 73 percent of Americans favor raising the federal minimum wage; 54 percent support raising taxes on the wealthy and corporations; and 52 percent favor “heavy taxes on the rich.”

Against this backdrop, it is hardly surprising that a relatively unknown figure like U.S. Sen. Bernie Sanders, long a sharp critic of the economic divide in American life, is surging in the polls and drawing large, enthusiastic crowds in his campaign for the Democratic presidential nomination. Nor is it any wonder that Hillary Clinton, in her own campaign for that nomination, has started to emphasize economic unfairness.

Even so, when the electioneering is over, will the U.S. government really take action to promote greater economic equality? That’s anyone’s guess. But it’s clearly what most Americans want.

(Larry Wittner is a professor of history emeritus at the University at Albany. His latest book is What’s Going On at UAardvark?)

COARM covers range of retiree topics

by Loraine Tyler
Oneonta

Members of the Committee on Active Retired Membership (COARM) and other Active Retirees from around the state met this summer to discuss a range of issues important to the union's nearly 5,000 retiree members.

The following are minutes taken during the three-day event, held July 14-16 at The Desmond in Albany.

COARM Retreat Session I, July 14, 2015

Present: Jo Schaffer, chair; Barbara

Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presidential appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep.

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, and Walter Apple, UUP retiree member services coordinator.

1. The meeting was called to order at 1:05 p.m. by Schaffer.

2. Discussion:

Recruiting retiree members—Agency fee payers are not eligible for continuing vision, dental and UNUM insurances, or NYSUT benefits, etc., in retirement. To retain benefits, retirees must be UUP members in good standing at the time of retirement.

Schaffer pointed out the differences between COARM membership and active retiree membership. COARM is comprised of seven elected regional representatives, two presidential appointees, the chair and the statewide membership development officer. Only these members can vote.

Active retirees are members of UUP at the time of retirement who chose to re-



KAREN L. MATTISON PHOTOS

Above, COARM Chair Jo Schaffer, right, shares her thoughts on retiree membership. Beside her are Sandra Harper and Eric Russell, both of Downstate Medical Center.



Left, Stacey Johnson of Buffalo Center, left, and Carol Braund of Upstate Medical University add to the discussion.

main members and pay annual dues. We now comprise close to 5,000 retirees.

Job Description: Regional representatives and presidential appointees are the nine members of COARM who have the responsibility to inform members of current issues. There is a three-prong communication process—snail mail, Yahoo groups with discussion, and Icontact (broadcast list, no reply). The Icontact service is \$500 per year; the list is created from retiree membership cards.

Representatives have assistance from W. Apple, former regional representatives, and COARM chair. A weekly bulletin sent by the Association of Retiree Americans can be edited and emailed to regional members. In each region, reps plan fall/spring luncheons to update members and facilitate exchanges among members. For reps covering multiple campuses, it was discussed that they should work with a retiree from each campus for a luncheon location and program. Other recommendations: Invite the chapter president to at-

tend and speak; and consider contacting Martin Mack from the state Attorney General's office, who has agreed to work with chapters to get a local assistant attorney general as a luncheon speaker. Representatives should attend each luncheon.

All meetings must be cleared through Schaffer. In order to get funding, meetings must be approved at a COARM meeting, held during a Delegate Assembly. To facilitate minutes, please hand the note taker information regarding meeting date, location and topic.

Chapter Executive Boards:

Each chapter is requested to have a retiree member on the chapter board. This will help to keep members in touch with retirees, to give retirees access to active members and the chapter administrative assistant, to plan retiree workshops, and to get notification about campus events.

Open Discussion:

The COARM chair serves as a nonvoting member of the union's statewide Execu-

tive Board. Although Schaffer has no vote, she has a voice!

Other senior groups:

SUNY Retiree Services Corp—This group was established by SUNY System Administration; it includes all retirees from New York state. Its goal is to encourage retirees to volunteer on SUNY campuses. COARM is concerned that volunteer work takes away employment opportunities from full- and part-time union members.

The meeting adjourned at 3 pm.

COARM Retreat Session II-VI, July 15

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presidential appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Membership Development Officer Arty Shertzer and UUP Retiree Member Services Coordinator Walter Apple

Session II—Services, presentation by W. Apple:

- District luncheons, which he will attend and distribute information;
- Pre-retirement workshops. He asks that retirees help by building relationships with Human Resources and get list of retirees or those about to retire; chapter administrative assistant should get lists of new hires every two weeks from HR;

- Information on the Cadillac Tax—tax on individual plans that offer exceptionally good coverage;

UUP benefits:

- Dental—May be able to negotiate with dentist to get “walk in fee” or a no-insurance fee base;

• Vision:

- The Davis Vision Plan (a voluntary plan, \$150. Insurance fee) provides enrollees with an annual eye exam, and pair of glasses, exam annually

- Discounted (Value Advantage Discount Program):

- Active retirees immediately enrolled
- Get discount on glasses, exam
- May be good for members who need reading glasses only.

UNUM travel insurance—Make arrangements for care, but you pay.

NYSUT, AFT Benefits: METLife has dental and vision plans available.



KAREN L. MATTISON

UUP Outreach Committee Co-chair Pamela Malone does a presentation on membership building.

Session IV: UUP Director of Finance Tina George’s presentation was handed out.

Session V: Membership Issues

- Retiree placed on Executive Board of each chapter—We need to see how many chapters have done this.
- Local advocacy, historical planning.
- State Constitutional Convention to amend, will be on the ballot Nov. 7, 2017 – Union issues. Everything is up for grabs. Free public school education, pension protection, right to worker’s compensation, right to unionize and bargain collectively, state provisions for social welfare needs, etc. Bring to Executive Board for action
- Distribution lists:
uupretirees@Yahogroups.com is COARM’s discussion group, Russell is moderator. Should get an ARA listing from Bob Kasprak; must personally add to the list.

Icontact is for email blasts only.

Session VI—“A Call to Action” workshop by Steve Leberstein and Francine Brewer, both of Professional Staff Congress/CUNY.

Adjourned at 3:5 p.m.

Malone Presentation July 15, 2015

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert, presiden-

tial appointee; Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Loraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Membership Development Officer Arty Shertzer and UUP Retiree Member Services Coordinator Walter Apple

1. The meeting was called to order at 9:05 a.m. by Schaffer.

Introduction of Pamela Malone, co-chair of the UUP Outreach Committee.

– Bills related to retirees:

- Pension Credit for Military Service (S.5937 Larkin/A.8174A Paulin). Bill allows all public employees to receive pension credit for military service regardless of when they served. Passed in both Senate and Assembly, awaiting governor signature.

- VOTE-COPE (S.5295 Savino/A.7006 Abbate). Bill would allow automatic contributions through pension deduction. In committee, both houses.

- Increasing earnings cap (S.2447C Farley/A.6786 McDonaldo). Passed in Senate and in Assembly Governmental Employees Committee.

- NYSHIP Contribution Percentages (S.3202 Golden/A.5308 Abbate). Legislation would preserve public retirees access to affordable health insurance guaranteeing NYSHIP contribution. Currently in Senate Finance and Assembly Ways and Means committees.

• Outreach Committee:

- Designed by regions with regional coordinators. Question: Why not use the

COARM regional structure? Develop contact lists for each region.

- Improve communication
- NYSUT organizer can assist
- Databases. Keep information updated
- Send thank you notes with follow up
- Update COARM and RELAG on all bills, not just retiree-related issues.
- It was noted that COARM has a statewide database, as well as regional lists and a Yahoo discussion group, and can send information blasts.

COARM recommendations: Avoid information overload; local connection is important; and communicate with retirees by phone, links to web page, and direct-mail postcards. Text and social media may not work well with retirees.

Other suggestions: Bring in more members by offering training to reduce nervousness in outreach activities; use retirees more, such as mentoring; close gap between younger members and retiree; develop a successful orientation for new hires; advocate in Albany, local districts, events, campaigns; strengthen connections with other organizations; build coalitions with other unions.

Outreach + COARM + RELAG= Success!

Session II: Schaffer's "stuff"

— Importance of participation in Labor Day parades in New York City, Syracuse, Buffalo, Massena.

— Opportunities for political action

• ARA meetings—chance to build coalitions with other unions. ARA represents unions across the nation

- Senior Action Council
- Local labor councils

— Celebrate achievements we've made

— 50th anniversary of Medicare, July 30: parties all over state; 80th birthday of Social Security. Both programs have been extremely successful in spite of doomsday predictions at inception.

Meeting recessed from 10:45-11 a.m.

COARM Retreat July 16, 2015

Present: Jo Schaffer, chair; Barbara Maertz, Long Island rep; Frank Maraviglia, presidential appointee; Al Magid, Capital District rep; Stacey Johnson, Western NY rep; Jack Richert (Presidential Appointee); Carole Torok, Central NY rep; Eric Russell, Metropolitan rep; Lorraine Tyler, Southern Tier rep

Guests: Richard Tyler, Ed Drummond, Sandra Harper, Carol Braund, Charlie



KAREN L. MATTISON PHOTOS

Barbara Maertz of Farmingdale discusses COARM finances, as Edward Drummond of Stony Brook HSC, right, and Frank Maraviglia of Environmental Science and Forestry listen.

McAteer, Bob Kasprak, Walter Apple, UUP retiree member services coordinator; and Membership Development Officer Arty Shertzer

1. The meeting was called to order at 9:07 a.m. by Schaffer.

2. Announcements: Retiree packets can be created by UUP and Human Resources.

3. Thoughts on retiree reorganization—discussion points:

- Two-prong approach to make a connection between local chapter and Delegate Assembly organization
 - Local chapter participation—Executive Board, Officer for Retirees
 - Election of leader for local retirees and delegates to the DA

— Delegate participation—based on number of retirees in the local chapter

• Create a new category for delegates: professional, academic and retiree

• Election of delegates is based on one delegate per 75 retirees

• Retirees would vote only for retiree nominees, not academic or professional nominees.

• Retirees will not be eligible for DA elections as a professional or academic delegate, but can run for offices in the local chapter

— Advantage to retirees—have representation for retirees at the local chapter and delegate assembly. This will organize retirees and gain recognition for retirees at both levels.

— Retirees do not share in the conditions of employment, contract negotiations, but can participate in advocacy,

mentoring, and institutional memory.

— As a retiree delegate, represent the retirees, not active members

— Participate in chapter decision-making

— Current structure: local chapter, COARM and RELAG, but no connection at the Delegate Assembly level.

“New people” myth—has always been a problem, always will

— Representation at DA: All delegates are equal. Retirees have “wisdom” that is valuable at both levels. This proposal would decrease the number of retirees at the DA and seems to take away an individual's right.

— This proposal ensures that retirees have a local voice. Some chapters may not include retirees now.

— In the future, based on an increasing number of retirees, will the number of retiree delegates outweigh the other delegates: academic and professional? Is this a problem? The union is there for actives, not retirees. In theory, retirees could take over the union. Limit number of retiree delegates—change the proportion to keep number same

— Still trying to figure out what our role is. Do we need to figure that out before we determine the number of retiree delegates?

— Maybe we should have more of an advisory role than active role, particularly in the area of conditions of employment.

If we aren't on campus, do we know enough about what is going on?

— Bringing younger folks in. How do we

Proposals for changes to retiree structure

by **Charlie McAteer**
Stony Brook

(The proposed article that follows is based on some suggestions I made at the COARM summer 2015 retreat in Albany about two potential changes to the UUP Constitution regarding UUP retirees.)

At the COARM leadership retreat this summer, I presented two potential changes for retirees to the UUP Constitution. The two issues are separate and need to be formally presented to COARM before proceeding to the amendment process.

Prior to this meeting, I spoke with various UUP statewide officers, retiree leaders Jo Schaffer, Judy Wishnia and Barbara Maertz, and other retirees to refine my ideas.

One: Create an Officer for Retirees at each chapter, voted on every two years by retiree members of that chapter; that person would serve on the chapter executive board.

As a retiree, I see the desire to keep current with the chapter I retired from. At present the UUP retiree structure has a COARM chair who serves on the statewide UUP Executive Board, and seven elected regional representatives. I see a need for each chapter to have an Officer for Retirees elected during the normal election cycle by retirees from that chapter. That person would serve on the chapter executive board as the representative for retirees interests and as a link to the chapter's retiree members and the UUP retiree regional representative. I believe this change would make that critical link between the existing UUP retiree structure and the chapter. The change at the chapter level would be one more person on its

executive board, but that would allow retiree issues to be addressed there and/or be forwarded up the UUP retiree leadership ladder, if necessary. It would not exclude retirees from running for other chapter offices.

Two: Create a third UUP delegate category—Retiree—for retirees at each chapter. As retirees, we are no longer Academics or Professionals; we are Retirees.

Here's how I see it working: Every two years, the retiree members at each chapter would nominate retiree delegates and vote only for that category of delegates. The allotment would be the same as it currently is for the Academic and Professional categories: each Retiree delegate would represent 75 chapter retirees.

Retiree delegates would be ranked in vote count order, as it is currently done, and follow the same procedures as present to seat delegates based on the allotted delegates for that chapter.

We as Retiree members have a connection with our fellow chapter retirees, knowing them best. Voting for our own representation at Delegate Assemblies seems to make sense. I reviewed last spring's DA attendance and found that this change would have little effect on who attends DAs; most chapters would have close to their present number of delegates.

Again, there should be little, if any, additional costs, since the election would take place during the normal retiree



KAREN L. MATTISON

Stony Brook retiree member Charlie McAteer, standing, outlines two separate proposals to change the retiree structure within UUP. Listening to the presentation is Frank Maraviglia of ESF.

ballot/election process.

This would have no effect on NYSUT and AFT elections.

Each proposal is individual and would be proposed separately. I believe these would help retirees maintain their connection at the Chapter level, with the elected Officer for Retirees serving on the chapter executive board.

I hope this will be discussed further at regional retiree meetings, as well as at the COARM and various retiree meetings at the Delegate Assemblies.

I believe it's time has come and if acted upon in 2016 would be ready if passed by 2/3 of the voting delegates for the 2017 election cycle.

do this? Does this preclude this?

— Cost of running election? Already has a retiree election in place, so this shouldn't add to cost except perhaps labor.

— We should be finding our successors!

— Advantages of proposal: elects a retiree leader at the local level. Officer for Retiree would report to COARM; Schaffer takes to Executive Board. COARM acts as an Executive Board for retirees. COARM

can make corrections to keep retiree delegates in proportion to active UUPers. Only retirees would vote for retirees.

— Allows us to anticipate change and react to that change. Profound change may be coming in the future for survival.

— McAteer to write up his proposal for *The Active Retiree* (see related story, above). Put on the discussion distribution list.

Wrap up:

Attend other union meetings, retiree groups. Can voucher meals.

Magid moved and L. Tyler seconded a motion that COARM have a retreat every two years and as needed. Tabled.

UUP retirees are members of the StateWide Senior Action Council. Attend when possible.

Adjourned at 11:40.

Regional meetings: Where and when

Cortland retirees visit the solar system, learn about *Friedrichs* court case

by Jo Schaffer
Cortland

The SUNY Cortland retirees met Oct. 31 for their biannual COARM program.

For a special program, the group of more than 85 met in the newly refurbished science building prior to attending a visit to the new Planetarium. Professor Brice Smith, chair of the physics department at Cortland, demonstrated the stunning capacity of the newly installed system to follow the solar system from “bang to present.”

Cortland Chapter President Joe Westbrook and Jo Schaffer brought the group up to date on union issues ranging from the *Friedrichs v. California Teachers Association* case, to the Maintenance of Effort bill and contract negotiations.

They urged members to get involved.

Capital Region retirees learn about dangers facing butterflies and bees

by Al Magid
Albany

The Capital District Region of COARM’s fall 2015 forum/brunch meeting was held Oct. 29 at the UAlbany Alumni House on campus.

The forum’s topic was “Bees, Butterflies, and Us: Saving Our Pollinators.” Guest speakers were Chris Cripps, co-owner of Betterbee, a beekeeping supply distribution business in Greenwich, N.Y., and president of the Southern Adirondack Beekeepers Association; and Carmen Marie Greenwood, invertebrate ecologist and conservation biologist, and an assistant professor in the department of fisheries, wildlife and environmental studies at SUNY Cobleskill.

A lively Q-and-A followed.

Attendees were served a complimentary brunch and had a chance to participate in the COARM business discussion.

Farmingdale retirees hear stories about bugs

by Barbara Maertz
Farmingdale

I never knew bugs could be so much fun.

Dr. Gary Brown, a retiree from the biology and horticulture departments, made them so interesting that I left the Oct. 23 meeting of Active Retirees held on the Farmingdale campus actually liking bugs.

Brown’s PowerPoint presentation, titled “Good Bugs, Bad Bugs,” included many gorgeous closeup pictures of colorful bugs. He was funny with his stories and statistics about these bugs; he had the whole room laughing and asking questions.

There were also lots of questions for Walter Apple, UUP retiree member services coordinator, who updated members about the UUP vision and dental plans and when to apply for them.

There is so much concern at this time of year when everyone gets so much mail about changing health and prescription plans. Walter reminded us all not to sign up for any Part D prescription plan or our New York state health coverage could be at risk. He also reviewed the other benefits of retiree membership, such as the UNUM Assist Travel insurance, the retiree member life insurance policy, and the EPIC hearing aid program.

Former Farmingdale Chapter President Yolanda Segarra discussed the very real threat to unions from the *Friedrichs v. California Faculty Association* Supreme Court case. Signing up all members of the bargaining unit is going to be crucial for UUP.

Stony Brook retirees learn about elder law

by Barbara Maertz
Farmingdale

A hugely successful Long Island COARM meeting was held on Oct. 27 at the Hilton Garden Inn on the Stony Brook campus.

More than 120 members registered. UUP Stony Brook Chapter President Arty Shertzer welcomed everyone to the campus.

Active Retiree members were treated to a lively discussion by George Roach, an elder law attorney with the law firm of Grabie and Grabie. He spoke about the legal documents that are necessary to navigate elder care laws and still maintain enough money to enjoy retirement.

Roach entertained us with stories about how to keep children in line, especially when you want to take a trip around the world and they want to inherit your money!

He also recommended setting up trusts to prevent Medicaid from taking all your hard-earned assets, and gave us useful information on how to properly set up wills, documents and accounts that we should have. Questions were answered with more stories and many stayed after to ask for specific information.

Walter Apple, UUP retiree member services coordinator, hand out information about benefits. He answered questions about COBRA coverage and when to transfer coverage to UUP insurance. There were questions about the two different plans for vision coverage and the dental coverage.

Maertz gave out info on filling out the *Organizing Your Vital Records* booklet that can be accessed from the UUP website at <http://bit.ly/1kJD2LR>.

Maertz and former COARM Chair Judy Wishnia explained how the union is the first line of defense for Medicare and Social Security and the impact retirees can have with local legislators on these issues.

Central NY holds fall meeting in Syracuse

by Carole Torok
Polytechnic Institute

Central NY retirees attended the region’s fall gathering Nov. 19 at Coleman’s restaurant in Syracuse.

Guest speaker Dr. Kathleen Rourke, RN, discussed, “The Obesity Epidemic—What Nutritional Tools Can Assist the Nurse/Health Care Provider in Optimizing Patient Outcomes?”

2016



Monthly Challenges

Here is a NYS Employee Assistance Program initiative for NYS employees and family members. Log onto www.worklife.ny.gov/wellnyseveryday to register. Participate in the Monthly Challenge health behavior for 15 days each month and track your progress online or circle the date on this calendar.

Dr. Rourke, an associate professor of nursing at SUNY Polytechnic University, has been involved in numerous research projects and worked clinically in the field of nutrition and weight management.

Metropolitan retirees hear about Friedrichs case

by Eric Russell
Downstate

The meeting was held at our regular venue of Original Puglia's in Little Italy.

Our scheduled speaker, UUP President Fred Kowal, had to cancel, so we improvised. His visit will be rescheduled.

We opened with a discussion of why the *Friedrichs v. California Teachers Association* case is important and how it may affect unions. This also gave us an opportunity to ask participants to get politically active, and why it is important to be involved throughout the year.

Bob Kasprak of Optometry gave a short presentation about the StateWide Senior Action Council Inc. convention in Saratoga Springs (see related story, page 4).

Former COARM chair Judy Wishnia of Stony Brook led a short presentation on two bills that the governor was encouraged to support: the Maintenance of Effort bill and the Veteran's Pension Equity bill. (He vetoed the veteran's bill in November.)

Khalil Nehme, UUP membership/eligibility specialist, gave a very informative and helpful presentation on benefits and services provided by the union.

Pre-retirement meeting held on Farmingdale campus

by Barbara Maertz
Farmingdale

Getting ready to retire was on the minds of many members at the pre-retirement planning program held Oct. 22 in Farmingdale.

Walter Apple, UUP retiree member services coordinator, explained the benefits that members are eligible to purchase through COBRA and the union for dental and vision. Also from UUP: eligibility for the free UNUM life insurance and travel assist package. He emphasized that members must be active members when they retire to be eligible for these benefits.

Apple, along with Jessica Durso from SUNY Farmingdale Human Resources, answered questions about the use of up to 200 accrued sick days that can be used toward health insurance premiums. Durso described the process and urged members to see her at least 30 days prior to retirement.

Jeremy Young from TIAA/CREF told members to review the

tax implications and the required minimum distributions before determining how to have their money distributed after retirement. He urged members to meet with him and to plan ahead.

North Country holds first meeting in Canton

The North Country Region of COARM held its first meeting in Canton Nov. 12.

COARM Chair Jo Schaffer was on hand to welcome attendees to what she hopes is the first of many meetings for retirees from the Plattsburgh, Canton and Potsdam chapters.

January	February	March
Participate in 20 minutes of physical activity with a friend or family member	Choose a healthy lunch each day	Be mindful: close your eyes and listen to your breathing for two minutes each day.
April	May	June
Be budget conscious: track all your expenses each day	Use one of your work breaks to move, walk, jog or run	Consume at least three vegetables each day
July	August	September
Go outside and enjoy nature with two necessities: sunscreen and sun glasses	Make water your beverage of choice at least three times each day	Start a food journal and write down everything you eat and drink
October	November	December
Use your gratitude journal and write what you are thankful for	Go to bed with lights off eight hours before your alarm goes off	Choose a motivating word and repeat it several times each day to act on a goal

WellNYS Ambassador Name: _____
Contact Information: _____

Summer jobs ain't what they used to be

by Mac Nelson
Fredonia

I read recently that the classic summer job for young people, off from high school or college, is losing ground. It has become harder to find three months of paying work in a tight economy, and in competition with un- or underemployed workers. Also, many college schedules have shifted, and many students can't take jobs that require workers to stay at least until Labor Day. I don't know just what the kids are doing to adapt, but it appears that, beyond cutting grass—"outdoor work"—many just have no work options. That's sad.

It's also true that many old timey jobs barely exist now: technology and social change have swept them away. Burger-flipping seems to be the major replacement; when I was a kid in the '50s, before Monster Fast Food, that was a minor option. I want to look here at the changes in this area from my youth 60 years ago to today.

I had a bunch of different summer jobs, starting at age 12. It was one of the jobs that are gone gone gone: **CADDYING**

Well, sure, there are still caddies. Tiger Woods had his Fluff ('til he fired him for getting uppity). At the top level, counting endorsements, PGA caddies can make high six-figure incomes. But that's a different universe from kids caddying at public golf courses.

You waited with a dozen other kids for the golfers to show and select someone to lug their bags—75 cents for nine holes, a buck and a quarter for eighteen. Usually a tip, and maybe a soda pop at the turn. If you carried double, twice that much. Heavy lifting, but sunny and airy—nice work.

But there were subtle signs of change even then. Those newfangled little two-wheeled carts let golfers pull their own bags around if they wanted. And it wasn't long before they evolved into the full-sized ride-on golf cart. Easy to work, fun to use, and Bye Bye Caddy. So much for the old definition of golf as "A Good Walk Spoiled"—You don't even have to walk anymore.

Caddying was my job for two summers. Nice if you happened to live in a green suburb, as I did.

What about grittier locations and vocations?: **COMMERCIAL LAUNDRY WASHMAN**

Starting at 75 cents an hour, I spent

three summers at this.

Summer One: sorting and bagging clothes to be washed. (That lasted only six weeks or so—an appendectomy took me out of the steam.)

Summer Two: assistant washman, working with huge hi-tech (for the day) rotary washers and extractors (spin-drying machines). Hard, hot, humid work in hard, hot, humid Chicago summers. I think I was up to a buck an hour by then.

Summer Three: dry cleaner. (It isn't really "dry" at all; it just uses kerosene derivatives instead of water). That was cooler—no hot steam.

But you will notice a pattern beginning to develop here. Technology has eliminated most of this job as well. Sure, there are still commercial laundries, chiefly for bulk work for hotels and restaurants and clubs, and our laundry did that. But most of our work was family laundry—that's why the sorting and bagging of Summer One. Our customers sent us large bags of dirty clothes, and we returned them clean and nicely finished, the shirts and blouses pressed (the option called "Finish All").

But then the Bendix—the first truly automatic family washing machine—hit the market. Put a Bendix in the basement, or go to that other modern wonder, the Laundromat, still thriving among us.

Bye Bye Laundry Washman, and bye bye to some strong, interesting working-class people.

Then I was a **MILKMAN** for five summers.

You could get a Driver's License in Illinois then at age 15. You had to be 18 to get a chauffeur's license, which was then the catchall term for someone driving commercially. As soon as I could, I applied for and got it, and got the second-best job I ever had (the first being college professing).

But here a small voice says, "Great granddad, what's a milkman??"

Exactly. Another of my old jobs meets extinction, killed not by the golf cart or the Bendix, but by another modern invention, the Supermarket.

I was a proud member of the Teamsters, The Milk Wagon Drivers Local #753. The name came from the time when they really did drive wagons, with a horse. One of my



older colleagues had actually done that. He told me that if you didn't know the route well, the horse usually did.

I filled in for guys on vacation, a new route every two weeks. It was a great job, though not an easy one (broken glass, ice, intense summer heat, sore feet, and many,

many stairs). I made about a hundred bucks a week, way more than any of my buddies at their jobs. It showed me how good a union could be for workers. It did require painfully early mornings—up at 4 or 5—but I could often finish in time to get to Wrigley Field to watch most of a Cubs game: 85 cents for a bleacher seat.

Almost everyone got milk delivery then. I note around town that a few houses still have a little outside door, waist high, maybe two feet square, leading to the kitchen or back hall. These are servidors, cubby holes for the milkman to put his product in to keep it cool or warm as required. It could then be taken out through another door inside the house. Neat, huh? But vestigial and useless now, like the appendix.

As Robert Frost (speaking cryptically of autumn leaves) wrote, "Nothing Gold Can Stay." As soon as little neighborhood grocery stores were replaced by supermarkets with huge refrigerators, people could buy and carry their own milk. Though milk is heavy in bulk, many people had cars by then. Naturally, the milk and other dairy products were also cheaper at the supermarket: "Eliminate the middleman." Sad to say, that meant the Milkman and his solid working class job.

Many years of teaching summer school succeeded those jobs, and those summer schools were good gigs—in New York City and Los Angeles, as well as on my home campuses. I am grateful for that good work, those good jobs, and not just for the money. They were an important part of my education, too.

Here is one terrifying afterthought. Will "College Professor" one day seem as quaint, antique, as "Milkman" does now? Might it turn into "Classroom Associate at Walmart A&M?"

Lordy, I hope not. I don't think so. But I'm not sure.



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