

THE

# voice

February/March 2017



# IT'S A REVOLUTION

# WHAT'S INSIDE

this issue



COVER PHOTO BY  
DONALD FELDSTEIN

## Fighting back

4—UUP signed on as a partner with the Women's March on Washington, D.C.—the first of what will be many advocacy efforts to ensure the people's right to free public education, affordable health care and collective bargaining.

ALSO:  
12—Vote 'no' on this fall's ballot referendum to hold a constitutional convention in New York state.

## 8 More full-time faculty needed

UUP President Fred Kowal testifies on the need for more full-time faculty and for increased state funding for SUNY hospitals/health sciences centers and opportunity programs.

## 17 Member input sought

UUP seeks input from academic and professional members familiar with simulated labs in STEM fields.

## ALSO:

- 3 To the Point
- 7 Negotiations update
- 10 Teacher ed: Contact Regents, SED Commish
- 13 Spotlight shines on UUPers
- 14 UUP responds to Trump's travel ban
- 14 'Help for Haiti' campaign surpasses goal
- 15 Stony Brook HSCer teaches compassion
- 16 Labor notes
- 16 March for Science
- 16 UUP calls out ProfessorWatchlist.org
- 18 Election information
- 22 Candidate statements due March 10
- 22 NYSUT Member Benefits
- 23 UUP Member Benefits and Services



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**United University Professions**  
The union that makes SUNY work

Member Area

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## Check out the latest at [www.uupinfo.org](http://www.uupinfo.org):

- Speaking out: DiNapoli, Wallace pledge support for UUP, urge members to advocate.  
<http://bit.ly/2jlm289>
- Take action!: Send letters of support for SUNY hospitals and health sciences centers.  
<http://uupinfo.org/legislation/advocate.php>
- Academic resources: Get the info every academic needs, all in one location.  
<http://uupinfo.org/academics/academics.php>

# THE VOICE

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AFTCN

## UUP will be in the ‘middle of every battle’

**D**onald Trump has been in office for less than a month, and chaos has reigned.

This demagogue, a man who has neither the temperament nor the intellect to lead our great nation, has somehow equated losing the popular election by nearly 3 million votes to being elected by a mandate.

As such, he’s bulldozed ahead with his inane election promises, like building a wall on the Mexican border (which Mexico has refused to discuss, let alone pay one peso for) and his 90-day federal travel ban on seven mostly Muslim countries.

A few days later, he named his Supreme Court appointment live on national television, reality TV style—or as a *New York Times* headline read, “It’s ‘The Apprentice, Supreme Court Edition.’”

Things have gotten very real very quickly. But as Franklin Delano Roosevelt said, we’ve only just begun to fight.

In the weeks following the election, I decided UUP must take action to oppose Trump’s bitter agenda. We will oppose his minority extremist government, one that presents a clear and direct threat to our values as a union, as workers and as Americans.

We will not stand for his faux nationalism, his fear mongering and his never-ending lies. We will resist. We will fight. And we will win.

How? By uniting and speaking out with one loud, powerful voice. The revolution has begun and UUP is a part of it.

On Jan. 21, I was proud to stand with hundreds of UUP members who took part in the historic Women’s March on Washington, which drew 500,000 to the nation’s capital to protest Trump. Our members also attended sister marches in New York City, Ithaca and Buffalo. You can read more about it on page 4 in this issue of *The Voice*.

At the 2017 Winter Delegate Assembly,



MICHAEL LISI

UUP PRESIDENT FRED KOWAL MARCHES JAN. 21 AT THE WOMEN’S MARCH ON WASHINGTON, D.C., ALONGSIDE CHERYL HAMILTON OF THE UNION’S STONY BROOK CORE CHAPTER.

we unanimously approved a resolution expressing our outrage over Trump’s Jan. 27 travel ban executive order, which we believe presents a “clear and immediate danger” to SUNY students, faculty and staff.

To help our members, we’ve set up a travel ban hotline; UUP will provide assistance to any SUNY students, faculty, staff or visiting scholars detained as part of the order; the number is (518) 640-6633. They can also email UUP at [immigrationhotline@uupmail.org](mailto:immigrationhotline@uupmail.org). We have also set up a travel ban resources page on our website, [www.uupinfo.org](http://www.uupinfo.org).

These are dangerous times. But I believe that we stand on the right side of history, and this gives me comfort, confidence and hope. If we stand together, if we join forces with those who share our core values and work with us, we cannot be defeated.

### LEGISLATIVE INITIATIVES

We face challenges at the state level as well.

Hiring more full-time faculty, restoring cuts to SUNY made during the Great Recession, and fully funding the state’s public hospitals in SUNY are at the top of our legislative agenda.

We will also press lawmakers to pass transparency legislation for the SUNY Research Foundation and SUNY’s cam-

pus foundations, restore Executive Budget cuts to SUNY’s highly successful opportunity programs, and create a teacher education pilot program to expand diversity in New York’s teaching ranks.

While I won’t go into details about these proposals here—you can read more about them on pages 8-9—I will say that we will push hard for each one during our advocacy visits to Albany and at legislators’ district offices.

Join us at one of our Albany advocacy days in March. You can find out more about getting involved by contacting Legislative Coordinator Celine Mell at [cmell@uupmail.org](mailto:cmell@uupmail.org)

The time is now to hire more full-time faculty, to provide necessary funding to SUNY’s state-run hospitals and to rebuild the University’s infrastructure.

But we need your help to make these initiatives a reality. Join us. Become part of the solution. Help us build a stronger SUNY and forge better working conditions for all UUPers. Help us create positive, progressive change that will benefit our students, our union, our University, and ourselves.

Together, we cannot be defeated.

# Making history

## UUP to members: After the march — action

BY DARRYL McGRATH

**A**s the organizers and participants of the history-making Jan. 21 Women's March ask, "What's next?" UUP already has its own answer to that question.

"We are going to take the momentum that this global event generated, and run with it at the state and federal levels," UUP President Fred Kowal said. "We knew we were not alone in our disgust and dismay at the election of Donald Trump. In his first days in office, he has confirmed our worst expectations — he is not fit to govern. It helps to know that so many others feel the same, and out of this great effort — in which UUP was a partner — we will forge new alliances."

The union plans to devote the coming weeks and months to developing a strategy that will capitalize on the unity and energy displayed at the march. Trump may have dismissed the estimated 1.2 million people who turned out for more than 300 demonstrations around the country — and who were joined by hundreds of thousands of other protesters at several hundred solidarity demonstrations in other countries — but Congress definitely will not miss the message that the march delivered like a sucker-punch.

And that message is: The mid-term elections are less than two years away.

"We will be watching congressional and statewide lawmakers very closely in the coming months," Kowal said. "If they are in lockstep with the eminently unfit Trump, then we will work to unseat them. It's that simple. We are ready, we are watching and they'd better know that."

### RECORD-SETTING CROWDS

More than 300 UUP members joined the more than 500,000 participants who took to the streets Jan. 21 for the Women's March on Washington, waving



DONALD FELDSTEIN

MARCHING IN THE WOMEN'S MARCH IN WASHINGTON, D.C., FROM LEFT, ARE ALBANY CHAPTER MEMBERS COURTNEY RYAN, BETHANY AERY-CLERICO, MARITZA MARTINEZ AND LLANA CARROLL.

colorful — and sometimes colorfully worded — signs, chanting for positive change and against Donald Trump — and bringing the nation's capital to a halt in the process.

The march, which drew more than three times as many people as Trump's Jan. 20 inauguration, was easily the largest protest against a newly inaugurated president in the country's history. The UUP delegation was led by Kowal; he was joined by Secretary Eileen Landy, Treasurer Rowena Blackman-Stroud and Membership Development Officer Tom Hoey. UUP had signed on as a partner with the Women's March early in its organization, which began as a two-woman effort and exponentially grew on social media in the weeks after the presidential election.

On their way into the capital via Washington's jam-packed public transit system, UUP members reflected on what made them willingly, and even eagerly, sign on for a grueling but exhilarating 24-hour journey that involved little sleep, snatched meals and nearly a dozen straight hours on their feet.

"Public education as a whole is being

threatened," said UUPer Maritza Martinez, an assistant dean at UAlbany who oversees the Educational Opportunity Program for low-income, high-needs students. Marching, she said, was a way of leading by example and letting students know that "they have a voice."

"We all know the value of education," Martinez added. "We have to be very vigilant."

Rob Compton, Oneonta Chapter vice



COMPTON

president for academics, said he decided to go "for the future of my family — my daughters, my wife — the future of this country, and the need to be sure our voices are heard."

### GRASSROOTS IDEAS ESSENTIAL

UUP member Susan McCormick, a history and documentaries study professor at UAlbany, was already musing about how the groundswell of activism unleashed by the march could be sustained, even as she braced herself in a standing-room-only



LEFT, ALBANY CHAPTER MEMBER ZINA LAWRENCE JOINS THE MARCHERS IN WASHINGTON, D.C., DEMANDING JUSTICE FOR ALL AMERICANS.

BELOW, CORTLAND MEMBERS REBECCA BRYAN, LEFT, AND HELENA BAERT POSE IN FRONT OF THE CAPITOL DURING THE WOMEN'S MARCH IN THE NATION'S CAPITAL.



ROBERT TRIMARCHI

KAREN L. MATTISON

commuter train that carried hundreds of people into Washington, D.C., that Saturday morning. She has a long list of protest marches and demonstrations to her credit, including the 1970 march on Washington that protested the Kent State shootings.

Such demonstrations can be effective, McCormick said, “if they’re of this magnitude and if there’s follow-up afterwards. Locally, it’s the work of organizing.”

Conservative Republicans have for years used local tactics to expand into state government and then into Congress, she noted. Many a national right-wing politician got his or her start as a school board member who then advanced to a state-house—and from there, to Congress.

“So those tactics have to be used at the grassroots level,” McCormick said.

### PEACEFUL PROTESTS; UNFILTERED SIGNS

Tens of thousands of demonstrators never even got close to the march’s destination at the Ellipse, a public park on the National Mall near 17th Street and Constitution Avenue, and just south of the White House. The streets were simply too packed to march, so spontaneous—but peaceful—protests and marches broke out in front of the Capitol, on Independence and Constitution avenues, and across the

National Mall. At one point, several hundred people joined hands in a circle on a small public lawn near the Mall. Demonstrators did not seem deterred by the press of people that made movement almost impossible; for many, just being part of the day was enough.

“This is what democracy looks like!” one young woman shouted as she broke out into an exuberant dance in the street. Nearby, a man used the top of a panel truck as a makeshift stage to lead chants.

Everywhere at the march, signs—many of them hand-lettered and colorfully, even graphically, illustrated—proclaimed disgust with Donald Trump.

“He said the election was rigged—he was right,” read one of the more G-rated statements. “This is just the warm-up,” warned another placard.

“What’s scarier than a grizzly bear? Betsy DeVos,” proclaimed another sign, in a jest at DeVos—Trump’s nominee for education secretary—who during her confirmation hearing said about a school in Wyoming, “... I would imagine there is probably a gun in a school to protect from potential grizzlies.”

Other signs vented voter frustration in more colorful language.

“Vaginas brought you into this world; vaginas will vote you out,” read one.

Another sign was even more blunt: “This pussy grabs back.”

Hundreds of thousands of marchers donned pink hats as part of The Pussyhat Project, a grassroots effort where thousands of volunteers across the country knit hats—for themselves and for other marchers—in response to Trump’s video comment on grabbing women’s genitalia.

Fredonia Chapter retiree Joy Bilharz produced 47 hats that she distributed to friends, students and UUP members. She wore one herself to a march in Buffalo; several other hats made their way to the Women’s March in D.C.

Bilharz was able to turn out a hat in about 2½ hours total time, but she rarely was able to do one in an uninterrupted stretch. She bought out the entire supply of pink yarn in one store.

Knitting the hats, Bilharz said, “allowed me to sublimate some of my anger and grief and put it into something useful.”

### TRUMP TWEET MISSES THE MARK

Trump left Washington Jan. 21 at the height of the march without commenting on it, for a visit to Central Intelligence Agency headquarters in Virginia. There, he barely spent any time in his remarks making amends with the intelligence officers

see **MARCH**, page 6



PHOTO COURTESY OF THE FREDONIA CHAPTER

ABOVE, FREDONIA CHAPTER PRESIDENT ZIYA ARNAVUT, SECOND FROM LEFT, LEADS A DELEGATION IN BUFFALO.

RIGHT, STONY BROOK HSC CHAPTER PRESIDENT CAROL GIZZI, LEFT, AND JOY CLENAGHAN MARCH WITH MORE THAN 40 OTHER UNION MEMBERS IN NEW YORK CITY.



PHOTO COURTESY OF THE STONY BROOK HSC CHAPTER

## MARCH

continued from page 5

he has publicly likened to Nazis. Instead, he delivered a bizarrely disjointed address in which he touted his own intellect and railed about the media yet again. The next day, he delivered by Twitter the inane speculation that the people who marched had not voted, an action that left even some of his senior advisors wondering when he might begin to focus on governing.

## GLOBAL SOLIDARITY

Organizers and authorities reported that crowds vastly exceeded expectations not only in D.C., where the original estimate was 200,000, but the turnout was nearly triple that figure, but in many other cities as well.

More than 400,000 demonstrators marched through midtown Manhattan. The march in Chicago was canceled for safety reasons when an estimated 250,000 demonstrators overwhelmed the downtown streets, so that event became a rally instead of a march.

In Austin, Texas, news organizations reported that organizers ran out of the 30,000 stickers they had prepared to give to participants as a way of

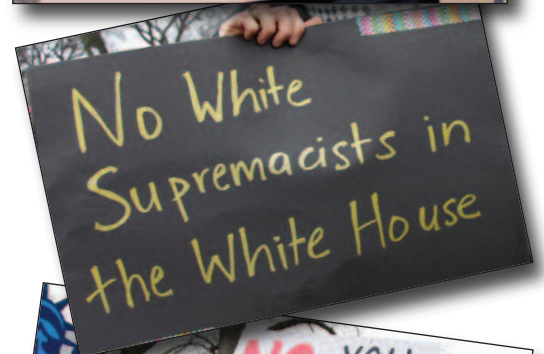
counting the turnout.

But the day was notable for its peaceful atmosphere, and no arrests or major injuries were reported anywhere.

A feeling of goodwill and calm prevailed throughout the day.

Buffalo Center Chapter member Lynn Lasota traveled to the march with other members and friends on a bus that parked at the Robert F. Kennedy Memorial Stadium, about two miles east of the Capitol. Her group decided to walk to the starting point for the march near the Capitol, and Lasota was touched to see residents standing in front of their homes along the way holding signs of welcome to the marchers and calling out words of encouragement.

When her group arrived at what was supposed to be the starting point, she quickly realized that the crowds would make it impossible to move. That made her all the more glad she and her



DONALD FELDSTEIN, KAREN L. MATTISON, DARRYL McGRATH

friends had walked from RFK Stadium.

"I felt like that was my march," she said. "It was wonderful seeing people welcoming us."

Watch UUP's website for mobilization strategies that will continue what started with the Women's March on Washington.

# UUP negotiates for a fair contract

BY KAREN L. MATTISON

The UUP Negotiations Team and state negotiators continue to meet to present their positions on a number of issues addressing their respective concerns.

While UUP and the state are prohibited from sharing specific details of contract negotiations, UUP Chief Negotiator Philippe Abraham said the union has discussed proposals related to compensation, health benefits, employee leaves, employee rights, due process and grievance procedures, and labor-management matters.

“Although there is still work to be done, these sessions were productive and helped to clarify and refine the parties’ respective positions on many of the proposals discussed,” said Abraham, the union’s statewide vice president for professionals.

Negotiations have been scheduled through the first week of March.

## OTHER UNIONS SETTLE

The Public Employees Federation ratified its agreement with the state in mid-December, while two other employee



KAREN L. MATTISON

NEGOTIATIONS TEAM MEMBER CAROLINE KUBE OF STONY BROOK HSC MAKES A POINT, AS TOM TUCKER OF BUFFALO CENTER LOOKS ON.

unions recently announced tentative agreements with the state.

PEF ratified a three-year contract that includes 2 percent across-the-board raises in each year, no negotiated changes in health benefits coverage, and little change in other contract provisions.

The Graduate Student Employees Union reached a tentative agreement with the state Dec. 19, with the same basic provisions as those contained in the PEF agreement.

On Dec. 22, the New York State Corrections Officers and Police Benevolent Association reached a tentative five-year

agreement with the state; a ratification vote was before the NYSCOPBA membership as *The Voice* went to press. It includes 2 percent across-the-board raises in each of the five years of the contract (2016-2020) and also includes significant increases in health benefits costs.

“We congratulate our union brothers and sisters on reaching agreements that they believe address the concerns of their members,” Abraham said. “It remains

UUP’s task to negotiate a contract that best addresses the needs of the UUP membership.

“We are committed to doing so. And we can—with your help.”

## WHAT YOU CAN DO

Abraham urged members to call or email their UUP chapter offices to get a “United for a Fair Contract” sign, button or sticker, and then to wear or post them in prominent locations such as campus bulletin boards, office doors and car windows or bumpers.

Other actions that UUPers can take:

- Ask family and friends to display a Fair Contract sticker on their car bumpers or windows.
- Wear a Fair Contract button or sticker.
- Wear red to work on Fridays.
- Attend chapter meetings to discuss the contract and other union issues.
- Stay tuned for other UUP activities, and check out the UUP website for updated negotiations information.
- Be prepared to participate in events when called.

## Your new UUP contract is being negotiated.

Will you be able to vote on it?

Once a tentative agreement is reached with the state, UUP members must vote to ratify a new contract. To vote, you must be a “signed-up” member of UUP.

Check your most recent pay stub. If it says “UUP Agency Fee,” then you are NOT yet a UUP member.

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross	3456.78	Fed Taxable Gross	1234.56	
Advice #	789	Pay Start Date	09/01/2016	Current YTD	45,678.90		34,567.89	
Advice Date	016	Pay End Date	09/15/2016	Net Pay	1,234.56			
Department ID	98765	NYS EEMPLID	N12345678	Pay Rate	78,910.11			
EARNINGS				TAX DATA				
	Hrs./Days	Current	YTD		Federal	State	NYC	Yorkers
Regular Pay Salary Employee		3456.78	45,678.90	Marital Status	4	4		
Location Pay		56.78	678.90	Abolishment	2	0		
				NY Withholding				
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS				
		Current	YTD		Current		YTD	
Regular Before Tax Health		456.78	1,234.56	Fed Withholding	3456.78		1,234.56	
Supplemental Ret. Annuity Prog.		678.90	5,678.90	Medicare	45,678.90		34,567.89	
TIAA Retirement Before Tax		56.78	1,234.56	Social Security	2,456.78		1,234.56	
				NY Withholding	45,678.90		34,567.89	
				UUP Agency Fee	34.56		456.78	

Are you a UUP member?

JOIN TODAY SO YOU CAN VOTE.

- ▶ Go to [uupinfo.org](http://uupinfo.org)
- ▶ Click on “About UUP” at the top of the home page
- ▶ Click on “Welcome/Join”
- ▶ Scroll down to “Click here to sign up online”

FEBRUARY/MARCH 2017 THE VOICE 7

# UUP calls for more full-time faculty, hospital aid

BY DONALD FELDSTEIN

**U**UP is using the governor's "last-dollar" tuition proposal as a wedge to address a problem that's lingered for years and threatens to become much worse: a shortage of full-time faculty at SUNY.

The issue—and a UUP initiative to hire as many as 1,500 new full-time faculty—emerged as the union's top priority when UUP President Fred Kowal testified at a Jan. 24 public hearing on the governor's proposed 2017-18 Executive Budget, conducted by the Legislature's joint fiscal committees.

Kowal also called for an additional \$50 million in aid for SUNY to begin reversing massive Great Recession budget cuts, as well as restoring funding to SUNY's state-run hospitals and its highly successful opportunity programs. He also pushed for transparency legislation for SUNY's Research Foundation and its campus foundations.

More funding for SUNY's state-operated campuses and teaching hospitals was also the key component in the union's first Advocacy Day, Jan. 31 in Albany. The union's legislative agenda—which promotes a renewed state investment in SUNY's state-operated campuses, hospitals and health sciences centers—gives UUP advocates a road map to follow in future meetings with state lawmakers.

## MORE FT FACULTY A MUST

In his testimony, Kowal cited what he called an "absolute need" for more full-time faculty accentuated by Gov. Andrew Cuomo's tuition scholarship plan, which—if enacted—would generate an enrollment spike at SUNY. The governor's Excelsior Scholarship last-dollar plan would help families that earn less than \$125,000 annually.

"The governor's tuition scholarship program would require SUNY to add faculty to meet the educational needs of an expected influx of new students," Kowal told lawmakers. "Although more than 5,600 SUNY teaching faculty work part time, they alone cannot be expected



DONALD FELDSTEIN

UUP PRESIDENT FRED KOWAL, LEFT, TESTIFIES ON THE GOVERNOR'S BUDGET FOR SUNY, AS NYSUT EXECUTIVE VP ANDREW PALLOTTA, CENTER, AND DIRECTOR OF LEGISLATION CHRIS BLACK LOOK ON.

to meet current needs, much less the needs of this anticipated, additional enrollment growth."

He noted that transitioning qualified part-time faculty to full-time positions must be part of the plan.

He urged lawmakers to add \$30 million to the budget, representing the first year of a five-year program to increase SUNY's full-time faculty by 1,500.

Twenty years ago, SUNY employed more than 10,300 full-time faculty to instruct 185,000 students. Today, there are just 8,700 full-time faculty to teach more than 220,000 students.

"This investment in SUNY is crucial to the survival of many campuses and to the future viability of the entire system," said Kowal. "Let's ditch the duct tape approach to these long-standing concerns and apply real, permanent fixes that will benefit SUNY students and ensure that the University continues as a world-class center of learning."

## CLOSING THE FUNDING GAP

While the union backs the concept of free tuition, Kowal warned that a tuition-free initiative won't work unless the state rectifies decades of SUNY budget cuts.

"It is an absolute necessity that SUNY begin recouping state dollars cut from

SUNY's budget since the Great Recession in 2008," Kowal said.

Kowal asked lawmakers for an additional \$50 million in the budget as the first installment in a multiyear plan to restore a portion of the \$684 million cut nearly a decade ago.

"Aid dropped from \$1.32 billion in 2007-08 to less than \$680 million this year, a decrease of more than 50 percent," Kowal testified.

SUNY's comprehensive and technical colleges were the hardest hit during the recession, Kowal said, and really need the additional funds.

"If we do not act to remedy this situation, these campuses may experience an even greater number of reduced courses and the potential for additional delays in on-time graduation," Kowal testified.

## INFUSION FOR HOSPITALS

SUNY's three teaching hospitals have endured their share of fiscal trauma, but Kowal warned their situation could get much worse with the potential repeal of the Affordable Care Act. If repealed, more than 2.7 million New Yorkers would be without health insurance.

"This could become a perfect storm," Kowal said of SUNY's teaching hospitals, which do not turn anyone away



regardless of their ability to pay. “The state must prepare for this possibility now by restoring millions in funding cuts to—and investing new dollars in—its hospitals to handle what could be a massive influx of patients.”

Kowal called on lawmakers to take several steps, starting with bringing the state hospital subsidy back to its 2009 allocation of \$153 million. The governor’s proposed budget pares the subsidy to \$69 million.

He also proposed a new \$600 million capital program, with each SUNY hospital getting \$200 million, and legislation requiring the state to fully match federal disproportionate share allocations (DSH) for the hospitals.

### THEY’RE WITH US

UUP’s concerns were well-received by lawmakers at UUP’s first advocacy day Jan. 31 in Albany. One after another, they firmly pledged to support SUNY’s hospitals and HSCs.

Lawmakers familiar with the straits of the cash-strapped SUNY hospitals are “very concerned about what will happen with the Affordable Care Act,” said statewide Treasurer Rowena Blackman-Stroud, chapter president at UUP’s Downstate Medical Center Chapter. “They are going to work with us, but they are also encouraging us to work with all lawmakers, to maximize funding.”

Assemblymember Nick Perry (D-Brooklyn) reviewed the handouts that list UUP’s legislative agenda and told the group, “I fully support all that is suggested here.” Another Downstate group received a similarly encouraging reaction from Assemblyman Charles Barron (D-Brooklyn), who told that group, “I’m 100 percent behind everything you’re looking for.”

Kowal is not surprised by the support UUP has received.

“Lawmakers are well aware that, without this support, “the hospitals’ ability to deal with ever-changing patient care requirements and health emergencies—such as the repeal of the ACA—is at risk.”

### KNOCKING FOR OPPORTUNITY

Kowal reiterated UUP’s commitment to SUNY’s opportunity programs by urging lawmakers to restore funds that were cut in the Executive Budget. The governor cut \$5 million from the Educational Opportunity Program (added by the Legislature last year), and \$5.3 million for the Educational Opportunity Centers.

“Restoration of these funds, plus expansion of overall funding for these programs, is key to providing preparatory education and vocational training to economically disadvantaged state residents who are underprepared for college-level study and vocationally unprepared for employment,” Kowal testified.

UUP advocates are also poised to urge lawmakers to fund pilot programs—based on SUNY’s successful EOP and EOCs—to recruit and support hundreds of students from economically disadvantaged communities for entry into teacher education programs.

UUPers and hundreds of EOP and EOC students are expected to meet with lawmakers in Albany March 8 for EOP/EOC Advocacy Day.

### PUSHING FOR TRANSPARENCY

Kowal asked lawmakers to enact legislation that would institute transparency requirements for the SUNY Research Foundation and SUNY’s campus foundations.

“Recent events involving the SUNY Research Foundation and so-called ‘private’ nonprofit groups created and managed by the foundation and the former head of the SUNY Polytechnic Institute demonstrate that a clear need exists for greater accountability and transparency of the foundations,” Kowal said.

UUP’s proposed legislation would require foundations to submit annual budgets for SUNY approval. UUP also wants the state comptroller’s office to gain have the power to audit the foundations.

The final piece of UUP’s legislative agenda: the elimination of the governor’s budget proposal to tier state contributions to retiree health insurance premiums based on years of service.

### ARTICLE VII PROPOSALS

The governor’s budget includes proposals that call for: passage of the DREAM Act; oversight by an inspector general of SUNY and CUNY foundations and affiliates; renewal of NYSUNY 2020 with no Maintenance of Effort provision; tuition increases of no more than \$250; and licensure for student loan servicers.

Kowal and UUP advocates will be meeting with state lawmakers to encourage them to adopt the union’s priorities in the 2017-18 budget that is due for adoption by April 1.

### SAVE these DATES!

- |                  |   |                                     |
|------------------|---|-------------------------------------|
| <b>March 1</b>   | — | NYSUT Higher Ed Action Day Briefing |
| <b>March 2</b>   | — | Higher Education Action Day         |
| <b>March 6-7</b> | — | NYSUT Committee of 100              |
| <b>March 8</b>   | — | UUP EOP/EOC Advocacy Day            |
| <b>March 14</b>  | — | UUP Tech Sector Advocacy Day        |

### JOIN UUP AT ADVOCACY DAYS

Members are urged to make the trip to Albany to advocate for SUNY.

In addition to the EOP/EOC Advocacy Day, UUP members will comb the Capitol March 2 for Higher Ed Action Day, March 7 with their NYSUT sisters and brothers at NYSUT Committee of 100, and March 14 for Tech Sector Advocacy Day.

“It’s crucial to have as many members as possible meet with lawmakers,” he said. “We must convince our lawmakers that the need to fully fund SUNY and its hospitals is vital to their constituents and to the people of New York state.”

— *Michael Lisi, Darryl McGrath and Karen L. Mattison contributed to this story.*

# Recommendations under review

## UUP to Regents: Support task force and adopt changes

BY DARRYL McGRATH

**U**UP is asking its members to contact their local representatives on the New York State Board of Regents and ask them to support the recommendations of the statewide edTPA Task Force, which task force members believe could improve the state's teacher certification process.

"It's very important for members to communicate with their district Regents and the commissioner of education about these proposals, because there is no guarantee that all of them will make it to the Regents' table for a vote," Dangler said.

The Regents could take action on the recommendations at their Feb. 13 meeting.

Dangler and another member of the statewide task force, David Cantaffa—the SUNY associate provost for teacher education and a former assistant dean for teacher education at SUNY Buffalo—presented the task force's recommendations to the Regents at their Jan. 10 meeting. In their presentation, Dangler and Cantaffa told the Regents that the recommendations developed by the task force seek to address long-standing criticisms about the rollout, design and scoring of the mandatory educative Teacher Performance Assessment and other certification exams. The edTPA is supposed to evaluate a student teacher's competence in the classroom through written analysis and actual teaching, but, as Dangler noted, there is no proof that it is a valid predictor of ability to teach.



DARRYL McGRATH

ABOVE, UUP STATEWIDE VPA JAMIE DANGLER ADDRESSES THE BOARD OF REGENTS WITH CO-PRESENTER DAVID CANTAFFA, SUNY ASSOCIATE PROVOST FOR TEACHER EDUCATION.



EL-WISE NOISETTE

LEFT, REGENTS' HIGHER ED COMMITTEE CO-CHAIR KATHLEEN CASHIN, LEFT, MAKES A POINT DURING THE MEETING. ALSO ATTENDING THE MEETING WAS SED COMMISSIONER MARYELLEN ELIA, RIGHT.

### TASK FORCE SEEKS CHANGES

The statewide task force recommends the following:

- Convene a standards setting committee to review and potentially recalibrate edTPA score requirements.
- Establish a multiple measures review process so that a teacher candidate who fails the edTPA within a narrow margin may be recommended for certification by his/her program faculty based on other evidence of readiness to enter the teaching profession.
- Systematically review edTPA handbooks of concern with teacher educators, leading to the possibility of revising the handbooks or approving an alternative

performance assessment when there is a mismatch between the edTPA and professional practices in a particular teacher education specialty area.

"Modern languages and library specialists are two areas in which practitioners and students say the edTPA is not structured appropriately for these specialty areas," Dangler said.

- Examine the wide discrepancies around the state regarding the length and content of the student teaching experience.

- Review the costs for certification exams and evaluate variations in pass rates in different certification areas and across different student populations, as

well as why they occur.

- Eliminate the Academic Literacy Skills Test (ALST), which is duplicative of other parts of the certification process.

- Examine the Educating All Students exam.

## MEMBERS MAKE A DIFFERENCE

The recommendations received strong support from Regents Chancellor Betty Rosa and regents Kathleen Cashin and Catherine Collins, who co-chair the Regents' Higher Education Committee.

Rosa urged her fellow Regents to support the recommendations, as she noted that students in teacher ed programs come from many backgrounds, some of them extremely disadvantaged, and that test performance does not always coincide with actual skill and dedication as a teacher.



ROSA

"It isn't about one moment in time, and a score," Rosa said.

The next few weeks are crucial, Dangler said, and it is essential that UUP members send the Regents and Commissioner of Education MaryEllen Elia strong messages of support for these recommendations, which represent a year's worth of careful work by the task force members.

"Our members have been strong advocates for a fair, sound teacher certification process," Dangler said. "The edTPA Task Force was a very diverse group from public and private colleges, K-12 schools, and school district administrations. It took a lot of compromising to get to the final recommendations and we hope everyone who cares about making necessary changes to a flawed teacher certification process will support these recommendations as necessary first steps."

## Commissioner, Regents Contact Info

*NOTE: All addresses are Regents Office, State Education Building, 89 Washington Ave., Albany, N.Y. 12234 unless otherwise indicated.*

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# Vote no!

UUP asks membership to mobilize against fall ballot referendum

BY DARRYL McGRATH

**T**he countdown to a state referendum on a constitutional convention is well underway, and UUP is asking its members to mobilize now in opposition to the referendum vote in November.

That's because, as statewide Vice President for Academics Jamie Dangler notes, "A constitutional convention could become the vehicle for an extension of attacks on public education, unions and collective bargaining, pension security for retirees, and other basic rights and protections."

Dangler is asking members to educate themselves on the hazards posed by a constitutional convention, and then to develop strategies with their chapter leaders, colleagues and Chapter Action Project committees to encourage a resounding "No" vote on campus and in their communities. Suggested activities include letters to the editors of local newspapers and other media outlets; writing articles in chapter newsletters and other local publications; participating in community discussions about the constitutional convention, and organizing an information campaign with leaflets in communities. UUP can provide an official union representative for chapter and community discussion on request.

Voters rejected a call for a convention in 1997, when unions and public education advocates effectively joined forces to educate New Yorkers about the potential risks of a constitutional convention. The stakes are even higher now, as Donald Trump ushers in a new era of misinformation about public education and public employee rights.

## TOP-DOWN THREATS

As *The Voice* went to press, Trump's nominee for U.S. Secretary of Education,

Betsy DeVos, displayed a shocking level of ignorance about long-established federal education policies that protect the most vulnerable students—the disabled, the undocumented and the impoverished. UUP has worked with other unions around the country to stave off increasingly bold attacks on public education that initially targeted the K-12 systems, but have expanded to public higher education and public sector employees.

"We are bracing for an attack on all that we hold dear from the highest levels of government, and that attack will escalate at the state level unless we initiate a strong response now," said UUP President Fred Kowal. "We cannot allow those who would deny us our most basic rights to get a foothold with a constitutional convention. At risk are collective

bargaining, public pensions, and the Triborough Amendment, which protects our contract if negotiations go past the agreement's expiration date. I cannot emphasize that particular concern strongly enough, as the Triborough Amendment is already on the radar screens of several groups opposed to public employee rights."

Dangler agreed.

"Consider [Wisconsin Gov.] Scott Walker and Wisconsin's 'Act 10' legislation, which is a model for anti-union interests," she said. "It raises employee health care and pension costs, prohibits public employee unions from bargaining over anything other than wage increases based on inflation, bars automatic union dues deductions from paychecks, and requires annual union elections."

**United University Professions**  
**Constitutional Convention:  
 Fact Sheet and Concerns**

On **Nov. 7, 2017**, the people of New York state will be asked the following question on the ballot: Shall there be a convention to revise the constitution and amend the same? This question appears every 20 years under the New York State Constitution (Article 19, §2).

**UUP says vote 'NO' on this question. Here's why.**

The NYS Constitution establishes the fundamental rights we enjoy as citizens of New York state, as public employees, and as retired public employees. A Constitutional Convention would become the vehicle to further the attacks on public education, unions and collective bargaining, pension security for retirees, and other basic rights and protections.

**The following are some of the basic rights and protections under attack across our state and nation. A Constitutional Convention could further threaten them.**

- The right to a free public education (Article 11, §1)
- Prohibition of reductions in public pension benefits (Article 5, §7)
- Rights to workers' compensation (Article 1, §18)
- Rights pertaining to union membership and collective bargaining (Article 1, §17)
- Social welfare rights (Article 27, §1)
- Prohibitions on the use of state monies to assist religious schools ("Blaine Amendment" Article XI, §3)
- A budget role for the state Legislature
- Adirondack "Forever Wild" protections
- State land and forest protections

**UUP** UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
 518.640.6600 | FAX: 518.640.6698 | WWW.UUPIINFO.ORG

UUP'S FACT SHEET ON THE CONSTITUTIONAL CONVENTION CAN BE FOUND ONLINE AT [HTTP://UUPIINFO.ORG/LEGISLATION/PDF/CONCON4WEB8X11.PDF](http://uupiinfo.org/legislation/pdf/ConCon4Web8x11.pdf)

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

A UUP member from the Stony Brook HSC Chapter made the ABC 7 Eyewitness News after rescuing a teen from a fiery crash Jan. 3 on Long Island.



GLASER

**Richard Glaser**, who works in information technology at Stony Brook University Hospital, pulled a 19-year-old driver to safety after she crashed her SUV into a building on a golf course in East Setauket. The driver had crawled from the vehicle, which had caught fire, but Glaser got her clear of the wreck before the flames burst out of control.

Glaser told WABC News that he noticed “a flame” on the side of the road. When he realized it was a vehicle fire, he slammed on his brakes and raced to the girl, who was disoriented and walking in circles around the flames.

“I was able to get back to my truck just in time before the whole place was engulfed,” Glaser told WABC News.

**Stephen Padalino**, a distinguished professor of physics at SUNY Geneseo, was recently elected as a Fellow in the American Physical Society.



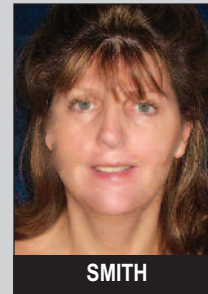
PADALINO

Padalino was nominated for 30 years of “outstanding leadership in physics undergraduate education connecting classroom learning with funded research opportunities and inspiring over 200 students to pursue careers in science.”

Padalino has received more than \$7 million in funding to advance undergraduate research opportunities in physics. He joined the Geneseo faculty in 1985.

Padalino was named Professor of the Year for New York State in 2001 by The Council for the Advancement and Support of Education; in 2006, he received the SUNY Research Foundation Research and Scholarship Award, and the Chancellor’s Award for Excellence in Research and Scholarship.

**Roslin Smith**, an assistant professor of communication at SUNY Fredonia, had her documentary “Moons, Mountains and Masterpieces: A Portrait of an Artist” screened at the inaugural Sweet As Film Festival in Montreal, Canada.



SMITH

The 15-minute film presents a video portrait of local landscape artist Tom Annear. It explores his artistic process, work, exhibitions, goals and aspirations. Annear’s paintings celebrate the beauty and history of local agricultural communities through the unique geography, weather patterns and natural resources of Western New York.

Smith is currently producing a documentary feature, “Sleepwalkers: How We are Nurturing a Nation on Speed,” that investigates ADHD and amphetamine use in children.

**ACTION NEEDED**

Among the specific issues that a constitutional convention could threaten:

- The right to a free public education, and prohibitions on the use of state money to assist religious schools,
- Prohibition of reductions in public pension benefits.
- Rights to workers’ compensation, union membership and collective bargaining.
- A budget role for the New York State Legislature.
- Protection of state lands and forests, including New York’s Adirondack “Forever Wild” protections.

**“We cannot allow those who would deny us our most basic rights to get a foothold with a constitutional convention. At risk are collective bargaining (and) public pensions.”**

— UUP President Fred Kowal

The New York State Board of Regents might also be a target. As UUP has seen in the last two years, several Regents have strongly supported the union’s effort to revise the state’s deeply flawed teacher certification process. The Regents stand as a buffer against the possibility of giving the Executive Branch more direct

power over state education policy. Regents are appointed by the Legislature, with public accountability.

Anti-union coalitions are already organizing to push their conservative agenda at a convention, and voter turnout is likely to be low in November, as this is an “off” election year.

“The New York State Constitution establishes the fundamental rights we enjoy as citizens of New York state, as public employees, and as retired public employees,” Dangler said. “We ask our members to begin the work now, and recognize this serious threat for what it is.”

# UUP responds to Trump's controversial travel ban

BY DARRYL McGRATH

**U**UP is taking swift action in support of SUNY faculty, staff and students who may be affected by the controversial and questionably legal federal travel ban imposed on seven predominantly Muslim nations.

"Anyone who cherishes this country's constitutionally guaranteed freedom of religion should find this move deeply offensive and extremely frightening," UUP President Fred Kowal said of the travel ban. "Trump can issue hollow assurances that this policy is not a ban on a religion, but the overwhelming evidence indicates that is exactly what this ill-considered decision is."

Delegates to the 2017 Winter Delegate Assembly, Jan. 29-30, unanimously approved a resolution that slammed the travel ban and offered assistance to any

number of affected people in the SUNY system was not yet known, but was estimated to be at least several hundred.

The affected countries are Syria, Iraq, Iran, Sudan, Somalia, Yemen and Libya. The Trump administration has yet to explain why Iraq is on the list, given that its government and military are working closely with the United States to maintain a stable democracy there and to root out terrorism. Nor has Trump

UUP hotline: 518-640-6633

Email: [immigrationhotline@uupmail.org](mailto:immigrationhotline@uupmail.org)

Travel ban resources webpage: [www.uupinfo.org](http://www.uupinfo.org)

SUNY student, staff, faculty member or visiting scholar affected by it. Within hours of the DA's adjournment, UUP set up a hotline and an email address to field inquiries for assistance.

As *The Voice* went to press, the num-

ber of affected people in the SUNY system was not yet known, but was estimated to be at least several hundred.

responded to the fact that none of the majority Muslim nations where he has business interests are on the list. SUNY also has information on the travel ban on its webpage at [www.suny.edu/immigration/](http://www.suny.edu/immigration/)

# 'Help for Haiti' fundraising campaign a huge success

BY MICHAEL LISI

**M**ore than 75 people donated more than \$7,700 to Help for Haiti, a fundraising drive to help Doctors Without Borders provide vital medical care, food and emergency services to hundreds of thousands of people injured and/or displaced by Hurricane Matthew in October 2016.

The union hoped to raise \$5,000; that goal was reached in mid-December.

Doctors Without Borders is an international humanitarian aid organization that has provided help to Haitians in need for almost 20 years. Ninety percent of its funding comes from private donations.

"Through their generosity, our members have made a huge difference in the lives of so many Haitians who are still recovering from the vicious hurricane that slammed into Haiti Oct. 4," said

UUP Vice President for Professionals Philippe Abraham, a native of Haiti. "Thank you so much."

"Thank you to everyone who donated to this worthy cause," added UUP Presi-

dent Fred Kowal. "Doctors Without Borders is a fantastic organization that will put these dollars to good use helping those in need."

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# Teaching compassion, understanding

BY DONALD FELDSTEIN

**S**tony Brook HSC Chapter member Audra Perrino doesn't just guide students looking to become physician assistants. She considers it her mission to impart a sense of community service.

Perrino serves as director of admissions and administrator for the physician assistant program, and volunteers as advisor to the Pre-Physician Assistant Club for undergraduate students.

"As club advisor, it is important for me to instill in my undergraduate pre-PA students the importance of community service and helping the less fortunate," she said.

During the recent holiday season, Perrino turned her mission into action by helping two local organizations and the disadvantaged people they serve.

## SPRIT OF GIVING

For starters, she led her club in a very successful Thanksgiving food drive that restocked the pantry shelves at Pronto of Long Island, a community outreach center serving low-income children and their families living in several nearby communities.

No sooner did that effort conclude than the club began a holiday toy drive to benefit children between the ages of 5 and 17 at Help Suffolk, a shelter for homeless families. Perrino and her club members



PHOTOS COURTESY OF THE STONY BROOK HSC CHAPTER

ABOVE, SOME OF THE GIFTS THAT WERE PART OF SIX CARLOADS COLLECTED AND DELIVERED TO A HOMELESS SHELTER BY PHYSICIAN ASSISTANT STUDENTS UNDER THE DIRECTION OF STONY BROOK HSC CHAPTER MEMBER AUDRA PERRINO.

BOTTOM, STONY BROOK HSC MEMBER AUDRA PERRINO POSES WITH STUDENTS OF THE PRE-PHYSICIAN ASSISTANT CLUB SHE ADVISES. UNDER HER DIRECTION, THE STUDENTS HELPED THE LESS FORTUNATE DURING THE HOLIDAYS.

collected and delivered six carloads of toys.

But that wasn't all.

"In a previous meeting, we asked the shelter's director what craft the younger kids would enjoy doing. She said many of them told her they had never had a holiday stocking," Perrino recalled.

So, Perrino and the club's student president used the group's funds to purchase 75 stockings, craft supplies, stickers, soap bubbles, silly glasses and candy. The students worked with the children to create their stockings, while a student dressed as Santa handed out toys.

"It was a heartwarming and humbling experience as bubbles and laughter filled



PERRINO

the room," she said. One father who approached Perrino to offer his thanks explained that his wife was in the hospital and he was there with the couple's four foster children.

"I had the students fill a bag full of toys so he could tuck them away for his family for Christmas Day, so they could celebrate together," Perrino said.

Not only do the students help the needy, they learn to be compassionate and understanding—skills that complement their training as physician assistants.

"Our graduate students get why this is important," Perrino said. "This is my little way to make sure my pre-PA undergrads 'get it' too."



# UUP calls out McCarthyesque ‘Professor Watchlist’

BY DARRYL MCGRATH

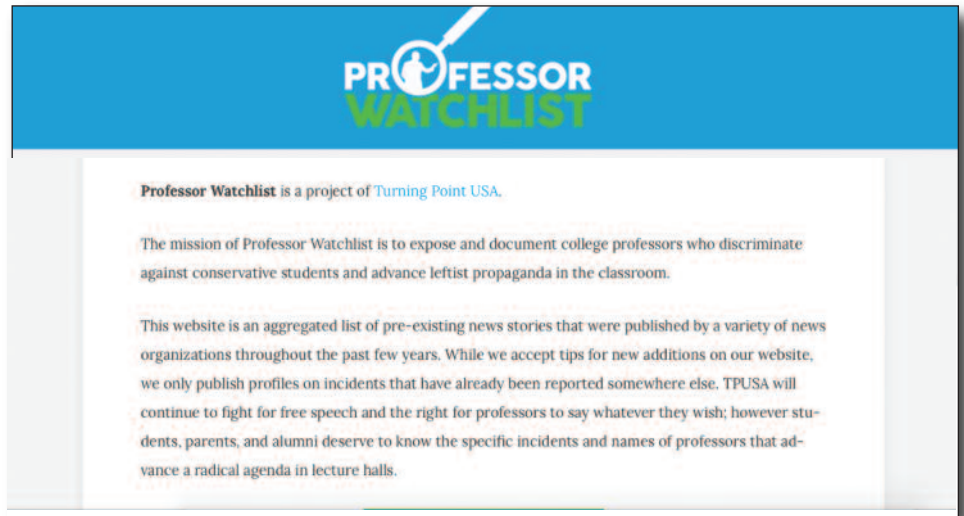
**U**UP President Fred Kowal recently invited members to try to crash a website that’s the latest wacky move by right-wing extremists emboldened by Trump’s election.

At issue is the Professor Watchlist website (<http://www.professorwatchlist.org>), which solicits reports about “professors that promote a radical agenda in the lecture hall.” The site is sponsored by the conservative group Turning Point USA.

Kowal encouraged academic members of UUP to register themselves on the site, an action taken by countless other academics around the country. The goal, as Kowal wrote to members, was “to literally jam up the website with so many entries that it is rendered useless. It is also a step to take as a sign of solidarity with those who have been ‘reported’ to the site.”

## OFFICERS REGISTER THEMSELVES

Given that Kowal warned members that placing their names on the list might subject them to “unwanted attention from right-wing groups,” Kowal was quick to act on his own call for action. He registered himself on Professor Watchlist, as did UUP Vice President for Academics



PROFESSORWATCHLIST.ORG, A WEBSITE SPONSORED BY THE CONSERVATIVE GROUP TURNING POINT USA, IS THE LATEST MOVE BY RIGHT-WING EXTREMISTS TO UNDERMINE FREE SPEECH AND ACADEMIC FREEDOM.

Jamie Dangler and Secretary Eileen Landy, the union’s other two academic statewide officers. None of them ended up on the site’s final list of professors to be watched, and none reported any repercussions of registering.

Kowal also encouraged members to sign an open letter sponsored by the American Association of University Professors that was sent to the creators of the Professor Watchlist in protest of the attempt to deter free speech and academic freedom.

As a final spoof on Professor Watchlist, a satirical version of the site also sprang up to proclaim that being listed is a badge of honor. That satirical site, Watchlist Redux (<https://professorwatchlist.blog>), contains a list of both current and past “radical thinkers.” The list of living members of the Watchlist Redux hall of fame reads like a who’s who of acclaimed critical thinkers and writers in academia today, while the list of deceased members includes Aristotle, Jesus Christ and Thomas Jefferson.

## UUP: Join the March for Science

UUP is encouraging its members to take part in the March for Science to support and safeguard the national scientific community.

The March for Science is slated to step off on Earth Day, April 22, in Washington, D.C., and in satellite locations across the United States and internationally.



According to the March for Science website, the “mischaracterization of science as a partisan issue”—which has given policymakers permission to reject overwhelming evidence—and recent federal policy changes have caused height-

ened worry among scientists and resulted in an outpouring of concern by the public at large.

Go to [www.marchforscience.com](http://www.marchforscience.com) for more information on the march in the nation’s capital, or to volunteer to host or participate in satellite marches around the country.

## Porter scholarship deadline is March 31

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

Applicants must be dependents of AFT/UUP members.

The program also awards 10 one-time grants of \$1,000 each to AFT/UUP members to assist in their continuing education.

Since its inception in 1993, the Robert G. Porter Scholars Program has awarded more than \$575,000 to AFT members and their dependents to further their education and to help achieve the goals of AFT-affiliated unions, such as UUP. The scholarship program



PORTER



# UUP seeks input on simulated, online labs

BY KAREN L. MATTISON

**U**UP is asking academic and professional members to share their experiences and knowledge about simulated labs and online lab modules in STEM fields.

UUP Vice President for Academics Jamie Dangler is collecting input on online labs to assist her as a panelist at SUNY's Faculty Advisory Council on Teaching and Technology (FACT2) symposium, April 7 in Albany. The symposium will explore the role virtual labs may play in on-campus and online education at SUNY institutions.

The union's statewide Executive Board approved funding for member attendance at the conference. The total per-member reimbursement will depend on the number of members who apply for reimbursement.

"We want to encourage members who have examined or used simulated labs to attend and participate in the discussion," Dangler said.

As a panelist, Dangler will present input from UUP members on issues of concern, and offer suggestions that



MICHAEL LISI

SIMULATED LABS AND ONLINE LAB MODULES WERE AMONG THE TOPICS DISCUSSED AT THE ACADEMIC DELEGATES MEETING AT THE 2017 WINTER DELEGATE ASSEMBLY IN SARATOGA SPRINGS. ABOVE, BARBARA TEPPER OF EMPIRE STATE COLLEGE SHARES HER THOUGHTS DURING THE MEETING.

SUNY should consider and address about the possible expansion of simulated lab use.

"This could be a significant opportunity for UUP members to provide input that may impact SUNY's actions with regard to the possible expansion of online labs," Dangler said. "It's important for our members to attend."

In September 2016, the SUNY Provost's office sought faculty feed-

back on learning modules developed by Labster, a company that provide online lab modules for chemistry, biochemistry and the biosciences. Labster is expected to participate in the symposium.

Contact Dangler by email at [jdangler@uupmail.org](mailto:jdangler@uupmail.org) or by phone at (800) 342-4206 to:

- Provide input to help her develop remarks for the symposium.
- Sign up for UUP reimbursement.

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

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

The application deadline is March 31.

For more information, go to <http://bit.ly/1wYZHZx>

## LEAD Institute online training available

UUP is pleased to offer members and chapter leaders a series of online workshops to assist members in developing their careers.

Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members.

The workshops can be accessed from the UUP website at [www.uupinfo.org](http://www.uupinfo.org); click on LEAD Institute under Links on the

horizontal toolbar, and then on the specific workshop.

Workshops are available on demand anytime by selecting a workshop link from the menu. They include: Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Member Engagement; Motivating Members to Action; Performance Programs: How to Use Them to Your Advantage; Permanent Appointment: Freedom after Seven Years of Indentured Servitude; and The Path to Continuing Appointment.

The workshops are planned and presented by NYSUT labor relations specialists assigned to UUP, and guest presenters. Courses are less than an hour long.

Members are encouraged to help spread the word about LEAD Institute offerings.



# ELECTION

## Election Calendar\*

Chapter Requests to E&C Committee Due.....12/02/16

Election Certification Date..... 1/11/17

Mail Chapter, Retiree & Affiliate Nomination Forms.....1/18/17

Chapter, Retiree & Affiliate Nominations Close..... 2/15/17

Chapter Nomination Lists Posted on UUP Website .....2/17/17

Mail Retiree Election Ballots.....2/22/17

Retiree Election Ballots Due..... 3/22/17

E&C Committee: Count Retiree Ballots..... 3/23-24/17

Mail Chapter Elections Ballots..... 3/8-10/17

Chapter Elections Ballots Due.....4/12/17

Count Chapter Elections Ballots.....4/13-14/17

Conduct Run-off Elections as required

*\*Dates may be modified*

## Notice of 2017 UUP elections

**I**n early January, UUP began the process for its 2017 Chapter, Retiree and Affiliate Convention elections. The union's election certification deadline was Jan. 11, 2017. Election nomination forms were mailed Jan. 18 from the UUP Administrative Office.

As election materials are mailed to members, copies will also be posted on the UUP website. Except for ballots, these items will be downloadable and printable.

No UUP or SUNY equipment and/or resources may be used to produce and/or distribute campaign material for UUP elections. This prohibition includes printers, copiers, supplies, campus mail system, email, and campus.edu and uupmail.org domains from ANY computer.

The UUP Executive Board approved the Elections and Credentials Committee recommendation that the list of Empire State College Chapter members eligible to participate in this election be sent to each UUP chapter in addition to its own chapter list. The UUP Constitution requires that these lists be available for examination by chapter members. Election policies and procedures do not allow mechanical or electronic copying of these names or addresses. For hours of availability at a given chapter, please call that chapter office. If you have any questions, contact Secretary Eileen Landy at (800) 342-4206 or by email at elandy@uupmail.org

The Executive Board has approved the following policies and procedures for obtaining members' address labels for distribution of campaign literature.

## UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections

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

These policies and procedures provide equal and uniform access to all candidates for the distribution of campaign literature. Equally important, they ensure members' privacy and fulfill UUP's obligation to conduct fair and honest elections.

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

Duly declared candidates may request mailing labels of members' last known home addresses for distribution of campaign literature. Candidates shall sign a statement governing the use of mailing labels and limiting their use to UUP elections.

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

Mailing labels will include only UUP members, including Contingents, Regular (Active) and Retired in good standing as of the certification date for eligibility to participate in a given election.

Candidates must specify in their formal requests which of the following categories of eligible members, including contingents, they wish to receive their mailings.

**Chapter:**

- All Chapter Members, including Contingents, (Regular and Retired)
  - Regular Chapter Members, including Contingents, Only (Academic and Professional)
  - Retired Chapter Members, including Contingents, Only (Academic and Professional)
  - Contingents Only (Academic and Professional)
- All Academic Chapter Members, including Contingents, (Regular and Retired)
  - Regular Academic Chapter Members, including Contingents, Only
  - Retired Academic Chapter Members, including Contingents, Only
  - Contingents Only (Academic)
- All Professional Chapter Members, including Contingents, (Regular and Retired)
  - Regular Professional Chapter Members, including Contingents, Only
  - Retired Professional Chapter Members, including Contingents, Only
  - Contingents Only (Professional)

**Retired Delegate to the Delegate Assembly:**

- All Retirees
- Retired Academics Only
- Retired Professionals Only

**Retiree Regions:**

All options listed below are available in each region

*All Retirees; Academics Only; Professionals Only*

- Capital District—Region A: (Albany, System Administration, Cobleskill, New Paltz)
- Long Island—Region B: (Farmingdale, Old Westbury, Stony Brook, Stony Brook HSC)
- North Country—Region C: (Canton, Plattsburgh, Potsdam)
- Western New York—Region D: (Alfred, Brockport, Buffalo HSC, Buffalo Center, Buffalo State, Fredonia, Geneseo)
- Central New York—Region E: (ESF, Morrisville, Oswego, SUNY Polytechnic Institute, Upstate Medical)
- Metropolitan—Region F: (Downstate, Maritime, Optometry, Purchase)
- Southern Tier—Region G: (Binghamton, Cortland, Delhi, Oneonta)

- Empire State Chapter Retirees will be included in the region in which such member's primary work site was located prior to retirement.

**Executive Board:**

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

**Affiliate Convention Delegates:**

- All Regular Members, including Contingents
- Regular Academic Members, including Contingents, Only
- Regular Professional Members, including Contingents, Only

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

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

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

The UUP Secretary and the Elections and Credentials Committee will be responsible for implementing these policies and procedures. Questions should be directed to the UUP Secretary.



## Chapter Elections Request for Labels

Print Name \_\_\_\_\_  Academic  Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

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

### Chapter:

- All Chapter Members**, including Contingents, (Regular and Retired)
  - Regular Members, including Contingents, Only (Academic and Professional)
  - Retired Members, including Contingents, Only (Academic and Professional)
  - Contingents Only (Academic and Professional)
- All Academic Chapter Members**, including Contingents, (Regular and Retired)
  - Regular Academic Members, including Contingents, Only
  - Retired Academic Members, including Contingents, Only
  - Contingents Only (Academic)
- All Professional Chapter Members**, including Contingents, (Regular and Retired)
  - Regular Professional Chapter Members, including Contingents, Only
  - Retired Professional Chapter Members, including Contingents, Only
  - Contingents Only (Professional)

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

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10262012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143



## Affiliate Elections for Delegate to the NYSUT R.A. and the AFT Convention Request for Labels

Print Name \_\_\_\_\_  Academic  Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

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

**ONLY REGULAR MEMBERS MAY VOTE.**

- All Regular Members**, including Contingents
  - Contingents Only (Academic and Professional)
- Regular Academic Members**, including Contingents Only
  - Contingents Only (Academic)
- Regular Professional Members**, including Contingents Only
  - Contingents Only (Professional)

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

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10262012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143



### Retiree Elections Request for Labels

Print Name \_\_\_\_\_  Academic  Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

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

All Retirees . . . . .  Academics Only  Professionals Only

**Western New York – Region D:** *(Alfred, Brockport, Buffalo (All), Fredonia, Genesee)*  
 All Retirees. . . . .  Academics Only  Professionals Only

**Capital District – Region A:** *(Albany, System Administration, Cobleskill, New Paltz)*  
 All Retirees . . . . .  Academics Only  Professionals Only

**Central New York – Region E:** *(ESF, Morrisville, Oswego, SUNY Polytechnic Inst., Upstate Medical)*  
 All Retirees. . . . .  Academics Only  Professionals Only

**Long Island – Region B:** *(Farmingdale, Old Westbury, Stony Brook, Stony Brook HSC)*  
 All Retirees . . . . .  Academics Only  Professionals Only

**Metropolitan – Region F:** *(Downstate, Maritime, Optometry, Purchase)*  
 All Retirees. . . . .  Academics Only  Professionals Only

**North Country – Region C:** *(Canton, Plattsburgh, Potsdam)*  
 All Retirees . . . . .  Academics Only  Professionals Only

**Southern Tier – Region G:** *(Binghamton, Cortland, Delhi, Oneonta)*  
 All Retirees. . . . .  Academics Only  Professionals Only

**Empire State Chapter Retirees will be included in the Region in which such member's primary work site prior to retirement was located.**

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

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10112012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143



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

Print Name \_\_\_\_\_  Academic  Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

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

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

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

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

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

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10262012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143

## UUP to elect officers, Executive Board members

BY KAREN L. MATTISON

**D**elegates to the 2017 Spring Delegate Assembly will elect three statewide officers and eight Executive Board members. The Spring DA will be held May 5-6 in Albany.

Delegates will cast their ballots to elect a president, secretary/treasurer, and membership development officer to three-year terms. Seven Executive Board seats are for three-year terms; one seat is for a one-year term.

If the membership ratio of academics to professionals remains the same as the present ratio, of the 11 people to be elected, seven must be academics and four must be professionals. If the ratio changes, elections will be adjusted accordingly.

In accordance with DA policy, candidates running for statewide elective positions may have statements printed in *The Voice*, which is mailed to all bargaining unit members.

The following provisions apply:

- Candidates may submit a statement of up to 500 words and a photo for publication. If a candidate submits a lengthier statement, it will be set in smaller type to give all candidates equal space.

- Send statements and photos to the attention of UUP Director of Communications Michael Lisi.

They must be received at the UUP Administrative Office, P.O. Box 15143, Albany, N.Y. 12212, by 5 p.m. Friday, March 10. Email versions may be sent to Lisi at [mlisi@uupmail.org](mailto:mlisi@uupmail.org) (CC to [kmattiso@uupmail.org](mailto:kmattiso@uupmail.org)).

- Statements will be published by order of election and in alphabetical order in even-numbered years and reverse alphabetical order in odd-numbered years.

- Candidates are urged to submit statements and photos by email, or on computer disk with a printed copy.

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

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Statements will be published in the April 2017 issue of *The Voice* and online at [www.uupinfo.org](http://www.uupinfo.org)

Copies of the policy on the distribution of campaign material can be found on pages 18-21, at chapter offices, or by contacting statewide Secretary Eileen Landy at [elandy@uupmail.org](mailto:elandy@uupmail.org) or at (800) 342-4206.



## Shopping/Travel/Personal



Are you looking to plan a great trip or do you need to make a major purchase soon?  
If so, check out NYSUT Member Benefits-endorsed programs.

For more information, go to [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.

Online Shopping

Travel

Entertainment

Home Supplies

Personal Services

# Member Benefits and Services: 'We've got you covered'

**T**he UUP Benefit Trust Fund (BTF) and the UUP Member Services Trust offer members numerous services, programs and discounts. I encourage you to regularly visit our website at [www.uupinfo.org](http://www.uupinfo.org) for benefit updates available to eligible UUP members and their families.

The following is an overview of your UUP benefits.

## UUP Benefit Trust Fund

The collective bargaining agreement between UUP and the state provides dental, vision and life insurance for eligible members and dependents. These benefits are funded by the state, and are negotiated and administered through the BTF.

**Life insurance:** The BTF offers a \$6,000 life insurance benefit through UNUM at no cost to active members of the bargaining unit. (You do not have to be benefits eligible.) Please remember to complete a beneficiary card.

The life insurance benefit also has a travel assistance benefit.

**Dental:** Delta Dental PPO is a preferred-provider program. Enrollees have the freedom to choose to have work done by dentists in or out of network. This program covers preventative and diagnostic services at 100 percent when using an in-network provider from Delta's national network. The annual maximum benefit is \$2,500 per eligible member and/or dependent. Some of the covered services include implants, composite fillings, and orthodontics for children and adults.

The Delta Dental DHMO Plan (Delta Care USA) works like an HMO with no claim forms or maximums. Members are subject to co-payments. The plan covers most preventative and diagnostic services at 100 percent. Some of the covered services include teeth whitening, composite fillings, and orthodontics for children and adults, and there are reduced costs for basic restorative. Additional cleanings are available at a \$45 co-payment.

Our members can choose between the two plans every year at open enrollment.

**Vision:** Davis Vision offers an annual benefit for a comprehensive eye exam and one pair of glasses, sunglasses or



Doreen M. Bango, Director,  
Member Benefits & Services

contacts for eligible UUPers and dependents. Some of the enhancements at no extra cost include: Premier frames, progressive and polycarbonate lenses, ultraviolet, anti-reflective and scratch-resistant coating, and tinting of plastic lenses.

Your vision plan also offers upgrades to eyeglasses for additional co-pays of up to \$70: Premium AR Coating; Ultra AR Coating; Ultra digital progressive Lenses; High Index Lenses; Polarized Lenses; and Plastic Photochromic Lenses.

Davis Vision has an enhanced contact lens collection for a \$25 co-pay that covers fittings and follow-up care.

Members also have a \$200 per-eye Lasik benefit.

## UUP Member Services Trust Fund

This fund offers voluntary programs for UUP members and dependents. You *must* be a member of UUP and not a fee payer to participate.

**Dental and Vision Plan:** Coverage is available for part-time employees, non-NYSHIP eligible bargaining unit members, surviving spouses/domestic partners, aged-out dependents to age 29, and retiree members when COBRA benefits are exhausted.

**Retiree Life Insurance:** UNUM offers a \$1,000 benefit at no cost to retiree members of UUP. This policy also comes with a travel assistance benefit.

**Aflac:** This program offers short-term disability, accident, cancer and critical care policies at discounted rates. Policies are available through payroll deduction

**Liberty Mutual:** This program offers auto, home, renters, condo, umbrella and ID fraud coverage. All policies are eligi-

## CONTACT INFORMATION

**UUP Benefit Trust Fund** . . . . . 800-887-3863

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

Delta Dental . . . . . 800-471-7093

Davis Vision (Vision Care) . . . . . 800-999-5431

Laser Vision Correction

(Client Code 7512) . . . . . 800-584-2866

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

United HealthCare (Medical/Surgical)

HCAP (Home Care Advocacy Prgm./Equip./Supplies)

MultiPlan (Basic Medical Provider Discount Program)

MPN (Chiropractic/Physical Therapy Managed Prgm.)

Benefits Mgmt. Prgm. (MRI Pre-certification)

Infertility Treatment (Centers of Excellence)

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

**Press 3.** Mental Health and Substance Abuse

**Press 4.** Prescription Program

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

**HMO Participants** . . . . . Call your HMO

ble for a group discount. Premiums are available through payroll deduction.

**Hyatt Legal Plan:** This MetLife Company offers legal services for estate planning, documents, civil suits, adoption, identity theft, consumer protection matters, and much more, with a network of more than 14,000 attorneys nationwide. Legal services are covered in full when using an in-network attorney. You can also use a non-network attorney and be reimbursed for covered services according to a fee schedule. Premiums are available through payroll deduction; some restrictions may apply.

**MetLife Group Universal Life:** This plan offers portable life insurance coverage that allows you to save for the future with earnings that have the potential to grow tax deferred. Premiums are collected through direct bill.

If you have any questions regarding these or other benefits, don't hesitate to contact one of our representatives at (800) 887-3863.



**United University Professions**  
**P.O. Box 15143**  
**Albany, N.Y. 12212-5143**

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**Support the political action fund of UUP and NYSUT**

# Give to VOTE-COPE

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is not used for political action.

Contributions to VOTE-COPE are not tax deductible.

**Return this coupon to:**  
**VOTE-COPE**  
**United University Professions**  
**PO Box 15143**  
**Albany, NY 12212-5143**

***UUP VOTE-COPE Voluntary Contribution***

**United University Professions, PO Box 15143, Albany, NY 12212-5143**

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

Campus \_\_\_\_\_ Department \_\_\_\_\_

Non-SUNY Email \_\_\_\_\_

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One)    \$5    \$10    Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_