

THE VOICE

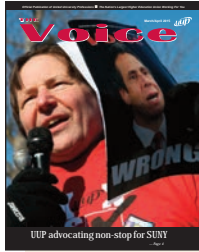
March/April 2015



UUP works non-stop to defend SUNY

WHAT'S INSIDE

this issue



COVER PHOTO BY
DARRYL McGRATH

Non-stop advocacy

4—UUP has been bold in its fight to keep SUNY a high-quality, accessible, affordable system of higher education for all New Yorkers. Here's how:

- UUP President Fred Kowal, on the cover, is among a number of UUP activists to join NYSUT K-12 locals at "Call Out Cuomo" rallies around the state—page 5
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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.

Unsigned letters will not be published.

Email letters to UUP Director of Communications Michael Lisi at mlisi@uupmail.org or send them to his attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, NY 12212.

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AFTCN

Regents take major step on teacher prep

For months, UUP has been outspoken about the State Education Department's botched and harmful rollout of new teacher certification requirements.

At their March 17 meeting, members of the Board of Regents made it clear they were listening.

Regents Betty Rosa and Kathleen Cashin—who was outspoken at our March 5 press conference where we called for an investigation into SED's teacher prep process—expressed strong concerns and pointed out a number of major flaws that SED needs to correct.

There is hope in Albany. Our work to educate lawmakers and Regents about the debacle that is SED's teacher certification process is yielding results.

By the end of the meeting, the Regents gave SED some homework: bring recommendations to create "safety nets" for the faulty certification exams. If enacted, the safety nets could allow student teachers to secure their initial certification without passing the exams as they currently exist.

This is not an unprecedented move. Last year, the Regents—reacting to cries from students and teacher educators about the educative Teacher Performance Assessment (edTPA)—imposed a safety net that allowed students who failed the poorly implemented edTPA to use a passing score on the Assessment of Teaching Skills-Written (ATS-W). That safety net expires in June.

While the Regents' concern about SED's ill-conceived, invalid certification process is encouraging, we—student teachers and the professionals who teach them—must push forward and continue educating lawmakers about what's really going on. We're in the field. We know firsthand what the problems are.

We must continue to raise opposition to the rhetoric spewed by SED officials in their efforts to defend their faulty policy. The reasoning is simple: SED lies.

Ken Wagner, SED's senior deputy

commissioner for educational policy, misled the Regents by stating that teacher preparation programs received \$10 million in Race to the Top funding to support their implementation of the new tests.

Untrue.

Much less was available for teacher preparation programs. The federal grant also covered APPR, Common Core and Data Driven Instruction.

Wagner also stated that decisions to use the new tests were made in 2009, implying that programs had plenty of time to make curriculum changes and prepare students.

Untrue.

SED didn't decide to use the edTPA until March 2012.

And SED is not owning up to its failure to deliver prep materials to programs and students on time. SED said materials for the Educating All Students exam and Academic Literacy Skills Test would be available during the spring 2012. They weren't available until spring 2014, two years later than promised and after the exams went operational the previous fall. Still today, the practice tests that are available don't include answer keys, so students can't determine what's right or wrong.

Talking about making changes isn't the same as deciding exactly which changes to make and providing teacher prep programs with the tools they need to make them.

At the meeting, several Regents said they had problems with a number of issues, including declining enrollments in teacher preparation programs, SED's rushed implementation of the certification process, delays in test prep materials and glitches with the tests' computer-based format.

And here's a perfect example of why we must question what SED says: We have been told by SED that they haven't heard complaints about computer format problems with the ALST and EAS. I find that very hard to believe because so many

people have contacted us about these problems.

Regent Cashin was strong in expressing her concerns. She said many of her constituents have complained about problems with the new exams. She suggested that the high-stakes nature of the edTPA be removed; the test should be used as a formative assessment to help students develop their skills.

Regent Rosa said the ongoing attacks on New York teachers and cuts to school funding have them feeling disrespected and abused. She drew a link between declining overall enrollments and ethnic diversity in the state's teaching force, indicating that as enrollment numbers go down, so does representation of underrepresented groups.

Regent Charles Bendit, who co-chairs the board's Higher Education Committee, floated the possibility of requiring students to take the new exams but not using them for certification until 2016.

We cannot sit back and expect that the Regents will end up taking constructive action. They will rely on SED for recommendations and explanations. SED hasn't listened to educators, and they're not listening now.

And SED consistently misrepresents the situation.

We must demand SED's attention by directly informing the Board of Regents of the perspective of professionals in the field.

Please, contact your legislators and the Board of Regents; lists with names and contact information are available on UUP's Teacher Education Task Force website, at <http://goo.gl/e1AP5X>.

Let's seize the moment and work together to bring an educationally sound and properly implemented teacher certification process to New York state.



Union bold in its advocacy to save SUNY

BY MICHAEL LISI

UUP President Fred Kowal isn't averse to shooting from the hip on occasion.

So it wasn't out of character when he took the opportunity at NYSUT's "Call Out Cuomo" rally in Albany March 2 to invite Gov. Andrew Cuomo to work with UUP to improve public higher education. If the governor isn't interested, he'd better step out of the way.

"If you want to join us, governor, that's great," said Kowal. "If not, you will be swept aside by history because justice will prevail. The times we face and the challenges we face demand that we be bold."

UUP has been very bold.

OUT FRONT

Since January, hundreds of UUP members from campuses across the state have traveled to Albany to meet with state legislators and fight Cuomo's plans, which would weaken SUNY and its public hospitals and health sciences centers.

More than 400 students and staff from SUNY's Educational Opportunity Program and Educational Opportunity Centers came to the Capitol Feb. 10 to tell lawmakers to restore the \$1.3 million cut to EOP in Cuomo's Executive Budget proposal, and to fully fund the successful opportunity programs.

Two weeks later, UUPers from SUNY's hospitals in Brooklyn, Stony Brook and Syracuse and HSCs in Buffalo and Stony Brook were in town Feb. 25 to defend those full-service, state-run health care facilities. The next day, members were back to take part in Higher Ed Advocacy Day and Higher Ed Action Day.

On Feb. 28, Kowal joined AFT President Randi Weingarten and NYSUT President Karen Magee in Plattsburgh at a stop on NYSUT's "Call Out Cuomo" North Country bus tour. The union's statewide officers and more than 40



DONALD FELDSTEIN

VPA JAMIE DANGLER TALKS ABOUT SUNY FUNDING WITH ASSEMBLYWOMAN DONNA LUPARDO (D-ENDWELL), LEFT, DURING A RECENT UUP ADVOCACY EVENT.

UUP members also attended NYSUT's "Call Out Cuomo" rally in Albany March 2. The following week, more than 80 UUPers and students from tech sector colleges met with Albany lawmakers during Tech Sector Advocacy Day March 10.

And UUP launched a hard-hitting media campaign in February that featured television and newspaper ads, and an aggressive social media presence.

The advocacy actions were necessary. As Kowal said at a NYSUT "Call Out Cuomo" rally Feb. 28, the governor's unjust, oppressive proposals didn't just warrant a strong response—they demanded one.

"For the 35,000 members I represent, we will never retreat, we will never surrender," Kowal told the crowd at the open-air rally.

'MISSED OPPORTUNITY' AGENDA

Since the governor unveiled his "opportunity agenda" in January, UUP has been determined to publicly challenge Cuomo's proposals that threaten public higher education. The union has

been outspoken in its opposition to the governor's planned \$1.3 million cut to SUNY's EOP and his performance-based funding scheme for SUNY.

UUP castigated the governor for his plans to shut down underperforming teacher preparation programs—based on results from invalid, deeply flawed certification tests rushed into place by the State Education Department—and changes that would block tenure for many new teachers.

And the union criticized Cuomo for reviving a plan to allow private corporations to own and operate state-run hospitals and health care centers.

As *The Voice* went to press, UUP learned that the Assembly's budget bill—crafted under the new leadership of Speaker Carl Heastie—shows that lawmakers are heeding the unions' call for change.

The Assembly bill rejected the governor's performance-based funding plan, sent nearly \$8 million combined to the EOP and EOCs and added \$18.6 million for the SUNY hospitals. The Democratic-led body also opposed Cuomo's teacher prep changes.

The Senate countered with its own one-house bill, which wasn't nearly as positive for UUP and SUNY as the Assembly budget bill was.

There is much work left to do.

KEEPING UP THE PRESSURE

For UUP members, the work begins by showing their support not only for SUNY, but for all public education in the state. They can do that through participation in chapter advocacy at lawmakers' district offices and by attending forums and rallies held by NYSUT and UUP.

"The fight has been long and hard, but this is no time to rest," said Kowal. "We must keep pushing forward to let the governor and all those who would attack public higher education know that they will meet with fierce resistance every step of the way."

UUP activists ‘Call Out Cuomo’ with colleagues

BY DARRYL McGRATH

When it comes to challenging the governor on his bad public policies for public education, UUP is standing in solidarity with its sisters and brothers in K-12 school districts and public colleges around the state.

UUP showed its support when President Fred Kowal and the other UUP officers turned out with nearly 1,000 NYSUT members, students and supporters of public education March 2 for a stop on the “Call Out Cuomo” tour. The stop was one of more than 50 rallies, forums and other events NYSUT has organized during budget negotiations.

The rallies and forums, many of which were held outdoors in bitter temperatures, call attention to Gov. Cuomo’s punitive and unprecedented stance on public education.

The “Call Out Cuomo” march in Albany” began in the Empire State Plaza concourse and ended on the steps of the Million Dollar Staircase at the state Capitol. Kowal and more than 40 other UUP activists—including Vice President for Professionals Philippe Abraham, Vice President for Academics Jamie Dangler, Treasurer Rowena Blackman-Stroud and Membership Development Officer Arty Shertzler—reiterated their



KAREN L. MATTISON

UUP PRESIDENT FRED KOWAL ADDRESSES HUNDREDS OF UNIONISTS PRIOR TO THE ‘CALL OUT CUOMO’ RALLY AT THE STATE CAPITOL. THERE WERE SEVERAL OTHER STOPS ON THE ‘CALL OUT CUOMO’ TOUR, ORGANIZED BY NYSUT TO CALL ATTENTION TO THE GOVERNOR’S ONGOING ATTACKS ON PUBLIC ED.

message to the governor to quit messing with public education.

Kowal fired up the crowd before the march, accusing the governor of furthering injustice and oppression with his continued attacks on public higher education.

“Our governor wants to reduce resources needed to lift up the poorest in our schools, our state university and our public hospitals,” he said. “We won’t let that happen.”

NORTH COUNTRY TOUR

Kowal and Abraham joined more than 500 of their K-12 colleagues Feb. 28 for two stops on a North Country bus tour, that included stops in Massena, St. Lawrence County; and in Indian River, Lewis County.

As he waited to speak to those gathered in the Plattsburgh High School parking lot, Kowal said that such a large crowd—weathering temperatures in the teens to protest—conveyed “the depth of the commitment that we have to defend our schools and our vocation. That’s what we do. We teach.”

Kim Hartshorn, Plattsburgh Chapter vice president for academics, called the Executive Budget “a disaster.”

“It’s taking curriculum out of the hands of the faculty, even out of the University system,” he said.

(Michael Lisi contributed to this report.)



DARRYL McGRATH

NYSUT MEMBERS FROM THE ELIZABETHTOWN-LEWIS SCHOOL DISTRICT STAND BEHIND A BANNER THAT PUTS GOV. CUOMO IN A CAST OF VILLAINS.

Tech Sector Colleges showcase uniqueness

BY KAREN L. MATTISON

It's not often that you can putt in the Empire State Plaza. But more than a few visitors and workers passing through the plaza stopped to try their hand at the putting green.

Others opted for a relaxing massage.

All took part in UUP's Technology Sector Colleges Advocacy Day—an opportunity for SUNY Colleges of Technology at Alfred, Canton, Cobleskill, Delhi and Morrisville to showcase the best their institutions have to offer and to demonstrate how the tech sector colleges benefit the public.

Lawmakers—many of whom the UUPers would talk with in their offices later that day—were invited to check out the various exhibits.

“It is important for our members to display the top-notch technology and education programs available to New Yorkers and to speak with lawmakers about the needs of their campuses,” said UUP Secretary Eileen Landy.

Landy and Membership Development Officer Arty Shertzer advocated alongside tech sector UUPers in meetings with lawmakers.

“Our members are proud of the work they do, and it shows,” Shertzer said.

THE BENEFITS

SUNY Delhi used the putting green to draw attention to its golf management program.

“Golf is a growth industry, and it's one of our premier programs,” said Delhi Chapter President John Taylor. “We have one of only two 18-hole golf courses on a college campus in the state.”

Delhi also brought a 3D printer, which drew looks of wonder from lawmakers and the public.

Morrisville UUPers set up several displays, highlighting the college's equine, criminal justice and massage therapy programs.

“What we're trying to do is show the Legislature the important work we do at Morrisville,” said Chapter President Tom



DONALD FELDSTEIN PHOTOS

ABOVE, MORRISVILLE CHAPTER MEMBER ROBERTA CHAPIN GREET'S DEAN JOSEPH BULARZIK AT THE CHAPTER'S CSTEP PROGRAM DISPLAY.



LEFT, DELHI'S PUTTING GREEN IS USED TO HIGHLIGHT ITS GOLF MANAGEMENT PROGRAM.

Hogle. “We want people to see what we do every day to educate our students to be professionally trained citizens and to advance the University.”

SUNY colleges at Canton, Cobleskill and Alfred shared information about several unique programs. Alfred boasts programs in surveying and geometrics; Canton specializes in alternative and renewable energy.

THE ASK

About 80 UUP members and students climbed the stairs of the Legislative Office Building to meet with more than

two dozen lawmakers. They pointed out that SUNY's tech colleges have carved out a unique niche in public higher education in New York. These colleges—through the dedicated faculty who work there—bring real-world experience to the classroom; the graduates enter the workforce ready to take on jobs in a global economy.

UUPers urged lawmakers to set aside funds to address the high cost of equipment, salary inequities and years of underfunding—including a decades-old mandate to add four-year programs without additional state support.

They also stressed that the governor's proposed appropriation for the tech sector campuses is down \$11 million from what it was in 2010. Enrollment at those schools has risen by 5 percent since then.

Morrisville delegate Jim Engle told Assemblyman Andrew Hevesi (D-Queens) that SUNY's technology campuses urgently need more funding. Hevesi was supportive of the technology



ABOVE, CANTON'S SABEL BONG SETS UP THE CANTON STATE DISPLAY.

BELOW, COBLESKILL CHAPTER PRESIDENT BILL TUSANG, RIGHT, POSES WITH STUDENTS SHAWNA MITCHELL AND JEFF BROWN.



sector colleges.

Many lawmakers noted that the governor's troubling performance-based funding plan—which would pit campuses against one another for state funding—would likely be excluded from the final budget.

(Donald Feldstein contributed to this report.)



THE ALFRED CHAPTER DISPLAY HIGHLIGHTS SOME OF THE UNIQUE PROGRAMS THE COLLEGE OFFERS.

SUNY hospitals crucial to health care delivery

BY DARRYL MCGRATH

As New York plans how it will use \$8 billion in Medicaid savings to improve health care around the state, UUP and its leaders at SUNY hospitals are speaking up about the role those hospitals can and should play in this major change to health care delivery.

“We applaud plans to improve health care services to the state’s highest-need residents and regions,” said UUP President Fred Kowal. “We believe that all three of the SUNY hospitals already have extensive experience to offer in helping underserved regions. At the same time, we want to ensure that the state’s use of Medicaid savings doesn’t diminish critical clinical services in the hospitals. All SUNY hospitals need to remain full-service, completely accessible public hospitals.”

At issue is a state program known as the Delivery System Reform Incentive Payment (DSRIP) program, which New York is using as a way to distribute most of the \$8 billion in Medicaid savings. The DSRIP program requires the state’s “safety net providers”—hospitals and other health care services in high-needs areas—to develop cooperative proposals for improving health care delivery in ways that also continue to reduce Medicaid costs. Each set of health care providers working together on a DSRIP initiative is known as a “Performing Provider System,” or PPS. Each PPS submitted proposals for DSRIP projects in mid-January. Funds will be awarded over five years to proposals based on a review of the PPS plans by a state panel.

The state has encouraged proposals that would bring health care services into neighborhoods, mostly through clinics that would improve access and reduce reliance on hospital emergency departments for primary care. Representatives of different PPS plans testified before the state review panel in February.

The \$8 billion in Medicaid savings is the result of earlier work by the state’s Medicaid Redesign Team, charged by Gov. Andrew Cuomo with reducing the state’s Medicaid costs.

UUP MEMBERS TESTIFY

SUNY hospitals—University Hospital in Brooklyn, which is part of the SUNY Downstate Medical Center; Upstate Medical University in Syracuse; and Stony Brook University Hospital on Long Island—are all participating in the DSRIP program.

Two UUP chapter leaders—Michael Lyon, chapter president at Upstate, and Karen Benker, vice president for academics at Downstate—testified in February at hearings on the PPS plans.

Both urged the DSRIP panel to remember that the SUNY hospitals have highly unionized workforces, and that any cooperative plan must take into consideration that plan’s effect on collective bargaining agreements.

“An effective plan should clearly value the experience of current employees and include procedures to keep the existing employees within the same bargaining unit, salary, benefits and employer,”

see **DSRIP**, page 17

UUP calls for investigation into teacher

BY DARRYL McGRATH

Contradictions and confusion continue to pour forth from the State Education Department following UUP's call for an investigation into the deeply flawed new teacher certification process.

"Some of what we are hearing SED officials say, coupled with what we are reading on the SED website, is in direct contradiction to what we see happening to students in our teacher preparation programs, as well as what we hear from our teacher preparation faculty," said Jamie Dangler, UUP's vice president for academics. "It is all the more reason for legislators to take a serious look at this extremely troubled process."

UUP President Fred Kowal was joined by Regent Kathleen Cashin, NYSUT Vice President Catalina Fortino and a group of teacher preparation faculty and students at a news conference in the Legislative Office Building March 5, at which Kowal asked the Legislature and the Board of Regents to investigate the many complaints about the process. Cashin said she would bring the request to the full Board of Regents.

At the Regents' March 17 meeting, Cashin and Regent Betty Rosa spoke about problems with the new exams. The Regents then directed SED to develop a "safety net" for all four certification exams that will address the high failure rate by students who were enrolled when the exams were introduced.

SED DODGES QUESTIONS

Following the UUP news conference, Susan Arbetter, host of the WCNY-FM radio show Capitol Pressroom, interviewed Ken Wagner, SED's senior deputy commissioner for education policy. (<http://www.wcny.org/cpr030915/>)

When Arbetter pressed Wagner about the fact that preparation materials for two of

the certification exams were posted months after the new tests were already being offered, Wagner dismissed the late availability as irrelevant. He said a student's overall experience in the teacher preparation program would provide adequate preparation for the certification exams.

"We got the test preparation materials out just as soon as we possibly could, but test preparation is not what teacher preparation is about," Wagner said. "To say that 'I have no idea of what's going to be on the Educating All Students assessment,' is just not accurate. That's what you've been doing in your teacher preparation program for the past few years."

Wagner's remarks indicate the difficulty of trying to get SED to acknowledge any problem with the exams, Dangler said. This is why UUP is calling for the investigation, after hearing from teacher preparation students and faculty for more than a year that the tests often bear little resemblance to curriculum.

"New courses needed to update curriculum in order to 'educate all students' aren't fully in place yet," Dangler said. "I hope that teacher education professionals call SED on Wagner's statements. They are troubling, to say the least."

PROBLEMS WITH PROCESS

The complaints from students and faculty in teacher preparation programs have extended far beyond the certification exam known as the educative Teacher Performance Assessment, which was the main focus a year ago. Since then, many concerns have been raised about the other three exams—the Academic Literacy Skills Test, the Educating All Students

exam and the Content Specialty Test, which has about 40 variations to cover different teaching specializations.

"Students have been taking the new Content Specialty Tests this academic year, including some who already gradu-

ated," Dangler said. "But SED hasn't set cut scores for all of the tests yet, so students have taken exams with no information about what constitutes a passing score. They are being held up from getting certification because cut scores have not been set yet."

The New York State Teacher Certification Exams website (www.nystce.nesinc.com) contains a notice posted March 2 announcing that SED is still establishing passing scores for 17 of the Content Specialty Tests, and that the reporting of scores for students who have already taken those tests will be delayed until spring.

The notice caught the attention of education writer Alan Singer at *Huffington Post*, one of many writers and bloggers—including Diane Ravitch—who has raised questions about the accountability of Pearson, which is administering the certification exams in New York.

UUP members themselves have reported questionable actions about the scoring. At the March 5 news conference, UUPer and New Paltz education professor Julie Gorlewski—who serves on the UUP Task Force on Teacher Education—said that Pearson offered her a position as an edTPA scorer of student teachers specializing in teaching mathematics, even though Gorlewski is an English teacher by training and is not certified to teach math.

Teacher preparation students and recent graduates of teacher preparation



CASHIN

"The (teacher ed preparation) evaluation methods need to be valid and reliable."

— Kathleen Cashin
NYS Regent

certification process



MICHAEL LISI

ABOVE, NEW PALTZ UUPER JULIE GORLEWSKI OUTLINES THE CONCERNS THAT TEACHER EDUCATORS HAVE WITH THE EDTPA, ONE OF FOUR TEACHER CERTIFICATION EXAMS THAT UUP BELIEVES ARE 'DEEPLY FLAWED.' GORLEWSKI AND OTHER CRITICS OF THE EXAMS SHARED THEIR STORIES DURING A MARCH 5 NEWS CONFERENCE AT THE LEGISLATIVE OFFICE BUILDING IN ALBANY. UUP PRESIDENT FRED KOWAL, RIGHT, ALSO SPOKE.

BELOW, LEFT, SUNY BROCKPORT GRADUATE BOBBY FATONE SHARES HIS EXPERIENCES WITH THE NEW EXAMS.

BELOW, RIGHT, NYSUT VP CATALINA FORTINO STANDS IN SOLIDARITY WITH UUP, TEACHER EDUCATORS, PARENTS AND STUDENTS IN OPPOSING THE NEW HIGH-STAKES TEACHER CERTIFICATION REQUIREMENTS.



programs have also been outspoken critics of the process. At the news conference, Bobby Fatone, a 2014 SUNY Brockport graduate with a 3.72 grade-point-average, was perplexed by the content of the EAS because questions were constructed for classroom applications. He said, much of

the EAS "is not appropriate for or relevant to my specific field of study—physical education—since I don't teach in a classroom.

Katherine Knapp, a student teacher at SUNY New Paltz, said the edTPA has detracted from her focus on student teaching.

New research intern on board at UUP

BY DONALD FELDSTEIN

Travis West has joined UUP as its new research intern.

West is working 20 hours a week through the end of May researching and analyzing issues for potential legislation, conducting qualitative and quantitative research, organizing UUP Outreach Committee events, and completing other tasks associated with UUP Research/Legislation.

West holds his bachelor's degree in business administration/marketing from the University at Buffalo. He is planning to pursue a master's degree in labor and employment

law with a concentration in human resources information systems at UAlbany starting in the fall.



WEST

"I'm thankful to have the

opportunity to work at UUP, especially as an EOP student and recent SUNY graduate," he said.

West brings research experience to his new position at UUP, having worked as a market research and communications specialist for EMVISS, LLC, a technology startup company at UB. He's also worked as a research assistant at Communiqué Design and Marketing, a private firm in Ithaca.

"Having Travis on our team is helping UUP to meet the many challenges our union faces in a contentious political environment," said UUP President Fred Kowal.

The UUP Research Intern Program was recently developed to supplement the union's John M. Reilly legislative intern program.

UUPers bring attention to adjuncts' concerns

BY MICHAEL LISI

Social media was abuzz with the news for months: adjuncts at campuses across the country would walk out of class on the same day to show how much universities and colleges rely on them and how badly they are treated on the job.

The date was set: Feb. 25 was slated as National Adjunct Walkout Day.

But the buzz never became reality.

Adjuncts at a few colleges out west—Seattle University, the San Francisco Art Institute and the University of Arizona—walked out to protest the overreliance and overuse of adjuncts, according to a Feb. 26 *Inside Higher Ed* article.

ADJUNCTS GET ACTIVE

But at most colleges and universities, including SUNY, adjuncts didn't walk out. Instead, they used the opportunity to enlighten—they held teach-ins, rallies and workshops, and set up information tables.

“We support our adjunct faculty and we applaud chapters who chose to take part in the national action ... without engaging in an organized walkout.”

— UUP President Fred Kowal

That's what UUP members did.

UUPers at UAlbany, Buffalo State, SUNY Canton, SUNY Fredonia, SUNY Morrisville, SUNY Oneonta, SUNY Oswego and SUNY Plattsburgh took part in seminars, discussions and lunchtime meetings to inform and educate members and students about adjuncts' low wages and poor working conditions.

“We support our adjunct faculty and we applaud chapters who chose to take part in the national action for adjuncts without

engaging in an organized walkout,” said UUP President Fred Kowal.

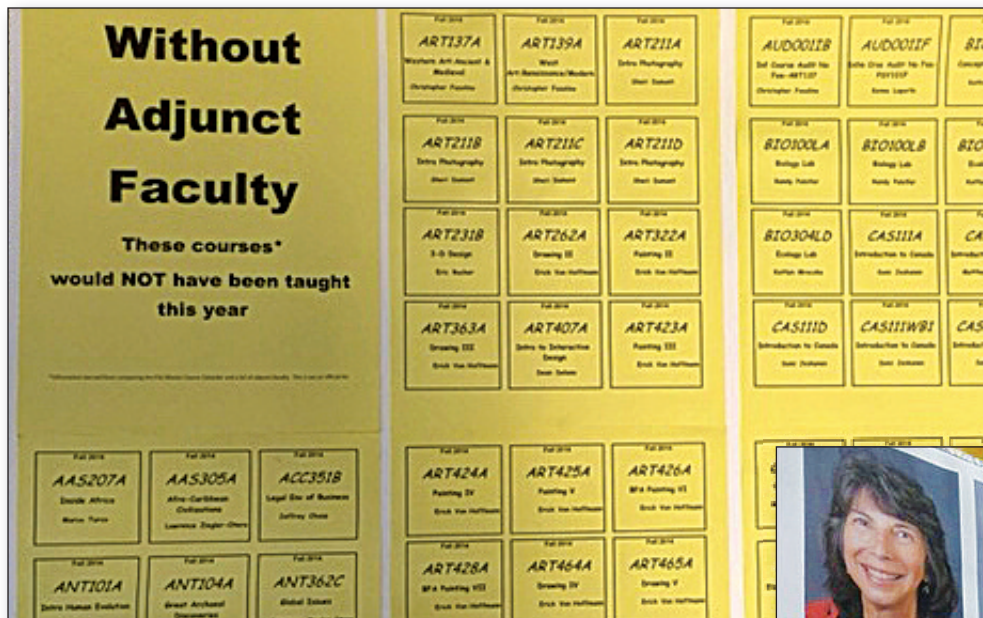
In January, Kowal urged members to not participate in the walkout. If they did, it would constitute an illegal strike under the Taylor Law; members who walked out while on the job risked being disciplined and fired.

Members heard and heeded Kowal's warning.

CHAPTERS HOST EVENTS

At UAlbany, for example, the Albany Chapter's Contingent Concerns Committee hosted “Challenging Contingency,” a lunchtime presentation and panel discussion on adjuncts' issues.

“I want to make certain that we make every effort to improve the lives of contingents on campus, but that we do so in a way that does not put any of us, especially contingents who are most vulnerable, at risk of violating the law,” said Albany Chapter President Bret Benjamin.



RICHARD ABERLE

ABOVE, THE PLATTSBURGH CHAPTER'S LIST OF THE 915 COURSES TAUGHT BY ADJUNCT FACULTY THIS YEAR WAS ONE PIECE OF THE UNION'S ACTION PLAN.

RIGHT, THE NEW PALTZ CHAPTER STRESSED THE PRECARIOUS EMPLOYMENT OF SUNY'S OVERWORKED AND UNDERPAID ADJUNCT FACULTY.



PETER D.G. BROWN

The New Paltz Chapter honored contingent faculty members during its National Adjunct Action Week, which ran Feb. 23-27. The chapter set up a display listing about 700 SUNY New Paltz courses taught by 57 full-time lecturers and 248 part-time lecturers.

“Students are adversely affected when their teachers lack basic support in the form of a living wage or offices to meet and mentor their students,” said Chapter President Peter D.G. Brown. “Education suffers in the absence of any meaningful academic freedom due to our contingent faculty’s precarious employment.”

At Fredonia, the chapter hosted a week-long series of events and activities as part of its National Adjunct Action/Awareness Week. Faculty, professionals, students, staff and administrators were asked to participate in daily events such as taking a selfie while holding a hand-made sign with a statement supporting adjuncts.

Oneonta Chapter members started a petition to address job security and pay for adjuncts. They expressed concerns about the impact of low salary on recruitment and retention of part-time faculty during a Feb. 25 labor-management meeting, said Acting Chapter President Rob Compton.

Here’s a sampling of what went on at other SUNY campuses:

- At Plattsburgh, more than 40 people attended the chapter’s public forum on adjunct issues and higher education funding. Organized by Plattsburgh Chapter Officer for Contingents Richard Aberle, the forum got news coverage in *The Press Republican* and on WCAX-Channel 3 News in Burlington, Vt. Statewide Membership Development Officer Arty Shertzer spoke at the Feb. 25 event.

The chapter also displayed 915 course



CANTON CHAPTER

ABOVE, CANTON CHAPTER MEMBERS BRIAN HARTE AND SABEL BONG, RIGHT, TELL STUDENTS ABOUT THE ISSUES FACING MANY OF THEIR PART-TIME LECTURERS.



LARRY FULLER

LEFT, OSWEGO CHAPTER MEMBERS CINDY FULLER AND CHARLIE ITZIN DISCUSS CONTINGENT CONCERNS DURING A LUNCHTIME WORKSHOP.

BELOW, FREDONIA HELD WEEK-LONG EVENTS AND DISPLAYED A LENGTHY LIST OF COURSES TAUGHT BY ADJUNCT FACULTY.

sections taught by more than 800 Plattsburgh adjuncts. The display—14 panels of Post-it-size course listings—was 28 feet long.

- At Oswego, chapter Officer for Contingents Cindy Fuller created a short survey and sent it to 241 adjuncts; 115 responded. During a lunchtime workshop she co-organized with delegate Charlie Itzin, Fuller said 30 respondents expressed an interest in serving on a new chapter Adjunct/Contingent Concerns Committee.

Oswego Chapter President Lori Nash and Fuller were featured in an article on the event that ran in the student newspaper, *The Oswegonian*.

- The Buffalo State Chapter held an open forum Feb. 25, inviting adjuncts to discuss employment concerns and to let chapter leaders know how the union can better serve them.



BRUCE SIMON

- Canton Chapter members handed out fliers to faculty, students and staff about issues adjuncts face, said Sabel Bong, a chapter delegate.

ELECTION

2015 Spring Delegate Assembly

April 17-18, 2015

Delegates to elect union officers, board members

Delegates to the 2015 Spring Delegate Assembly, set for April 17-18 at the Saratoga Hilton, will elect 11 state-wide union leaders. Elections will be held for the offices of president, secretary and membership development officer, as well as eight Executive Board seats.

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, the elections will be adjusted accordingly.

In accordance with union policy, candidates running for statewide elective posi-

tions are entitled to have statements and a photograph printed in *The Voice*, which is distributed to all bargaining unit members.

Statements longer than 500 words were set in smaller type to ensure fairness for all candidates. The statements are printed as received, with minor editing for consistency of style.

The following pages contain the statements and photographs of those union candidates who chose to submit them. These and other candidate statements submitted by March 6 are also on the UUP website, under Elections.

for President

Frederick Kowal Cobleskill

For the past two years, it has been my distinct privilege and honor to serve you as president of our great union. It has also been a very exciting and rewarding time to serve in this office. My goals from the start were three-fold: To increase the grassroots involvement of our membership while growing the core group of activists in UUP, to increase the political power of UUP in New York, and to expand the influence of UUP throughout the state and nation. I believe that we have made a start in each of these areas, but work remains. Therefore, I am asking for your support of my candidacy for the presidency of UUP for another term.

Over the past two years, we have seen UUP take part in political campaigns, labor gatherings, and advocacy events as never before. New activists, and a new generation of future leaders are emerging. We have also seen UUP become a known player in the work of the Legislature, in our affiliates, and nationally. And we have met my challenge that UUP become the "ideas factory" for higher education, culminating in the attention our ideas on public funding and

solving the student debt problem received at the state and national levels. I am proud of the work that my fellow officers, activists from across UUP, and I have done in the past two years. But, much more work must be done if UUP is to become the powerful force it must be for the sake of our union's future, our members, our students, and our University.

So, as I ask for your vote at April's Spring Delegate Assembly, let me outline my priorities for the next two years should I be re-elected president.

First, we must continue to strengthen our union in order to build a large group of grassroots activists to do the advocacy work that we must do to build strong alliances in our communities. We must work to put in place policies that serve the common interest our union shares with our students and our communities. We have been more active politically in the past year than we ever have been. But, it's just a start. We must do more.

Second, we must utilize the expanded resources that have been put in place in our Research, Communications and IT departments



to continue to develop new and better ideas for the future of higher education and unions, while also more effectively projecting those ideas to our membership and our nation.

Third, as I have challenged all leaders of our union over the past two years, we must re-think the ways that we organize ourselves as a union and how best to use our scarce resources.

In the next year, we must collectively consider ways to enhance our internal strengths while also conserving our union's resources for the struggles to come.

My most important task, should I be re-elected, will be to create a structure, within our constitutional requirements, for our upcoming contract negotiations. This is the most important task a UUP president has and I will take it on with careful thought and determination. And for this process to be successful for UUP, we will need a strongly engaged membership.

We have had two good years together. And together, we will move forward to successfully face the challenges ahead of us. I thank you for your help and support in the past two years. And I thank you in advance for your consideration of my request for your vote.

for Secretary

Eileen Landy Old Westbury

Thank you for allowing me to serve you and our union as UUP secretary. It is as meaningful and important as any work I have ever done.

The past two years have been as challenging as any UUP has faced. Budgets were slashed in the time of surplus. A hostile governor is pushing to increase privatization of SUNY through START-UP NY and other commercialization plans; to dismantle teacher prep programs across SUNY; to impose performance measures that will negatively impact diversity among our students, faculty and staff. The very concept of “public” in higher education and health care is under siege. In the face of all this, we have pushed back—fighting hard and working together.

Officers have travelled across the state for labor, community and political rallies;

we have reached out to build alliances on the campus, community, state and national levels; we have strengthened our relationships with our affiliates. We have worked together and with you to activate our members and make alliances within and across our communities. We have worked together with you and with our students to reaffirm our commitment to them and to the civil right that is public education.

One of our organizational allies is the Campaign for the Future of Higher Education. This now-international coalition of over 90 higher education organizations and unions has become an independent national voice in support of quality, affordable and accessible higher education. Because our experiences in New York are echoed from California to Florida, we work together in CFHE to make common cause.



We also worked collectively to repurpose our meetings. We are working to make our shared time more productive and user-friendly, in part through incorporating workshops into the DA. We have updated chapter, affiliate and retiree election processes. We continually try to improve our registration and election processes at the

Delegate Assembly. We are taking greater advantage of technology for communications within and among committees. We continue to seek your ideas on how to improve our practices and lessen our carbon footprint.

We still have work to do.

I ask you to let me continue with you in this fight. I bring to it my experience, my passion and my fierce commitment to UUP, the labor movement and the values they represent. I ask for your support.

Thank you.

for Membership Development Officer

Arty Shertzer Stony Brook

How do we engage our members? Are we inclusive? Are we welcoming? Are we informative?

Two months ago, I posed these questions.

As I write to you again, seeking election for a full two-year term, I believe that these questions are still at the core of what we need to do in order to move our union forward.

I have been very busy. I have visited Plattsburgh and New Paltz; I have additional meetings scheduled for both individual chapter and regional visits. I have attended EOP Advocacy Day, Higher Ed Advocacy Day, Committee of 100 and Tech Sector Advocacy Day.

I have put together a meeting of the Outreach and Membership chairs along with our legislation staff and our new political action organizer to begin working to coordinate our efforts.

Over the last two months and throughout my years of UUP involvement, I have seen hundreds of our members, at the

chapters, at the Delegate Assemblies, at events and rallies. What I see are people who have felt the need to participate. At the same time, there are many who do not. The difference is that those who do feel that we as leaders have connected to them on some level.

Maybe it was a personal issue, maybe it was as simple as returning a phone call. I know that in my case, it was the help I got when I was facing a nonrenewal many years ago.

We have, at our disposal, enormous resources to help one another. We have a contract that affords us the right to be involved in the issues and problems we as SUNY employees face.

We all want to see SUNY remain accessible and affordable. We all want to feel that we are doing what needs to be done to educate students and care for patients. We all want to feel appreciated and valued.

We, as leaders, must always remember that we are leaders because the membership has entrusted us to do the very best we can for them—that it is a privilege to



serve. If we work together, we can create the opportunity for members to see us, feel comfortable with us and to trust us. Together, we can reach out to our membership to explore their interests and listen to their concerns. We can be different; we can become an extraordinary, active and meaningful union.

It starts with us; it grows member by member, chapter by chapter.

With the serious issues facing us as unionists, if we hope to preserve a SUNY that remains accessible and affordable, if we want to preserve the ability to teach without interference, and to care for the neediest amongst us, and to be valued and compensated appropriately, then we must create an environment, in everything we do, that is inclusive, welcoming and informative.

I need your assistance, your energy and your ideas.

We have much work to do. I ask for your support and trust.

for Executive Board

Beth E. Wilson New Paltz

It has been both a pleasure and a privilege for me to serve on the statewide Executive Board over the past two years. Serving on the board has expanded my perspective, and helped connect me with the experiences and ongoing concerns of UUP members across the wide expanse of our bargaining unit.

The current leadership has transformed the board into a dynamic, engaged, deliberative body. We are called upon to under-

stand the full range of challenges facing our members—whether it's edTPA, the threat to Downstate, the precarious employment of our contingent brothers and sisters, or any of a dozen others—and to advise and support the president and officers as they work to address them.

Approaching the end of my first term on the Executive Board, I feel that I have done my best to productively contribute to the dialogue in our meetings and to



represent UUP at functions such as AFT's higher ed conference, the CFHE annual gathering, and the Coalition of Contingent Academic Labor (COCAL), producing detailed reports back to the president for each of these events.

I would very much appreciate your support as I seek re-election

to the Executive Board, so that I can have the opportunity to follow through on the good work that we have only just started.

Anne Wiegard Cortland

UUP's political positioning with regard to contingent employment practices must be comprehensive, righteous, deeply grass-rooted and, above all, utilitarian.

Like SUNY initiatives such as "Open SUNY," SUNY 2020, and the edTPA, that threaten our members, our students, and the public good, contingency must be fought aggressively and strategically. It is detrimental to our union and our professions. Contingency must be addressed with the kind of urgent, wholehearted response we see in the work of our union to thwart recent efforts to privatize SUNY. It must be addressed through an internal organizing campaign and a programmatic PR campaign that integrates internal and external messaging.

Our internal messaging absolutely has to emphasize the exploitation and injustice our contingent workforce experiences. We need to educate all our members about the unfair, even inhumane employment practices, and do everything possible to mobilize our members to create change. But there is a huge difference between the internal and the external messages that are necessary.

Our external message cannot be a series

of complaints. None of the unions which have achieved the greatest parity for their contingent faculty has ever focused on such complaints in their external PR. They will tell you that complaints about salary and working conditions seem self-interested and offensive to the taxpayers and to other worker organizations whose members are arguably treated much worse and who could be our greatest allies. The same is true of potential alliances with other social justice organizations.

Much as we might wish to express our grievances similarly to the indignation expressed during the Civil Rights, the Gay Rights or Women's Rights Movement, we lose our credibility when we falsely compare ourselves to those movements. Our oppression revolves entirely around our employment situation, not around who we are. We do have a choice of employers and the public knows it. (Of course, if we all chose to resign, SUNY would have to close its doors!)

Instead, in the same way that our messaging about our budget proposals and other key political goals focuses on the conse-



quences for our students and the citizens of New York, our external messaging about contingency should consistently focus on such consequences. Lawmakers and voters care about the quality of education that SUNY provides their children, and hearing about its erosion concerns them much more than the notion that some faculty do not receive a living wage.

They can understand that students' learning conditions depend upon faculty's working conditions.

All elected UUP representatives who purport to speak on behalf of UUP's contingent members need to be on message. There is a very narrow bandwidth for the public discourse related to higher education, much less the specific issue of contingency. When there are two or three different competing messages, none of them gets through. Let's agree to come together to develop a clear, effective, comprehensive PR campaign, even if it means letting go of a slogan or two that sound appealing. Our members need to stay on message, the single message that UUP crafts, so that we will speak with one voice and we will be heard.

Laura Rhoads Potsdam

Sisters and brothers, I seek your support for election to the statewide Executive Board at our Spring Delegate Assembly in April 2015.

We face many challenges as public sector unionized employees; it seems overwhelming. We continue the fight, however, as the largest, strongest higher education union in the country, and our solidarity will move us forward.

As a member of the UUP statewide Executive Board, I have the opportunity to represent all of you: professional and academic, tenured and contingent, current member and active retiree. My experiences at a smaller campus allow me to share ideas and contribute to the board

discussions. I have served on the board for four terms and stand with the officers and other board members as a body that represents *you* the member.

At the campus level, I have been the Potsdam Chapter president, so I have many experiences with member issues and dealing with management through the labor-management process. At the statewide level, I am an academic delegate for Potsdam, and have served as a committee member for the statewide Grievance Committee, Legal Defense Committee, Task Force on Workplace Violence, and the Strategic Planning Group. I previously chaired the Task Force on Academic Member Recruitment.



RHOADS

I am a member of the Joint Labor-Management Committee on Affirmative Action and Diversity. These activities have strengthened my knowledge about the union, and at the same time have allowed me opportunities to participate in its functions.

I have been a faculty member in the department of biology at SUNY Potsdam for the last 15 years, and I am proud to be a doctoral graduate of SUNY Binghamton.

I have appreciated the strength of the union to protect our collective bargaining rights and will work diligently for my union sisters and brothers in the upcoming term.

Lori Nash Oswego

I am running for an academic seat on the Executive Board and I ask for your vote. I have been serving on the Executive Board since 2013. I am also currently serving as Oswego Chapter president.

From 2005-2013, I served as the part-time concerns representative for the Oswego Chapter. In 2005, the starting salary for adjuncts at Oswego was \$2,310. It had been at this rate for more than 15 years. Through my efforts and the efforts of my Oswego colleagues, we were able to negotiate four increases to the starting salary for adjuncts at Oswego: \$2,502 (Fall 2006); \$2,604 (Fall 2008); \$2,850 (Spring 2013); and \$2,952 (Fall 2013).

I am a member of the statewide Contingent Employment Committee and have been a member of this committee for the last 10 years. I was the part-time academic at-large member of the Negotiations Committee for the 2011-2016 contract. I also served on the President's Commission on Part-time Labor. In 2008, I was awarded the Fayez Samuel Award for Courageous Service.

I am currently serving on the Task Force on Hostile Workplace. In the summer of 2013, I completed a workshop on "Bully Busting" at the United Association for Labor Education (UALE), Northeast Regional Summer School for Union Women.

As an Executive Board member, I have sought to do what is in the best interest of the members of the union. I keep in mind the union as a whole and I also think about the issues that affect those in the union who are the most vulnerable. I participate actively in board discussions, giving careful considerations to all matters brought before the board. I have developed relations of mutual respect with all board members. I seek agreement whenever it is in the best interest of the union to foster agreement and I challenge ideas and practices when ideas and practices need to be challenged.

In the time that I have served on the board, UUP has sought to increase its power and influence, so that UUP can secure for its members those things that



NASH

are the most important to the membership, a good contract and public support for education. UUP has launched impressive education campaigns aimed at making members, as well as the broader public, aware of UUP's priorities. These campaigns have spurred members and other activists to action.

During the last two years, UUP has prioritized the following: saving SUNY Downstate; protecting teacher education programs; fighting against the privatization of higher education; addressing adjunct poverty and contingent issues; seeking support for EOP and EOC programs; and seeking increased support for SUNY. I have supported these priorities and I have worked to encourage others to support these priorities.

I teach as an adjunct in the department of philosophy at SUNY Oswego.

I have been honored to serve on UUP's Executive Board and would be honored to continue to serve in this role.

I ask for your support and your vote.

for Executive Board

Darleyne E. Mayers Farmingdale

My name is Darleyne Mayers and I am a member of UUP Farmingdale. I would consider it a privilege and honor to continue to serve as an Executive Board member. I would like to continue to work for you in this capacity. And I would like you to vote for me.

As educators, health care providers and members of our strong union, I recognize the importance of maintaining its effective organization in spite of the ongoing attacks that are affecting our livelihoods, and values. I have the ability to assist in making this a continued outcome.

This is why I would like to continue to be a part of the hard-working and productive board as a member with a voice that represents everyone. The UUP theme of solidarity is something that I do not take lightly. Our efforts to build coalitions and

foster stronger relationships with organizations that have similar interests must continue.

My experience includes that I am a member of the executive board on the chapter level and have been involved in various activities for almost ten years, most recently, as the grievance chair for professionals, serving on the labor-management committee. I would like to share with you some of the direct actions that may help you decide to vote for me: co-chair of the statewide Affirmative Action Committee, where among other activities, retreats have provided yearly committee action items, and goals and objectives; chair, the EOC Concerns Committee; former member of the Outreach Committee (I presently participate in campus visits to Albany and facilitate Farmingdale



students and workers, who come to EOP/EOC Day; supported voter registration efforts through the “Rock the Vote!” campaign; participated in phone banking for presidential elections and statewide elections; member of the Task Force on Pay Equity Based on Race; and member of Task Force on Emerging Issues of Diversity.

I want to continue to serve on the board where we will continue to work as advocates for our students, our patients and our institutions through coalitions and activities at the chapter and statewide levels.

I am asking for your support to re-elect me, Darleyne Mayers, to the Executive Board. An independent thinker with integrity and fortitude who will continue to focus on our UUP.

Pamela Malone Empire State College

Brothers and sisters,

With great enthusiasm I am writing to ask for your vote for our UUP Executive Board. As a member of the board, I pledge to listen carefully, make informed decisions, and work to make our union as strong as it can be.

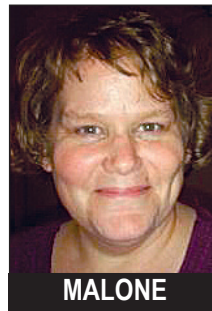
My experience at both the chapter and statewide levels will allow me to serve you well in the role of board member. The Empire State College Chapter functions similarly to UUP—we have locations of various sizes across the state, all with unique and diverse needs. As chapter president, and previously as vice president for professionals, I have learned to build upon our diversity to support individual members, as well as the chapter as a whole.

I understand the challenges of uniting members who are geographically distant and are facing local issues, and am sensitive to the foresight needed when making decisions that impact all members. If my

experience has taught me anything, it is that making decisions at any leadership level is harder than it looks. In order for our union to stand strong, we must each invest in the needs of each of our sisters and brothers, be they academic or professional, full or part time, at a large center or at a smaller unit.

Therefore, it's imperative that we share as much as possible and I plan on continuing the work of our current board in earnest.

Through serving on the last Negotiations Team and on our Elections and Credentials and Outreach committees, I've learned about the incredible variety of the work that we do and the unique concerns at our chapters and within our disciplines. I've learned about the unique pressures facing some of us—for example, our part-time members and our members working at our hospitals and medical schools. I've learned about the enormous external factors such as politics, public perception, and funding that impact our



work and our work lives. Importantly, I have been able to apply what I have learned in my work at the chapter and for UUP—whether it be helping a member one-on-one, discussing issues at our chapter labor-management meetings, engaging and informing my chapter membership, standing strong with my fellow Negotiations Team members,

working side by side with my E&C Committee members to ensure fair elections, or advocating with legislators for SUNY.

As you can see, this experience provides me with a strong foundation to serve our membership on the Executive Board. I have often told my members “we are all in this together” and there's no truer statement.

If you elect me to the statewide Executive Board, that truth will govern my work and my decisions. I will strive to represent our diverse membership by listening and learning, and serving with passion and dedication for our union, our members and our causes.

Tom Hoey Albany

Dear delegates,

I am running for re-election for a professional seat on the UUP Executive Board and I ask for your vote at the upcoming Spring DA.

One of the values that I hold in high regard is keeping an open mind and truly listening to what is being said then making decisions based on information not conjecture. In raising my 7-year-old son Max, the phrase I keep repeating to him is, "If you are talking you are not listening." Teaching him has changed my interactions and to the realization of how important it is to lead by good example.

In serving the union in different roles both on the chapter and statewide levels, I have worked hard to get the important work of the union done. I will bring that same work ethic to the UUP Executive Board. I have served as: chair of the Solidarity Committee; the UUP's President's SEFA representative; a member of the AFT Higher Ed Committee; a member of

NYSUT's Task Force of Labor Issues; a NYSUT delegate; and AFT delegate.

I have been chair/co-chair of the Solidarity Committee for the past decade and I continue in that role. As chair, I have led the committee and UUP to support many different campaigns important to both UUP and the labor movement. One example is the "killer coke" campaign we brought to the attention of UUP and proudly we are still boycotting their products.

My service as the SEFA representative came with the responsibility to ensure that the campaign was run successfully.

The AFT Higher Ed Committee experience led to a series of events that allowed for the premiere showing of an important labor film "Bread and Roses" in Albany, which was attended by over 1,000 labor activists. This event is a great example about how being involved with UUP can change lives.

Currently, I am the vice president for pro-



HOEY

fessionals at the Albany Chapter, where I am working to re-energize the chapter with a new, younger generation of labor leaders.

My labor education with "Jobs with Justice," my service with Capital District AFL-CIO Labor Council and NYSUT leadership Institute all have given me the skills to mentor newer members.

I also worked with the Capital District AFL-CIO to make UUP aware of anti-labor practices by The Desmond, which led to our boycott and a successful contract for The Desmond's workers. More recently I have taken up the plight of the unorganized Albany Crossing Guards and the 911 dispatchers who have gone without a contract for six years.

I am also serving as treasurer of my neighborhood association and active in my neighborhood school's PTA.

Today, I want to work to give opportunity to future activists. I ask for your support and vote to accomplish this for UUP.

In union!

DSRIP

continued from page 7

testified Lyon, who told the panel that the hospital has already diverted public funds to meet costs and responsibilities imposed by the DSRIP program.

Benker, a physician, also urged the panel to remember the unions in the governance of the PPS for University Hospital, which would include Kings County Hospital in Brooklyn.

Benker warned the panel that the PPS plan under DSRIP that would include University Hospital was vague about that hospital's role, "except for some very limited outpatient care activities."

University Hospital's extensive clinical services include dialysis and kidney transplants. The dialysis service is the only one in the area that serves children and patients on Medicaid or without insurance. Benker

told the panel she worried that these essential services risked being privatized or eliminated in the coming redesign of health care through DSRIP.

"The loss of dialysis and kidney transplants for children and adults on Medicaid means a death sentence to them," said Benker, an associate professor and interim chair in the department of health policy and management.

In early February, an independent assessor made preliminary recommendations on the PPS plans submitted to the state panel. The plan including Stony Brook was scored the second highest in the state, and the central New York plan that includes Upstate scored in the middle range. The PPS plan including Downstate Medical Center scored the third-lowest in the state.

Concern about the future of the SUNY



BENKER

hospitals has long been a key legislative issue for UUP. This year's Executive Budget proposed a total subsidy of \$69 million, a \$19 million cut from last year's final figure of \$88 million.

The Assembly and Senate budget proposals would restore \$18.6 million and \$18.5 million, respectively, to the hospital subsidy. The Assembly budget bill also includes a \$500 million appropriation to the PPS partnerships that include Upstate Medical University and Stony Brook University Hospital, to help those partnerships with the costs associated with developing the DSRIP plans.



Financial Statement for 2014

Dear Colleagues,

This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2014. The accounting firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which was

reviewed by delegates at the 2015 Winter DA in Albany. Should you have any questions concerning the audit, please contact me.

— UUP Treasurer Rowena Blackman-Stroud

INDEPENDENT AUDITORS' REPORT

Report on the Financial Statements

We have audited the accompanying financial statements of the UNITED UNIVERSITY PROFESSIONS (the Union) which comprise the statements of financial position as of August 31, 2014 and 2013, and the related statements of activities, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United University Professions as of August 31, 2014 and 2013, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of expenses on pages 17 through 19 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Syracuse, NY
December 10, 2

DERMODY, BURKE & BROWN, CPAs, LLC

STATEMENTS OF FINANCIAL POSITION

August 31, 2014 and 2013

	ASSETS	
	2014	2013
Current Assets:		
Cash and Cash Equivalents	\$ 2,180,765	\$ 2,338,518
Investments	5,820,479	6,052,079
Accounts Receivable	518,061	226,106
Accrued Interest Receivable	0	56
Prepaid Expenses	25,576	0
Total Current Assets	8,544,881	8,616,759
Property and Equipment, Net of Accumulated Depreciation and Amortization	306,854	258,168
TOTAL ASSETS	\$ 8,851,735	\$ 8,874,927
	LIABILITIES AND UNRESTRICTED NET ASSETS	
LIABILITIES		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 95,721	\$ 202,553
Accrued Vacation	284,887	271,032
Officer and Chapter Leader Release Time Payable	654,815	762,965
Chapter Allocations Payable	28,214	40,611
Deferred Revenue	79,480	67,126
Capital Lease Current Portion	12,892	9,924
Total Current Liabilities	1,156,009	1,354,211

Capital Lease Obligation	48,063	10,565
Accrued Rent	127,922	170,563
Total Liabilities	1,331,994	1,535,339
UNRESTRICTED NET ASSETS	7,519,741	7,339,588
TOTAL LIABILITIES AND UNRESTRICTED NET ASSETS	\$ 8,851,735	\$ 8,874,927
STATEMENTS OF ACTIVITIES		
Years Ended August 31, 2014 and 2013	2014	2013
UNRESTRICTED REVENUES		
Membership Dues / Agency Fees / Retiree Dues	\$ 21,782,318	\$ 21,963,863
Less: Dues Allocated To:		
NYSUT	10,251,189	9,848,775
AFT	5,346,595	5,162,111
AAUP	0	59,666
Total Dues Allocated	15,597,784	15,070,552
Net Membership Dues and Agency Fees	6,184,534	6,893,311
NYSUT Support	1,606,407	1,607,419
AAUP Dues Support from NYSUT	0	19,893
AAUP Dues Support from AFT	0	19,893
Investment Income	27,518	37,841
Miscellaneous Income	87,499	0
Agency Fee Refunds	(10,577)	(9,257)
Total Unrestricted Revenues	7,895,381	8,569,100
UNRESTRICTED EXPENSES		
Administrative and Other	3,256,385	3,374,361
Membership Communications	281,428	340,135
Campus Chapters	2,203,312	2,337,421
Contract	14,390	7,346
Governance	676,774	688,319
Committees	198,880	182,313
Convention	213,725	77,153
Membership Benefits	20,298	27,760
Special Projects / Needs / Concerns	850,036	1,388,928
Total Unrestricted Expenses	7,715,228	8,423,736
CHANGE IN UNRESTRICTED NET ASSETS	180,153	145,364
UNRESTRICTED NET ASSETS		
Balance, Beginning of Year	7,339,588	7,194,224
Balance, End of Year	\$ 7,519,741	\$ 7,339,588

STATEMENTS OF CASH FLOWS

	2014	2013
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Unrestricted Net Assets	\$ 180,153	\$ 145,364
Adjustments to Reconcile Change in Unrestricted Net Assets to Net Cash Used In Operating Activities:		
Depreciation and Amortization	103,336	89,163
Changes in Operating Assets and Liabilities:		
Accounts Receivable	(291,955)	268,497
Accrued Interest Receivable	56	0
Prepaid Expenses	(25,576)	0
Accounts Payable and Accrued Expenses	(106,832)	1,700
Accrued Vacation	13,855	7,403
Officer and Chapter Leader Release Time Payable	(108,150)	(651,057)
Chapter Allocations Payable	(12,397)	(17,785)
Deferred Revenue	12,354	(16,003)
Accrued Rent	(42,641)	(42,641)
Net Cash Used In Operating Activities	(277,797)	(215,359)
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Purchases	(25,722)	(35,960)
Investment Maturities and Sales	257,322	150,000
Acquisition of Property and Equipment	(152,022)	(61,091)
Net Cash Provided By Investing Activities	79,578	52,949
CASH FLOWS FROM FINANCING ACTIVITIES		
Proceeds From (Payments Made) on Capital Leases, Net Trade-In	40,466	(9,322)
Net Cash Provided By (Used In) Financing Activities	40,466	(9,322)
Net Decrease in Cash and Cash Equivalents	(157,753)	(171,732)
Cash and Cash Equivalents, Beginning of Year	2,338,518	2,510,250
Cash and Cash Equivalents, End of Year	\$ 2,180,765	\$ 2,338,518
SCHEDULE OF NONCASH INVESTING ACTIVITIES		
Capital Lease Obligations Incurred to Acquire Equipment	\$ 0	\$ 0

NOTES TO FINANCIAL STATEMENTS
August 31, 2014 and 2013

NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Organization

United University Professions (the "Union") was organized for the primary purpose of improving the terms and conditions of employment for the staff of the State University of New York. The Union maintains 32 chapters at the 29 universities of the State of New York. The Union is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).

Financial Statement Presentation

The Union is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

None of the Union's net assets are subject to donor-imposed restrictions. Accordingly, all net assets are accounted for as unrestricted net assets.

Campus Chapters

Each campus chapter is entitled to receive a dues allocation, based on chapter membership, to be used for local activities. These allocations are based upon the number of bargaining unit members at the respective campus. The Union recognizes an expense to the extent funds are expended by the local chapters. Unexpended dues allocations to campus chapters are included in cash and cash equivalents.

Income Taxes

The Union has been determined to be exempt from federal income taxation under Section 501(c)(5) of the Internal Revenue Code and has been classified as an organization that is not a private foundation under Section 509(a).

Accounting principles generally accepted in the United States of America require Union management to evaluate tax positions taken by the Union and recognize a tax liability (or asset) if the Union has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Union, and has concluded that as of August 31, 2014, there are no uncertain positions taken or expected to be taken that would require the recognition of a liability (or asset) or disclosure in the financial statements.

Accounting Basis

The financial statements are prepared on the accrual basis of accounting in accordance with the principles established by the American Institute of Certified Public Accountants.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Revenue

Membership dues and agency fees are the primary sources of revenue for the Union and are collected from members at the rate of 1% of annual salary (.9% for members under the negotiated minimum annual salary). Dues and agency fees are collected through payroll deductions by the Office of the New York State Comptroller and remitted periodically to the Union and are recognized as revenue as the salary is earned by the members.

The Union has entered into a collective bargaining agreement (CBA) with the State of New York. A new CBA was ratified by the membership on June 5, 2013 for the period July 2, 2011 through July 1, 2016.

Affiliate Dues

The Union is required to pay per capita affiliate dues to AFT and NYSUT as a result of its affiliation with AFT and NYSUT. The affiliate dues are based on certain formulas as defined in the affiliation agreements.

Cash Equivalents

The Union considers all investments with original maturities of three months or less to be cash equivalents. Cash equivalents consist primarily of money market accounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Union's gains and losses on investments bought and sold as well as held during the year.

Investments consist of money market accounts and certificates of deposit with original maturities greater than three months. Certificates of deposit included \$-0- and \$7,322 in excess of federally insured limits at August 31, 2014 and 2013, respectively.

The Union may at times invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statements of activities.

Property and Equipment

The Union capitalizes expenditures in excess of \$2,500 for property and equipment at cost. Depreciation is provided on the straight-line basis over estimated useful lives ranging from three to ten years. When properties are retired or otherwise disposed of, the related costs and accumulated depreciation and amortization are removed from the accounts and any gain or loss is recorded in the statements of activities. Equipment under capital leases are amortized over the shorter of the lease term or the estimated useful lives of the assets.

Expenditures for repairs and maintenance not considered to substantially lengthen property life are charged to expense as incurred.

Officer and Chapter Leader Release Time Payable

Officer release time payable represents amounts owed to various State universities for reimbursement of the portion of certain officers' salaries and fringe benefits that relate to time incurred for Union activities which have been paid by the universities.

Deferred Revenue

The Union bills retirees for annual dues at the end of each fiscal year. Dues collected that relate to next fiscal year are recorded as deferred revenue.

Subsequent Events

Management has evaluated subsequent events through December 10, 2014, which is the date the financial statements were available to be issued.

NOTE 2 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following at August 31, 2014 and 2013:

	2014	2013
General Checking Account	\$ 416,500	\$ 623,799
Petty Cash	750	750
Chapter Cash Balances	670,610	607,882
Restricted Agency Shop Fee Reserve Accounts	198,577	198,495
Member and Retiree Accounts	470,153	436,639
Payroll Account	71,028	143,217
NYSUT Additional Support Checking Account	346,514	322,195
UUP Employees' Flexible Spending Account	6,633	5,541
Total	\$ 2,180,765	\$ 2,338,518

Concentration of Credit Risk

Cash and cash equivalents include bank demand deposit accounts, money market accounts and highly liquid investments purchased with maturities of three months or less. The Union maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Union has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash and cash equivalents.

Several of the Union's banks are also guaranteed by the Depositors Insurance Fund (DIF). The DIF is a private, industry-sponsored insurance fund that insures all deposits at Massachusetts-chartered savings banks that exceed limits imposed by the Federal Deposit Insurance Corporation (FDIC). All DIF member banks are also members of the FDIC.

Uninsured cash amounted to \$953,669 and \$2,123,914 at August 31, 2014 and 2013, respectively.

NOTE 3 – INVESTMENTS

Investments consist of the following at August 31, 2014 and 2013:

	2014		2013	
	Cost	Fair Value	Cost	Fair Value
Money Markets	\$ 4,237,776	\$ 4,237,776	\$ 4,224,614	\$ 4,224,614
Certificates of Deposit	1,582,703	1,582,703	1,827,465	1,827,465
Total	\$ 5,820,479	\$ 5,820,479	\$ 6,052,079	\$ 6,052,079

The components of investment income from all sources are reflected below:

	2014	2013
Interest Income	\$ 27,518	\$ 37,841
Total	\$ 27,518	\$ 37,841

NOTE 4 – FAIR VALUE MEASUREMENTS

Accounting standards provide the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Union has the ability to access.
- Level 2 – Inputs to the valuation methodology include:
 - Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets and liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 - Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2014 and 2013.

Money Markets – Valued at the daily closing price as reported by the fund. The money market fund is an open-end mutual fund that is registered with the SEC. The fund is required to publish its daily net asset value (NAV) and to transact at that price. The money market fund held by the Union is deemed to be actively traded.

Certificates of Deposit – Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Union believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Union's assets at fair value as of August 31, 2014 and 2013.

	Assets at Fair Value as of August 31, 2014				Total
	Level 1	Level 2	Level 3		
Money Markets	\$ 4,237,776	\$ 0	\$ 0	\$ 0	\$ 4,237,776
Certificates of Deposit	1,582,703	0	0	0	1,582,703
Total Assets at Fair Value	\$ 5,820,479	\$ 0	\$ 0	\$ 0	\$ 5,820,479
	Assets at Fair Value as of August 31, 2013				Total
	Level 1	Level 2	Level 3		
Money Markets	\$ 4,224,614	\$ 0	\$ 0	\$ 0	\$ 4,224,614
Certificates of Deposit	1,827,465	0	0	0	1,827,465
Total Assets at Fair Value	\$ 6,052,079	\$ 0	\$ 0	\$ 0	\$ 6,052,079

NOTE 5 – ACCOUNTS RECEIVABLE

Accounts receivable consists of support payments received after the close of the fiscal year. The following amounts are due at August 31, 2014 and 2013:

	2014	2013
Due from NYSUT	\$ 328,650	\$ 21,136
Due from UUP Benefit Trust Fund	3,097	4,703
Due from Retirees	9,536	7,085
Due from NYS	170,226	166,626
Due from AFT	0	19,893
Due from Other	6,552	6,663
Total	\$ 518,061	\$ 226,106

The Union's management considers these accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they will be charged to operations when that determination is made. No such charges were recorded for the years ended August 31, 2014 and 2013.

NOTE 6 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following at August 31, 2014 and 2013:

	2014	2013
Furniture and Equipment	\$ 421,280	\$ 399,730
Capitalized Office Equipment	69,190	46,795
Automobiles	203,688	189,733
	694,158	636,258
Less: Accumulated Depreciation and Amortization	387,304	378,090
Total	\$ 306,854	\$ 258,168

Depreciation and amortization expense for the years ended August 31, 2014 and 2013 was \$103,336 and \$89,163, respectively. Accumulated amortization on the capital leases at August 31, 2014 and 2013 was \$10,379 and \$28,077, respectively.

NOTE 7 – COMMITMENTS AND CONTINGENCIES**Operating Leases**

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$357,231 and \$334,185 for the years ended August 31, 2014 and 2013, respectively. In addition, the Union leases office equipment under capital leases expiring in various years through 2019. The assets and liabilities under capital leases are recorded at the lower of the present value of the minimum lease payments or the fair value of the asset.

Total future lease commitments amount to the following:

Fiscal Year Ended August 31,	Capital	Operating
2015	\$ 15,717	\$ 449,371
2016	15,717	449,570
2017	15,717	449,767
2018	15,717	24,988
2019	5,237	0
	68,105	1,373,696
Amount Representing Interest	(7,150)	0
Present Value of Minimum Lease Payments	\$ 60,955	\$ 1,373,696

Contingencies

In the ordinary course of business, there are various legal proceedings pending against the Union. After consultation with outside counsel, management believes that the aggregate exposure, if any, arising from such litigation will not have a material adverse effect on the Union's financial position, results of activities or cash flows.

NOTE 8 – BENEFIT PLANS

The Union maintains a non-contributory defined contribution benefit plan covering substantially all full-time and certain part-time employees. Contributions to the plan are based on 10% of participant's compensation and are fully vested when made. Pension expense for the years ended August 31, 2014 and 2013 was \$149,388 and \$159,432, respectively.

The Union also maintains a 401(k) plan. The 401(k) plan is funded through voluntary employee contributions, employer contributions for CWA staff, and discretionary employer contributions for non-CWA staff. The Union made contributions of \$7,330 and \$7,058 for 2014 and 2013, respectively.

NOTE 9 – RELATED ORGANIZATIONS

In addition to its relationships with NYSUT and AFT, United University Professions is affiliated with the following:

UUP Benefit Trust Fund – The Benefit Trust Fund (BTF) is a separate entity which was established to provide vision and dental benefits to Union members. The BTF is funded solely by New York State on behalf of Union members who are state employees. The BTF reimbursed the Union for certain expenses totaling \$1,363,475 and \$1,334,896 for the years ended August 31, 2014 and 2013, respectively. UUP is reimbursed by the UUP Benefit Trust for the salaries and expenses of any UUP employees that provide services on behalf of the Benefit Trust Fund.

NYSUT Support – The Union is reimbursed by NYSUT for expenses including, but not limited to, secretarial support, office rent, office supplies, telephone, training, and public relations provided to NYSUT by the Union. NYSUT support is included in unrestricted revenue. Expenses incurred by the Union and subsequently reimbursed by NYSUT were \$1,314,600 and \$1,334,493 for 2014 and 2013, respectively, and are included in unrestricted expenses.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. Additional support amounted to \$291,807 and \$292,819 for 2014 and 2013, respectively.

The Union reimburses NYSUT for services provided to the Union by NYSUT. These services include computer support services, printing services, postage, and other miscellaneous services. The Union reimbursed NYSUT \$132,585 and \$210,484 during 2014 and 2013, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was approximately \$333,293 and \$319,381 for 2014 and 2013, respectively.

NOTE 10 – COLLECTIVE BARGAINING AGREEMENT

Most full and part-time, non-exempt employees of the Union's workforce work under a collective bargaining agreement with Communications Workers of America (CWA) as of August 31, 2014 and 2013. The original agreement expired on August 31, 2013. However, the membership ratified a contract extension through August 31, 2014.

NOTE 11 – NATURAL EXPENSE CLASSIFICATION

The natural expense classification for the Union for the years ended August 31, 2014 and 2013 is as follows:

	2014	2013
Salaries and Benefits:		
Officers	\$ 596,271	\$ 833,779
Administrative	1,934,259	1,857,915
Campus Chapters	739,728	700,704
Rent	321,320	302,056
Equipment Rent	35,911	32,129
Travel and Lodging	1,172,415	1,098,005
The VOICE	101,792	148,111
Public Education	24,327	20,071
Outreach Ad Campaign	243,429	250,039
Special Ad Campaigns	41,241	465,571
Chapter Allocations	535,972	575,903
Chapter Support	68,093	128,658
Chapter Release Time	697,455	706,662
Statewide Release Time	126,417	108,780
Auto Expense	11,545	6,112
Professional Fees	54,729	65,443
Insurance and Bonding	32,733	33,144
Computer Services	78,953	95,579
Equipment and Maintenance	61,969	65,390
Telephone	42,553	54,419
Postage	92,214	86,375
Printing and Duplicating	19,264	23,479
Depreciation and Amortization	103,336	89,163
Supplies	65,813	63,474
Chapter Elections	4,053	88,846
Membership Benefits	154,132	142,816
Other	355,304	381,113
Total	\$ 7,715,228	\$ 8,423,736

SCHEDULES OF EXPENSES

Years Ended August 31, 2014 and 2013

	2014	2013
ADMINISTRATIVE AND OTHER		
Officers' Salaries and Benefits	\$ 596,271	\$ 833,779
Statewide Release Time	126,417	108,780
Administrative Salaries and Benefits	1,934,259	1,857,915
Office Supplies and Contributions	68,458	65,078
Auto Expenses	11,545	6,112
Professional Fees	44,000	44,000
Legal Fees	10,729	21,443
Insurance and Bonding	32,733	33,144
Travel Expenses, Staff	36,515	30,693
Travel Expenses, Officers	86,034	63,212
Computer Services	78,953	95,579
Equipment Maintenance	59,324	63,786
Rent and Depreciation	171,147	150,840
TOTAL ADMINISTRATIVE AND OTHER	\$ 3,256,385	\$ 3,374,361
MEMBERSHIP COMMUNICATIONS		
Telephone	\$ 42,553	\$ 54,419
Postage	103,049	98,921
Printing and Duplicating	19,264	23,479
Newspaper	101,792	148,111
Rent and Depreciation	14,770	15,205
TOTAL MEMBERSHIP COMMUNICATIONS	\$ 281,428	\$ 340,135
CAMPUS CHAPTERS		
Chapter Salaries and Benefits	\$ 739,728	\$ 700,704
Chapter Allocations	535,972	575,903
Chapter Rents	18,660	14,916
Chapter Support	61,717	68,812
Chapter Release Time	697,455	706,662
Chapter Elections, Postage / Printing	4,053	88,846
Equipment Upgrades	26,630	76,104
Rent and Depreciation	119,097	105,474
TOTAL CAMPUS CHAPTERS	\$ 2,203,312	\$ 2,337,421
CONTRACT		
Arbitration	\$ 4,120	\$ 4,072
Grievance	3,436	1,538
Administration	6,078	1,408
Rent and Depreciation	756	328
TOTAL CONTRACT	\$ 14,390	\$ 7,346
GOVERNANCE		
Delegate Assembly	\$ 454,004	\$ 428,335
Executive Board	53,208	79,955
Chapter Presidents' Meetings	59,889	70,658
Training Workshops	70,643	74,508
Child Care / Elder Care Reimbursement	3,461	4,094
Rent and Depreciation	35,569	30,769
TOTAL GOVERNANCE	\$ 676,774	\$ 688,319

	2014	2013
COMMITTEES		
Negotiations	\$ 4,650	\$ 10,000
Membership	11,580	6,131
Grievance	5,200	4,401
Elections and Credentials	15,372	15,589
Affirmative Action	17,729	7,869
Finance	20,166	17,725
Contingent Employment Concerns	9,589	10,845
Women's Rights	7,019	6,088
Solidarity	7,307	6,876
Ad-Hoc Committees	89,788	88,639
Rent and Depreciation	10,480	8,150
TOTAL COMMITTEES	\$ 198,880	\$ 182,313
CONVENTION		
NYSUT Convention	\$ 71,228	\$ 39,980
AFT Convention / TEACH	79,315	268
AFL-CIO Convention	763	0
Conference Expense / Designee Travel	41,277	26,456
Vacation Reimbursement	9,916	7,000
Rent and Depreciation	11,226	3,449
TOTAL CONVENTION	\$ 213,725	\$ 77,153

	2014	2013
MEMBERSHIP BENEFITS		
Membership Benefits	\$ 20,298	\$ 27,760
SPECIAL PROJECTS / NEEDS / CONCERNS		
Outreach Activities	\$ 135,705	\$ 143,748
Outreach	23,486	34,419
Public Awareness Program	24,327	20,071
Outreach Advertising Campaign	243,429	250,039
Special Campaigns	41,241	533,331
Legal Defense Fund	29,135	45,312
Solidarity Fund	6,560	11,500
NYS Lifeguard Corps. Expense	135,624	136,886
Retiree Activities	134,953	129,842
Miscellaneous	30,900	21,692
Rent and Depreciation	44,676	62,088
TOTAL SPECIAL PROJECTS / NEEDS / CONCERNS	\$ 850,036	\$ 1,388,928



2014 Expenditure report of UUP chapters

INDEPENDENT ACCOUNTANT'S COMPILATION REPORT

We have compiled the accompanying campus expenditure report of chapters of UNITED UNIVERSITY PROFESSIONS for the year ended August 31, 2014. We have not audited or reviewed the accompanying financial statement and, accordingly, do not express an opinion or provide any assurance about whether the financial statement is in accordance with the cash basis of accounting.

Management is responsible for the preparation and fair presentation of the financial statement in accordance with the cash basis of accounting and for designing, implementing, and maintaining internal control relevant to the preparation and fair presentation of the financial statement.

Our responsibility is to conduct the compilation in accordance with Statements on Standards for Accounting and Review Services issued by the American Institute of Certified Public Accountants. The objective of a compilation is to assist management in presenting financial

information in the form of financial statements without undertaking to obtain or provide any assurance that there are no material modifications that should be made to the financial statement.

Management has elected to omit substantially all of the disclosures ordinarily included in financial statements prepared in accordance with the cash basis of accounting. If the omitted disclosures were included in the financial statement, they might influence the user's conclusions about the Chapter's cash receipts and disbursements. Accordingly, the financial statement is not designed for those who are not informed about such matters.

Dermody, Burke & Brown

Syracuse, NY
November 23, 2014

DERMODY, BURKE & BROWN, CPAs, LLC

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2014

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2013	\$ 19,743	\$ 7,265	\$ 21,692	\$ 7,133	\$ 29,539	\$ 32,254	\$ 15,867	\$ 2,224	\$ 10,421	\$ 23,622	\$ 11,028
Cash Receipts:											
Chapter Allocations, Net	16,166	9,588	19,447	15,350	60,478	13,461	11,200	12,981	6,021	20,153	9,068
Interest	12	2	23	0	99	6	3	0	0	1	14
Reimbursements for Various Expenses	225	0	1,842	0	320	0	1,500	300	200	1,959	0
Other	0	0	0	600	0	0	0	0	0	0	349
Total Receipts	16,403	9,590	21,312	15,950	60,897	13,467	12,703	13,281	6,221	22,113	9,431
Cash Disbursements:											
Membership and Chapter Committee Meetings	8,060	1,204	5,316	6,401	9,250	5,590	6,862	7,999	9,179	15,972	2,354
Executive Board	2,730	1,119	1,412	1,836	9,246	2,180	2,990	1,731	461	2,185	105
Outreach Activities	0	0	0	0	1,100	0	0	0	0	0	0
Office Expense	219	89	568	413	4,095	1,486	3,134	163	709	0	28
Printing/Duplicating	547	0	455	1,623	3,360	24	0	60	541	1,003	0
Newsletter/Publications	0	1,440	2,250	167	0	0	0	0	0	0	0
Telephone/Internet/Website	950	493	483	242	4,019	1,383	1,749	473	60	400	0
Postage	0	0	97	431	1,680	172	0	28	285	239	77
Bank Charges	0	0	0	0	20	40	20	88	0	0	0
Temporary Help	0	0	0	24	0	0	0	0	0	0	0
Chapter Workshops	2,600	915	704	1,290	0	92	0	222	0	0	0
Furniture/Equipment	136	0	0	0	610	237	0	2,113	0	0	0
Other	788	925	232	2,018	4,533	2,946	389	650	0	666	3,211
Total Disbursements	16,030	6,185	11,517	14,445	37,913	14,150	15,144	13,527	11,235	20,465	5,775
(Deficiency) Excess of Receipts Over Disbursements	373	3,405	9,795	1,505	22,984	(683)	(2,441)	(246)	(5,014)	1,648	3,656
Cash Balance as of August 31, 2014	\$ 20,116	\$ 10,670	\$ 31,487	\$ 8,638	\$ 52,523	\$ 31,571	\$ 13,426	\$ 1,978	\$ 5,407	\$ 25,270	\$ 14,684

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2014

	Downstate Medical	Empire State	Enviro Science and Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2013	\$ 25,387	\$ 19,179	\$ 32,545	\$ 10,387	\$ 43,755	\$ 24,734	\$ 24,809	\$ 2,755	\$ 27,521	\$ 3,325	\$ 14,316
Cash Receipts:											
Chapter Allocations, Net	53,962	7,799	5,462	27,895	11,130	7,630	5,000	3,828	11,548	5,556	8,192
Interest	0	19	39	45	185	0	0	0	75	8	1
Reimbursements for Various Expenses	0	200	0	301	594	0	0	1,399	343	0	606
Other	0	0	0	0	0	0	0	0	0	0	0
Total Receipts	53,962	8,018	5,501	28,241	11,909	7,630	5,000	5,227	11,966	5,564	8,799
Cash Disbursements:											
Membership and Chapter Committee Meetings	48,797	4,751	0	7,269	3,400	9,729	533	1,890	7,302	3,213	4,224
Executive Board	0	1,640	60	4,080	1,709	767	0	598	100	1,335	1,852
Outreach Activities	0	0	0	0	0	0	0	0	0	0	0
Office Expense	968	821	11	724	641	0	114	903	1,398	265	667
Printing/Duplicating	1,035	0	0	2,052	302	0	0	0	193	0	2,644
Newsletter/Publications	143	0	0	0	0	0	0	0	30	0	0
Telephone/Internet/Website	3,033	60	390	1,776	780	422	628	78	1,536	0	1,005
Postage	490	35	49	313	227	0	9	38	42	45	306
Bank Charges	268	0	0	0	17	31	0	75	55	0	27
Temporary Help	0	0	0	0	0	0	0	0	0	0	0
Chapter Workshops	525	0	2,879	0	3,609	0	0	0	659	300	1,360
Furniture/Equipment	0	0	0	0	0	0	0	0	60	0	0
Other	0	2,642	14	0	1,813	206	0	74	498	502	158
Total Disbursements	55,259	9,949	3,403	16,214	12,498	11,155	1,284	3,656	11,873	5,660	12,243
(Deficiency) Excess of Receipts Over Disbursements	(1,297)	(1,931)	2,098	12,027	(589)	(3,525)	3,716	1,571	93	(96)	(3,444)
Cash Balance as of August 31, 2014	\$ 24,090	\$ 17,248	\$ 34,643	\$ 22,414	\$ 43,166	\$ 21,209	\$ 28,525	\$ 4,326	\$ 27,614	\$ 3,229	\$ 10,872

	Optometry	Oswego	Plattsburgh	Potsdam	Purchase	SUNY Stony Brook	HSC Stony Brook	System Admin.	Upstate Medical	Utica/ Rome	Grand Total
Cash Balance as of September 1, 2013	\$ 6,976	\$ 21,049	\$ 9,849	\$ 17,483	\$ 14	\$ 4,601	\$ 67,615	\$ 14,551	\$ 32,807	\$ 23,436	\$ 607,882
Cash Receipts:											
Chapter Allocations, Net	4,548	13,954	6,444	6,222	20,262	45,471	51,801	4,324	37,700	4,870	537,511
Interest	0	41	0	7	0	15	119	13	62	0	789
Reimbursements for Various Expenses	0	1,095	100	0	100	762	570	0	8,441	0	20,857
Other	0	8	0	0	0	0	0	0	0	0	957
Total Receipts	4,548	15,098	6,544	6,229	20,362	46,248	52,490	4,337	46,203	4,870	560,114
Cash Disbursements:											
Membership and Chapter Committee Meetings	3,708	8,587	6,944	4,811	9,553	31,986	20,701	4,678	28,013	2,899	291,175
Executive Board	0	500	1,033	1,509	1,887	1,957	3,004	940	5,388	281	54,635
Outreach Activities	0	0	0	0	0	0	0	0	0	0	1,100
Office Expense	0	162	490	0	176	3,825	5,928	0	946	108	29,051
Printing/Duplicating	0	50	29	1,677	0	0	1,715	0	483	0	17,793
Newsletter/Publications	0	0	0	0	0	2,536	0	0	6,086	0	12,652
Telephone/Internet/Website	0	1,084	0	318	836	1,068	1,419	227	1,820	0	26,732
Postage	73	236	0	291	35	89	167	0	326	6	5,786
Bank Charges	309	0	0	0	76	0	0	1	3	0	1,030
Temporary Help	0	0	0	0	0	0	0	0	0	0	24
Chapter Workshops	0	1,615	1,413	0	806	1,454	671	0	0	1,250	22,364
Furniture/Equipment	0	0	0	0	0	0	0	0	0	0	3,156
Other	384	1,375	447	31	13	1,342	2,073	79	3,879	0	31,888
Total Disbursements	4,474	13,609	10,356	8,637	13,382	44,257	35,678	5,925	46,944	4,544	497,386
(Deficiency) Excess of Receipts Over Disbursements	74	1,489	(3,812)	(2,408)	6,980	1,991	16,812	(1,588)	(741)	326	62,728
Cash Balance as of August 31, 2014	\$ 7,050	\$ 22,538	\$ 6,037	\$ 15,075	\$ 6,994	\$ 6,592	\$ 84,427	\$ 12,963	\$ 32,066	\$ 23,762	\$ 670,610

Are you ready for the next chapter in your life?

In my experience as manager of member benefits, I have found that many people who eagerly await their retirement date often forget to dot all of their i's or cross all of their t's.

Below are guidelines intended to help you understand what you should do long before you step into the next chapter of your life.

It is important to consult with your retirement system or financial advisor, and your campus health benefits administrator (HBA), to get a better feel for the procedures. Once you've picked a retirement date, consider the following:

- Contact and notify your retirement system (ERS or TRS) at least 30 days, but no more than 90 days, prior to your chosen retirement date. The Optional Retirement Program (TIAA-CREF, ING, Metropolitan or VALIC) requires notification by the 15th of the month prior to the month of retirement;
- Meet with your campus HBA regarding health insurance coverage for you and your dependents. Discuss the sick leave conversion credit to calculate the basic monthly value toward defraying the required contribution to the monthly premium for health insurance.
- Meet with HR regarding survivor benefits, if any, and beneficiaries. Discuss the campus procedures for retirement.
- Notify your campus president, or designee, in writing.

NYSHIP in retirement

To be eligible to retire with health insurance, you must meet the eligibility requirements of your retirement system; have been eligible to participate in the New York State Health Insurance Program (NYSHIP) for a minimum of 10 years; and be enrolled in NYSHIP at the time you separate from state service.

If you are 55 or older, you are eligible for the sick leave accrual conversion credit to defray the retiree's contribution toward the cost of health insurance. NYSHIP premium costs can be offset with your accrued sick leave credit; you may currently use up to a maximum of 200 days.

If you are not yet 55, and you are "vested for health insurance purposes,"



Doreen M. Bango, Manager,
Member Benefits & Services

you may pay the full health insurance premium until you are 55, when New York state will contribute the employer's cost and you will contribute the retiree's cost.

Alternate method of applying basic monthly value of sick leave credit

You may opt to apply up to 100 percent of the calculated basic monthly value of the sick leave credit toward defraying the required contribution to the monthly premium during your lifetime.

Alternatively, you may elect to apply only up to 70 percent of the calculated basic monthly value of the sick leave credit toward the monthly premium during your lifetime; and, any eligible surviving dependent may also apply up to 70 percent of the basic monthly value of the sick leave credit toward the dependent share of the monthly premium for the duration of the surviving dependent's eligibility.

Selection of the method of sick leave credit application must be made at the time of retirement, and is irrevocable. In the absence of a selection by the employee, the basic method will be applied. The basic monthly value of the sick leave credit will be calculated according to the procedures in use on March 31, 1991.

A retiring state employee may indefinitely delay the start of, or suspend health coverage or the use of the employee's sick leave conversion credits, provided the employee applies for either and furnishes proof of continued coverage.

Medicare

Most UUPers become eligible for Medicare at age 65. Medicare Part A is available at no cost, and covers hospital services, skilled nursing, hospice and home health care. Medicare Part B covers physician services, durable medical equipment

and other services.

Once eligible for Medicare as primary coverage, NYSHIP requires enrollment in Parts A and B. When Medicare is your primary insurance, the state reimburses you for the Part B premium, as well as that of your eligible NYSHIP dependent who is also enrolled in Medicare.

You are entitled to this benefit unless the Part B reimbursement is received from another source, and as long as you do not return to work. Once eligible for Medicare, Medicare is your primary insurance and NYSHIP is your secondary insurance if you are not actively employed.

Prescription, dental, vision benefits

Prescription drug coverage remains with the NYSHIP plan selected—such as the Empire Plan or an HMO—during your years of active employment with NYS.

After retirement, your UUP Benefit Trust Fund (BTF) coverage for dental and vision services terminates at the end of the month following the last month of employment. To continue these benefits, COBRA is available for 18 months and payments are made to the BTF.

UUP retiree membership

Retiree membership is open to anyone who retired from active service while a "regular" member of UUP. Applications are available at www.uupinfo.org. Retiree membership for 2015-2016 is \$45.

Retiree members receive a \$1,000 life insurance policy and may purchase UUP and affiliate discounted benefits and services. UUP retiree dental and vision plans are available at competitive prices.

Personal information changes

After you retire from state service, all changes of names, addresses, dependents, etc., for NYSHIP are processed through the NYS Department of Civil Service. The option transfer period in NYSHIP is allowed once in a 12-month period.

For more NYSHIP and sick leave accrual conversion information, contact your campus HBA or HR department, or the Department of Civil Service at (800) 833-4344; for Medicare, call (800) 633-4227. For UUP active and retiree membership information, or for vision and dental benefits questions, contact the BTF at (800) 887-3863.

Budget brainstorming



MEMBERS OF THE UUP FINANCE COMMITTEE REVIEW THE UNION'S 2015-2016 OPERATING BUDGET. STATEWIDE TREASURER ROWENA BLACKMAN-STROUD, STANDING, PRESENTED THE INFORMATION MARCH 2.