

# THE Voice

September/October 2014



Local 2196  
UNITED UNIVERSITY  
PROFESSIONS  
Representing the Faculty and  
Professional Staff at SUNY Downstate  
Medical Center and the State-Operated  
SUNY Campuses.

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United University Professions  
NYU • AFT Local 2196 • NEA • AALCC

The union that represents the  
faculty and professional staff at  
state-operated SUNY campuses.

## Labor on the *move*

—Page 12



# WHAT'S INSIDE

this issue



COVER PHOTO BY  
DONALD FELDSTEIN

## On the cover:

### Union pride!

14—The UUP officers lead hundreds of members down the streets of Manhattan to showcase the union's strength, solidarity and willingness to defend the work of UUP members.

Also, the Labor Day parades kicked off UUP's campaign to get pro-education, pro-labor candidates elected—page 6

## 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Unsigned letters will not be published.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 Interim Director of Communications Michael Lisi at [mlisi@uupmail.org](mailto: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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ON FACEBOOK  
AND TWITTER!**

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to sign up today.

## 4 Unions to SED: Address the issues

UUP, NYSUT and Professional Staff Congress/CUNY are dismayed by SED's reluctance to discuss edTPA.

## 18-19 UUP awards seven members

Three longtime UUPers will receive the union's Nina Mitchell Award for Distinguished Service. UUP also honors two courageous part-timers with Faye Samuel awards, and two outstanding retirees with Pearl H. Brod awards.

## 20 Students earn UUP scholarships

UUP recognizes one undergraduate and two post baccalaureate students with scholarships of \$2,000 for academic excellence and community service.

## 24 Contingent issues in the fore

UUPers join hundreds of full-time and part-time contingent employees from the U.S., Canada and Mexico to discuss employment practices in higher ed.

## ALSO:

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Just click on *The Voice*  
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*Members who would prefer to read The Voice online are able to opt out of receiving the magazine by mail. Go to <http://uupinfo.org/voice/optout.php> or call UUP Communications for more information.*



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**VOICE**  
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Contact UUP at P.O. Box 15143, Albany, New York 12212-5143. Telephone (518) 640-6600 or toll-free at (800) 342-4206. UUP's Internet site is [www.uupinfo.org](http://www.uupinfo.org). UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with NYSUT and the National Education Association.

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## UUP COMMUNICATIONS DEPT.

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**AFTCN**

# Vote, volunteer for change

**I** cannot stress strongly enough how important it is for you, as a union member and as an American, to go to the polls on Tuesday, Nov. 4, and cast your vote.

Do it.

Vote.

The right to vote, to freely choose those who will lead us without fear of reprisal, is a right that Americans have fought to gain and defend since this great country was established more than two centuries ago.

These days, far too many Americans take voting for granted. Many more think that their vote doesn't matter.

That's nonsense. With your votes, you have the power to elect candidates who are pro-education, pro-labor advocates who believe in a strong, working middle class and a vital public higher education system.

## REGISTER NOW

If you haven't registered to vote, do it. There's still time.

In New York, you have until Oct. 10 to file a voter registration application with your local board of elections; mail applications must be postmarked by Oct. 10 and received by Oct. 15.

Before you enter the voting booth, I hope that you will consider pulling the lever for candidates endorsed by NYSUT and the New York State AFL-CIO. UUP doesn't endorse candidates, but our leaders played a part in selecting candidates for NYSUT and the state AFL-CIO to support. Both unions issued their endorsement lists in August; they can be viewed on the UUP website at [www.uupinfo.org](http://www.uupinfo.org).

Labor and public education is under attack. The middle class is steadily eroding, the unemployment rate continues to hover around 6 percent, and there are too many low-paying jobs.

We need to elect representatives who



MICHAEL LISI

UUP PRESIDENT FRED KOWAL HOPES EVERY UUP MEMBER WILL VOTE FOR ENDORSED CANDIDATES IN THE NOVEMBER ELECTION.

support the issues that we support—a vibrant SUNY, union jobs with fair pay and benefits, and a strong working class.

## SHOE LEATHER CAMPAIGNS

That's why UUP members across the state have been working since late summer as volunteers for candidates backed by NYSUT and the state AFL-CIO. You'll read about them in this issue.

You'll also read about how we kicked off our November election campaign with a show of strength at the Sept. 6 New York City Labor Day Parade. More than 300 members, family and friends marched in the Manhattan parade, one of the America's premiere Labor Day marches. Members also marched in parades in Buffalo and Syracuse on Labor Day.

Maybe you were there. If you were, thank you! If not, join us next time. We want you with us.

## VOLUNTEER!

Over the next few weeks, I, along with your statewide officers, will be traveling to campuses in districts with key races. We'll be there to urge our members to consider voting for NYSUT-endorsed candidates and to recruit volunteers to help pro-labor, pro-education candidates win or stay in office.

A number of candidates that we worked for in the September primary have told me that they deeply appreciated our help. I'm looking forward to working with them.

We will have friends in Congress, and the state Senate and Assembly. I believe that together, we can achieve positive change.

## GIVE TO VOTE-COPE

To do that, we need you to get involved. And you won't be alone. Your union leaders will be working right along with you.

If you don't have the time to volunteer, you can help by opening your wallet and contributing to VOTE-COPE, NYSUT's nonpartisan action fund. VOTE-COPE dollars are used to support NYSUT-endorsed candidates and their campaigns.

It is vital that UUP members contribute to VOTE-COPE to help us work for candidates who solidly support public education and labor.

But it all starts with one word: vote.

If you haven't registered to vote, register. If you're registered to vote but didn't vote in last year's election or the September primary, make a point to get to the polls Nov. 4.

One vote—your vote—can change the course of history.

Do it.

Vote.

# Unions to SED: Get it right

BY KAREN L. MATTISON



DANGLER

*"We cannot—we will not—participate in an SED ruse designed to ensure that no significant changes are made."*

— VPA Jamie Dangler

**U**UP, its state affiliate, and its sister union at CUNY are "dismayed and discouraged" by the way the State Education Department is handling a task force it set up to review one of the state's new teacher certification requirements, the educative Teacher Performance Assessment.

And the unions are not inclined to sit back and allow SED to jeopardize a generation of future teachers or the state's public teacher education programs.

If things don't improve—and quickly—UUP will consider walking away from the task force, said Vice President for Academics Jamie Dangler.

"What happens at our next task force meeting will determine if UUP will continue to

participate," Dangler said.

The unions—UUP, NYSUT and Professional Staff Congress/CUNY—are disappointed by SED Commissioner John King's disregard for the concerns raised by unionists since the task force was convened in July.

In separate correspondences to King and Deputy Commissioner John D'Agati, the unions question if SED is truly willing to work collaboratively and productively to "address the unfair and educationally unsound teacher certification changes imposed by SED without adequate faculty input," Dangler said.

"The task force must be allowed to discuss the critical issues around the edTPA and its implementation," said Dangler, chair of the union's statewide Teacher Education Task Force. "We need to act, and act now, because students' careers are at stake."

## FIGHTING BACK

The task force was established by the state Board of Regents in April under the threat of legislative intervention into SED's botched implementation of a new teacher performance assessment and other certification requirements.

Following discussions with NYSUT, the Regents provided a safety net that delays full implementation of the edTPA. It also allows teacher candidates who fail that exam to use a passing score on the Assessment of Teaching Skills-Written test for initial certification through June 30, 2015. Crucial to the agreement was the formation of a task force of "education stakeholders" charged to review the edTPA and its implementation.

Before the task force's formation, SED had been unresponsive to serious concerns about new teacher education directives and

## Top 10 concerns SED must address to 'get it right'

**1** Wholesale changes in the state's initial teacher certification requirements—including content and implementation problems—have left an unprecedented number of 2014 graduates in danger of not getting certified. The 2015 graduates may be in a similar situation.



Among the general problems are:

- Premature implementation timelines for new certification requirements.
- Exams tied to Common Core for students whose curriculum has not reflected Common Core changes.
- Increased student failure rate on new exams because of inadequate timelines to adjust curriculum and prepare students.
- SED's failure to address student/faculty problems and questions in a timely manner.

**2** There are four new high-stakes teacher certification exams, three of which took effect in 2014: the educative Teacher Performance Assessment, Educating All Students exam, and the Academic Literacy Skills Test. The fourth exam—Content Specialty Tests—will be changed during this academic year. CST preparation guides have not been posted; practice tests were not released in a timely fashion.

**3** There are technical problems associated with SED's TEACH system, the electronic portal that teacher certification candidates must use to register for and maintain their record of completion for certification exams, required workshops and fingerprint clearance. Technical glitches in SED's system for student record-keeping and inadequate personnel to process applications for certification requirements have caused problems for 2014 graduates entering the job market.

**4** Students in the 2014 and 2015 graduating classes had their college requirements changed substantially after they entered their programs; college programs have not had enough time to make adjustments to adequately prepare students.

**5** The edTPA safety net is unfair to teacher candidates who fail the edTPA. Candidates who pass the edTPA are free to pursue their initial teacher certification at any time in the future. In contrast, those who use the alternative ATS-W test under the safety net established by the Regents are unfairly bound to an unprecedented June 30, 2015, deadline for completion of all program and teacher certification requirements.



inflexible about the unrealistic deadlines imposed on teacher ed programs.

The unions left the first task force meeting in July with the impression that King was unwilling to allow full discussion of substantive problems with New York state's use of the edTPA.

"We had hoped this task force would ... serve as a constructive vehicle for reviewing and refining the assessment in order to move toward a more rational use of the edTPA," NYSUT Vice President Catalina Fortino wrote in a letter to King. "We were dismayed at the dismissal of our concerns and our suggestions that task force members discuss operating procedures and scope of work."

UUP has also hit a brick wall with four Freedom of Information Act requests for edTPA pass-rate data. The last request, filed in July, asked for pass-rate data on two other mandated certification exams teacher educators are concerned about—the Educating All Students exam and Academic Literacy Skills Test, both tied to Common Core. As *The Voice* went to press, none of the information was provided.

"The problems with recent changes to teacher certification are bigger than acknowledged by SED and go beyond

simple fixes," Dangler said. "SED is stonewalling us, but we're not going away."

Difficulties with student placements, the lack of study on the predictive validity of the edTPA, the effectiveness of videotaping in K-12 classrooms, and a lack of faculty oversight of edTPA-mandated curriculum changes are some of the problems teacher educators are facing (see Top 10 list, below.)

UUP, NYSUT and PSC are mapping out an action plan to deal with edTPA shortfalls. The plan includes expanding its coalition of teacher educators and professionals from public and private colleges, students and parents to pressure legislators, the Regents and SED to address the problems faced by teacher candidates and teacher preparation programs.

NYSUT is also developing a "Tell Your Story" webpage to collect testimony from students, parents, faculty and other teacher education professionals who have direct experience with certification issues. The testimonials will be shared with Regents and lawmakers.

## CALLING FOR CHANGE

In a recent joint statement to Deputy Commissioner D'Agati, UUP and PSC

outlined ways to improve the work of the task force and to ensure that major issues are addressed.

Among them are requests to:

- Provide data on edTPA pass rates by institution, program area, and subgroups of students participating in the assessment. Presentation and discussion of this data should be an agenda item to provide a common empirical basis for task force members and to determine the need for specific revisions.

- Add to the agenda three subcommittees to discuss the following: Reliability on New York's edTPA and feedback to candidates on reasons for their scores; use of the edTPA as a high-stakes assessment; and difficulties securing placements, issues of privacy, and unequal distribution of resources.

- Discuss problems associated with the edTPA safety net.

- Clarify the amount of faculty assistance to teacher candidates.

- Commit to a final report from the task force with recommendations to the Regents.

"We cannot—we will not—participate in an SED ruse designed to ensure that no significant changes are made," Dangler said.

**6** There is a lack of transparency with the new certification exams.

- The edTPA handbooks outlining requirements and curriculum changes constitute proprietary information. Faculty and students must sign proprietary information agreements; college curriculum review committees have not been able to review curriculum changes related to the edTPA. Handbooks have been ambiguous and do not provide adequate information, such as how much feedback instructors can give teacher candidates.

- Full content of the Academic Literacy Skills Test and Educating All Students exam has not been made available to faculty by SED for review. Faculty have had to pay to take the exams to find out what questions are being asked.

- EAS and ALST are tied to Common Core. Students in the 2014 and 2015 graduating classes were not taught a Common Core-aligned curriculum and are unprepared for the content on these exams.

**7** There are serious concerns with the content of all new teacher certification exams. To date, SED has relied on top-down decision-making that has not involved enough consultation with faculty with expertise in all content areas.

**8** Student costs for exams and other requirements have risen substantially to an average of \$1,000 for initial certification.

**9** Students have reported difficulties taking exams in the new, electronic format. Students may not be able to scroll back to check information needed to answer questions once they advance to the next screen. This is a radically different format than standard exams; it is considered unreasonable by teacher educators to expect students to memorize dense content before answering questions related to that content.

**10** Students are falling through the cracks in a disorganized system of new SED requirements. Some December 2013 and May 2014 graduates, who have paid for and completed their college degrees, faced costly retakes. Others were denied initial certification for missing deadlines or requirements, often caused by technical glitches or lack of clarification from SED.

- Various components have different effective dates and new technical processes.
- Many implementation details were being worked out by SED as they were being applied to students.



# Working to make a difference in November

BY MICHAEL LISI

**I**t's about helping old friends and making new ones. It's about supporting public education and protecting jobs and the hard-fought gains UUP has won for its members.

And it's about getting out the vote on Election Day.

Those are the union's prime objectives for the November election, and UUPers across the state have been working since late summer to make them happen.

From Buffalo to Albany and Potsdam to Stony Brook, UUP leaders and volunteers have been going door-to-door handing out campaign literature, placing campaign signs and making phone calls for pro-education, pro-labor candidates.

The push has just begun. UUPers, along with hundreds of volunteers from locals across New York, are already hard at work for candidates endorsed by NYSUT and the New York State AFL-CIO in the November election (see the list of endorsed candidates, page 9).

UUP President Fred Kowal and the union's statewide leaders are traveling to campuses in districts with key races to recruit members as volunteers and to volunteer themselves.

## A CRUCIAL TASK

This work is imperative, especially with the state's chilly political climate when it comes to public employees. As the nation's largest higher education union, UUP is looked to as a catalyst for positive change in New York and nationally on issues affecting labor and public higher education.

Electing candidates who will step up and fight for issues UUP espouses—such as a vibrant, accessible SUNY, financially sta-

ble state-run public hospitals and medical schools, and an end to attacks on public employees—will help create that change.

"We look forward to working with legislators from both sides of the aisle who win in November," said Kowal.

So far, the union's efforts have paid off. Eight labor-endorsed candidates in the Sept. 9 Democratic primary elections won the party's nomination. That includes a big victory in Brooklyn, where Jesse



went door-to-door with campaign literature for Hamilton. Abraham, a native of Haiti, spoke Haitian Creole to three men on Nostrand Avenue as spoke about Hamilton. Treasurer Rowena Blackman-Stroud, Downstate Medical Center

Chapter president, volunteered that day for Hamilton in Brooklyn's Crown Heights neighborhood with other UUPers.

Dozens of Downstate UUPers also spent the better part of a month making phone calls and canvassing for Hamilton in their neighborhoods throughout Senate District 20.



MICHAEL LISI

VPP PHILIPPE ABRAHAM, RIGHT, CANVASSES ON A SUNDAY IN BROOKLYN TO GATHER SUPPORT FOR STATE SENATE CANDIDATE JESSE HAMILTON.

Hamilton trounced opponent Rubain Dorancy for the 20th District Senate seat left vacant in 2013 by Brooklyn Borough President Eric Adams.

Other primary winners were Sens. Toby Ann Stavisky and Tim Kennedy, Assemblyman William Magee and Assemblywoman Crystal Peoples-Stokes.

"This is the kind of result we were looking for," said Kowal.

## OUT IN THE STREET

UUP was in Brooklyn volunteering for Hamilton on a recent Sunday before the primary. Kowal and statewide Vice President for Professionals Philippe Abraham

## WORKING IN THE WEST

In Buffalo, UUP members have canvassed and worked phone banks for several candidates, including Kennedy, Peoples-Stokes and Mark Mazurek, a Democrat running for the vacant 143rd District Assembly seat.

"We've got boots on the street working these local races," said Buffalo Center Chapter President Tom Tucker, who said Buffalo HSC Chapter President Ray Dannenhoffer and Buffalo State Chapter President Rich Stempniak have stepped up to help out. "It's a new world politically for us. We've got to get people out there to volunteer for candidates who support labor and public higher education."

## LABOR DAY MIGHT

The union kicked off its November election push with a show of strength at the Sept. 6 New York City Labor Day Parade. More than 300 members, family and friends marched in the parade, one of the America's premiere Labor Day marches.

Members also marched in parades in Buffalo and Syracuse on Labor Day. Kowal, Abraham and Blackman-Stroud met with Western New York candidates after the Buffalo parade; Secretary Eileen Landy, Membership Development Officer Edison Bond Jr. and upstate chapter members talked to U.S. Rep. Dan Maffei,



BELOW, ONEONTA CHAPTER LEADERS BILL SIMONS, AND FRED MILLER, RIGHT, WORK TO RE-ELECT STATE ASSEMBLYMAN WILLIAM MAGEE.



PHOTO COURTESY: ONEONTA CHAPTER

who's running for re-election in the 24th Congressional District.

"Public higher ed is under attack and we've got to elect people who support us," said Oneonta Chapter President Bill Simons, who has volunteered for Magee with veteran Oneonta UUPer Fred Miller. "Our mission transcends the bread-and-butter issues of our members. We need to elect people who won't deconstruct this great institution known as SUNY."

## EMPIRE STATE PRESS

Empire State College Chapter President Pamela Malone said she's got volunteers working on key races in Buffalo, Rochester, downstate and in the Capital Region. That's where she's been focusing her efforts.

Chapter Vice President for Professionals Reynolds Jones, Malone and other volunteers have posted signs and made calls for state Sen. Cecilia Tkaczyk, who faces a tough opponent in Republican George Amedore. Tkaczyk beat Amedore by less than 20 votes in 2012.

Malone said she's also working for 113th District Assembly candidate



PHOTO COURTESY: ESC CHAPTER

ESC CHAPTER MEMBERS POSE WITH ASSEMBLY CANDIDATE CARRIE WOERNER, FRONT. FROM LEFT ARE CHAPTER ASSISTANT KATE YADDAW WITH UUPERS JOHN VALETTA, SHERRI NEWELL, PRESIDENT PAMELA MALONE, GLEN KELLER, KATHY COLE, TINA HEALEY AND TREASURER DONNA CAREY.

Carrie Woerner, who lost her 2012 bid for the seat to longtime Republican incumbent Tony Jordan; Jordan resigned in 2013 after he was elected Washington County District Attorney.

"We're working for candidates who are like-minded and who work for the good of society," said Malone. "When we show up in our red UUP shirts at a campaign opening event, a candidate's going to remember us and we'll have a better relationship with her when she gets into office. She'll remember that we're working hard for the community, like she is."

## VOLUNTEER AND VOTE

There is still plenty of time for UUP members to volunteer to help labor-backed candidates in their area. Members can contact their chapter president or reach out to UUP Coordinator of Legislation Rob Trimarchi at (800) 342-4206 or at [rtrimarc@uupmail.org](mailto:rtrimarc@uupmail.org).

Those who can't volunteer can still do their part by voting on Election Day. Union leaders said they're hopeful that members will consider pulling the lever for candidates endorsed by NYSUT and the state AFL-CIO. Lists of candidates endorsed by NYSUT and the AFL-CIO are available on the UUP website, at <http://www.uupinfo.org>. The NYSUT list

can be viewed at <http://goo.gl/5IKjfe>; the AFL-CIO list is at <http://goo.gl/LcruWA> and <http://goo.gl/nwTY0D>.

"We need our members to step up and help us work for candidates who support our issues and believe in organized labor, a strong SUNY and the benefit of a quality, accessible public education," said Kowal. "But we can't do it alone. We need you to get involved."

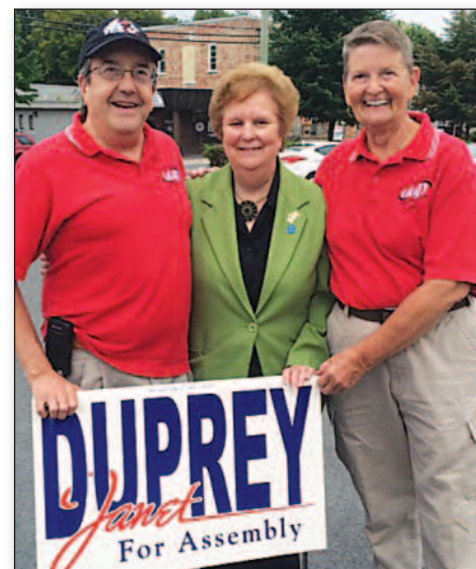


PHOTO COURTESY: PLATTSBURGH CHAPTER

PLATTSBURGH MEMBERS DAVE CURRY AND PATTY BENTLEY POSE WITH INCUMBENT ASSEMBLYWOMAN JANET DUPREY, CENTER.

# UUP plays role in NYSUT, AFL-CIO endorsements

BY DONALD FELDSTEIN

**U**UP President Fred Kowal didn't mince words in describing the importance of this year's elections.

"The events of the next few months will decide our future," he said. "We need to work to elect people we can depend on, and defeat the enemies who would vote against us. Our survival is at stake."

Against that stark backdrop, Kowal and about 25 UUP leaders worked to identify candidates to support, coming together with unionists at the NYSUT endorsement conference Aug. 12 in Albany, and at the state AFL-CIO's Committee on Political Education Convention Aug. 18 in New York City.

In Albany, they joined more than 400 of their NYSUT sisters and brothers, who voted on a slate of candidates for NYSUT to endorse in state and Congressional races.

## NO CUOMO ENDORSEMENT

NYSUT's Board of Directors met Aug. 13 to finalize the endorsement recommendations (see list, page 9); they backed a bipartisan slate of nearly 200 state and Congressional hopefuls. The AFL-CIO made their endorsements public Aug. 18.

NYSUT and the AFL-CIO declined to endorse a candidate for governor. Delegates from UUP and NYSUT helped convince the labor federation to pass on a gubernatorial endorsement. In late August, *The New York Times* declined to endorse Gov. Andrew Cuomo.

NYSUT and the AFL-CIO endorsed Comptroller Tom DiNapoli and Attorney General Eric Schneiderman for re-election.

"Candidates who earn endorsements are friends of public education and



MAGEE

labor," said NYSUT President Karen Magee. "They earned our support by advocating effectively for our public schools, colleges and health care institutions, listening intently to the concerns and aspirations of our members, and voting consistently the right way."

Kowal encouraged UUP members to volunteer to work for candidates endorsed by NYSUT and the AFL-CIO, particularly those running for the state Legislature.

"Now is the time to show these candidates that UUP is a strong presence that is able to make a difference in a tight election," said Kowal. "Regardless of party affiliation, we must work to elect pro-education, pro-labor candidates that will be there to help us stand tall for our members, our union and our University."

"These elections will go a long way to determining what happens with our budget next year, and then, down the road, our negotiations for a new collective bargaining agreement," he added.

## ENDORSEMENT BENEFITS

NYSUT endorsements make a difference. Ninety percent of the candidates



DONALD FELDSTEIN

UUP PRESIDENT FRED KOWAL, RIGHT, ADDRESSES UNION LEADERS AND OFFICERS TAKING PART IN THE NYSUT ENDORSEMENT CONFERENCE, AUG. 12 IN ALBANY. UUP ALSO PLAYED A KEY ROLE IN THE AFL-CIO'S COMMITTEE ON POLITICAL EDUCATION CONVENTION, AUG. 18 IN NEW YORK CITY. LEFT, NYSUT PRESIDENT KAREN MAGEE SAID VOTING RECORDS ARE KEY TO ENDORSEMENTS.

NYSUT supported in the 2012 election won election, said NYSUT Executive Vice President Andrew Pallotta.

With that success, NYSUT and UUP were able to achieve what Pallotta called several "major victories," including the Legislature's rejection of a plan that could have led to the privatization of SUNY Downstate Medical Center in Brooklyn.

In election years, thousands of NYSUT members go door-to-door for candidates, speaking with voters, making phone calls from the state's largest phone-banking operation, and attending campaign events.

The AFL-CIO reaches members at home via mailings, phone banks and fliers. The federation also has its "labor to neighbor" program, where union leaders visit local members to talk about specific races.

"Union members from throughout the state will work together in a coordinated effort to ensure that all of our endorsed candidates—and, in turn, our agenda that puts workers and their families first—are successful on Election Day," said New York State AFL-CIO President Mario Cilento.



# NYSUT, AFL-CIO endorsement recommendations for 2014

Below is the complete list of NYSUT endorsements. Candidates marked with an asterisk\* were also endorsed by the New York State AFL-CIO.

## GOVERNOR/LT. GOV.

No endorsements

## COMPTROLLER

Thomas DiNapoli\*

## ATTORNEY GENERAL

Eric Schneiderman\*

## U.S. HOUSE

### OF REPRESENTATIVES

- 1 Timothy Bishop\*
- 2 No endorsement
- 3 Steve Israel\*
- 4 Kathleen Rice\*
- 5 Greg Meeks
- 6 Grace Meng\*
- 7 Nydia Velazquez\*
- 8 Hakeem Jeffries\*
- 9 Yvette Clark\*
- 10 Jerrold Nadler\*
- 11 No endorsement
- 12 Carolyn Maloney\*
- 13 Charles Rangel\*
- 14 Joe Crowley\*
- 15 José Serrano\*
- 16 Eliot Engel\*
- 17 Nita Lowey\*
- 18 Sean Patrick Maloney\*
- 19 Christopher Gibson
- 20 Paul Tonko\*
- 21 Aaron Woolf\*
- 22 Richard Hanna
- 23 Martha Robertson\*
- 24 Dan Maffei\*
- 25 Louise Slaughter\*
- 26 Brian Higgins\*
- 27 No endorsement

## NYS SENATE

- 1 Kenneth LaValle\*
- 2 No endorsement
- 3 Adrienne Esposito
- 4 No endorsement
- 5 Carl Marcellino\*
- 6 No endorsement
- 7 No endorsement
- 8 Dave Denenberg\*
- 9 No endorsement
- 10 James Sanders Jr.\*
- 11 No endorsement
- 12 Michael Gianaris\*
- 13 José Peralta\*
- 14 Leroy Comrie\*
- 15 Joseph Addabbo\*
- 16 Toby Ann Stavisky\*
- 17 No endorsement
- 18 Martin Malave Dilan\*
- 19 No endorsement
- 20 Jesse Hamilton\*

- 21 Kevin Parker\*
- 22 No endorsement
- 23 Diane Savino\*
- 24 Andrew Lanza\*
- 25 Velmanette Montgomery\*
- 26 Daniel Squadron\*
- 27 Brad Hoylman\*
- 28 Elizabeth Krueger\*
- 29 José Serrano\*
- 30 Bill Perkins\*
- 31 Adriano Espaillat
- 32 No endorsement at this time
- 33 Gustavo Rivera\*
- 34 Jeffrey Klein\*
- 35 Andrea Stewart-Cousins\*
- 36 Ruth Hassell-Thompson\*
- 37 George Latimer\*
- 38 David Carlucci\*
- 39 William Larkin Jr.\*
- 40 Justin Wagner\*
- 41 Terry Gipson\*
- 42 John Bonacic\*
- 43 No endorsement
- 44 Neil Breslin\*
- 45 No endorsement
- 46 Cecilia Tkaczyk\*
- 47 Joseph Griffo\*
- 48 Patty Ritchie\*
- 49 Hugh Farley\*
- 50 No endorsement
- 51 James Seward\*
- 52 Thomas Libous\*
- 53 David Valesky\*
- 54 Michael Nozzolio\*
- 55 Ted O'Brien\*
- 56 Joseph Robach\*
- 57 Catharine Young\*
- 58 Thomas O'Mara\*
- 59 No endorsement
- 60 Marc Panepinto
- 61 Elaine Altman\*
- 62 Johnny G. Destino
- 63 Timothy Kennedy\*

## NYS ASSEMBLY

- 1 Fred Thiele Jr.\*
- 2 Anthony Palumbo
- 3 Edward Hennessey\*
- 4 No endorsement
- 5 Alfred Graf\*
- 6 Philip Ramos\*
- 7 Andrew Garbarino\*
- 8 Jason Zove\*
- 9 Joseph Saladino\*
- 10 Chad Lupinacci\*
- 11 Kimberly Jean-Pierre\*
- 12 Andrew Raia\*
- 13 Charles Lavine\*
- 14 David McDonough\*
- 15 Michael Montesano
- 16 Michelle Schimel\*
- 17 Thomas McKeivitt\*
- 18 No endorsement
- 19 Edward Ra\*
- 20 Todd Kaminsky\*

- 21 No endorsement
- 22 No endorsement
- 23 Phillip Goldfeder\*
- 24 David Weprin\*
- 25 Nily Rozic\*
- 26 Ed Braunstein\*
- 27 Michael Simanowitz\*
- 28 Andrew Hevesi\*
- 29 William Scarborough\*
- 30 Margaret Markey\*
- 31 Michele Titus\*
- 32 Vivian Cook\*
- 33 No endorsement
- 34 Michael DenDekker\*
- 35 Jeffrion Aubry\*
- 36 Aravella Simotas\*
- 37 Catherine Nolan\*
- 38 Michael Miller\*
- 39 Francisco Moya\*
- 40 Ron Kim\*
- 41 Helene Weinstein\*
- 42 L. Rickie Tulloch\*
- 43 Karim Camara\*
- 44 James Brennan\*
- 45 Steven Cymbrowitz\*
- 46 Alec Brook-Krasny\*
- 47 William Colton\*
- 48 No endorsement
- 49 Peter Abbate Jr.\*
- 50 Joseph Lentol\*
- 51 Caesar Zuniga
- 52 Jo Anne Simon
- 53 Maritza Davila\*
- 54 Erik Martin Dilan\*
- 55 Lori Boozer\*
- 56 Annette Robinson\*
- 57 Walter Mosley\*
- 58 N. Nick Perry\*
- 59 Roxanne Persaud\*
- 60 Charles Barron\*
- 61 Matthew Titone\*
- 62 Joseph Borelli
- 63 No endorsement
- 64 Nicole Malliotakis\*
- 65 Sheldon Silver\*
- 66 Deborah Glick\*
- 67 Linda Rosenthal\*
- 68 Robert Rodriguez\*
- 69 Daniel O'Donnell\*
- 70 Keith Wright\*
- 71 Herman (Denny) Farrell\*
- 72 Manny De Los Santos
- 73 Dan Quart\*
- 74 Brian Kavanagh\*
- 75 Richard Gottfried\*
- 76 Rebecca Seawright\*
- 77 Latoya Joyner\*
- 78 José Rivera\*
- 79 Marsha Michael\*
- 80 Mark Gjonaj\*
- 81 Jeffrey Dinowitz\*
- 82 Michael Benedetto\*
- 83 Carl Heastie\*
- 84 No endorsement
- 85 Marcus Crespo\*

- 86 Victor Pichardo\*
- 87 Luis Sepulveda\*
- 88 Amy Paulin
- 89 J. Gary Pretlow\*
- 90 Shelley Mayer\*
- 91 Steven Otis\*
- 92 Thomas Abinanti\*
- 93 David Buchwald\*
- 94 Andrew Falk\*
- 95 Sandra Galef
- 96 Kenneth Zebrowski\*
- 97 Ellen Jaffee\*
- 98 No endorsement
- 99 James Skoufis\*
- 100 Aileen Gunther\*
- 101 No endorsement
- 102 No endorsement
- 103 Kevin Cahill\*
- 104 Frank Skartados\*
- 105 No endorsement
- 106 Didi Barrett\*
- 107 Phil Malone\*
- 108 John McDonald III\*
- 109 Patricia Fahy\*
- 110 Phil Steck\*
- 111 Angelo Santabarbara\*
- 112 James Tedisco\*
- 113 Carrie Woerner\*
- 114 Dan Stec
- 115 Janet Duprey\*
- 116 Addie Russell\*
- 117 Ken Blankenbush
- 118 Marc Butler
- 119 Anthony Brindisi\*
- 120 William Barclay\*
- 121 William Magee\*
- 122 Clifford Crouch\*
- 123 Donna Lupardo\*
- 124 No endorsement
- 125 Barbara Lifton\*
- 126 Diane Dwire\*
- 127 Albert Stirpe Jr.\*
- 128 Sam Roberts\*
- 129 William Magnarelli\*
- 130 Bob Oaks
- 131 Brian Kolb\*
- 132 Philip Palmesano\*
- 133 No endorsement
- 134 No endorsement
- 135 Mark Johns\*
- 136 Joseph Morelle\*
- 137 No endorsement
- 138 Harry Bronson\*
- 139 No endorsement
- 140 No endorsement
- 141 Crystal Peoples-Stokes\*
- 142 Michael Kearns
- 143 Mark Mazurek
- 144 Jane Corwin
- 145 John Ceretto\*
- 146 Raymond Walter
- 147 David DiPietro
- 148 Joseph Giglio
- 149 Sean Ryan\*
- 150 Barrie Yochim\*



JEFF ZUCKERMAN, NYSUT VOTE-COPE CONSULTANT, URGES UUPERS TO SUPPORT THE UNION'S VOLUNTARY POLITICAL ACTION FUND.

DONALD FELDSTEIN

## UUP: Contribute to VOTE-COPE

BY DONALD FELDSTEIN

**L**ooking for a reason to contribute to VOTE-COPE? Here's one: Union bashing in Wisconsin.

"The only thing standing between us and Wisconsin is VOTE-COPE," said Jeff Zuckerman, NYSUT's VOTE-COPE consultant. Zuckerman, a former VOTE-COPE coordinator for NYSUT's Tarrytown Regional Office, made his pitch for donations to NYSUT's voluntary nonpartisan political action fund during the UUP Outreach Committee Retreat, Aug. 10-11 in Albany.

Zuckerman referenced Wisconsin Gov. Scott Walker's success in stripping public employees of collective bargaining rights to highlight the need for VOTE-COPE.

"We get outspent 15-to-1 by corporate interests," Zuckerman said.

UUP President Fred Kowal said UUP contributed a mere \$210,000 of the \$8.8 million donated to NYSUT's VOTE-COPE program in 2013. On average, UUP members contributed just \$7.08 to VOTE-COPE during 2013; NYSUT members, on average, contributed \$20.48 last year.

"UUP lags behind in political action

contributions, and we must change that," Kowal said. "VOTE-COPE is the lifeblood of our political action program. We all must take a stand if we hope to beat back the attacks on public workers and public higher education.

"I urge each and every one of you who have not already done so to give to VOTE-COPE, and those who have, to increase the amount you give."

Members who would like to contribute to VOTE-COPE can complete the form on the back cover of *The Voice*, or request a payroll contribution form from their chapter office.

In related news, Jennifer Drake of Cortland and Arty Shertzer of Stony Brook



DRAKE

Core are UUP's new VOTE-COPE coordinators. NYSUT agreed with Kowal's request to have two VOTE-COPE coordinators as one way to help UUP spur more donations to

the political action fund.

They succeed Buffalo Chapter President Tom Tucker, who led UUP's VOTE-COPE efforts for the last 12 years.

## UUPers taking part in voter registration drives

BY KAREN L. MATTISON

**T**he union is doing its share to register SUNY students, faculty and staff to vote in the November elections.

Once again, the union is working with NYSUT, the SUNY Student Assembly, the New York Public Interest Research Group and other organizations to distribute information and host nonpartisan voter registration events to encourage those who aren't registered to do so. The deadline to register is Oct. 10.

"Getting students involved in state and national elections is key to UUP's outreach, especially

given the attacks on public higher education and rising student debt," said UUP President Fred Kowal.

"This year's election is pivotal for public education and the labor movement. We need to help enroll as many academic and professional employees and students as possible so we have a stronger voice in determining who will represent us in New York and on Capitol Hill."

UUP, NYSUT and the other organizations registered more than 10,000 potential voters at SUNY state-operated campuses prior to the general election in 2012.

Voter registration is the first of many steps UUP will take to ensure pro-labor, pro-education candidates are elected. The union will kick off a get-out-the-vote drive designed to remind voters to cast their ballots Nov. 4, and will participate in NYSUT regional phone banks in support of endorsed candidates.





# Committee prepares for ‘crucial’ year ahead

BY DONALD FELDSTEIN

**U**UP needs more advocates willing to volunteer their time to press the union’s priorities.

President Fred Kowal shared that statement with more than 60 Outreach Committee members at the committee’s annual retreat, Aug. 10-11 in Albany. Committee members strategized with union officers and considered issues to include in UUP’s 2015 Legislative Agenda.

They also heard from political and organizational experts.

Kowal challenged each committee member to recruit members as new activists to help the union pursue its legislative goals and expand on the progress made earlier this year.

Among Kowal’s goals is to protect critical health care services and jobs of UUP members at SUNY Downstate Medical Center and the future of the state-run public hospital in Brooklyn.

“If we can come up with a plan to fund Downstate for the long term, we can end this cycle of crisis. So we need to solve this problem once and for all,” he said.

## EXPERT ADVICE

On Aug. 11, chapter presidents joined Outreach members to hear from political and community organizing experts.

Political consultant Bruce Gyory assessed the state’s political landscape for the November elections. Gyory, who served as senior advisor for former governors Eliot Spitzer and David Paterson, said there was a possibility that control of the state Senate could change hands. Republicans control the Senate, with aid from five senators who comprise the Independent Democratic Conference.

Gyory said the outcome of eight or nine key elections will determine which party will hold sway in the Senate. More funding for SUNY and stronger support for public higher education are in the balance.

“If you want to have an impact on who controls the Senate, work those races,” Gyory advised.



DONALD FELDSTEIN

ABOVE, ONEONTA’S KYLE BRITTON SHARES HIS THOUGHTS AT THE UUP OUTREACH COMMITTEE RETREAT.

BELOW, PURCHASE CHAPTER PRESIDENT CONNIE LOBUR, CENTER, JOINS THE DISCUSSION. LISTENING ARE UUP SECRETARY EILEEN LANDY, LEFT, AND UTICA/ROME CHAPTER PRESIDENT LINDA WEBER.

Veteran activist Billy Easton, executive director of the Alliance for Quality Education, emphasized the need for UUP activists to attend campaign events for endorsed candidates. He encouraged members to become politically active.

“Make it clear why you’re involved in a campaign. Motivate others to say this is a priority because everything you’ve lived your life for is at stake in this election,” Easton said.

## BUILDING COALITIONS

Former UAlbany Chapter member and organizing advisor Martha Devaney talked about the importance of forming coalitions with community groups and organizations. Devaney, a former social worker, business professor and marketing professional, began working as a “grass-roots community organizer” in 2008.

Community-based coalitions can be an



effective tool for political activists. One way to build them: convince local groups that working together will help get their message heard by lawmakers and the media. There is strength in numbers, she said.

It’s important to convey the importance of particular races and why your candidates are a good choice for coalition members—especially those who may be on the fence about who to pull the lever for. Explain how losing a race might impact them, their families and their jobs.

“Promote the feeling that getting out the vote is up to us, that the outcome makes a difference,” she said.



# LABOR ON THE *move*





**D**oug Cody didn't miss a beat when asked why he gave up his Saturday to march with UUP in the New York City Labor Day Parade.

"I'm here today for one simple reason: labor," said Cody, a Farmingdale Chapter member. "I believe in what we stand for, and we're under attack. We can't be under attack anymore. We're going to take the front row seat, and we're going to do it today."

UUP showcased its muscle at Manhattan's annual Labor Day parade Sept. 6, one of America's largest Labor Day marches. Hundreds of UUP members, family and friends from Buffalo to Stony Brook wore matching red UUP shirts as they marched up Fifth Avenue on a sweltering, humid day with temperatures in the mid-90s.

The union also made a strong showing Sept. 1, when dozens of members marched in Labor Day parades in Buffalo and Syracuse. And in Ithaca, Vice President for Academics Jamie Dangler addressed more than 300 unionists at the 31st annual Midstate Central Labor Council Labor Day picnic.

"We displayed our strength, our solidarity, and our willingness to literally take to the streets in defense of the work that we do," said UUP President Fred Kowal. "That's why we marched in Buffalo and Syracuse, and why we brought hundreds of our members to march in New York City."

"This is about showing legislators and candidates, unions and locals in New York City and statewide that UUP is loud, we're proud and that we can make a difference," Kowal continued. "We are the country's largest higher education union. We will have our say when it comes to decisions that impact our members, and public education statewide and nationwide."

Read on for more parade coverage.





**T**he Labor Day parades in New York City, Syracuse and Buffalo marked the kickoff of UUP's fall political campaign, and Kowal urged members who marched to volunteer to work for pro-education, pro-labor candidates and incumbents running for office in November (see related story, page 6).

More than 100 UUPers at the New York City parade filled out survey cards that listed ways to become involved, from volunteering at campaign offices and going door-to-door for NYSUT-backed candidates, to working at NYSUT phone banks.

"There is no overstating the importance of this election to UUP and all of us who work at SUNY," Kowal said.

### KOWAL'S CLARION CALL

More than half of the union's chapters were represented in the New York City parade, sponsored by the New York City Central Labor Council. Members from Albany, Buffalo, Canton, Fredonia, Oswego and Syracuse traveled for hours by bus to the city, joining their sisters and brothers from Downstate Medical Center, Empire State College, Farmingdale, Old Westbury and New Paltz, among others.

"It's important to be here to show our support and solidarity, and to show that we're strong," said Canton Chapter member Sabel Bong. "We were called to show our support and that's why we're here."

Utica/Rome Chapter President Linda Weber brought her 17-year-old daughter, Jasmine, to the march.

"It's a critical time for the union, all of the unions not just this one, and I think it's necessary for people to see that there's a lot of support," she said. "So I wanted to loan at least a face and a body, and my daughter's face and body."

During the parade, members fell in behind Kowal and the union's statewide officers—Vice President for Academics Jamie Dangler, Vice President for Professionals Philippe Abraham, Secretary Eileen Landy, Treasurer Rowena Blackman-Stroud and Membership Development Officer Edison Bond Jr.—who carried a large banner emblazoned with the UUP logo.

Members chanted slogans such as



MICHAEL LISI

THE CORTLAND CHAPTER MARCHES IN THE LABOR DAY PARADE IN SYRACUSE. AMONG THE CORTLAND CONTINGENT WERE STATEWIDE EXECUTIVE BOARD MEMBER ANNE WIEGARD, DAVE RITCHIE, JEN DRAKE AND JO SCHAFER. CARRYING THE CHAPTER BANNER ARE MICHELLE KELLY AND BILL BUXTON.

"Union power!" and "2, 4, 6, 8, UUP makes SUNY great!" and waved signs as they marched 17 blocks up sun-drenched Fifth Avenue, handing pencils to parade goers who waved as they walked past.

The massive march drew more than 100 unions and locals, including the AFL-CIO, the United Federation of Teachers, the Teamsters, the International Brotherhood of Electrical Workers, and the United Auto Workers. Some unions had floats, buses and even cranes in the parade; others had bagpipe and marching bands.

Kowal said UUP will participate in the parade in 2015.

"With this effort we are making history folks," Kowal said, speaking through a bullhorn to cheering members minutes before UUP was set to march. "In the past, in the Labor Day parade, it was really Brooklyn, the Downstate Chapter, that carried our flag. Today, it's all of us."

NYSUT statewide vice presidents Paul

Pecorale and Catalina Fortino, and Secretary-Treasurer Martin Messner marched with UUP in the parade, which began at 47th Street and ended at 64th Street. Executive Vice President Andrew Pallotta joined UUPers before the parade began.

### UPSTATE PRIDE

The venues were smaller but no less subdued in Buffalo and Syracuse on Labor Day.

UUPers from chapters including Cortland, Oswego, Potsdam and Upstate Medical University marched in the Syracuse parade. Unionists chanted and carried signs that said "Speak up for workers" and "UUP in solidarity" as they marched.

"Labor is under attack across the country," said Landy, who led marchers in the Syracuse parade. "We need to be part of the larger labor movement."

see **LABOR DAY**, page 16





MICHAEL LISI

ABOVE, UPSTATE MEDICAL UNIVERSITY UUP MEMBERS PROUDLY CARRY THE CHAPTER BANNER IN THE SYRACUSE LABOR DAY PARADE. FROM LEFT ARE PAUL STASIOR, DAVE PECKHAM AND BOB FLUCK.

BELOW, UUP SECRETARY EILEEN LANDY, CENTER, JOINS OSWEGO UUPERS AS THEY MARCH IN THE SYRACUSE PARADE. HOLDING THE BANNER ARE BILL CANNING AND CHAPTER PRESIDENT LORI NASH.



## WHO'S WHO (IN THE PHOTOS ON PAGES 12-13)

- 1: THERESA McELWAIN, PURCHASE
- 2: FIVE-YEAR-OLD JULIANNA, DAUGHTER OF ONEONTA DELEGATE KYLE BRITTON
- 3: FROM LEFT, UUP OUTREACH CO-CHAIR ARTY SHERTZER, STONY BROOK CORE; TREASURER ROWENA BLACKMAN-STROUD; AND UFT PRESIDENT MIKE MULGREW
- 4: OUTREACH CO-CHAIR TOM TUCKER, BUFFALO CENTER
- 5: UUP PRESIDENT FRED KOWAL
- 6: JOSE CRUZ, ALBANY, RIGHT
- 7: CAROLYN KUBE, STONY BROOK HSC
- 8: ELEVEN-YEAR-OLD LEILA ROSE MARCILLO-GOMEZ, DAUGHTER OF COBLESKILL UUP MEMBER MARILU MARCILLO-GOMEZ
- 9: DOWNSTATE MEDICAL UNIVERSITY CHAPTER MEMBERS PAULA WHITE, LEFT, AND MARGARET TAYLOR, RIGHT

# UUP calls for return of former member abducted in 2011

BY KAREN L. MATTISON

**W**arren Weinstein left SUNY Oswego as a tenured professor in the late 1970s, but he hasn't been forgotten by his union.

Three years ago, Weinstein was abducted by al-Qaeda while working in Pakistan. UUP wants to help him come home.

In August, the statewide Executive Board directed UUP President Fred Kowal to demand the U.S. State Department secure Weinstein's release. Kowal has written letters to UUP's statewide and national affiliates—NYSUT, the American Federation of Teachers and the National Education Association—urging them to press the State Department to take action to free Weinstein immediately.

Weinstein, 73, was reportedly kidnapped Aug. 13, 2011, in Lahore, Pakistan, where he worked as a development advisor for J.E. & Austin Associates, a contractor to the U.S. Agency for International Development. Weinstein has not been heard from since the release of a December 2013 video by As-Sahab, al-Qaeda's media production company. He suffers from a heart condition and severe asthma and is in extremely poor health.

## BRING WARREN HOME

"Weinstein has devoted his life to helping others since he started working as a human rights activist in 1969," Kowal said. "The last video released by the terrorists shows his health is deteriorating. We must bring him—and every U.S. citizen being held captive around the world—home safely now."

UUP's call to action prompted a heartfelt note from one of Weinstein's two daughters.

"Thanks for your call to action on Warren Weinstein's behalf," Alisa Weinstein wrote on the family's Bring Warren Home Twitter page. "Your support means so much to our family."

"This is what it's all about," noted Kowal, who was moved by Alisa's comments. "This is why UUP has to get involved, and stay involved until one of our own comes home."

## UUPERS REMEMBER

Weinstein—a UUP member from 1973-1975—is remembered as a caring, dedicated and generous colleague.

see **ABDUCTED**, page 27



# LABOR DAY

continued from page 14

In Buffalo, Kowal and members from Albany, Buffalo Center, Buffalo HSC, Buffalo State, Cobleskill, Downstate and Fredonia paraded to Cazenovia Park, where a Labor Day picnic was held. Kowal met with a number of NYSUT-endorsed candidates, including Attorney General Eric Schneiderman, state Sen. Tim Kennedy, and state Assembly members Sean Ryan, Crystal Peoples-Stokes.

Dangler was the keynote speaker at the Midstate picnic. She urged unionists to get involved in important political campaigns in their districts and stand up to big-money adversaries that oppose labor.

“We have to work within the House of Labor and we have to build and expand coalitions across our communities to fight back,” she said. “This Labor Day should be a celebration for working families.”



DENNIS STIERER

UUP EXECUTIVE BOARD MEMBER EZRA ZUBROW OF BUFFALO CENTER, LEFT, MARCHES WITH TREASURER ROWENA BLACKMAN-STROUD, PRESIDENT FRED KOWAL AND VPP PHILIPPE ABRAHAM IN THE BUFFALO LABOR DAY PARADE.

## UUP hires tech associate, two legislative interns

BY KAREN L. MATTISON

**U**UP has hired a full-time technology associate and two part-time interns to help with the union’s day-to-day business.

Josh Sprague, a May 2014 graduate of SUNY Oneonta, joined UUP in August to assist Luke Williams, director of information technology. Sprague will handle database support, chapter website support and maintenance, and desktop, printer and IT equipment administration at UUP chapters and the Administrative Office.

Gretchen Garrity and Cory Loomis also joined UUP in August; both are working on their master’s degrees at UAlbany’s Rockefeller College of Public Affairs and Policy. As John M. Reilly legislative interns, Garrity and Loomis will work 20



SPRAGUE



GARRITY



LOOMIS

hours a week through the legislative session. They will track legislation, research and analyze issues for potential legislation, arrange visits to lawmakers’ offices, and perform other duties associated with the union’s legislative efforts.

Sprague comes to UUP from IHS-GlobalSpec, where he worked as a market development technologist. IHS-GlobalSpec is a search engine and information resource for the engineering, industrial and technical communities. Prior to that, he

was an information technology intern with Ioxus Inc. in Oneonta.

Garrity previously worked as a business development representative with Empire State Development in Albany. Among her duties were marketing and outreach for the state’s Start-Up NY Program and promoting Empire State development to businesses.

Loomis was an intern with Adirondack Council, where he lobbied on environmental issues, tracked legislation and gathered news clips. Before that he was assistant deputy director for U.S. Sen. Chuck Schumer, a political activist and fundraiser for the New York State Public Interest Research Group, and a political strategist for Fredonia Mayor Stephen Keefe.

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



# On the front line

Below are your  
chapter presidents  
and how to reach them.



**Albany**  
Bret Benjamin  
(518) 442-4071



**Alfred**  
Earl Packard  
(607) 587-4271



**Binghamton**  
Benita Roth  
(607) 777-5000



**Brockport**  
Gary Owens  
(585) 395-2547



**Buffalo Center**  
Tom Tucker  
(716) 645-2013



**Buffalo HSC**  
Ray Dannenhoffer  
(716) 829-2540



**Buffalo State**  
Rich Stempniak  
(716) 878-5732



**Canton**  
Dave Hartle  
(315) 386-7156



**Cobleskill**  
Bill Tusang  
(518) 255-5205



**Cortland**  
Bill Buxton  
(607) 753-5567



**Delhi**  
John Taylor  
(607) 746-4079



**Downstate Medical**  
Rowena  
Blackman-Stroud  
(718) 270-1519



**Empire State**  
Pamela Malone  
(518) 587-2100



**ESF**  
John View  
(315) 470-6671



**Farmingdale**  
Yolanda Segarra  
(631) 420-2180



**Fredonia**  
Ziya Arnavut  
(716) 673-3864



**Geneseo**  
Tabitha Buggie-Hunt  
(585) 245-5112



**Maritime**  
Barbara Warkentine  
(718) 409-7370



**Morrisville**  
Tom Hogle  
(315) 684-6195



**New Paltz**  
Peter D.G. Brown  
(845) 257-2770



**Old Westbury**  
Kiko Franco  
(516) 876-3345



**Oneonta**  
Bill Simons  
(607) 436-3498



**Optometry**  
Ralph Gundel  
(212) 938-5868



**Oswego**  
Lori Nash  
(315) 312-3264



**Plattsburgh**  
Karen Volkman  
(518) 564-5305



**Potsdam**  
John Cote  
Interim  
(315) 267-2730



**Purchase**  
Connie Lobur  
(914) 251-6615



**Stony Brook**  
Arty Shertzer  
(631) 632-8948



**Stony Brook HSC**  
Carol Gizzi  
(631) 444-1505



**System Admin.**  
John Leirey  
(518) 320-1470



**Upstate Medical**  
Mike Lyon  
(315) 422-5028



**Utica/Rome**  
Linda Weber  
(315) 792-7165

## Two earn 'outstanding retiree' awards

BY KAREN L. MATTISON

**F**or many people, retirement means leaving work behind to travel, spend time with family or to just relax.

Not so for Ivan Steen of Albany and Loraine Tyler of Oneonta.

For them, retirement has been a seamless continuation of their commitment to serve UUP and SUNY. And it's why Steen and Tyler are the 2014 recipients of the Pearl H. Brod Outstanding Active Retiree Award.

The award, presented by the Committee on Active Retired Membership, honors an individual who has provided exemplary service to UUP and SUNY after retirement. COARM recommends candidates; the UUP Executive Board makes the final decision.

The award was renamed in 2011 to honor the late Pearl Brod of Farmingdale, an academic delegate who served as a COARM regional representative from 1993-2009, and as chair from 1999-2003.

"All of our 2014 award recipients represent the best of UUP—they are committed to their union, knowledgeable about our issues, and ready, willing and able to work on our behalf," said UUP President Fred Kowal. "We are lucky to have them on our side."

### STEEN: A 'PERSUASIVE ADVOCATE' FOR UUP

The same hard work and dedication that earned Ivan Steen the



STEEN

an unwavering voice for UUP and a staunch advocate for SUNY.

Steen hasn't missed a beat since retiring from UAlbany as an associate professor of history in 2010. He continues to serve as a UUP, NYSUT and AFT delegate, and he's a member of the UUP Scholarship Selection Committee. He's also UUP's liaison to the Jewish Labor Committee.

But he's at his best when he's talking with lawmakers, whom he meets with in their Albany offices on a regular basis as a member of the statewide UUP Outreach

Committee and longtime member of NYSUT's Committee of 100. He is also chair of his chapter's Outreach Committee.

Committee and longtime member of NYSUT's Committee of 100. He is also chair of his chapter's Outreach Committee.

"Ivan has a knack for being persuasive when arguing for more funds for SUNY," said COARM Chair Judy Wishnia of Stony Brook. "His extensive knowledge about the political issues that drive state budget discussions makes him a valuable advocate for UUP."

### TYLER: ONEONTA'S 'HEART AND SOUL'

Loraine Tyler didn't let retirement



TYLER

slow her down.

Although she officially retired in 2003 as a professor of human ecology, Tyler remained at

Oneonta for several years as a student advisor.

She is the quintessential unionist.

see **RETIREES**, page 22

## Cody, McDermott recognized for 'courageous' service

BY KAREN L. MATTISON

**C**ontingent employment issues are a top priority for UUP, due in large part to the efforts of part-time and full-time employees who stand up for themselves and other often-exploited workers.

This year, two dedicated UUP members—Doug Cody of Farmingdale and J McDermott of Oneonta—are being honored for their achievements as recipients of the Faye Samuel Award for Courageous Service by Part-time Academic and Professional Faculty. The annual award is named in honor of Faye



CODY



McDERMOTT

Samuel of Farmingdale, an academic delegate and pioneer in the fight for fair and equitable treatment of part-time employees at SUNY. Samuel, who retired in 2003, is a past chair of UUP's statewide committee that deals with contingent issues.

Cody and McDermott will receive their

awards at the 2014 Fall Delegate Assembly in October in Albany.

### CODY'S CAUSES

Doug Cody is one busy adjunct; he's taught one lecture and three lab sections in chemistry at Farmingdale since 2006, and carries similar workloads at Nassau and Suffolk County community colleges.

Yet, Cody's hectic schedule and travel among campuses haven't kept him from lending a helping hand to new employees. Working with a team of volunteers, Cody helped to develop a New-Hire Mentor Program that kicked off this fall. The newly formed Mentor

see **COURAGEOUS**, page 21



# Union honors three with distinguished service awards

BY KAREN L. MATTISON

**A** former statewide officer and two former chapter presidents who led with actions rather than words will be honored for their dedication to UUP with the 2014 Nina Mitchell Award for Distinguished Service.

The recipients are Jeanne Galbraith of Stony Brook HSC, who served as statewide secretary from 1987-1993; Edward Drummond, Stony Brook HSC Chapter president from 1999-2008; and Candace Merbler, Albany Chapter president from 2001-2012. They are slated to receive their awards at the 2014 Fall Delegate Assembly in October in Albany.

The distinguished service award was established in 1989 to honor Nina Mitchell, a substance abuse counselor at SUNY Downstate Medical Center.

## THE 'GO-TO' GAL

If Jeanne Galbraith doesn't know the answer, she'll find out. And she'll do it with quiet confidence and a broad smile on her face.

"Jeanne is a team player who is known for supporting others and bringing out the best in them as they labor to make UUP work," said UUP Elections and Credentials Committee Chair Dave Kreh of Cortland. "She's inspired many of us with her dedication to UUP and the larger labor movement. Quite simply, she knows her stuff and she gets things done."

Galbraith began her union activism in the early 1970s as secretary for the Geneseo Chapter. She left in 1977 to take a job as a



GALBRAITH

medical librarian at Stony Brook HSC and quickly became involved with UUP there. Galbraith was elected Stony Brook HSC Chapter vice president for academics in 1978, and took over as interim presi-

dent. She served as chapter secretary, on the chapter executive board, and as newsletter editor until her retirement as a senior assistant librarian in 2007.

She has been a UUP delegate since 1973, and was a member of the statewide Executive Board from 1984-1993. She was the first chair of the Scholarship Selection and Women's Rights and Concerns committees, and coordinated the first State/ UUP Joint Labor/Management Committee to hand out professional development grants.

Galbraith is co-chair of UUP's Elections and Credentials Committee. She has been a NYSUT and AFT delegate since 1978.

"Not only has Jeanne contributed greatly to our union, she has always served as an example of how to conduct yourself as a union leader," said statewide Executive Board member Carolyn Kube.

## DRUMMOND LEADS WITH EASE

Ed Drummond is a soft-spoken leader with a powerful voice for UUP and the Stony Brook HSC Chapter.

"Ed Drummond is the personification of union values of service, integrity and solidarity, yet he would be the last to ever mention his contributions. That, too, is Ed—quiet dignity and modesty," said statewide Secretary Eileen Landy.



DRUMMOND

Drummond's 40-year service to UUP began in 1974, when he was elected as an alternate delegate. He went on to serve as chapter affirmative action officer, on the Legislation and Membership committees, and as grievance chair. In 1997, Drummond took over as chapter vice president for professionals; in 1999, he became president and served until his retirement as an instructional support specialist in 2008.

He continues to serve as a UUP, NYSUT and AFT delegate, a member of the Finance, and Audit and Compliance committees, and as chair of the Legal Defense Fund.

"Tenacious but always the consummate gentleman, Drummond managed to navigate the treacherous waters of labor/management with skill and finesse, securing many favorable outcomes for the members he served," noted Bruce Kube, Stony

Brook HSC Chapter delegate. "He is a principled leader who is always willing to put the needs of the members first."

## MERBLER A DEVOTED UUPER

Candy Merbler has spent the last 30 years in tireless service to UUP and the University.

"I marvel at Candy's ability to not only run the day-to-day business of the chapter for so many years, but also her willingness to serve as a University Sena-



MERBLER

tor and to take on so many roles across the campus," said Albany Chapter President Bret Benjamin. "She was tireless in her efforts to build a stronger union, and to make the university a better place to work and learn."

Merbler has served in numerous capacities at the chapter and statewide levels. Prior to her election as chapter president, she served as vice president for professionals from 1995-1996 and 1999-2001, and as treasurer from 1984-1995. She also chaired the Negotiations and Membership committees and was a member of the Outreach and Parking committees.

Statewide, Merbler was an Executive Board member from 2005-2007. She has served on more than a dozen committees, including Women's Rights, Professional Issues, Membership, Negotiations, and Future of SUNY. She is a UUP, NYSUT and AFT delegate, and a member of the statewide Outreach Committee.

Former Albany Chapter president Ivan Steen said he relied on Merbler for all things professional. He praised her as an "outspoken, conscientious and generous" advocate for professionals at the chapter, and as a "no-nonsense negotiator" in labor/management discussions.

"Candy is the heart and soul of the chapter (who) has devoted her professional life to the union," Benjamin said. "Her commitment to UUP is beyond reproach."

# Undergrad, graduate students awarded UUP scholarships

BY KAREN L. MATTISON

**T**he three words that best describe the three recipients of this year's UUP College Scholarships are perseverance, dedication and service.

Earning the union's 2014 scholarships for outstanding academic achievement and commitment to social justice issues are: Kaitlyn Gardner, a graduate student in childhood and early childhood education at Buffalo State; Maura Hanley, a senior majoring in social work at Buffalo State; and Caitlin Janiszewski, a graduate student in Latin American, Caribbean and U.S. Latino studies at the University at Albany.

The recipients will receive \$2,000 scholarships at the union's 2014 Fall Delegate Assembly in Albany.

## GARDNER: A TEACHER

Kaitlyn Gardner is a former Teamster and United Food and Commercial Workers International Union member—and a future NYSUT member who admits to having a “vested interest in the continual success of labor unions.”

“Labor unions ensure health benefits, paid time off and the protection of employees’ rights,” Gardner said. “In a highly rationalized business world, unions provide balance.”

Gardner will again sign a union card when she becomes an elementary school teacher after graduation.

She is the graduate student representative and an Advisory Council member to Buffalo State's Professional Development Schools Curriculum, a partnership between the college and 45 Western New York elementary and high schools. The consortium helps teacher candidates gain valuable field experience.

“Kaitlyn is an energetic member of our department team who demonstrates a high level of integrity and conscientiousness,” said UUPer Leslie Day, assistant chair for

undergraduate programs and advisement in elementary education and reading at Buffalo State. “She constantly strives to do her best in all she undertakes.”

Gardner's scholarly work focuses on the impact of parental involvement on children's educational success. Her research was accepted for presentation at the National Association of Professional Development Schools' national conference in March and at the Buffalo State Research and Creativity Celebration in April. She has also submitted a proposal to present her research at the Master's Level Graduate Research Conference at SUNY Brockport.

She is a Graduate Student Association senator and chair of its Public Relations and Marketing Committee, and the graduate liaison to the Elementary Education Club. She supervised the Learning Disabilities Association of Western New York's after school and children's recreation programs from February 2012 until December 2013, and before that was a second grade teacher at the Del Sol Montessori Bilingual School in Honduras.

Gardner has a 4.0 grade-point average.

## HANLEY: A HELPER

Maura Hanley wants to make a difference. Her goal is to earn a Master's degree in social work to better serve the less fortunate in rural and inner-city communities.

She's off to a good start. Hanley has assisted homeless people at the Buffalo City Mission by serving meals and helping individuals prepare for entry-level jobs or find adequate housing. She has volunteered at dental and animal clinics, and as an assistant swim coach for a community team in South Buffalo. She continues to help raise funds for charities, such as Susan G. Komen Race for the Cure and St. Mary's School for the Deaf.

In 2009, Hanley traveled to the Dominican Republic with the Doctors with Wings Project; she volunteered to help

treat sick animals.

“Ms. Hanley is a bright, diligent and highly competent student,” said UUP member Allen Yasgur, an adjunct professor of social work at Buffalo State. “Her ethical and social values are without question. She truly believes in giving as much service to people as her busy schedule will allow.”

Hanley also has a deep appreciation for unions. She grew up listening to her step-brother—a high school teacher and union steward in Massachusetts—sing the praises of unions in bolstering the middle class.

“A union helps to protect workers from being fired without due cause and protects people from being treated unjustly,” Hanley wrote in her application essay. “A union protects people from prejudices and biases, and gives workers the opportunity for advancement through proper channels instead of by favoritism or nepotism.”

She has a 4.0 GPA.

## JANISZEWSKI: A LEADER

Caitlin Janiszewski rarely backs down from a challenge.

As president of the Graduate Student Association at UAlbany since June 2013,

Janiszewski has reinstated the GSA grant program, strengthened ties with the Graduate Student Employees Union, and rebuilt relationships with faculty, staff and administrators. She

developed a GSA newsletter, added a communications director position to the organization, and created a GSA Wages and Benefits Committee to address GSEU contract negotiations and the university's overreliance on contingent faculty.

“I am the ‘crazy’ person who takes on the challenges everyone else believes to be lost causes,” Janiszewski said. “Whether my future lies in academia, activism or somewhere I have yet to consider, I know I will always be fighting the neo-liberalization of education and culture—the seemingly impossible battle.”

see **SCHOLARS**, page 22



GARDNER



HANLEY



JANISZEWSKI



## COURAGEOUS

continued from page 18

Committee, which he chairs, developed a handbook for mentors, presented a training workshop, and coordinated mentor-mentee partnerships.

“Doug’s contributions to the work of UUP Farmingdale are outstanding,” said Vicki Janik, Farmingdale Chapter vice president for academics. “But perhaps his most important work at the chapter has been as chair of the newly formed Mentor Committee. The success of this committee and its valuable goals must be attributed to Doug’s work.”

Cody—who is also active in the Suffolk County Community College Faculty Association—is a member of

Team working sessions, I was a tireless advocate for contingents (who) never let his teammates overlook implications of any proposals for contract provisions with regard to our contingent members,” said Executive Board and Team member Anne Wiegard of Cortland. “And J had the courage to lighten some of our darkest moments, when it was hard to imagine that anyone would risk making a joke, by doing just that—saying something so clever and funny that we all had to just laugh away our anger and despair.”

McDermott, an adjunct lecturer in writing composition, was chapter part-time concerns representative from 2002-08. He continues to speak for contingents as a chapter executive board member and elected contingent

COCAL coverage; scholarships honor  
the late Steve Street—pages 24-25

the chapter executive board and the Part-time Concerns and Department/Area Representative committees.

At the statewide level, Cody is a UUP, NYSUT and AFT delegate; he also serves on UUP’s Technology Issues and Contingent Employment committees and the NYSUT Health and Safety Task Force.

“Doug embodies the best qualities of adjunct UUP members,” said longtime Farmingdale Chapter delegate Barbara Maertz. “He is an excellent professor, union activist, and mentor and advisor to full-time and part-time faculty and staff.”

### MAKE WAY FOR McDERMOTT

J McDermott has a knack for seeing the big picture and a flair for injecting humor into difficult situations. Both came in handy as a member of the Negotiations Team for the 2011-2016 collective bargaining agreement with New York state.

“Within the structure of the formal

concerns officer since 2013, and as co-chair of the statewide Contingent Employment Committee.

He served on the Presidential A-47 Committee, which was convened after the 2007-2011 contract to gather information and recommend future negotiations strategies on behalf of SUNY’s contingent workers.

“While he worked very hard to help secure the best possible contract for all UUP members, (McDermott’s) expertise with regard to part-time employment and his strong advocacy for contingent employees were critical for the development of UUP’s contract proposals and for our persistence at the negotiations table,” said UUP Vice President for Academics Jamie Dangler, chief negotiator for the 2011-2016 collective bargaining agreement. “His commitment was selfless and given with true dedication to serving his colleagues from across the state.”

## Economic Policy Institute to study U.S. wage growth

BY KAREN L. MATTISON

**T**he Economic Policy Institute has launched “Raising America’s Pay,” a multiyear research and public education initiative to make wage growth an urgent national policy priority.

“By explaining wage and benefit patterns—and the role of labor market policies and practices in suppressing pay—the initiative is identifying policies that will generate broad-based wage growth,” according to an EPI statement. “This work is connecting with and supporting civic engagement and community organizing groups working on pay and job quality issues to support their campaigns.”

A recent briefing paper—found at [bit.ly/1oriMcC](http://bit.ly/1oriMcC)—explains why it is crucial to raise wages to achieve real gains in the living standards of the vast majority of Americans.

In “Why America’s Workers Need Faster Wage Growth—And What We Can Do About It,” economist Elise Gould noted that hourly wages fell for most Americans in the first half of 2014, compared with the same period in 2013.

Analyzing the past six months of wage data (adjusted for inflation) from the Census Bureau’s Current Population Survey Outgoing Rotation Group, Gould found:

- Wages have fallen in 2014 for high-wage earners and those with a college degree—groups with the lowest level of unemployment.
- Wages for the broad middle class declined over the last year, as they have for most of the last 40 years.
- The lowest wage earners (those at the 10th percentile) were the only group to not suffer declining wages over the last year.



**E**ach 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.

**Marie Ponterio**, a lecturer at SUNY Cortland since 1989, was recently recognized by the French government as one of only a handful of individuals to earn the annual Chevalier dans l'Ordre des Palmes Académiques (Knight in the Order of the French Academic Palms).



The palmes académiques is an academic knighthood that honors French and foreign nationals who have contributed the most to promoting French language and culture.

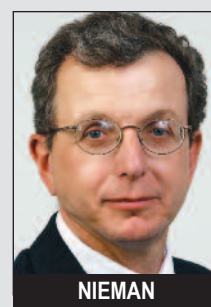
According to SUNY Cortland reports, Ponterio has “done her best to share all things French,” including teaching, writing, and developing a study-abroad program in her hometown of La Rochelle, France. The Civilisation

française website she started in 1996—[www.cortland.edu/flteach/civ/](http://www.cortland.edu/flteach/civ/)—has been influential in promoting French culture through photos, short TV clips and other materials that assist French teachers who have spent little or no time in France.

Ponterio was nominated for the award by UUPer Catherine P. Lewis, a SUNY Cortland professor emerita of French and a 1996 recipient of the Chevalier dans l'Ordre des Palmes Académiques.

**Gary Nieman**, an associate professor of surgery and senior research scientist at Upstate Medical University in Syracuse, recently received a SUNY Technology Accelerator Fund grant to develop a minimally invasive infusion and suction device.

Nieman's grant of \$50,000 was one of five awarded to SUNY researchers to aid in the development of the next generation



of life-saving technologies.

The device under development in Nieman's lab is designed to remove harmful abdominal fluid caused by blunt abdominal trauma, burns, shock

from massive bleeding, massive fluid resuscitation or sepsis. The buildup of fluids in the abdomen—the body's response to the initial trauma—can cause organs to fail.

Nieman believes early intervention will prevent the buildup of fluids and pressure, minimizing the risk of a potentially deadly infection.

TAF promotes the development and commercialization of technological innovations created by SUNY students, faculty and staff.

## SCHOLARS

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Janiszewski is a graduate teaching assistant at UAlbany, and a University Senate senator and council member. She volunteers in the Office of Intercultural Leadership at St. Rose, where she earned her undergraduate degree in 2010, and has worked as a substitute teacher for the Capital District BOCES.

UUPer Joette Stefl-Mabry, an associate professor of computing and information studies at UAlbany and vice chair of the University Senate, said she relies on Janiszewski for guidance regarding the voice of students and other underrepresented groups on campus. She also admires Janiszewski's passion and intelligence, and her willingness to do whatever it takes to get the job done.

“There are many people who ‘serve’ on various Senate councils and committees,” Stefl-Mabry said. “(Caitlin) is also willing to ‘work’ and work hard.”

Janiszewski has a 3.95 GPA.

Undergraduate scholarships are given in honor of UUP members and their families who have donated generously—in time and money—to the scholarship fund. The undergraduate awards are given to recognize the late Eugene Link of Plattsburgh, a founding member of UUP and the scholarship fund, who dedicated his life to working families, students and the labor movement; the late Gertrude Butera, a longtime SUNY Alfred UUP member and honorary trustee and fundraiser for the UUP College Scholarship Fund; and the late Robert Carter of SUNY Oswego and his wife, Katherine, who bequeathed money to the union's scholarship fund.

The William E. Scheuerman Post Baccalaureate Award is named after the former UUP president who led the union from 1993 to 2007. Scheuerman was instrumental in securing the seed money for a scholarship for graduate and professional school students.

## RETIREES

continued from page 18

“Every true community has a heart and soul. For UUP Oneonta, that is Loraine,” said Chapter President Bill Simons.

Tyler has served on the chapter executive board for nearly a generation, and is a frequent contributor to her chapter newsletter. She has also been instrumental in organizing informational meetings for Delhi and Oneonta retirees, and speaking to their issues as a board member of the college's Retired Faculty, Professional and Administrators Association.

She has spent the last decade serving as special events director for UUP Oneonta, a position that covers everything from arranging chapter gatherings, to pitching tents, to securing child care and college facilities for myriad member activities.

At the state level, she serves as a member of the union's Retiree Legislative Action Group and as a delegate.

“Loraine's loyalty, solidarity and commitment continue to define UUP Oneonta,” Simons said.



# UUP members on camera, behind the scenes on 'Girls'

BY KAREN L. MATTISON

**J**uly 29 wasn't just another day at the office for UUPer Brendan O'Brien. Instead of heading to his job as events coordinator for Student Activities and Union Services at SUNY New Paltz, O'Brien stopped by wardrobe to don a blue-and-yellow Iowa Hawkeyes sweatshirt.

He was a student that day.

A made-for-television student.

O'Brien was among nearly 80 faculty, staff and students to be cast as extras on "Girls," the Emmy-winning HBO comedy that filmed part of an episode on the New Paltz campus.

The episode, set to air in early 2015 when "Girls" returns for a fourth season, follows Hannah Horvath (played by Lena Dunham, the show's creator who was on site to direct the episode) to the University of Iowa to attend the Iowa Writers' Workshop. UI passed on allowing the episode to be filmed there; New Paltz was chosen for its similarity to the Iowa campus and proximity to New York City, where the show is based.

## ACTION!

O'Brien followed his girlfriend's advice and showed up on set with her British literature textbook, replete with colorful sticky notes. He pulled on the Hawkeye sweatshirt and he was ready to go.

"It's a nice compliment that I can still pass as a student," said the 30-year-old O'Brien, who was an extra in both scenes filmed on campus.

In the first scene, he and two students similarly clad in yellow UI hoodies were seated on the rocks overlooking Gunk Pond, while nearly 25 other extras sat quietly on blankets, milled about or played Frisbee in the grassy area in front of the Haggerty Administration Building. In the second, O'Brien joined several dozen extras passing in all directions through the Old Main Quad.

"I was surprised to get the call and be picked," said O'Brien, who responded to an email for volunteers. "It's exciting; I've never done anything like this before."

UUPer Emma Hempel, a freshmen



KAREN L. MATTISON

ABOVE, UUPER BRENDAN O'BRIEN, CENTER, IS ON CAMERA STROLLING THROUGH THE QUAD.

LEFT, EMMA HEMPEL POSES WHILE SHE WAITS TO BE CALLED FOR HER SCENE FOR 'GIRLS.'



BELOW, UUPER ASHLEY NESTER, LEFT, TALKS WITH A LOCAL REPORTER COVERING THE EVENT.



admissions advisor in the Office of Undergraduate Admissions, had her choice to play a student or staff member; the 24-year-old chose to be a student. She was among the masses bustling to class through the quad.

"I haven't seen the show, but I'll be watching now," said Hempel, while awaiting her cue. "It's a once in a lifetime experience for students and staff."

## BEHIND THE SCENES

O'Brien and Hempel were two of a handful of UUP members in front of the camera; others worked behind the scenes with the "Girls" crew to ensure the production went off without a hitch.

UUP member Ashley Nester, communications assistant in the Office of Communications and Marketing, spent two weeks working with various campus departments to coordinate the event. Part of her job included keeping everyone up to date on scheduling changes.

Nester was also instrumental in promoting the event to local media.

It was an easy sell.

"We are giving our students the oppor-

tunity to participate in the types of events that don't happen every day on campus or in a regular setting," Nester said. "It's important for our students, our staff and the community to experience this, to see what goes into a production like this."

Half a Yogurt Productions, the production company for "Girls," made a donation to the SUNY New Paltz Foundation for being allowed to film on campus.

Nester wouldn't disclose the amount, but said the money will be used for students.

"This is the biggest event I've worked on in terms of logistics," she added. "I think our team did a good job planning everything. It's worth all the work for New Paltz to take part in an experience like this and to make students happy."

# Contingents talk change at COCAL

BY MICHAEL LISI

**T**hey call it the “precarious condition,” where your job comes up for renewal every year, health benefits are limited or non-existent, and your contemporaries are scattered across the continent, making the prospect of organizing a daunting challenge.

This is life for most contingent faculty in America, Canada and Mexico, and it’s a situation many of them strive to change.

It’s also why more than 300 contingents from campuses across North America came to New York City Aug. 4-6 to take part in the 11th annual Coalition of Contingent Academic Labor conference. Dubbed COCAL 11, the biennial gathering is an opportunity for contingents to talk about shared problems and work on ways to solve them.

ambitions, accomplishments and strategies for refining higher ed employment practices related to contingents,” said Cortland Chapter and statewide Executive Board member Anne Wiegard. “Your position as a contingent is precarious. At any moment, you could lose your appointment.”

“We’re creating awareness out of common issues to get a better idea of what others are struggling with,” said New Paltz Chapter President Peter D.G. Brown.

More than a dozen UUPers attended COCAL; they took part in plenary discussions and broke into smaller groups for in-depth discussions on ways to advance the contingents’ agenda. The topics included media organizing and narratives, building national agendas, bargaining, and legislative advocacy. As a whole, the group addressed issues such as organizing adjuncts, building

Executive Board member and officer for contingents at UUP’s New Paltz Chapter. “This isn’t just a problem in the states.”

## MEXICAN ADJUNCTS REACT

It’s a problem in Mexico, where adjuncts are working to form a group called the Coalition for the Unity of the New Academic Majority in Mexico. Set to start this year, the group is the Mexican equivalent to the New Faculty Majority, an Ohio-based nonprofit organization that supports adjunct and contingent faculty at U.S. public and private colleges and universities.

It is difficult to organize in Mexico; unions there face legislation that bars them from engaging in collective bargaining over anything but salary. Maria Teresa Lechuga, a Ph.D. candidate in pedagogy at the National Autonomous University of Mexico, said that 76 percent of professors in Mexico are contingent faculty.

“We all share the precious condition,” Lechuga said. “We have to stop asking permission to organize ourselves. We have to do something about this.”

“The idea that politics has no place in academic work makes us become weak,” said Arturo Ramos, a member of the Union of Workers of the National Autonomous University of Mexico. “We need to turn into true political actors who can truly exercise our power to change things.”

## BETTER UP NORTH

Things aren’t as dire in Canada, where roughly 50 percent of professors are adjuncts; in the U.S., about 70 percent of teaching faculty are contingents, according to an article in *University Affairs*, a Canadian higher ed industry publication (<http://goo.gl/cQMABN>).

But much needs to be done before contingents will see meaningful changes, including electing more pro-education leaders.

“We’ve got to elect more progressive government leaders,” said Cindy Oliver, president of the Federation of Post-Sec-



MICHAEL LISI

CORTLAND CHAPTER AND STATEWIDE EXECUTIVE BOARD MEMBER ANNE WIEGARD SAID COCAL IS AN IMPORTANT VENUE FOR CONTINGENT EMPLOYEES FROM THE U.S., CANADA AND MEXICO TO SHARE IDEAS AND AMBITIONS, AND REFINE HIGHER EDUCATION EMPLOYMENT PRACTICES.

The theme of the conference: “Shaping an Equitable and Democratic Future for Higher Education: The Way Forward.”

“This is the only venue where contingents from the U.S., Canada and Mexico come together to share their

coalitions, and working to achieve more workplace rights.

“COCAL is an exchange of ideas, a place where we can support each other and share each other’s successes and struggles,” said Beth Wilson, statewide





MICHAEL LISI

UUP EXECUTIVE BOARD MEMBER BETH WILSON, NEW PALTZ CHAPTER OFFICER FOR CONTINGENTS, ASKS A QUESTION AT THE COALITION OF CONTINGENT ACADEMIC LABOR CONFERENCE IN MANHATTAN.

ondary Educators of British Columbia in Canada. “Once we get the people out of office that disrespect us and don’t like what we do, the better off we’ll be.”

“We are now employees, so we have to follow what AFT did in the 1960s—don’t act like teachers, act like auto workers,” said Stanley Aronowitz, a PSC/CUNY member and professor of sociology and urban education at the CUNY Graduate Center.

## UUP BACKS CONTINGENTS

Unions such as UUP have been committed to contingents for years. UUP was one of the first unions to negotiate health insurance, vision and dental coverage to eligible part-time employees. UUP has also negotiated annual across-the-board salary increases and eligibility for grant programs, pre-tax savings plans for health care and dependent care, and other benefits for full- and part-time contingent employees.

Contingents also have the support of AFT.

Alyssa Picard, assistant director of

AFT’s Higher Education department, said that the federation has a “long-term commitment” to contingents. Half of the more than 200,000 higher ed faculty, staff, and graduate employees represented by AFT are contingents; of those, 70 percent are part-time.

“All of that points to contingents growing in AFT,” she said.

## IN THE MEDIA

Contingents also talked about ways to increase media coverage of contingent employment issues.

New Faculty Majority President Maria Maisto said national media coverage of adjunct issues has increased by 300 percent in the last few years. Recently, Congress has shown interest in a bill to include non-tenure-track faculty in the federal public service loan forgiveness program, and Campus Equity Week events on college campuses nationwide have also generated press.

“Contingent faculty is on the move and we are doing something about our condition,” Maisto said.

# New Faculty Majority, UUP honor member with scholarships

BY KAREN L. MATTISON

**T**he late Steve Street of Buffalo State is remembered as a staunch supporter of contingent workers, as a leader and mentor with the New Faculty Majority, and as an accomplished writer and blogger on the challenges confronting adjunct and part-time faculty.

Street’s colleagues want others to remember—and follow—his example.

NFM and UUP have established scholarships to honor Street, a 2010 recipient of the union’s Faye Samuel Award for Courageous Service by Part-time Academic and Professional Faculty, who passed away in 2012.

## NFM TO AWARD ACTIVISM

The first Steve Street Award for Extraordinary Faculty Activism will be handed out at the 2015 International Conference of the Coalition of Contingent Academic Labor and in alternate years during Campus Equity Week. The award will recognize individuals who have used their talent to advance the causes of social and economic justice, engaged in fearless intellectual critique with integrity and compassion, and remain committed to teaching and learning.

The deadline for the award is Sept. 30. Applications can be downloaded at <http://bit.ly/1II29hZ>

## UUP TO RECOGNIZE RESEARCH

The first Steve M. Street Social Justice Project Award will be given this fall to an individual student or team of students whose research or creative project addresses the role of collective action in promoting an equitable, peaceful and just society. Eligible students must be undergraduates in good academic standing who are matriculated in a degree-granting program at a SUNY campus.

The proposed work should analyze a specific issue and show how collective action—such as that undertaken by organized labor, community groups, or other single-issue or multi-issue organizations and social movements—might work to solve the problem.

More information can be found at <http://bit.ly/1uAT1vd>

## UUP members may be eligible for federal loan forgiveness program

BY KAREN L. MATTISON

**T**oo few public sector workers are taking advantage of a federal loan forgiveness program.

UUP President Fred Kowal wants to make sure that eligible UUP members aren't among them.

"UUP members teaching and working in public colleges, universities, hospitals and health science centers may qualify to have their student loans forgiven or, at the very least, be given favorable repayment options," Kowal said. "With student debt topping \$1 trillion, it's an opportunity that shouldn't be overlooked."

According to the Consumer Financial Protection Bureau, 33 million public servants are eligible for the Public Service Loan Forgiveness Program, but many workers find the program too confusing and cumbersome to navigate. The agency has asked Congress to review the federal loan program and to encourage employers to make sure workers know about it.

A PSLF fact sheet can be found at <http://1.usa.gov/1JWwPa>; for instructions on completing employment certification, go to <http://bit.ly/Wbry7E>

### EXPAND ELIGIBILITY

The union is stepping up for the thousands of contingent members, graduate employees and staff working at SUNY colleges and universities.

At the AFT Convention in Los Angeles in July, UUPers convinced their union colleagues to press for legislation to extend the PSLF program to college employees working fewer than 30 hours a week. Another possible action: Allow part-timers to qualify on a pro rata basis.

The UUP-backed resolution, adopted by AFT convention delegates, cites a number of concerns with the PSLF program, most notably that employers "drastically underestimate" the number of hours worked.

"This resolution puts the weight of the 1.6-million member AFT behind the 9,150 UUP members working in part-time positions," Kowal said. "That kind of political clout goes a long way."

## UNION BENEFITS

## BTF outlines programs, services for new and returning members

**I**t's a new academic year and I would like to personally welcome all of our new and returning UUP members and their families.

The following is an overview of your UUP Benefit Trust Fund benefits. I encourage you to read *The Voice* throughout the year for continuing updates on all benefits available to eligible UUPers and their families.

**Benefit Trust Fund:** Eligible UUP members are entitled to a wide range of benefits and discounted services. Your collective bargaining agreement between UUP and New York state provides for dental and vision care. The Benefit Trust Fund also administers a life insurance program at no cost to members. These benefits are funded by the state and administered through the BTF at UUP headquarters in Latham.

**Delta Dental PPO plan:** This program covers preventive and diagnostic services at 100 percent when using an in-network provider, with a total annual maximum benefit of \$2,500 per eligible member and/or dependent. Orthodontic services are available for children and adults.

**Delta Dental DHMO plan (DeltaCare USA):** This is an HMO-type program with no claim forms or maximums. The plan covers most preventive and diagnostic services at 100 percent. There are reduced costs for basic restorative services and orthodontic services are available for children and adults.

**Davis Vision:** This program offers a comprehensive eye exam and one pair of glasses (or the benefit may be applied to contact lenses) once every 12 months for eligible UUPers and dependents.

**UNUM Provident:** The group life insurance program is provided for all active bargaining unit members. The maximum benefit is \$6,000.

**Member Services Trust Fund:** This fund offers discounted rates from Aflac,



Doreen M. Bango, Manager,  
Member Benefits & Services

Apple, AT&T, Bally Total Fitness, BJ's Wholesale Club, Brooklyn Nets, Enterprise, Goodyear, HP Academy, Jos. A. Bank, Liberty Mutual, Mirabito, Office Max, Sprint and Verizon Wireless. Check out these UUP-backed programs and services whenever you need a new phone, office supplies or a suit for an important event.

The Member Service Trust Fund also offers dental and vision benefits for retiree and noneligible part-time UUP members.

**Benefits staff:** Your BTF representatives—Regina, Gretchen, Mary, Kim and Mary Jane—assist our members with more than just dental, vision and life insurance questions. They also help members with Empire Plan and HMO claims, address changes, dependent eligibility, and others by quickly directing your calls to the appropriate departments, when necessary. The representatives are here to ensure you receive proper information and the service you deserve.

Our retiree member services coordinator, Walter Apple, is a valuable resource for our UUP retiree members. He is knowledgeable in all related retiree issues; he can be reached at (800) 342-4206 ext 638 or at [wapple@uupmail.org](mailto:wapple@uupmail.org).

For a detailed explanation of your benefits through the UUP Benefit Trust Fund, check out our website at [www.uupinfo.org](http://www.uupinfo.org) and click on Member Area, or call us at (800) 887-3863.

Let us do the work for you.



# UUPers win sunglasses in 'crossword quiz'

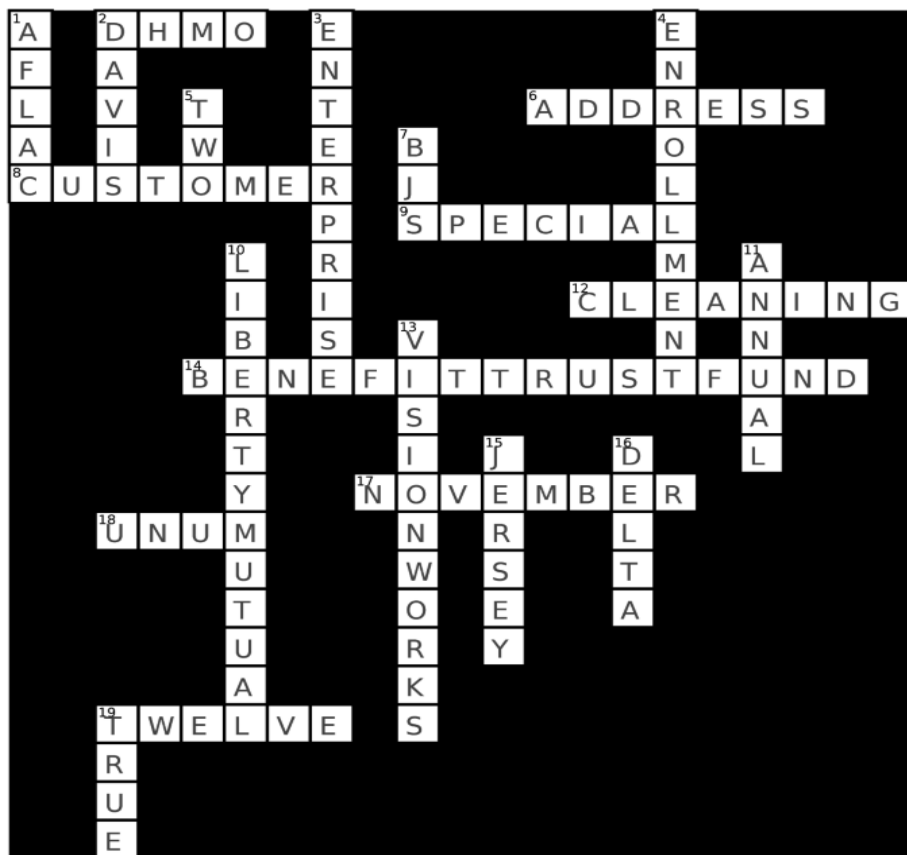
**F**ifteen UUPers are the lucky recipients of a free pair of non-prescription sunglasses, compliments of Davis Vision.

The recipients correctly answered the crossword challenge in the May/June 2014 issue of *The Voice*; their names were pulled in a random drawing of qualified entrants.

The winners are: Carol Braund, Wayne Decatur, Karen Falise, Janette Miller and

Marty Toper, all of Upstate Medical University; Kerry Chapin-Lavigne, Bob Christopherson and Nancy Church, all of Plattsburgh; Alicia Goode, Binghamton; Paul Griffin, Geneseo; Brenda Henry-Offor, Empire State College; Linda Kravitz and Melissa Slisz, both of Buffalo State; Barb Miner, Farmingdale; and Nancy Van Deusen, Cobleskill.

The correct answers to the crossword challenge are shown below.



- Across
- 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?
  - If you move, you should fill out a Change of \_\_\_\_\_ card.
  - The UUP Benefit Trust Fund prides itself on the superior \_\_\_\_\_ service it offers.
  - On our website, our discounted programs are found under \_\_\_\_\_ offers.
  - What dental benefit is covered in full when in-network? (Hint: it starts with a "c").
  - Who do you call if you are having issues with any of your benefits?
  - 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!)
  - Group life insurance is provided for all active UUP members. The maximum benefit is \$6,000 and it is provided through \_\_\_\_\_ Life Insurance Company.
  - 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
- What UUP discounted program has a duck for a spokesperson?
  - What is the name of the UUP Benefit Trust Fund vision provider?
  - What company offers UUP a discount on car rentals?
  - To enroll in dental and vision benefits, members must fill out an \_\_\_\_\_ card.
  - How many times a calendar year are eligible UUP members eligible for a dental exam and cleaning under the Delta Dental PPO plan?
  - What retail program offers UUPers a 14-month membership and a free second membership?
  - What insurance carrier through UUP offers discounts on auto and home?
  - The Delta Dental PPO plan has a total \_\_\_\_\_ maximum benefit of \$2,500 per eligible member and/or dependent. (Hint - it rhymes with manual).
  - Davis Vision recently consolidated its eye care centers throughout the U.S. under a new name. What is this new name?
  - UUP members receive discounted pricing on Brooklyn Nets tickets. The Brooklyn Nets use to be named the New \_\_\_\_\_ Nets.
  - What is the name of the UUP Benefit Trust Fund dental provider?
  - The UUP Benefit Trust Fund Delta Dental PPO and DHMO offer orthodontic services for adults. True or False?

## ABDUCTED

continued from page 15

Bruce Altschuler, an Oswego Chapter delegate, recalled how Weinstein invited him to stay in the family's home while Altschuler searched for an apartment. It was 1976, and Altschuler had just been hired to teach at SUNY Oswego. He was scrambling to find an apartment when Weinstein offered his help.

"I stayed in his house for a few days and he drove me to several possible apartments," Altschuler said. "At one of them, while I was talking to the landlady, he took the tenant aside and discovered some flaws in the apartment that prevented me from what would have been a problematic living situation."

Altschuler fears time is running out for Weinstein.

So, too, does former UUP President Bill Scheuerman, an Oswego Chapter delegate, who recalls Weinstein as a mentor and friend.

"The American government must protect its citizens; it's what governments are supposed to do," said Scheuerman, UUP president from 1993-2007. "It's important for everyone to get involved. There's a life at stake."

## SEND A STRONG MESSAGE

UUPers are asked to press legislators to pass Congressional resolutions calling for Weinstein's immediate release. Call the U.S. Senate switchboard at 1-202-224-3121 and urge support for S. Con. Res. 38; call the U.S. House of Representatives switchboard at 1-202-225-3121 and urge support for H. Con. Res. 101.

Kowal also hopes UUP members will encourage their families, friends and colleagues to tweet and email the White House for action at [www.BringWarrenHome.com](http://www.BringWarrenHome.com), a website devoted to Weinstein's return.

"There's no time to waste," Kowal said. "Every one of us must do our part to help a colleague and countryman who's been put in harm's way. It's what we must do as a nation, as labor unionists, and as a community dedicated to free speech around the world."



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