

THE **voice**



Summer 2019



Family Leave

UUP contract makes it easier to take time for family matters

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**ALSO
INSIDE:**



6—UUPers help set policy at 2019 NYSUT RA



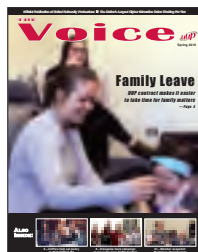
8—Delegates back campaign to press for more SUNY funding



21—Member snapshot: Maritime's Danielle Cole

WHAT'S INSIDE

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COVER PHOTO BY
DARRYL McGRATH

Family leave

4—The addition of the NYS Paid Family Leave benefit in the UUP contract means members now have several avenues for fully paid, partially paid and unpaid leaves.



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LETTERS POLICY

The Voice welcomes timely letters about university and union issues, politics and other events relevant to UUP's concerns. All letters are subject to editing for length, accuracy and clarity. Please type or email your letters, limit them to 300 words, and include your name and daytime phone number for verification.

Unsigned letters will not be published.

Email letters to UUP Director of Media and Publications Mike Lisi at mlisi@uupmail.org or send them to his attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, New York 12212-5143.

10 UUP communications awards handed out

Eleven chapters and several individuals earn awards for outstanding writing, editing, design, websites and photography.

11 Advocate awarded

Old Westbury Chapter President Martha Livingston earns the union's Judith Wishnia Advocacy Award, which honors UUP members who work tirelessly for the union, labor, equity and humanity.

12 Veteran, UUPer honored

Stony Brook Chapter delegate Kevin Moriarty is inducted into the New York State Senate's Veterans' Hall of Fame.

13 Comments sought

UUP is urging members to share their experiences and concerns about online education.

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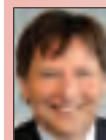
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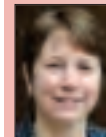
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The VOICE is a member of the American Federation of Teachers Communicators Network and the International Labor Communications Association.



Let the sunshine in

In February 2018, the state comptroller issued a [blistering report](#) that found that more than half of SUNY campus foundations hadn't been audited by SUNY over the last 10 years.

According to the study, the University at Buffalo Foundation (\$723 million in assets) and the Stony Brook Foundation (\$377 million) control \$1.1 billion, more than half of the net assets of SUNY's 30 campus foundations combined.

The comptroller also found that contracts bid by the UB and Stony Brook foundations—including services for lobbying, fundraising and entertainment—were not bid competitively and awarded based on referrals or companies they had worked with before.

This was last year. Since SUNY isn't auditing the foundations on a regular basis, it's anyone's guess as to what the inner workings of these murky foundations really are. The public has a right to know how much money the foundations have, where it came from, where it's going and how it's being used.

Right now, that's not the case. And that has to change.

Our cash-strapped campuses need help, and the foundations are doing precious little to provide that help, even though they were established to serve the academic missions of our colleges and universities.

Public higher education isn't a priority for the state, and hasn't been for far too long. Draconian Great Recession cuts followed by years of flat state funding have seen to that.

It is time for change. Making SUNY foundations accountable and transparent is a solid step toward making public higher education a priority again.

To that end, UUP is pushing for legislation mandating that the foundations submit annual reports to SUNY for approval. Among other things, those reports would include a yearly budget, detailed contract data, and a list of foundation and campus

foundation employees with salaries, job titles and descriptions.

UUP is also calling for:

- Restoration of the state comptroller's authority to audit SUNY foundations;
- Creation of a new System Administration compliance unit to ensure that foundation expenditures and transactions line up with SUNY's mission statement.

Certainly, some expenditures made by the foundations seem to meet that threshold. In June, the SUNY Canton Foundation secured a purchase option on a vacant retail plaza to house the college's Small Business Development Center and an Entrepreneurship Center that would create jobs and hopefully entice SUNY Canton students to stay in Canton after graduation.

Since the foundations aren't compelled to report on their activities, the public has no idea what they do with their dollars—unless the foundations decide to go public.

Not all is hidden. Thanks to news coverage by the Syracuse *Post-Standard*, we know that two ex-Upstate Medical University presidents received large SUNY Research Foundation payments to supplement their salaries.

Ex-president David Smith, who was convicted of official misconduct, and former Upstate senior vice president Steven Brady gave themselves unauthorized Research Foundation raises in 2007; Smith ended up paying back nearly \$190,000 in foundation funds. Brady pleaded guilty to falsifying business records and returned \$60,000.

The comptroller's report pointed out that the UB Foundation paid nearly \$240,000 in salaries and fringe benefits to two retired UB staff members who



KAREN L. MATTISON

UUP PRESIDENT FRED KOWAL ADDRESSES MORE THAN 275 UNION MEMBERS AT THE 2019 SPRING DELEGATE ASSEMBLY IN ALBANY.

returned to work, allowing the employees to skirt caps under Retirement and Social Security law.

And just last month, UB's student paper, *The Spectrum*, reported that the UB Foundation paid former Vice President Joe Biden \$200,000 for his October 2018 speech at the university's Alumni Arena.

What we have now is a situation where the issue is not just the lack of transparency, but serious concern over how these hundreds of millions of dollars are being spent. These dollars should be used to help campuses and aid students in their pursuit of a college degree—and a better life.

The Research foundation is subject to the state's Freedom of Information Act, but that oversight isn't nearly enough. Some foundations have hired lobbyists to push against efforts to uncloak these organizations; one has to wonder why that is.

Enough is enough. It's time to make SUNY's campus foundations transparent. Right now.

Family leave

UUP wins hard-fought, valuable benefit

BY DARRYL McGRATH

One UUP member received a phone call from her academic department on a routine question while she was in labor at the hospital. Another was told she might have to teach a summer session for free to make up the money her department spent to cover her classes while she was on maternity leave. Still another was told by her department chair, shortly after she returned from maternity leave and resumed a full schedule in a state of exhaustion, “You don’t seem happy.”

Incredible but true stories like these are surfacing this spring at workshops organized by UUP and hosted by chapters around the state to explain the union’s new paid family leave provisions. Often, chapter and statewide leaders say they are hearing these accounts for the first time, as the dam of silence and fear over the need to take time off from a job at SUNY begins to crack. Members kept these stories to themselves, afraid of jeopardizing their path to tenure or permanent appointment, or afraid of losing a contingent position.

The 2016-2022 UUP contract provided a major step forward by adding a new provision for use of the New York State Paid Family Leave benefit. The NYS PFL benefit allows partially paid leave for up to 10 weeks in 2019 and 2020 (increasing to 12 weeks in 2021) for bonding with a child in the first year following birth, adoption or foster care placement; caring for a family member with a serious health condition; or assisting family members deployed abroad for active military service.

This new benefit adds to UUP’s other contractual provisions for family leave. There are now several avenues for fully paid, partially paid or unpaid leave for family care purposes that can be used singly, concurrently or successively,



DARRYL McGRATH PHOTOS

FROM LEFT, OLD WESTBURY CHAPTER MEMBERS LENORE WALSH, DANIELLE COLLINS GRONER, JERILYN MARIMAN AND EDUARDO ESPINOZA LISTEN AS STATEWIDE VPA JAMIE DANGLER EXPLAINS THEIR CONTRACTUAL RIGHT TO THE NYS PAID FAMILY LEAVE PROGRAM. THE WORKSHOP ALSO INCLUDED INFORMATION ON ADDITIONAL OPTIONS FOR LEAVE TO HELP CHILDREN, SPOUSES AND OTHER FAMILY MEMBERS AS DEFINED THROUGH THE UUP CONTRACT, THE STATE OR THE FEDERAL GOVERNMENT.

depending on specific circumstances. They are described in Article 23 and Appendix A-42 of the NYS/UUP contract.

“It’s been a difficult struggle,” said Jamie Dangler, UUP’s statewide vice president for academics. “It’s been a major issue for the last four rounds of negotiations, beginning with the 2003-2007 contract. We were also active for more than 15 years in working with other unions and advocacy groups in trying to secure passage of the New York State Paid Family Leave law, which was finally passed in 2016. The law applies to private sector workers, but UUP was the first public employee union to negotiate into the new state statute.”



DANGLER

WORKSHOPS, GUIDE AVAILABLE

Chapters around the state are hosting workshops to educate members on the

many choices available to them for leave, including paid family leave after birth, adoption, foster care placement, or if a family member is ill or actively serving in the military. Chapters wishing to schedule a workshop on family leave can do so through the labor relations specialist assigned to their chapter.

And, as conversations by members at the workshops held so far make clear, members desperately needed a system-wide benefit and clarity about what their options are. Historically, family leave experiences at SUNY varied wildly among campuses and even among different departments on the same campus. The lack of uniformity became a given, but one that members were often afraid to question, especially if they did not yet have tenure or permanent appointment, or if they were on visiting or contingent status.

“There was this attitude that they were doing me a favor by covering my classes,” said one academic who declined to be named. “I didn’t push back as much as I could have, knowing they had to advocate for me during my

reappointment meeting.”

UUP is taking many important steps to help its members understand and access paid family leave and to know what options exist to address workplace situations that arise when employees take family leave. In addition to the chapter workshops, and workshops at the Spring Delegate Assembly, UUP has also published the UUP Family Leave and Work-Life Services Guide, which sets out in clear, plain language how the new benefit works, as well as other options for family leave and flexible or reduced work schedules.

The guide is available in hard copy at chapter offices or on the UUP website at <https://bit.ly/2XndKat>

INVOLVE, INFORM CHAPTERS

The union urges all members—full time, part time, contingent and noncontingent—to consult with their chapter leaders and labor relations specialists, not just their campus human resources department, if they intend to take family leave.

But even as they plan a leave, members should keep these facts in mind: Family leave covers a number of situations, not



OLD WESTBURY CHAPTER MEMBERS, FROM LEFT, SYLVIE KANDÉ, ANISSA LYNCH, NICOLE SIEBEN AND ASHLEE LIEN PARTICIPATE IN A DISCUSSION ON NEGOTIATED FAMILY LEAVE OPTIONS.

just maternity leave, and defines qualifying relatives and situations for which a member may take leave. And it is possible in many cases for members to draw on several options for paid and unpaid leave in a way that will allow them to extend their leave by “stacking,” or consecutively using, the options for which they are eligible.

“There are so many ways that members may be able to take leave that we urge them to consult with their chapter, because leave options vary based on individual

circumstances,” Dangler said. “We want to make sure that members know the full range of options and benefits available to them. The new guide covers all of these options.”

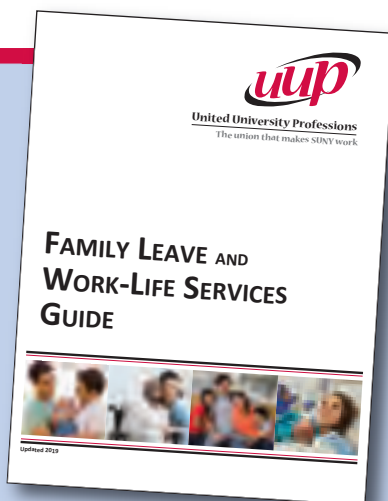
Members will benefit from this pioneering opportunity, said Rich Veenstra, Upstate Medical University chapter president. Veenstra was one of many members, including a number of chapter leaders, who attended a workshop at the Spring DA to learn about family leave, so that they can serve as a first source of information on leave options. He said he came away with one clear message: Members who expect to invoke their right to family leave need to talk to

their chapter, not just human resources at their campus.

His overall reaction to the new benefit? “I think it’s really good for members,” Veenstra said at the end of the workshop.

Farmingdale Chapter Vice President for Professionals Harry Espailat agreed.

“There is a lot of information that we can get here, which our human resources department may not know,” Espailat said. “Because of the change in the contract, members may be getting the wrong information. That’s why I’m here.”



The guide covers leaves for birth, adoption, foster care placement, care of sick relatives and domestic partners, assisting members deployed abroad for active military service, and death of family members through:

- Using leave accruals for **fully paid leave**;
- **Partially paid leave** under the NYS Paid Family Leave law, as bargained by UUP; and
- **Unpaid leave** under the Family and Medical Leave Act (FMLA) and the UUP contract.

The guide also covers:

- Tenure clock stoppage for academics and professionals following childbirth, adoption or foster care placement;
- Possibilities for flexible work arrangements;
- NYS Work-Life Services programs negotiated by UUP; and
- Support services and member benefits programs from UUP and its affiliates.

UUP’s family leave guide is available online at <https://bit.ly/2XndKat>

UUPers front and center at affiliate convention

BY KAREN L. MATTISON

UUP delegates were seen and heard at the recent [2019 NYSUT Representative Assembly](#) in Albany.

UUP members served on committees and worked to register delegates. They stepped up to microphones to debate resolutions, took part in a special town hall meeting with a presidential candidate, and voted for dozens of policies that set NYSUT’s course into the future.

And the representatives—including the more than 60 UUP members in attendance—resoundingly adopted a UUP-sponsored resolution dealing with gender designation.

The RA was held May 3-4 at the Albany Capital Center and Empire State Plaza.

STEPPING UP

Membership Development Officer Tom Hoey spoke during the Organization Committee and again at the general session in support of a resolution for NYSUT to create a task force to consider a separate dues category for adjunct faculty in SUNY and CUNY.

He noted that many members belong to a NYSUT K-12 local, but work part-time at a SUNY campus and are also represented by UUP.

“It’s not right to ask them to pay dues to each local,” Hoey said.

UUP statewide Vice President for Academics Jamie Dangler chaired the College and University Committee; Downstate Medical Center Chapter delegate Henry Flax served as secretary and Stony Brook Chapter delegate Charlie McAteer as timekeeper.

A handful of UUP members went to the mic to speak against the U.S. Department of Education’s proposed rollbacks to Title IX regulations. They supported a resolution to “publicly oppose” efforts by U.S. Education Secretary Betsy DeVos to undermine the long-established anti-discrimination and sexual violence protections.



DARRYL MCGRATH

EMPIRE STATE CHAPTER MEMBER MITCHELL WOOD TAKES THE MIC AT THE NYSUT RA TO ASK THAT A PROPOSED RESOLUTION—TO HAVE NYSUT PRESS FOR LEGISLATION TO REQUIRE K-12 SCHOOL ADMINISTRATORS HAVE A MINIMUM OF EIGHT YEARS TEACHING EXPERIENCE—BE REFERRED TO THE NYSUT BOARD INSTEAD OF COMING TO A VOTE AT THE RA. THE ASSEMBLY VOTED TO REFER THE RESOLUTION.

Both resolutions were later adopted by the full delegation.

Dangler was one of four current and past UUP officers to attend the NYSUT Higher Education Council meeting held prior to the start of the RA. Dangler, Secretary-Treasurer Jeri O’Bryan-Losee, Vice President for Professionals Tom Tucker and former statewide treasurer Rowena Blackman-Stroud discussed a range of issues affecting higher education, including the effects of austerity budgets, the student debt debacle, and signing up adjuncts as union members.

And NYSUT President Andy Pallotta and the rest of NYSUT’s officers—Executive Vice President Jolene DiBrango, Secretary-Treasurer (and UUP member) Philippe Abraham, and Second Vice President Paul Pecorale—greeted UUP delegates at UUP’s RA breakfast May 4. Pallotta, O’Bryan-Losee and UUP President Fred Kowal addressed delegates at the breakfast.

STRENGTH IN NUMBERS

Organizing, engaging and signing up new members was the theme of Pallotta’s

May 3 address to delegates, and was echoed by AFT President Randi Weingarten. The state and national leaders said unions are stronger than ever, despite the unprecedented efforts to destroy them.

“Anti-union forces wanted to destroy us, but this challenge made us stronger,”

said Pallotta, referencing the anti-union U.S. Supreme Court *Janus v. AFSCME Council 31* decision that prohibits unions from collecting fees equal to dues.

“We’re stronger because we did the right thing. We organized. We knocked on doors. We built relationships.

“And our membership numbers are up, our members are more engaged than ever ... and they’re sticking with our union.”

Weingarten agreed. “NYSUT is alive and well,” she said.

“At the end of the day, we survived *Janus* and we will thrive in spite of it.”



PALLOTTA

Empowering members is how unions will continue to thrive, which is why [AFT revamped its endorsement process](#) to include a series of town hall meetings with presidential candidates, she said. U.S. Rep. Tim Ryan of Ohio was at the RA to answer questions posed by a group of NYSUT members, including UUP statewide Executive Board member and NYSUT Director Pamela Malone of the Empire State College Chapter.



WEINGARTEN

Ryan outlined the challenges the country is facing, from climate change and a “racist criminal justice system,” to environmental pollution and health care concerns.



RYAN

“Maybe it’s (as simple as) just a kid from Steel Country who has to get into the White House to fix the damn mess that we’re in,” he said. “Maybe that’s what it will take.”

“There can be nobody sitting on the sidelines. No teacher, no cop, no firefighter, no engineer, no farmer,” he said. “We need everybody in this country to unite. The challenges are great, and we’re missing opportunities every single day.”

“It’s time for us to reinvest in the United States—into our teachers, our schools, our communities,” he added. “We need to clean our rivers, to clean our downtowns, to rebuild our schools and our infrastructure, to invest in the future technologies that are going to dominate the globe, to reverse climate change, to make sure everybody has health care. These are the pressing issues today.”

UUP members are urged to visit www.AFTvotes.org or email AFTvotes@aft.org to weigh in on the

process. The website serves as a source of ongoing information about the process and how union members can get involved.

UUP RESOLUTION ADOPTED

Under the resolution sponsored by UUP and discussed during the Civil and Human Rights Committee, NYSUT will support legislation that establishes the gender-neutral gender designation of “X” on state-issued birth certificates and legal documents, and also legislation that will allow individuals to change the gender designation on their state-issued birth certificate and legal documents so long as the applicant provides a notarized affidavit that attests that the purpose of the change is to affirm their gender identity. A municipal law went into effect in New York City this year that allows such changes; the resolution cited that law as an example.

In putting forth the resolution, UUP cited concern for the welfare of students and adults in the community who deal with gender identity issues. The resolution noted that a 2017 study at the University of Minnesota found that transgender or gender nonbinary students in high school have higher rates of attempted suicide or suicidal thoughts than other students.

VOTE-COPE AWARDEES

Active members at six UUP chapters and retiree members from a seventh helped their chapters earn Abel Blattman VOTE-COPE awards. The awards are given to chapters that collect donations equivalent to at least \$10 per member for VOTE-COPE, NYSUT’s nonpartisan political action fund.

Members from Empire State College, Farmingdale, Geneseo, New Paltz, Stony Brook HSC and System Administration and Cortland Chapter retirees were honored for sustained contributions to VOTE-COPE in 2018 and for their commitment to political advocacy.

Blattman was a science teacher in the Lakeland District; he served on the merger negotiating team from United Teachers of New York that would lead to the formation of NYSUT in 1973. He was part of NYSUT’s first VOTE-COPE drive in 1974, and was the first secretary-treasurer of VOTE-COPE.



KAREN L. MATTISON

ALBANY CHAPTER DELEGATE IVAN STEEN, LEFT, AND GENESEO CHAPTER DELEGATES JASMINE TANG AND CHI-MING TANG RAISE THEIR BADGES TO VOTE ON A COLLEGE AND UNIVERSITY COMMITTEE RESOLUTION TO PUBLICLY OPPOSE EFFORTS BY THE U.S. DEPARTMENT OF EDUCATION TO UNDERMINE FEDERAL TITLE IX PROTECTIONS.

He died in 1981.

The Albany and Plattsburgh chapters were recognized with Lou Cammarosano Awards for outstanding improvement and leadership during the prior calendar year.

Cammarosano was a founder of NYSUT’s voluntary political action fund. He was a longtime VOTE-COPE coordinator who helped create teams of political activists and emphasized the importance of contributing resources to the union’s political action fund.

Renewed hope and effort

Delegates back aggressive campaign to fully fund the state university

BY DARRYL McGRATH

An aggressive push to achieve full state funding for SUNY is now a year-round, all-out effort for UUP.

UUP President Fred Kowal announced the union's new plan during his plenary address of the 2019 Spring Delegate Assembly, held May 10-11 at The Desmond in Albany.

"For years, UUP has declared that we are the voice for public higher education," Kowal told the intently listening audience of delegates during his May 10 address. "Know this: I am now more committed than ever before to build and execute a campaign that raises our political profile across New York and dramatically increases our political power everywhere in our state, with the goal of making public higher education a priority, like never before.

"This is not a rhetorical statement," Kowal added, as the delegates broke into applause. "It is a promise. A vow. It's a question of fairness. Of opportunity. Of justice."

Kowal's promise dominated discussions by the nearly 300 delegates throughout the weekend. With the hiring of a new UUP political director, Dan Brown, Kowal promised to continue working to build community coalitions across the state and connect with legislators in their district offices to dramatically increase the union's presence and clout in Albany.

HONORING MEMBERS; DEBATING ISSUES

Delegates approved UUP's 2019-2020 budget, honored Old Westbury Chapter President Martha Livingston (see related story, page 15), memorialized two beloved longtime members; and



MICHAEL LISI

STONY BROOK HSC CHAPTER DELEGATE LISA LENT, LEFT, AND HER DAUGHTER SHANNON LINGARD TALK WITH UUP PRESIDENT FRED KOWAL DURING A BREAK AT THE 2019 SPRING DA IN ALBANY.



DARRYL McGRATH

STATEWIDE AFFIRMATIVE ACTION COMMITTEE MEMBER GURMUKH SINGH OF THE FREDONIA CHAPTER MAKES A POINT DURING A WORKSHOP ON NEGOTIATED FAMILY LEAVE OPTIONS.

approved a pair of resolutions at the DA.

Delegates also applauded the outstanding work of their colleagues with the presentation of UUP's annual journalism awards, which recognize print and digital

journalism by chapters and individuals, and honored a writer with the annual Phillip H. Smith Communications Award (see related story, page 14).

During the plenary sessions, delegates approved two special orders of business that paid tribute to two beloved members who recently died: Carlos Vidal, a longtime chapter officer and delegate from Stony Brook HSC; and Fayez Samuel of Farmingdale, an advocate for part-time employees for whom a prestigious UUP award to part-time academic and professional faculty is named.

AFTER JANUS: HOPE, DETERMINATION, ACHIEVEMENT

Workshops offered primers on member engagement and building an organizing team, and also an overview of family leave options (see related story, page 4).

BELOW, UPSTATE MEDICAL UNIVERSITY CHAPTER DELEGATES CHEVELLE JONES-MOORE, LEFT, AND JOYCE FREEMAN ADDRESS THE DELEGATION.

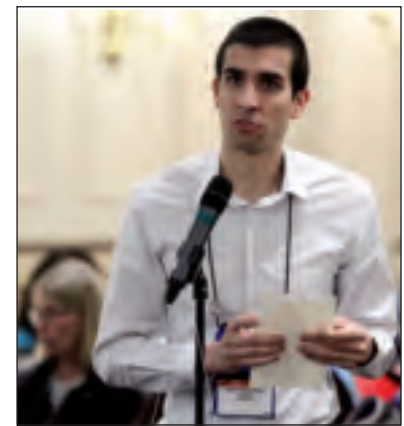


MICHAEL LISI



KAREN L. MATTISON

ABOVE, EXECUTIVE BOARD MEMBER PATRICK ROMAIN REPORTS ON THE OPPORTUNITY PROGRAMS COMMITTEE, WHICH HE CO-CHAIRS. ALSO LINED UP TO GIVE THEIR REPORTS ARE COMMITTEE CHAIRS, FROM LEFT, ELLEN BOYD OF STONY BROOK, BEKKIE BRYAN OF CORTLAND, BILL CANNING OF OSWEGO AND JEN DRAKE OF CORTLAND.



RIGHT, MEMBERSHIP COMMITTEE MEMBER ANDREW SOLAR-GRECO OF STONY BROOK COMMENTS ON A PROPOSED RESOLUTION.

KAREN L. MATTISON

The 2019 Spring DA fell nearly a year after the U.S. Supreme Court overturned decades of precedent in *Janus v. AFSCME Council 31*, with a ruling that public sector unions could no longer collect agency fees in lieu of dues from employees in their bargaining units who had never signed a membership card. But throughout the DA, members noted the many successes since then that counter the *Janus* decision.

They include: UUP's strongest membership numbers in decades, literally only a handful of membership defections following *Janus*, a healthy and balanced budget, and an organizing effort that has engaged a new generation of UUP leaders.

Kowal also told the UUP delegates that



KAREN L. MATTISON

DOWNSTATE MEDICAL CENTER CHAPTER DELEGATE HAZEL WILLIAMS SHARES HER THOUGHTS WITH OTHER MEMBERS OF THE AFFIRMATIVE ACTION COMMITTEE. TAKING NOTES IS BUFFALO CENTER CHAPTER DELEGATE MORIAH BOLINSKY HEGMANN.

despite a challenging political climate on the national scene, he remains filled with hope.

"I am fully committed to victory for all of us in this great union for generations to

BELOW, NEWLY ELECTED BUFFALO HSC CHAPTER PRESIDENT PHILIP GLICK COMMENTS DURING THE ACADEMIC DELEGATES MEETING.



KAREN L. MATTISON

come," Kowal said. "In our shared life as unionists, we will all suffer losses, but we all shall turn these losses into victories and all our tears into songs of joyful celebration. Let us begin."

Chapters, members earn communications awards

BY KAREN L. MATTISON

Prolific, well-written newsletter articles by Farmingdale Chapter member Daniel Scott Marrone earned him the union's prestigious Phillip H. Smith "Best of the Best" Communications Award.

The award was presented to Marrone May 3 at the union's 2019 Spring Delegate Assembly in Albany.

According to the Capital District-area journalists who judged the annual UUP Journalism Contest, Marrone's "compelling writing on contemporary and historic labor topics" was worthy of the top award, which recognizes the most outstanding accomplishment in member communication. The award is named after former UUP president Phil Smith, who served from 2008-2013 and was instrumental in strengthening UUP's online and print communications.

A UUP delegate and Farmingdale Chapter officer for retirees, Marrone writes consistently for the chapter newsletter, *Unifier*, and *The Active Retiree*, the official publication for UUP's 5,000-plus retiree members. He retired from teaching in 2015 after 31 years at SUNY.

Since his retirement, Marrone has written two books and more than 20 magazine and newspaper articles. He is a writer for and contributing editor of *American Spirit: Magazine of the National Daughters of the American Revolution*, which is distributed monthly to the 300,000 members of DAR. One of his books, *New York Heroes: Herkimer, Lincoln, TR, and La Guardia*, earned Google's "eBook for Kindle Best-seller" status.



MICHAEL LISI

FARMINGDALE CHAPTER OFFICER FOR RETIREES DAN MARRONE, LEFT, ACCEPTS THE UNION'S PHILLIP H. SMITH COMMUNICATIONS AWARD FROM UUP PRESIDENT FRED KOWAL AT THE RECENT SPRING DA IN ALBANY.



In accepting his award, Marrone spoke passionately about the union workers who perished in the 9/11 World Trade Center attack, the topic of his September 2018 *Unifier* article. He noted how he taught Civil Service Employees Association students in the World Trade Center two nights a week from 1984 to 1987, and about a family member of his wife's who was among the 343 firefighters killed in the attack.

"It was union members who worked in and went up the World Trade Center," he said. "These are the individuals who are noble, not by birth, but by their noble actions."

Marrone said addressing the Delegate Assembly was a "wonderful experience for me," and he noted with pride how UUP President Fred Kowal thanked him after his speech for "describing the essence of the crucial role our union colleagues serve in society."

CHAPTERS, RETIREES AWARDED

Also awarded for outstanding writing, photography, design and websites were:

Brockport

Award of Merit: Best Website, www.uuphost.org/brockport, webmaster

Brittany Profit-Rheinwald; and Honorable Mention: Best Original Article, "When bad men combine, the good must associate ..." January 2019, by Joe Torre.

Buffalo State

Award of Merit: Best Publication Design, *We Are UUP Strong*, Winter 2019, designer Jean Yarwood.

Cortland

First Award: Best Original Photo, "Union Family," September 2018, photographer Joe Westbrook; First Award: Best Publication Design, *The Cortland Cause*, Sesquicentennial Edition, designer Amy Russell;

and Honorable Mention: General Excellence, *The Cortland Cause*, September and November 2018, editor Russell.

Empire State College

Honorable Mention: Best Website, www.uupescchapter.com, webmaster Kathy Farrell.

Farmingdale

Honorable Mention: General Excellence, *Unifier*, September and October 2018, editor Yolanda Segarra; and Honorable Mention: Best Publication Design, *Unifier*, February 2019, designer Segarra.

Fredonia

First Award: Best Original Article, "My old summer jobs are gone," November/December 2018, writer Mac Nelson; and Honorable Mention: Best Website, <http://uuphost.org/Fredonia>, webmaster Cynthia Dietzen.

New Paltz

First Award: Best Original Photo, "Rally Against Gun Insanity," April/May 2018, photographer Emily Trapp; and Award of Merit: Best Editorial or Column, "We have a new contract—now what?" September/October 2018, writer Beth E. Wilson.

Livingston honored with union advocacy award

BY KAREN L. MATTISON

To know Old Westbury Chapter President Martha Livingston is to know the argument for a single-payer health care system.

Livingston is a longtime proponent of health care initiatives and a respected expert on health insurance reform. She is known for never missing an opportunity to tell others why they should support a national health care system for all Americans.

Her efforts received union recognition as the 2019 recipient of the Judith Wishnia Advocacy Award, which honors UUP members who have advocated tirelessly for the union, labor, equity and humanity.

The award is named for longtime UUP activist and Stony Brook Chapter delegate Judith Wishnia, who is a recipient of UUP's highest honor, the Nina Mitchell Award for Distinguished Service, and is also a former NYSUT Higher Education Member of the Year.

Livingston was nominated by her chapter executive board, and received eight letters of recommendation.



MICHAEL LISI

OLD WESTBURY CHAPTER PRESIDENT MARTHA LIVINGSTON ADDRESSES DELEGATES ATTENDING THE SPRING DA IN ALBANY, AFTER RECEIVING THE UNION'S 2019 JUDITH WISHNIA ADVOCACY AWARD.

Livingston has “a caring soul” and admires how she shares her compassion with others.

“Martha could be found marching at protests or on picket lines as needed,” Curry said. “She never misses an opportunity to have her voice heard.”

Livingston is also vice chair of the New York Metro chapter of Physicians for a National Health Program, serves on the National Steering Committee of the Labor Campaign for Single-Payer Healthcare, and is a leader in the statewide Campaign for New York Health.

“Martha provides consistently vigorous, articulate and inspiring leadership as an active, vocal and influential member of

A VOICE FOR OTHERS

Livingston, an academic who chairs the college's public health department, is an outspoken advocate for social justice through UUP and in broader social justice movements.

She is a member of UUP's statewide Solidarity and Outreach committees, and serves on the union's Academic Medical Programs Committee's Nursing Professions Work Group.

Fellow work group member and Plattsburgh Chapter delegate Dave Curry said

several progressive caucuses” in the American Public Health Association, wrote University of Rochester professor Theodore Brown in his letter of recommendation.

In accepting her award, Livingston acknowledged fellow UUP delegate Wishnia as a role model.

“I am beyond humbled to accept this award from a woman whose activism I have so long admired,” Livingston told the delegates.

— Darryl McGrath contributed to this report

Old Westbury

Honorable Mention: Best Original Photo, “Young Delegate,” December 2018, photographer Martha Livingston.



Oneonta

First Award: General Excellence, *The Sentinel*, January and February 2019, editor Bill Simons; First Award: Best

Editorial or Column, “Dr. Donald Hill, 1939-2018: Part of the ‘Loving Generation,’” September/October 2018, writer Kathleen O’Mara; and Award of Merit: Best Original Article, “The Granola Strategy 2018,” September 2018, writer Alex Thomas.



Stony Brook

First Award: Best Website, <https://www.uupsbu.org>, webmaster Jason Torre.

UUP Retirees

Award of Merit: General Excellence, *The Active Retiree*, Spring/Summer 2018 and Fall 2018, editor Jo Schaffer of Cortland.



Moriarty named to NY State Veterans' Hall of Fame

BY KAREN L. MATTISON

Forty-six years after he enlisted in the U.S. Army Corps of Engineers, Stony Brook Chapter leader Kevin Moriarty was inducted into the New York State Senate [Veterans' Hall of Fame](#).

Moriarty, a full-time lecturer in the College of Engineering and Applied Sciences at SUNY's university center on Long Island, was the 1st Senate District inductee; he was nominated by state Sen. Kenneth LaValle.

The Veterans' Hall of Fame was created to honor and recognize outstanding Empire State veterans who have distinguished themselves in the military and civilian life. Moriarty and the other honorees were inducted May 21 at a ceremony at the State Capitol in Albany.

Moriarty was also recognized with a resolution, written by the union's state-wide Veterans Affairs Committee, at the 2019 Spring Delegate Assembly, May 10-11 in Albany.

"Kevin deserves this special recognition as a veteran and as a valuable member of his union and the state university," said UUP President Fred Kowal. "His induction into the Veterans' Hall of Fame is a fitting tribute for his bravery and service during the Vietnam War and beyond. He has UUP's gratitude and admiration."

A WORTHY RECIPIENT

Moriarty joined the U.S. Army in 1973 after graduating from Longwood High School. He served until 1981, achieving the rank of sergeant. A Vietnam-era veteran, Moriarty earned numerous awards and medals, including the Army Commendation Medal for meritorious service, Army Achievement Medal, National Defense Ribbon for service during the Vietnam War, Foreign Service Ribbon, and two consecutive Good Conduct Medals. He twice received the Non-Commissioned Officers Academy Ribbon.

Moriarty graduated from the U.S. Army Defense Mapping School, and the U.S.



ABOVE, KEVIN MORIARTY IN UNIFORM, CIRCA 1973.

RIGHT, MORIARTY AT THE UNION'S 2019 SPRING DA, MAY 10-11 IN ALBANY.



KAREN L. MATTISON

Army Non-Commissioned Officers Engineer School at Fort Belvoir, Va., and was the "Honor Graduate" of the Basic Non-Commissioned Officers Academy in Bad Toltz, Germany.

He has been a member of The American Legion, Wilson Rich Post, in Port Jefferson Station for 34 years.

POST-MILITARY CAREER

After leaving the military, Moriarty returned to Long Island to complete his education. He earned his MBA in general management from Dowling College, and has completed work toward a Ph.D. in industrial engineering from the New Jersey Institute of Technology.

As a full-time lecturer at Stony Brook University, Moriarty teaches the Techno-

logical Systems Management and Global Operations Management programs. He has taught undergraduate and graduate courses since 1997.

Throughout his career, Moriarty has held senior management positions with a number of international corporations based in New York and has served as a senior executive, vice president and general manager for several Long Island high-tech manufacturing companies considered leaders in automation, controls and instrumentation.

In 2014, he was named to the board of directors and has served as vice president of marketing of APICS/New York City-Long Island Chapter.

Moriarty is a past president of the Stony Brook Chapter of UUP.

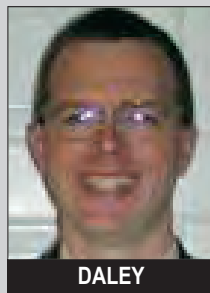
SPOTLIGHT SHINES ON UUPERS

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

Douglas Daley, an associate professor of engineering at SUNY Environmental Science and Forestry and director of the SUNY Center for Brownfield Studies, is the recipient of the 2019 ESF College Foundation Award for Exceptional Achievement in Teaching.

Daley has devoted his career to delivering a wide range of classes that support undergraduate and graduate programs. His undergraduate courses have included engineering management and design, transportation and power systems, graphics and engineering economics, and solid waste management. He has also taught graduate-level seminars and classes exploring a range of topics, such as soil physics.

His research interests are in the areas of ecological engineering, ecosystem restoration and brownfield redevelopment, and storm water engineering.



Stephen Faraone, a distinguished professor of psychiatry at Upstate Medical University and a leading researcher on attention deficit hyperactivity disorder, was recently elected as president of the World Federation of ADHD. He will serve a four-year term.

Faraone, vice chair for research in Upstate's department of psychiatry and behavioral sciences, has received numerous national and international awards, including the Paul Hoch Award from the American Psychopathological Association, which honors an active investigator who has produced significant, generative research. He also earned the Ming Tsuang Lifetime Achievement Award from the International Society of Psychiatric Genetics for significant and sustained contributions in the field of psychiatric genetics.

He is a member of the Children and Adults with Attention Deficit/Hyperactivity Disorder Hall of Fame.



Jacqueline Frair, an associate professor at ESF, was recently named the college's Exemplary Researcher for 2019-2020 for her work in wildlife research.

She is a leading quantitative biologist in her field, with her most cited work on developing novel approaches or extending analytical tools to study animal populations over multiple spatio-temporal scales.

Frair was recently elected to serve as president of the Northeast section of The Wildlife Society, and was inducted as a TWS Fellow in 2014. She won TWS's Northeastern Adviser of the Year award in 2011, and has received numerous ESF honors, including the Undergraduate Student Association's Outstanding Teaching and Academic Advisor awards.

She is an associate editor for the *Journal of Applied Ecology*, and an adviser to the Fish and Wildlife Management Advisory Board.



UUP seeks member input on SUNY plan to expand online ed

BY DARRYL McGRATH

UUP is asking chapter leaders to share a link on the UUP website so members can learn about SUNY's new initiative to expand its online education, and then comment on it or ask questions at <https://bit.ly/2Mysp1C>

"No one knows better about online education at SUNY than our academic and professional faculty," Kowal said. "Just as we obtained a solid contract with the state by first hearing what our members wanted and needed, we now plan to go into discussions with the state about online education backed by valuable input from the talented and dedicated members who actually deal with these courses."

In addition to gathering member input via the website link, UUP will convene an online education advisory committee



consisting of one professional and one academic from each chapter. The union aims to accurately represent concerns about the effects of online education on terms and conditions of employment, including workload, compensation, intellectual property protection, the need for resources and support systems and involvement of private companies.

Appendix A-13 of the 2016-2022 NYS/UUP contract calls for discussions between representatives of UUP, the Governor's Office of Employee Relations and SUNY to review issues of mutual concern about online education and its effect on employees in the bargaining unit.

The new SUNY online initiative was also a major topic at the union's 2019 Spring Delegate Assembly, where Jamie Dangler, statewide vice president for academics, led a discussion about the initiative at the meeting of academic delegates.

"Workload is going to be very crucial, not only for academics but also for professionals," Dangler said during that discussion as she outlined SUNY's plans. "This is very important for you to watch out for—please get involved."

The new initiative is aimed at "non-traditional" students such as those over age 35, or former SUNY students who want to complete their degrees. In the highly competitive online education market, SUNY is losing online students to both for-profit and nonprofit colleges, according to information provided at the recent delegates meeting.

UUP's Cortland history chronicled in 'Our Common

United University Professions has played an important role in SUNY Cortland's history.

Last August, UUP's impact on SUNY Cortland and the surrounding community was spotlighted in an exhibition, "We Are UUP: The University's Union."

Now, the union is prominently featured in a new compendium about SUNY Cortland, titled "[Our Common Ground: An Illustrated History of SUNY Cortland 1990-2017](#)."

The 191-page coffee table book, written by Cortland Chapter members Amy Henderson-Harr, Kevin Sheets and Randi Storch, celebrates UUP's presence on campus and the contributions its members have made over the years.

Inside are black-and-white and color photos of union rallies and actions on

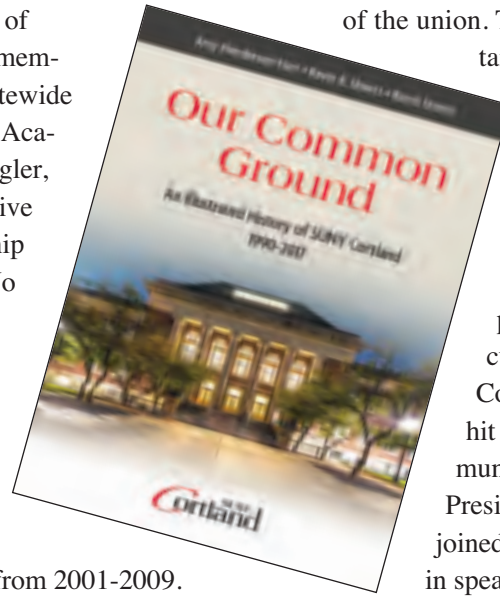
campus, and shots of Cortland Chapter members, including statewide Vice President for Academics Jamie Dangler, Committee on Active Retired Membership (COARM) Chair Jo Schaffer, Cortland Chapter President Jaclyn Pittsley, retiree Henry Steck and the late Larry Ashley, who served as chapter president from 2001-2009.

"The way the book is organized, you can't tell the college's story without talking about all the things that happened statewide, said Storch. "From that perspective, you can't miss the activity

of the union. That story is an important thread throughout the book."

UUP's advocacy is mentioned numerous times, appearing as early as page 17, in a discussion about a proposed \$1.9 million cut in state aid to SUNY Cortland that threatened to hit the college and the community hard. Then-campus President Judson Taylor joined UUP, NYSUT and AFT in speaking out against planned state funding cuts.

The union's efforts are again spotlighted in a series of color photos on pages 176 and 177. Among the many union members photographed is Cortland



UUP announces staff hires, promotions

UUP has hired a political director and added a professional organizer to its ranks.

And a new NYSUT labor relations specialist has been assigned to UUP to cover the Alfred, Brockport, Geneseo and Morrisville chapters.

Two John M. Reilly legislative interns have also joined UUP to assist with legislative and research efforts.

Dan Brown came on board in May as UUP political director. He is responsible for planning, implementing and evaluating UUP's political program, and recommending strategies to the union's statewide leadership.



BROWN

Brown has worked in state and local politics for nearly two decades. Most recently, he worked as a political and media consultant, and campaign manager for state and local candidates and issues. Throughout his professional career, Brown worked on several successful political campaigns for state Assemblyman Phil Steck, among others.

Prior to independent consulting, Brown served as vice president for facilities and infrastructure at SUNY Polytechnic Institute in Albany. He also held numerous positions in New York state government, including serving as director of intergovernmental and agency operations, director of agency operations, and special assistant for state operations, all with the Office of General Services.

Richard Burton was hired in May as a UUP professional organizer assigned to the Albany, New Paltz, Purchase and

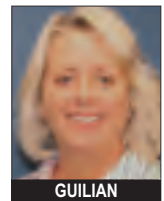
System Administration chapters.

Prior to coming to UUP, Burton was a union organizing representative with AFT Washington, and the political action coordinator with the Washington State Nurses Association from 2011-2015. He was an AFT state affiliate political organizer from 2007-2011, and a faculty member at Seattle Central Community College from 1992-2007.



BURTON

Jamie Guilian was hired as a labor relations specialist in May. She replaced Pat Domaratz, who was promoted in March to NYSUT regional staff director assigned to UUP.



GIULIAN

Since January 2011, Guilian had worked as an LRS in NYSUT's Rochester Regional Office. Before that, she worked for nearly 20 years as a physical education instructor at Dansville Middle School and at Mount Morris Junior-Senior High School. She is a former president, vice president and chief negotiator for the Dansville Teachers Association.

Alex Hemmerstein and **Kate Wood**—both students at the University at Albany's Rockefeller College of Public Affairs and Policy—were hired in May as Reilly interns for up to 20 hours a week through August. The internship honors the late John M. Reilly, UUP president from 1987-1993.

Hemmerstein is assisting UUP with researching and analyzing issues related to public higher education, public hospitals, SUNY and labor, to support and inform UUP's policy agenda. He is also responsible for data collection, synthesizing complex qualitative

Ground'

Chapter leader Jen Drake, rallying against state budget cuts and for a fair UUP contract.

“The final chapter, that was a real editor’s moment for us,” said Storch. “We couldn’t talk about friends of the college without talking about the unions.

“Through the many different administrations, UUP was a constant,” Storch continued. “The union usually worked with administration, although we were occasionally a thorn in their side, working for contingent faculty and better pay and benefits for all members.”

The book, printed by SUNY Cortland, was produced to celebrate SUNY Cortland’s 150th anniversary. Released late last year, it is available for purchase online from the college’s college store at <https://bit.ly/2MGFHJu>. The cost is \$18.52.



PHOTO COURTESY OF ANNE WIEGARD

Gracias A La Vida

Cortland Chapter delegate Anne Wiegard, right, met fabled folksinger Joan Baez after Baez’s May 5 show in Port Chester, N.Y. Wiegard gave Baez a framed letter from UUP President Fred Kowal that honored Baez’s musical accomplishments and activism: “For nearly 60 years, you’ve spoken truth to power—using your words and the powerful gift of your voice as shield and sword. ... We wish you health and much happiness as you step down from your prominent place on the world stage.”

and quantitative information, and tracking legislation.

Wood is researching and analyzing issues for potential legislation, tracking bills, arranging visits to lawmakers’ offices, and other duties associated with the union’s legislative efforts.

Prior to this internship, Hemmerstein was a graduate assistant in the university’s Office of Career Development, and from October 2017 to August 2018 was manager of Operations Project Management with Education Pioneers in Oakland, Calif., and Schodack Landing, Rensselaer County.

He earned his B.A. in political science and environmental studies from the University of Vermont in 2010.



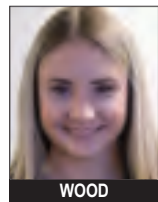
HEMMERSTEIN

Wood graduated in May from SUNY Oneonta with a bachelor’s in political science. She will serve this fall as vice president of the SUNY Student Assembly; she previously served as SUNYSA director of government relations.

Prior to UUP, Wood worked as associate coordinator for education and training with the International Alliance of Theatrical and Stage Employees in New York City, and as a session assistant with the New York State Senate in Albany.

In other staff news, **Danielle Judge** was promoted to lead organizer. She is assigned to the Brockport, Buffalo Center, Buffalo HSC, Buffalo State and Fredonia chapters.

— Karen L. Mattison



WOOD

Activism pays off for Rutgers PT lecturers

After more than a year of tenacious bargaining, part-time lecturers, including adjunct faculty, at Rutgers University in New Jersey have won a tentative five-year agreement.



Once approved by Rutgers AAUP-AFT members, the deal will include pay increases of more than 12 percent compounded over the life of the contract.

The agreement also includes multise­mester appointments, protection against discrimination, and a grievance procedure that defends and strengthens priority-of-appointment protections for part-time employees with 10 semesters of service.

D.C. charter school educators vote for union

Educators at Mundo Verde Bilingual Public Charter School—Washington, D.C.’s first “green” public charter school—voted [May 15 to unionize](#) by a 3-to-1 margin.

The vote ensures that teachers and staff will have a voice in shaping school policy, and it heralds a growing movement to unionize charter schools.

“Charters are meant to be incubators of innovation, enabling parents and educators to have more of a role in a student’s education,” said AFT President Randi Weingarten. “And that’s what Mundo Verde educators want—an active role in the decision-making process at this school.”



Financial Statement for 2018

Dear Colleagues,

This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2018. The accounting firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which was

reviewed by the Delegate Assembly. Should you have any questions concerning the audit, please contact me.

— UUP Secretary-Treasurer Jeri O'Bryan-Losee

INDEPENDENT AUDITORS' REPORT

EXECUTIVE BOARD

UNITED UNIVERSITY PROFESSIONS

Report on the Financial Statements

We have audited the accompanying financial statements of the UNITED UNIVERSITY PROFESSIONS (the Union) which comprise the statements of financial position as of August 31, 2018 and 2017, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United University Professions as of August 31, 2018 and 2017, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of expenses on pages 18 through 20 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Dermody, Burke & Brown

Syracuse, NY
November 30, 2018

DERMODY, BURKE & BROWN, CPAs, LLC

AUDITED FINANCIAL STATEMENTS

STATEMENTS OF FINANCIAL POSITION

August 31, 2018 and 2017

	ASSETS	
	2018	2017
Current Assets:		
Cash and Cash Equivalents	\$ 2,445,242	\$ 3,861,964
Investments	4,849,429	3,906,577
Accounts Receivable	1,142,919	592,473
Accrued Interest Receivable	6,541	6,504
Prepaid Expenses	14,229	42,154
Total Current Assets	8,458,360	8,409,672
Property and Equipment, Net of Accumulated Depreciation and Amortization	193,495	111,395
TOTAL ASSETS	\$ 8,651,855	\$ 8,521,067

LIABILITIES AND UNRESTRICTED NET ASSETS

LIABILITIES	2018	2017
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 252,240	\$ 156,729
Accrued Vacation	344,954	327,358
Officer and Chapter Leader Release Time Payable	641,801	336,480
Chapter Allocations Payable	20,443	24,853
Deferred Revenue	135,323	298,546
Total Current Liabilities	1,394,761	1,143,966
Total Liabilities	1,394,761	1,143,966
UNRESTRICTED NET ASSETS	7,257,094	7,377,101
TOTAL LIABILITIES AND UNRESTRICTED NET ASSETS	\$ 8,651,855	\$ 8,521,067

STATEMENTS OF ACTIVITIES

Years Ended August 31, 2018 and 2017

	2018	2017
UNRESTRICTED REVENUES		
Membership Dues / Agency Fees / Retiree Dues	\$ 24,403,674	\$ 24,454,984
Less: Dues Allocated To:		
NYSUT	11,943,548	11,820,576
AFT	6,200,549	6,100,633
Total Dues Allocated	18,144,097	17,921,209
Net Membership Dues and Agency Fees	6,259,577	6,533,775
NYSUT Support	2,291,371	2,067,389
Investment Income	50,214	27,908
Miscellaneous Income	29,000	64,783
Agency Fee Refunds	(54,035)	(11,285)
Total Unrestricted Revenues	8,576,127	8,682,570
UNRESTRICTED EXPENSES		
Administrative and Other	3,578,498	3,353,517
Membership Communications	303,566	277,642
Campus Chapters	2,676,545	2,364,916
Contract	8,614	5,669
Governance	477,754	573,732
Committees	211,938	198,774
Convention	89,444	59,721
Membership Benefits	36,988	1,000
Special Projects / Needs / Concerns	1,312,787	1,753,779
Total Unrestricted Expenses	8,696,134	8,588,750
CHANGE IN UNRESTRICTED NET ASSETS	(120,007)	93,820
UNRESTRICTED NET ASSETS		
Balance, Beginning of Year	7,377,101	7,283,281
Balance, End of Year	\$ 7,257,094	\$ 7,377,101

STATEMENTS OF CASH FLOWS

Years Ended August 31, 2018 and 2017

	2018	2017
CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Unrestricted Net Assets	\$ (120,007)	\$ 93,820
Adjustments to Reconcile Change in Unrestricted Net Assets to Net Cash Provided By (Used In) Operating Activities:		
Depreciation and Amortization	68,878	61,538
(Gain) Loss on Disposal of Equipment	(29,000)	3,493
Changes in Operating Assets and Liabilities:		
Accounts Receivable	(550,446)	174,615
Accrued Interest Receivable	(37)	(1,446)
Prepaid Expenses	27,925	(5,358)
Accounts Payable and Accrued Expenses	95,511	(17,070)
Accrued Vacation	17,596	21,946
Officer and Chapter Leader Release Time Payable	305,321	(351,202)
Chapter Allocations Payable	(4,410)	(3,884)
Deferred Revenue	(163,223)	92,540
Accrued Rent	0	(42,640)
Net Cash Provided By (Used In) Operating Activities	(351,892)	26,352
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Purchases	(1,561,409)	(42,806)
Unrealized (Gain) Loss on Investments	(1,342)	8,169
Investment Maturities and Sales	619,899	1,358,942
Acquisition of Property and Equipment	(121,978)	(10,520)
Net Cash Provided By (Used In) Investing Activities	(1,064,830)	1,313,785

	2018	2017
CASH FLOWS FROM FINANCING ACTIVITIES		
Payments Made on Capital Leases	0	(8,246)
Net Cash Used In Financing Activities	0	(8,246)
Change in Cash and Cash Equivalents	(1,416,722)	1,331,891
Cash and Cash Equivalents, Beginning of Year	3,861,964	2,530,073
Cash and Cash Equivalents, End of Year	\$ 2,445,242	\$ 3,861,964

NOTES TO FINANCIAL STATEMENTS

August 31, 2018 and 2017

NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Organization

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

Financial Statement Presentation

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

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

Campus Chapters

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

Income Taxes

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

Accounting principles generally accepted in the United States of America require Union management to evaluate tax positions taken by the Union and recognize a tax liability (or asset) if the Union has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Union, and has concluded that as of August 31, 2018, there are no uncertain positions taken or expected to be taken that would require the recognition of a liability (or asset) or disclosure in the financial statements.

Accounting Basis

The financial statements are prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America. Under this method, revenues are recognized as earned, and expenses are recognized as they are incurred.

Use of Estimates

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

Revenue

Membership dues and agency fees (agency fees through June 27, 2018) are the primary sources of revenue for the Union and are collected from members at the rate of 1% of annual salary (0.9% for members under the negotiated minimum annual salary). Dues and agency fees are collected through payroll deductions by the Office of the New York State Comptroller and remitted periodically to the Union and are recognized as revenue as the salary is earned by the members.

The Union has a collective bargaining agreement (CBA) with the State of New York. The most recent CBA was ratified by the membership on September 5, 2018 for the period July 2, 2016 through July 1, 2022. The terms of the expired CBA were in effect until the new agreement was ratified.

Affiliate Dues

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

Cash Equivalents

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

Investment Valuation and Income Recognition

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

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

Investments consist of money market accounts and certificates of deposit with original maturities greater than three months. Certificates of deposit included \$55,863 and \$52,625 in excess of federally insured limits at August 31, 2018 and 2017, respectively.

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

Property and Equipment

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

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

Officer and Chapter Leader Release Time Payable

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

Deferred Revenue

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

The Union received NYSUT funding for the Chapter Action Project (CAP), an initiative to assist in building a chapter-based structure to recruit and engage new union members and activists. Funding collected that has not been spent is recorded as deferred revenue.

Subsequent Events

Management has evaluated subsequent events through November 30, 2018, which is the date the financial statements were available to be issued.

NOTE 2 – CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following at August 31, 2018 and 2017:

	2018	2017
General Checking Account	\$ 483,669	\$ 2,079,504
Petty Cash	750	750
Agency Fee Refund Account	261	0
Chapter Cash Balances	567,414	540,738
Restricted Agency Shop Fee Reserve Accounts	198,818	198,758
Member and Retiree Accounts	290,453	300,267
Payroll Account	250,627	183,785
Chapter Action Project	165,664	109,600
NYSUT Additional Support Checking Account	481,729	441,075
UUP Employees' Flexible Spending Account	5,857	7,487
Total	\$ 2,445,242	\$ 3,861,964

Concentration of Credit Risk

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

Uninsured cash amounted to \$1,524,241 and \$2,896,990 at August 31, 2018 and 2017, respectively.

NOTE 3 – INVESTMENTS

Investments consist of the following at August 31, 2018 and 2017:

	2018		2017	
	Cost	Fair Value	Cost	Fair Value
Money Markets	\$ 0	\$ 0	\$ 619,899	\$ 619,899
Traditional Certificates of Deposit	305,863	305,863	302,625	302,625
Brokered Certificates of Deposit	4,465,171	4,543,566	2,988,000	2,984,053
Total	\$ 4,771,034	\$ 4,849,429	\$ 3,910,524	\$ 3,906,577

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

	2018	2017
Interest Income	\$ 48,872	\$ 36,077
Unrealized Gains (Losses)	1,342	(8,169)
Total	\$ 50,214	\$ 27,908

NOTE 4 – FAIR VALUE MEASUREMENTS

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

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

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2018 and 2017.

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

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

Brokered Certificates of Deposit – Valued at fair value based on interest rate fluctuations during the holding period. Brokered CD's held to maturity are redeemed at purchased face value. It is the Union's intent to hold these investments to maturity.

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

The following table sets forth by level, within the fair value hierarchy, the Union's assets at fair value as of August 31, 2018 and 2017:

Assets at Fair Value as of August 31, 2018					
	Level 1	Level 2	Level 3	Total	
Money Markets	\$ 0	\$ 0	\$ 0	\$ 0	
Traditional Certificates of Deposit	305,863	0	0	305,863	
Brokered Certificates of Deposit	4,543,566	0	0	4,543,566	
Total Assets at Fair Value	\$ 4,849,429	\$ 0	\$ 0	\$ 4,849,429	
Assets at Fair Value as of August 31, 2017					
	Level 1	Level 2	Level 3	Total	
Money Markets	\$ 619,899	\$ 0	\$ 0	\$ 619,899	
Traditional Certificates of Deposit	302,625	0	0	302,625	
Brokered Certificates of Deposit	2,984,053	0	0	2,984,053	
Total Assets at Fair Value	\$ 3,906,577	\$ 0	\$ 0	\$ 3,906,577	

NOTE 5 – ACCOUNTS RECEIVABLE

Accounts receivable consists of support payments received after the close of the fiscal year. The following amounts are due at August 31, 2018 and 2017:

	2018	2017
Due from NYSUT	\$ 553,691	\$ 57,942
Due from UUP Benefit Trust Fund	2,012	1,327
Due from Retirees	9,637	10,005
Due from NYS	572,423	518,327
Due from Other	5,156	4,872
Total	\$ 1,142,919	\$ 592,473

The Union's management considers these accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they will be charged to operations when that determination is made. No such charges were recorded for the years ended August 31, 2018 and 2017.

NOTE 6 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following at August 31, 2018 and 2017:

	2018	2017
Furniture and Equipment	\$ 413,204	\$ 375,639
Capitalized Office Equipment	69,190	69,190
Automobiles	179,410	203,688
	661,804	648,517
Less: Accumulated Depreciation and Amortization	468,309	537,122
Total	\$ 193,495	\$ 111,395

Depreciation and amortization expense for the years ended August 31, 2018 and 2017 was \$68,878 and \$61,538, respectively.

NOTE 7 – COMMITMENTS AND CONTINGENCIES

Operating Leases

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$284,643 and \$333,411 for the years ended August 31, 2018 and 2017, respectively. In addition, the Union had leased office equipment under capital leases that were set to expire in various years through 2019. These capital leases were paid off during the year ended August 31, 2017.

Minimum future rental payments under these operating leases as of August 31, 2018 are as follows:

2019	\$ 283,879
2020	49,232
2021	40,222
2022	27,069
2023	20,302
Total	\$ 420,704

Contingencies

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

NOTE 8 – BENEFIT PLANS

The Union maintains a non-contributory defined contribution benefit plan covering substantially all full-time and certain part-time employees. Contributions to the plan are based on 10% of participant's compensation and are fully vested when made. Pension expense for the years ended August 31, 2018 and 2017 was \$198,186 and \$174,995, respectively.

The Union also maintains a 401(k) plan. The 401(k) plan is funded through voluntary employee contributions, employer contributions for CWA staff, and discretionary employer contributions for non-CWA staff. The Union made contributions of \$26,005 and \$22,949 for 2018 and 2017, respectively.

NOTE 9 – RELATED ORGANIZATIONS

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

UUP Benefit Trust Fund – The Benefit Trust Fund (BTF) is a separate entity which was established to provide vision and dental benefits to Union members. The BTF is funded solely by New York State on behalf of Union members who are state employees. The BTF reimbursed the Union for certain expenses totaling \$1,786,859 and \$1,651,525 for the years ended August 31, 2018 and 2017, respectively. UUP is reimbursed by the BTF for the salaries and expenses of any UUP employees that provide services on behalf of the BTF.

UUP Member Services Trust Fund – The Member Services Trust Fund (MSTF) is a separate entity which was established to provide voluntary benefit programs to members of the Union, retirees, and their dependents. The MSTF is funded solely by voluntary premium contributions. The MSTF reimbursed the Union for certain expenses totaling \$144,839 and \$158,109 for the years ended August 31, 2018 and 2017, respectively. UUP is reimbursed by the MSTF for the salaries and expenses of any UUP employees that provide services on behalf of the MSTF.

NYSUT Support – The Union receives support from NYSUT to cover expenses incurred by the Union on their behalf. These expenses include, but are not limited to, secretarial support, office rent, office supplies, telephone, training, and public relations. These expenses are included in unrestricted expenses. Support provided to the Union to cover these expenses amounted to \$1,614,600 for both years ended August 31, 2018 and 2017. NYSUT support is included in unrestricted revenues.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. In 2018 and 2017, NYSUT provided funding for the Union's Chapter Action Project (CAP). Additional support amounted to \$676,771 and \$452,789 for 2018 and 2017, respectively.

The Union reimburses NYSUT for services provided to the Union by NYSUT. These services include computer support services, printing services, postage, and other miscellaneous services. The Union reimbursed NYSUT \$121,467 and \$146,731 during 2018 and 2017, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was approximately \$187,139 and \$252,085 for 2018 and 2017, respectively.

NOTE 10 – COLLECTIVE BARGAINING AGREEMENT

Most full and part-time, non-exempt employees of the Union's workforce work under a collective bargaining agreement with Communications Workers of America (CWA) as of August 31, 2018 and 2017. The current contract is effective through August 31, 2020.

NOTE 11 – NATURAL EXPENSE CLASSIFICATION

The natural expense classification for the Union for the years ended August 31, 2018 and 2017 is as follows:

	2018	2017
Salaries and Benefits:		
Officers	\$ 748,173	\$ 716,946
Administrative	2,207,582	2,076,783
Campus Chapters	878,534	821,207
Rent	224,865	289,037
Equipment Rent	59,778	44,374
Travel and Lodging	765,617	858,581
The VOICE	137,408	137,264
Public Education	6,719	20,235
Outreach Ad Campaign	117,675	536,458
Negotiations	382,008	329,891
Chapter Allocations	532,529	557,651
Chapter Support	40,074	91,411
Chapter Release Time	1,061,249	665,701
Statewide Release Time	132,030	68,028
Auto Expense	11,433	14,999
Professional Fees	58,925	59,691
Insurance and Bonding	60,686	43,988
Computer Services	91,422	93,340
Equipment and Maintenance	47,291	38,835
Telephone	51,527	49,275
Postage	63,514	57,911
Printing and Duplicating	25,900	8,982
Depreciation and Amortization	68,878	61,538
Supplies	75,047	69,888
Chapter Elections	10,732	89,022
Membership Benefits	250,753	228,289
Other	585,785	559,425
Total	\$ 8,696,134	\$ 8,588,750

SCHEDULES OF EXPENSES

Years Ended August 31, 2018 and 2017

	2018	2017
ADMINISTRATIVE AND OTHER		
Officers' Salaries and Benefits	\$ 748,173	\$ 716,946
Statewide Release Time	132,030	68,028
Administrative Salaries and Benefits	2,207,582	2,076,783
Office Supplies and Contributions	75,047	70,810
Auto Expenses	11,433	14,999

Professional Fees	41,000	45,000
Legal Fees	17,925	14,691
Insurance and Bonding	60,686	43,988
Travel Expenses, Staff	17,188	12,042
Travel Expenses, Officers	15,975	29,957
Computer Services	91,422	93,340
Equipment Maintenance	47,291	37,913
Rent and Depreciation	112,746	129,020
TOTAL ADMINISTRATIVE AND OTHER	\$ 3,578,498	\$ 3,353,517
MEMBERSHIP COMMUNICATIONS		
Telephone	\$ 51,564	\$ 49,275
Postage	79,128	71,439
Printing and Duplicating	25,900	8,982
Magazine (The Voice)	137,408	137,264
Rent and Depreciation	9,566	10,682
TOTAL MEMBERSHIP COMMUNICATIONS	\$ 303,566	\$ 277,642
CAMPUS CHAPTERS		
Chapter Salaries and Benefits	\$ 878,534	\$ 821,207
Chapter Allocations	532,529	557,651
Chapter Rents	20,892	20,430
Chapter Support	30,901	80,153
Chapter Release Time	1,061,249	665,701
Chapter Elections, Postage / Printing	10,732	89,022
Equipment Upgrades	53,337	40,018
Rent and Depreciation	88,371	90,734
TOTAL CAMPUS CHAPTERS	\$ 2,676,545	\$ 2,364,916
CONTRACT		
Arbitration	\$ 7,103	\$ 3,946
Grievance	1,240	1,505
Rent and Depreciation	271	218
TOTAL CONTRACT	\$ 8,614	\$ 5,669
GOVERNANCE		
Delegate Assembly	\$ 384,745	\$ 449,878
Executive Board	56,176	64,797
Chapter Presidents' Meetings	20,951	30,688
Training Workshops	0	2,296
Child Care / Elder Care Reimbursement	830	4,000
Rent and Depreciation	15,052	22,073
TOTAL GOVERNANCE	\$ 477,754	\$ 573,732
COMMITTEES		
Academic Medical Programs	\$ 10,166	\$ 7,870
Affirmative Action	12,277	10,242
Black and Latino Faculty and Staff Concerns	5,310	3,743

Compliance and Audit	8,373	10,444
Constitution and Governance	14,459	18,264
Contingent Employment	12,761	12,988
Disability Rights and Concerns	4,619	1,678
Finance and Legal Defense	19,600	11,442
Future of Public Higher Education	11,150	6,781
Grievance	2,369	7,649
Membership	13,660	10,717
Negotiations	23,265	19,999
Opportunity Programs	5,563	6,987
Solidarity	10,540	8,860
SOUL	8,473	3,165
Technology Campuses	8,507	4,705
Veterans Affairs	8,375	5,521
Women's Rights	11,215	5,827
Total AD HOC	14,925	35,177
Rent and Depreciation	6,331	6,715
TOTAL COMMITTEES	\$ 211,938	\$ 198,774
CONVENTION		
NYSUT Convention	\$ 15,544	\$ 35,087
AFT Convention / TEACH	45,279	0
AFL-CIO Convention	0	1,250
Conference Expense / Designee Travel	13,672	17,036
Vacation Reimbursement	12,131	4,050
Rent and Depreciation	2,818	2,298
TOTAL CONVENTION	\$ 89,444	\$ 59,721
MEMBERSHIP BENEFITS		
Membership Benefits	\$ 36,988	\$ 1,000
SPECIAL PROJECTS / NEEDS / CONCERNS		
Outreach Activities	\$ 132,418	\$ 144,591
Outreach	19,457	29,850
Public Awareness Program	6,719	20,235
Outreach Advertising Campaign	15,983	536,458
Negotiations	359,361	329,891
Legal Defense Fund	760	37,800
Solidarity Fund	10,528	9,455
NYS Lifeguard Corps. Expense	118,707	158,074
Retiree Activities	214,407	237,234
Coalition Building Fund	0	2,800
Miscellaneous	17,278	26,151
Chapter Action Project Expenses	277,826	152,835
Organizing - Members	101,647	0
Rent and Depreciation	37,696	68,405
TOTAL SPECIAL PROJECTS / NEEDS / CONCERNS	\$ 1,312,787	\$ 1,753,779



Expenditure report of UUP chapters for 2018

INDEPENDENT ACCOUNTANTS' COMPILATION REPORT

EXECUTIVE BOARD UNITED UNIVERSITY PROFESSIONS

Management is responsible for the accompanying campus expenditure report of chapters of UNITED UNIVERSITY PROFESSIONS (the Chapters) for the year ended August 31, 2018 in accordance with the cash basis of accounting. We have performed the compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the campus expenditure report of chapters nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly,

we do not express an opinion, a conclusion, nor provide any form of assurance on the campus expenditure report of chapters.

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

Syracuse, NY
November 30, 2018

Dermod, Burke & Brown

DERMODY, BURKE & BROWN, CPAs, LLC

COMPILED FINANCIAL STATEMENT

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2018

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2017	\$ 12,837	\$ 4,052	\$ 32,115	\$ 7,982	\$ 17,722	\$ 30,009	\$ 12,520	\$ 13,406	\$ 3,837	\$ 7,284	\$ 10,890
Cash Receipts:											
Chapter Allocations, Net	18,257	2,624	20,094	10,037	31,684	14,613	10,985	16,188	5,011	16,594	2,003
Interest	6	0	57	0	25	19	3	0	0	0	12
Reimbursements for Various Expenses	24	0	404	100	0	0	0	100	200	1,458	816
Other	0	100	0	0	318	0	0	0	0	0	0
Total Receipts	18,287	2,724	20,555	10,137	32,027	14,632	10,988	16,288	5,211	18,052	2,831
Cash Disbursements:											
Membership and Chapter Committee Meetings	14,009	3,993	6,767	6,634	8,656	4,020	2,317	8,894	3,667	13,160	3,251
Executive Board	2,481	121	2,375	1,134	68	6,557	2,533	1,457	275	1,261	1,360
Outreach Activities	0	0	100	0	0	1,785	530	0	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	261	0	553	425	18,131	797	443	971	435	421	339
Printing/Duplicating	329	0	304	245	0	0	0	0	532	1,468	32
Newsletter/Publications	0	1,608	4,315	0	0	78	0	0	0	0	0
Telephone/Internet/Website	788	225	513	166	5,495	496	0	0	52	400	0
Postage	0	37	141	162	87	149	133	0	214	89	49
Bank Charges	0	29	84	76	139	19	105	0	0	0	0

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Chapter Workshops	1,445	0	428	0	6,200	1,502	0	0	0	130	0
Furniture/Equipment	0	0	173	0	506	0	0	0	0	0	0
Other	1,623	0	1,748	1,513	1,383	381	3,999	299	31	496	0
Total Disbursements	20,936	6,013	17,501	10,355	40,665	15,784	10,060	11,621	5,206	17,425	5,031
(Deficiency) Excess of Receipts Over Disbursements	(2,649)	(3,289)	3,054	(218)	(8,638)	(1,152)	928	4,667	5	627	(2,200)
Cash Balance as of August 31, 2018	\$ 10,188	\$ 763	\$ 35,169	\$ 7,764	\$ 9,084	\$ 28,857	\$ 13,448	\$ 18,073	\$ 3,842	\$ 7,911	\$ 8,690

	Downstate Medical	Empire State	Enviro Science and Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2017	\$ 17,816	\$ 9,034	\$ 45,217	\$ 8,954	\$ 36,571	\$ 18,226	\$ 40,456	\$ 3,311	\$ 14,123	\$ 1,861	\$ 3,421
Cash Receipts:											
Chapter Allocations, Net	49,035	5,053	2,196	24,272	7,506	9,069	5,332	4,266	7,437	3,439	7,557
Interest	0	9	50	7	156	0	0	0	38	1	0
Reimbursements for Various Expenses	0	0	0	0	453	268	0	186	23	300	0
Other	0	0	0	5	0	0	0	0	0	0	0
Total Receipts	49,035	5,062	2,246	24,284	8,115	9,337	5,332	4,452	7,498	3,740	7,557
Cash Disbursements:											
Membership and Chapter Committee Meetings	15,156	2,645	5,655	9,311	3,156	10,596	278	4,035	9,905	3,583	3,688
Executive Board	3,351	3,589	202	3,672	3,369	197	0	573	2,166	1,413	1,583
Outreach Activities	845	0	0	0	0	0	0	0	417	198	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	3,354	1,009	16	2,202	68	70	0	177	572	201	288
Printing/Duplicating	0	0	0	1,544	559	292	0	0	404	0	0
Newsletter/Publications	0	0	0	0	0	0	0	0	0	0	1,449
Telephone/Internet/Website	3,021	0	738	1,934	629	302	674	44	1,288	0	556
Postage	19	0	7	581	312	10	8	108	69	34	158
Bank Charges	360	5	0	0	14	0	0	0	62	9	30
Chapter Workshops	2,336	0	1,237	0	209	71	0	0	903	0	0
Furniture/Equipment	0	0	0	0	0	0	0	0	0	0	0
Other	0	2,335	19	0	1,474	350	0	868	0	0	0
Total Disbursements	28,442	9,583	7,874	19,244	9,790	11,888	960	5,805	15,786	5,438	7,752
(Deficiency) Excess of Receipts Over Disbursements	20,593	(4,521)	(5,628)	5,040	(1,675)	(2,551)	4,372	(1,353)	(8,288)	(1,698)	(195)
Cash Balance as of August 31, 2018	\$ 38,409	\$ 4,513	\$ 39,589	\$ 13,994	\$ 34,896	\$ 15,675	\$ 44,828	\$ 1,958	\$ 5,835	\$ 163	\$ 3,226

	Optometry	Oswego	Plattsburgh	Potsdam	Poly Tech	Purchase	SUNY Stony Brook	HSC Stony Brook	System Admin.	Upstate Medical	Grand Total
Cash Balance as of September 1, 2017	\$ 8,245	\$ 26,311	\$ 16,576	\$ 9,604	\$ 23,685	\$ 10,767	\$ 9,019	\$ 47,257	\$ 6,645	\$ 30,985	\$ 540,738
Cash Receipts:											
Chapter Allocations, Net	1,872	12,208	5,636	7,818	4,254	16,370	35,132	74,907	4,360	45,370	481,179
Interest	0	40	0	0	0	0	4	40	6	129	602
Reimbursements for Various Expenses	680	555	350	2	0	0	1,000	0	970	11,877	19,766
Other	0	46	0	0	0	0	0	442	0	0	911
Total Receipts	2,552	12,849	5,986	7,820	4,254	16,370	36,136	75,389	5,336	57,376	502,458
Cash Disbursements:											
Membership and Chapter Committee Meetings	5,315	9,021	6,820	528	4,516	2,480	28,371	32,096	5,993	31,713	270,229
Executive Board	38	794	0	1,431	813	568	3,471	1,196	499	5,028	53,575
Outreach Activities	0	0	0	0	20	63	105	0	0	0	4,063
Grievances	0	0	0	57	0	0	0	0	0	0	57
Office Expense	0	483	1,145	671	0	585	1,873	1,891	0	1,923	39,304
Printing/Duplicating	0	9	10	0	0	0	0	6,665	0	170	12,563
Newsletter/Publications	0	0	0	0	0	0	1,701	0	0	7,470	16,621
Telephone/Internet/Website	0	781	0	0	0	818	1,216	1,612	226	3,229	25,203
Postage	28	82	0	20	0	95	160	98	0	141	2,991
Bank Charges	331	0	0	8	0	8	25	0	0	10	1,314
Chapter Workshops	0	527	752	0	493	1,423	6,007	667	0	47	24,377
Furniture/Equipment	0	0	0	0	0	0	0	400	0	0	1,079
Other	251	805	628	0	263	0	446	972	0	4,522	24,406
Total Disbursements	5,963	12,502	9,355	2,715	6,105	6,040	43,375	45,597	6,718	54,253	475,782
(Deficiency) Excess of Receipts Over Disbursements	(3,411)	347	(3,369)	5,105	(1,851)	10,330	(7,239)	29,792	(1,382)	3,123	26,676
Cash Balance as of August 31, 2018	\$ 4,834	\$ 26,658	\$ 13,207	\$ 14,709	\$ 21,834	\$ 21,097	\$ 1,780	\$ 77,049	\$ 5,263	\$ 34,108	\$ 567,414

Danielle Cole Maritime

Danielle Cole was passionate about mathematics even as a child. Her mother remembers Cole coming home from pre-school one day and demanding, "I want you to teach me everything about math."

That early love lasted; Cole eventually earned her Ph.D. in differential geometry at Dartmouth College, and completed a postdoctoral fellowship at Rice University. Now she is an associate professor of mathematics at Maritime College, where she has also exemplified some hard-earned lessons about tolerance, courage and honesty.

As one of the very few openly transgender SUNY employees, Cole is a quiet activist who felt that she needed to keep her gender identity a secret while working toward tenure. In the spring of 2015, she came out as transgender to her campus administration and colleagues. Her social transition soon followed.

Cole joined UUP in 2009. She is a delegate and a member of the statewide SOUL Committee, which advocates for LGBTQ members. Through SOUL, she wrote UUP's resolution approved at the 2019 NYSUT Representative Assembly that supports a gender-neutral designation of "X" on state-issued documents.



DARRYL MCGRATH

You've said you hope your decision to come out as transgender may make it easier for future colleagues or students who also identify as transgender. Talk about that time.

"I chose to wait, even though it was hard to wait, because I was not sure how it would be received. Most of the faculty were good; some were not. About two years in, it got bad enough that I had to go to the SUNY administration. That's when a full-time Title IX coordinator at Maritime was hired."

But your decision to come out as trans also led to your becoming more active with UUP. How did that happen?

"I was very excited to join a union. My mother was a CSEA member, so I come from a union family. I ended up getting involved with the union through NYSUT, not UUP, through the NYSUT LGBTQ standing committee. That was a very positive experience. Patty Bentley [a now-retired UUP activist, chapter officer and Plattsburgh delegate] got me involved in SOUL. I became a delegate, and then got involved in CAP. [UUP's Chapter Action Project.] Then [Vice President for Professionals] Tom Tucker asked me to get a group together to go to [state] Sen. Alessandra Biaggi's office for TAP, so I am politically active, as well."

"I really like being on SOUL. It's a very effective group; it's constantly moving forward."

Do you ever tire of being a role model or agent of change?

"Part of me embraces it. Transitioning, but also getting involved with the union, activated my inner activist. You go from hiding all the time, to suddenly being free to be yourself. It's incredibly stressful, to hear what people say about trans people, but I realize if I don't advocate, someone else is going to have to. I'm doing this for myself, but I'm also doing it for the next trans person who comes out at SUNY. We're all pioneers."

Mathematics majors can often write their own ticket for a career, but you chose to teach. What do you enjoy about working with college students?

"I especially enjoy teaching students who are struggling. What I like being is that person who says to them, 'You're going to be able to do this.'"

— DARRYL MCGRATH

Buying or selling a home? UUP offers benefits to do it all

Whether you're buying, selling or refinancing a home, condo or apartment, let the UUP Member Services Trust make it a one-stop shop.

The UUP Member Services Trust announces a new [Real Estate Advantage Program](#) for our members through Daniel Gale Sotheby's International Realty, which has a network of more than 950 sales associates across the United States. This benefit program could save you a substantial amount of money when you buy or sell a home, apartment or condo. The real estate benefit is only offered through UUP's exclusive members-only program and is not available to the general public.

UUP also offers mortgage, legal and insurance plans to make your move less stressful and more affordable.

The new real estate program offers rebates at closing. The rebate is available on the sale or purchase of your residence, or both. Check out the chart below.

Highlights of the benefit include:

- Free comparative marketing analysis of your property.
- A dedicated program coordinator to monitor your transaction throughout the process.
- Expert guidance on buying or selling a home.
- An agent specially selected to service



Doreen M. Bango, Director, Member Benefits & Services

your unique real estate needs.

This program is available to UUP members buying or selling a home anywhere in the U.S.; however, some states have restrictions on rebates.

RELATED BENEFITS

Don't forget to combine the Real Estate Advantage Program with UUP's other cost-savings programs, such as the Mid Island Mortgage plan or Mid Island's Physician's Mortgage program for certain health care professionals.

Also available: The Hyatt Legal Plan to help with contracts and closings, and Liberty Mutual's homeowner's insurance plan, which offers a 5 percent discount to UUP members.

Your only worry is packing for the move!

For more information, go to the UUP website at www.uupinfo.org or contact a UUP Benefit Trust Fund representative at (800) 342-4206.

It pays to be a member of UUP!

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

UUP Member Services 800/342-4206

UUP Retiree Services 800/342-4206 x638

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. Mental Health and Substance Abuse

Press 4. Prescription Program

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

HMOs Call your specific HMO

Retirement Systems (Pensions)

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

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

Optional Retirement Programs

Fidelity 800/343-0860

TIAA 800/842-2776

VALIC 800/448-2542

VOYA 800/584-6001

Tax Deferred Retirement Savings

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

NYSUT 800/342-9810

Member Benefits 800/626-8101

AFT PLUS 800/238-1133 x8643

Workers' Compensation/SS Disability

Fine, Olin & Anderman 866/362-4887

Flex Spending Accounts

Dependent Care Advantage Account

Health Care Spending Account

Adoption Advantage Account

NYS-Ride 800/358-7202

NYS Dept. of Civil Service 800/833-4344

New York State/UUP Joint

Labor/Management Office 518/486-4666

REBATE SCHEDULE

Closing Sale/Purchase Price	Rebate
\$800,000 - 899,999	\$3,200
\$100,000 - 199,999	\$375
\$200,000 - 299,999	\$800
\$300,000 - 499,999	\$1,600
\$500,000 - 599,999	\$2,000
\$600,000 - 699,999	\$2,500
\$700,000 - 799,999	\$2,800
\$800,000 - 899,999	\$3,200
\$900,000 - 999,999	\$3,600
\$1,000,000 - 1,499,999	\$4,000
\$1,500,000 - 1,999,999	\$6,000
\$2,000,000 - 2,499,999	\$8,000
\$2,500,000 - 2,999,999	\$9,800
\$3,000,000 - 3,499,999	\$11,500

Member opposes Assembly hunting-dog bill

To the Editor:

Reading the recent issue of *The Voice*, I was happy to find Assemblymember Deborah Glick addressing union members to press for opportunity funds. I strongly support the effort.

However, there is another issue crucial to many upstate rural friends and myself. Assemblymember Glick is supporting state Assembly Bill A722A, which objects to the right of hunting-dog owners to participate in training trials of pointers, retrievers and other hunting dogs. These contest trials prepare dogs for their naturally gifted fieldwork. Let me emphasize that the dogs do not kill animals or birds. For their own safety, the dogs are trained to ensure that they are not disturbed or frightened by gunshots.

Before I say any more, let me tell you that I own—and carefully keep “wild”—70 acres of field, woods, stream, gorges and pond in Tompkins County. We adjoin the Finger Lakes Land Trust and the protected Eldridge Wild Refuge, which is graced with identical terrain to my land. There are more than five separate families of deer and birds, including pheasants, hawks and eagles. For the last 50

years, I have paid off two mortgages, raised children and now have grandchildren and great grandchildren. I write to UUP because I am a longtime member and a retired distinguished teaching professor of history at Binghamton University.

I choose to abstain from meat eating of any sort.

Each year, one family with hunting dogs may kill a deer on my land. Why do I allow it? I respect their right to hunt because their skills respect the land and the many animals that live wild and free there. One family member is a U.S. Marine vet, who was wounded, decorated and now finishing an apprenticeship for licensed plumbing. He is a husband and father who built his home and kennel to train his dogs. His brother is a college graduate, a sergeant in our city police force and a husband and father who also built his home. He trained his pointer. Once when the dog was a puppy, I saw him snap to attention and hold the point. Then I laughed to see that he was pointing at a black crow in the tree. Yes, these hunting dogs are naturals.

One more example: This hunting-dog family includes a registered nurse at our local hospital for 30 years and her partner, a local farmer. They have six beautiful hunting dogs and recently built a kennel attached to the home they also built. The dogs have a heated home and individual blankets. They are active participants in the contests and trials of hunting dogs.

I think that Assemblymember Glick may not have the local experiences that led me to support the hunting dogs and their human partners, and to value the lawful contests that protect them and preserve a historical partnership of dogs and human. They deserve our respect and protection.

At 83 years of age, I recall my years of civil rights activism, environmental protection, anti-war activism. This one is close to home.

— Sarah Elbert
Binghamton University

(Editor's note: This letter was also sent to state Assemblymembers Deborah Glick and Barbara Lifton. Read more about the bill at <https://bit.ly/2Mh7e46>)

GIVE to the UUP College Scholarship Fund

I would like to make a tax-deductible donation.

Please use my gift for Undergraduate scholarships \$ _____
 Post baccalaureate scholarships \$ _____

Name: _____ Phone: _____

Home address: _____

Chapter: _____ Non-SUNY Email: _____

Signature: _____

Make check or money order payable to UUP College Scholarship Fund.
Send your donation to Accountant Cindie Bayly
c/o United University Professions, PO Box 15143, Albany, NY 12212



UUP created its College Scholarship Fund in 1985 to celebrate the union's commitment to academic excellence and the life of the mind by awarding up to four scholarships each year to qualified SUNY undergraduates. In 2010, the union awarded its first post baccalaureate scholarship.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		Total Gross		Fed Taxable Gross	
Advice # 123456789		Pay Start Date 11/10/2019		Current 3456.78		1234.56	
Advice Date 11/10/2018		Pay End Date 11/24/2019		YTD 45,678.90		34,567.89	
Department ID 1234				Net Pay 1,234.56			
				Pay Rate 56,789.10			
EARNINGS				TAX DATA			
	Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	
Regular Pay Salary Employee			3456.78			45,678.90	
Location Pay			56.78			678.90	
				Marital Status 4			
				Allowances 2			
				Add. Amt. 0			
				TAXES			
				Federal			
				State			
				NYC			
				Yonkers			
				Current			
				YTD			
				Fed Withholding 3,456.78			
				Medicare 5,678.90			
				Social Security 3,456.78			
				NY Withholding 5,678.90			
				4,567.89			
				DEDUCTIONS			
				Current			
				YTD			
Regular Before Tax Health				456.78			
Supplemental Ret. Annually Prog.				678.90			
TIAA Retirement Before Tax				56.78			
				1,234.56			
				34.56			
				456.78			

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.