

THE

Voices

March 2013

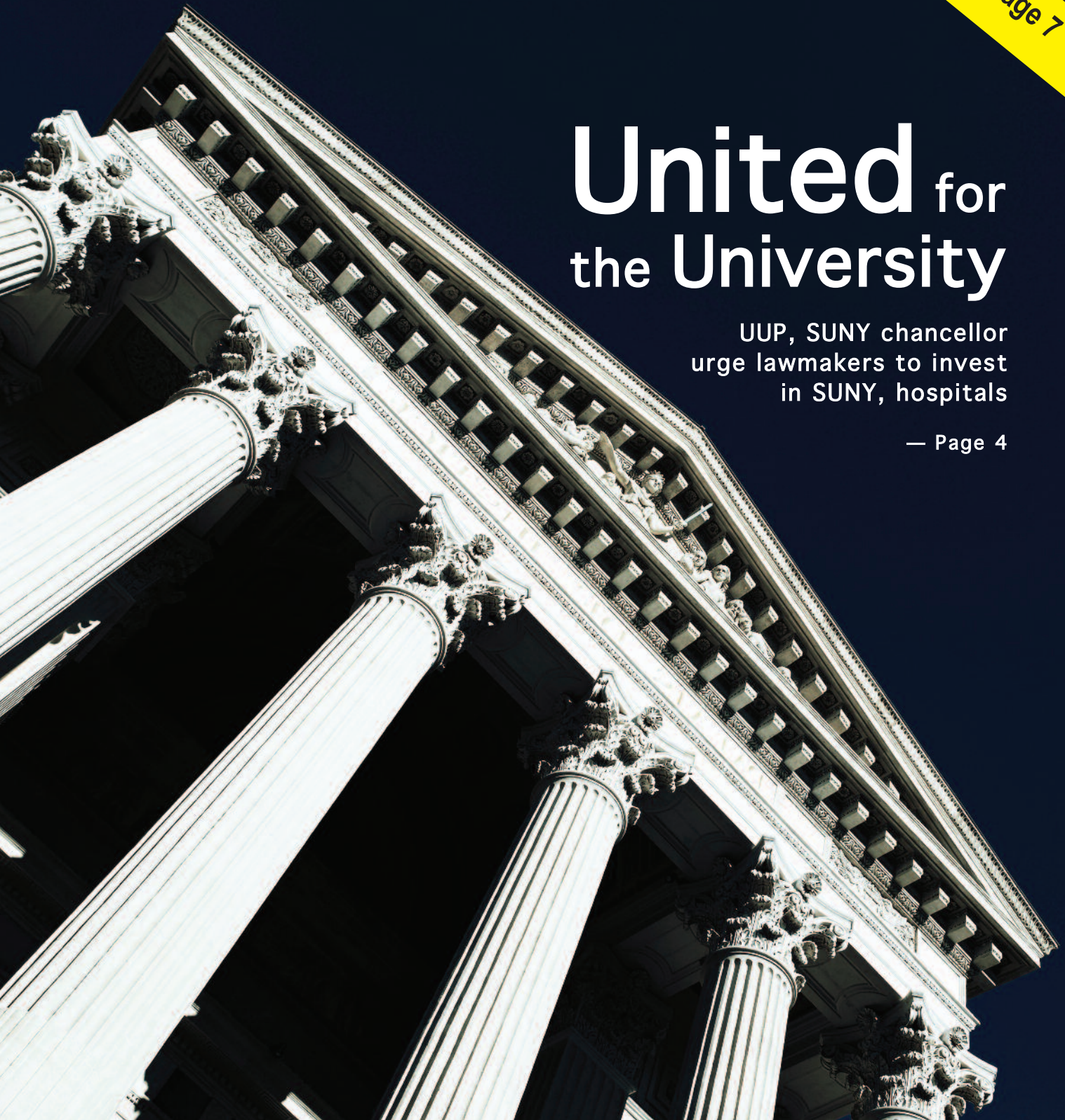


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United for the University

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urge lawmakers to invest
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LETTERS POLICY

The Voice welcomes timely letters about university and union issues, politics and other events relevant to UUP's concerns. All letters are subject to editing for length, accuracy and clarity. Please type or email your letters, limit them to 300 words, and include your name and daytime phone number for verification. E-mail letters to UUP Director of Communications Denyce Duncan Lacy at ddlacy@uupmail.org or send them to her attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, New York 12212-5143.

THE uup Voice

Volume 40, Number 5

The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 35,000 academic and professional employees of the State University of New York.

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AFTCN

State leaders must invest more in SUNY

After years of cuts and two years of flat funding, it's time for the state to invest more money in SUNY.

With the enactment of SUNY's "maintenance of effort" provision and a rational tuition program in place, the massive state aid cuts (\$685 million) sustained by SUNY have subsided—for now. The state needs to take the next logical step and properly fund SUNY.

That includes the state's three public hospitals, which are facing a proposed \$28 million subsidy cut. That's not acceptable and UUP will be urging legislators to restore that, and to add \$40 million to return the subsidy to its historic funding level of \$128 million.

Quite unexpectedly, one of our major challenges—SUNY's Resource Allocation Model (RAM)—was taken off the table by SUNY. I'm happy that SUNY backed away from the RAM, and I'd like to think our advocacy helped prompt them to make the right decision.

NO TIME TO RELAX

But just because SUNY isn't mired in state spending cuts doesn't mean we can take it easy. We must work harder to urge the Legislature to properly fund SUNY.

Our work is cut out for us.

The governor didn't increase aid to SUNY campuses, nor did he cut it—on paper. However, his Executive Budget continues last year's trend of relying on more tuition and less state aid for SUNY campuses. This is a mistake; reduced state funding will ultimately lead to fewer course offerings, fewer full-time academics, lower enrollments and less student access.

Flat funding for SUNY is akin to a funding decrease once you account for inflation. The bottom line: SUNY can't make it on tuition revenues alone. A rational tuition program is no excuse to decrease state support. New York must invest more in SUNY for the University to thrive.

SUPPORT SUNY HOSPITALS

The same can be said for SUNY's state-operated public hospitals in Brooklyn, Stony Brook and Syracuse. This time, the hospitals find themselves in the crosshairs of a \$28 million cut. This is unacceptable. There's too much at stake for the state to shirk its responsibility to these life-saving facilities.

Our hospitals provide vital health care services to thousands of people every day. Many of these patients would have nowhere else to go; SUNY's public hospitals accept everyone, regardless of their ability to pay. Plus, the hospitals contribute more than \$250 million to the state's medical schools in Brooklyn, Buffalo, Stony Brook and Syracuse.

DOWNSTATE IN DISTRESS

Then there's the dilemma at Downstate.

There's a real possibility that Downstate's University Hospital may be closed or privatized, which would mean thousands of workers—many of them UUPers—would lose their jobs. An Executive Budget pilot program would let private business corporations own and operate a Kings County hospital—one affiliated with a Brooklyn medical school.

If you're thinking University Hospital, you're thinking what I'm thinking.

Of course, it didn't have to be this way.

COMPTROLLER LAYS BLAME

The state comptroller's January audit of Downstate points to mismanagement as a prime reason for its financial dilemma. That and Downstate's acquisition of the bankrupt Long Island College Hospital (LICH) in 2010, which was almost like buying a ticket on *Titanic*.

Now the ship is sinking and we're going to do everything in our power to keep it afloat.

Unfortunately, the thinly veiled plot to privatize University Hospital is already in motion.



KAREN L. MATTISON

UUP President Phil Smith tells a news reporter why Downstate Medical Center must remain fully operational. They spoke prior to a Jan. 8 rally at the LOB in Albany.

On Feb. 8, the SUNY Board of Trustees voted to seek approval from the state Health Department to close LICH. About 2,000 jobs would be lost, including those of about 400 UUPers.

The day before, Crain's *Health Pulse*, a daily newsletter published by Crain's New York Business, reported that Downstate executives have a plan to replace University Hospital with a new facility financed by the sale of LICH—which could fetch as much as \$500 million. The new University Hospital would be tied to the pilot program authorized in the budget, according to the publication.

GET INVOLVED

It's time to stand up for SUNY and for our embattled Downstate sisters and brothers. Join us in Albany on one of our advocacy days; you can sign up by going to the UUP website and click on the link that says "Sign up for UUP's 2013 Advocacy Days."

It's time to stop thinking about getting involved. It's time to get involved. Our services and our jobs are worth fighting for.

A handwritten signature in dark ink, appearing to read "Phil", is written over a light blue background.

Unions, SUNY united in call for

UUP leads drive to invest in the state university

For the second year in a row, the Executive Budget maintains state support for SUNY's state-operated campuses at the same level as the previous year. Although it doesn't technically constitute a budget cut, the flat funding proposal for 2013-14 fails to address the lingering effects of nearly \$700 million in budget cuts to SUNY over the last few years. Nor does it take into account the costs of higher enrollments at SUNY.

UUP took that message to state lawmakers in testimony delivered during a Feb. 11 public hearing before the Legislature's Senate Finance and Assembly Ways and Means committees. The years of cutbacks have left SUNY without the funding necessary to improve quality or manage an enrollment increase of 20,000 students, UUP Secretary Eileen Landy told legislators. She said rational tuition increases aren't enough.

"Underfunding SUNY threatens the very purpose for which SUNY was created—to ensure that every New Yorker capable of benefiting from a baccalaureate degree program has access to such a program, regardless of affordability," Landy said in presenting the testimony of UUP President Phil Smith. He was unable to attend the hearing due to illness. "State aid must be increased. The rational tuition program should not be an excuse to withhold additional state support."



DONALD FELDSTEIN

UUP Secretary Eileen Landy testifies before the joint Senate Finance and Assembly Ways and Means committees on the need to properly fund the state university. Also speaking on behalf of public higher education was NYSUT Executive VP Andy Pallotta, left.

SUPPORT FROM SUNY

UUP drew some unexpected but welcome support from SUNY Chancellor Nancy Zimpher. Rather than simply welcoming no reduction in state aid—or "maintenance of effort" as it is otherwise known—the chancellor asked lawmakers for a nearly \$20 million increase in state money to improve "instructional ability" in light of a 9.1 percent enrollment increase during the last five years.

UUP got more good news with the chancellor's decision to withdraw SUNY's proposed Resource Allocation Model (RAM), which would have cut the amount of state funds SUNY doles out to 20 of the 29 state-operated campuses. The chancellor told lawmakers that UUP was among the "stakeholders" to whom SUNY listened in reaching the decision to drop RAM.

"At this time, we recognize that (RAM) would have a significant impact for several of our campuses—an impact that

is only exacerbated as we work to sustain SUNY's public hospitals across the state," Zimpher testified.

"I am glad that SUNY has removed the threat of RAM, at least for now," Smith said. "That allows us to continue to focus on the much-needed increase in state dollars for SUNY's state-operated campuses and public hospitals."

UUP's state affiliate also weighed in on the need for improved state funding for SUNY, the City University and the community colleges. NYSUT Executive Vice President Andy Pallotta said two straight years of flat funding, on top of hundreds of millions in cuts at SUNY, "is not a recipe for either student success or the economic resurgence this state needs."

BUDGET HITS HOSPITALS

UUP is also opposed to an Executive Budget proposal to cut funding for SUNY's three public hospitals. The hospitals' \$87.8 million state subsidy would be slashed by nearly \$28 million

more state funds

under the proposed spending plan. UUP is looking for a full restoration of the subsidy to its former level of \$128 million, plus \$99 million in additional dollars for Downstate and \$35 million more for Upstate Medical University in Syracuse.

Landy also objected to the Executive Budget's Article VII language to create a pilot program allowing private business corporations to own and operate a Kings County hospital affiliated with a Brooklyn medical school. She reminded lawmakers that Downstate is home to a medical school that trains most of the primary care physicians that residents of New York City need. She warned that privatization, combined with the SUNY Board of Trustees' vote to close Long Island College Hospital in Brooklyn, would create significant consequences.

"There would be an enormous decrease in health care services to the Brooklyn community, a significant reduction in the number of primary care physicians available for the New York City area, massive layoffs, and an economic blow to the community that could be worse than any other over the last 20 or 30 years," she said.

HSC, HOSPITAL ADVOCACY

Even before the Executive Budget proposal was released Jan. 22, UUP had been urging lawmakers to properly fund the public hospitals and SUNY health science centers.

During a Jan. 8 rally at the Legislative Office Building, more than 700 UUPers and members of other state employee unions joined Brooklyn-area clergy and community groups in a show of solidarity for maintaining Downstate as a fully operational public hospital (see related story, page 8).

"What's happening at Downstate is a thinly veiled attempt to privatize this public hospital, which provides necessary health care services to hundreds of thousands of patients," Smith said. "If it can happen to Downstate, it can happen to state-operated hospitals across the state."

That same day, hundreds of UUP members from Syracuse, Stony Brook, Downstate and other chapters took that message to lawmakers in their Albany offices.

— Donald Feldstein



KAREN L. MATTISON

UUPers, from left, Angella Forde, Irene Stern, Lydia Johnson and Ed Drummond, all of Stony Brook HSC, tell Assemblywoman Linda Rosenthal, center, why SUNY's public hospitals need more state funding.

UUP ad campaign: 'Keep the promise'

As *The Voice* went to press, UUP was putting the final touches on a TV and print advertising campaign that urges lawmakers to keep the promise of a quality state university system that is affordable and accessible to all New Yorkers.

The TV ad—which was slated to

begin appearing in media outlets around the state in late February—makes it clear that flat funding and budget cuts are making it harder for SUNY



to provide needed courses and services, especially as enrollment has risen by more than 20,000 students in the last five years. The union's Communications Team produced the TV spot.

The 30-second ad opens with students holding signs that read, "Promise," above. But their happiness wanes as the narrator says, "But today, the state is pulling back from that promise by freezing state support for SUNY and shifting more of the cost of higher education onto the middle class."

The ad continues with students holding signs imprinted with the words "Access," "Opportunity," and "Hope." The words begin to fade as the narrator says: "Erasing access, opportunity, and the hope for a brighter future for all New York."

The ad calls on the public to use the AFL-CIO's toll-free hotline—(877) 255-9417—to tell lawmakers to increase state funding for SUNY.

The print ad mirrors the television image and message. It is scheduled to run this month in newspapers across the state.

— Karen L. Mattison

New Reilly intern on the job at UUP

Brandy Oswald, a graduate student at UAlbany's Nelson A. Rockefeller College of Public Affairs and Policy, joined UUP in February as the latest John M. Reilly legislative intern.

Oswald is working 20 hours a week through May 2013 tracking proposed state legislation, researching and analyzing issues for potential legislation, arranging visits to lawmakers' offices, and other duties associated with the union's Legislation Department.

Oswald is pursuing a master's degree in public administration. She earned her bachelor's degree in French, with a minor in history, from the University of Vermont.



OSWALD

"Brandy brings to UUP her professional experience as a legislative intern in Vermont," said

UUP Secretary Eileen Landy, who heads the union's Legislation Department. "She is an excellent fit to help UUP in its advocacy efforts in Albany and in legislative districts around the state."

Oswald worked in Burlington and Montpelier, Vt., as campaign field director and as an event planner for political events and fundraisers. She also worked on the Burlington mayoral and Vermont attorney general campaigns.

Prior to that, Oswald interned for the legislative assistant at the Vermont Chamber of Commerce, where she helped to plan legislative events, updated databases, and worked with the Vermont Tourism Department in marketing.

The internship is named in honor of the late John Reilly, UUP president from 1987-1993.

— Karen L. Mattison



DONALD FELDSTEIN

UUPer Calvin Gantt of Geneseo, right, and EOP students speak with Assemblywoman Vivian Cook (D-Jamaica) on the importance of improved funding for SUNY's EOP and EOC programs.

Students, counselors advocate for more Opportunity aid

More than 160 SUNY students from as far away as Fredonia and Stony Brook traveled to Albany to advocate for programs they say have changed their lives.

About 50 UUP members—most of them counselors from SUNY's Educational Opportunity Program (EOP) and Educational Opportunity Center (EOC)—escorted the students around the Capitol during the union's EOP/EOC Advocacy Day Feb. 5, in visits to the offices of 80 state lawmakers.

The students received a warm welcome from UUP President Phil Smith.

"Tell legislators what EOP and EOC mean to you," Smith said.

They did just that, sharing personal stories about how the programs have made a difference.

"EOP has opened up more doors than would have ever opened," Cortland student Boyan Cox told Assemblyman Michael Simanowitz (D-Flushing). "They provide resources

that help you do better."

"This is a program that works, that gets students out of poverty," EOP counselor Paul Cummings of UAlbany told lawmakers.

The students often mentioned how fortunate they felt to be part of the programs because of state budget constraints that have limited the number of participants. Several Oswego students told legislators that, of the 2,200 who applied to EOP, only 77 were admitted. Statewide, more than 9,000 students applied for 2,700 spaces—a key reason, the students said, why additional funding is needed.

The Executive Budget calls for maintaining EOP's current funding at \$21 million. Funding for EOC would increase by a modest \$56,300 to \$51 million in the proposed budget.

The EOP provides academic support and financial aid to eligible low-income students who want to attend college. EOCs help prepare students for college or vocational training programs.

— Donald Feldstein

UUP, state reach tentative deal

Negotiations Committee gives union the OK to seek ratification vote

UUP's Negotiations Committee has approved the union's plan to submit a 2011-2016 tentative agreement to the full membership for a ratification vote. The committee voted Feb. 15 to support the hard-fought efforts of the union's Negotiations Team following a daylong briefing at UUP headquarters on the proposed deal.

UUP President Phil Smith and Governor's Office of Employee Relations negotiators shook hands on the tentative deal earlier that week.

"This agreement comes after months of preparation and hard work by UUP's Negotiations Team, and give-and-take on both sides," said UUP Chief Negotiator Jamie Dangler, the union's statewide vice president for academics. "It meets our goal of being as fair and equitable as possible in the current political and economic climate in New York state."

UUP has been without a new contract since July 1, 2011. If ratified, the new deal would run through July 1, 2016.

CONTRACT HIGHLIGHTS

Specific contract details were not yet available as *The Voice* went to press, but the new agreement includes:

- salary increases and service awards,
- maintenance of health benefits under a new cost-sharing structure,
- reinstitution of grant and other programs that benefit UUPers, and
- enhancements to a variety of UUP contract provisions.

A "deficit reduction program" tailored



KAREN L. MATTISON

UUP and state negotiators meet at the UUP Administrative Office to sign a tentative five-year agreement. From left are Governor's Office of Employee Relations (GOER) Chief Negotiator Joseph Bress, GOER Director Gary Johnson, UUP President Phil Smith and UUP Chief Negotiator Jamie Dangler.

to the UUP membership is also part of the new agreement.

"When the dust from the talks settles, I believe our members will see that UUP and the Negotiations Team did a good job of getting the best deal possible for all our members," said UUP President Phil Smith, who is constitutionally responsible for negotiations. "Times are tough for public employee unions. But because of the trust our members had in our Team, and because of our members' patience and perseverance during these protracted talks, we were able to take the time necessary to work out a deal that reflects the needs and concerns of our members."

WHAT'S NEXT?

Now that the Negotiations Committee has given its approval, the next step is for UUP to disseminate the details of the tentative pact. The union will prepare a handout that explains all newly negotiated contract provisions.

The Negotiations Team will then visit

all the chapters in March and April. Accompanied by Team members, President Smith and Dangler will present specifics of the tentative agreement and answer any questions that are raised during the meetings.

At the same time, the union will be putting together the full text of the contract proposal—with an article-by-article comparison of major changes—that will be mailed to members' addresses of record. Included in the mailing will be information on the ratification vote.

The American Arbitration Association (AAA) is expected to conduct the ratification vote this spring. Members will have approximately three weeks to return their ballots to AAA.

— Karen L. Mattison

Check the UUP website at www.uupinfo.org for the most up-to-date information on chapter visits and other negotiations news.

UUPers keep up the fight for SUNY

UUP continues its push to save SUNY Downstate Medical Center.

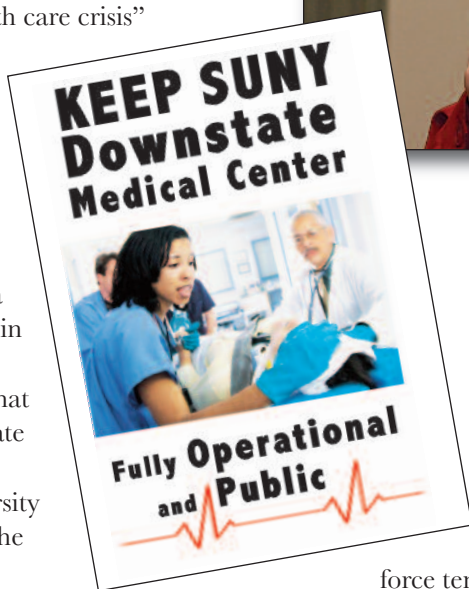
President Phil Smith and UUP member Karen Benker, a respected Downstate doctor and medical educator, submitted written testimony Feb. 8 that stressed Downstate's importance and urged legislators to keep it as a state-run public medical center. The hearing on the "Brooklyn health care crisis" was called by the state Assembly's Committee on Health.

Meanwhile, a pair of new threats to Downstate have developed. One is a pilot program plan in the governor's Executive Budget that could enable the state to privatize Downstate's University Hospital. Second, the SUNY Board of Trustees took its first step toward closing Downstate's Long Island College Hospital (LICH). About 2,000 LICH employees would lose their jobs, including about 400 UUP members.

BAD FOR BROOKLYN

"Without (Downstate), many gaps in health care services will quickly develop," Smith said in his written testimony. "The community will lose thousands of jobs, which will create a devastating economic impact."

Smith pointed to a Jan. 17 Downstate audit issued by state Comptroller Thomas DiNapoli that said the hospital was facing insolvency as early as May. Mismanagement by administrators was a prime cause for Downstate's financial problems, along with acquiring LICH and the former Victory Memorial Hospital (SUNY Downstate at Bay



DONALD FELDSTEIN

Above, UUPer Karen Benker stresses the importance of Downstate during a recent community forum in Brooklyn.

Left, UUPers are handing lawmakers brochures that outline why Downstate is vital to Brooklyn-area residents and patients, as well as the state's economy.

Ridge), which was also near bankruptcy. "Closing or shrinking (University Hospital) would force tens of thousands of people who need specialized, ongoing care into the already overcrowded waiting rooms of local emergency departments," said Benker, an associate professor at Downstate's School of Public Health.

ECONOMIC CHAOS

Downstate's closure or privatization would devastate Brooklyn's economy. Thousands of jobs would be lost; already, more than 400 UUPers have been non-renewed at Downstate.

Brooklyn's economy—and Central Brooklyn's in particular—would be crushed; stores would close, and homes would be lost to foreclosure. Sixty percent of Downstate's workforce, or roughly 4,800 employees, live in Brooklyn.

The absence of a state-run public hospital in Brooklyn would leave

hundreds of thousands of patients—many of them aged, very sick, and with little or no insurance—without health care services. Downstate's medical school, a pipeline for physicians in New York City and Brooklyn, would also be negatively affected; 1,700 students, many of them people of color, are trained there each year.

"It makes no sense for the state to take an action that will so negatively affect a community that needs more—not less—state assistance," said Smith. "Actions must be taken now to prevent any further damage to the college or hospital, which, if permitted to occur, will become irrevocable."

Smith also addressed a proposed \$28 million Executive Budget cut to the state subsidy for SUNY's teaching hospitals—which would have a major impact on University Hospital. The future of Downstate's College of Medicine is doubtful without University Hospital; the hospital subsidizes the medical school to the tune of \$100 million annually.

Downstate



KAREN L. MATTISON

More than 700 people, including about 400 UUPers who work at University Hospital, participate in a rally at The Well of the Legislative Office Building in Albany. They came out in support of maintaining SUNY Downstate as a fully operational hospital.

TRUSTEES TO CLOSE LICH

Also Feb. 8, the Board of Trustees voted to seek approval from the state Health Department to close LICH. The Cobble Hill hospital was teetering on bankruptcy before being acquired by Downstate—a deal sanctioned by SUNY and the state—in 2011.

The Board of Trustees' recommendation to close LICH, which Downstate President John Williams called "the most fiscally responsible solution at this time," was made to keep the hospital financially stable, according to a Feb. 8 SUNY press release.

But a Feb. 7 report by Crain's *Health Pulse*, a daily newsletter published by Crain's New York Business, said Downstate executives have a plan to replace University Hospital with a new facility financed by the sale of LICH—which could fetch as much as \$500 million.

The new University Hospital would be tied to an Executive Budget provision that would allow a private business to own and operate a Kings County hospital affiliated with a

Brooklyn medical school. There's only one such hospital in Kings County—University Hospital.

LOUD AND STRONG

More than 700 people, including about 400 UUPers who work at University Hospital, sent a strong message of their own at a Jan. 8 rally for Downstate in Albany. UUPers, along with Brooklyn area clergy, community leaders and labor unions, packed The Well of the Legislative Office Building in Albany.

A number of Brooklyn legislators, including Sens. Toby Ann Stavisky (D-Flushing), Kevin Parker (D-Brooklyn), Martin Golden (R-Brooklyn) and Diane Savino (D-Staten Island) expressed their support for Downstate at the rally.

"I have a big mortgage and a husband who's not working," said Downstate UUPer Margaret Chrispin, a lab tech at University Hospital. "If I lose my job, I will lose my house. I am here to fight for my job."

— Michael Lisi

UUP annual service award nominations due by April 15

UUP is now accepting nominations for three service awards: the Nina Mitchell Award for Distinguished Service; the Faye Samuel Part-timer Member Award for Courageous Service; and the Pearl H. Brod Outstanding Active Retiree Award.

All nominations are due by April 15.



MITCHELL

Mitchell award— This award recognizes UUPers who have served the union with distinction. Recipients' service must reflect extensive and significant contributions to UUP at the

chapter and statewide levels.

Nominations must come from either a chapter executive board or the statewide Executive Board.



SAMUEL

Samuel award— This award recognizes UUP part-timer members who have served the union with courage and distinction, and whose service reflects contributions to UUP at the

chapter or state level.

Nominations must come from either a chapter executive board or the statewide Executive Board.



BROD

Brod award— This award recognizes UUP retirees who have rendered outstanding volunteer service to their communities and have provided exemplary service to UUP

and SUNY after retirement. Nominations are reviewed by UUP's Committee on Active Retired Membership.

Nomination forms for the Mitchell and Samuel awards can be found on the UUP website at www.uupinfo.org; for Brod nomination forms, contact Walter Apple, retiree member services coordinator, at (800) 342-4206 or at wapple@uupmail.org.

— Karen L. Mattison

A look back ...

through the presidents' eyes

(Editor's note: The Voice continues its observance of the union's 40th anniversary with a look at UUP's six elected presidents and the highlights of their administrations.)

Five men and one woman were elected as UUP's president in the union's 40-year history. Some reluctantly took the reins; others eagerly chose to serve and spur the union to greater successes.

Through hard work, dedication and leadership, UUP now represents more than 35,000 members on 29 state-operated SUNY campuses and System Administration.

For former presidents Lawrence "Larry" DeLucia and Samuel Wakshull, being president meant literally guiding the fledgling union through its formative stages. It wasn't easy in the early days; more than a few members

questioned if one union could represent such a diverse membership—professionals and academics, part-timers and full-timers.

Past presidents Nuala McGann Drescher and John "Tim" Reilly inherited a growing union that was quickly starting to mature and establish itself as a force to be reckoned with. The union's longest tenured president, William "Bill" Scheuerman spent more than a decade cultivating that clout to win gains for members.

Current President Phillip "Phil" Smith works to bring new blood into union leadership positions as he leads UUP's

push for SUNY accessibility, and proper state funding for SUNY. The challenges continue; Smith's leadership has been key as the union battles SUNY's new funding formula and fights to keep Downstate Medical Center a state-run public hospital.

Here's how UUP's presidents shaped the union's history.

Lawrence DeLucia Oswego: 1973-1975

DeLucia wasn't interested in being UUP's first president. But he was the right man at the right time for the job.

"Larry kind of got drafted," said retiree

UUPer Harvey Inventasch of Cortland, who served as an Executive Board member during the last of DeLucia's sole two-year term. "After (the merger of SPA and SUFT), he was the guy who everyone agreed would work.

"He was an economist and he was a very pragmatic guy who had his head screwed on straight," continued Inventasch, who is a

member of several UUP committees.

DeLucia was unavailable for comment.

DeLucia's biggest challenges as president were to organize the young union, increase membership and work toward securing a contract with the state—and none was an easy task.

"We weren't sure what to even negotiate for because it was all new territory for us," said Inventasch, who served on UUP's first contract Negotiations Team. "But I spent a lot of time with Larry because I had an airplane in those days. I'd fly to Oswego, pick him up and fly back to Albany."

It was DeLucia and his Executive Board

that laid the union's foundation. They nailed down UUP's first contract with the state (which included a provision for permanent appointment status for professionals and five days family sick leave), while fighting off a 1974 attempt by CSEA to represent SUNY professionals.

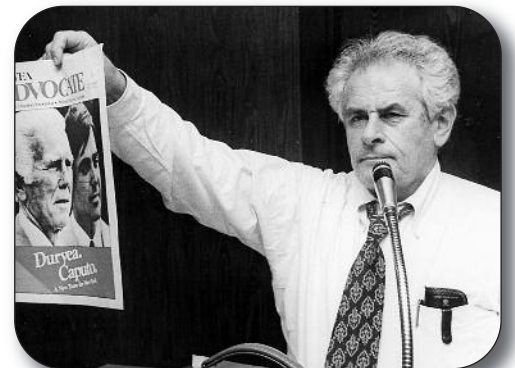
Membership grew to 4,000, spurred partly by UUP's push for a state policy that allowed pregnant women to work as long as they were able and to use sick and vacation time to offset leave without pay.

By 1975, DeLucia did what he set out to do and decided it was time for him to go. He chose not to run for a second term as UUP president.

Samuel Wakshull Buffalo State: 1975-1981

The idea that SUNY educators should embrace a union wasn't the easiest one to sell to academics in the mid-1970s.

"That was a big problem at the time," recalled Wakshull, 90, in a recent phone conversation from his home in Kenmore, Erie County. "This was a new concept for the people we were trying to organize and many had never been approached to form a union. Many faculty members figured that unions were for electricians, plumbers or people who built cars."



UUP's second president, Sam Wakshull, shows delegates a copy of the NY Education Association Advocate, circa 1978.



UUP's first president, Larry DeLucia, looks over materials prior to a DA, circa 1973.

They soon learned otherwise.

Wakshull, one of UUP's founding members, was on UUP's first Executive Board and became vice president for academics in 1974. He also helped form the State University Federation of Teachers, which represented academics on five SUNY campuses from 1968 until 1970, when it lost an election to the Senate Professional Association to be SUNY's primary bargaining representative.

"(UUP) didn't have that many members and it was a challenge to organize right from the start," explained Wakshull, who said he was urged to succeed DeLucia in 1975. "When we merged the two unions, we had to decide (which side) would be the power and that raised all kinds of other internal problems.

"For a couple of years, it wasn't a pleasant place."

But Wakshull's goal to build UUP's membership—buoyed by the union's focus on winning better wages, and benefit for part-time employees—was his greatest success as UUP president. The union's membership nearly tripled—to 11,500—by the end of Wakshull's stint as president.

During his tenure, UUP made big gains, including securing minimum salaries for full-time employees, guaranteed salary increases, term life insurance, and a stipulation barring unilateral decisions by SUNY presidents.

"Everybody needs a union and one of the biggest problems today is that unions are losing membership. We need to educate our members and the community about unions, to talk about what unionism really means. Otherwise, everyone is going to suffer."

Nuala McGann Drescher Buffalo State: 1981-1987

It's been more than a quarter century since Drescher was UUP's president and the positive impact of her leadership still resonates.

Drescher, the union's only woman president, made her mark in a number of ways, including advances to promote workplace diversity. The Dr. Nuala McGann Drescher Affirmative



UUP's third president, Nuala Drescher, addresses UUPers during a DA, circa 1984.

Action/Diversity Leave Program aids members who are women, people of color, disabled people, and veterans in preparing for permanent or continuing appointments; UUP negotiated funds for affirmative action leave grants during Drescher's time in office.

"I just worked so hard to make it all work while I was active," said Drescher. "When I came into office, a lot of people didn't care or were positively hostile, and we eliminated a lot of that hostility."

It wasn't easy. In one of her first tests, Drescher recalled gaining the ire of more than a few members when she held up a new contract—and pay raises—to protect a small number of UUP members with six-figure salaries.

"For me, it was about balancing individual rights and protecting them versus the collective," she said. "If the state could take our highest-paid members to the cleaners, they could take all of us to the cleaners."

Under Drescher's leadership, the union secured funding for a statewide employee assistance program, a professional development grant for day care, workshop attendance, professional development and librarian study leaves. It also won an age discrimination case that ended forced retirement of tenured faculty at age 70.

UUP growth—the union had more than 14,000 members by 1987—helped expand the union's legislative clout. More than 1,000 unionists and students rallied against Gov. Mario Cuomo's 1983 attempt to cut state funds to SUNY and

lay off 3,000 members; legislators added funds to the budget to avoid layoffs.

"I think we did OK," Drescher said. "The union is still building on things we accomplished in those days."

John M. Reilly UAlbany: 1987-1993

John "Tim" Reilly cared about people.

Reilly, a nationally recognized activist for social justice, used that passion for causes he believed in as UUP's fourth president. He secured TIAA-CREF pension reforms and helped to create the AFT's Division of Higher Education. He was the union's chief negotiator and negotiations chair for three contracts, which resulted in the creation of joint labor/management committees and dealt with part-time concerns.

"Tim was a man endowed with a clear vision of how things 'ought to be,'" Drescher told *The Voice* in a 2004 story following Reilly's death. "But unlike many visionaries, he also possessed a practical understanding of how to translate that vision into reality. He was a man who really made a difference."

"He certainly was a mentor to me," said Scheuerman, who was elected as president after Reilly's three terms in office. "He showed me how to become active in our union and what it meant to commit to the things we work for every day."

see **PRESIDENTS**, page 12



UUP's fourth president, Tim Reilly, speaks to Albany-area reporters on UUP's support of an AFL-CIO boycott, 1987.

PRESIDENTS ...

(continued from page 11)

Reilly, an English professor at UAlbany when he was elected union president, led the union to strongly support affirmative action; the NAACP honored him in 2004 for his commitment to civil rights.

William E. Scheuerman Oswego: 1993-2007

UUP matured under Bill Scheuerman's leadership.

"I think one of my biggest successes was building the union and getting us a state-wide reputation as an effective political force," said Scheuerman. "We were respected and we had long-term relationships with all the key players. And we delivered good things to our members."

The challenges were many during Scheuerman's time in office. The union fought off attacks on tenure, spearheaded a week of demonstrations on campuses across the state in 1997 to protest stalled contract talks and the suspension of UUP's Benefit Trust Fund, and lodged an unprecedented vote of "no confidence" in the SUNY Board of Trustees for not advocating for strong financial state support for SUNY.

In 2003, the union fought yet another massive SUNY state budget cut, which could have forced the elimination of 4,000 faculty positions. Three years later, a UUP rally and a strong advocacy

campaign helped spur legislators to override Gov. George Pataki's veto of \$60 million in funds for SUNY.

In 2006, UUP staged rallies in Albany, Stony Brook and Syracuse to protest a state plan to privatize Upstate Medical Center. The union sued the state over the plan, which UUP called "illegal, unconstitutional and irrational." Upstate remained a SUNY-operated hospital.

"When I first came to the union, I was almost an outsider and I wanted things to change fast, dramatically," said Scheuerman. "Thanks to Nuala and Tim, I came to the conclusion that a little bit of progress every day was better than none at all. When it was all over, there was the movement and that's what counted. I take great satisfaction in knowing that UUP made a difference."

Phillip H. Smith Upstate: 2008-present

Opening the union's electoral process and urging rank-and-file members from campuses across the state to step into union leadership positions are two initiatives UUP President Phil Smith can check off his to-do list.

"Because the union attained a certain level of 'power,' I think members had become complacent and began to rely on union leadership to accomplish all things," said Smith. "But when I arrived, there began a period we might call the 'new normal,' when state budgets dropped off precipitously. There were changes in the management and leadership at SUNY, and without an active, committed, solid membership, it became very difficult to accomplish things."

But that's changing.

"I think as time has gone on, people have heard my message of community involvement, involvement at their campuses and involvement in the union," said Smith. "Their voices must be heard. Everything cannot be accomplished by the union's six statewide officers."

Under Smith's leadership, a number of new faces have stepped into union leadership positions. The union ramped up its legislative advocacy campaign. It



UUP President Phil Smith holds a postcard directing members to call lawmakers and urge them to invest in SUNY.

revitalized the UUP Outreach Committee and members were urged to take UUP's message to save SUNY to legislators in their district offices.

UUPers launched its "SUNY is the \$olution" campaign and joined with students to fight off millions in state aid cuts to SUNY in 2009. The union staged several large rallies to protest deep state cuts to higher education and launched its SaveSUNY micro-website to fight the failed Public Higher Education Empowerment and Innovation Act (PHEEIA); the site generated thousands of e-letters sent to the governor and legislators telling them to put students first.

In 2010, UUP successfully sued the state over an emergency budget bill that would have authorized then-governor David Paterson to furlough more than half the state's workforce. In 2011, UUP was instrumental in the passage of a five-year rational tuition plan for SUNY that regulates tuition increases.

This year, UUP has continued to wage its yearlong battle to keep SUNY Downstate Medical Center a state-run, public hospital.

It hasn't been easy, but being UUP president has certainly been rewarding, Smith said.

"The best part is knowing that, at the end of the day, no matter what frustrations you face, you know that you made a difference in the lives of the members," he said.

— Michael Lisi



UUP's fifth president, Bill Scheuerman, addresses delegates to a UUP policymaking convention, circa 2001.

SUNY's push for online ed: What is UUP's role?

In her 2013 State of the University address, Chancellor Nancy Zimpher announced plans to make SUNY “the largest public online provider of education in the nation.” New initiatives will include 10 new online bachelor’s degree programs, systemwide tools to facilitate student access to online courses across SUNY institutions, and three-year bachelor degree programs.

The chancellor presented online education as the linchpin in efforts to increase access to education and reduce student debt. She stated that by 2015, 25 percent of SUNY students will be able to complete their degrees in three years and “SUNY’s student loan default rate will decrease by at least 5 percent over the next 5 years.”

The chancellor’s presentation was filled with stylishly named new initiatives: Open SUNY, SUNY Smart Track, SUNY Plus Diploma Designation, SUNY Innovation Hub, and Centers of Pedagogy. It all sounds slick and trendy. When we get past the razzle-dazzle, however, we’re left with serious questions about how plans to reshape SUNY will be implemented and what the final outcomes will be.

UUP DESERVES A SAY

SUNY has not invited UUP’s statewide leaders into conversations about their plans to reshape our institutions with regard to online education. But we have a serious role to play in assisting and representing our members as the nature of their work is transformed, as workload increases, and as efforts to maintain high-quality teaching and service through transition periods present challenges.

UUP members are integrally involved in online education. In fact, many have been using it successfully for quite some time. Our academics and professionals are among the innovators that are driving changes. They are also among the teachers and professional experts who

“Despite the chancellor’s high-profile salesmanship, we’re left ... to assess exactly what is and isn’t good amidst the flashy hype.”

— VP for Academics Jamie Dangler



will be called on to adjust to, facilitate and implement new developments.

SUNY’s launch into what is being presented as a new era of online education is raising concerns. Despite the chancellor’s high-profile salesmanship, we’re left with questions about implementation issues, realistic possibilities, the need for thoughtful planning and reasonable transitions, and the need to assess exactly what is and isn’t good amidst the flashy hype.

UUP should be a participant in serious conversations about ways to develop new educational options such as expanded online offerings and MOOCs (massive open online courses). We must consider the educational needs of our students, working conditions for our members, optimal conditions for maintaining high quality in our courses, and the importance of tapping the professional expertise of those involved in the design, delivery and maintenance of online education systems. And we have to address the elephant in the room, which is the increasing effort to outsource our work to private entities with profit-making on their minds.

KEEP US INFORMED

I call on UUP members to assist chapter and statewide leaders in our efforts to be

constructive participants in the shaping of our future in relation to the new landscape of online education, MOOCs, and other educational innovations.

UUP needs to hear from its members in order to get our facts straight, understand what’s happening in the trenches on our campuses, develop well-thought positions and recommendations, and identify ways we can advocate on behalf of our members, students, and our institutions.

I’ll be working with UUP’s Technology Issues Committee to develop a program to address online course and other technology issues in an open meeting at the 2013 Spring Delegate Assembly in May. It will be an opportunity for UUP delegates to discuss these issues with colleagues from across our campuses, identify problems and needs, and help develop UUP action plans.

Please let me know what’s on your mind or communicate with your chapter leaders about ways we can work together to address online education and other issues we’re grappling with across SUNY. We need your input, information and advice in order to appropriately represent our members and advocate for sound, reasonable approaches to developing new initiatives within SUNY.

Contact me at jdangler@uupmail.org or at (800) 342-4206.

Payroll, pension deduction saves time, money

Using payroll or pension deduction for NYSUT Member Benefits-endorsed programs is convenient and, in most cases, cost effective.

UUP active and retiree members who use payroll or pension deduction for endorsed programs eliminate the hassle of dealing with checks and stressing over late payments. And, you can also see what programs you're participating in any time by using the NYSUT Member Benefits website.

SAVINGS FOR THE MEMBER

The use of payroll or pension deduction eliminates the cost of printing and mailing. These savings are then passed on to UUP members through reduced premiums, elimination of service fees, or additional coverage at no cost for the following endorsed programs: Term Life Insurance, Level Term Life Insurance, WrapPlan® II Universal Life Insurance, Catastrophe Major Medical Plan, Disability Insurance Plan, Long-Term Care Insurance (not available to new applicants), Personal Property & Liability (Umbrella) Insurance, Financial Counseling Program, Legal Service Plan, and Dental Plan.

Payroll deduction is available to eligible



members of locals that made arrangements with its employer, such as UUP. Pension deduction is available to retirees collecting a monthly pension benefit from the New York State Teachers' Retirement System, New York City Teachers' Retirement System, New York State Employees' Retirement System, or New York City Board of Education Retirement System. It's also an option for retirees who receive income from a monthly lifetime annuity from TIAA-CREF.

Payroll deduction information is kept confidential; the only information your employer's business office will know is the amount to deduct from each paycheck.

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Select your preferred payment option at the time of application for any of the eligible plans. If you select payroll or pension deduction, you will need to complete the appropriate authorization card and return it with your application.

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endorsed program and pay the premium by personal check, you can convert your payment to payroll or pension deduction when your premium is up for renewal, as long as these payment options are available to you.

When you receive your renewal notice, mail it with a signed Payroll or Pension Deduction Authorization Card to the address indicated on the notice. The Payroll or Pension Deduction Authorization Card should be included in your renewal mailing; if it's not, contact Member Benefits and ask for the appropriate card.

Do not send any payment with the renewal notice. NYSUT Member Benefits will be notified of the change and will advise your employer's business office or retirement system to begin your deductions.

For more information, contact Member Benefits at (800) 626-8101 or visit memberbenefits.nysut.org.

For information about this program or 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.

Your voices were heard

In the January/February 2013 issue, *The Voice* asked readers to weigh in on the question, "Are you concerned that higher ed is becoming unaffordable for working families?"

The overwhelming response was "Yes."

Nearly 93 percent of survey respondents agreed that the cost of a higher education is putting a

financial burden on working families; slightly more than 7 percent believe the middle class can afford higher education costs.

Don't forget to answer the latest Question of the Month, "Is the 'credit hour' still the best measuring stick for academic quality, accreditation, and access to federal funds?" at right or online at www.uupinfo.org.

— Karen L. Mattison



Question of the Month

Is the 'credit hour' still the best measuring stick for academic quality, accreditation, and access to federal funds?

☐ Yes

☐ No

Why? _____



Clip and send to:
UUP Communications Department
PO Box 15143
Albany, NY 12212

or go to:
www.uupinfo.org
to submit your response



Empire Plan modifies flu immunization benefit

Protection is just a shot away.

In response to the current influenza epidemic, United HealthCare has modified its flu immunization benefit, effective Feb. 1 through the end of May. The modified benefit includes a paid-in-full benefit for influenza vaccinations administered in pharmacies as follows:

- For vaccinations received at pharmacies participating in United HealthCare's national vaccination program network, coverage will be provided with no copayment. Participating pharmacies are CVS, Walgreens, Rite Aid, Safeway and Target.
- For vaccinations received at other pharmacies, and for vaccinations administered by out-of-network physicians, coverage will be provided under the basic medical component of

Doreen M. Bango, Manager,
Member Benefits & Services



the plan without being subject to deductible or co-insurance.

Recognizing that the geographic distribution of Empire Plan enrollees throughout New York state includes a number of individuals who reside in areas where a participating pharmacy is not available, the state is proposing to include an out-of network benefit as well.

HMOs offered to UUP members already provide coverage for flu vaccinations administered in pharmacies as described in the table below.

If you need our help, don't hesitate to call us at (800) 887-3863.

CONTACT INFORMATION

UUP Benefit Trust Fund800/887-3863

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

Delta Dental800/471-7093

Davis Vision (Vision Care)800/999-5431

Laser Vision Correction

(Client Code 7512)800/584-2866

Scholarship Program800/887-3863

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. OptumHealth
(Psych/Sub Abuse Pre-certification)

Press 4. United HealthCare/Medco (Prescription Prgm.)

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

HMO Participants Call your HMO

NYSUT800/342-9810

Member Benefits800/626-8101

AFT800/238-1133 x8643

HMO	Covered at Par Pharmacies	Covered at Non-Par Pharmacies	Notes
Aetna	Yes	No	Pharmacy must be a participating Retail Flu Shot Provider. No copay if the pharmacy is just billing for the flu shot.
HIP	Yes	No	All network pharmacies provide flu shots with the exception of Wal-Mart and Sam's Club pharmacies. No copay.
GHI HMO	Yes	No	Covered in full at network pharmacies. However, if the pharmacy charges up front, member should submit claim to HMO for reimbursement.
BCBS of Western NY	Yes	No	Covered in full at network pharmacies. However, if the pharmacy charges up front, member should submit claim to HMO for reimbursement.
Independent Health	Yes	No	Covered in full at network pharmacies. However, if the pharmacy charges up front, member should submit claim to HMO for reimbursement.
CDPHP	Yes	No	Covered in full at network pharmacies with no copay.
MVP	Yes	No	Covered in full at network pharmacies with no copay.
Blue Choice	Yes	No	Covered in full at network pharmacies with no copay.
HMO Blue	Yes	No	Covered in full at network pharmacies with no copay.
Empire BCBS HMO	Yes	No	Covered in full at network pharmacies with no copay.



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Albany, N.Y. 12212-5143

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Going on a leave without pay?

Send a check to keep your union benefits coming

UUP members taking an employer-approved leave must make a payment of \$47 *within 60 days* after commencement of their leave in order to assure continuation of UUP membership rights, eligibility for UUP retired membership and UUP benefits, including coverage of the \$6,000 life insurance and \$1,500 accidental death plans. Access to NYSUT and AFT member-purchased benefits is also included.

Please note that these dues are *not* payments to continue your health,

prescription drug plans, dental or vision care. You may obtain information on continuing these benefits from UUP Member Benefits and Services at (800) 887-3863.

You may continue your membership by mailing the following to the address provided: the completed form below; a copy of your employer-provided leave approval letter; and a check for \$47 payable to "UUP Membership Dues." Shorter leaves may be prorated.

UUP Leave Without Pay Membership Application

Name		
Campus	Date of Leave	To
Permanent Address		
City	State	Zip
Temporary Address		
City	State	Zip

Return this form, along with your check for \$47, no later than 60 days after commencement of leave without pay to:

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Albany, NY 12212-5143**