

THE

voice

June 2014



United for Public Higher Ed

UUP partners with affiliates, coalitions, community, labor

WHAT'S INSIDE

this issue



COVER DESIGN
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COVER PHOTOS BY DONALD FELDSTEIN,
MICHAEL LISI, MATTISON AND DAVE RITCHIE

On the cover:

A united front

UUP, its state and national affiliates, labor and the community unite in defense of SUNY hospitals and public education from pre-K to Ph.D. Together, they have rallied, built lasting alliances, worked with lawmakers, and spoke against the poorly implemented teacher certification requirement and efforts to privatize SUNY Downstate Medical Center.

Voice coverage begins on page 3, with UUP President Fred Kowal's assessment of the challenges, and continues through page 25, with VPA Jamie Dangler chastising SUNY's lack of leadership on the edTPA debacle.

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Unsigned letters will not be published.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 Associate Director of Communications Mike Lisi at mlisi@uupmail.org or send them to his attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, New York 12212-5143.

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AFTCN

The power of 'we'

It's been quite a year.

Our union faced its share of challenges, and we met them head on, without fear. We won some battles. With others, we didn't fare as well as I'd hoped.

But we were tough. And we were tenacious.

We spoke out loudly on issues that mattered, such as an accessible, affordable higher education. We raised valid concerns about questionable SUNY initiatives, like Open SUNY and Seamless Transfer.

We stood our ground and fought to defend jobs and vital health care services at SUNY Downstate Medical Center and SUNY's other public hospitals and health science centers statewide.

We made an impact.

Legislators heard our message and voted to turn the governor's proposed funding cuts into more aid for SUNY and our SUNY hospitals. They set aside more for SUNY's Educational Opportunity Program and TAP, and rejected an Executive Budget proposal that would have swung open the door to privatizing our state-run public hospitals.

BETTER DAYS

We pressed for substantive changes to the edTPA teacher certification requirement and we got results: an April 29 decision by the state Board of Regents slowed the edTPA's implementation and gave students a necessary safety net while the assessment is developed further—with necessary input from teacher educators. UUP members—the professionals and academics who *do* teacher prep—were crucial in this victory, limited though it was.

Make no mistake: There is much work to do, and much more to accomplish.



EL-WISE NOBETTE

UUP President Fred Kowal addresses delegates to the union's 2014 spring policymaking convention in Albany.

But we halted several well-crafted efforts to tear at the very fabric of our University and our union.

JOINING FORCES

And we didn't do it alone.

We solidified alliances with our union sisters and brothers at AFT, NEA, NYSUT and PSC/CUNY, and renewed our relationship with the SUNY University Faculty Senate.

We also developed a strong bond with AFT President Randi Weingarten, who has become a staunch, outspoken SUNY Downstate supporter. Thank you, Randi, for all that you've done. Your involvement with Downstate has been crucial.

I'd also like to thank President Magee and NYSUT's newly elected slate of officers. I've been working closely with them, and they are in our corner. I know that UUP can count on them, no matter what.

THE JOB'S NOT OVER

The academic year is at an end, but that doesn't mean it's time to stop working. On the contrary; we must work

to become more creative, more aggressive and more agile to ensure the success—and survival—of this great union. We need to be energized and ready to meet the next new threat, and the next new challenge.

Of course, I wouldn't ask you to do anything that I wouldn't do myself. So don't be surprised if you see me and the other officers at your campus over the summer and fall. We'll continue our travels around the state, meeting with members in their offices, classrooms, hospitals or wherever they are, to talk and—more importantly—to listen.

We want to hear what you have to say. We need new ideas and new ways to become a stronger, more vibrant union. As the nation's largest higher education union, I believe that we have the knowledge, the energy and the will to lead and to create positive change.

We can achieve that and more by working together.

Labor awaits *Harris v. Quinn* decision

On its face, *Harris v. Quinn* pits a group of Illinois home-care workers against the state of Illinois and a law that requires them to pay their fair share of a union's costs to represent them in collective bargaining agreements.

There's much more to this story.

The workers also assert that all public sector union shops should be declared unconstitutional because they violate the First Amendment. Attorneys for the National Right to Work Committee Legal Defense Foundation—a well-known anti-union agency representing the workers—argues that states cannot compel nonunion workers to pay union fees because public sector bargaining is political speech.

UNION BUSTING

In actuality, *Harris v. Quinn* is the latest attempt by big money, anti-union alliances to slash organized labor. And unions could be in trouble if the U.S. Supreme Court—which heard arguments on *Harris v. Quinn* in January—sides against the decades-old practice of unions collecting agency fees from workers who haven't signed on as union members.

The high court is expected to issue a ruling by the end of June.

Depending on how the justices rule, *Harris v. Quinn* could weaken unions by prohibiting the requisite collection of agency fees from nonunion members, cutting off a vital revenue stream for public sector unions. The court could go even further and shake labor's foundation by testing the validity of *Abood v. Detroit Board of Education*, a landmark 1977 case that upheld the constitutionality of maintaining a public-sector union. That case said public-sector union shops are legal.

"*Harris v. Quinn* is a thinly veiled plot designed to cripple and eventually vanquish the U.S. labor movement," said UUP President Fred Kowal. "We feel confident that the Supreme Court will see through this ruse and turn aside this case once and for all."

"This is the latest assault, but the (labor

movement) has been under assault for years," said Lillian Taiz, president of the 24,000-member California Faculty Association. "We just have to keep going. You don't fight the fight one time."

A LOOK BACK

The genesis of *Harris v. Quinn* dates to 2003, when former Illinois Gov. Rod Blagojevich issued an executive order making home-care workers state employees and qualifying them for exclusive union representation. A 2009 executive order by Gov. Pat Quinn declared that state disability-care providers also qualified for union representation. That same year, disability-care workers voted against affiliating with two unions.

Under federal Labor Law, unions must

no real threat to unions; its narrow focus pertained to the Illinois workers.

A WIDER ISSUE

But the plaintiffs—guided by the Legal Defense Foundation—widened their case to challenge *Abood v. Detroit Board of Education*, which asserted the constitutionality of a union's right to collect dues and collectively bargain for all public workers—whether they were card-carrying unionists or not.

"The case has mushroomed, since the Court granted it, into a major test of the continuing validity of the *Abood* precedent," wrote SCOTUSblog writer Lyle Denniston Jan. 18. "The home-care workers ... have turned their merits brief into a fervent plea for overruling that decision outright."

"(*Harris v. Quinn*) is an attempt by the National Right to Work Committee to undermine the very foundations of public service trade unionism," American Federation of State, County and Municipal Employees President Lee Saunders said in the Spring 2014 issue of *AFSCME Works*, the union's member magazine.

LAUGHING AT LABOR

Not surprisingly, some of the nation's most powerful anti-union forces are behind *Harris v. Quinn*.

According to Jobs With Justice, a national grassroots organization for workers' rights, the Legal Defense Foundation is closely connected with the American Legislative Exchange Council and the billionaire Koch brothers. The Cato Institute, a Washington, D.C.-based libertarian think tank, and the conservative Center for Constitutional Jurisprudence filed briefs in support of *Harris*.

"This is an attempted kill shot aimed at public-sector unions," AFSCME General Counsel Bill Lurye said of the suit in a May 26 article in *Mother Jones*.

TIME FOR ACTION

Labor breathed a small sigh of relief in January when the high court questioned the plaintiff's case. Reuters reported Jan.

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represent union and nonunion members in collective bargaining agreements. Union members pay dues; non-union members pay an agency fee. Without agency fees, nonunion unit members would become "free riders," deriving the benefit of union protections without paying for them.

In April 2010, plaintiff Pamela Harris and a cadre of Illinois home-care workers filed a class action claiming the state violated their First Amendment rights by directing them to join a union and pay union fees. The case was dismissed by a district court and the 7th U.S. Circuit Court of Appeals in Chicago.

Fast forward to October 2013; that's when the Legal Defense Foundation—an organization that bills itself as "defending America's workers from the abuses of compulsory unionism"—successfully petitioned the Supreme Court to hear *Harris v. Quinn*. Until then, the case carried

UUP, SUNY see budget gains

21 that the justices “expressed reluctance” about the case.

But if *Harris v. Quinn* put a scare into labor, it also motivated unions to become stronger by increasing membership and seeking ways to be leaner and meaner.

Last September, AFL-CIO delegates voted unanimously to grant membership to unorganized workers across the U.S. The move opens the union to millions of nonunion workers and possibly community, immigrant and other advocacy groups.

In March, AFSCME launched its “50,000 Stronger” program, designed to increase union membership by 50,000 people over the summer. And the CFA’s Taiz said the CFA also has a membership-building campaign under way.

“We need more people to defend our members,” she said.

Kowal and UUP’s statewide officers will be traveling the state over the next year, visiting campuses and meeting with leaders and members in a coordinated effort to build membership. And Kowal, in his 2014 Spring Delegate Assembly speech, challenged delegates to act as if agency fees were a thing of the past.

“Such an approach will force us to make difficult choices to build a union that is leaner, stronger and tougher to face these tough times,” he said.

THREATS AND MORE THREATS

Labor won’t rest on its laurels if *Harris v. Quinn* goes by the wayside. A trio of pending lawsuits in California challenge teacher tenure and union agency fees.

Vergara v. State of California requests that state tenure laws be declared unconstitutional. In *Friedrichs v. California Teachers Ass’n*, a group of California public school teachers claim that paying mandatory union dues violates their First Amendment rights.

And in February, 18 California civil servants filed a class action lawsuit challenging agency fee collection.

“These threats are not going to stop,” said Kowal. “It’s up to us to be prepared to deal with them and repel them.”

— Michael Lisi

UUP can cross more than a few items off its must-have list for the 2014-2015 budget.

And the union can credit its aggressive advocacy and effective ad campaigns for catching the attention of legislators, who followed through by providing more state aid for SUNY, its three public hospitals and SUNY’s Educational Opportunity Program in the final state budget.

Lawmakers also rejected proposals in the Executive Budget, including a plan that would have allowed private corporations to affiliate with and run state-operated public hospitals—which would have moved the hospitals one step closer to becoming privatized.

“Whether it was the many trips to legislators’ offices, promoting our message in the media, creating and running TV and print ads, or working with our affiliate allies, we used every tool at our disposal to reach state lawmakers,” UUP President Fred Kowal said.

OTHER WINS

Delegates to the union’s spring policymaking convention in Albany applauded as Kowal ran down a list of budget successes for UUP. That list included the Legislature’s decision to turn back a proposal for a three-year online degree program, which Kowal said would have “damaged the academic foundation of our university.”

A pair of Senate proposals that emerged late in the budget negotiations also fell by the wayside. One would have separated funding for SUNY hospitals from SUNY causing financial chaos for the hospitals. The other would have created a task force to study if SUNY’s university centers at Albany, Binghamton, Buffalo and Stony Brook should be autonomous—a move that could have eventually led to the dismantling of SUNY.



DONALD FELDSTEIN

Buffalo State Chapter President Rick Stempniak, left, explains to Assemblyman Sean Ryan (D-Buffalo) that SUNY is worth the investment.

MORE SUPPORT FOR SUNY

Kowal was gratified by an \$8 million increase for SUNY’s state-operated campuses; it’s SUNY’s first state aid boost since 2008. UUP ran its statewide “Endow” ad campaign in March, which included TV and newspaper ads calling for more funding for SUNY.

Still, a wide aid gap remains, left by years of SUNY underfunding. SUNY needs millions in additional aid to eliminate the shortfall and shift the responsibility of financing SUNY back to the state, Kowal said.

“We still have much work to do in this regard,” he said. “It is simply unfair to force students to bear the cost of SUNY through tuition increases.”

UUP’s advocacy for the EOP was effective. Legislators sent \$1.3 million more to the EOP, which provides academic and career counseling and financial aid to students from low-income families. The Educational Opportunity Centers, which prepare students for college or vocational training programs, received a very slight increase.

see **GAINS**, page 19

Speaking up for students,

UUP and its state and national affiliates are working together better than ever to keep the “public” in public education. Together, they’ve rallied, testified and formed alliances to speak up for public education from pre-K to Ph.D.

Meanwhile, two of UUP’s key issues—the flawed rollout of the edTPA teacher certification requirement

and privatization threats at SUNY Downstate Medical Center—have been front and center at affiliate conferences, before the Legislature and in the media.

“Without our affiliates and pro-public education partners, we wouldn’t have the successes we’ve had so far,” said UUP President Fred Kowal. “We are stronger when we work together.”

Unions to take part in Regents edTPA task force

UUP can feel good about a state Board of Regents decision to alter the implementation of a new teacher certification requirement by providing student teachers with a necessary safety net as the assessment is further reviewed.

But not too good.

“This is the first step on a long road to dealing with the long-term issues associated with the edTPA,” said UUP Vice President for Academics Jamie Dangler, chair of the union’s Teacher Education Task Force. “The Regents have taken a small step to deal with the immediate problems faced by the current cadre of student teachers. But there’s much more to be done.”

The Regent’s April 29 decision addresses some of the initial demands presented by UUP and its alliance of teacher educators from public and private institutions, administrators and faculty governance leaders, state lawmakers, students and parents. It also gives unions and teacher education experts a long overdue, but welcome, seat at the table through the creation of a new task force to review and refine the edTPA, said UUP President Fred Kowal.

TAKING ON THE TASK

“The task force is an opportunity for the State Education Department to hear the voices of teacher educators who are

working at the ground level with students,” Kowal said. “Their experience is valuable, and UUP will make sure that their concerns are heard.”

The task force will be made up of representatives from UUP, CUNY’s faculty union Professional Staff Congress, NYSUT, SUNY, CUNY, the Commission on Independent Colleges and Universities, and the SED’s Teacher Education Advisory Group. The group will work with the Stanford Center for Assessment, Learning and Equity (SCALE)—the edTPA’s developers— and the American Association of Colleges for Teacher Education, a national alliance of educator preparation programs that has actively promoted the edTPA. NYSUT officers and staff are assisting UUP and PSC as they prepare for their work on the task force.

As *The Voice* went to press, the unions were in discussions with SED about the number of representatives at the table, as well as the “scope and breadth” of the task force, Dangler said. The unions have requested three seats each for UUP and PSC; NYSUT will choose a K-12 educator to serve on the task force.

The unions are working with SED to



Cortland UUPers Bill Buxton and Michelle Kelly discuss the high-stakes nature of the edTPA with state Sen. James Seward (R-Milford), left.

schedule the first task force meeting by the end of June.

“We got our foot in the door,” Kowal said. “Now we have to follow up by making sure that the problems with the edTPA are addressed and that SED uses the expertise and experience of our teacher ed academics and professionals who do the work in the field.”

REGENTS RESOLUTION

In addition to the task force, the April 29 resolution included the following provisions:

- Teacher candidates who fail the edTPA will be allowed to use a passing score on the Assessment of Teaching Skills-Written to demonstrate readiness to enter the classroom as a teacher. The edTPA, with the ATS-W as a safety net, is one of four exams future teachers

patients

must pass to become certified in New York. The safety net extends to July 1, 2015; and

- teacher education programs where fewer than 80 percent of the students pass the edTPA will be required to submit a “professional development” plan to improve faculty readiness and the pass rate for teacher candidates. SED previously required a “corrective action” plan that UUP believes would have unfairly penalized programs that did not have enough time to properly prepare students for the edTPA.

Though not part of the resolution, the Regents heeded UUP’s call to delay inclusion of edTPA scores in the state’s institutional profiles until the 2015-2016 academic year.

Also not in the April resolution—but expected to be adopted at the Regents’ June meeting—is an option for a single teaching placement, rather than the two placements currently required.

“UUP supports the option of a semester-long student teacher placement,” Dangler said. “It was one of the many issues our teacher educators asked us to fight for, and we did.”

POLITICAL ACTION PAYS OFF

It took a team effort to reach this point, she said.

“There would be no delay in the full implementation of the edTPA, no safety net for students, and no SED task force were it not for UUP and its Teacher Ed Task Force, our union affiliates and private college partners, and students and parents,” Dangler said. “The small steps the Regents took would not have occurred without the public outcry voiced to legislators and Regents over the last few months.”

Kowal echoed Dangler’s sentiments.

“We worked together—our rank-and-file members, parents, students, campus leaders and lawmakers—to present our concerns in a coherent fashion,” he said. “It proved, once again, that nothing—nothing—is ever over. There are always opportunities.”

— Karen L. Mattison

Community plan key to saving jobs, services at Downstate

UUP celebrated the state Legislature’s March decision to reject an Executive Budget plan that would have allowed private corporations to run Downstate Medical Center and SUNY’s other public hospitals.

And the union’s relentless advocacy was significant in halting the advance of a Senate proposal to establish a “firewall” around the hospitals, separating funding for the hospitals from SUNY.

Now, the focus to preserve the jobs of thousands of UUP members and vital health care services at Downstate is on the “SUNY Downstate Community Care Plan.”

UUP advocates, who urged legislators to get behind the proposal earlier this year, made their latest push for legislative support during a late May “End-of-Session” advocacy event in Albany.

All this comes after a May 22 court-approved settlement that closed Long Island College Hospital, save for its emergency department.

COMMUNITY CARE

LICH’s closure does not alter the Community Care Plan. The UUP-hatched proposal, formerly called the “Brooklyn Hospitals Safety Net Plan,” would set up four satellite ambulatory care centers in Brooklyn, controlled by and affiliated with SUNY Downstate University Hospital of Brooklyn. A coalition of unions supports the plan, including UUP, PEF and CSEA.

The centers would have academic service and community components tied to Downstate’s full-time emergency department. They would be staffed by former University Hospital public employees, and employees targeted for nonrenewal, retrenchment or layoff.

“This proposal achieves our goal of protecting jobs and services at

Downstate and introduces a new, collaborative network of care centers that will stabilize Brooklyn hospitals and allow them to thrive,” said UUP President Fred Kowal.

JOBS IN JEOPARDY

It would also supersede the hospital’s restructuring plan, which has eliminated the jobs of more than 600 workers—many of them UUPers—since 2012. More job losses are set to occur June 30.

UUP’s Downstate Chapter was successful in getting the hospital administration to rescind retrenchments for 18 employees and nonrenewals for 13 workers. The chapter was also instrumental in obtaining extensions for 18 employees who were nonrenewed, said chapter President Rowena Blackman-Stroud, UUP’s statewide treasurer.

“The situation is very unstable due to workload and staffing issues,” she said. “The chapter has requested short-term and long-term business plans for restructuring and we have not seen those yet.”

CONSULTANT COSTS MILLIONS

Pitts Management Associates was hired by the cash-poor hospital in 2012 to formulate a business plan for Downstate. So far, Pitts has been paid nearly \$15 million; the hospital has contracted to spend \$23 million on the Louisiana-based health care consulting and management firm.

“The consultants appear on Monday, they leave on Thursday and their numbers are increasing,” Blackman-Stroud said. “Even though we have requested information, we don’t know what they do, what their goal is or their role and function in the institution.”

The Community Care Plan would alleviate the need for spending millions on consultants, while protecting the integrity of the hospital and medical school.

see **DOWNSTATE**, page 17

NYSUT RA

Delegates adopt UUP resolutions on edTPA, Downstate Medical

Delegates to the 2014 NYSUT Representative Assembly overwhelmingly adopted UUP-sponsored resolutions to defend SUNY Downstate Medical Center and remove the edTPA as a requirement for initial teacher certification.

More than 120 UUP delegates to the 42nd annual convention, held April 4-6 in New York City, re-elected statewide Treasurer Rowena Blackman-Stroud and voted three new members to the NYSUT Board of Directors. UUP President Fred Kowal, Vice President for Academics Jamie Dangler, and UUP Outreach Committee Co-chair Tom Tucker of the Buffalo Center Chapter were elected to three-year terms. Kowal will serve on NYSUT's Executive Committee.

Delegates also elected a slate of NYSUT officers headed by Karen Magee, NYSUT's first woman president. They took action on more than 55 resolutions and special orders of business.

BEHIND DOWNSTATE

Downstate delegates stood at the microphone with UUP officers to press their union colleagues to support Downstate's fight against privatization or closure.

"NYSUT (will) continue to bring its political resources to bear in advocating the Legislature and the governor to keep SUNY Downstate Medical Center open to maintain access to quality health care services for the residents of Central Brooklyn," the resolution states.

Blackman-Stroud spoke to the resolution during the College and University Resolutions Committee meeting; also speaking up for Downstate were delegates Henry Flax of Downstate and Patty Bentley of Plattsburgh.

Old Westbury UUPer Kiko Franco was vice chair of the College and University Resolutions Committee; he later presented the resolution for a vote by the full RA.



MICHAEL LIST

UUP President Fred Kowal, other statewide officers and UUPers from the Downstate Medical Center Chapter stand together in urging NYSUT to use its political power to thwart attempts to privatize or close the Central Brooklyn health care facility and medical school.

Tucker chaired the Legislative/Political Action II Committee; he brought three resolutions to the floor for a vote by the full RA. The action urge NYSUT to: support the Women's Equality Act; press lawmakers to restore Medicaid funding for school-based psychological services; and pursue legislation to mandate maximum caseload numbers for school-based social services.

OUT FRONT ON EDTPA

Delegates adopted another provision—jointly submitted by UUP and Professional Staff Congress, the union that represents CUNY faculty—that asks NYSUT to urge the state Board of Regents to stop the full implementation of the edTPA, a high-stakes performance assessment required for initial teacher certification. The resolution urges the Regents to engage in discussions with NYSUT on certification and assessment policies and implementation practices to best educate and prepare

students for the teaching profession.

An April 29 agreement between NYSUT and the state Board of Regents provides student teachers with a necessary safety net as the assessment is further reviewed. UUP will participate in a new task force established by the Regents to address problems with the edTPA (see related story, page 6).

RA delegates also passed a resolution of "no confidence" in SED Commissioner John King. They cited the rushed implementation of the edTPA and Common Core as key reasons for the vote.

A separate measure demands a moratorium on using state test results for high-stakes consequences for students and educators.

In his address to delegates, NYSUT Executive Vice President Andrew Pallotta credited the union with helping to secure state budget language prohibiting test scores from being used against students. But he underscored the

need to remain vigilant to ensure the same protections for educators.

“If the Common Core tests are indeed ‘premature and unfair’ for students,” as Gov. Cuomo acknowledged, Pallotta said, “you tell me how this junk science can be used against teachers?”

A 'RENEWED COMMITMENT'

Kowal said he is excited to work with Magee and the new slate of NYSUT officers elected at the RA. Delegates re-elected Pallotta and voted for two new vice presidents: Catalina Fortino and Paul Pecorale. Martin Messner was elected as secretary-treasurer.

“This slate of officers brings a renewed commitment to fight for public education and the hard-working members who deliver it, from pre-K to Ph.D.,” said Kowal. “I look forward to working with Karen Magee and the rest of her team in building that future, together.”

Magee, the longtime president of the Harrison Association of Teachers, served as a member of the NYSUT Board of Directors and its Policy Council. She spent nearly 30 years as an elementary education and special education teacher, and has served as an elected representative to the New York State Teachers’ Retirement System and as an officer of the Westchester/Putnam Central Labor Body, AFL-CIO.

Fortino served as vice president of education for the United Federation of Teachers (UFT) and director of UFT’s Teacher Center. Pecorale, a special education teacher, was president of the Patchogue-Medford Congress of Teachers and served on the NYSUT Board of Directors. Messner, a health and physical education teacher, was president of the Schoharie Teachers’ Association.

VOICING THEIR SUPPORT

U.S. Sen. Chuck Schumer, state Comptroller Tom DiNapoli, and several state and national labor leaders gave rousing speeches during the policymaking convention (see RA sound bytes, right).

Delegates also responded to the call to support VOTE/COPE, the union’s nonpartisan political action fund. Delegates used their phones to text voluntary contributions totaling \$11,000 in just over 11 minutes.

— *Karen L. Mattison*
with staff reports

RA sound bytes

U.S. SEN. CHUCK SCHUMER

“One reason for the decline of the middle class is the attack on unions. We will fight the Koch brothers, we will fight the Tea Party, and we will fight those who don’t want to help the middle class.”

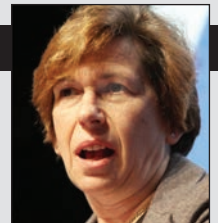


STATE COMPTROLLER TOM DINAPOLI

“SUNY gets a \$5 return on every dollar invested. It’s a smart investment. Higher education is important for the economic strength of New York’s economy.”

AFT PRESIDENT RANDI WEINGARTEN

“Together we stand, shoulder to shoulder, in the fight to make SUNY the crown jewel once again.”



NEA EXECUTIVE DIRECTOR JOHN STOCKS

“If we can afford to give tax breaks to large corporations and to finance the export of American jobs overseas, then we can afford whatever it takes to educate every child in this country.”

NYS AFL-CIO PRESIDENT MARIO CILENTO

“We have been on the defensive for far too long. We’ve been dictated to by corporate America and their think tanks. We’re going to change the discourse. We should not have to defend our wages, our employment or our pensions.”



NYSUT PRESIDENT KAREN MAGEE

“Our team will take on the tough fights and communicate clearly with decision makers at every level. We will be the voice they cannot ignore. We will defend public education and public services. Period.”

UFT PRESIDENT MIKE MULGREW

“Let us never forget that we are the ones who have chosen to care.”



PHOTOS BY KAREN L. MATTISON

Below, VPP Philippe Abraham says UUP seeks the removal of the edTPA as a requirement for initial teacher certification.

Right, Secretary Eileen Landy urges NEA higher ed council members to back a national resolution opposing the edTPA.



KAREN L. MATTISON PHOTOS

edTPA up front at NEA higher ed conference

UUP officers were clear and direct in letting their higher ed colleagues know how New York's flawed implementation of the educative Teacher Performance Assessment spells trouble for everyone.

UUPers also discussed the union's issues-based outreach activities, the Campaign for the Future of Higher Education and how to use social issues to mobilize members. The presentations were made during the National Education Association Higher Education Conference, March 14-16 in St. Louis. NEA is one of UUP's national affiliates.

EDTPA A PRIORITY

UUP Secretary Eileen Landy and Vice President for Professionals Philippe Abraham worked in tandem to

encourage NEA to join the fight against the edTPA mandate in New York.

During an afternoon panel titled "edTPA: Promise or Peril," Abraham said UUP has been outspoken in calling for the State Education Department to remove the edTPA as a requirement for initial teacher certification. The union is among a growing alliance of academic and professional faculty at private and public colleges, campus administrators and governance leaders, state lawmakers, students and parents to express concerns over the botched implementation of the edTPA.

Landy asked NEA to take a national stand on the issue. She told members of NEA's National Council on Higher Education that UUP and NYSUT have serious concerns with the way SED has implemented the edTPA; the NCHE agreed to press for action on the edTPA during the NEA's Representative Assembly, July 1-6 in Denver.

The NCHE's position will echo UUP's concerns that the edTPA: is not a valid predictor of a student teacher's potential; infringes on faculty development of curricula; and has not been properly tested.

MEMBER RECRUITMENT EFFORTS

During UUP's presentation on "Member Recruitment and

Engagement," Abraham said the union has galvanized members around challenges confronting SUNY. Landy noted that problems with the University's Open SUNY and Seamless Transfer initiatives, the edTPA and other troubling teacher education program requirements, combined with years of flat state budgets for SUNY are just the tip of the iceberg.

"We're fighting on all fronts in New York," Landy said. "We've provided members with the tools they need to spread the union's message, which is crucial to our advocacy because we need every member to fight back if we hope to be successful."

SPEAKING OUT

In her presentation on CFHE, Landy said she is hopeful the national coalition can help shift the political discourse on higher education. CFHE is working with like-minded groups to protect quality and accessible higher education across the nation (see related story, page 18).

UUPer Ed Quinn of Stony Brook presented on "Organizing Through Community and Social Causes." He referenced his work with the New York State Labor-Religion Coalition as a perfect avenue for membership recruitment.

— Karen L. Mattison

NEA Convention July 1-6

NEA's 2014 Annual Meeting and Representative Assembly will kick off July 1 in Denver.

Delegates to the convention will cast their ballots for NEA officers, and debate education issues such as the edTPA.

More information on the convention can be found at <http://bit.ly/1g7srrm>

UUPer earns NEA award

Robert Golden's unflinching vision of what SUNY Plattsburgh will be like in 2050 isn't a pretty one for academics.

In his article, "Northern Twilight: SUNY and the Decline of the Public Comprehensive College," Golden, a UUPer and professor emeritus of English at Plattsburgh, envisions a campus where Massive Open Online Courses are the rule and a small core of faculty on term appointments play a minor role in instructing students.

Golden won the National Education Association's 2013 Democracy in Higher Education Prize for his piece, published in the Fall 2013 edition of *Thought & Action*, the NEA's annual higher education journal. The prize is one of three national Excellence in the Academy Awards, given to advance the NEA's commitment to higher education.

Golden warns that his 2050 scenario for Plattsburgh could become reality there and at other colleges if large corporations continue to make inroads in higher education and place the focus of instruction on readying students for their first job instead of preparing them for the future.

"Some training is necessary in any field, but it should not come at the expense of the wisdom and judgment instructors can impart to students, and at the expense of instructors helping to give students breadth and flexibility for a career, not just a job," Golden said.

If left unchecked, trends now in place—the proliferation of MOOCs, the continued decline in full-time faculty and an increase in contingents, and the growing dependence on technology in support services—will reduce the duties of academics to little more than "teaching to the test. ... It's safe to say that if present trends continue, the SUNY Plattsburgh of 2050 will look rather like the one described above," he wrote.

He closes by making five suggestions for change, including having honest discussions with campus administrators, engaging communities and allies in other professions, and making the public aware of the importance of interaction between academics and students.

Golden's article can be found at <http://bit.ly/1n7gWzm>

— Donald Feldstein



UUP Executive Board member Anne Wiegard moderates a panel on contingent workers during the AFT's higher ed conference in Baltimore.

DONALD FELDMAN

UUP prominent at AFT conference

UUP and the American Federation of Teachers are working together better than ever, with AFT lending its strong support in the fight to save SUNY Downstate Medical Center and opposing changes to teacher ed certification stipulations in New York.

UUP's key role in AFT's National Higher Education Issues Conference April 11-13 in Baltimore was further proof of that renewed partnership.

During the two-day conference, "Reclaiming the Promise of Higher Education," UUP President Fred Kowal, Vice President for Professionals Philippe Abraham and Executive Board member Anne Wiegard of SUNY Cortland moderated discussions on online education, the role of professionals in academe, and contingent faculty, respectively. Vice President for Academics Jamie Dangler served on a panel on teacher prep and New York state's ill-planned implementation of the educative Teacher Performance Assessment, a new national teacher certification requirement.

UUP Secretary Eileen Landy and board members Idalia Torres of Fredonia and Beth Wilson of New Paltz also attended the conference.

KUDOS FOR KOWAL, UUP

AFT President Randi Weingarten praised UUP and Kowal as leaders in the fight to ensure access to a quality,

AFT Convention July 11-14

The 83rd biennial AFT Convention is set to convene July 11 in Los Angeles.

Convention delegates—including more than 50 from UUP—will consider three constitutional amendments and two changes to AFT bylaws.

Up for debate is a proposed increase in per capita dues for fiscal years 2014 and 2015. The dues increase would support organizing, political outreach, research and strategic initiatives.

Delegates will cast their ballots for AFT president, secretary-treasurer, executive vice president, and 43 vice presidents. UUP President Fred Kowal is on the ballot for a VP seat.

affordable higher education for all. She cited the union—and its participation in a coalition of faith, labor and community leaders—as crucial to keeping SUNY Downstate public and fully operational.

Weingarten, a Brooklyn history teacher in the 1990s, took part in several rallies at the Brooklyn hospital this year. She wrote a March column that appeared in the *New York Daily News* urging protection and investment in Downstate, and worked with public officials to generate support to defend the teaching hospital.

The AFT president was instrumental in helping UUP and the SUNY Downstate Coalition of Faith, Labor and Community Leaders see **AFT**, page 12

Picketing in the pines for public education

Driving rain and frigid weather were no match for nearly 500 activists who traveled to Lake Placid to oppose billionaire reformers trying to dissolve public education.

Unions and community groups from around the state—including UUPers from the Capital District, Plattsburgh and Cortland—assembled in the quaint Adirondack community May 4 for “Picket in the Pines,” a protest against the Wall Street anti-union group Education Reform Now and its powerful political action arm, Democrats for Education Reform. The group was meeting at the Whiteface Lodge for Camp Philos, billed as a “philosopher’s camp on education reform.”

Pickers, dressed in winter coats and hooded clear and yellow rain gear, lined the street between entrances to the posh Lake Placid hotel. They chanted “Public education is not for sale,” their voices growing louder as limousines carrying

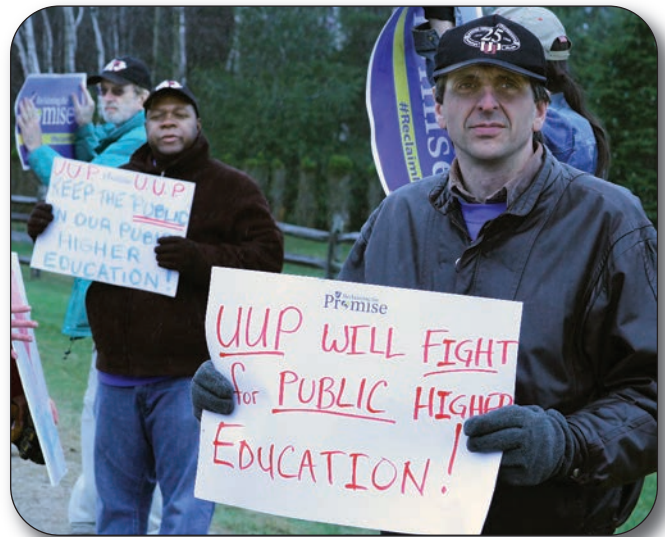
DFERs (pronounced “Dec-fers) passed by.

“UUP will not sit idly by and watch the so-called education reformers damage public education,” said UUP President Fred Kowal. “We stand for public education, public health care and a future for everyone.”

AFT President Randi Weingarten and NYSUT President Karen Magee also gave impromptu speeches from a small step ladder. Weingarten said DFERs “don’t want to hear from parents or from educators. They want to privatize, deprofessionalize and starve our schools.”

Magee pledged to keep up the fight, for as long as it takes.

“I don’t care if it’s rain, snow, sleet or hail, we will be there,” Magee said.



KAREN L. MATTISON

Plattsburgh UUPer Dan Gordon, fore, joins several hundred advocates to protest reforms that threaten public education. Joining in are Dave Ritchie of Cortland, left, and Patrick Romain of Albany.

“Every student has a right to a fair and equal education. We will continue the fight until we prevail.

— Karen L. Mattison

AFT ...

(continued from page 11)

and Community Leaders pressure legislators to reject a state budget proposal that would have allowed private corporations to operate SUNY’s state-run public hospitals (see related story, page 7).

“We would not have been as successful without your help,” Kowal said. “Thank you for your efforts and dedication.”

Dangler also thanked Weingarten for her support in the fight over the edTPA.

TAKING ON THE EDTPA

For Dangler, the conference provided an opportunity to share UUP’s concerns about the edTPA—and to show how UUP is fighting back. She outlined New York’s premature and botched implementation and related it to increasing efforts to privatize and deprofessionalize the work of teacher educators.

“Our concern is that a high required

score combined with a very poor rollout is going to result in disaster for our students and teacher ed programs,” she said.

Dangler said the union responded by building a coalition of teacher educators from public and private institutions, faculty governance leaders, parents, students and lawmakers to demand the removal of the edTPA as a requirement for initial teacher certification.

The effort paid off; on April 29, the state Board of Regents voted to delay full edTPA implementation until July 1, 2015 (see related story, page 6).

Dangler’s presentation proved to be timely to colleagues in other states. Teacher educators across the country are confronting efforts to impose “teaching to the test” on college programs.

UUPERS TAKE THE LEAD

Kowal wasted no time in emphasizing the importance of his topic, “Higher Education in the Age of MOOCs.”

“With the emergence of technology exemplified by online learning, private, for-profit corporations have become major forces in higher education,” Kowal said. “Privateers present a real danger. We must find a way to strike a balance between technology and the unique nature of higher education, while protecting the integrity of what we do.”

Abraham chaired a workshop devoted to raising the profile of professionals.

“Professionals need to emphasize how valuable they are to every aspect of the academy,” he said.

Wiegard led a workshop on contingent faculty, during which more than 75 attendees broke into small groups to discuss the most important issues confronting contingent faculty. She warned that the continuing exploitation of contingents by college administrators erodes faculty governance.

— Donald Feldstein
with staff reports

Committee makes noise for librarians

Librarians are used to silence, but Jason Torre is counting on UUP's librarians to speak up when it comes to salaries, job titles and job obligations.

Torre, chair of UUP's Appendix 48 Advisory Committee, and his five-member committee have created an online Librarian Equity Survey to collect data about the "work-life conditions" of UUP-represented librarians.

Information from the survey will become part of the committee's recommendations to union leaders; the leaders will meet to discuss librarians' issues with representatives from SUNY and the Governor's Office of Employee Relations, a process laid out in UUP's contract with the state.

The 38-question survey—posted on UUP's website in May—and a new website are part of the committee's push to improve compensation and working conditions for SUNY librarians.

"What the library community wants and has wanted is an opportunity for input," said Torre, a librarian at Stony Brook

University. "We will be focusing on these topics and we'll see where they go."

WEB-DRIVEN

The website (uuphost.org/appendix48) launched in April. It has information about the committee, its charge, a librarian "equity timeline" and a resources page.

Librarians have until June 30 to submit the survey, at <https://www.surveymonkey.com/s/PSWRLL>. Librarians with questions about the survey, or who wish to provide input or express concerns about their work, can email the committee at appendix48@uupmail.org.

The committee—Torre, April Davies of Cobleskill, Daniel Harms of Cortland, Daniel Kinney of Stony Brook, Valerie Mittenberg of New Paltz and former advisory committee chair John Schumacher of System Administration—has met several times over the last year to work on its objectives.



MICHAEL LISI

A-48 Advisory Committee Chair Jason Torre of Stony Brook outlines librarian issues during a recent meeting. Listening is Dan Kinney of Stony Brook.

"It is our hope that we can address some of these questions," said Harms, a reference and instruction librarian at SUNY Cortland. "The committee is helping to bring people to the table to explain what it is that librarians do."

CHANGING TIMES

The scope of what librarians do has changed drastically since the advent of
see **A-48**, page 26

Advisory group focuses on IT issues

The union's newly formed Appendix 32 Advisory Committee is off to a productive start in addressing concerns with information technology titles, duties and opportunities for advancement.

"We had a great beginning," Vice President for Professionals Philippe Abraham said of the group's April 25 inaugural meeting. "The committee developed a plan of action to achieve the goals we have in mind."

The committee's charge is two-fold: advise UUP's president for upcoming Executive Level Committee meetings with the state as negotiated in the 2011-2016 contract; and develop proposals and supporting evidence for future negotiations.

Martin Manjak of UAlbany chairs the advisory committee.

The A-32 Executive Level Committee—made up of UUP officers and state officials from SUNY and the Governor's Office of Employee Relations—will follow up on groundwork laid during the last round of contract negotiations, noted Vice President for Academics Jamie Dangler, chief negotiator for the current agreement.

At the bargaining table, "UUP pressed to start with IT because of the clear problems in this area," she said. "The Executive Level Committee was negotiated as a way to get both sides working together to solve the problems."

Abraham said IT titles and related issues are complex and "necessitate a



KAREN L. MATTISON

Pamela Malone of ESC, second from left, discusses the duties of specific IT titles. Also on the committee, from left, are: Carol Gizzi, Stony Brook HSC; Deborah Jones, Buffalo State; and Chair Martin Manjak, UAlbany.

very systematic approach." He likened it to eating an elephant. "We need to take little bites at a time."

— Karen L. Mattison

Delegates to the 2014 Spring Delegate Assembly adopted UUP's annual spending plan, debated nearly a dozen resolutions and special orders of business, attended committee and constituency meetings, and elected three officers and five Executive Board members during their two-day policymaking convention.



ABRAHAM



BLACKMAN-STROUD



DANGLER



GLEASON



KUBE



LYON

Kowal: Envision a new UUP, SUNY

UUP President Fred Kowal envisions a UUP poised to meet any and all challenges that come the union's way.

In his address to more than 300 delegates attending the 2014 Spring Delegate Assembly, May 2-3 in Albany, Kowal said UUP must "rethink everything we do as a union" to survive in these difficult and dangerous times.

He said UUP must be willing to do what's necessary to respond to the attacks on unions and public higher education. He cited efforts to privatize SUNY Downstate Medical Center in Brooklyn, the intrusion into curricula by for-profit corporations, and a federal court battle that could deny unions the right to collect dues among the growing list of challenges confronting UUP.

"Our enemies are constantly thinking up ways to weaken or destroy us or, at least, to render us meaningless," he said. "We can't help them. We must proactively seek out the best ways we can imagine of 'being union.'"

Kowal said the union must develop useful strategies for the long-term viability of SUNY. He called on

delegates to "become the engine of ideas for our University."

"I want to be able to say we have better ideas, and lots of them," he said. "We are capable of this, and it is imperative we start now."

Kowal also stressed that UUP must "think aggressively about how to be a union," and be open to change in the operation and direction of UUP.

To that end, the officers will continue to travel to campuses to meet with members—"in their classrooms, their offices, their clinics and their labs," Kowal said—to exchange ideas on how to move forward.

"Let us commit ourselves to forging a strong community, one founded on our sacred obligation to serve our members, and to dream into being a new future for our union, our University and our society."

NYSUT STEPS UP

In her first keynote address to delegates, newly elected NYSUT President Karen Magee said higher education is important to NYSUT, and she pledged to stand beside UUP in its efforts to keep SUNY public, affordable and accessible.



TORRES



ZUBROW

"Higher education faculty, health care professionals, teachers and SRPs—you all have something to say, and the 'new' NYSUT is here to listen and to deliver!" she said.

"I know in my heart that she will deliver on that pledge because she has already been there for UUP," said Kowal as he introduced Magee. "She joined us in Brooklyn to fight for public health care and she is committed to fighting all the attacks that come against us."

Magee told delegates that NYSUT's new leadership is keenly aware of higher ed issues, and is ready to lend its support and resources to aid UUP in its ongoing challenges—such as the chronic underfunding of SUNY, preserving jobs and services at SUNY's public hospitals and medical schools, and gaining equity for contingent employees.

"Thanks to our SUNY institutions, every citizen of New York has access to a



EL-WISE NOIBETTE PHOTOS

Jim Early of Oswego drops his ballot in the box during UUP elections for three statewide officers and five Executive Board members. Lined up to vote are fellow Oswego delegates Deborah Curry and Winfield Ihlow.

high-quality degree and top-notch health care,” Magee said. “And we want to make sure that access continues.”

ELECTION RESULTS

Delegates overwhelmingly supported their leadership team when they returned all seven incumbent officers and board members to their statewide posts for another two-year term.

Re-elected without opposition were Vice President for Professionals Philippe Abraham, Treasurer Rowena Blackman-Stroud and Vice President for Academics Jamie Dangler.

Unopposed for re-election to the board were Carolyn Kube of Stony Brook HSC and Mike Lyon of Upstate Medical University. Incumbents Ray Gleason of Alfred and Idalia Torres of Fredonia held off challenges to retain their board seats. Gleason defeated Todd Bates of Canton, 200-72; Torres beat Tom Hoey of Albany and Bates, 139-89-43, respectively.

Newly elected to the board was Ezra Zubrow of Buffalo Center, who defeated Joe Petrick of Alfred, 174-101. Zubrow previously served on the board from 2007-2009.

Zubrow fills the seat vacated by Bob Rees of Alfred, who retired after two years on the board. Rees served on the board from 2002-2008 and was

appointed interim membership development officer in fall 2012. Delegates adopted by acclamation a special order of business thanking Rees for his union leadership.

CONSTITUENCIES MEET

Professional and academic delegates met separately to discuss issues relevant to their respective constituencies.

Professionals spent part of the afternoon hearing about the best ways to earn a promotion or salary increase, and how to manage their careers.

The latter was co-presented by Noah Simon and Cathy Parker of UAlbany Career Services; they told delegates how to assess and present their skills, write a resume and cover letter for promotion, and hone their interviewing skills.

VPP Abraham moderated the meeting.

Across the hall, VPA Dangler led a discussion on combating workload creep. She urged her colleagues to document workload increases, keep chapter labor relations specialists in the loop, and take steps to ensure that extra or volunteer work does not become part of their “normal” work expectations.

Dangler also said the union is in the process of updating its “fact sheet” on

Delegates adopt operating budget

Delegates to the 2014 Spring DA adopted an annual operating budget of \$8.5 million that reflects the union’s priorities for 2014-2015: service to the membership, outreach activities and recruitment of new union activists.

UUP Treasurer Rowena Blackman-Stroud presented a detailed explanation of the union’s 2014-2015 budget.

“Our objective is to provide a realistic representation of revenues, as well as the spending plans for fiscal year 2014-2015,” she said.

UUP delegates agreed to set aside up to \$1 million from the Reserve Fund to cover extraordinary expenditures associated with the union’s ongoing efforts to save jobs across the University.

Any unused money will be returned to the union’s Reserve Fund, added Blackman-Stroud.

— Karen L. Mattison



ESF delegate Caroline Bailey shares her thoughts during the Saturday morning plenary. Delegates passed nearly a dozen resolutions and special orders of business during the Spring DA in Albany.

intellectual property rights, and is working to address threats to academic freedom and faculty direction of curriculum.

RESOLUTIONS ADOPTED

Delegates approved 10 resolutions see **SPRING DA**, page 24



EL-WISE NOISSETTE

Ten chapters earned awards in the union's annual journalism competition. Among the recipients, from left, are: Rowena Blackman-Stroud, Downstate; Vicki Janik, Farmingdale; Jim Dix, Binghamton; Peter D.G. Brown, New Paltz; Bill Simons, Oneonta; Margaret Porciello, Farmingdale; Ziya Arnavut, Fredonia; Charles Callahan III, Brockport; Marty Manjak, Albany; ZJ Jiang, Cobleskill; Pamela Malone and Sharon Szymanski, Empire State College; and UUP President Fred Kowal.

Chapters, members earn annual communications awards

Union members clapped and cheered for their chapters and fellow delegates, showing support for the writers, editors, photographers, designers and webmasters who help communicate UUP's message from the ground up.

Ten chapters received awards during the union's annual Chapter Journalism Competition for outstanding communications efforts. The New Paltz Chapter earned the union's "Best of the Best" honor with three First Place awards. The Empire State College Chapter made a terrific showing as a first-time competitor, picking up one First Award and two Awards of Merit.

Awarded for work produced during the 2013 academic year were:

Albany—Honorable Mention: Best Original Article, "Making a MOOC" by Marty Manjak.

Binghamton—Award of Merit: Best Editorial or Column, "The 'No Asshole' Rule," Jim Dix; and

Honorable Mention: General Excellence, *Connection*, editor Lisa Havtur.

Brockport—Award of Merit: Best Original Article, "Reflections on Brockport's Priorities," James M. Haynes; and Honorable Mention: Best Website, www.uuphost.org/brockport, webmaster Brittany Profit-Rheinwald.

Cobleskill—Award of Merit: Best Website, www.uuphost.org/cobleskill, webmaster Patricia Lepore Moody; and Honorable Mention: Best Editorial or Column, "Solidarity Amid Administrative Changes," ZJ Jiang.

Downstate—First Award: Best Website, www.savejobsatsunydownstate.org, Rowena Blackman-Stroud.

Empire State College—First Award: Best Original Article, "Why Unions?" Sharon Szymanski and Richard Wells; Award of Merit: Best Editorial or Column, "President's Message," Pamela Malone; and Award of Merit: Best Layout, Use of Graphics or Photos, *UUP ESC News: Excellence in Unity*, designer Kate Yaddaw.

Farmingdale—Award of Merit: General Excellence, *Unifier*, editor Margaret Porciello; and Award of Merit: Best Original Article, "Create a Need and Meet It: Sales, Profit and Public Education," Vicki Janik.

Fredonia—First Award: Best Website, www.uuphost.org/fredonia, webmaster Kazim Atasoy; and Honorable Mention: General Excellence, *FredUUP*, editor Tom Morrissey.

New Paltz—First Award: General Excellence, *The Bullhorn*, executive editor Peter Brown and managing editor Ryan Randazzo; First Award: Best Editorial or Column, "Adjuncts: Losers?" Brown; and First Award: Best Layout, Use of Graphics or Photos, photo montage, photographer Jaime Burns.

Oneonta—Honorable Mention: Best Layout, Use of Graphics or Photos, "Remembering Dr. King—A Knight in Shining Armor," illustrator Fred Miller.

— Karen L. Mattison

Committee brings attention to veterans

The union's statewide Veterans Affairs Committee continues to raise the profile of faculty, staff and students who are military veterans.

The committee used "seed money" from UUP to purchase red, white and blue regalia cords to be worn at SUNY commencement ceremonies, said committee Co-chair Gina Doty of Plattsburgh. Cords were handed out during the union's 2014 Spring Delegate Assembly, May 2-3 in Albany; chapters were also given information to purchase additional cords.

"Special thanks to Tom Hogle and Jeri

O'Bryan-Losee for the idea, which promotes solidarity with veteran unionists and our veteran graduating students," Doty said.

For the last few years, the committee has initiated a number of programs to raise awareness of veterans in the union and the University. Efforts have included creating and updating a web page (<http://uuphost.org/vets/>), submitting articles to *The Voice*, and purchasing a floral wreath for the annual New York City Veterans Day Parade.

At Delegate Assemblies, the committee successfully lobbied to begin the proceedings with the singing of the national anthem and to provide



Tom Hogle of Morrisville proudly wears the regalia cord prior to the college's 2013 commencement ceremony. At left is fellow UUPer Jeri O'Bryan-Losee.

"Veteran" ribbons for DA badges. The committee has also used DAs to raise money for the Wounded Warrior Project.

DOWNSTATE ...

(continued from page 7)

"The SUNY Downstate Community Care Plan provides training for hospital staff caring for inpatients, so they will have jobs in new ambulatory positions," Kowal said. "It also provides an innovative model for physicians and medical professional training in an ambulatory care setting."

FUNDING FOR CHANGE

During a May 28 advocacy day in Albany, more than a dozen UUPers had specifics for legislators about how the Community Care Plan would be funded.

In April, New York reached an agreement on a federal waiver allowing the state to use \$8 billion in savings from Medicaid Redesign Team reforms to redesign ailing hospitals and health care networks statewide.

Nearly \$6.5 billion will be distributed to projects selected through a rigorous approval process directed and administered by the state Department of Health. Funds will be distributed through The Delivery System Reform Incentive Payment.

Downstate and SUNY's public hospitals in Stony Brook and Syracuse are participating in the DSRIP program, which encourages collaboration with local and regional health providers such

as nursing homes, behavioral health providers and home care agencies.

At a May 21 meeting, UUP again requested that Downstate include UUP in and throughout the DSRIP process. The hospital's Letter of Intent to be part of the DSRIP went out in May; completed applications are due June 17.

DSRIP project plans will be submitted to the state in December; project grants will be awarded in May 2015.

COALITION PLANS

Downstate coalition members have been meeting weekly since March 9, when more than a dozen faith-based leaders took part in a 48-hour interfaith fast to call for increased state spending for the hospital. More than 300 community members, politicians and high-ranking labor leaders—including AFT President Randi Weingarten—spoke at a March 9 rally at Downstate.

Blackman-Stroud said coalition members have met with Brooklyn Borough President Eric Adams and requested meetings with various state officials. The group is planning a series of events for the rest of the year and into 2015.

"UUP would like to express its sincere appreciation to members of the SUNY Downstate Coalition of Faith, Labor and Community Leaders for their tireless

efforts," she said. "We could not have done it without them."

LICH CLOSES

Sixteen months of legal challenges to keep LICH open ended May 22 when state Supreme Court Justice Johnny Lee Baynes approved a settlement that effectively closed the hospital. The emergency department is still open; all but a handful of LICH staffers were laid off.

But LICH's future is still up in the air.

SUNY abruptly ended talks May 28 with The Peebles Corporation, LICH's second-ranked bidder. Peebles, set to buy LICH for \$260 million, asked for taxpayer aid to help pay for environmental remediation and said there may be long delays before health care services are offered, according to a May 28 SUNY release.

Spokesman David Doyle said SUNY will begin negotiations with Fortis Property Group, LLC, which is working with NYU Langone Medical Center and Lutheran Health Care to provide health care services at the Cobble Hill facility.

On May 5, SUNY rejected Brooklyn Health Partners, LICH's top bidder, after it failed to offer a viable long-term plan for the hospital. Brooklyn Health Partners had proposed to operate LICH as a full-service hospital.

— Michael Lisi

Coalitions, student debt top CFHE agenda

On a weekend when thousands of SUNY college students took part in graduation ceremonies, an international coalition dedicated to accessible, affordable and quality higher education took on the issue of student debt at a conference in Albany.

Building coalitions and online education were also discussion topics at the Campaign for the Future of Higher Education's Seventh National Gathering, May 16-18.

Student activists, faculty members, unionists, faith-based leaders and community organizers—some from as far away as California, Florida, Minnesota and Quebec—made up the more than 80 participants at the event.

UUP hosted the symposium; UUP Secretary Eileen Landy coordinated the conference. The union's leadership team—Landy, President Fred Kowal, Vice President for Academics Jamie Dangler, Vice President for Professionals Philippe Abraham, Treasurer Rowena Blackman-Stroud, and Membership Development Officer Edison Bond Jr.—also attended.

The CFHE formed in 2011; an affordable, accessible higher education is the organization's goal. Supporters of the grassroots campaign include higher education unions, faculty and staff organizations, and student groups from the U.S. and abroad.

GET UP, STAND UP

In his opening remarks May 16, Kowal challenged CFHE advocates to confront the so-called higher education “reform” movement—which he called a retreat from higher ed. He said solidifying a power base and empowering a national coalition such as CFHE will allow public higher education supporters to build a movement that “changes forever the nature of higher ed.”

“It’s up to us to energize and to lead,” Kowal said. “It would be a terrible shame not to take the challenge.”

“The whole theme of this meeting is that we can’t do this alone,” said Landy,



KAREN L. MATTISON PHOTOS

A panel of student leaders prepares to address the student debt crisis and to discuss other barriers to access and equity in higher education. UUP Secretary Eileen Landy, right, coordinated the CFHE conference, hosted by UUP at The Desmond in Albany.

one of CFHE's founding members. “It takes a national movement.”

DEBATING DEBT

Student debt panelists from nine student advocacy groups talked in great detail about high tuition and student debt, and how students aren't the only group impacted by those issues. Student debt totals more than \$1.3 trillion in the U.S., and more than one-third of the country's 40 million student debtors are in default of their loans. In too many cases, parents and grandparents who cosigned defaulted student loans are being forced to pay.

“This isn't just about students, it's about inequality across all ages in this country,” said Maggie Thompson, executive director for Higher Ed Not Debt.

Chris Hicks, campaign organizer of Debt Free Future for the Washington, D.C.-based Jobs With Justice, echoed Thompson's concerns during the conference's keynote speech. Hicks warned that college loan debt could surpass \$2 trillion by 2022—equaling mortgage debt in the U.S.—if nothing is done.

“We have to realize that we're in a

crisis,” said Hicks. “When 20 million are in student debt, when Social Security checks are being garnished to pay for college loans, we are in trouble, whether we want to admit it or not.”

Hicks and other speakers also pointed to the debt racked up by students at for-profit online universities. For-profit college students end up with much higher student loan debt than students at traditional schools. Those students also earn less than their traditional college counterparts, according to a 2012 study by The National Bureau of Economic Research.

“Student loans are not financial aid and that's what students are being given,” said Rachel Storch, president of New Jersey United Students. “We're helping students fight back.”

VIDEO SHOWS MOOCs MESS

Fallacies about Massive Open Online Courses and online education perpetuated by online education companies—referred to as “corporate profiteers” by several speakers—were addressed in a CFHE-produced video, “Online Education: Teaching Millions or Making Millions?” The video, released

May 13, was screened at the conference.

“We tried something fresh,” said California Faculty Association President Lillian Taiz, who introduced the video. She said more than 55,000 Facebook users saw the video in the first five days the video was online.

“It’s not only about corporate structures in power,” said Gary Rhoades of the University of Arizona. “What we’re working for is an affordable, accessible higher education for all and not rationed education based on race and class.”

COMMUNITY INVOLVEMENT IS KEY

A discussion on involving communities in coalitions featured representatives from the Asian Pacific American Labor Alliance, and the League of United Latin American Citizens.

APALA Executive Director Gregory Cendana shared his personal story and talked about APALA, the only national coalition of Asian Pacific American unionists in the U.S.; the group represents more than 660,000 workers nationwide. After his talk, Cendana energized the meeting by leading participants as they chanted “Can’t stop! Won’t stop!”

“There needs to be understanding that the fight and struggle for worker justice and economic rights is connected to the fight and struggle of LGBT equality and rights, and is connected to the fight and struggle for immigrant

justice and access to a quality education,” he said. “At the end of the day, all of these issues impact us.”

Billy Easton, executive director of the Alliance for Quality Education, and Maria Elena Cruz, representing LULAC, were also on the panel.

DOWNSTATE LESSONS

The conference opened May 16 with a panel on the SUNY Downstate Coalition of Faith, Labor and Community Leaders. The coalition has been instrumental in keeping SUNY Downstate Medical Center a state-run public hospital.

Blackman-Stroud—who played a key role in creating the coalition—and Bond sat on the panel, as did New York State AFL-CIO Secretary-Treasurer Rev. Terrence Melvin, and Brooklyn pastor Rev. Anita Burson.

Panelists discussed the challenges of creating the coalition, which came months after the state announced a so-called restructuring of Downstate that could have resulted in the closure of University Hospital of Brooklyn—the medical center’s teaching hospital.

“There has to be techniques used in Quebec and in California that we can use in Brooklyn to build coalitions,” Burson said. “Everyone has a different rhythm and way.”

— Michael Lisi



The conference kicked off with a panel discussion by members of the SUNY Downstate Coalition of Faith, Labor and Community Leaders. From right are: Downstate Chapter President Rowena Blackman-Stroud; the Rev. Terrence Melvin, president, Coalition of Black Trade Unionists; the Rev. Anita Burson, pastor, ELPIDA Community Church Baptist; and Downstate Chapter VP for Professionals Edison Bond Jr.

GAINS ...

(continued from page 5)

Nearly 300 students from 16 SUNY campuses came to Albany Feb. 12 to advocate for EOP and the EOC.

HELPING SUNY HOSPITALS

In addition to rejecting Executive Budget language that would have allowed corporations to control SUNY hospitals, lawmakers acted on UUP’s call for more hospital funding. The enacted budget sets aside \$87.5 million for the hospital subsidy; the governor proposed \$69 million.

“We emphasized the critical importance of our hospitals to their communities in terms of the vital health care services and economic boost, as well as the medical education they provide,” Kowal said.

UUP ran TV and newspaper ads in March asking people to call their elected officials and tell them to save vital health care services and jobs at SUNY Downstate Medical Center, and to allot more state dollars for the facility.

UNFINISHED BUSINESS

Despite these advances, the union’s work is far from complete. UUP will continue to push for a public higher education endowment to increase the ranks of full-time academic and professional faculty and move part-time faculty into full-time positions.

The union is also advocating for the “SUNY Downstate Community Care Plan,” a proposal to save Downstate while streamlining health care in Brooklyn.

And before the Legislature adjourns in June, Kowal said UUP is urging lawmakers to amend the state’s Freedom of Information Law (FOIL) to include the SUNY Research Foundation and SUNY campus foundations. Those organizations do not fall under FOIL, even though they receive and spend millions in public funds each year.

In late May, Kowal testified in support of the DREAM Act during a state Senate Democratic Committee forum.

“There was no bell, and we are not done fighting,” he said.

— Donald Feldstein
with staff reports



Financial Statement for 2013

Dear Colleagues,

This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2013. The accounting firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which was

reviewed by delegates at the 2014 Winter DA in Albany. Should you have any questions concerning the audit, please contact me.

— UUP Treasurer Rowena Blackman-Stroud

INDEPENDENT AUDITORS' REPORT

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, 2013 and 2012, 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, 2013 and 2012, 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 6, 2013

DERMODY, BURKE & BROWN, CPAs, LLC

STATEMENTS OF FINANCIAL POSITION

August 31, 2013 and 2012

	ASSETS		2013	2012
Current Assets:				
Cash and Cash Equivalents	\$	2,338,518	\$	2,510,250
Investments		6,052,079		6,166,119
Accounts Receivable		226,106		494,603
Accrued Interest Receivable		56		56
Total Current Assets		8,616,759		9,171,028
Property and Equipment, Net of Accumulated Depreciation and Amortization		258,168		271,608
TOTAL ASSETS	\$	8,874,927	\$	9,442,636
		LIABILITIES AND UNRESTRICTED NET ASSETS		
LIABILITIES				
Current Liabilities:				
Accounts Payable and Accrued Expenses	\$	202,553	\$	186,221
Accrued Vacation		271,032		263,629
Officer and Chapter Leader Release Time Payable		762,965		1,414,022
Chapter Allocations Payable		40,611		58,396
Deferred Revenue		67,126		83,129
Capital Lease Current Portion		9,924		10,926
Total Current Liabilities		1,354,211		2,016,323
Capital Lease Obligation		10,565		18,885
Accrued Rent		170,563		213,204
Total Liabilities		1,535,339		2,248,412
UNRESTRICTED NET ASSETS		7,339,588		7,194,224
TOTAL LIABILITIES AND UNRESTRICTED NET ASSETS	\$	8,874,927	\$	9,442,636

STATEMENTS OF ACTIVITIES

	2013	2012
UNRESTRICTED REVENUES		
Membership Dues / Agency Fees / Retiree Dues	\$ 21,963,863	\$ 21,823,386
Less: Dues Allocated To:		
NYSUT	9,848,775	9,315,903
AFT	5,162,111	5,081,773
AAUP	59,666	188,500
Total Dues Allocated	15,070,552	14,586,176
Net Membership Dues and Agency Fees	6,893,311	7,237,210
NYSUT Support	1,607,419	1,309,562
AAUP Dues Support from NYSUT	19,893	62,767
AAUP Dues Support from AFT	19,893	62,767
Investment Income	37,841	59,108
Agency Fee Refunds	(9,257)	(14,850)
Total Unrestricted Revenues	8,569,100	8,716,564
UNRESTRICTED EXPENSES		
Administrative and Other	3,374,361	3,515,342
Membership Communications	340,135	318,712
Campus Chapters	2,337,421	2,132,738
Contract	7,346	32,770
Governance	688,319	682,311
Committees	182,313	383,836
Convention	77,153	160,622
Membership Benefits	27,760	2,445
Special Projects / Needs / Concerns	1,388,928	1,172,211
Total Unrestricted Expenses	8,423,736	8,400,987
CHANGE IN UNRESTRICTED NET ASSETS	145,364	315,577
UNRESTRICTED NET ASSETS		
Balance, Beginning of Year	7,194,224	6,878,647
Balance, End of Year	\$ 7,339,588	\$ 7,194,224

STATEMENTS OF CASH FLOWS

	2013	2012
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Unrestricted Net Assets	\$ 145,364	\$ 315,577
Adjustments to Reconcile Change in Unrestricted Net Assets to Net Cash Used In Operating Activities:		
Depreciation and Amortization	89,163	100,924
Changes in Operating Assets and Liabilities:		
Accounts Receivable	268,497	(477,358)
Accrued Interest Receivable	0	65
Accounts Payable and Accrued Expenses	1,700	(57,831)
Accrued Vacation	7,403	8,378
Officer and Chapter Leader Release Time Payable	(651,057)	94,135
Chapter Allocations Payable	(17,785)	22,204
Deferred Revenue	(16,003)	(24,291)
Accrued Rent	(42,641)	(9,641)
Net Cash Used In Operating Activities	(215,359)	(27,838)
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Purchases	(35,960)	(305,542)
Investment Maturities and Sales	150,000	0
Acquisition of Property and Equipment	(61,091)	(82,184)
Net Cash Provided By (Used In) Investing Activities	52,949	(387,726)
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments Made on Capital Leases	(9,322)	(11,549)
Net Cash Used In Financing Activities	(9,322)	(11,549)
Net Decrease in Cash and Cash Equivalents	(171,732)	(427,113)
Cash and Cash Equivalents, Beginning of Year	2,510,250	2,937,363
Cash and Cash Equivalents, End of Year	\$ 2,338,518	\$ 2,510,250

NOTES TO FINANCIAL STATEMENTS

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) and has a relationship with American Association of University Professors (AAUP). At the 2012 Winter Delegate Assembly, the delegates voted to terminate the Union's relationship with AAUP. As part of the agreement with AAUP, the Union was obligated to pay dues to AAUP through December 31, 2012.

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, 2013, 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 Audit and Accounting Guide, Not-for-Profit Organizations, issued 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. The Union also has a relationship with AAUP under which it pays dues.

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 \$7,322 and \$6,039 in excess of federally insured limits at August 31, 2013 and 2012, 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 6, 2013, 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, 2013 and 2012:

	2013	2012
General Checking Account	\$ 623,799	\$ (236,237)
Petty Cash	750	750
Chapter Cash Balances	607,882	585,812
Restricted Agency Shop Fee Reserve Accounts	198,495	198,369
Member and Retiree Accounts	436,639	430,181
Payroll Account	143,217	243,243
Money Market Accounts	0	1,000,000
NYSUT Additional Support Checking Account	322,195	279,871
UUP Employees' Flexible Spending Account	5,541	8,261
Total	<u>\$ 2,338,518</u>	<u>\$ 2,510,250</u>

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 above FDIC limits at Massachusetts-chartered savings banks. All DIF member banks are also members of the FDIC. All deposits above the FDIC limit are insured in full by the Depositors Insurance Fund.

Uninsured cash amounted to \$2,123,914 and \$1,469,021 at August 31, 2013 and 2012, respectively.

NOTE 3 – INVESTMENTS

Investments consist of the following at August 31, 2013 and 2012:

	2013		2012	
	Cost	Fair Value	Cost	Fair Value
Money Markets	\$ 4,224,614	\$ 4,224,614	\$ 4,352,836	\$ 4,352,836
Certificates of Deposit	1,827,465	1,827,465	1,813,283	1,813,283
Total	<u>\$ 6,052,079</u>	<u>\$ 6,052,079</u>	<u>\$ 6,166,119</u>	<u>\$ 6,166,119</u>

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

	2013	2012
Interest Income	\$ 37,841	\$ 59,108
Total	<u>\$ 37,841</u>	<u>\$ 59,108</u>

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, 2013 and 2012.

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.

Money Markets – Valued at cost plus interest.

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, 2013 and 2012:

Assets at Fair Value as of August 31, 2013				
	Level 1	Level 2	Level 3	Total
Money Markets	\$ 4,224,614	\$ 0	\$ 0	\$ 4,224,614
Certificates of Deposit	1,827,465	0	0	1,827,465
Total Assets at Fair Value	\$ 6,052,079	\$ 0	\$ 0	\$ 6,052,079

Assets at Fair Value as of August 31, 2012				
	Level 1	Level 2	Level 3	Total
Money Markets	\$ 4,352,836	\$ 0	\$ 0	\$ 4,352,836
Certificates of Deposit	1,813,283	0	0	1,813,283
Total Assets at Fair Value	\$ 6,166,119	\$ 0	\$ 0	\$ 6,166,119

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, 2013 and 2012:

	2013	2012
Due from NYSUT	\$ 21,136	\$ 321,865
Due from UUP Benefit Trust Fund	4,703	2,343
Due from Retirees	7,085	487
Due from NYS	166,626	166,646
Due from AFT	19,893	0
Due from Other	6,663	3,262
Total	\$ 226,106	\$ 494,603

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, 2013 and 2012.

NOTE 6 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following at August 31, 2013 and 2012:

	2013	2012
Furniture and Equipment	\$ 399,730	\$ 476,662
Capitalized Office Equipment	46,795	67,599
Automobiles	189,733	218,484
	636,258	762,745
Less: Accumulated Depreciation and Amortization	378,090	491,137
Total	\$ 258,168	\$ 271,608

Depreciation and amortization expense for the years ended August 31, 2013 and 2012 was \$89,163 and \$100,924, respectively. Accumulated amortization on the capital leases at August 31, 2013 and 2012 was \$28,077 and \$18,718, 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 \$334,185 and \$340,378 for the years ended August 31, 2013 and 2012, respectively. In addition, the Union leases office equipment under capital leases expiring in various years through 2015. 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
2014	\$ 10,926	\$ 423,168
2015	10,926	403,330
2016	0	403,330
2017	0	403,330
	21,852	1,633,158
Amount Representing Interest	1,363	0
Present Value of Minimum Lease Payments	\$ 20,489	\$ 1,633,158

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 affect 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, 2013 and 2012 was \$159,432 and \$157,172, 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 \$7,058 and \$5,659 for 2013 and 2012, respectively.

NOTE 9 – RELATED ORGANIZATIONS

In addition to its relationships with NYSUT, AFT and AAUP, 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 \$1,334,896 and \$1,262,021 for the years ended August 31, 2013 and 2012, 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. In addition, NYSUT also reimburses the Union for a portion of the AAUP dues. NYSUT support is included in unrestricted revenue. Expenses incurred by the Union and subsequently reimbursed by NYSUT were \$1,334,493 and \$1,328,267 for 2013 and 2012, 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 \$292,819 and \$44,062 for 2013 and 2012, 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 \$210,484 and \$152,563 during 2013 and 2012, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was approximately \$319,381 and \$305,655 for 2013 and 2012, respectively.

AFT Support – AFT reimburses the Union for a portion of the AAUP dues. This amount totaled \$19,893 and \$62,767 for 2013 and 2012, respectively. AFT support is included in unrestricted revenue.

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 Communication Workers of America (CWA) as of August 31, 2013 and 2012. This 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, 2013 and 2012 is as follows:

	2013	2012
Salaries and Benefits:		
Officers	\$ 833,779	\$ 901,115
Administrative	1,857,915	1,921,279
Campus Chapters	700,704	714,648
Rent	302,056	322,205
Equipment Rent	32,129	16,914
Travel and Lodging	1,098,005	1,245,992
The VOICE	148,111	153,012
Public Education	20,071	22,050
Outreach Ad Campaign	250,039	275,037
Special Ad Campaigns	465,571	353,033
Chapter Allocations	575,903	556,924
Chapter Support	128,658	156,027
Chapter Release Time	706,662	573,610
Statewide Release Time	108,780	117,247
Auto Expense	6,112	7,301
Professional Fees	65,443	64,030
Insurance and Bonding	33,144	37,224
Computer Services	95,579	91,834
Equipment and Maintenance	65,390	67,894
Telephone	54,419	32,265
Postage	86,375	76,063
Printing and Duplicating	23,479	26,004
Depreciation and Amortization	89,163	100,924
Supplies	63,474	67,874
Chapter Elections	88,846	11,426
Membership Benefits	142,816	110,462
Other	381,113	378,593
Total	\$ 8,423,736	\$ 8,400,987

SCHEDULES OF EXPENSES

Years Ended August 31, 2013 and 2012

	2013	2012
ADMINISTRATIVE AND OTHER		
Officers' Salaries and Benefits	\$ 833,779	\$ 901,115
Statewide Release Time	108,780	117,247
Administrative Salaries and Benefits	1,857,915	1,921,279
Office Supplies and Contributions	65,078	70,177
Auto Expenses	6,112	7,301
Professional Fees	44,000	43,100
Legal Fees	21,443	20,930
Insurance and Bonding	33,144	37,224
Travel Expenses, Staff	30,693	24,817
Travel Expenses, Officers	63,212	44,393
Computer Services	95,579	91,834
Equipment Maintenance	63,786	65,591
Rent and Depreciation	150,840	170,334
TOTAL ADMINISTRATIVE AND OTHER	\$ 3,374,361	\$ 3,515,342
MEMBERSHIP COMMUNICATIONS		
Telephone	\$ 54,419	\$ 32,265
Postage	98,921	91,934
Printing and Duplicating	23,479	26,004
Newspaper	148,111	153,012
Rent and Depreciation	15,205	15,497
TOTAL MEMBERSHIP COMMUNICATIONS	\$ 340,135	\$ 318,712

	2013	2012
CAMPUS CHAPTERS		
Chapter Salaries and Benefits	\$ 700,704	\$ 714,648
Chapter Allocations	575,903	556,924
Chapter Rents	14,916	14,772
Chapter Support	68,812	75,578
Chapter Release Time	706,662	573,610
Chapter Elections, Postage / Printing	88,846	11,426
Equipment Upgrades	76,104	81,492
Rent and Depreciation	105,474	104,288
TOTAL CAMPUS CHAPTERS	\$ 2,337,421	\$ 2,132,738
GOVERNANCE		
Delegate Assembly	\$ 428,335	\$ 464,557
Executive Board	79,955	45,253
Chapter Presidents' Meetings	70,658	62,554
Training Workshops	74,508	69,342
Child Care / Elder Care Reimbursement	4,094	7,429
Rent and Depreciation	30,769	33,176
TOTAL GOVERNANCE	\$ 688,319	\$ 682,311
COMMITTEES		
Negotiations	\$ 10,000	\$ 187,500
Membership	6,131	7,720
Grievance	4,401	6,988
Elections and Credentials	15,589	18,450
Affirmative Action	7,869	14,197
Finance	17,725	17,971
Contingent Employment Concerns	10,845	9,551
Women's Rights	6,088	5,643
Solidarity	6,876	5,264
Ad-Hoc Committees	88,639	91,889
Rent and Depreciation	8,150	18,663
TOTAL COMMITTEES	\$ 182,313	\$ 383,836

	2013	2012
CONTRACT		
Arbitration	\$ 4,072	\$ 29,765
Grievance	1,538	876
Administration	1,408	536
Rent and Depreciation	328	1,593
TOTAL CONTRACT	\$ 7,346	\$ 32,770
CONVENTION		
NYSUT Convention	\$ 39,980	\$ 32,654
AFT Convention / TEACH	268	65,408
AFL-CIO Convention	0	406
Conference Expense / Designee Travel	26,456	37,344
Vacation Reimbursement	7,000	17,000
Rent and Depreciation	3,449	7,810
TOTAL CONVENTION	\$ 77,153	\$ 160,622
MEMBERSHIP BENEFITS		
Membership Benefits	\$ 27,760	\$ 2,445
SPECIAL PROJECTS / NEEDS / CONCERNS		
Outreach Activities	\$ 143,748	\$ 125,385
Outreach	34,419	30,782
Public Awareness Program	20,071	22,050
Outreach Advertising Campaign	250,039	275,037
Special Campaigns	533,331	352,169
Legal Defense Fund	45,312	23,878
Solidarity Fund	11,500	11,508
NYS Lifeguard Corps. Expense	136,886	130,818
Retiree Activities	129,842	117,466
Miscellaneous	21,692	26,122
Rent and Depreciation	62,088	56,996
TOTAL SPECIAL PROJECTS / NEEDS / CONCERNS	\$ 1,388,928	\$ 1,172,211

2013 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, 2013. 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 25, 2013

DERMODY, BURKE & BROWN, CPAs, LLC

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2013

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2012	\$ 18,424	\$ 4,783	\$ 14,493	\$ 5,846	\$ 47,671	\$ 30,632	\$ 20,924	\$ 3,630	\$ 18,467	\$ 16,530	\$ 16,054
Cash Receipts:											
Chapter Allocations, Net	19,609	8,361	19,335	13,344	38,635	12,196	12,154	8,284	4,597	32,375	1,876
Interest	14	1	28	0	38	9	3	0	0	1	17
Reimbursements for Various Expenses	0	0	0	0	0	0	0	0	0	100	0
Other	159	0	1,530	300	1,539	0	0	100	300	3,259	900
Total Receipts	19,782	8,362	20,893	13,644	40,212	12,205	12,157	8,384	4,897	35,735	2,793
Cash Disbursements:											
Membership and Chapter Committee Meetings	8,875	2,620	3,625	6,526	14,619	4,540	8,923	7,517	7,921	23,061	7,245
Executive Board	4,098	1,084	3,217	1,361	8,549	1,400	1,448	529	1,383	2,766	453
Outreach Activities	0	0	0	0	0	0	585	0	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	740	148	198	309	1,432	944	411	237	1,392	0	105
Printing/Duplicating	1,862	51	620	615	7,216	0	0	330	1,069	434	0
Newsletter/Publications	0	0	3,184	166	867	0	0	0	0	0	0
Telephone/Internet/Website	456	310	442	210	4,643	1,160	1,767	334	270	400	3
Postage	159	159	116	573	4,491	78	79	57	472	210	13
Bank Charges	5	0	14	12	0	28	0	0	0	0	0
Temporary Help	0	0	0	21	0	0	0	0	0	0	0
Chapter Workshops	1,856	1,130	554	211	0	50	0	236	0	0	0
Furniture/Equipment	162	0	0	0	0	0	0	0	180	139	0
Other	251	377	1,725	2,354	16,528	2,385	4,000	550	257	1,634	0
Total Disbursements	18,464	5,879	13,695	12,358	58,345	10,585	17,213	9,790	12,944	28,644	7,819
(Deficiency) Excess of Receipts Over Disbursements	1,319	2,482	7,199	1,287	(18,132)	1,622	(5,057)	(1,406)	(8,046)	7,092	(5,026)
Cash Balance as of August 31, 2013	\$ 19,743	\$ 7,265	\$ 21,692	\$ 7,133	\$ 29,539	\$ 32,254	\$ 15,867	\$ 2,224	\$ 10,421	\$ 23,622	\$ 11,028

CAMPUS EXPENDITURE REPORT OF CHAPTERS

	Enviro Science and Forestry										
	Downstate Medical	Empire State	Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2012	\$ 19,282	\$ 8,067	\$ 31,953	\$ 6,589	\$ 45,350	\$ 19,172	\$ 21,249	\$ 1,883	\$ 21,004	\$ 114	\$ 17,044
Cash Receipts:											
Chapter Allocations, Net	59,200	25,524	5,358	26,588	10,778	16,977	4,794	4,651	20,218	9,148	7,710
Interest	0	16	36	25	200	0	0	0	99	7	2
Reimbursements for Various Expenses	0	0	0	281	0	0	0	700	0	100	0
Other	0	0	0	0	1,272	0	0	100	100	0	0
Total Receipts	59,200	25,540	5,394	26,894	12,250	16,977	4,794	5,451	20,417	9,255	7,712
Cash Disbursements:											
Membership and Chapter Committee Meetings	47,763	3,920	0	11,125	3,136	9,057	232	2,879	8,770	2,705	5,428
Executive Board	15	7,690	606	5,527	1,589	1,522	0	1,129	0	1,656	1,009
Outreach Activities	126	0	0	0	0	25	0	0	0	0	0
Grievance	138	0	0	0	0	0	0	0	0	0	0
Office Expense	673	685	0	2,333	1,443	19	58	392	1,329	384	590
Printing/Duplicating	0	0	0	1,294	426	50	0	0	645	0	247
Newsletter/Publications	0	0	0	0	2,273	0	0	0	30	0	2,176
Telephone/Internet/Website	2,998	420	370	1,937	872	422	888	16	256	815	829
Postage	574	0	32	881	228	0	55	85	74	49	144
Bank Charges	271	150	0	0	0	0	0	78	38	26	0
Temporary Help	536	0	0	0	0	0	0	0	0	0	0
Chapter Workshops	0	0	3,194	0	2,493	0	0	0	1,181	159	0
Furniture/Equipment	0	0	0	0	0	0	0	0	0	0	24
Other	0	1,563	600	0	1,385	320	0	0	1,578	250	(7)
Total Disbursements	53,094	14,428	4,802	23,097	13,845	11,415	1,233	4,579	13,901	6,044	10,440
(Deficiency) Excess of Receipts Over Disbursements	6,105	11,112	592	3,798	(1,595)	5,562	3,560	872	6,517	3,211	(2,728)
Cash Balance as of August 31, 2013	\$ 25,387	\$ 19,179	\$ 32,545	\$ 10,387	\$ 43,755	\$ 24,734	\$ 24,809	\$ 2,755	\$ 27,521	\$ 3,325	\$ 14,316

	SUNY HSC System Upstate Utica/ Grand										
	Optometry	Oswego	Plattsburgh	Potsdam	Purchase	Stony Brook	Stony Brook	Admin.	Medical	Rome	Total
Cash Balance as of September 1, 2012	\$ 5,202	\$ 20,473	\$ 14,932	\$ 19,342	\$ 20	\$ 7,758	\$ 52,875	\$ 16,338	\$ 37,740	\$ 21,971	\$ 585,812
Cash Receipts:											
Chapter Allocations, Net	6,674	11,875	5,304	5,887	19,623	44,917	47,402	4,160	39,279	5,342	552,175
Interest	0	41	0	9	0	17	104	17	90	0	774
Reimbursements for Various Expenses	0	0	0	0	0	902	846	0	0	0	2,929
Other	70	2,531	200	0	0	1,425	0	0	9,159	0	22,944
Total Receipts	6,744	14,447	5,504	5,896	19,623	47,261	48,352	4,177	48,528	5,342	578,822
Cash Disbursements:											
Membership and Chapter Committee Meetings	4,325	9,537	7,634	4,731	14,229	31,166	20,402	5,049	33,540	2,314	323,414
Executive Board	0	497	325	642	938	1,788	2,430	669	8,131	183	62,634
Outreach Activities	0	0	0	100	50	0	0	0	0	0	886
Grievance	117	0	0	0	0	0	0	0	0	0	255
Office Expense	0	424	519	44	275	2,869	1,968	0	989	19	20,929
Printing/Duplicating	0	48	51	0	32	216	805	0	696	0	16,707
Newsletter/Publications	0	0	0	0	0	10,242	3,301	0	4,508	0	26,747
Telephone/Internet/Website	0	1,130	0	594	756	1,042	2,046	227	2,373	0	27,986
Postage	24	176	0	1,494	49	48	195	17	224	6	10,762
Bank Charges	254	0	0	0	96	15	0	3	3	0	993
Temporary Help	0	0	0	0	0	0	0	0	0	0	557
Chapter Workshops	0	226	1,792	0	3,204	3,031	1,011	0	0	1,296	21,624
Furniture/Equipment	0	0	0	0	0	0	369	0	0	0	874
Other	250	1,833	265	150	0	0	1,088	0	2,997	61	42,394
Total Disbursements	4,970	13,871	10,586	7,755	19,629	50,417	33,615	5,965	53,461	3,879	556,762
(Deficiency) Excess of Receipts Over Disbursements	1,774	576	(5,083)	(1,859)	(6)	(3,157)	14,740	(1,787)	(4,933)	1,465	22,060
Cash Balance as of August 31, 2013	\$ 6,976	\$ 21,049	\$ 9,849	\$ 17,483	\$ 14	\$ 4,601	\$ 67,615	\$ 14,551	\$ 32,807	\$ 23,436	\$ 607,882

SPRING DA ...

(continued from page 15)

and special orders of business. Among them were resolutions calling on UUP to:

- press SUNY to implement U.S.

Senate recommendations to respond to sexual assaults on college campuses;

- urge lawmakers to pass the New York Health bill that would afford New York the opportunity to implement single-

payer health care in 2017;

- push for legislation that would allow workers close to being vested to purchase any remaining time when separated from state service;

- support Unit 62 of CSEA Local 809 in its fight for a fair contract with the Chenango County Board of Supervisors;

- support foreign policy that favors

diplomacy over military action; and

- back the Congressional Progressive Caucus budget that best reflects the union's priorities and values.

A complete list of DA actions is posted on the UUP website at <http://bit.ly/ljSq6Q3>.

— Karen L. Mattison
with staff reports

SUNY absent in support for teacher ed programs, students

Any struggle to protect high-quality public education and the students, faculty and staff that are at its core is likely to be filled with ups and downs. After a year of intense organizing to address the crisis caused by the State Education Department's flawed rollout of the edTPA, I find it useful to reflect on the good and the bad. In the former, we find strength to continue; in the latter, we find the challenge ahead.

My optimism derives from the fact that our struggles to protect public education for all New Yorkers have brought UUP members in collaborative work with NYSUT partners, private college colleagues, students and parents. We are collectively standing up against unfair and educationally unsound changes. Unfortunately, cause for despair also abounds—in an education reform movement driven by profit motives and privatization agendas, elitism among public officials who want to take the “public” out of education, and anti-unionism that disparages the education workers who stand up for the profession they love.

But with all the obstacles we've faced, the most disheartening to me is the failure of leadership within SUNY.

SUNY System Administration has failed to stand up for its students and teacher education programs in the face of the edTPA debacle and SED's cavalier attitude about the negative impacts of reforms that proceed without adequate input from rank-and-file educators. What's worse is that its spokespersons have consistently downplayed the problems and concerns students, faculty and professional staff have voiced en masse across SUNY.

At a meeting in January, an official at the helm of SUNY's teacher education administration said they were “not hearing the problems” I brought to the table to discuss. I was amazed that a SUNY official would be able to make a statement like that to me, knowing that I'd been meeting with academics and professionals involved in teacher education at campuses across the state and knowing that UUP has an

“With all the obstacles we've faced, the most disheartening to me is the failure of leadership within SUNY.”

— VP for Academics *Jamie Dangler*



active Teacher Education Task Force with representatives from all of SUNY's programs, some of whom are edTPA coordinators. I knew very well that SUNY could not be totally clueless about the dysfunction being caused by the imposition of the edTPA. I knew because UUPers and campus administrators have told me that it has been the topic of considerable concern and discussion on a continuous basis.

At the January meeting, which I requested to share information UUP had gathered, I presented the edTPA action plan UUP developed and was about to launch statewide (<http://bit.ly/1iCwtYu>). I asked if SUNY would support any of our proposals. The answer was “no.” SUNY officials would not even publicly endorse UUP's effort to get edTPA data eliminated from institutional profiles until the 2015-2016 academic year, despite the fact that SUNY deans are on the record urging the same thing.

SUNY's claim that all is well with the edTPA was repeated right up through the day the Regents voted to provide a minimal “safety net” for current students, who are being subjected to an ill-planned and poorly implemented experiment that could have disastrous consequences for their careers. I sat at the Regents meeting on April 29, waiting for the edTPA resolution to come to a vote, only to hear a SUNY official give a “rah rah” presentation about how SUNY was committed to implementing the edTPA—with no mention of the disaster it's been for our students and programs. It was surreal.

Clearly, there are objectives in play at SUNY that don't coincide with campus-based needs to maintain high-quality programs, implement changes in a

practical and reasonable way to ensure student success, and tap the expertise and knowledge of academics and professionals directly involved in teacher education in order to develop sound improvements.

I urge SUNY's leaders to reflect on their past actions and work with teacher educators across SUNY and with UUP to address teacher education issues. The UUP leadership would welcome an opportunity to work with SUNY in a constructive way, but flat denial of the existence of problems is not helpful to anyone. We can get past this year's impasse if we are willing to start anew.

SUNY and UUP are among the groups that will have seats on the new edTPA Task Force established by the Board of Regents in its April 29 resolution. We could be—and should be—collaborative partners working toward a solution that is beneficial to our students, programs and education in New York state.

The challenge is clear. Confronting it requires courage and focus on the educational mission of SUNY.

Thanks for your efforts

The small step the Regents took to delay full implementation of the edTPA would not have occurred without the public outcry voiced to legislators and Regents over the last few months.

Thanks to the UUP Teacher Education Task Force and all who worked with us to ensure that UUP members, our colleagues at public and private colleges, students and parents were heard.

(continued from page 13)

the Internet in the 1990s. Computers have replaced card catalogues, and librarians have become a valuable resource in curating data and locating research online. While librarians still do traditional tasks such as reference desk duty, many of them teach and do research at and away from campus; this “protected (or “unscheduled”) time” was discussed in previous negotiations. It gives librarians time to conduct research when not working the desk or on other scheduled duties.

Torre said the committee will make recommendations on protected time and on compensation—another area where librarians and other academics part ways. Torre said there’s a “long-standing discrepancy” between salaries of librarians and other academics. The difference in terminal degrees required for the positions plays a role; most librarian jobs don’t require a doctorate.

QUIRKY CLASSIFICATIONS

Then there’s the issue of whether librarians should be designated as academics or professionals. The state Board of Regents granted librarians academic status in the late 1960s, yet SUNY colleges have hired many librarians as professional staff. The committee expects the survey to confirm that about half of SUNY’s librarians are professionals, Harms said.

“It’s one of those 40-year struggles,” said Torre. “We’re not really professionals and, in the administration’s eyes, we’re not true academics. It provides a weird perception of who we are and what we do.”

Torre said the committee would like input from a majority of UUP librarians so it can pull together the detailed information and compile it into a report for the union’s officers.

“Our hope is that we will be able to provide at least preliminary recommendations soon and, if the timing works, (UUP President) Fred Kowal and the officers can hold some meetings with SUNY and GOER over the summer,” Torre said.

— Michael Lisi

SPOTLIGHT SHINES ON UUPERS

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

Keith Buerker, a professor of culinary arts at SUNY Cobleskill, was recently named Northeast Region Chef Educator of the Year by the American Culinary Federation.



BUERKER

The award was handed out during the 2014 ACF Northeast Regional Conference in Warwick, R.I., April 11-14.

The ACF Chef Educator of the Year Award, established in 1998, honors an active culinary educator whose knowledge, skills and expertise has enhanced the image of the professional chef. The recipient must also provide guidance to students seeking a career in the culinary profession.

Buerker and other regional awardees will compete for their respective national titles July 25-29 during the 2014 ACF National Convention in Kansas City, Mo.

Aldustus Jordan, associate dean for student affairs at Stony Brook’s School of Medicine and a clinical associate professor in social welfare/public health, was named Man of the Year by the *Village Beacon Record*.



JORDAN

Jordan was feted for his work connecting community and health care. In addition to the courses he teaches on cultural competency and health literacy, Jordan teaches future health care providers how to communicate effectively with patients.

He has taught, lectured and done research on at-risk youth and gang violence. He is a founding member and past chair of ERASE Racism Inc., and serves as president of Literacy Suffolk Inc. He is an emeritus member of the board of directors of the Long Island Community Foundation.

— Karen L. Mattison

Farmingdale, COARM earn NYSUT awards

UUP’s Farmingdale Chapter newsletter, *Unifier*, and *The Active Retiree* combined for four awards in NYSUT’s annual journalism competition sponsored by *NYSUT United*.

The Active Retiree is the publication of the union’s 4,300 retiree members.

FARMINGDALE UNIFIER

The headline “Here a MOOC, There a MOOC, Everywhere a MOOC-MOOC,” written by chapter newsletter editor Margaret Porciello, picked up the top award for Catchiest Headline. The headline was published in the February 2013 issue above a story on Massive Open Online Courses.

THE ACTIVE RETIREE

Earning an Award of Distinction for Best Article About A Social Justice Issue

was Al Magid of the Albany Chapter for his article “The Reading is Fun Program: Where every child is everyone’s child.” The article, which ran in the Fall 2013 issue, highlighted the reading program developed by Magid to improve the literacy skills of pre-school children in Schenectady.

Committee on Active Retired Membership Chair Judy Wishnia of Stony Brook received two Awards of Distinction, for Best Article About Labor History and Best Column. Both were published in the April 2013 issue.

The labor article was a first-hand account of Wishnia’s 1963 trip to the historic “March on Washington for Jobs & Freedom.” The winning column, “What’s happening to our country?” questions the division of wealth in the U.S.

— Karen L. Mattison

How well do you know your benefits?



Doreen M. Bango, Manager,
Member Benefits & Services

The spring semester has drawn to a close, but that doesn't mean it's time to stop learning! We've put together a fun way for you to test your knowledge on the myriad benefits UUP administers.

And you can win while you're at it.

Take the "Crossword Quiz" below.

Send me the completed crossword no later than July 7. Members who have correctly answered the Crossword Quiz will be entered into a drawing to win one

of 10 nonprescription sunglasses provided by Davis Vision—just in time to walk the beach in style!

The answers will be posted July 8 under Benefits on the UUP website at www.uupinfo.org.

Mail your completed crossword, along with your name, number and campus, to:

Doreen M. Bango,
c/o UUP Benefit Trust Fund
P.O. Box 15143
Albany, N.Y. 12212.

Good luck!

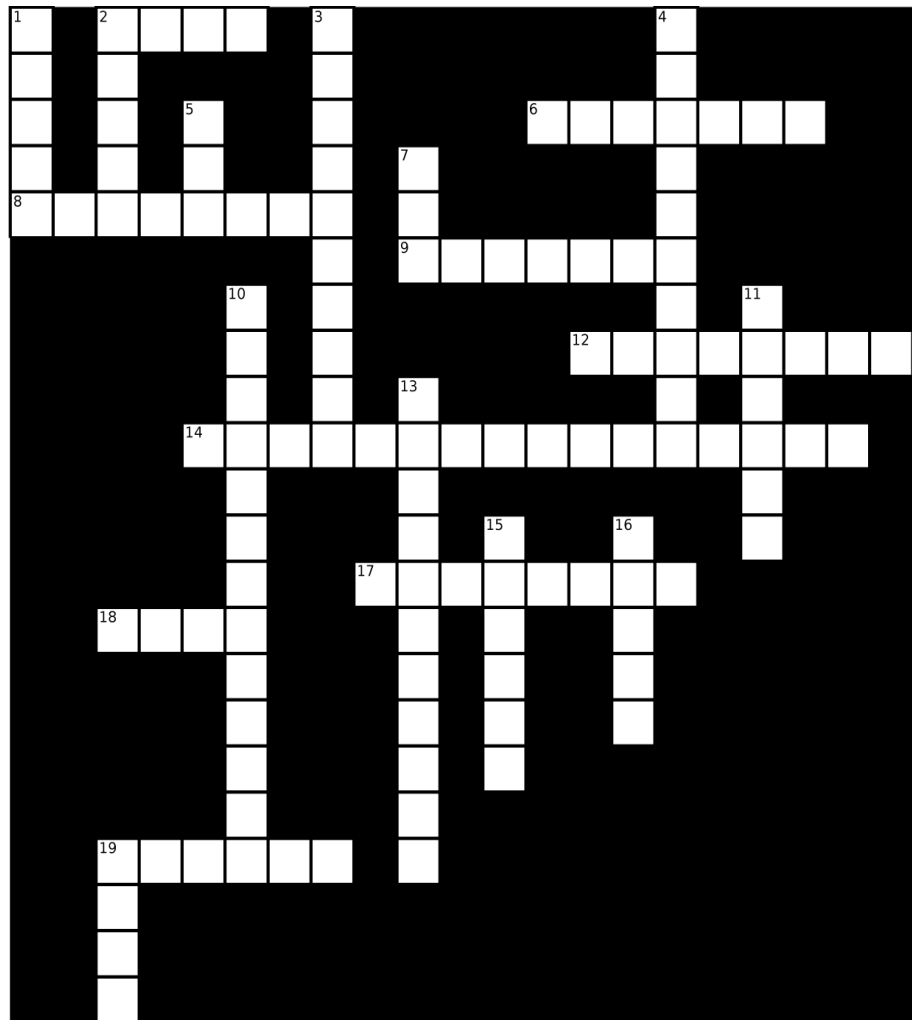
Name: _____

Phone: _____

Campus: _____

ACROSS

- 2 In addition to the Delta Dental PPO, the UUP Benefit Trust Fund introduced a new Delta Dental Plan option this year. What type of plan is it?
- 6 If you move, you should fill out a Change of _____ card.
- 8 The UUP Benefit Trust Fund prides itself on the superior _____ service it offers.
- 9 On our website, our discounted programs are found under _____ offers.
- 12 What dental benefit is covered in full when in-network? (Hint: it starts with a "c").
- 14 Who do you call if you are having issues with any of your benefits?
- 17 If an eligible UUP member wants to switch from the Delta Dental PPO to the Dental DHMO (DeltaCare USA), what month is open enrollment? (Hint - turkey, gravy & mashed potatoes!)
- 18 Group life insurance is provided for all active UUP members. The maximum benefit is \$6,000 and it is provided through _____ Life Insurance Company.
- 19 The UUP Benefit Trust Fund's Davis Vision plan offers a comprehensive eye exam and one pair of glasses once every _____ months for eligible UUP members and dependents.



DOWN

- 1 What UUP discounted program has a duck for a spokesperson?
- 2 What is the name of the UUP Benefit Trust Fund vision provider?
- 3 What company offers UUP a discount on car rentals?
- 4 To enroll in dental and vision benefits, members must fill out an _____ card.
- 5 How many times a calendar year are eligible UUP members eligible for a dental exam and cleaning under the Delta Dental PPO plan?
- 7 What retail program offers UUPers a 14-month membership and a free second membership?
- 10 What insurance carrier through UUP offers discounts on auto and home?
- 11 The Delta Dental PPO plan has a total _____ maximum benefit of \$2,500 per eligible member and/or dependent. (Hint - it rhymes with manual).

- 13 Davis Vision recently consolidated its eye care centers throughout the U.S. under a new name. What is this new name?
- 15 UUP members receive discounted pricing on Brooklyn Nets tickets. The Brooklyn Nets use to be named the New _____ Nets.
- 16 What is the name of the UUP Benefit Trust Fund dental provider?
- 19 The UUP Benefit Trust Fund Delta Dental PPO and DHMO offer orthodontic services for adults. True or False?

Salary increases, income changes on the way

Bargaining unit members will see more money in their paychecks beginning this summer.

The 2011-2016 agreement between UUP and New York state includes annual across-the-board salary enhancements; members will also get a couple months of relief from paying for the state-imposed Deficit Reduction Program (DRP).

ANNUAL INCREASES ON THE WAY

Members should watch for salary increases of 2 percent, plus an additional \$250 on base (prorated for part-timers). College-year and calendar-year employees will see the increase beginning in July; academic-year employees will receive their raises in September.

“While every union-represented state worker will receive two, 2 percent increases in their contracts, UUP is the only union to get additional on-base increases for every member,” noted

Vice President for Academics Jamie Dangler, chief negotiator for the current contract.

DEFICIT REDUCTION PROGRAM

The final extraction for the first year of the DRP will be drawn from the payroll period beginning May 22, 2014 (the June 18 paycheck will reflect the final deduction for the year). Members will see the difference in their paychecks in July and August.

Extractions for the final four days of the DRP will begin in September. The final extraction will be drawn from the payroll period beginning May 21, 2015 (the June 17, 2015, paycheck will reflect the final deduction).

— Karen L. Mattison

