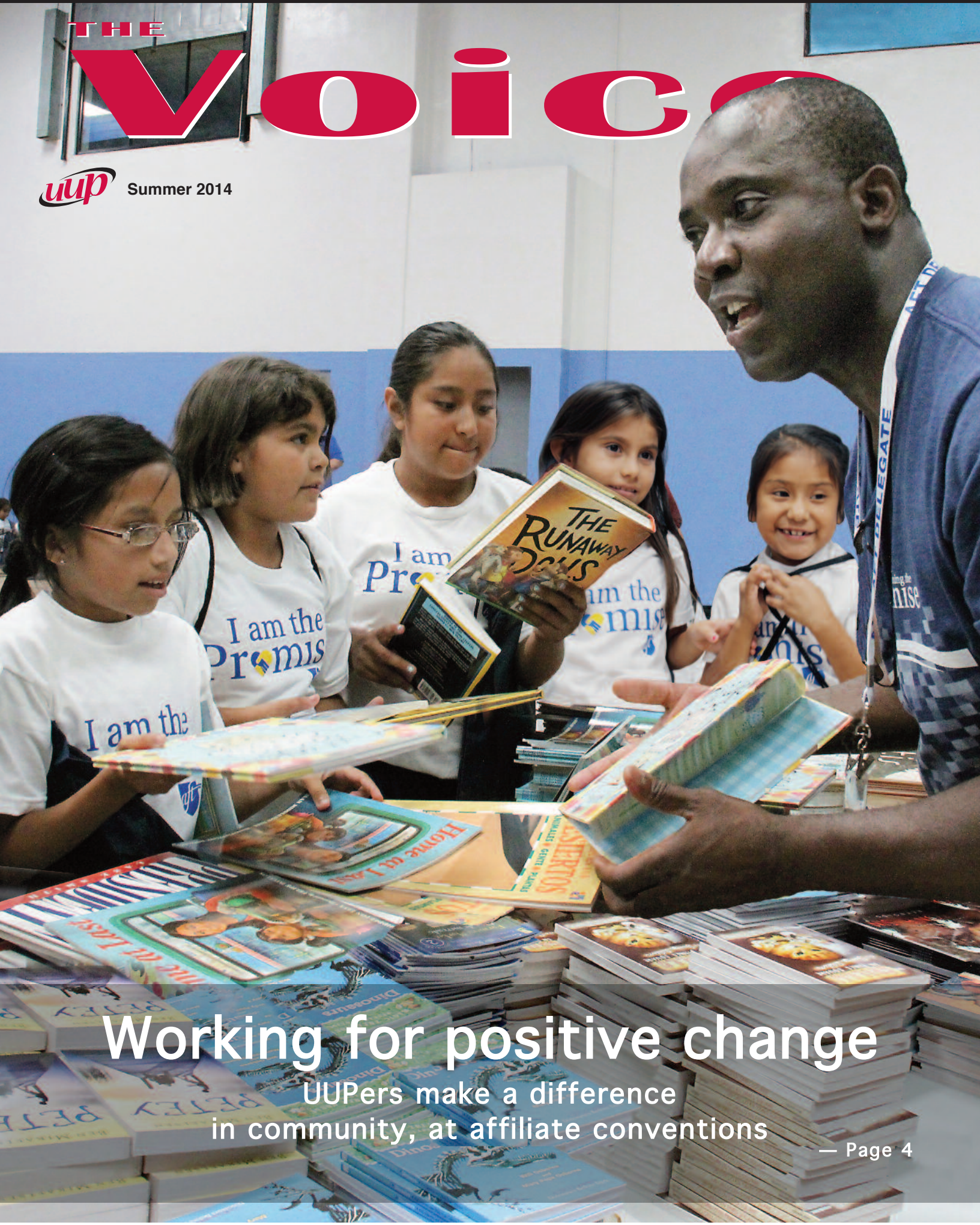




Summer 2014



Working for positive change

UUPers make a difference
in community, at affiliate conventions

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

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AFTCN

TO THE POINT



Harris v. Quinn decision a blow, but not a defeat

UUP President Fred Kowal speaks on the U.S. Supreme Court's June 30 ruling in the *Harris v. Quinn* case. UUP's written position on the court's 5-4 decision is below the video. Click [here](#) to view the video and read the union's statement on the case.

WHAT'S INSIDE this issue



COVER PHOTO BY MICHAEL LISI

On the cover: Affiliates in action

UUP members—including Solomon Ayo of Farmingdale—hand out books to youngsters as part of a community outreach project held prior to the AFT Convention, July 11-14 in Los Angeles. UUP also played a role at the NEA Annual Meeting and Representative Assembly, June 26-July 6 in Denver.

3 Legislative efforts yield results

The 2014 legislative session ends with UUP feeling optimistic about 2015.

11 VPP hosts conferences

Statewide VPP Philippe Abraham spends his summer vacation helping fellow professionals with their vocation.

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Kowal: UUP's legislative campaign pays off

(Editor's note: The following email was sent July 3 to chapter leaders for distribution to the membership.)

Dear colleagues:

The New York State Senate and Assembly have concluded the 2014 legislative session. Throughout the process, UUP was successful in advancing a number of our priorities.

One such priority was the Public Higher Education Quality Initiative Endowment. This was the first year that NYSUT and its higher ed affiliates pushed for the creation of an endowment. This issue quickly gained traction and was even considered during the budget process. During this legislative session, we were able to reach a conceptual agreement on the proposed language with SUNY. By the end of session, an endowment bill was introduced by the higher education committee chairs in both houses of the Legislature.

In addition to the endowment, I am pleased to report that the advocacy efforts of UUP and its coalitions resulted in the following actions throughout the 2014 legislation session (includes budget issues):

- Passage of a bill that will allow all public employees who served in the military to receive pension credit for military service regardless of when they served.
- An increase in legislative and gubernatorial support for the DREAM Act, which passed the Assembly.
- An increase in the SUNY hospital state subsidy.
- An increase in the maximum TAP award for college students, by \$165.
- An increase in funding for SUNY's Educational Opportunity Program and ATTAIN Labs.
- Movement of the FOIL bill out of the Senate and Assembly Governmental Operations Committees. In prior years,



KAREN L. MATTISON

President Fred Kowal addresses a joint committee of the state Legislature during a March budget hearing. Also testifying was Professional Staff Congress President Barbara Bowen.

this bill failed to advance out of these committees.

- Defeat of damaging language that would have opened the door for the privatization of SUNY's hospitals.
- Defeat of a budget proposal that would have increased out-of-pocket health care costs to certain retirees and diminished health care benefits.
- Averted action that would have resulted in the creation of a firewall between the individual accounts of the SUNY hospital systems. (We oppose this bill because it would prevent hospitals in distress from receiving financial help from the system.)
- Averted action that would have resulted in the SUNY trustees identifying baccalaureate degree programs that could be offered exclusively online at reduced rates and credits, creating the Accelerated Proficiency Degree. (We believe this could jeopardize the quality and accessibility of a SUNY education.)
- Averted language that would have permitted the SUNY chancellor to convene a task force to examine ways in

which the university centers at Albany, Binghamton, Buffalo, and Stony Brook could be made more autonomous. (This could have the same negative effect on campuses as the firewall proposal would have on hospitals).

MORE WORK TO BE DONE

I want to thank you for your advocacy efforts.

Together, we met with approximately 150 legislators throughout this legislative session, which does not count the number of legislators we met with during the annual Higher Education Advocacy Day.

We will need your continued efforts in the coming months during New York's fast-paced political season. Our hard work and grassroots political action in the summer and fall will set the stage for a successful 2015 legislative session.

Together we *must* show up, be prepared, and make a difference. I look forward to continuing our work together.

In solidarity,

Affiliate affinity

UUP stands tall at AFT Convention

UUP was visible and active at AFT's Convention in July, working to secure delegates' support for several [sponsored resolutions](#), winning honors for fighting to slow full implementation of New York's edTPA student teacher requirement, and volunteering at a Los Angeles community center.

UUP's statewide officers and more than 60 delegates attended the [convention](#), July 11-14 in Los Angeles. More than 2,700 delegates from across the country gathered to elect a slate of officers and do the federation's business at the biennial event.

A number of high-profile speakers addressed delegates, including new National Education Association President Lily Eskelsen García, California Gov. Jerry Brown, actress Cynthia Nixon and the Rev. Dr. William Barber.

Delegates re-elected AFT President Randi Weingarten and cast their ballots for secretary-treasurer, executive vice president and federation vice presidents (see related story, page 10). UUP President Fred Kowal was elected as an AFT vice president for the first time. Kowal was also appointed as chair of the AFT's Higher Education Program and Policy Council.

CONTINGENT ISSUES TOP PRIORITY

UUP's efforts to address issues facing contingent employees were successful.



MICHAEL LISI PHOTOS

Above, UUP delegates show their appreciation for one of the many speakers to address the convention. From left are Irene Stern, Stony Brook HSC; Carol Braund, Upstate Medical University; and Kiko Franco, Patricia Smith and Secretary Eileen Landy, all of Old Westbury.



Left, Cortland Chapter delegate Anne Wiegard speaks to a resolution for contingent faculty. Wiegard was one of more than 60 UUPers attending the convention.

Delegates also took a stand against using the educative Teacher Performance Assessment, also known as the edTPA, as a requirement for initial teacher certification.

AFT delegates approved a pair of resolutions, including a measure introduced by UUP to promote extending eligibility of the federal Public Service Loan Forgiveness Program to part-time faculty and staff, and graduate employees.

The second resolution called for an end to the overreliance on contingent academic faculty in higher education.

Cortland Chapter delegate Anne Wiegard and UUP Secretary Eileen Landy spoke from the convention floor in support of the actions.

AFT delegates, in a July 12 resolution, opposed using the edTPA or other teacher performance assessments in high-stakes testing.

The measure, offered jointly by UUP and the Professional Staff Congress/CUNY,

said AFT believes that neither the edTPA nor any other performance assessment should be tied to the outsourcing of evaluations to for-profit corporations such as Pearson.

UUP HONORED

Earlier that day, UUP and PSC were honored with the AFT's Lawrence Gold Professional Issues Award for their fight to slow implementation of the edTPA.

"We are so pleased that the AFT has recognized the significance of our grassroots organizing," said Vice President for Academics Jamie Dangler, who led UUP's resistance to the edTPA. "They recognized the issues and the results."

"UUP really led the way on this," said PSC President Barbara Bowen. "We are in their debt for their vision and leadership."

UUP and PSC shared the award for successfully organizing a campaign to press the state Education Department to rethink its edTPA requirement. The result was a safety net for student teachers seeking initial teaching certification in 2014-2015; the safety net expires June 30, 2015.

DELEGATES WRESTLE WITH COMMON CORE, DUNCAN

AFT delegates voted to reaffirm their support for the promise of the Common Core State Standards, but not before a heated, extended debate that included strident criticism of the standards' faulty implementation.

The policy statement also included actions to restore credibility to the standards and give educators, parents and students the guidance and support to make them work.

NYSUT President Karen Magee called New York's Common Core implementation "an embarrassment and a disgrace." But, she said, instead of discarding the standards, AFT should use its collective voice to create positive change.

Delegates also passed a special order of business calling for U.S. Education Secretary Arne Duncan to rethink his "test and punish" policies that adversely affect students and dehumanize the teaching profession. Delegates expressed their disappointment in Duncan, but voted to give him the opportunity to improve his performance—an opportunity every teacher deserves—before calling for his resignation.

AFT Convention sound bytes

THE REV. DR. WILLIAM BARBER

"We need a moral movement that puts a face on the pain that's caused by extremism. We need a moral movement that says we cannot allow this nation to wallow in the valley of injustice."



CALIFORNIA GOV. JERRY BROWN

"What's most important is reclaiming the promise of building the future, not stealing from it."

AFT PRESIDENT RANDI WEINGARTEN

"It starts here. It starts now. It starts with us."



NEA PRESIDENT LILY ESKELSEN GARCÍA

"We're not here to make people comfortable. We're not here to make people happy. You're here because you saw something that wasn't right and you said 'I'm going to do something about that.'"

U.S. REP. MIKE HONDA (D-CALIF.)

"It's time for the federal government to recognize the inherent value of every child. It takes thought, courage, direction, dedication and effort to reclaim the promise of education."



ACTRESS CYNTHIA NIXON

"We are putting our own stamp on education reform and defining it for what works best for teachers, students and schools."

LA MAYOR ERIC GARCETTI

"You have a place at our table again. We need you. You are no longer alone. Schools cannot be islands. We must take a boat ride to them and together lift up the youth of this community."



PHOTOS BY MICHAEL LISI

A LITTLE BIT 'BADASS'

In her State of the Union address, Weingarten called for delegates to work with the federation to reclaim the “promise of America.”

“The promise of America means you can send your child to a great neighborhood public school that is safe, collaborative and child-centered, not test-obsessed,” she said. “You can give your kids the advantage of a college education without becoming disadvantaged in the process.”

She said AFT must challenge so-called education reformers like the Koch brothers and urged members to connect with their communities, be “solution-driven” and work toward getting pro-education candidates elected in November.

“When we fight forward—with the full strength of our union, united with community, prepared to call out problems and bring forth solutions, and willing to be a little bit badass—we not only fight forward, we move forward.”

STRENGTHENING TIES WITH NEA

Weingarten also solidified AFT’s relationship with the NEA by inviting Eskelsen García to speak at the convention. Eskelsen García was elected in July at NEA’s Annual Meeting and Representative Assembly.

“We can’t reclaim anything unless we work together, shoulder to shoulder and hand in hand,” Weingarten said to Eskelsen García.

Eskelsen García, who embraced Weingarten as she took the stage, echoed the AFT president’s sentiments. Delegates gave her a standing ovation at the end of her 15-minute speech.

“We act with no one’s permission,” she said. “You are standing strong because you are here.”

GIVING BACK IN LA

Nearly a dozen UUPers stood strong as they volunteered at a July 10 AFT public service event at a South Central Los Angeles community center.

Two buses filled with AFT delegates took the 25-minute ride to All Peoples Community Center, which provides breakfast and lunch daily for more than



Above, VPA Jamie Dangler speaks to a UUP-sponsored resolution to oppose using the edTPA in high-stakes testing.



Left, Nancy Balkon of Stony Brook HSC speaks to a resolution regarding Advance Practice Registered Nurses.

150 neighborhood kids who don’t have access to the meals when school is out.

UUPers spent three hours helping out in the hot afternoon sun, painting walls, rolling towels and moving and sorting large boxes of books donated by First Book—a nonprofit organization that, in partnership with AFT, provides free books for children in need.

“This is a chance to give back to the community,” said Downstate Chapter member Natalie Baker. “Some of us are very fortunate to have books where we need them, whereas other communities don’t have them. It’s important for us to share and give back.”

“I’m here to help the community,” said Downstate member Redetha Abrahams-Nichols. “That’s what UUP stands for, helping our brothers and sisters.”

Once the work was done, UUPers went inside and handed out books to groups of smiling kids, who each got an AFT shirt, backpack and five books. The kids were also treated to an outdoor carnival with food, games and music.

“I love doing this,” said Tom Tucker, Buffalo Center Chapter president and UUP Outreach Committee co-chair, as he handed out books. “This is what makes it all worthwhile.”

— Michael Lisi

Weingarten to UUP: I'm on your side

When AFT President Randi Weingarten says she wants to make your fights her fights, you give her a standing ovation.

And maybe even a hug.

That's what the more than 60 UUP members did before and after Weingarten spoke at UUP's breakfast at the 2014 AFT Convention in Los Angeles. UUP President Fred Kowal led the meeting, which included speeches by NYSUT President Karen Magee and Executive Vice President Andrew Pallotta.

UUP's statewide officers attended the July 13 meeting, along with NYSUT Vice President Paul Pecorale and Secretary-Treasurer Martin Messner. The convention ran from July 11-14.

MAKING IT PERSONAL

Weingarten, who has been one of UUP's strongest allies, said that she is committed to backing UUP in its battles to keep SUNY strong and vibrant, and for higher ed issues such as saving jobs and services at Brooklyn's SUNY Downstate Medical Center.

"We never had the relationship that we have right now in terms of the love I feel in this room, and I think you know I have for all of you," she said. "That comes out of doing this fight together."

She continued: "I want you to feel like I am one of your members. This is really personal for me in terms of SUNY and UUP. I just want to make this a really personal fight for me."

Weingarten spoke for nearly 20 minutes, urging UUP's AFT delegates to "fight forward" and to be prepared to counter so-called education reformers looking to corporatize higher education.

"They will stop at nothing to buy elections, to suppress democracy and to peddle private alternatives," she said. "You've got to have the courage to find



MICHAEL LISI

AFT President Randi Weingarten addresses delegates during a UUP breakfast meeting at the AFT Convention in Los Angeles. NYSUT President Karen Magee and Executive VP Andy Pallotta also spoke to UUPers.

common ground when possible, and the willingness to engage the conflict when necessary."

NYSUT SOLIDARITY

Magee echoed Weingarten's sentiments in her address to UUPers.

"If there's a time that we need to join together, it's now," she said. "We need to be the activists, we need to be ready to go."

"Sisters and brothers, stay tough, stay strong, stay united, and we will prevail."

Pallotta thanked UUP for taking part in the "Picket in the Pines" rally in Lake Placid and pointed to the event as an example of higher ed supporting K-12 unionists. Weingarten, NYSUT and UUP leaders were some of the more than 500 unionists that endured freezing rain and frigid temperatures at the May 4 rally, held to oppose billionaire reformers who met to

strategize ways to privatize public education.

"You showed so much solidarity for your friends in K-12 and this is the direction we want to take NYSUT," Pallotta said. "We build each other up, we support each other."

JOB WELL DONE

Kowal congratulated UUPers for their work to get AFT delegates to pass a resolution that takes a stand against the edTPA and a pair of actions that support contingents.

"With this (edTPA) resolution, we will be able go back to Commissioner (John) King and the state Education Department and say that we can not only speak authoritatively on behalf of our 35,000 members," said Kowal. "Now we can say that we are backed unanimously by the American Federation of Teachers."

— Michael Lisi

NEA, AFT elect all-women leadership teams

Two teacher unions. Five million members.

Six women.

The American Federation of Teachers and the National Education Association in July elected all-women leadership teams to head the organizations. The NEA made history as the first major union to be led by three women of color.

Elected to three-year terms during the NEA's 152nd Annual Meeting and 93rd Representative Assembly, June 26-July 6 in Denver, were Lily Eskelsen García, president; Rebecca Pringle, vice president; and Princess Moss, secretary-treasurer.

A week later, Randi Weingarten was re-elected to a fourth two-year term as AFT president during the federation's biennial convention, July 11-14 in Los Angeles. She is joined by Secretary-Treasurer Loretta Johnson and Mary Cathryn Ricker, who was elected to her first term as executive vice president; she replaces former AFT Executive Vice President Francine Lawrence, who in July was appointed as chair of the Learning First Alliance Board of Directors.

"These outstanding unionists understand that we must be unified in our struggles to stave off serious threats to public education in this country," said UUP President Fred Kowal. "They have already shown how well they can—and will—work together on our common agenda."

Eskelsen García gave a rousing speech at the AFT Convention, during which she pledged to work closely with AFT to combat the overreliance on commercial standardized tests in high-stakes decisions about students and about educators. Weingarten made a similar pledge at the NEA Convention.

AFT delegates also elected Kowal and NYSUT President Karen Magee as AFT vice presidents for the first time, along with NYSUT vice presidents Catalina Fortino and Paul Pecorale, and Secretary-Treasurer Martin Messner. NYSUT Executive Vice President Andy Pallotta was re-elected as an AFT vice president.



ESKELSEN GARCÍA



PRINGLE



MOSS



WEINGARTEN



JOHNSON



RICKER

YOUR NEA LEADERS

Eskelsen García is a former Utah Teacher of the Year who started her 20-year career in education as a lunch lady before becoming an elementary teacher. She previously served two three-year terms as NEA vice president and was named by President Obama to serve on the White House Commission on Education Excellence for Hispanics.

A former middle school physical science teacher from Harrisburg, Pa., Pringle served since 2008 as NEA secretary-treasurer. She has held many NEA leadership positions, including previously serving on NEA's Executive Committee and Board of Directors.

Prior to her election as NEA's secretary-treasurer, Moss served two three-year terms on NEA's Executive Committee. She has more than 21 years of classroom experience as an elementary school music teacher from Louisa County, Va. She previously served two terms as president of the Virginia Education Association.

YOUR AFT LEADERS

Weingarten was first elected as AFT president in 2008. Before that, she

served for 12 years as president of the United Federation of Teachers. In 2013, the *New York Observer* named Weingarten one of the most influential New Yorkers of the past 25 years. *Washington Life* magazine included Weingarten on its 2013 Power 100 list of influential leaders.

Johnson was first elected as secretary-treasurer in July 2011 by a unanimous vote of the AFT Executive Council, and was overwhelmingly re-elected at the 2012 AFT Convention. From 2008 to 2011, Johnson was AFT's executive vice president. Prior to that, she was an AFT vice president for 30 years.

Ricker, a National Board Certified middle school English teacher, served since 2005 as president of the Saint Paul Federation of Teachers. A member of the AFT K-12 Teachers Program and Policy Council since 2006, Ricker previously represented the AFT internationally in Finland and the Middle East, and she represented Saint Paul teachers on mayoral Sister City delegations to Germany and Mexico.

— Karen L. Mattison

NEA takes stand on performance assessments

The National Education Association will name a task force to explore the use of performance assessments like the educative Teacher Performance Assessment, thanks to UUP and higher ed colleagues around the country pressing for a national stand on the issue.

The NEA also got the go-ahead to launch a nationwide campaign to end the abuse and overuse of high-stakes standardized tests.

The decisions came during the NEA's 152nd Annual Meeting and 93rd Representative Assembly, June 26-July 6 in Denver. The initiatives were among the 100-plus amendments, resolutions and new business items considered during the convention. UUP Vice President for Professionals Philippe Abraham and Secretary Eileen Landy attended the Annual Meeting and RA; statewide Treasurer Rowena Blackman-Stroud joined them in the Mile High City for the Joint Conference on Concerns of Minorities and Women, June 29-30.

EDTPA UNDER REVIEW

NEA delegates debated long and hard before adopting a new business item to name a task force that will, among other things, work to ensure that assessment models like the edTPA are not the only measures used to assess a student's readiness to enter the teaching profession.

The measure also urges the NEA to support involvement of faculty and educators in determining content and implementation of teacher performance assessments in each state, and to support assessments that are scored by experienced college, university and school-based teaching professionals.

UUP in March turned to the NEA National Council for Higher Education

in its call for a change in New York's use of the edTPA. Abraham and Landy shared UUP's concerns during the NEA's Higher Education Conference in St. Louis. The high-stakes nature of the edTPA, they said, put students and teacher ed programs at risk for failure. They likened it to the overreliance on standardized testing that has plagued K-12 classrooms around the country.



Union leaders continued to work behind the scenes with NCHE President Theresa Montano to convince RA delegates to take action. Montano is a professor at the California State University at Northridge and a board member of the California Federation of Teachers.

"Our concerns about the edTPA and similar testing models would never have made it to the floor of the RA if not for Theresa and NCHE," Landy said. "Without their persistence, NEA delegates may not have supported us."

The task force will forward its report and any recommendations to the NEA Board of Directors before its May 2015 meeting.

Vice President for Academics Jamie Dangler, who heads UUP's statewide Teacher Education Task Force, is grateful that NEA acted on one of UUP's top priorities.

"The NEA recognizes that teacher performance assessments cannot be haphazardly imposed on faculty and students in teacher ed programs," she said. Dangler has been working closely with Professional Staff Congress/CUNY and a coalition of students, parents and private-college colleagues that have demanded changes in New York state's

use of the edTPA. The coalition was instrumental in pressing the state Board of Regents to provide a safety net for student teachers seeking initial teaching certification in 2014-2015, and to keep edTPA test scores out of institutional profiles until the 2015-2016 academic year.

The Regents also created a new task force to review and refine the performance assessment model. Dangler is one of three UUP members on the task force; Ken Lindblom of Stony Brook and George Still of Plattsburgh are also on the panel. The task force includes teacher educators and teacher education experts from SUNY and CUNY, and representatives from the State Education Department and the Stanford Center for Assessment, Learning and Equity (SCALE)—the edTPA's developers.

CHALLENGING 'TOXIC TESTING'

The NEA will soon launch a national campaign to put the focus of assessments and accountability back on student learning and reduce the amount of student and instructional time consumed by commercialized tests. Grassroots parent organizations—such as MommaBears.org in Tennessee—have popped up to protest the testing obsession.

Delegates also joined other educators and parents around the country in calling for the resignation of U.S. Secretary of Education Arne Duncan, citing his overreliance on high-stakes testing as a key reason.

"The department's failed education agenda (is) focused on more high-stakes testing, grading and pitting public school students against each other based on test scores," the measure states. The agenda "continues to promote policies and decisions that undermine public schools and colleges, the teaching professionals, and education unions."

— Karen L. Mattison

'Poetry and prose' event to raise money for student scholarships

The UUP College Scholarship Development Committee has come up with an interesting new way to raise money for exceptional SUNY students.

During the upcoming Fall Delegate Assembly, scheduled for Oct. 17-18 at The Desmond in Albany, UUP delegates, committee members, observers and staff will have a chance to share the written word with others.

"An Evening of Poetry and Prose" is a "fun and entertaining event that serves as a financial and artistic benefit to the scholarship fund," noted committee co-chairs Pat Ghee of Buffalo State and Deb Zinser of Plattsburgh.

Here's how it will work: DA attendees who wish to participate will make a \$10 donation to read something they love—poetry or a bit of prose they or others have written. The reader can dedicate the reading in honor or memory of someone. Readers will also be listed in the event's program.

Interested readers planning to attend the 2014 Fall DA are urged to fill out the form and return it to the UUP Administrative Office no later than Sept. 1. The union's College Scholarship Fund annually awards one-time scholarships of \$3,000 to up to five undergraduates and post-baccalaureate students who demonstrate high integrity, a tireless quest for excellence in their academic and personal endeavors, and service to the community.

The 2014 scholarship recipients will receive their awards at the Fall DA and will be featured in the September/October issue of *The Voice*.

— Karen L. Mattison



AN EVENING OF POETRY AND PROSE

You are invited to read poetry or prose at "An Evening of Poetry and Prose," during the 2014 Fall Delegate Assembly. A \$10 donation entitles you to read and have your name and information printed in the event's program. Proceeds will benefit the UUP College Scholarship Fund. To participate, please complete the form below.

Name: _____

Chapter: _____

Non-SUNY email: _____

I plan to read the attached reading: (Title and Author)

*The length of the reading should not exceed 10 minutes.
The length of my reading is _____ minutes.*

I would like to dedicate my reading in memory or honor of:

Forms must be received no later than Sept. 1, 2014

**Please mail your completed form with check payable to:
UUP College Scholarship Fund
United University Professions,
PO Box 15143, Albany NY 12212-5143
Attention: Cindie Bayly
For more information, email cbayly@uupmail.org**

A flier about the fundraising event and the sign-up form, above, were sent to chapter leaders in May.

Contract, promotions key topics at regional conferences

The union's 2011-2016 contract with the state and issues such as evaluations and promotions were discussed at four June regional conferences for professionals.

Hundreds of UUP's professional members attended the seminars, held June 4 in Buffalo, June 7 on Long Island, June 17 in Syracuse and June 18 in Plattsburgh.

"The goal of the conferences was to educate all of our professionals, so they know all of what the contract offers," said statewide Vice President for Professionals Philippe Abraham.

Close to 150 members—a record turnout for a professionals conference—attended UUP's Conference for Western New York Professionals. Members from six Western New York chapters heard a summary on performance programs, evaluations, promotions and salary increases in the contract. NYSUT Labor Relations Specialists Tara Singer-Blumberg and Ed Giblin presented the information.

CONFERENCE A SUCCESS

"I learned the finer points about evaluation and promotion, plus what's new in the contract," Geneseo Chapter President Tabitha Buggie-Hunt said.

Members said the meetings were worth attending.

"This conference helped me as a supervisor to develop performance



DONALD FELDSTEIN PHOTOS

Above, Beth Rogan, right, and Nancy Ann Haenszel, center, both of the Buffalo Center Chapter, review conference materials.



Left, VPP Philippe Abraham goes over conference topics with Holly Powell of Buffalo Center and Pat Ghee of Buffalo State, right.

Right, Monica Washington of Buffalo Center asks a question during the June 4 professionals conference in Buffalo.



MERCADO

programs and evaluations more accurately," said Darlene Mercado of Buffalo Center.

"As director of residence life, the conference gave me information to help me manage my staff when they ask about promotions and salaries," said Michael Heflin of Buffalo State.



HEFLIN

— Donald Feldstein



BUGGIE-HUNT

New report: Union women earn more than their nonunion counterparts

A new issue brief from the Center for Economic Policy and Research (CEPR) confirms what UUP members have known all along: Union women make significantly more money and have better benefits than nonunion women workers.

The issue brief, “Women Workers and Unions,” shows that even after allowing for factors such as age, race, industry, level of education and state of residence, women in unions receive a “substantial boost” in pay and benefits versus nonunionized women.

Unionized women workers on average make 12.9 percent more than their nonunion counterparts, are 36.8 percent more likely to have employer-provided health insurance,

and 53.4 percent more likely to have participated in an employer-sponsored retirement plan.

Women without college degrees benefit the most; a unionized woman holding a high school diploma has a greater chance of having health insurance or a retirement plan than does a nonunionized woman with a four-year degree.

“Women are on track to become the majority of the union workforce in 10 years, but their rate of unionization is dropping, along with that of men. Considering the great boost to pay and benefits that unions bring, it’s important that anyone who cares about the well-being of women workers also care about unions,” wrote Nicole Woo, co-author of the brief.

Read the full report at <http://bit.ly/1eRDrp6>

— Karen L. Mattison



Sallie Mae profits twice on student loans

The stakes are high for the 39 million student loan borrowers who fall behind on their loan repayments. Those students, who are holding more than \$1 trillion in debt, could be subject to seized government checks, damaged credit history, and escalating fees and interest charges.

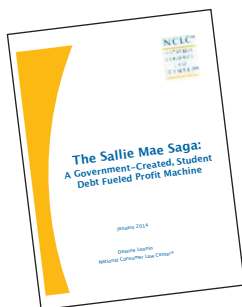
For companies like Sallie Mae, however, in adversity there’s opportunity—the chance to earn hundreds of millions more in profits when the U.S. government hires the financial company to

service and collect on federally guaranteed loans.

The need for better federal oversight of loan services is the subject of a new report released by the National Consumer Law Center’s Student Loan Borrowers Assistance Project, “The Sallie Mae Saga: A Government-Created, Student Debt Fueled Profit Machine.”

“This report starts by spotlighting the mammoth company known as Sallie Mae,” the report notes. “This analysis provides insight into the dangers of relying on a for-profit publicly traded company to protect borrowers and taxpayers.”

The January 2014 report can be found at <http://bit.ly/LARi8f>



■ NYSUT ORGANIZES HEAD START WORKERS AT COMMUNITY ACTION ORGANIZATION

NYSUT has brought Erie County Head Start workers into its fold.

The newly unionized Early Childhood Staff Union represents teachers, substitute teachers, family partners, home visitors, nutrition associates and maintenance personnel.

“The Head Start workers of Community Action Organization of Erie County Inc. understand well

and appreciate the value and power of belonging to a union as much as any of us do,” said NYSUT Executive Vice President Andy Pallotta. “For years before they organized, they suffered without job security, without protections, and without the basic rights and benefits that union members enjoy.”

NYSUT has posted a video to its Member Action Center of the union’s successful organizing campaign.

“Let these inspiring stories remind you of what it means to sacrifice and fight for the rights that some take for granted, and how sweet victory tastes when all that hard work and effort pays off,” Pallotta said. “Please share this video. And please redouble your commitment to the fight to protect and preserve our hard-won labor rights!”



■ TRUCKERS STRIKE OVER UNFAIR PRACTICES

Truck drivers at three major California transportation companies went on strike July 8 at truck yards and marine terminals at the twin ports of Los Angeles and Long Beach.

The workers are striking over firings, intimidation and other retaliation against workers for engaging in legal union activities protected under the National Labor Relations Act. While \$4 billion of cargo enters the nation through these ports every day to retailers such as Walmart and Home Depot, the workers struggle to make ends meet.

Nick Weiner, campaign director for the Teamsters’ Justice for Port Drivers campaign, said the companies misclassify the workers as independent contractors, keeping them in poverty, denying them benefits and preventing them from bargaining collectively to improve working conditions.

“These drivers are employees of the companies that they work for. They are in no way independent,” Weiner said. “Over the past year or so, government agency after government agency has determined the drivers are right.”

“It doesn’t matter how the companies (classify) them,” he added. How they’re treated as employees is how they must be “treated under the law.”



PHADRA WILLIAMS



Solidarity forever

UUPers stood in solidarity with their union sisters and brothers at rallies prior to the NEA and AFT meetings, respectively. Above, VPP Philippe Abraham stands with Harris-Stowe State University professional staffers in St. Louis, Mo., in their fight to unionize. The HSSU professional staff in June voted by 54 percent in favor of Missouri NEA as exclusive bargaining agent. At right, UUPers, from left, President Fred Kowal, Abraham, Tom Tucker of Buffalo Center and Secretary Eileen Landy rally outside the Staples Center in Los Angeles. AFT delegates later passed a resolution in support of the American Postal Workers Union, which is protesting Staples' plan to operate postal counters inside 1,500 stores. The plan puts 80,000 postal service jobs in jeopardy.



MARYANN FALLEK

DONALD FELDSTEIN



Check, please

NYSUT Secretary-Treasurer Martin Messner delivers a check to UUP President Fred Kowal, left. The check is from the NYSUT Solidarity Fund to help UUP's ongoing efforts to protect SUNY Downstate Medical Center.

PHOTO COURTESY OF IDALIA TORRES



Somos summit

Statewide Executive Board member Idalia Torres of Fredonia poses with New York City Mayor Bill de Blasio during the Somos el Futuro conference earlier this year. Torres was one of a dozen UUPers to attend the three-day meeting in Albany.

Each year, hundreds of UUP members publish books and articles, and are recognized for accomplishments on campus

and in their communities. The Voice is pleased to recognize 24 members in this issue.

Four at Plattsburgh receive Chancellor's Awards for Excellence

Four UUP members from SUNY Plattsburgh recently received 2014 Chancellor's Awards for Excellence for superior professional achievement and the ongoing pursuit of excellence. Honorees receive a certificate and a commemorative Chancellor's Excellence Medallion.

Wendy Gordon, an associate professor and chair of the history department, and **Colleen Lemza**, an assistant professor of public relations and journalism, earned Excellence in Teaching awards.

Gordon serves as the presiding officer of the Faculty Senate and has been a College Auxiliary Services board member, a General Education Committee member, a women's studies program associate, and a UUP delegate. She has received many grants and awards for research.

Gordon graduated with a Ph.D. in comparative history in 1999 through a joint program between Central Michigan University and the University of Strathclyde in Glasgow, Scotland. Her doctoral dissertation, "Mill Girls and Strangers: Single Women's Migration in Scotland, England and the United States, 1850-1881," was published in 2002 by SUNY Press. She joined the SUNY Plattsburgh faculty in 1998.

Lemza's scholarly accomplishments include journal articles, numerous presentations at professional conferences and workshops and several grant awards. Her campus and community activities include helping the Crisis Management Team and serving as a member of the Civil Engagement Task Force, the Campus Community Coalition and PRSSA Chapter, and as adviser to Cardinal PR, the student-run public relations agency.

She is the originator of the Shine On! program to empower elementary-aged girls and received the Girl Scout National Volunteer Award in 2012. She has taught at Plattsburgh since 2001.



GORDON



HART



LEMZA



KASPER

Delbert Hart, an associate professor of computer science, earned the Excellence in Faculty Service award.

A faculty senator since 2009, Hart currently chairs the Senate's Resources and Planning Committee. He is adviser to the Computing Club, and a member of the Middle States Planning and Assessment Working Group and the Strategic Planning Task Force, among other committees.

Hart played a key role in the planning of SUNY Plattsburgh's new business and computer science building. He served on its Steering, Design, Technology and Furniture committees. As departmental liaison, Hart represented the computer science department at various stakeholder meetings from the building's design phase

in 2009 through its 2013 completion.

He is a 1993 computer science/mathematics graduate of Plattsburgh and returned in 2006 as a lecturer.

Rebecca Kasper, the director of the Center for Teaching Excellence and co-director of the Center for Public Service, earned the Excellence in Professional Service award.

Kasper has been helping faculty and staff implement best-teaching practices for the last seven years. She has developed countless workshops, programs and conferences. In 2008, she began the Student Committee on Teaching Excellence, which administers the Teacher of the Month award.

Her campus and community service includes positions on the General Education, Campus Plan Priority, College Assessment, and Educational Technology Grants committees. She is a member of the Counsel on Institutional Programs, and the Teaching Learning and Technology Advisory Group. She is chair of the City of Plattsburgh Democratic Committee and a member of the Plattsburgh Common Council.

Oneonta professor earns Louis E. Yavner Citizen Award

SUNY Oneonta professor **Dennis Banks** received the 2013 Louis E. Yavner Citizen Award at the June meeting of the New York State Board of Regents. The award recognizes a citizen who has made outstanding contributions to



BANKS

education about the Holocaust and other violations of human rights.

A longtime UUP member, Banks is a national leader in promoting human rights education. He has written for state and national publications and has spoken widely on human rights issues. He has influenced hundreds of teachers, who as seniors in the teacher preparation program, participate in the

annual workshop on human rights that Banks plans and facilitates.

The citizen award was established by the Regents to honor Holocaust survivors, scholars of the Holocaust and human rights issues, and self-taught experts who help to educate students about these difficult topics.

It is funded by the late Regent Emeritus Louis E. Yavner of New York City, who served on the board from 1975-1981.

Three at Oswego honored for advisement excellence

A trio of SUNY Oswego UUP members recently received the college President's Award for Excellence in Academic Advisement for 2014.

The honor recognizes commitment to empowering and encouraging students, whether traditional high-school-to-college students or nontraditional adult learners. The recipients will be honored at the college's annual Symposium on Learning and Teaching in the fall.

This year's recipients are **John Kane** in economics, **James MacKenzie** in biological sciences, and **Ben Parker**, academic planning and veterans services coordinator for the Division of Extended Learning.

Kane, a professor of economics with more than 30 years at SUNY Oswego, is recognized by current and former students for his dedication to providing direction, genuine interest in students and their futures, and going above and beyond traditional advisement in many ways.

In his statement of advising philosophy, Kane said his objective is "to help students efficiently use their time in college so that



KANE



MACKENZIE



PARKER

they can smoothly transition into the next stages of their personal and professional development."

MacKenzie, chair of the biological sciences department and of the Health Professions Advisory Committee, has 10 years of experience in advising. He is known by his students as a meticulous adviser who recognizes

the critical role advisement plays in the personal and future professional lives of his students.

As founder of the Oswego Health Care Careers Conference—aimed at pre-health students and others interested in the expanding field—MacKenzie said his philosophy is to lay out the options for courses, careers and more, and enable students "to find their own path" and "take control of their destinies."

Parker advises about 100 active students in evening and online degree programs, as well as approximately 150 military students. In his three years with the college, he has helped students with orientation and has provided them with information about campus resources and policies.

Parker also advises the college chapter of the Student Veterans of America and secured a location for a veterans lounge.

Board of Trustees names 16 UUPers to distinguished ranks

Sixteen UUPers recently joined the ranks of SUNY distinguished professors.

The SUNY Board of Trustees awarded nine UUP members distinguished professorships for national and international achievements, five distinguished teaching professorships for mastery of teaching, and two distinguished service professorships for extraordinary SUNY and community service.

DISTINGUISHED PROFESSORSHIPS



ALONSO

Jose-Manuel Alonso, a visual neuroscientist at SUNY Optometry, has made significant contributions to understanding the primary visual cortex, the part of the brain with

the most detailed representation of visual space.

Vitaly Citovsky, Stony Brook University, has made several major contributions to the field of plant-pathogen



CITOVSKY

interactions; his research has had a significant impact in the plant biotechnology industry. He has published more than 150 articles in high-impact journals.



DICKER

Georges Dicker has taught philosophy at SUNY Brockport since 1970. He is the author of books on John Dewey, perceptual knowledge, Descartes, Berkeley, Hume, and Kant;

four of these were published by Oxford University Press. He has held a National Endowment for the Humanities Fellowship-in-Residence at Brown University and he was selected for participation in four NEH/Council for Philosophical Studies summer institutes.

Jerold Frakes, University at Buffalo, is internationally renowned for his groundbreaking contributions to the field of Early Yiddish and for his work on Jewish, Christian, and Muslim inter-cultural relations as revealed in their respective literary



FRAKES

traditions. In 2013, he won four major fellowships; he accepted a Guggenheim, and the Harvard University's Radcliffe Institute Fellowship.



HARVEY

Robert Harvey, Stony Brook University, is a pre-eminent presence in the field of cultural and literary studies. He is known in the U.S. and Europe as a distin-

guished practitioner of such studies. His most recent book, *Witnessness: Beckett, Levi, Dante and the Foundations of Responsibility*, has revolutionized the understanding of what it means to witness historically significant events.

M. Mahmood Hussain, Downstate Medical Center, is an internationally renowned expert and leader in lipid biology and cardiovascular disease. The significance of his work is reflected in numerous awards, millions of dollars in grants, and the publication of more than 150 articles.



HUSSAIN



Philip McCallion, UAlbany, is a Hartford Geriatric Social Work Faculty Scholar and Mentor and is co-director of the Center for Excellence in

Aging and Community Wellness. His research has been supported by grants and awards from numerous national and international sources. He has more than 100 publications on interventions with older adults.



Christopher McRoberts, SUNY Cortland, is a field paleontologist and worldwide authority on the Triassic Period. He has

been recognized through numerous prestigious international appointments and is currently editor-in-chief of *Albertiana*, the official journal of the Subcommittee on Triassic Stratigraphy.

Aidong Zhang, UB, is a Fellow of the Institute of Electrical and Electronic Engineers and is an internationally recognized authority in multimedia and bioinformatics. She has received numerous awards and honors, and has received federal grants totaling more than \$12 million, including a prestigious CAREER Award from the National Science Foundation.



DISTINGUISHED TEACHING



Russell Briggs, SUNY Environmental Science and Forestry, is director of the Division of Environmental Science, and the Forest Soils Analytical

Laboratory. He is a stellar researcher who is active in the Soil Science Society of American and the Society of American Foresters. He was recently selected to serve as division chair within

the Soil Science Society. He has authored or co-authored more than 70 articles for these professional societies.



Rita Colon-Urban, SUNY Old Westbury, is a well-respected teacher, dedicated to students' personal and professional success. She has developed and taught biology courses

at all levels and is an active scholar-teacher, with more than 20 peer-reviewed articles. She received the Chancellor's Award for Excellence in Teaching in 1991.

Ganie DeHart, SUNY Geneseo, is an outstanding teacher who has introduced scores of students to the field of developmental psychology. She has co-authored more than 100 paper and poster presentations. She has been recognized with the Chancellor's Award for Excellence in Teaching in 2010, the Geneseo Alumni Association Supported Professorship, 2007-2010, and the Carol and Michael Harter Mentoring Award, 1999.



Stephen Kershner, SUNY Fredonia, uses his expertise in the areas of philosophy of law, ethics and political philosophy to animate his teaching and scholarship. He has published six books, more than 60 articles, and a host of book reviews. He earned a SUNY Chancellor's Award for Excellence in Teaching and a SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



Tracy Karl Lewis, SUNY Oswego, has earned a reputation as an extraordinarily effective teacher of Spanish and Portuguese language and culture. He has lectured on South

American culture in Argentina, Brazil and Paraguay, and is a distinguished humanist and the world's foremost international scholar of Paraguayan literature. In September, he received the Albert Camus Prize presented by the Universidad del Norte, Paraguay, for service to Paraguayan higher education.

DISTINGUISHED SERVICE

Richard Hawks, ESF, has provided decades of service to SUNY and national organizations such as the Trust for Historic Preservation and the American Society of Landscape Architects. He has served as president of the Council of Educators of Landscape Architecture, vice president of ASLA, and is a Fellow of ASLA and CELA. He serves as the only permanent academic on the CEO Roundtable, an organization of leading landscape architecture design firms.



Patricia Chapple Wright, Stony Brook University, is an anthropologist-turned conservationist. Her early work in Madagascar—



where she discovered a new species of lemur—has led to a career of conservation and rural development projects in the rain forest. She has spearheaded a new kind of research center, NamanaBe Hall—the technology and outreach wing of the Centre ValBio Research Station founded in 2003 by Stony Brook University and universities in Finland and Madagascar. NamanaBe Hall serves as a hub for an innovative and inclusive way to make rainforest conservation and research happen. With this inauguration, Centre ValBio offers the world a window on a remarkable ecosystem using new tools, including high-speed Internet and top lab equipment for genetics, genomics, hormones and infectious disease.

Travel, shopping discounts available through NYSUT

If you're looking to vacation in Orlando, the NYSUT Member Benefits Corporation can help—and save you some money along the way.

The OrlandoVacation.com program offers UUP bargaining unit members and their families savings of up to 30 percent on vacations to Orlando. This travel company has assisted families with vacation plans to the Central Florida area for the last 20 years, offering low nightly rates on hotels and vacation homes in and near Walt Disney World.

UUPers can purchase discounted tickets to Disney World, Universal Studios, Sea World, Discovery Bay, Aquatica, and other Orlando-area attractions; enjoy up to 60 percent off at select Orlando hotels; and select from a variety of hotel and theme park ticket travel packages.

Discounts on Orlando vacations are only the beginning of what NYSUT Member Benefits is offering this month. You can save on everything from appliances and furniture to jewelry and kids' toys through the recently launched Member Shopping Program. The program, powered by PayCheck Direct, allows eligible UUP members to purchase what they want now and pay interest-free over 12 months (either monthly or bi-weekly) via automatic checking account withdrawals.

UUP benefits info available online

Everything you need to know about UUP benefit programs and services is right at your fingertips.

Click [Benefits](#) to access a UUP Benefit Trust Fund booklet; enrollment and claims forms; pre-retirement and post-retirement information; answers to frequently asked questions; and a list of benefits available to state employees.



Eligible members have access to thousands of name-brand products such as computers and tablets, electronics, watches, home and garden items, and recreation and fitness items.

PayCheck Direct offers a 30-day in-home trial on many products. It also has a flexible return policy; no interest fees, credit checks, down payments or finance charges; and toll-free customer service representatives located in the U.S.

Visit the Member Benefits website for a complete listing of endorsed programs and services available. If you haven't been to the newly redesigned Member Benefits website recently, we encourage you to take the time to look around and find out what's new in Member Benefits.

For more information about Member Benefits-endorsed programs and services, call (800) 626-8101 or visit memberbenefits.nysut.org.

For information about this program or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



Doreen M. Bango, Manager,
Member Benefits & Services

You'll also have access to special offers and discounts from Aflac, Apple, AT&T, BJ's, Enterprise, HP, Liberty Mutual, Office-Max, Sprint and Verizon, among others.

CONTACT INFORMATION

UUP Benefit Trust Fund 800/887-3863

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

Delta Dental 800/471-7093

Davis Vision (Vision Care) 800/999-5431

Laser Vision Correction
(Client Code 7512) 800/584-2866

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

United HealthCare (Medical/Surgical)
HCAP (Home Care Advocacy Prgm./Equip./Supplies)
MultiPlan (Basic Medical Provider Discount Program)
MPN (Chiropractic/Physical Therapy Managed Prgm.)
Benefits Mgmt. Prgm. (MRI Pre-certification)
Infertility Treatment (Centers of Excellence)

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

Press 3. OptumHealth
(Psych/Sub Abuse Pre-certification)

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

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

HMO Participants Call your HMO

Retirement Systems (Pensions)

NYS Employees' Retirement Sys. . .866/805-0990

NYS Teachers' Retirement Sys . . . 800/348-7298

Optional Retirement Programs

ING 800/677-4636

TIAA-CREF 800/842-2776

Metropolitan 800/638-5433

VALIC 800/448-2542

Tax Deferred Retirement Savings

NYS Deferred Comp Plan 457(P) . .800/422-8463

NYSUT 800/342-9810

Member Benefits 800/626-8101

AFT 800/238-1133 x8643

Workers' Compensation/SS Disability

Fine, Olin & Anderman 866/362-4887

Flex Spending Account

Dependent Care Advantage Acct . . 800/358-7202

Health Care Spending Account . . . 800/342-8017

NYS Dept. of Civil Service 800/833-4344

New York State/UUP Joint

Labor/Management Office 518/486-4666

NYS Tax Information

Pensions/Annuities 800/225-5829

Retiree committee chair presses for ‘Medicare for all’

Since the introduction of Medicare, there has been an enormous improvement in the lives of senior citizens. Senior poverty rates have decreased markedly (no more big medical bills), and people are living longer and healthier lives. Yes, Medicare is effective and immensely popular.

But what about Americans who are not over age 65? The Affordable Care Act (Obamacare) is certainly a big step toward improving health coverage for many Americans, but it is not a complete solution to ensuring good health care coverage for all. Insurance companies still drain money from the system with huge overhead costs, including high salaries for administrators and, of course, profit. People have to choose from complicated competing plans and levels of coverage. A recent survey indicates that those enrolled in employer-sponsored plans have seen their premiums and deductibles increase sharply.

So why don't we support a single-payer system plan, that is, Medicare for all?

The Affordable Care Act permits states to implement their own plans (by 2017). Assemblyman Richard Gottfried (D-Manhattan), a long-time supporter of a single-payer system, has introduced a bill (A.5389-A/S.2078-A), co-sponsored by state Sen. Bill Perkins (D-Manhattan), to establish such a system in New York. The plan would cover everything, with no co-payments or deductibles. It



“The notion that health care is a public good has yet to take root in this country.”

— COARM Chair Judy Wishnia

would be paid for by a combination of payroll taxes and a surcharge on non-payroll income, adjusted for income levels.

Much money could be saved by reducing private insurance costs by between 20 and 30 percent. Gottfried believes that New Yorkers see that Obamacare still has profound flaws that are not going to be fixed by patchwork changes.

Gottfried's bill has been endorsed by the Working Families Party, the New York State Academy of Family Physicians and by organized labor, including UUP, the state AFL-CIO, the Communications Workers of America, and various health care unions. The Assembly Health Committee has already passed the bill, which has 72 sponsors. Despite this backing, obstacles remain. Legislators will have to be convinced that this is a cost-saving plan and not “another tax.” And the Senate will need a few more Democrats before the bill can be presented.

But the tide is shifting. Vermont has already passed single-payer insurance. If New York does the same, it will surely influence national policy. Many other industrial nations—including our neighbor Canada—and many poorer countries have health insurance coverage for all. While the rest of the world has had progressive political parties that decided that health care should be part of the public agenda, the notion that health care is a public good has yet to take root in this country. We spend more money on health care than many other countries, yet the Swedes, the Danes, the Japanese and the French all live longer than Americans, according to 2012 figures from The World Bank.

It's time to urge our legislators to support a single-payer system: Medicare for all.

(Judy Wishnia of the Stony Brook Chapter is the elected chair of the Committee on Active Retired Membership and a nonvoting member of the statewide Executive Board.)



Among the organizations endorsing single-payer health care legislation in New York (A.5389-A/ S.2078-A) are:

Labor

1199 SEIU United Healthcare Workers East
Capital District Area Labor Federation
Committee of Interns and Residents/SEIU
Communications Workers of America District 1
Doctors Council/SEIU
New York State AFL-CIO
New York State Nurses Association

New York State United Teachers
Professional Staff Congress
United University Professions

Community Groups

Capital District Alliance for Universal Healthcare
Citizen Action of New York
Healthcare-NOW! NYC
Hunger Action Network of New York State
HCV/HBV Support Group, O'Connor Hospital
League of Women Voters of New York State
New Immigrant Community Empowerment
New York Communities for Change

Physicians' Groups

American Academy of Pediatrics—District II
Doctors for America—New York
National Physicians Alliance—New York
New York State Academy of Family Physicians
Physicians for a National Health Program

Public Health Groups

Commission on the Public's Health System
Community Health Worker Network of Buffalo
Public Health Association of New York City

Faith Groups

Interfaith Impact of New York State
Labor-Religion Coalition of New York State