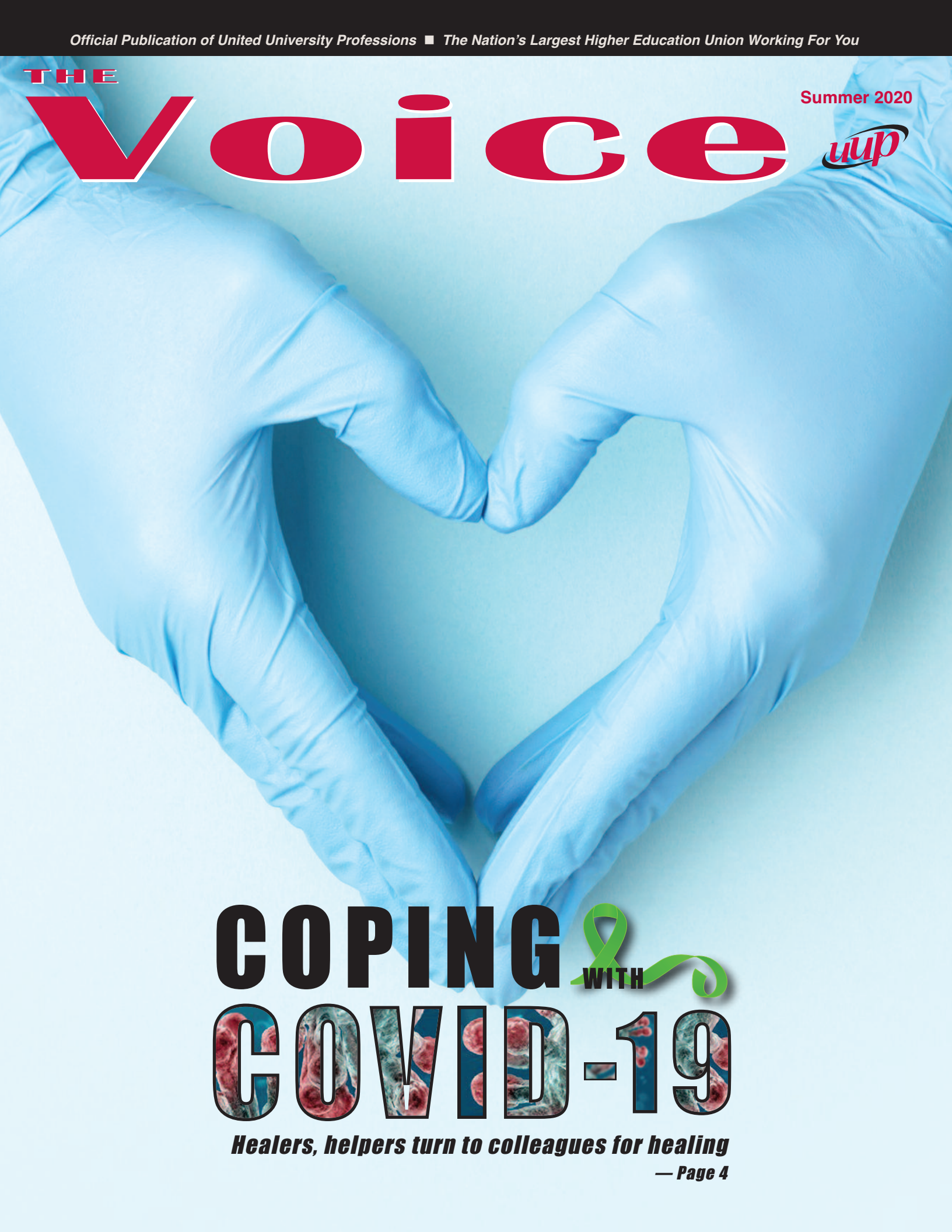


THE

# Voice

Summer 2020



## COPING WITH COVID-19

*Healers, helpers turn to colleagues for healing*

— Page 4



## THE Voice

Volume 47, Number 5

The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 37,000 academic and professional employees of the State University of New York.

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AFTCN

## TO THE EDITOR

### Member lauds coverage of UUPers' COVID-19 efforts

#### To the Editor:

I just got my special coronavirus edition of *The Voice* in the mail and read it cover to cover! It is excellent!

Thank you so much for telling the personal stories of our members who have gone above and beyond their job descriptions to fight this virus.

Great work as always :-)

— David Curry  
Plattsburgh Chapter

### Downstate chaplain grateful for article on ministry

#### To the Editor:

Words are not sufficient to express my gratitude for you and to you for this interview and gracious write-up ("Downstate chaplain a light to guide the way," *The Voice*, Special Issue: Coronavirus, page 10). There are so many here at SUNY in great appreciation to you for including the ministry and support services offered by chaplains.

Thank you with my whole heart. Our department thanks you.

— The Rev. Sharon Codner-Walker  
Downstate Chapter

### Let's recognize our CSEA colleagues

#### To the Editor:

While I applaud SUNY Brockport (my alma mater, 1990 MPA and former employer from 1990-2013) for the work in opening up Gordon Hall, let's give credit where credit is due. It was our brothers and sisters in CSEA and not UUP that did the bulk of the work. It was the plumbers, electricians, carpenters and cleaners represented by CSEA that are responsible for bringing the residence hall back online.

In these politicized times, we should acknowledge that this project was a partnership between managers (UUP) and facilities folks (CSEA). With the constant attack on unions, we should stand together and not take credit for work we (UUP) didn't do.

— Rob DiCarlo  
Geneseo Chapter

## Corrections

In its Special Issue: Coronavirus (June 2020), *The Voice* should have stated that Upstate Medical University Chapter member Sue Freeman, who was featured in a story on page 17, holds a certificate in health care interpreting in American Sign Language from the Rochester Institute of Technology. The story stated that Freeman is "certified" as a professional sign language interpreter, which incorrectly implied that she is certified under the Registry of Interpreters for the Deaf.

Also in that issue, *The Voice* inadvertently stated that Anne Fearman of Fredonia, chair of UUP's Contingent Employment Committee, and Plattsburgh Chapter Officer for Contingents Richard Aberle were panelists on a live-streamed webinar about contingents sponsored by the AFT. They were among those who called in or emailed questions for the panel. Watch the April 17 webinar at <https://bit.ly/2XSduP>

*The Voice* regrets the errors.



# We can be the agent of change

**A**s a nation, we are literally enveloped in chaos. Since March, nearly 150,000 Americans have died from COVID-19, a disease with no cure that continues to spike across the U.S. more than four months after it caused a near complete shutdown of the economy and sent unemployment rates skyrocketing. More than 33,000 New Yorkers have died, including some of our beloved members.

We are mired in an economic recession teetering on depression, caused in equal measure by a coronavirus and a weak, ineffective and inept response by the Trump administration. Our lives have been up-ended; we work from home, we wear face coverings in public—well, most of us do—and we keep our distance from each other as we anxiously await a vaccine.

Then on Memorial Day, a handcuffed Black man named George Floyd died after a Minneapolis police officer knelt on his neck for 8 minutes and 46 seconds. His death sparked weeks of massive protests against police brutality and racial injustice.

The suffocating death of Mr. Floyd has led to quick, profound change. Angry yet peaceful crowds have held massive rallies in the biggest cities and smallest towns in America. They've toppled statues of Confederate "leaders," cheered politicians' directives to paint "Black Lives Matter" in huge letters on the street leading to the White House and in front of Trump Tower, and caused the re-examination of the role police departments and shifting of police funding to youth and social services programs.

We are at a time of cataclysmic change in America, a time that demands action, leadership and direction to at last achieve—or, at the very least, take giant steps toward—social justice, climate justice, and a fair and just world for all.

I believe that world is possible, and that the work necessary for that transformation starts right here, right now, with us. All of us in UUP can be agents of social change. Collectively, we have the power to bend that arc of the moral universe that Dr. Martin Luther King Jr. cited in a 1968 speech.

UUP and SUNY can lead the way in pursuing and pushing for this positive social upheaval through legislation, SUNY policy, community advocacy and the breaking down of walls, some of them centuries old.

We must seize this moment to send a strong message that no longer will America turn a blind eye to racial inequality or shrug off the reality of climate injustice or discrimination against those who don't fall neatly into biased societal norms.

We must combat environmental injustice by expanding access to high-quality health care and building the infrastructure for a green economy that would create hundreds of thousands of new jobs and mitigate the climate crisis—which disproportionately affects communities of color and worsens the impacts of the coronavirus pandemic.

We must root out racism and tear down monuments—both figurative and literal—erected to perpetuate racism for generations.

## QUICK, POSITIVE CHANGE

I was gratified to see our Legislature—and states across America—enact police reform laws in June, weeks after Mr. Floyd's death. The blue wall of silence is starting to show cracks, and the message that Black lives matter has moved to the mainstream.

And I am proud that UUP members are part of the solution, attending Black Lives Matters rallies in their areas and getting involved virtually; our members participated in events like the virtual "Mass Poor People's Assembly & Moral March on Washington" June 20.

It's about action, not words. UUP is developing a plan for inclusivity training for members, their families and communities that host SUNY campuses. We believe in diversity—and that SUNY should be a leader in encouraging diversity in New York. Our wide-ranging NY25 plan—a proposal to create a sustainable future for SUNY and communities that host our campuses and to increase diversity and educational opportunities—calls for at least 25 percent of SUNY faculty and staff positions to be filled by people of color by 2025.



## FAIR FUNDING

Our union has been outspoken about the dire need of additional state—and federal—funding to keep our University and our public teaching hospitals operating after the devastating financial blow dealt by the coronavirus pandemic.

UUP has joined with coalition partners—including our national affiliate, the AFT, and our NYSUT colleagues—in support of passage of the HEROES Act, which would provide needed federal funds to reopen our campuses and keep our heroes on the frontlines of the pandemic as they work—safely—in SUNY's hospitals. We have also continued to call publicly for new taxes on ultra-millionaires and billionaires as new revenue streams for public higher education here in New York.

As our nation continues to struggle with the coronavirus, UUP has embraced and will continue to embrace publicly funded universal health care. We will work to make medical care more accessible through expanding state-funded clinics linked to SUNY's hospitals and will push for tuition cuts and the creation of a Medical Educational Opportunity Program to attract a larger, more diverse population of medical care professionals to SUNY medical schools.

In this time of tumult, change is upon us. Let us take hold of this opportunity and use this chance to make our union, our communities, our towns and cities, our country and our world a better place to live.

For all of us.

# Helping the healers

Members set up emotional support services for hospital workers

BY DARRYL McGRATH

A few weeks into the coronavirus pandemic at the three SUNY teaching hospitals, one thing became clear: The healers and the helpers would need healing.

In recognition of the many ways that the pandemic affected staff, all three hospitals—Downstate Health Sciences University Hospital in Brooklyn, Stony Brook University Hospital on Long Island, and Upstate Medical University Hospital in Syracuse—started programs and services to provide emotional support to employees whose lives had just been upended—certainly at work, and sometimes at home.

Employees struggled with seeing desperately ill, isolated patients, whose families could not visit them. They struggled with isolation from their own families, which they enforced out of fear of passing the coronavirus to loved ones. And they worried about their colleagues and friends on the job—a concern that proved valid when one New York City physician working with COVID-19 patients committed suicide, and another, at Downstate, died of the disease.

“I would say it is uncharted territory at a global level,” said UUP member Adam Gonzalez, a clinical psychologist at Stony



GONZALEZ

Brook who helped coordinate that hospital’s ongoing support services. Among his many affiliations: director of behavioral health; co-director of the Center for Disaster Health, Trauma & Resilience; and

associate professor of psychiatry and behavioral health. The effects of the pandemic were not limited to employees in clinical settings. Some staff who do not work in direct patient care described anxiety about see-



PHOTO COURTESY OF STONY BROOK UNIVERSITY

STONY BROOK UNIVERSITY HOSPITAL WORKERS STAND IN SOLIDARITY WITH—AND DELIVER GOODIES TO—COWORKERS WHO WILLINGLY PUT THEMSELVES AT RISK TO HELP THEIR COVID-19 PATIENTS. FROM FRONT TO BACK ARE MEGAN LOCHNER, MD; UUP MEMBER LAUREN BARTOLDUS, AN INSTRUCTIONAL SUPPORT SPECIALIST IN PSYCHIATRIC ACUTE CARE; AND VINCE PANGILINAN, RN.

ing colleagues they knew and cared about redeployed into high-risk assignments in COVID-19 units. And one staff member described anxiety about suddenly working from home—which, she added, was difficult to justify when colleagues were risking their lives treating patients during the pandemic.

## TRAUMA AND FLASHBACKS

The suicide in April of Dr. Lorna Breen, an emergency room medical director at New York-Presbyterian Allen Hospital in Manhattan, who had been treating COVID-19 patients, threw national attention on the toll that the pandemic was taking on first responders and medical staff. UUP members working in psychological services at all three SUNY hospitals could see the stress and exhaustion among their own colleagues.

“In most of our lifetimes, we have not seen this kind of global pandemic,” noted Gonzalez. “It is a traumatic event that has been ongoing.” And one that was made worse, he explained, by the number of

deaths and the frequency of last-resort treatments, such as ventilators.

Staff members reported that they had flashbacks of “thinking they were seeing patients on ventilators, when they were not,” Gonzalez said. Others reported increased use of alcohol, and anxiety.

The fear of carrying the coronavirus home to family members was real, and not even precautions such as showering and changing clothes before heading home, or staying at a hotel through successive shifts—a service which UUP provided to members—could allay that fear. Eventually, people had to go home, to spouses and partners and children who needed them, and that proved frightening.

“It is taking a huge emotional toll on people,” Stony Brook HSC Chapter President Carolyn Kube said in the spring, at the height of the pandemic on Long Island. “There are people who have actually brought it home to loved ones and the loved ones have died. People have seen a tremendous amount of death, but there’s been a tremendous amount of ca-



STONY BROOK UNIVERSITY HOSPITAL HEALTH CARE PROFESSIONALS SHOW SUPPORT FOR THEIR COLLEAGUES WORKING WITH COVID-19 PATIENTS. STANDING, FROM LEFT, ARE JANINE SULLIVAN, DONNA VETACK, EMMANUEL AMATEAGWU, LINDA MULHOLLAND AND RYAN MCKENNA. SEATED, FROM LEFT, ARE LAURIE PACALA, TRACY THOMAS AND UUP MEMBER JESSICA MARANGIO.

maraderie. But it's taken a toll."

Kube added that the hospital also demonstrated determination and success in its handling of the pandemic, and it had among the lowest mortality rates on Long Island. As of July 15, Stony Brook had treated 1,601 COVID-19 inpatients, and had 227 deaths, with a mortality rate of 14.2 percent. Hospital officials said they did not have the mortality rates for other Long Island hospitals and so did not know how Stony Brook compared to them.

Downstate was hit particularly hard by the pandemic; by early May, about 250 patients had died. Updated COVID-19 figures as of July could not readily be obtained for Downstate or Upstate Medical University before *The Voice* went to press.

## MOMENTS OF PEACE, AMID CRISIS

Stony Brook quickly established a range of services, which included a confidential helpline and daily mindfulness meditation sessions offered through the Microsoft Teams digital platform. The hospital let staff know that other services, including a spiritual helpline, were available, and put messages of gratitude and encouragement from the community on a digital platform for staff to read.

And, because most non-COVID-19 and outpatient medical services had been temporarily suspended at Stony Brook, or were being handled remotely, the hospital was able to convert a 10-bed pediatric psychiatric unit to a respite area for the medical staff. The respite area was set to be moved to a different place as Stony Brook resumed clinical services to non-COVID-19 patients, Gonzalez said, in recognition of ongoing need, and the possibility that a fall resurgence of the coronavirus could again throw the hospital into a crisis response.

In the respite area, physicians, nurses and other staff could sit down for a snack or beverage in what was set up as a small



PHOTO COURTESY OF STONY BROOK UNIVERSITY

café. They could also take a shower; lie down for a few minutes; do a relaxing activity such as coloring; or talk to one of the psychiatric nurses, psychologists, and social workers on hand in one of the rooms.

"I didn't get to use it often, but I know a lot of people did," said one UUP member who worked with COVID-19 patients and asked that her name not be published. "I think I stopped there twice. It was not that we needed counseling; it was just that we needed someone who was going through some of the same things. I just thought it was such a great place to have in the hospital at that time. This almost felt like group therapy at times.

"With COVID patients, they were doing fine for days and all of a sudden, the acute change in their respiratory ... it was like, what is this?" the staff member recalled. "It wasn't just the 89-year-olds that crashed. It was the 32-year-olds that crashed."

## HELP FOR THE LONG-TERM

Ayman Fanous, a Downstate Chapter member and Downstate's chair of psychiatry, said in a May 4 interview with WCBS radio in New York City that the unknowns of the coronavirus, coupled with the high death rate and the isolated deaths of many patients, deeply affected medical staff. Nurses held phones to patients' ears as loved ones talked to them in their final moments. Sometimes, the patients were already unconscious or unresponsive.

"That has proven to be extremely difficult for our nursing staff and physicians to deal with," said Fanous. "None of us

was trained to deal with this. Losing three, four, five, six patients a day, that kind of trauma is unprecedented."

Downstate enlisted its psychiatric staff to help its own medical staff, as well as those at other New York City hospitals, Fanous said.

"We're ready to work with them on a longer-term basis, with psychotherapy and maybe medication management, as needed. We're certainly getting ready to deal with prolonged PTSD."

Mafuzur Rahman, a Downstate doctor who has worked with COVID-19 patients, is one medical staff member who sought psychological help. In an April 28 interview, he told CBS News that the deaths of so many from the coronavirus had been "devastating." He said he was deeply affected by the death of a fellow Downstate doctor and mentor who died after contracting the coronavirus.

"It's just too many patients dying too quickly and we're not able to help them," he said. "It's difficult. One of my mentors, someone who I've known for over 20 years, has passed away."

Rahman was likely referring to James Mahoney, a beloved Brooklyn doctor—and mentor to many Downstate doctors and hospital staff—who died April 27. Mahoney, whose nickname was "Charlie,"

see COVID-19, page 17



FANOUS

# Safety first

## UUP's reopening guidelines more stringent than SUNY

BY MICHAEL LISI

New York state's guidelines for reopening colleges and universities are a crucial starting point, but more must be done to protect students, faculty and staff from COVID-19 on SUNY campuses.

UUP contends that campuses cannot reopen safely without meeting two fundamental conditions: Mandatory baseline testing of all students and employees returning to campus, followed by recurring surveillance testing.

UUP President Fred Kowal said these two demands are essential to SUNY reopening safely, as are others put forth by the union in a six-page document released June 2. The state's recommended "best practices"—including plans for COVID-19 testing and retesting of employees and students returning to campus this fall, and encouraging use of telecommuting to reduce density on campuses—echo many of the minimum standards in UUP's guidelines. However, the state's plan leaves to SUNY campuses the final decisions about the use of comprehensive testing and telecommuting. UUP listed these precautions as mandatory in its reopening guidelines.

"I am disappointed that the state's guidelines for reopening colleges and universities don't go farther in mandating comprehensive testing and other protective measures," Kowal said. "I also call on the state to ensure that SUNY maximizes use of the telecommuting program we negotiated with the Governor's Office of Employee Relations."

Kowal pointed to campuses across the country that have announced plans for comprehensive testing as students return to campus this fall, and periodic surveillance testing once classes start. The Massachusetts Institute of Technology and Syracuse University are two of the schools that have testing plans in place.

UUP wants the state and SUNY to fully adopt and embrace the recommended best

practices in the state's guidelines, and the requirements in UUP's safe reopening guidelines.

"SUNY needs to step up to the plate and demonstrate that everything that can be done is being done to ensure that our students, our members, our families, and the communities we live in are safe as campuses reopen," Kowal said. "We are prepared to be an active partner with SUNY during this public health crisis. We remain hopeful that SUNY shares our commitment."

### UUP'S MINIMUM STANDARDS

UUP's report, "Guidelines for Reopening: Assuring a Safe Working Environment During the COVID-19 Pandemic," outlines core issues that include:

- mandatory and recurring COVID-19 testing for all;
- enacting methods for contact tracing and isolation;
- stringent social distancing requirements; and
- a directive for students and employees to wear face coverings when in direct contact with others.

"Without conditions that minimize the spread of COVID-19, including steps to trace and isolate anyone contracting the virus, I do not believe our students and our members would be safe learning and teaching on our campuses," Kowal said. "Safety is paramount, and that level of safety would not be met without these measures in place."

### RESOURCES NEEDED

UUP believes additional state funding is needed to allow campuses to enact these precautions and to provide safe learning conditions for students and staff.

"Education on our campuses can only



continue if the state provides the necessary aid for campuses to test, trace and disinfect; and provide masks and other personal protective equipment to students and our members," he said. "Only with the state's help can we protect our members, our families, our students and our communities."

UUP's continued advocacy for more fed-

eral aid to New York state is a crucial component of the union's request for more state aid.

### TEST, TRACE, ISOLATE

The union has made it clear that UUP and SUNY must work together on a plan to ensure a safe return to campus come fall. As *The Voice* went to press, most campus plans simply called for symptom monitoring and testing of symptomatic individuals and their contacts. UUP has made it clear that this is not enough. Waiting for symptoms to appear before testing is provided will miss asymptomatic and pre-symptomatic cases that could result in campus-closing outbreaks. All students and employees should receive diagnostic tests before returning to campus. Plans for surveillance testing through the semester must be developed.

Employees testing positive for COVID-19 would leave work or stay home until they test negative for the virus. Infected students would be quarantined in housing away from residence halls and students.

"The key to reducing the possibility of recurring outbreaks is widespread testing, tracing those in contact with someone with the virus, and isolating anyone who comes down with it," Kowal said.

### A SAFE DISTANCE

To support its social distancing mandate, UUP believes a negotiated telecom-

## campus plans

muting agreement allowing staff to work remotely should extend through Dec. 31. The agreement, which UUP said would reduce employee density, expires Oct. 2.

Employees who opt to work remotely should be allowed to; and workers who are high risk, who live with high-risk family members, or who face COVID-19-related child care issues must be allowed to telecommute or be given alternate assignments.

Common areas in buildings and residence halls should be closed; dormitories should be off-limits to all but students and staff living and working there; libraries should not be open to the general public; and limits must be placed on the number of people at one time in libraries, cafeterias, gyms and other common areas.

### PERSONAL PROTECTION

Under UUP's reopening guidelines, the campus would provide students and staff with cloth or surgical face masks, which would be worn in classes and common campus areas. Gloves should be provided to employees working with "high-touch surfaces," and hand sanitizer and sanitizing wipes should be readily accessible.

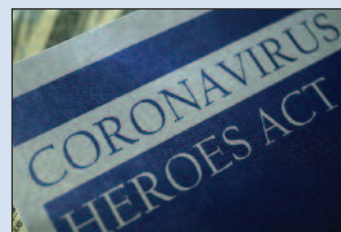
A cleaning schedule to disinfect and sanitize high-traffic areas like restrooms, door handles, stair rails, elevator buttons and vending machines must be in place, as well as criteria to close and disinfect areas where people with COVID-19 have been.

see SAFETY FIRST, page 27

## Take action for HEROES Act, taxes on the ultra-rich

UUP was the first union in New York to launch a coordinated effort for the passage of the CARES Act, and now is leading with its affiliate on an important federal aid package that would go far in helping the state and SUNY rebound from the financial devastation caused by the coronavirus pandemic.

A UUP letter-writing campaign has generated hundreds of letters from UUPers to congressional members, urging the Senate to approve the HEROES Act—approved in May by the House of Representatives—or a Senate equivalent. Now, UUP is working with its national affiliate, the AFT, on the "Don't Forfeit Our Future" campaign to urge the Senate to pass the HEROES Act.



"Our union is also at the forefront of pushing for approval of taxes on multimillionaires and billionaires who live in the state," said UUP President Fred Kowal. "Passage of taxes on billionaires and millionaires would generate billions in additional state funding that could be used to help alleviate a state deficit that could be as high as \$20 billion."

"America cannot return to work, back to school and back to our lives without crucial federal and state investments," he added. "It's up to all of us to speak out and tell the Senate to approve the HEROES Act and the state to pass taxes on the ultra-rich."

UUP members can help by:

- Telling their senators to support the HEROES Act via AFT's Action Link at <https://bit.ly/314b1FX>;
- Writing a letter urging senators to fund state and local governments at <https://bit.ly/2PcirBK>;
- Sharing this AFT flier on the HEROES Act at <https://bit.ly/2P6MmuW>;
- Sharing fact sheets, social media graphics and other materials from AFT's All In website at <http://allin.rtp.aft.org/heroesact>; and
- Writing state legislators to tell them to push for taxes on the ultra-rich at <https://bit.ly/2XaVxPB>.

## Members urged to weigh in on UUP's employee-group webinars

UUP's statewide webinars—to discuss campus reopening issues and other member concerns—have been so successful that more will be offered.

The first series of webinars gave four employee groups a chance to question statewide officers, to learn from each other about common challenges, and to consider ways to work together to address issues related to the pandemic.

More than 100 participants—representing Residence Life,

Student Health Services and Counseling Services, Academic Department Chairs, and Academic Librarians and Library Professionals—attended each webinar, held in June and July. Each participant received follow-up notes on the discussions, and they continue to be connected to their colleagues and chapter leaders to keep up the dialogue.

Members are urged to submit ideas for future webinars at <https://uupinfo.org/resources/covid19/index.php#Portal>



# Union looks toward search for new SUNY chancellor

BY MICHAEL LISI

**T**he abrupt resignation of SUNY Chancellor Kristina Johnson in June provides a unique opportunity for SUNY to conduct a search that will attract high-quality candidates to its top leadership post.

Johnson's June 3 resignation to become president of The Ohio State University came as SUNY continues to grapple with how to safely reopen campuses in the fall after being forced to shut down for months due to the coronavirus pandemic, and the resultant financial situation "that has gone from precarious to critical," Kowal said. (See UUP's plan for reopening, page 6.)

## REFORMS NEEDED

UUP has called for the state and SUNY to be the "engines of transformation" as the state and nation face multifaceted crises: a pandemic, economic recession and social upheaval caused by institutionalized violence against people of color. (See related story, page 10.)

UUP asserts that the time has come to begin to confront systematic racism through changes to the health care system, addressing the climate crisis, and expanding diversity and

educational opportunities. UUP has been fighting for these changes and introduced a set of policy recommendations in its NY25 policy proposal, released earlier this year. Check it out at <https://uupinfo.org/NY25/>.

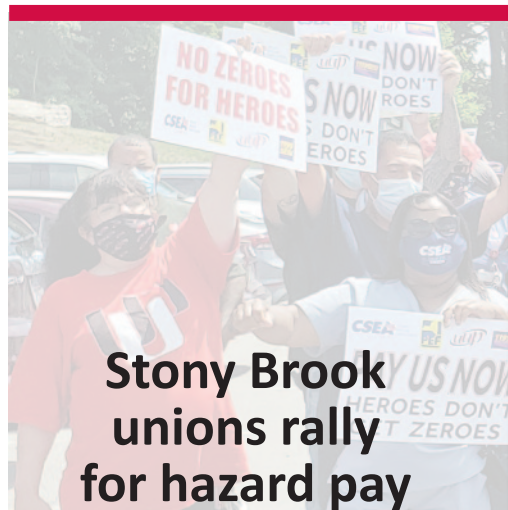
Kowal also said UUP and SUNY need to lead the way in instituting and pursuing change through legislation, SUNY policy and education.

The union is taking the first step by committing a substantial amount of union resources for inclusivity training for its members, their families and the communities that host SUNY campuses.

By 2025, the union wants 25 percent of SUNY's faculty, staff and administration positions to be filled by persons of color, and for the University's criminal justice programs to be based on true social needs in communities of color.

"As a state and nation, our focus needs to be on justice and equality during these incredibly difficult times," Kowal added. "As institutions across the country are failing us, it is time to lead the change, reform the institutions, or eliminate those that refuse to be part of progress."

Kowal said UUP looks forward to "a robust search process that will attract top-notch candidates for this important leadership position in SUNY."



## Stony Brook unions rally for hazard pay

UUP Stony Brook HSC Chapter members who work at Stony Brook University Hospital marched July 22 with hundreds of union colleagues from CSEA, 1199SEIU and PEF in a lunchtime event—dubbed "Heroes Don't Get Zeros"—to demand hazard pay for workers on the front lines of the coronavirus pandemic. Shown leading the way is Stony Brook HSC Chapter President Carolyn Kube, holding banner, center.

Speakers at a rally following the march amplified the fact that essential workers at the state-operated hospital have not received any extra pay for caring for COVID-19 patients. The



TED VAZQUEZ PHOTOS

unions want the hospital's administration to urge the SUNY Board of Trustees to give \$2,500 bonuses for essential hospital workers—the incentive given to essential employees at hospitals in New York City and those run by Northwell Health.

The workers got support from state Sen. Monica Martinez and Assemblymember Steve Engelbright, who said the employees should receive hazard pay for their heroic efforts.

Read more at <https://bit.ly/2EeiCKz>.



# IP rights, remote ed: a bad mix worsened by shutdown

BY DARRYL McGRATH

**T**he sudden conversion of SUNY to a remote education system during the coronavirus pandemic has thrown into high relief many major concerns about intellectual property rights for faculty.

UUP has always made the protection of intellectual property rights a priority for members. But now, the union is doubling down on the effort to give members additional training through their chapters about the do's and don'ts of protecting course materials, in what is still uncharted territory for many academics.

UUP has very clear advice for members who have been asked by administrators to sign anything dealing with their course materials: Even if members think they understand what they're being asked to sign, it's good to first check with their chapter labor relations specialist.

## PRESSURE TO SIGN AWAY RIGHTS

The pandemic "has really accelerated many things we need to address with regard to intellectual property," said Jamie Dangler, UUP statewide vice president for academics.

The need to remind members of their rights became especially urgent after UUP received reports from chapters that some campus administrators were pressuring faculty to sign away their rights to course materials they developed, as the summer session approached, Dangler said. The



consequences of surrendering rights to materials can be especially severe if contingent faculty members want to use the same materials at two different colleges, and are suddenly told they can't, because they no longer own them.

"We can't emphasize it enough: You can't lose the rights to materials you create for your courses unless you sign those rights away," Dangler explained. "You really need to know, your colleagues need to know, what they're signing."

UUP Vice President for Professionals Tom Tucker said professionals face their own set of special problems in the context of the COVID-19 changes, including the possibility that additional tasks around the support of remote education are added to their performance program, and become permanent new responsibilities.

"You need to make sure you talk to your labor relations specialist before you take on these extra services or duties," he said.

## RIPE FOR ABUSE

Actions by campus administrations aren't the only intellectual property issue

that faculty face. Two years ago, UUP discovered a widespread practice by students who have been selling course materials to companies such as Course Hero, Study Blue and others. Companies buying pirated syllabi, exams and other course materials then turn around and sell them to other students, in what has become a booming industry of pirated academic materials—as well as a serious violation of intellectual property rights.

And it is a problem that's proving extremely difficult to stop, Dangler said. NYSUT attorneys filed cease-and-desist actions against seven companies on behalf of UUP, but compliance has been difficult to verify. UUP is working with the University Faculty Senate on further actions against this practice.

## ONE SIZE DOESN'T FIT ALL

UUP's concerns about intellectual property rights and remote education long predated this spring's campus shutdown. SUNY in 2013 introduced Open SUNY, an initiative to expand online courses, and more recently developed SUNY Online, in which entire academic programs are taught online.

In the fall of 2019, UUP formed an Online Education Advisory Committee comprised of one academic and one professional from every UUP chapter. That group is charged with collecting information across campuses, and developing questions and proposals for the union's labor-management discussions with SUNY.

## Copyright/IP and Piracy help available

UUP has created three documents that address concerns about copyright protections, intellectual property rights, and pirating of course materials:

- Message from UUP President Fred Kowal, "Copyright and Intellectual Property: Your Rights as a SUNY Employee," September 2019;
- Urgent: "Protect Your Course Materials," February 2019, that outlines how to protect against private companies selling faculty course materials without permission; and
- Special Bulletin: "Know What You Are Signing," April 2020.

The documents can be found under Intellectual Property at <https://uupinfo.org/resources/>.



# UUP has plan to address cultural, societal reforms

BY DARRYL McGRATH

A global movement that is generations overdue and can no longer be ignored has inspired UUP to issue a call for change that starts with the reform of American policing, but expands into issues of equality the union has long said are needed at SUNY.

The union on June 1 released a six-point plan for societal change that starts with support for the reform of U.S. law enforcement, but which also outlines proposals for SUNY that UUP has long wanted to see turned into new laws and properly funded programs.

Those ideas never reached the governor's desk and sometimes did not even get past committee in the New York State Legislature, but this time could very well be different, UUP President Fred Kowal said.

"For years, this union has recognized the need for change in our public higher education system as part of a broader need for greater social justice throughout U.S. society," Kowal said, as he issued the new UUP agenda. "And we have tried for years to implement some of that change in the SUNY system. We have never given up on this goal, and now, at last, we feel that the mood of the country matches the mood of this union. This is the time for us to press for reforms we have had on our political agenda for a long time, with real hope of change, at last."

## OUT OF ANGUISH, A PUSH FOR CHANGE

"We deeply regret that it took the wanton killings of so many innocent people throughout so much of this country's history to reach this point," Kowal added. "The upsurge of peaceful demonstrations across the country in response to the murder of George Floyd should give us all hope that we are at a historic moment of change in this nation."

The plan draws on several proposals UUP has had in its legislative agenda for years to create greater diversity in SUNY. They include more diverse student admissions at all levels, but especially to professional schools and graduate programs, including the four SUNY medical schools; greater diversity in the faculty, staff and administration; and the transformation of the SUNY system into a tool to address climate degradation and health issues for low-income New Yorkers and people of color.

## IF NOT NOW, WHEN?

The UUP Executive Board is not daunted or deterred by the fact that the country is in a recession, the state has at least a \$13 billion budget gap, the world is still in the grips of the coronavirus pandemic and SUNY campuses have released reopening plans that UUP considers inadequate for the challenge of reopening in the fall, Kowal said. UUP is pressing hard for federal and state aid to

SUNY, and he believes there is political will for innovative changes, as well as ways to fund such efforts.

"The history of the labor movement in this country is a history of challenging the status quo, even in difficult times," Kowal said. "Our members are ready for this."

## A COMPREHENSIVE PLAN FOR REFORM

The union's plan includes:

- Support for police reform measures in the state Legislature.
- Health care reform, including support for universal health care; greatly expanded access to medical care through state-funded clinics and other resources; a repurposed Downstate that will emphasize maternal and child health, once the hospital's special mission as a

COVID-19-only care center ends; a Medical Educational Opportunity Program; and deep cuts in medical education costs to ensure a larger population of medical care providers.

- Requirement that 25 percent of the faculty, staff and administration be from Black, Latinx and Native American communities by 2025; and that criminal justice programs be based on true social needs of communities of color.

- A cap on tuition and fees through 2025; the doubling of funding and student enrollment in opportunity programs; a tax on campus foundations to support college affordability; and the closure of the TAP Gap.

- The implementation of UUP's NY25 plan for using SUNY as a catalyst for the redress of climate change. This proposal would employ hundreds of thousands of people, and would expand programs in green technology, create micro grids on SUNY campuses, and accelerate the achievement of a carbon neutral status for SUNY. The link between COVID-19 and communities with poor air quality and high levels of pollution has been established; addressing this is an urgent situation.

- A commitment of union resources to inclusivity training for UUP members, their families and communities.

Read UUP's full statement at <https://bit.ly/3dOuMXu>.

## FIGHTING FOR JUSTICE

The union encourages every member to be part of the solution, and to stand in solidarity with students, patients and members affected by these injustices and with peaceful protesters across the country, demanding justice and demanding change.

UUP compiled a list of opportunities to unite behind the union's long-held principles of equality and justice for all. The "Fighting Racial Injustice" webpage includes upcoming events across the state, as well as ideas for solidarity actions on campus. There are also links to sign Color of Change and Minneapolis Federation of Teachers petitions and to volunteer or donate.

Read the full list at <https://uupinfo.org/resources/fightracism/>.

**"This is the time for us to press for reforms we have had on our political agenda for a long time ..."**

— UUP President Fred Kowal



# Trump rescinds ICE rules targeting international students

BY MICHAEL LISI

**I**n a late morning telephone press conference July 14, UUP President Fred Kowal blasted new Trump administration rules that would deport international students taking only remote classes in the fall, and strongly supported state Attorney General Letitia James' lawsuit challenging the changes.

By late afternoon, Kowal and UUP's statewide officers were celebrating; the rules, put in place July 6 by U.S. Immigration and Customs Enforcement, had been rescinded.

"This is a great win," said Kowal. "The Trump administration has backed off its xenophobic, politically motivated policy to strip the visas of international students taking courses remotely during the coronavirus pandemic without regard for the health and safety of students, faculty, staff and SUNY communities."

The move, a rare reversal on immigration by the Trump administration, resolved a July 8 suit by Harvard and the Massachusetts Institute of Technology. Instead, a March exemption from ICE's Student and Exchange Visitor Program allowing international students with F-1 and M-1 visas to stay in the U.S. while taking most or all classes online will remain in place.

## FIGHTING FOR RIGHT

UUP was outspoken about its opposition to the new ICE rules—which were imposed without public notice and public comment. The union released a July 8 media statement that echoed the union's support of SUNY's nearly 22,000 international students.

On July 9, statewide Vice President for Academics Jamie Dangler appeared on Albany TV news station WTEN to speak out against the ICE rules. The next day, Kowal sent a letter to SUNY General Counsel-in-Charge Sandra Casey expressing UUP's "profound dismay" over the ICE rule changes and urging SUNY to legally challenge the changes.

At the AG's press conference, Kowal reiterated UUP's concerns about the ICE rules and said they would place the



future of international students at SUNY in jeopardy and put them, as well as faculty, staff and SUNY communities, in danger of being exposed to the coronavirus. That exposure could lead to community spread and the possibility of more COVID-19 cases.

"If allowed, the new ICE rules would drive New York colleges and universities to reopen and expand in-person educational opportunities in perilous ways," Kowal said. "International students provide crucial cultural, academic and financial resources to SUNY campuses across the state. They should be supported during this crisis, not demonized."

## NEW YORK LAWSUIT

James filed New York's lawsuit and a motion for a preliminary injunction and a temporary restraining order July 13 in U.S. District Court for the Southern District of New York.

"To be clear, international students should never be used as political fodder for colleges to reopen their doors," James said. "President Trump's reversal of ICE policy not only threatens the educational paths of these students, it threatens our economy and our health. Schools should never have to choose between enrolling students in classes and maintaining public health."

A former UUP member who taught at

Empire State College in New York City, James said she filed New York's lawsuit separate from other suits challenging the ICE policy because New York City and New York state have huge numbers of international students.

New York City has the most international students in the U.S.; more than 100,000 international students live in the city. The state has the second-highest number of international students in the country, James said.

Besides the Harvard/MIT lawsuit, attorneys general from 17 states—including Massachusetts, New Jersey and Connecticut—sued to block the Trump administration's visa rule for international students.

Kowal said the ICE rule changes would have had a detrimental impact on SUNY research, potentially causing a "brain drain" because so many international students are involved in research at SUNY. Tod Laursen, SUNY provost and senior vice chancellor, said that more than 3,000 international students are involved in research at SUNY.

"SUNY's research would be set back significantly by these new rules," said Kowal before the rule change had been revoked. "UUP and our members are strongly opposed to the changes and we will fight along without our international students and communities to defeat it."

# Union pushes for state tax hikes, federal aid

BY MICHAEL LISI AND DARRYL MCGRATH

**I**t's time for ultra-millionaires and billionaires in New York to pay their fair share.

That's the message UUP President Fred Kowal and leaders from 10 other unions—representing more than 1.5 million members—sent to Albany during a virtual press conference May 27 to urge passage of new taxes on the ultra-rich.

In his address, Kowal reiterated the need for new revenue streams while pushing back against legislators' threats of 20 percent cuts in spending on health care, education and other services—due in large part to the impact of coronavirus on the state budget and New York's economy.

Fairly taxing ultra-millionaires and billionaires and taking other actions such as imposing a pied-a-terre tax on their part-time luxury homes, could raise upward of \$23 billion annually without causing a detrimental impact to the state's economy.

"State budget cuts are the wrong response," he said. "History will judge us aggressively and harshly if we do not act" to pass tax hikes on the ultra-wealthy."

## REVENUE RAISERS

UUP strongly supports the passage of a pied-a-terre tax on the ultra-rich, as well as legislation action to reduce or eliminate the stock transfer tax.

Enacted in 1905, this tax still exists in state law at one-quarter of 1 percent on transfers on stocks and bonds in the financial markets. In the 1980s, the state began rebating the collected revenue to stockbrokers.

Reducing or eliminating the rebate would raise up to \$14 billion in new state revenue annually, Kowal said.

And UUP isn't alone in its push to tax the rich.

A February poll of New Yorkers by the Washington, D.C.-based Hart Research Associates found that 92 percent of



## Take Action!

Go to <http://uupinfo.org/legislation/revenue.php> and contact legislative leaders

respondents favored a tax increase for billionaires and ultra-millionaires, and a pied-a-terre tax on second homes and apartments in New York City with an assessed value of more than \$5 million.

The survey, released by unions across New York—including UUP—echoes a January Data for Progress survey that said New Yorkers backed a "wide range of tax increases," including an ultra-millionaires' tax, a wealth tax and a pied-a-terre tax.

Independent budget groups such as the Fiscal Policy Institute have highlighted a stock transfer tax as a viable option to capture revenue without affecting New York's economy.

Even some of the richest Americans, including Warren Buffett, George Soros, Eli Broad and Abigail Disney, have publicly stated that "one-tenth of the richest 1 percent" should pay more in taxes.

## NOTABLE PRECEDENTS

New York state has a history of raising taxes on the wealthy during economic downturns.

During the Great Depression, Gov.

Herbert Lehman raised taxes on the wealthy by 2 percent. Gov. Nelson Rockefeller raised taxes by 3 percent during the "Eisenhower Recession" of 1958-1959, and by 4.9 percent during the 1961 recession.

In more recent years, legislators levied a 1.1 percent tax on the wealthy during the post-9/11 recession, overriding vetoes by Gov. George Pataki. In 2009, Gov. David Paterson instituted the state's first Millionaire's Tax, raising taxes on the rich by 1.1 percent.

"Most experts agree that investing in higher education creates jobs today and future leaders," Kowal said. "UUP strongly believes that a portion of these new tax revenues should be used to support SUNY colleges, universities, public hospitals and academic medical centers."

The union's efforts dovetail with its ongoing e-letter campaign asking federal lawmakers to pass a mitigation package to help states rebound from the coronavirus pandemic.

Members are encouraged to send a letter at <https://bit.ly/2SqHumG>.

As Kowal pointed out during the news conference, UUP is taking a two-pronged approach to revenue relief, by continuing to press Congress for passage of a new COVID-19 relief bill, known as the "HEROES Act," which cleared the House but is stalled in the Senate.

## AFT WEIGHS IN

UUP's national affiliate, the American Federation of Teachers, shined a spotlight May 26 on UUP's advocacy efforts and the union's work on behalf of its members during the coronavirus pandemic at a Telephone Town Hall that drew nearly 30,000 participants, including House Speaker Nancy Pelosi and New Jersey Gov. Phil Murphy.

Kowal, an AFT vice president and former chair of AFT's Higher Education Program and Policy Council, said the federation is holding lawmakers' feet to the fire to pass federal aid packages. He



# Virtual town halls connect members, lawmakers at urgent time

BY DARRYL McGRATH

**W**ith federal coronavirus aid to states in limbo; New York's state budget cuts just starting to be announced; and many unanswered questions about SUNY's plan to reopen campuses, what are UUP members to do?

Stay in touch with their federal and state lawmakers, as they have been doing through virtual town halls that allow for remote but effective conversations with members of Congress and the state Assembly.

"Advocacy really must be a year-round effort, and there's never been a greater need than now," said UUP President Fred Kowal. "Our members are this union's strongest voice, and lawmakers tell us that any form of advocacy resonates with them — they take notice. So, we really appreciate that these legislative friends

"We need the federal government to come in; it should have come in already," said Barbara Lifton, a Democrat from the 125th District, which includes Tompkins County, Cortland and two towns outside of Cortland, in her June 16 town hall. "We don't want the federal government to think we can fill this hole, because we can't. We're on our knees right now."

## MANY ADVOCATES FOR UUP

In May, UUP hosted Democratic U.S. Congressmen Brian Higgins, a former UUP member from the 26th District, which includes Buffalo and Niagara Falls; and Paul Tonko of the 20th District, which includes Albany, Schenectady and Troy. Next were Democratic Assembly members Pat Fahy and John McDonald of the 109th and 108th districts, respectively, in the Capital Region, who teamed up in one town hall June 3. In addition to Lifton, UUP members also heard supportive

Clinton and Franklin counties and part of St. Lawrence County. Other events featured Democrats Monica Wallace, a UUP member, from the 143rd District in Cheektowaga and Lancaster; and Pat Burke of the 142nd District, which includes South Buffalo and three surrounding communities.

Empire State College Chapter President Pamela Malone moderated most of the town halls, with Buffalo State Chapter President Fred Floss moderating the Higgins/Tonko forum. Kowal opened each session by summarizing the challenges that face UUP: great uncertainty about additional federal aid; a state budget deficit of \$13 billion; and a SUNY plan for reopening campuses which does not meet the standards of UUP's reopening guidelines, which the union crafted as the best way to ensure the safety of students, faculty and staff (see related story, page 6).



LIFTON

"We need the federal government to come in; it should have come in already. We don't want the federal government to think we can fill this hole, because we can't. We're on our knees right now."

— Assemblymember Barbara Lifton

of UUP made the time for us, and that so many members made the time for these very productive virtual Town Halls."

The lineup of lawmakers has been impressive, and the discussions have been filled with frank and empathetic comments from legislators who could all fairly be called friends of UUP, and advocates for many of the same issues as the union.

messages June 23 from three Central New York Assembly members, all Democrats: Al Stirpe of the 127th District; Pamela Hunter, 128th District; and William Magnarelli, 129th District. Those three districts cover most of Syracuse and nearly a dozen nearby towns.

A town hall took place with Billy Jones, a Democrat from the 115th District in

## SENATE MUST ACT

A recurring theme through the discussions has been the Senate's delay of the latest package of federal coronavirus aid to states—the HEROES Act, which the House has passed. Action on New York's approximately \$13 billion budget deficit may wait until lawmakers know how much more federal relief they will have to work with—if any. In the meantime, Kowal has urged members to continue calling and writing Congress to urge Senate passage of the act. Go to <https://bit.ly/2YIsmTZ> for a toolkit and links to send letters or make phone calls.

Lifton acknowledged the difficult situation that the state faces. She encouraged UUPers to continue pressing Congress for action, and then, if that help comes, to press their state lawmakers for aid to SUNY campuses and hospitals.

see TOWN HALLS, page 27

thanked Speaker Pelosi for being a strong ally to UUP and AFT.

During the town hall, Pelosi assured AFT members that lawmakers are working around the clock to advocate for the HEROES Act, trying to convince their

Republican colleagues that America desperately needs this funding.

Pelosi urged the unionists to call their senators to ask them to pass the HEROES Act, and to encourage family and friends in states with GOP senators to call and

make their voices heard, too.

After the call, Kowal said this about Pelosi: "The most powerful woman in the U.S. is telling us that the work we're doing is important. ... And it was heartfelt because she kept going back to it."

# Abraham, Wiegard earn UUP's distinguished service award

BY KAREN L. MATTISON

**T**he recipients of this year's Nina Mitchell Award for Distinguished Service to UUP are, above all, dedicated to serving the most vulnerable populations—in schools, on college and university campuses, and in society.

Albany Chapter professional delegate Philippe Abraham and Cortland Chapter academic delegate Anne Wiegard are the quintessential unionists—they put the needs of others ahead of their own.

For Abraham, now secretary-treasurer of UUP's state affiliate NYSUT, it began in 2001, when he first served on the chapter's Affirmative Action Committee. For Wiegard, it began in 2005, as an elected member of her chapter executive board. Both went on to hold numerous chapter and statewide leadership posts, and both continue to work to address the concerns of UUP members, especially people of color and contingent employees.

## ABRAHAM: A PROBLEM-SOLVER

Abraham was elected in April 2017 as NYSUT first vice president, becoming the first higher ed unionist elected as a statewide officer in NYSUT history. As NYSUT secretary-treasurer, he oversees the union's member benefits and accounting departments and its social justice efforts, and serves on NYSUT's Civil and Human Rights and LGBTQ committees. He was elected in 2016 as an at-large representative for higher education on the National Education Association's Board of Directors and, in 2017, he was elected as an AFT vice president, after serving on the federation's Higher Education Program and Policy Council (PPC).

But he's never forgotten his connection to public higher education.

Abraham came to the University at Albany with a passion to help underrepresented students. As a native of Haiti and a graduate of UAlbany's Educational Opportunity Program, it's fitting that Abraham became an acclaimed student advisor. He demonstrated that same passion for his union and university as a chapter officer, UUP Negotiations Team



KAREN L. MATTISON PHOTOS

FORMER UUP STATEWIDE VICE PRESIDENT FOR PROFESSIONALS PHILIPPE ABRAHAM, ABOVE LEFT, AND CORTLAND CHAPTER DELEGATE ANNE WIEGARD ARE THIS YEAR'S RECIPIENTS OF THE UNION'S NINA MITCHELL AWARD FOR DISTINGUISHED SERVICE.

member, NYSUT director, UUP delegate and committee member—including Legal Defense, Affirmative Action and Latino Affairs—and as a SUNY faculty senator. He was elected to the statewide UUP Executive Board, and as vice president for professionals, before taking leave to serve as a NYSUT officer.

"Philippe is known for his tremendous people skills and his success in solving problems by building relationships," noted Albany Chapter President Aaron Major in his nomination letter. "He stands up for others, and at the same time is highly skilled in negotiation rather than in confrontation. This combination of an even temperament with an ability to advocate for members—while respecting the humanity of the opposition—makes him extremely effective."

## WIEGARD: A TIRELESS FIGHTER

Hired as a part-time lecturer at SUNY Cortland, Wiegard fought alongside her union mentors to forge a path for part-time academics to transition to full-time lectureships. While she was among the first to garner such a post, Wiegard never left her part-time contingent colleagues behind.

As chapter part-time concerns representative, she successfully fought the college administration to earmark a portion of the Discretionary Salary Increase funds for

part-time employees. She led Campus Equity Week (CEW) programs and co-authored the union's Position Statement on Contingent Employment.

As chair of the union's Task Force on Contingent Employment, she was lead author of a groundbreaking 2010 report that included a series of recommendations for UUP action. It wasn't always easy but, with Wiegard's persistence, contingent employees have a more solid footing in the union's organizational structure (such as a designated seat for a contingent employee on the statewide Executive Board), and negotiated state salary minima for part-time academics that she helped to implement as a two-time member of the UUP Negotiations Team.

"I have witnessed Anne's extensive commitment to and active engagement in serving UUP, the labor movement, and her colleagues at SUNY and in the national community of academic workers," said Vice President for Academics Jamie Dangler. "She has fought tirelessly to overcome obstacles ... and works hard to build consensus to take steps forward when the path ahead is not always clear."

Wiegard has taken the plight of part-time academics to the national level as an AFT delegate, as chair of the New Faculty Majority Foundation Board of

see **AWARD**, page 16



# Two part-time employees honored for ‘courageous service’

BY KAREN L. MATTISON

**M**ore often than not, Mary Helen Kolisnyk and Cindy Riedi are the people to whom UUP leaders turn when they need an informed opinion on contingent workers.

Or a difficult task undertaken.

Or both.

Kolisnyk and Riedi—academic delegates, members of the statewide Contingent Employment Committee, and officers for contingents at the Empire State College and Morrisville chapters, respectively—are passionate about changing the plight of adjuncts and other contingent employees at SUNY. They are equally steadfast in bringing their concerns to chapter labor-management meetings, and they are among the first to offer their support, their expertise and their time to their colleagues in need.

Their tireless efforts on behalf of contingent workers are why Kolisnyk and Riedi are this year’s recipients of the union’s Faye Samuel Award for Courageous Service by Part-time Academic and Professional Faculty. The award recognizes UUP members who have served the union with courage and distinction, and whose service reflects contributions to UUP at the chapter or state level.

## KOLISNYK AN ASSET

Cortland Chapter delegate Anne Wiegard—a recipient of the union’s 2020 Nina Mitchell Award for Distinguished Service (see related story, page 14)—knows a thing or two about fighting for the rights of adjuncts. So, it certainly carries a great deal of weight when she credits Kolisnyk as being her go-to authority while serving on the union’s Negotiations Team in the most recent round of contract talks with the state.

Calling Kolisnyk a “quietly effective intellectual leader,” Wiegard said, “Mary Helen’s discourse has always been an important factor in my own ability to best serve our part-time academics. I am personally grateful to her for the support I received from her (during negotiations) as we struggled to achieve contractual



KAREN L. MATTISON PHOTOS

MORRISVILLE CHAPTER DELEGATE CINDY RIEDI CHATS WITH A COLLEAGUE AT A RECENT STATEWIDE CONTINGENT EMPLOYMENT COMMITTEE MEETING.



EMPIRE STATE COLLEGE CHAPTER DELEGATE MARY HELEN KOLISNYK COMMENTS ON SUNY’S CONTINGENT EMPLOYEES AT A RECENT MEETING.

gains for our contingent employees, particularly our adjunct faculty.”

A member of the labor studies faculty, Kolisnyk recognizes the link between labor and political action, and is actively engaged in union activism across the state. Working with fellow chapter member Gennaro Bonfiglio, Kolisnyk was instrumental in educating her colleagues about the dangers of a state constitutional convention.

Kolisnyk participated in UUP Chapter Action Project training sessions, and attended the AFT Mobilization Project Training Conference in Philadelphia in June 2018. She also represented UUP at the Bargaining for the Common Good in Higher Education Conference at Rutgers University in February 2018, and wrote a detailed report of the proceedings that she shared with CEC members at the 2018 Spring Delegate Assembly.

## RIEDI STEPS UP

Riedi is often the first to offer to take on a job that needs doing. Even unpleasant ones.

“Cindy not only *volunteers* to do the dirty jobs, she *actually does them!*” noted Empire State College Chapter Vice President for Academics Anastasia Pratt. “I have often spoken with her, only to learn how much of her activity is accomplished by her own self-motivation and dedication to the cause. She knows by personal experience the vulnerability of (contingent workers), and yet she persists.”

Riedi was pivotal in developing a CEC handbook for chapter officers for contingents. The handbook is an “invaluable resource” that includes information on contract provisions related to contingent employees, and other guides and policies on contingent employment, noted UUP Secretary/Treasurer Jeri O’Bryan-Losee.

Riedi attended her first DA in 2008, served as chapter CAP chair from 2017-2018, and is a staple at technology and STEM-related events and advocacy days. She is president of the association of part-timers and adjuncts at Mohawk Valley Community College.

“Her constant volunteering to take up the load, and the quality of work that she has produced has been astounding,” Pratt said.

Quoting a Pete Seeger labor song, Pratt added, “‘There once was a union maid, she never was afraid’—and her name is Cindy Riedi!”

The award honors the late Faye Samuel, a Farmingdale Chapter delegate and a pioneer in the fight for the equitable treatment of part-time workers at SUNY. He served for years as chair of the union’s statewide committee that deals with part-time and full-time contingent employee issues.

# Buffalo Center Chapter member earns retiree award

BY KAREN L. MATTISON

It's not a stretch to say that the late Pearl Brod would be proud that Buffalo Center Chapter member Stacey Johnson is this year's recipient of the UUP award named in her honor.

There are a lot of similarities between the two women: staunch advocacy for retiree rights; a willingness to compromise; an unwavering work ethic; and loyal union activism.

"Stacey is a wonderful combination of labor activist, staff member, academic and friend," Buffalo Center Chapter President Ken Kern wrote in the chapter's nominating petition. "It goes without saying that her involvement in the community is outstanding—she promotes with pride the Buffalo opera and music environment through her service to those boards."

But it's her union work that took center stage about six years ago, when she was first elected to UUP's statewide Committee on Active Retired Membership, as the regional representative from Western New York—a region that encompassed the three Buffalo chapters, as well as the chapters in Alfred, Brockport, Fredonia and Geneseo. Since then, the name was changed to Retiree Membership Governing Committee (RMGC), and the Western NY region was split when a new Finger Lakes Region was created with Johnson's help in 2019.



KAREN L. MATTISON

BUFFALO CENTER CHAPTER DELEGATE STACEY JOHNSON LOOKS OVER MATERIALS AT A RETIREE MEMBERSHIP GOVERNING COMMITTEE MEETING.

"Stacey took on the daunting task of organizing union retirees for the entire Western half of the state," wrote former RMGC Chair Jo Schaffer of Cortland. "She had to link all (seven) chapters into one cohesive whole."

And she did.

## GOING THE DISTANCE

Despite the physical distance among the campuses, Johnson was able to work on retirees' issues in collaboration with the new chapter officers for retirees, and to host biannual informational meetings on a regular basis.

"Stacey sought out really interesting speakers, representing the best in the

union and the wider community," said Schaffer, noting the Western New York regional meetings were always well-attended. "She also enabled the various chapters in her region to plan their own meetings, as a mother hen would do with her brood."

Stony Brook Chapter retiree Charlie McAteer, who succeeds Schaffer as RMGC chair and retiree delegate, said Johnson is a worthy recipient of the Pearl H. Brod Outstanding Retiree Award.

"Stacey has been active in the union movement throughout her SUNY career, and especially now in retirement," McAteer said. "She keeps her large region, officers for retirees and chapter executive boards informed, conducts meetings, and this past year worked to have the Finger Lakes Region formed to better serve the UUP retirees in her area."

"Stacey represents the best of what UUP stands for in keeping the union movement in the forefront for our retirees, advocating for their needs and being a model for the slogan 'Solidarity Forever,'" he added. "We all owe Stacey our appreciation for her continued efforts for all our union members in retirement."

Brod, a long-time Farmingdale Chapter academic delegate, served as COARM chair from 1999-2003, and as the committee's Long Island Region representative from 1993-2009. The award was renamed in her honor in 2011.

## AWARD ...

*continued from page 14*

Directors, as a Coalition of Contingent Academic Labor meeting attendee, and as an NEA, New York State AFL-CIO and American Association of University Professors conference participant. She continues to press for all of her colleagues as a member of the AFT's Higher Education PPC.

A firm believer in the power of unions, Wiegard has spent her career encouraging others "to invest their hopes, energies and skills in UUP," wrote fellow lecturer and Cortland Chapter delegate Ross Borden in his letter of nomination.

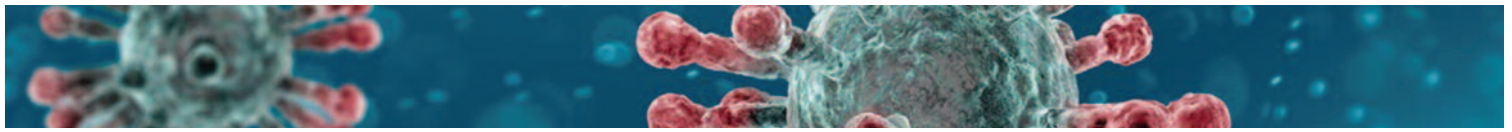
"Anne has kept faith with UUP from the beginning,"

Borden noted. "She has lit the faith of countless others, and when some of us have wavered from exhaustion or despair, she has restored our faith in UUP by her radiant and unwavering example."

The Mitchell award was established to recognize UUP members who serve their union with distinction.

The late Nina Mitchell, a substance abuse counselor at SUNY Downstate Health Sciences University, used her quiet intelligence and gift for forging genuine relationships to further the goals of UUP. Presentation of the annual award ensures that the memory of this dedicated and talented unionist will live on.





## COVID-19 ...

*continued from page 5*

put off his retirement to care for COVID-19 patients. He contracted the coronavirus after working day shifts at University Hospital of Brooklyn and overnight at Kings County Hospital Center, according to a May 22 ABC News report.

At Upstate Medical University, UUP member Ronald Saletsky, a clinical psychologist, teamed with two colleagues and UUP members, psychiatrists Gita Ramamurthy and Nayla Khoury, to provide virtual group sessions for staff based on the principles of mindfulness, which Stony Brook had also used in its virtual group sessions. The practice of mindfulness involves focusing on the present and



acknowledging and accepting feelings and reactions to a situation, and the goal is “to learn ways to cope with the stressful feelings,” Saletsky explained. “Not only are there unique stressors for people on the front

lines due to COVID, there are also new non-work stressors to contend with due to the lifestyle changes associated with slowing the spread of COVID,” Saletsky said. “Add to that the unexpected stressors at work—having to use technology to talk to patients rather than face-to-face. It’s very challenging.”

Medical staff also described their distress at not being able to provide care in the way that they thought they should, while contending with feelings of helplessness, fear and isolation, “all while working very long hours,” Saletsky said.

“It’s more like a wartime mentality, at its worst,” he said.

### SUPPORT IN SHARING

Two Upstate employees who work in clinical settings and used the group mindfulness sessions said that they were extremely helpful. Both employees already had their own coping techniques—one

does yoga; the other meditates. But the pandemic presented such unique challenges that the employees—who asked that their names and other identifying details not be used—said the mindfulness sessions made them realize that they were not alone. As one put it, the sessions provided “an outlet to say what we were feeling. Especially at the beginning, when we didn’t have a lot of information, it was pretty scary.”

One of these employees worried about putting her husband at risk; the other, who lives alone but is close to her extended family, described missing the reassurance of getting a hug or sharing a meal with a loved one. That loss came at a time when she could have used family support, because at the hospital, she said, “I’ve seen people who were fine, and suddenly, they’re in the hospital for weeks.”

The experience enhanced how she related to her patients. She found herself taking more time to talk to them, even though patient care was always busy and sometimes frenetic.

“I’ve put myself in my patients’ shoes,” she said. “If it’s been scary for me, I can’t imagine what it’s been like for them, not being able to have family.”

### PLANNING FOR THE AFTERMATH

The three SUNY hospitals employ more than 12,000 people, and there is no way to know how many of those employees sought emotional support through their own resources, such as a private therapist, or used services in the hospital where participation could not be tallied. The respite area at Stony Brook had slightly fewer than 16,000 visits since opening in April. The virtual group sessions that offered mindfulness and meditation techniques at Stony Brook and Upstate signed up at most a few hundred people, but not everyone who signed up participated. Even so, Saletsky and Gonzalez said the success of the efforts at both hospitals cannot be measured by participation alone. Just knowing that such services were available might have helped some staff, even if they never used them.

“There are many ways that people can

seek support, be it psychological, spiritual, from exercise, or from loved ones,” Saletsky said. “What we want to do is let our colleagues at Upstate know that our group sessions are an option for those seeking assistance. We respect that seeking help is a very personal decision.”

At Stony Brook, Gonzalez is the lead author of an article that will be published in the journal, “Psychological Trauma: Theory, Research, Practice, and Policy.” The article is titled, “Supporting Health Care Workers During the COVID-19 Pandemic: Mental Health Support Initiatives and Lessons Learned from an Academic Medical Center.” In a summary section, called, “Lessons Learned,” the authors noted that health care workers may not seek traditional support such as psychotherapy, and that opportunities to get some rest and eat well might be what some people really need. And they learned that language counts: When Gonzalez and his colleagues changed the name of what was originally described as a virtual “support group” to the “mindfulness meditation meetings” that ran on the Microsoft Teams platform, more people enrolled.

After the adrenaline of an immediate crisis wears off, the effects of the experience can make themselves known in subtle ways, Gonzalez said, “so that’s one concern moving forward: We might see the need for more psychological services. It’s a big bowl of unknown right now.”

One thing that is certain: The services that the three hospitals offered did help some staff members, even some who could never have imagined seeking emotional support at work. One of the Upstate staff members who participated in the mindfulness sessions said she had to overcome the stigma in her field against seeking mental health support. Now, she is glad that she did.

“This group that I’m going to has really been a stress relief,” she said. “This is stress that’s imposed on you; you’re not broken. I really felt that this social support in an isolated situation was exactly what I needed.”

— Mike Lisi contributed to this story.

# Be counted: Take the 2020 census

BY MICHAEL LISI

**W**hy should everyone complete their 2020 Census form?

Because there's something in it for everyone who lives in New York state.

The results of the census will determine how more than \$675 billion in federal funds will be distributed to states, counties and communities across the country. This funding is crucial for SUNY and its public teaching hospitals around New York.

Without an accurate accounting of its population, the state could miss out on a significant portion of these federal dollars.

The census results will also determine the number of seats each state will have in the U.S. House of Representatives; New York cannot afford to lose any of its representation in Congress, and a full accounting of our state's population could increase that number. Also, the results are used to draw congressional and state legislative districts.

"Filling out a census form is quick and easy to do," said UUP Vice President for Professionals Tom Tucker. "And it's incredibly important because an accurate count will guarantee vital federal funding

"Filling out a census form is quick and easy to do. And it's incredibly important because an accurate count will guarantee vital federal funding for SUNY and public higher education, and our hospitals."

— UUP Vice President for Professionals Tom Tucker



TUCKER

for SUNY and public higher education, and our hospitals."

The 2020 Census counts every person living in the U.S. and five U.S. territories—Puerto Rico, American Samoa, the Commonwealth of the Northern Mariana Islands, Guam and the U.S. Virgin Islands. The count includes noncitizens and children.

As of July 15, 57.6 percent of New Yorkers have filled out and submitted a census form, according to the census Response Rate webpage. That's below the national response rate of 62.1 percent.

## QUICK AND EASY

With many UUP members working from home, now is a great time to complete the 2020 census. It's easy—and so important—to do. And it's confidential: It is illegal to share census form data publicly or with another government agency besides the Census Bureau.

Members can respond by phone, by mail or online. People only need to fill out the census once. To fill out and submit a form online, go to <https://2020census.gov/en.html> and click the green RESPOND button on the site to begin.

To complete the census form by phone, call 1-844-330-2020; this number is for people who speak English. There are phone numbers for people who speak Spanish, Chinese, Vietnamese, Korean, Russian, Arabic, Tagalog, Polish, French, Haitian Creole, Portuguese and Japanese.

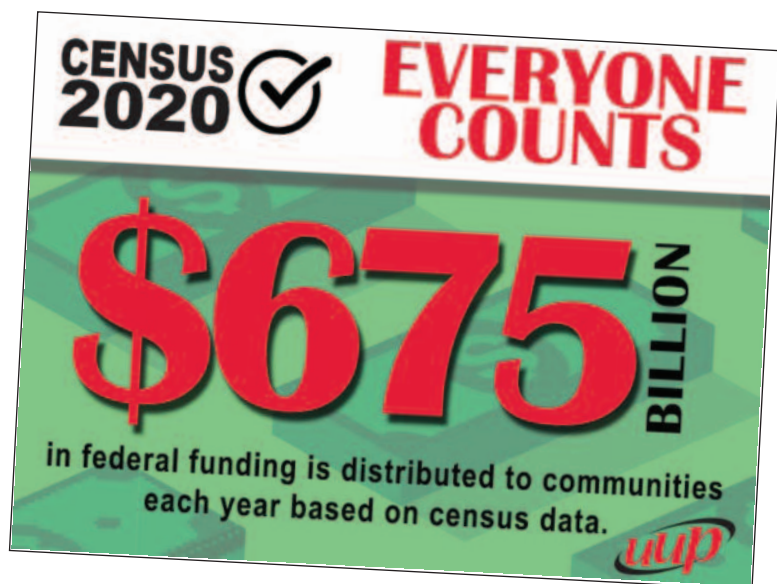
Go to <https://bit.ly/2zYaQ5r> for that information.

To respond by mail, simply fill out the census form mailed to homes in March.

UUP is urging members who have completed their census form to reach out to their colleagues, family, friends and neighbors and ask them to complete the census form.

Members can also post photos and messages about the census on social media. UUP has a 2020 Census Social Media Toolkit with sample posts and graphics. Go to <https://bit.ly/3bVYdF8> to download the document.

"Together, as a union, we can help grow New York's response rate to the census," Tucker said.



UUP HAS DEVELOPED A U.S. CENSUS SOCIAL MEDIA TOOLKIT, WITH SAMPLE POSTS AND GRAPHICS. THE TOOLKIT IS AVAILABLE AT <https://bit.ly/3bVYdF8>.



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.

**Sir Simon Donaldson**, a permanent member of Stony Brook University's Simons Center for Geometry and Physics and a professor in the department of mathematics, was recently awarded the



DONALDSON

2020 Wolf Prize in Mathematics for his contribution to differential geometry and topology.

Donaldson, who was jointly awarded with Stanford University professor Yakov Eliashberg, is one of nine laureates from six countries to receive this year's Wolf Foundation award in the fields of medicine, agriculture, mathematics, chemistry and physics.

Donaldson previously earned the Fields Medal in 1986 for his work in the geometry and topology of 4-dimensional manifolds, and the Crafoord Prize in Mathematics in 1994. In 2009, he was awarded the Nemmers Prize for his work in mathematical theories linked to physics, and the Shaw Prize in Mathematical Sciences for his contributions to geometry.

He was elected as a member of the Royal Swedish Academy of Sciences, and the U.S. National Academy of Sciences, and as a Fellow of the American Mathematical Society, among others.

**Guangyu Tan**, an associate professor of curriculum and instruction at SUNY Fredonia, recently co-authored a book that examines early childhood education in a globalized world.



TAN

*Investment in Early Childhood in a Globalized World: Policies, Practices and Parental Philosophies in China, India and the United States* (Palgrave MacMillan, 2019) compares early childhood educational policies and procedures in three countries and features insight gathered from original interview and survey data on parents' perceptions of various factors, such as globalization, that influence education.

The book was co-authored with CUNY faculty members Amita Gupta and Gay Wilgus.

Tan's primary research interest is equity in education, e.g., migrant children's education, and girls' education in China.

Tan earned her Ph.D. in cultural foundations of education at Kent State University in May 2009. She was a Diversity Teaching Fellow at Canisius College from 2007 to 2010.

**Batya Weinbaum**, a retiree member of the Empire State College Chapter, is a poet, feminist, artist and editor who continues to teach at American Public University, among others. She has



WEINBAUM

published five books and numerous articles and essays in a variety of publications.

And the list is growing. She has multiple works under consideration or due out this spring, including:

- "AI in Higher Education: How Successfully Can Piece-Working Profs Do Critical Pedagogy Under Virtual Panopticism?"—co-authored with Erin Mikulec, a faculty member at Illinois State University—for an upcoming issue of *Best Practices in Teaching Critical Pedagogy Online*.

- *Jane the Virgin: Technology and the Making of Alternative Families*, in process for Palgrave.

- "SuperGirl: CW Feminist Reboot from DC Hapless Helpmate," under consideration, *Journal of Popular Television*.

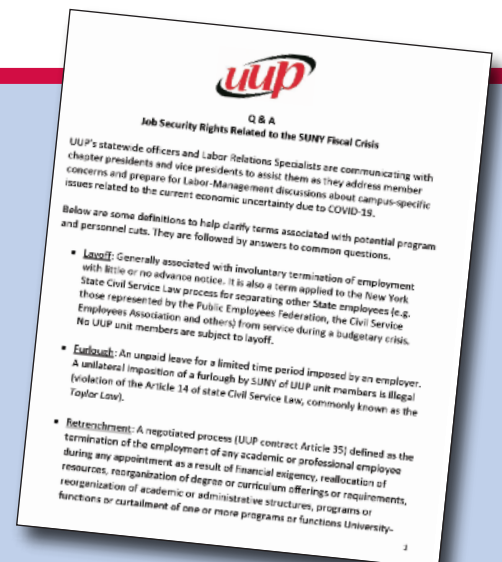
Weinbaum also writes test study exams for study.com. She founded *Femspec Journal*, and is currently editing the 20th anniversary edition.

## UUP answers job-security questions

UUP officers, chapter leaders and NYSUT labor relations specialists assigned to UUP are working together to address concerns and prepare for labor-management meetings on job security rights amid the fiscal crisis due to the coronavirus pandemic.

The union has put together a 10-page Q-and-A, "Job Security Rights Related to the SUNY Fiscal Crisis," available on the website at <https://bit.ly/2Xypqst>.

The document provides definitions of job-related terms—such as nonrenewal, retrenchment, layoff and furlough—and outlines job-related provisions in the contract between UUP and New York state. There are also links to the SUNY Policy on Deactivation and Discontinuance of Programs, to the UUP contract, and to several resources available to members facing nonrenewal or retrenchment.





# Financial Statement for 2019

Dear Colleagues,

This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2019. 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 **UNITED UNIVERSITY PROFESSIONS** (the Union) which comprise the statements of financial position as of August 31, 2019 and 2018, and the related statements of activities, functional expenses, 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, 2019 and 2018, 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.

#### Change in Accounting Principle

As discussed in Note 2 to the financial statements, United University Professions has implemented the provisions of Accounting Standards Update 2016-14, Not-for-Profit Entities (Topic 958): *Presentation of Financial Statements of Not-for-Profit Entities*. Our opinion is not modified with respect to that matter.

#### 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 22 through 24 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Syracuse, NY

December 6, 2019

*Dermody, Burke & Brown*

DERMODY, BURKE & BROWN, CPAs, LLC

## STATEMENTS OF FINANCIAL POSITION

August 31, 2019 and 2018

	2019	2018
<b>ASSETS</b>		
Current Assets:		
Cash and Cash Equivalents	\$ 2,441,923	\$ 2,445,242
Investments	6,543,783	4,849,429
Accounts Receivable	1,057,393	1,142,919
Accrued Interest Receivable	5,657	6,541
Prepaid Expenses	0	14,229
Total Current Assets	10,048,756	8,458,360
Property and Equipment, Net of Accumulated Depreciation	207,975	193,495
<b>TOTAL ASSETS</b>	<b>\$ 10,256,731</b>	<b>\$ 8,651,855</b>

## LIABILITIES AND NET ASSETS

	2019	2018
<b>LIABILITIES</b>		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 229,772	\$ 252,240
Accrued Vacation	387,489	344,954
Officer and Chapter Leader Release Time Payable	876,990	641,801
Chapter Allocations Payable	19,461	20,443
Deferred Revenue	197,303	135,323
Total Current Liabilities	1,711,015	1,394,761
Total Liabilities	1,711,015	1,394,761
<b>NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	<b>8,545,716</b>	<b>7,257,094</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 10,256,731</b>	<b>\$ 8,651,855</b>

## STATEMENTS OF ACTIVITIES

Years Ended August 31, 2019 and 2018

	2019	2018
<b>REVENUES</b>		
Membership Dues/Agency Fees/Retiree Dues	\$ 25,519,545	\$ 24,403,674
Less: Dues Allocated To:		
NYSUT	11,278,725	11,943,548
AFT	5,795,285	6,200,549
Total Dues Allocated	17,074,010	18,144,097
Net Membership Dues and Agency Fees	8,445,535	6,259,577
NYSUT Support	1,728,487	2,291,371
Investment Income	131,654	50,214
Miscellaneous Income	233,100	29,000
Agency Fee Refunds	(289)	(54,035)
Total Revenues	10,538,487	8,576,127
<b>EXPENSES</b>		
Program Expenses:		
Campus Chapters	4,482,185	3,911,659
Special Projects/Needs/Concerns	1,449,953	1,621,566
Governance	1,254,380	1,095,311
Membership Communications	339,169	396,200
Committees	293,090	304,572
Contract	51,509	39,492
Convention	101,870	151,200
Membership Benefits	72,628	67,866
Total Program Expenses	8,044,784	7,587,866
Management and General Expenses	1,205,081	1,108,268
Total Expenses	9,249,865	8,696,134
<b>CHANGE IN NET ASSETS</b>	<b>1,288,622</b>	<b>(120,007)</b>
<b>NET ASSETS</b>		
Balance, Beginning of Year	7,257,094	7,377,101
Balance, End of Year	\$ 8,545,716	\$ 7,257,094

## STATEMENTS OF FUNCTIONAL EXPENSES

Year Ended August 31, 2019 with Comparative Totals for the Year Ended August 31, 2018

	Campus Chapters	Special Projects/Needs/Concerns	Governance
Salaries and Benefits	\$ 2,321,357	\$ 346,285	\$ 692,569
Chapter Rents	21,570	0	0
Equipment/Leases	78,129	0	0
Travel and Lodging	0	0	545,366
The VOICE	0	0	0
Public Education	0	10,185	0
Outreach	0	442,045	0
Negotiations	0	55,767	0
Chapter Allocations	616,598	0	0
Chapter Support	32,680	0	0
Chapter Release Time	1,212,071	0	0
Auto Expense	0	0	0
Professional Fees	0	0	0
Insurance and Bonding	0	0	0
Computer Services	0	0	0
Equipment and Maintenance	0	0	0
Telephone	0	0	0
Postage	0	0	0
Printing and Duplicating	0	0	0
Rent and Depreciation	89,923	32,305	16,445
Supplies	0	0	0
Chapter Elections	109,857	0	0
Membership Benefits	0	374,966	0
Other	0	188,400	0
Total	\$ 4,482,185	\$ 1,449,953	\$ 1,254,380



**STATEMENTS OF FUNCTIONAL EXPENSES** (continued)

Other Programs	Total Program Expenses	Management and General Expenses	Total Expenses	
			2019	2018
\$ 346,283	\$ 3,706,494	\$ 692,570	\$ 4,399,064	\$ 3,966,319
0	21,570	0	21,570	20,892
0	78,129	0	78,129	53,337
191,221	736,587	33,322	769,909	751,173
82,804	82,804	0	82,804	137,408
0	10,185	0	10,185	6,719
0	442,045	0	442,045	167,858
14,910	70,677	0	70,677	382,626
0	616,598	0	616,598	532,529
0	32,680	0	32,680	30,901
0	1,212,071	0	1,212,071	1,061,249
0	0	7,474	7,474	11,433
0	0	54,285	54,285	58,925
0	0	69,022	69,022	60,686
0	0	91,422	91,422	91,422
0	0	60,276	60,276	47,291
54,282	54,282	0	54,282	51,564
66,595	66,595	0	66,595	79,128
24,722	24,722	0	24,722	25,900
13,874	152,547	116,363	268,910	272,851
0	0	80,347	80,347	75,047
0	109,857	0	109,857	10,732
52,538	427,504	0	427,504	366,702
11,037	199,437	0	199,437	433,442
<u>\$ 858,266</u>	<u>\$ 8,044,784</u>	<u>\$ 1,205,081</u>	<u>\$ 9,249,865</u>	<u>\$ 8,696,134</u>

	Campus Chapters	Special Projects/Needs/Concerns	Governance
Salaries and Benefits	\$ 2,113,648	\$ 308,779	\$ 617,557
Rent	20,892	0	0
Equipment/Leases	53,337	0	0
Travel and Lodging	0	0	462,702
The VOICE	0	0	0
Public Education	0	6,719	0
Outreach	0	167,858	0
Negotiations	0	359,361	0
Chapter Allocations	532,529	0	0
Chapter Support	30,901	0	0
Chapter Release Time	1,061,249	0	0
Auto Expense	0	0	0
Professional Fees	0	0	0
Insurance and Bonding	0	0	0
Computer Services	0	0	0
Equipment and Maintenance	0	0	0
Telephone	0	0	0
Postage	0	0	0
Printing and Duplicating	0	0	0
Rent and Depreciation	88,371	37,696	15,052
Supplies	0	0	0
Chapter Elections	10,732	0	0
Membership Benefits	0	316,054	0
Other	0	425,099	0
Total	<u>\$ 3,911,659</u>	<u>\$ 1,621,566</u>	<u>\$ 1,095,311</u>

Other Programs	Total Program Expenses	Management and General Expenses	Total
\$ 308,780	\$ 3,348,764	\$ 617,555	\$ 3,966,319
0	20,892	0	20,892
0	53,337	0	53,337
255,308	718,010	33,163	751,173
137,408	137,408	0	137,408
0	6,719	0	6,719
0	167,858	0	167,858
23,265	382,626	0	382,626
0	532,529	0	532,529
0	30,901	0	30,901
0	1,061,249	0	1,061,249
0	0	11,433	11,433
0	0	58,925	58,925
0	0	60,686	60,686
0	0	91,422	91,422
0	0	47,291	47,291
51,564	51,564	0	51,564
79,128	79,128	0	79,128
25,900	25,900	0	25,900
18,986	160,105	112,746	272,851
0	0	75,047	75,047
0	10,732	0	10,732
50,648	366,702	0	366,702
8,343	433,442	0	433,442
<u>\$ 959,330</u>	<u>\$ 7,587,866</u>	<u>\$ 1,108,268</u>	<u>\$ 8,696,134</u>

**STATEMENTS OF CASH FLOWS**

Years Ended August 31, 2019 and 2018

	2019	2018
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Change in Net Assets	\$ 1,288,622	\$ (120,007)
Adjustments to Reconcile Change in Net Assets to		
Net Cash Provided By (Used In) Operating Activities:		
Depreciation Expense	67,193	68,878
Gain on Disposal of Equipment	(17,200)	(29,000)
Unrealized Gain on Investments	(28,574)	(1,342)

**STATEMENTS OF CASH FLOWS** (continued)

	2019	2018
Changes in Operating Assets and Liabilities:		
Accounts Receivable	85,526	(550,446)
Accrued Interest Receivable	884	(37)
Prepaid Expenses	14,229	27,925
Accounts Payable and Accrued Expenses	(22,468)	95,511
Accrued Vacation	42,535	17,596
Officer and Chapter Leader Release Time Payable	235,189	305,321
Chapter Allocations Payable	(982)	(4,410)
Deferred Revenue	61,980	(163,223)
Net Cash Provided By (Used In) Operating Activities	1,726,934	(353,234)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Investment Maturities and Sales	678,335	619,899
Investment Purchases	(2,344,115)	(1,561,409)
Acquisition of Property and Equipment	(64,473)	(121,978)
Net Cash Used In Investing Activities	(1,730,253)	(1,063,488)
Change in Cash and Cash Equivalents	(3,319)	(1,416,722)
Cash and Cash Equivalents, Beginning of Year	2,445,242	3,861,964
Cash and Cash Equivalents, End of Year	<u>\$ 2,441,923</u>	<u>\$ 2,445,242</u>

**NOTES TO FINANCIAL STATEMENTS**

August 31, 2019 and 2018

**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).

**Basis of Accounting**

The Union’s 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.

**Financial Statement Presentation**

The financial statements of the Union have been prepared in accordance with U.S. generally accepted accounting principles, which require the Union to report information regarding its financial position and activities according to the following net asset classifications:

**Net assets without donor restrictions:** Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objective of the Union. These net assets may be used at the discretion of the Union’s management and the board of directors.

**Net assets with donor restrictions:** Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by the actions of the Union or by the passage of time. Other donor restrictions are perpetual in nature; whereby the donor has stipulated that the funds be maintained in perpetuity. At August 31, 2019 and 2018, none of the Union’s net assets are subject to donor-imposed restrictions.

**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 is recognized as a public charity exempt from federal and state income tax under Section 501(c)(5) of the Internal Revenue Code and similar provisions of New York State law, whereby only unrelated business income, as defined under Section 512(a)(1) of the Internal Revenue Code and similar provisions of New York State law, is subject to income tax. Management believes that substantially all of the Union’s income during the years ended August 31, 2019 and 2018, was related to the Union’s exempt purpose.

**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 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.

**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 5 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.

**NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES (cont')**

Investments consist of cash and cash equivalents, mutual funds, certificates of deposit and United States Treasuries with original maturities greater than three months. Certificates of deposit included \$-0- and \$55,863 in excess of federally insured limits at August 31, 2019 and 2018, 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.

**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 had not been spent was recorded as deferred revenue. The Chapter Action Project was completed in 2018.

**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 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.

**Impairment of Long-Lived Assets**

The Union reviews long-lived assets, including property and equipment, for impairment whenever events or changes in business circumstances indicate that the carrying amount of an asset may not be fully recoverable. An impairment loss would be recognized when the estimated future cash flows from the use of an asset are less than the carrying amount of that asset. The Union has determined that no impairment existed at August 31, 2019 and 2018.

**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' and chapter leaders' salaries and fringe benefits that relate to time incurred for Union activities which have been paid by the universities.

**Functional Allocation of Expenses**

The costs of providing the various programs have been summarized on a functional basis in the statements of activities and statements of functional expenses. Accordingly, certain costs have been allocated among the programs benefited based on management's estimates of time spent, usage or by space occupied. Other costs specifically identified to a program are charged directly to that program.

**New Accounting Pronouncement**

On August 18, 2016, FASB issued ASU 2016-14, Not-for-Profit Entities (Topic 958) – *Presentation of Financial Statements of Not-for-Profit Entities*. The update addresses the complexity and understandability of net asset classifications, deficiencies in information about liquidity and availability of resources, and the lack of consistency in the type of information provided about expenses and investment return. The Union has adjusted the presentation of these statements accordingly. The ASU has been applied retrospectively.

**Subsequent Events**

Management has evaluated subsequent events through December 6, 2019, which is the date the financial statements were available to be issued.

**Reclassifications**

Certain accounts in the prior year financial statements have been reclassified for comparative purposes to conform with the presentation in the current year financial statements. These reclassifications had no impact on net assets or change in net assets.

**NOTE 2 – LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS**

The following table reflects the Union's financial assets as of August 31, 2019:

**Financial Assets:**

Cash and Cash Equivalents	\$ 2,441,923
Investments	6,543,783
Accounts Receivable	1,057,393
Accrued Interest Receivable	5,657

**Financial Assets Available to Meet Cash Needs**

<b>For General Expenditures Within One Year</b>	<b>\$ 10,048,756</b>
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The Union spends, on average, \$770,000 to cover expenditures on a monthly basis.

**NOTE 3 – CASH AND CASH EQUIVALENTS**

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

	2019	2018
General Checking Account	\$ 324,312	\$ 483,669
Petty Cash	750	750
Agency Fee Refund Account	1,188	261
Chapter Cash Balances	542,429	567,414
Restricted Agency Shop Fee Reserve Accounts	198,878	198,818
Member and Retiree Accounts	541,523	290,453
Payroll Account	235,210	250,627
Chapter Action Project	0	165,664
NYSUT Additional Support Checking Account	590,788	481,729
UUP Employees' Flexible Spending Account	6,845	5,857
<b>Total</b>	<b>\$ 2,441,923</b>	<b>\$ 2,445,242</b>

**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 \$1,474,100 and \$1,524,241 at August 31, 2019 and 2018, respectively.

**NOTE 4 – INVESTMENTS**

Equity mutual funds are subject to market value changes associated with publicly held investments. The portfolio's treasury and bond mutual funds' investment values will fluctuate due to interest rate changes.

Investments consist of the following at August 31:

	2019		2018	
	Cost	Fair Value	Cost	Fair Value
Cash and Cash Equivalents	\$ 387,753	\$ 387,753	\$ 0	\$ 0
Traditional Certificates of Deposit	155,811	155,811	305,863	305,863
Brokered Certificates of Deposit	3,586,000	3,588,618	4,465,171	4,543,566
Equity and Bond Mutual Funds	613,170	618,137	0	0
United States Treasuries	1,775,081	1,793,464	0	0
<b>Total</b>	<b>\$ 6,517,815</b>	<b>\$ 6,543,783</b>	<b>\$ 4,771,034</b>	<b>\$ 4,849,429</b>

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

	2019	2018
Interest Income	\$ 103,080	\$ 48,872
Unrealized Gains	28,574	1,342
<b>Total</b>	<b>\$ 131,654</b>	<b>\$ 50,214</b>

**NOTE 5 – FAIR VALUE MEASUREMENTS**

Guidance provided by the FASB defines fair value as 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. When measuring fair value, a fair value hierarchy gives the highest priority to quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability.

The three levels of the fair value hierarchy are described below:

- Level 1 – Quoted prices in active markets for identical assets or liabilities.
- Level 2 – Observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets or liabilities. This includes certain pricing models, discounted cash flow methodologies and similar techniques that use significant unobservable inputs.

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, 2019 and 2018.

**Cash and Cash Equivalents** – Valued at carrying cost, which approximates fair value (Level 1 inputs).

**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.

**Equity and Bond Mutual Funds** – Valued at the daily closing price as reported by the Fund. Mutual funds held by the fund are open-end mutual funds that is registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Union are deemed to be actively traded.

**United States Treasuries** – Valued at the closing price reported in the active market in which the individual treasury equity or bond is traded.

All investment assets are measured at fair value on a recurring basis and are considered to be Level 1 at both August 31, 2019 and 2018.

**NOTE 6 – ACCOUNTS RECEIVABLE**

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

	2019	2018
Due from NYSUT	\$ 430,941	\$ 553,691
Due from UUP Benefit Trust Fund	3,329	2,012
Due from Retirees	4,408	9,637
Due from NYS	614,067	572,423
Due from Other	4,648	5,156
<b>Total</b>	<b>\$ 1,057,393</b>	<b>\$ 1,142,919</b>

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, 2019 and 2018.

**NOTE 7 – PROPERTY AND EQUIPMENT**

Property and equipment consist of the following at August 31:

	2019	2018
Furniture and Equipment	\$ 351,892	\$ 413,204
Capitalized Office Equipment	69,190	69,190
Automobiles	184,953	179,410
	606,035	661,804
Less: Accumulated Depreciation	398,060	468,309
<b>Total</b>	<b>\$ 207,975</b>	<b>\$ 193,495</b>

Depreciation expense for the years ended August 31, 2019 and 2018 was \$67,193 and \$68,878, respectively.



**NOTE 8 – COMMITMENTS AND CONTINGENCIES****Operating Leases**

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$285,336 and \$284,643 for the years ended August 31, 2019 and 2018, respectively.

Minimum future rental payments under these operating leases as of August 31, 2019 are as follows:

2020	\$ 314,741
2021	305,731
2022	292,577
2023	261,738
2024	245,025
Thereafter	506,385
Total	<u>\$ 1,926,197</u>

**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 9 – 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, 2019 and 2018 was \$209,381 and \$198,186, 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 \$26,734 and \$26,005 for 2019 and 2018, respectively.

**NOTE 10 – 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 \$1,978,230 and \$1,786,859 for the years ended August 31, 2019 and 2018, 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 \$124,523 and \$144,839 for the years ended August 31, 2019 and 2018, 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, 2019 and 2018. NYSUT support is included in unrestricted revenues.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. Additional support amounted to \$113,887 and \$676,771 for 2019 and 2018, 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 \$141,044 and \$121,467 during 2019 and 2018, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was \$184,728 and \$187,139 for 2019 and 2018, respectively.

**NOTE 11 – 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, 2019 and 2018. The current contract is effective through August 31, 2020.

**OTHER FINANCIAL INFORMATION****SCHEDULES OF EXPENSES**

Years Ended August 31, 2019 and 2018

	2019	2018
<b>CAMPUS CHAPTERS</b>		
Salaries and Benefits	\$ 1,385,140	\$ 1,235,114
Chapter Salaries and Benefits	936,217	878,534
Chapter Allocations	616,598	532,529
Chapter Rents	21,570	20,892
Chapter Support	32,680	30,901
Chapter Release Time	1,212,071	1,061,249
Chapter Elections, Postage/Printing	109,857	10,732
Equipment Upgrades	78,129	53,337
Rent and Depreciation	89,923	88,371
TOTAL CAMPUS CHAPTERS	<u>\$ 4,482,185</u>	<u>\$ 3,911,659</u>
<b>SPECIAL PROJECTS/NEEDS/CONCERNS</b>		
Salaries and Benefits	\$ 346,285	\$ 308,779
Outreach Activities	249,383	132,418
Outreach	16,683	19,457
Public Awareness Program	10,185	6,719
Outreach Advertising Campaign	175,979	15,983
Negotiations	55,767	359,361
Legal Defense Fund	34,600	760
Solidarity Fund	7,143	10,528
NYS Lifeguard Corps. Expense	98,105	118,707
Retiree Activities	234,097	214,407
Miscellaneous	48,552	17,278

**SCHEDULES OF EXPENSES**

Years Ended August 31, 2019 and 2018 (continued)

	2019	2018
Chapter Action Project Expenses	0	277,826
Organizing - Members	140,869	101,647
Rent and Depreciation	32,305	37,696
TOTAL SPECIAL PROJECTS/NEEDS/CONCERNS	<u>\$ 1,449,953</u>	<u>\$ 1,621,566</u>
<b>GOVERNANCE</b>		
Salaries and Benefits	\$ 692,569	\$ 617,557
Delegate Assembly	436,274	384,745
Executive Board	41,440	56,176
Chapter Presidents' Meetings	29,845	20,951
Training Workshops	37,059	0
Child Care/Elder Care Reimbursement	748	830
Rent and Depreciation	16,445	15,052
TOTAL GOVERNANCE	<u>\$ 1,254,380</u>	<u>\$ 1,095,311</u>
<b>MEMBERSHIP COMMUNICATIONS</b>		
Salaries and Benefits	\$ 103,885	\$ 92,634
Telephone	54,282	51,564
Postage	66,595	79,128
Printing and Duplicating	24,722	25,900
Magazine (The Voice)	82,804	137,408
Rent and Depreciation	6,881	9,566
TOTAL MEMBERSHIP COMMUNICATIONS	<u>\$ 339,169</u>	<u>\$ 396,200</u>
<b>COMMITTEES</b>		
Salaries and Benefits	\$ 103,885	\$ 92,634
Academic Medical Programs	3,684	10,166
Affirmative Action	9,633	12,277
Black and Latino Faculty and Staff Concerns	7,719	5,310
Compliance and Audit	8,561	8,373
Constitution and Governance	26,029	14,459
Contingent Employment	11,644	12,761
Disability Rights and Concerns	1,780	4,619
Finance and Legal Defense	15,059	19,600
Future of Public Higher Education	10,760	11,150
Grievance	5,368	2,369
Membership	14,538	13,660
Negotiations	14,910	23,265
Opportunity Programs	8,484	5,563
Solidarity	710	10,540
SOUL	7,807	8,473
Technology Campuses	8,543	8,507
Veterans Affairs	9,305	8,375
Women's Rights	9,860	11,215
Total AD HOC	9,267	14,925
Rent and Depreciation	5,544	6,331
TOTAL COMMITTEES	<u>\$ 293,090</u>	<u>\$ 304,572</u>
<b>CONTRACT</b>		
Salaries and Benefits	\$ 34,628	\$ 30,878
Arbitration	11,037	7,103
Joint Labor Management Contract	5,350	0
Grievance	0	1,240
Rent and Depreciation	494	271
TOTAL CONTRACT	<u>\$ 51,509</u>	<u>\$ 39,492</u>
<b>CONVENTION</b>		
Salaries and Benefits	\$ 69,257	\$ 61,756
NYSUT Convention	15,960	15,544
AFT Convention/TEACH	0	45,279
Conference Expense/Designee Travel	13,891	13,672
Vacation Reimbursement	1,807	12,131
Rent and Depreciation	955	2,818
TOTAL CONVENTION	<u>\$ 101,870</u>	<u>\$ 151,200</u>
<b>MEMBERSHIP BENEFITS</b>		
Salaries and Benefits	\$ 34,628	\$ 30,878
Membership Benefits	38,000	36,988
TOTAL MEMBERSHIP BENEFITS	<u>\$ 72,628</u>	<u>\$ 67,866</u>
TOTAL PROGRAM EXPENSES	<u>\$ 8,044,784</u>	<u>\$ 7,587,866</u>
<b>MANAGEMENT AND GENERAL EXPENSES</b>		
Officers' Salaries and Benefits	\$ 161,681	\$ 149,633
Statewide Release Time	16,884	26,406
Administrative Salaries and Benefits	514,005	441,516
Office Supplies and Contributions	80,347	75,047
Auto Expenses	7,474	11,433
Professional Fees	41,000	41,000
Legal Fees	13,285	17,925
Insurance and Bonding	69,022	60,686
Travel Expenses, Staff	13,009	17,188
Travel Expenses, Officers	20,313	15,975
Computer Services	91,422	91,422
Equipment Maintenance	60,276	47,291
Rent and Depreciation	116,363	112,746
TOTAL MANAGEMENT AND GENERAL EXPENSES	<u>\$ 1,205,081</u>	<u>\$ 1,108,268</u>
TOTAL EXPENSES	<u>\$ 9,249,865</u>	<u>\$ 8,696,134</u>



# Expenditure report of UUP chapters for 2019

## 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, 2019 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 campus expenditure report of chapters, they might influence the user's conclusions about the Chapters' cash receipts and disbursements. Accordingly, the campus expenditure report of chapters is not designed for those who are not informed about such matters.

Syracuse, NY  
December 6, 2019

*Dermody, Burke & Brown*  
DERMODY, BURKE & BROWN, CPAs, LLC

## CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2019

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2018	\$ 10,188	\$ 763	\$ 35,169	\$ 7,764	\$ 9,084	\$ 28,857	\$ 13,448	\$ 18,073	\$ 3,842	\$ 7,911	\$ 8,690
Cash Receipts:											
Chapter Allocations, Net	16,663	7,669	18,191	11,181	28,331	11,175	9,837	14,822	4,907	17,423	5,902
Interest	10	1	108	0	11	132	3	0	0	0	23
Reimbursements for Various Expenses	0	400	403	300	0	0	0	0	100	879	943
Other	594	0	30	0	0	0	0	0	0	0	0
Total Receipts	17,267	8,070	18,732	11,481	28,342	11,307	9,840	14,822	5,007	18,302	6,868
Cash Disbursements:											
Membership and Chapter Committee Meetings	8,129	1,570	6,188	7,760	4,600	6,936	4,236	9,686	2,060	12,918	3,306
Executive Board	3,882	423	2,667	1,460	0	2,202	3,130	2,197	423	0	580
Outreach Activities	0	41	0	0	0	1,870	0	0	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	190	47	301	607	18,436	688	771	804	732	737	31
Printing/Duplicating	432	0	647	133	0	68	0	0	16	1,832	3
Newsletter/Publications	0	999	4,620	0	0	278	0	0	0	0	0
Telephone/Internet/Website	475	243	495	166	4,208	496	715	0	37	400	0
Postage	0	73	455	122	197	125	0	0	28	240	20
Bank Charges	0	44	10	0	0	39	0	0	0	0	0
Chapter Workshops	2,599	0	1,661	778	8,384	2,352	0	0	0	119	0
Furniture/Equipment	0	0	0	0	0	0	0	0	0	845	0
Other	790	158	1,632	1,603	701	337	3,999	300	0	903	0
Total Disbursements	16,497	3,598	18,676	12,629	36,526	15,391	12,851	12,987	3,296	17,994	3,940
(Deficiency) Excess of Receipts Over Disbursements	770	4,472	56	(1,148)	(8,184)	(4,084)	(3,011)	1,835	1,711	308	2,928
Cash Balance as of August 31, 2019	\$ 10,958	\$ 5,235	\$ 35,225	\$ 6,616	\$ 900	\$ 24,773	\$ 10,437	\$ 19,908	\$ 5,553	\$ 8,219	\$ 11,618

	Downstate Medical	Empire State	Enviro Science and Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2018	\$ 38,409	\$ 4,513	\$ 39,589	\$ 13,994	\$ 34,896	\$ 15,675	\$ 44,828	\$ 1,958	\$ 5,835	\$ 163	\$ 3,226
Cash Receipts:											
Chapter Allocations, Net	24,970	3,244	5,846	24,980	7,710	8,961	5,364	6,687	18,182	9,838	6,752
Interest	0	8	30	0	212	0	0	0	10	0	0
Reimbursements for Various Expenses	0	0	0	852	793	0	0	490	0	200	1,637
Other	0	0	0	0	0	0	0	0	0	0	0
Total Receipts	24,970	3,252	5,876	25,832	8,715	8,961	5,364	7,177	18,192	10,038	8,389
Cash Disbursements:											
Membership and Chapter Committee Meetings	36,850	2,449	1,332	13,170	3,290	5,172	446	3,621	6,886	4,416	3,740
Executive Board	2,283	1,920	139	3,705	2,491	958	144	1,152	1,173	858	3,321
Outreach Activities	0	167	0	0	161	400	0	561	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	1,343	1,027	0	1,360	81	340	0	273	473	486	444
Printing/Duplicating	0	0	0	1,281	559	0	0	0	0	0	202
Newsletter/Publications	0	0	0	0	0	0	0	0	0	0	637
Telephone/Internet/Website	2,426	176	733	2,746	481	301	711	28	1,461	0	708
Postage	0	65	30	197	286	46	20	57	41	63	44
Bank Charges	300	5	0	0	0	0	0	0	69	0	0
Chapter Workshops	3,234	273	0	0	1,675	0	121	0	1,510	691	782
Furniture/Equipment	0	0	0	492	0	0	0	0	305	0	0
Other	70	0	47	0	0	2,000	0	0	525	40	293
Total Disbursements	46,506	6,082	2,281	22,951	9,024	9,217	1,442	5,692	12,443	6,554	10,171
(Deficiency) Excess of Receipts Over Disbursements	(21,536)	(2,830)	3,595	2,881	(309)	(256)	3,922	1,485	5,749	3,484	(1,782)
Cash Balance as of August 31, 2019	\$ 16,873	\$ 1,683	\$ 43,184	\$ 16,875	\$ 34,587	\$ 15,419	\$ 48,750	\$ 3,443	\$ 11,584	\$ 3,647	\$ 1,444



# Pandemic response prompts decision to commit to UUP

BY DARRYL MCGRATH

People join unions for all sorts of reasons: camaraderie, a sense of mission, or gratitude for help they got when they faced a tough time at work, a personal problem or threatened retrenchments.

Tim Scee II joined UUP this spring out of a sense of moral obligation, when he saw how hard UUP—which he now proudly calls “my union”—was working to protect jobs and conditions of employment as SUNY faced an unprecedented situation: the abrupt closure of its campuses due to the coronavirus pandemic.

As the pandemic approached, Scee said he appreciated getting regular updates from UUP President Fred Kowal that kept SUNY employees in the UUP bargaining unit informed on the union’s discussions with the Governor’s Office of Employee Relations and SUNY System Administration. Those talks dealt with the best way to navigate the sudden work-from-home mandate.

## INSIDE VIEW OF UUP RESPONSE

“I felt a strong moral obligation to become a dues-paying member,” said Scee,

a public affairs specialist at SUNY Polytechnic Institute, based at the Utica campus. He started his job in 2019, and he knew that membership was optional. A welcoming talk about UUP from SUNY Poly Chapter President Maarten Heyboer at a staff meeting made a favorable impression.

Then, the pandemic hit, and Scee decided it was time to act, in response to all he saw going on around him.

“Over the last several weeks, I’ve had the privilege to interview SUNY Poly faculty and staff who are working on the COVID-19 pandemic. To me, it’s wrong that the threat to cut state funding, and the federal government not stepping up, come at a time when SUNY Poly faculty, alumni and staff are really contributing.”

## THE KEY TO THE FUTURE

New members who are also new employees, like Scee, are the future of UUP, Heyboer said. UUP Organizing has worked very hard in the last three years—through its professional organizers and steady outreach to chapter lead-



SCEE

ers and new SUNY employees—to increase membership numbers. That effort is paying off; at more than half of the union’s 32 chapters, at least 85 percent of the bargaining unit are now members.

Scee was raised in a union household, in which both parents were unionized

federal employees.

He’s a 2010 graduate of SUNY Oswego, who has worked as a news reporter, but also as a benefits specialist for an insurance company that specialized in providing supplemental benefits to unionized state employees, mainly those in the Public Employees Federation and CSEA. Through that job, he often heard clients talk about how much their union had done for them, and he participated in the occasional picket.

Now, he is a union member, and glad of it. The events of the past months have highlighted the need for solidarity and a well-funded SUNY system, Scee said.

Or, as he put it, “If programs are cut, and there’s no one to teach, where does that leave us when the next pandemic comes?”

	Optometry	Oswego	Plattsburgh	Poly Tech	Potsdam	Purchase	SUNY Stony Brook	HSC Stony Brook	System Admin.	Upstate Medical	Grand Total
Cash Balance as of September 1, 2018	\$ 4,834	\$ 26,658	\$ 13,207	\$ 21,834	\$ 14,709	\$ 21,097	\$ 1,780	\$ 77,049	\$ 5,263	\$ 34,108	\$ 567,414
Cash Receipts:											
Chapter Allocations, Net	4,630	12,696	6,208	4,343	6,682	22,117	38,532	50,446	4,362	47,580	466,231
Interest	0	40	3	0	0	0	4	38	9	258	900
Reimbursements for Various Expenses	0	851	0	0	99	0	100	0	980	9,805	18,832
Other	0	0	0	0	0	0	0	0	0	0	624
Total Receipts	4,630	13,587	6,211	4,343	6,781	22,117	38,636	50,484	5,351	57,643	486,587
Cash Disbursements:											
Membership and Chapter Committee Meetings	2,999	11,470	10,263	3,976	501	14,280	20,457	38,884	5,974	31,423	288,988
Executive Board	140	1,021	0	342	1,186	1,726	3,382	4,348	101	5,111	52,465
Outreach Activities	0	0	0	0	0	0	685	94	0	0	3,979
Grievances	0	0	0	0	0	0	115	0	0	0	115
Office Expense	69	800	63	0	1,075	422	1,566	4,038	0	2,469	39,673
Printing/Duplicating	0	0	0	57	0	367	0	1,944	0	131	7,672
Newsletter/Publications	0	0	0	0	0	0	0	4,923	0	2,300	13,757
Telephone/Internet/Website	0	952	427	0	714	701	2,550	1,724	226	4,069	28,369
Postage	9	72	0	0	0	207	77	355	0	153	2,982
Bank Charges	333	145	0	0	0	8	0	0	18	3	974
Chapter Workshops	0	1,463	629	733	385	2,372	4,911	1,193	0	546	36,411
Furniture/Equipment	0	0	0	0	0	0	0	0	0	73	1,715
Other	0	1,204	166	0	552	270	1,156	13,411	98	4,217	34,472
Total Disbursements	3,550	17,127	11,548	5,108	4,413	20,353	34,899	70,914	6,417	50,495	511,572
(Deficiency) Excess of Receipts Over Disbursements	1,080	(3,540)	(5,337)	(765)	2,368	1,764	3,737	(20,430)	(1,066)	7,148	(24,985)
Cash Balance as of August 31, 2019	\$ 5,914	\$ 23,118	\$ 7,870	\$ 21,069	\$ 17,077	\$ 22,861	\$ 5,517	\$ 56,619	\$ 4,197	\$ 41,256	\$ 542,429

# Couple takes advantage of ‘space available’ benefit

BY MICHAEL LISI

**M**orrisville Chapter member John Gunerman is earning a doctorate degree in education. His wife, Ellen Furnari, is working toward a master’s degree in higher education administration.

Like many scholars, both have been at it for several years, taking one class per semester.

But Gunerman and Furnari, an Upstate Medical University Chapter member, are attending class tuition-free—courtesy of a contract-negotiated benefit.

The Program for Tuition Assistance, the “space available” program as it’s commonly known, allows UUP bargaining unit members to take one class per semester and special session tuition-free, as long as there is room available in the class and they meet class prerequisites. Details can be found in Article 49 of UUP’s contract.

Classes can be taken over the summer and during intercession and they can be online or face-to-face. The classes do not need to be related to a member’s field or current job. Books and fees are not covered by the program.

Gunerman, SUNY Morrisville’s director of purchasing, is in his third year of working on his Ph.D. remotely through the University at Buffalo. A former U.S. Navy officer who served in the Middle East in 2006-2007, Gunerman was intrigued when his wife told him about the program a few years ago.

Furnari, a research administrator at Upstate Medical University in Syracuse, started her quest for a master’s degree through the program in 2017. She’s in her fourth and final year, working on a master’s in higher education administration at Stony Brook University.

Gunerman took the plunge; he started working on his doctorate in January 2018. He and Furnari have been taking



PHOTO COURTESY OF JOHN GUNERMAN

MORRISVILLE CHAPTER MEMBER JOHN GUNERMAN AND UPSTATE CHAPTER MEMBER ELLEN FURNARI ARE TAKING ADVANTAGE OF THE NEGOTIATED “SPACE AVAILABLE” PROGRAM TO GET THEIR ADVANCE DEGREES AT UB AND STONY BROOK UNIVERSITY, RESPECTIVELY.

as many as three courses each per year.

“I’m surprised that more people aren’t using the program,” said Gunerman. “It’s a great opportunity, one I feel very fortunate that it’s available to us. I almost feel guilty not taking advantage of it.”

## A VALUABLE PERK

The program offers considerable savings to UUP members who wish to take a course of interest or those willing to earn their degrees over time. It takes most people six years to earn a doctorate, according to the Survey of Earned Doctorates, an annual report by the National Science Foundation.

According to the U.S. Department of Education’s National Center for Education Statistics, the average cost of a graduate degree at public colleges and universities was \$14,784 in 2017.

Costs per credit hour for doctorate courses vary depending on school; the cost per credit hour at the University at Albany is \$480, while it’s \$460 at Stony Brook University. At SUNY Oswego, it’s \$471 per credit hour.

Books and mandatory fees must be covered by UUP members in the “space available” program. Graduate course fees per credit hour at UAlbany are expected to be \$111.88 in the fall, according to the university’s Anticipated Per Credit Tuition and Fee Rates for fall 2020 and spring 2021, at <https://bit.ly/2ADs74r>.

Gunerman said without the program, the costs he and Furnari would have to pay are about \$3,000 per semester each for tuition.

## LOTS OF ROOM

So far, there’s been plenty of space available in the classes Gunerman and Furnari have chosen; they haven’t been excluded from any classes they’ve applied for through the program.

The real work begins once you’re enrolled, he said.

“You have to be at the point where you’re ready to make the commitment to the education,” said Gunerman. “There are days where you work 10 or 12 hours and you’re tired and you still have to write that paper or attend that 8 p.m. or 9 p.m. conference call,” he said.

Gunerman’s advice for UUPers considering the program to earn their advanced degree is straightforward: Choose a degree to pursue and start researching the courses needed to get it.

Members with questions can reach out to statewide Secretary/Treasurer Jeri O’Bryan-Losee at [jobryan@uupmail.org](mailto:jobryan@uupmail.org). They can also get more information by checking out Article 49 of UUP’s 2016-2022 contract at <https://bit.ly/2YMgSim>. Information about the program is on page 76.

It took patience, time, dedication and planning, but the Program for Tuition Assistance is helping Gunerman and Furnari earn their advanced degrees—and saving them a bunch of money.

It can help others, too.

“We’re greatly appreciative,” said Gunerman.



# Reilly intern hired full time as UUP research, policy associate

BY KAREN L. MATTISON

**U**UP has hired a new research and policy associate, but that doesn't mean there will be a new face in the union's Administrative Office.

Alex Hemmerstein first came to UUP last year as the latest John M. Reilly legislative intern. His exceptional work is just one reason why he was asked to stay on.

"UUP is extremely fortunate to have Alex on board full time as the union's research and policy associate," said statewide Vice President for Academics Jamie Dangler, who oversees UUP Research. "As the Reilly intern this last year, Alex has demonstrated a breadth of skills not easily found, as well as the interest and passion for fighting the good

fight for UUP members."

Hemmerstein graduated in May with a master's in public administration, with a concentration in policy and budget management, from the University at Albany's Rockefeller College of Public Affairs and Policy. He earned his bachelor's degree in political science and environmental studies from the University of Vermont in 2010.

While at Rockefeller, Hemmerstein held one of three graduate assistant positions to support critical functions at the college. He coordinated student appointments, published career newsletters, maintained data for annual reports, managed student internships, and facilitated events such as career fairs and info ses-



HEMMERSTEIN

sions, for the university's Office of Career Development.

Prior to that, Hemmerstein worked for Education Pioneers in Oakland, Calif., and Schodack Landing, Rensselaer County, first as an associate and then as manager of systems project management. He was also a staff fellow there in the

summer of 2016.

He has been a leadership coach with Braven Career Accelerator, and continues as a mentor. He also was a member and volunteer with the Ella Baker Center for Human Rights from 2015 to 2017.

The John M. Reilly legislative internship is named to honor the late John Reilly, who served as UUP president from 1987-1993.

## SAFETY FIRST ...

*continued from page 7*

HVAC systems should be evaluated and adjusted to maximize infection-control potential. This could include, but is not limited to, increasing outdoor air ventilation and improving HVAC air filtration to the highest level achievable.

## FRONT-LINE WORKERS

UUP's plan also extends to the nearly 13,000 members it represents at SUNY's public teaching hospitals in Brooklyn, Stony Brook and Syracuse.

Employees at SUNY's hospitals and nursing homes must be provided with personal protective equipment (PPE), including new N95 respirator masks, gowns, face shields and other gear as provided in historic CDC guidance.

The union requests that all patients set for elective surgeries be tested for COVID-19 within 24 hours prior to being admitted.

Also, current patient visitation restrictions must be maintained and enforced.



JONES

"Keep doing what you are doing.  
One voice is heard; many voices  
are heard a lot, and loudly."

— Assemblymember Billy Jones

## TOWN HALLS ...

*continued from page 13*

A millionaire's tax, favored by many unions, cannot be the only answer, she said, and even if such legislation becomes law in New York, it won't help this year.

Other lawmakers also expressed a combination of support for the concept of revenue through tax-the-rich measures, but doubt the likelihood of such legislation passing right now.

"Yes, we are facing serious shortfalls; first and foremost, we need federal assistance," said Fahy, who added that laws targeting the state's richest residents "would send the wrong message."

Kowal reminded members and lawmakers that UUP is working with the AFT and NYSUT to push for Senate action on additional federal relief, and that UUP was the first union in the state to start what has been a highly successful campaign to remind New York's Congressional delegation that states need more help. UUP members have sent more than 3,000 letters to Congress in that effort.

Jones told members in his town hall that any advocacy helps, and that advocacy from as many members as possible really helps—a sentiment that other lawmakers expressed throughout the town halls.

"Keep doing what you are doing," Jones told members. "One voice is heard; many voices are heard a lot, and loudly."



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## UUP REMEMBERS THE ACTIVE AND RETIRED MEMBERS WE'VE LOST TO THE COVID-19 PANDEMIC.

Members of our union family—many of whom work on the front lines as health care professionals—are among the first casualties. UUP has created a web portal to pay tribute to the brave unionists who made a difference throughout their lives.

To submit a name, go to  
<https://bit.ly/2KNqRNL>  
or scan the QR code.

