

THE ECHO

uup

Fall 2021



**GETTING
READY TO
NEGOTIATE**






WHAT DO YOU WANT OUT OF YOUR NEXT CONTRACT?



The Echo is an online 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.

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

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» TO THE POINT | UUP President Frederick Kowal



RESTORE OPPORTUNITY – RESTORE SUNY!

On Nov. 22, UUP President Fred Kowal testified before the Senate Standing Committee on Higher Education at a hearing, “Maintaining Quality, Equity, and Affordability in Public Higher Education throughout the Pandemic and Beyond.”


During his testimony, Kowal discussed the need for more—and fair—funding for SUNY and its public teaching hospitals, and improving access to SUNY for underrepresented and low-income students. Kowal also called on legislators to immediately close the TAP Gap and expand the Medical Educational Opportunity Program.

Click [HERE](#) or on the play icon above to view a video of Kowal’s presentation to the committee.

FIGHTING FOR OUR CLIMATE IS FIGHTING FOR OUR STUDENTS.

The time for action is now. We must act to combat the global climate crisis. UUP is advocating for SUNY and New York state to lead the way towards renewable and sustainable energy sources.

UUP supports fighting the global climate crisis.



» Thanks to UUP for telecommuting program

SUNY ESF member Nichole Dougherty originally wrote the following letter of thanks to ESF Chapter President Matt Smith. She has given permission for her letter to be shared with the UUP membership. The Voice lightly edited the letter for style.

Matt,

Thank you for all of the information regarding our union. I just wanted to reach out to voice how much I have appreciated the telecommuting pilot program. I have been working in the office three days a week and telecommuting two days a week since last June, and it was such a relief for the time that my children were participating in the hybrid school model.

My children returned to school five days a week in April, but the telecommuting program still enabled me to be home two days a week when their school day

was over. We usually have to create a complex calendar of requests for help from family members to cover after-school care five days a week, and even just less-

“ When we returned to some sort of normalcy for school, the telecommuting program continued to provide me an opportunity to feel more present for my family. ”

ening that to three days a week was wonderful. In the past we have paid for child care before and after school, and those expenses add up very quickly for a working family with multiple young children!

When we returned to some sort of normalcy for school, the telecommuting program continued to provide me an opportunity to feel more present for my family and I was able to continue to work very productively from home. I am happy to hear that SUNY is working on a new policy and am hopeful that a new non-COVID-19 telecommuting policy will include work-life balance benefits for families with younger school-aged children.

Thanks again for representing ESF and UUP.

Sincerely,
Nichole Dougherty
ESF Office of Alumni Relations

The Voice welcomes letters to the editor by UUP members.

Guidelines for sending a letter to *The Voice* and *The Echo*: Letters will be edited for style, length, grammar and spelling, libelous statements and tone. We will not publish misinformation and we reserve the right to judge what is misinformation. Letters should address articles published in the UUP magazines, or topics relevant to the labor movement. We will not publish political endorsements or political statements.

Letters should be no longer than 300 words and should be clearly handwritten, typed or emailed. Letters can be submitted by email to Dmcgrath@uupmail.org, or can be mailed to: Ms. Darryl McGrath, Managing Editor, United University Professions, P.O. Box 15143, Albany, N.Y. 12212-9954.

STAYCONNECTED!

To receive your union's weekly UUPConnect newsletter in your inbox, email UUP Media and Publications Director Mike Lisi at mlisi@uupmail.org.

If your chapter has a news item or an event, email it to us so it can be shared statewide.

Questions and concerns about the newsletter can be directed to Mike Lisi or to UUPconnect@uupmail.org.

KEEPING YOU CONNECTED.
www.uupinfo.org



ENVIRONMENT

Students to teachers: Tell NYSTRS to divest from fossil fuels

Divest NY, a coalition of environmental groups, students and labor unions, has released a video of students urging their teachers to demand that the New York State Teachers Retirement System divest from fossil fuels.

You can view the video, titled “A Message From New York State Students To Their Teachers: Divest Your Pension Fund From Fossil Fuels,” [HERE](#).

UUP partnered with Divest NY in 2020, part of the union's move to become involved with community groups and statewide coalitions to create positive change toward achieving social, economic, climate and environmental justice.

In the nearly three-minute-long video, children and young adults ages 10 through 18 send a caring but pointed message to teachers, pressing them to tell the Teachers Retirement Fund to terminate its fossil fuels and agribusiness investments.

“How does it make you feel knowing that your pension fund is invested in the destruction of our climate and ultimately of our future?” asked Amaal B., a 17-year-old student from the Catskills.

“We need you to step up and demand your pension fund to stop investing your hard-earned retirement savings in climate failure,” said Sabrina, a 17-year-old from Oneonta.



“It's time to step out of our fossil fuel world and into the green, clean, equitable world of the future,” said Sophie, age 12. “Help us get there.”

For months, UUP has publicly called on NYSTRS to divest from fossil fuel stocks. The union issued a June 29 press release demanding that SUNY widen investment options for teachers offered by the Teachers Insurance and Annuities Association of America (TIAA).

In January, more than 300 delegates to UUP's 2021 Winter Delegate Assembly approved a resolution demanding that SUNY pressure TIAA to divest from all fossil fuels and agribusiness. In August, UUP members took part in the outdoor “[Fossil Free Education, Fossil Free Future](#)” rally at the state Capitol.

You can find out more about Divest NY [HERE](#).



New York students make their video appeal to teachers, urging the divestment of all fossil fuel assets from the Teachers Retirement Fund. UUP has partnered with the video's creator, Divest NY, to forward environmental justice.



Members meet governor, talk up UUP

Several UUP members got to meet **Gov. Kathy Hochul**, display their union pride and thank her for her support of labor at the Albany County Democratic Committee's annual picnic Oct. 3.

The picnic, at Lanthier's Grove in Latham, drew local candidates, Democratic activists and union members. Among the UUP members who attended: Membership Development Officer **Tom Hoey**, who is also a member of the Albany Common Council;

Patrick Romain, the Albany UUP Chapter vice president for professionals and a statewide UUP Executive Board member; and **Zina Lawrence**, assistant vice president for professionals at the Albany UUP Chapter and also chair of the UUP statewide Black/Latinx Faculty/Staff Concerns Committee.

The governor mingled, posed for photographs and talked with as many people as possible, Lawrence said.

"She made it a point to listen to everyone about what their interests were—whether they were students or UUP reps," she said.

Lawrence and Romain both made a point of thanking the governor for her support of labor and also told her that UUP looks forward to working with her.



UUP members with Gov. Hochul at the Albany Democratic Committee picnic

Above (left to right): Patrick Romain, Albany UUP Chapter vice president for professionals and statewide UUP Executive Board member; **Gov. Kathy Hochul**; and **Zina Lawrence**, assistant vice president for professionals, Albany UUP Chapter, and chair, UUP statewide Black/Latinx Faculty/Staff Concerns Committee.

Right: The governor with statewide UUP Membership Development Officer **Tom Hoey**.



Take this job and ... quit it!

"I quit."

A record number of American workers has given a supervisor that succinct send-off in recent months. The so-called Great Resignation involves workers who often have left a job with no new job waiting for them, and it has defied anything ever before seen in the U.S. labor market. This trend has also baffled economists and given employers quite a bit to ponder as they post help-wanted ads that go unanswered.

In September, 4.4 million Americans quit jobs. That was 3% of the workforce. In February, just before the coronavirus pandemic, 2.35 of American workers had quit their jobs, as the *Washington Post* reported.

Some of the reasons workers have cited for leaving include a lack of child care and safety concerns about work conditions during the pandemic, including the presence of unvaccinated colleagues at a work site.

Others reassessed whether they still wanted to work in an industry that offered the dubious perks of low wages and unreliable tipped income, long hours, poor benefits, unpredictable schedules, nighttime and weekend hours and physically demanding effort with much of the work done standing.

Retail, restaurants and the hospitality industries combine just about every one of those factors, and they have taken a huge hit during the Great Resigna-



tion. Almost 2 in 5 employees who quit a job in August worked in retail, restaurants or hotels.

But some very highly skilled workers have walked as well, including more than a half-million health care workers who left their jobs in August. Blame the pandemic, which required many health care workers to go weeks, even months, without a vacation or much time off at all, even as they risked their lives working with COVID-19 patients.

No one knows how this will play out. Clearly, many of the workers who quit have not returned to college for job training, because community colleges around the country have seen enrollments decline.

In the Great Recession of 2007-2009, community colleges saw enrollments burst at the seams, but not now. So this is a trend to watch, with no certainty of how, or when, it will end.

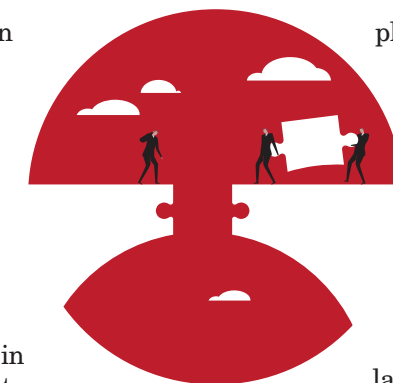
Infrastructure bill is now law

President Biden signed his \$1 trillion infrastructure bill into law Nov.

15 with bipartisan support. New York will get \$26.92 billion from this historic bill, with only California and Texas expected to get higher amounts. This bill is far more than roads and bridges; it will, for example, help Arizona, Oregon and Washington build greater protection against wildfires, and it will help improve water infrastructure in Michigan, where the disastrous Flint water crisis is still affecting children who suffered lead poisoning when that city switched its water source.

The new infrastructure law is likely to also mean years of steady jobs for union workers.

Next up: The other part of this ambitious plan, the \$2 trillion spending bill known as the "Build Back Better"

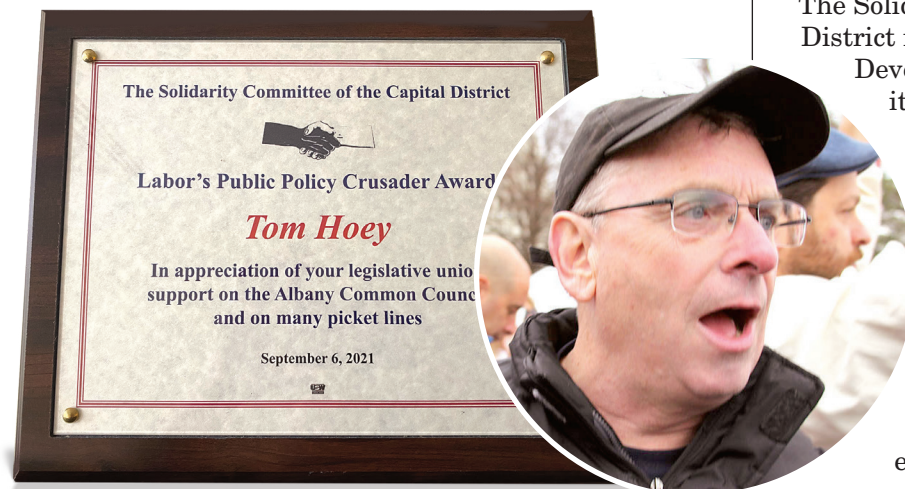


plan. UUP supports Build Back Better, which is often described as the "human infrastructure bill." This bill will address climate change and federal safety-net programs for working families and low-income Americans.

The House of Representatives passed the bill Nov. 19. Now it's before the Senate, where it is expected to face an even tougher fight. But if this bill becomes law, even with some changes in the Senate, it will be akin to Lyndon Johnson's Great Society agenda. Watch *The Voice*, *The Echo* and UUP's Connect newsletter for updates on its progress through the Senate.

For a graphic on how much in federal funding each state is getting from the infrastructure law, go [HERE](#).

Hoey honored with Labor's Public Policy Crusader award



The Solidarity Committee of the Capital District recently honored UUP Membership Development Officer **Tom Hoey** with its “Labor’s Public Policy Crusader Award.”

Hoey is a member of the Albany Common Council, and the award recognizes his strong support for the labor movement through his work on the Common Council and through his presence on many picket lines over the years.

Most recently, Hoey was an outspoken supporter of the long effort by Albany Medical Center nurses to achieve a contract. The hospital and the nurses reached an agreement last summer after three years of often contentious negotiations.

Educator's Voice seeks article proposals

Educator's Voice is seeking article proposals for its Fall 2022 issue. The deadline to submit proposals is Feb. 1, 2022.

The volume's theme is Sustaining Democracy through Civics Education.

The submission forms, editorial guidelines, past copies of the journal and more information about the call for proposals can be found at nysut.org/edvoice.

Educator's Voice is a journal of best practices in education that is dedicated to highlighting research-based classroom and school/district-wide strategies which make a difference in student achievement. *Educator's Voice* is edited and published by NYSUT.

Civics education is vital to sustaining the democratic structures that set this country apart from many others, yet civic participation and trust in the U.S. government have been declining. *Educator's Voice* seeks article proposals that document successful practices in civics education from educators across disciplines and grade levels, including higher education, in P-20 school partnerships, in BOCES or in

district-wide initiatives.

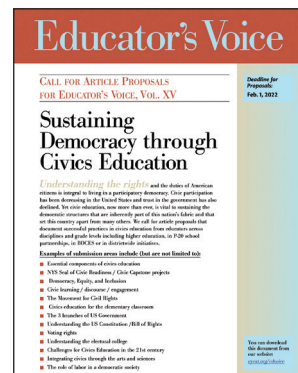
Examples of submission areas could include, but are not limited to: essential components of civics education; democracy, equity and inclusion; the movement for civil rights; and the role of labor in a democratic society.

Applicants will be asked to describe in their author submission form the relevance of their topic, the setting in which it was practiced, the method or approach to the practice or program, outcomes, the research base that supports the practice or program, how this practice addresses the needs of diverse populations and how the practice involves collaboration with parents or other members of the school community.

This is a practitioner journal, and readers include teachers, school-related professionals, pupil personnel services

providers, union leaders, parents, administrators, higher education faculty, researchers, legislators, and policymakers. Acceptance of a proposal is not a guarantee of publication.

Click [HERE](#) to access the submission form.



Chapters spotlight contingents during Campus Equity Week

United University Professions and Campus Equity Week have been a match for decades.

UUP members use CEW to highlight the inequitable treatment of contingent faculty. This biennial, international initiative educates the public, college communities and policymakers about part-time faculty in the U.S., Canada and Mexico.

This year, CEW ran from Oct. 25-29. UUP chapters, including Buffalo State, Cortland, Fredonia, Old Westbury and Stony Brook, hosted a range of events, including informational tabling and membership sign-ups.

“Campus Equity Week gives prominence to a habitually under-recognized, over-utilized, over-scrutinized, exploited, exhausted and vulnerable population of higher education workers who, despite their excellent qualifications, are treated as unworthy, uneducated, and unwelcome,” said Cortland Chapter President Jaclyn Pittsley, a member of UUP’s statewide Contingent Employment Committee.

“Raising awareness of the burden of contingent faculty is necessary throughout the year, though, as our contingent faculty members need the support and solidarity of their full-time, permanent union siblings to make any strides towards equitable treatment of our most vulnerable yet necessary faculty members,” said Anne Fearman, Contingent Employment Committee chair.

Colleges and universities have reduced tenure-track positions and rely on contingents to save money. According to the American Association of University Professors, more than half of faculty appointments are part time.

At SUNY, the percentage of part-time contingent faculty has hit an all-time high of 42% at state-operated campuses, according to UUP. Since 2006, SUNY’s state-operated campuses have seen a 60% hike in full-time contingent faculty, compared to a 7% increase in tenure-track faculty.

Contingent faculty often lack basic perks, such as offices, and they often teach at several campuses to make ends meet.

UUP has made gains for contingents. Qualifying contingents can get year-round health insurance; contrac-

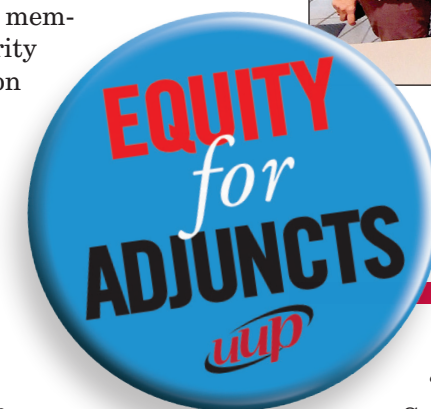
tual salary increases; lump-sum payments; professional development; and dental, vision and prescription drug coverage. UUP also negotiated minimum salaries for part-time employees in its current contract.

“The public relies upon the goods that we create in higher ed and health care, and it is crucial that we understand the labor conditions that generate the public goods on which so many people rely,” said UUP statewide Vice President for Academics Alissa Karl. “CEW is essential for shedding light on these conditions.”

UUP chapters did just that with their events.



UUP Contingent Employment Committee Chair **Anne Fearman**, right, and **Janet Mayer**, the Fredonia Chapter’s grievance chair for professionals, prepare to hand out informational materials for Campus Equity Week at SUNY Fredonia.



UUPs Buffalo State Chapter showed “The Last Adjunct,” directed by Buffalo State Chapter member and independent filmmaker Dorothea Braemer, assistant professor of media production. The chapter also collected stories and accomplishments of part-time employees. You can view them [HERE](#).

The Cortland Chapter held a service recognition and scholarly showcase for part-time employees. You can view the program [HERE](#).

The Fredonia Chapter staffed an information table Oct. 25-Oct. 27. Members handed out union swag, and invited visitors to write their feelings on a paper titled, “How Do You Want to be Treated?”

SUNY Old Westbury Chapter members stuck Post-it notes with facts about adjunct and part-time employees throughout the Campus Center.

Setting the stage for the next budget

Kowal tells lawmakers, trustees: Don't rest on the pandemic aid

UUP is getting a head start on the legislative session, with a message to lawmakers that SUNY needs state funding that goes far beyond the one-time federal bailout of last spring.

UUP President Fred Kowal told state senators and SUNY trustees in two days of hearings, Oct. 26-27, that they cannot rest on that temporary boost of the federal pandemic aid. He also told them that the administration of Gov. Kathy Hochul holds great promise for SUNY, and that UUP stands ready to work with SUNY leaders and the Legislature to achieve something the university has not had in more than a decade: an across-the-board increase in state funding that benefits the entire SUNY system, not just a few select and deserving programs.

"We believe it's important to get state aid to SUNY, and at a level it hasn't seen in at least a decade," Kowal said in his opening remarks at an Oct. 27 hearing by the state Senate Committee on Higher Education, chaired by Sen. Toby Ann Stavisky.

The hearing unfolded at Stony Brook University with the goal of soliciting input from a range of public higher education advocates about the most essential needs in New York.

Kowal used his time to note that UUP is optimistic about the upcoming budget, with Gov. Kathy Hochul



striking all the right notes so far about building up New York's resources, including SUNY.

Read UUP's press release [HERE](#).

Depleted hospitals; exhausted hospital staffs

But optimism does not automatically translate to certainty and dollars. Carolyn Kube, statewide vice president for professionals and immediate past president of the UUP Stony Brook HSC Chapter, accompanied Kowal to the hearing. Kowal referenced all that Kube and the other academic medical center chapter presidents endured during the pandemic as he reminded the senators that helping SUNY means helping SUNY's four-year campuses and its public teaching hospitals.

"Let's be clear: COVID did not create the crisis of care at the SUNY hospitals," Kowal said. "The lack of state funding created the crisis."

Unlike other branches of SUNY, the hospitals receive no state operating funds, and have not for the past three years. Yet they bore some of the greatest responsibilities for patient care during the pandemic, and now face terrible staff shortages in many critical areas, including respiratory therapy. The hospitals are the only part of SUNY that also must pay their own debt service out of their revenues, without any help from the state.

"From COVID to debt service, to Medicaid cuts and changes to the DSH program, our SUNY hospitals have been under assault, while the need for their services and care only grows," Kowal testified. "UUP is urgently requesting the proper state

support for our SUNY hospitals."

UUP ready, willing to work with leaders

For Kowal, it was the second consecutive day of testimony before state leaders in higher education who could help shape the next SUNY budget.

He also testified before members of the SUNY Board of Trustees on Oct. 26, asking for their support in seeking an increase of funding for SUNY. The SUNY four-year campuses did fare better in the current state budget than UUP had originally hoped, but that was largely due to an unexpected flood of federal pandemic aid to higher education in New York last spring.

Perceptions of the state's role in averting financial disaster in the current budget differ, as was evidenced in an exchange between two members of the Senate committee at the Stony Brook hearing.

"Really good" still not enough

The Oct. 27 hearing opened with Sen. John Liu

“Let's be clear: COVID did not create the crisis of care at the SUNY hospitals. The lack of state funding created the crisis.”

— UUP President Fred Kowal

mental health services for students.

Liu countered that the current budget's funding "may be more than in recent years, but 'more than' is not enough."

Kowal also testified Nov. 22 in Albany. You can view the video of his testimony in this issue of *The Echo*, on Page 2, or click [HERE](#).

Watch the UUP [website](#) for updates on UUP's legislative agenda for the 2022 state budget.

A big win for teacher education

Waiving GRE, reducing GPA regulations seen as key to ending teacher shortage

UUP teacher education advocates are celebrating Gov. Kathy Hochul's signature Nov. 15 on two bills which remove or reduce potential barriers for students applying to graduate programs in teacher education and school leadership.

The Graduate Record Examination or an equivalent exam will no longer be required for admission to these graduate programs, and the 3.0 grade-point average requirement can be waived for up to 50% of the candidates for admission, instead of the previous 15%.

"This is a huge win for our teacher ed programs and their students because it was really a misguided policy from the start," said Jamie Dangler, UUP's former statewide vice president for academics.

Dangler had worked with UUP's statewide Teacher Education Committee since 2015 to overturn the two regulations, which former Gov. Andrew Cuomo put into the 2015-2016 budget. The original Cuomo regulations mandated the GRE and a 3.0 GPA with no exceptions. A 2017 revision softened those regulations slightly by allowing teacher education programs to waive the GPA requirement for up

to 15% of their candidates.

Critics argued that the Cuomo regulations acted as a barrier to admission for promising students who might have missed the GPA requirement or a passing score on the GRE by a fraction. Even with the change that allowed the 15% waiver of the GPA, the requirement could have had a chilling effect on applicants who could not be sure they would be granted the waiver.

The changes signed into law by Gov. Hochul come at a time when applications to teacher education programs are increasing for the first time in years in New York, and also at a time when the U.S. Department of Education has identified teacher shortages in 18 specializations, including

THERE IS ALSO NO CORRELATION BETWEEN A CANDIDATE'S SCORE ON THE GRE AND THAT PERSON'S SUCCESS IN THE PROFESSION.

special education, art and music education in pre-K-12 and science for grades 7-12.

In its arguments against the GPA requirement, UUP had noted that the requirements could have discouraged candidates who had been English Language Learners in childhood, or who had hoped to enter teaching from a different profession.

There is also no correlation between a candidate's score on the GRE and that person's success in the profession, and the cost of taking the GRE—which can run between \$150 and \$250, depending on late-registration charges and other fees—could exclude talented candidates.

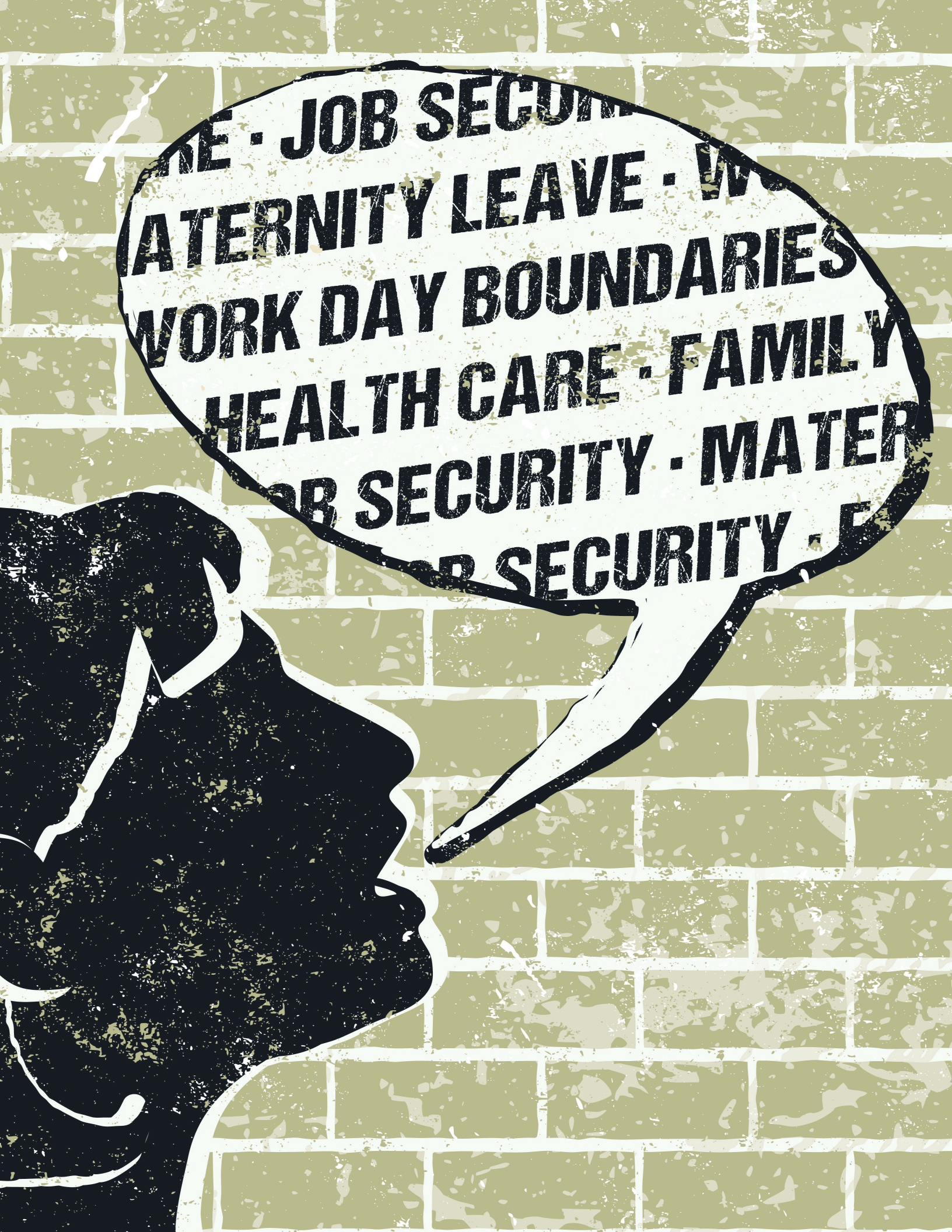
» The resignation of Chancellor Malatras

As *The Echo* was set to be posted, SUNY Chancellor Jim Malatras announced his resignation, effective Jan. 14, 2022. Malatras announced Dec. 9 that he would step down.

UUP has issued a call for the SUNY Board of Trustees to do what should have been done nearly 18 months ago: conduct a national search for the next leader of the nation's largest public university. "As UUP did in the summer of 2020, we call on the SUNY Board of Trustees to conduct a nation-wide search for a new chancellor. This search must put a priority on candidates of diversity," UUP President Fred Kowal said.

UUP has also called on the SUNY Board of Trustees to work with UUP and the other unions representing SUNY employees to develop a systemwide, enforceable workplace civility program to better ensure that our members can work in environments free from toxic and bullying behavior.

The Trustees are expected to choose an interim chancellor while they seek a permanent replacement for Malatras.



Speaking UUP

for a strong proposal

**UUP is asking
members what
matters to them.
Their answers
could help
shape the next
contract.**

By Darryl McGrath

As UUP prepares to sit down with the state at the bargaining table for its next contract, UUP's Negotiations Team is taking a first and essential step, by listening to what members want to see included.

To do that, UUP Chief Negotiator Bret Benjamin and Elizabeth Hough, UUP counsel to the president, conducted more than 30 virtual Town Halls which included an explanation of the many steps that lead to a ratified and signed contract, as well as questions and comments by members.

This outreach to members is customary for UUP and extremely helpful in preparing a proposal to bring to the table. But it's more important this year than ever, UUP President Fred Kowal said. He thanked members for participating in the town halls and encouraged them to continue to communicate with the Negotiations Team through this email address: Contract@uupmail.org.

Pandemic prompted changes

“So much changed with the pandemic, and I want to first of all thank every member for all that they did for students, for their colleagues and for UUP during this extraordinarily difficult time,” Kowal said. “It is impossible to speak of any good coming out of a public health crisis that wreaked havoc with our world, our lives and our students’ lives. But as we look ahead to this next contract, we can draw on what we learned, and apply some of those lessons to the terms and conditions of our employment.”

Additionally, Benjamin presided over a forum on negotiations for delegates at the virtual Fall 2021 Delegate Assembly on Oct. 15. As this issue of *The Echo* was being prepared, Negotiations Team members had started to make campus visits and had also started to hold Q&A Town Halls for various constituencies of the membership, such as academic and professional contingents, or members at specialized campuses, such as the hospitals.

Top concerns: Health care, job security, flexibility

And the members have spoken about what they want to see, including the protection of health care for adjuncts and greater job security for them; maternity leave; and more specifically defined time off for jobs that can lapse into 24/7 responsibilities, such as residence hall directors.

Some of these concerns reflect the difficulty of separating personal time from work time when you are home all the time; without the clearly defined boundary of a “work day,” many UUP members found themselves working at all hours of the day and night. Others spent money out of pocket to purchase supplies and equipment to function at home in lieu of having a campus workspace, or relied on personal equipment they already had at home because for several months, they had to do their jobs but could not return to campus to retrieve any equipment they didn’t bring home at the start of the shutdown.

Also on the wish list: a more uniform approach to regularly scheduled performance reviews for professionals, and a more clearly defined approach to promotions for professionals; as one member said, too many professionals achieve a promotion by leaving SUNY and taking a new job elsewhere.

Professionals have especially felt the strain of the pandemic at SUNY, because many of them worked

in jobs directly affected by the upheaval. Doctors, nursing supervisors, medical technicians and respiratory therapists, as well as residence hall staff and internet technology staff, pretty much saw time off and vacations suspended during the pandemic.

The need for these exhausted members to return to regular vacations is one concern; the ability for them to carry over more vacation time than they are allowed to do is another. UUP-represented employees who delayed vacation because of the pandemic have an extension to Dec. 31, 2022, to use their time, but that is a temporary extension, not part of their permanent work conditions.

One other major request, which members have voiced many times: a common desire for a long-term, permanent plan for telecommuting, especially now that the temporary agreement for telecommuting that UUP worked out with the state during the first 18 months of the coronavirus pandemic has ended.

Good ideas, all. And while it may not be possible to incorporate every suggestion from members into the forthcoming negotiations, the best way to get an all-encompassing contract is to hear what members have to say, as Kowal noted in his opening remarks at the first Town Hall, a virtual session for North Country members Sept. 30.

“Thank you for all the

work that you are doing for our students, our university and our union,” Kowal told members. “We would like to hear from you—your ideas, your concerns about what you want to see in your contract. There is not another union out there that does this in a more democratic way. All thoughts are welcome, all ideas are welcome.”

Seeking the best, not the fastest

A good contract is not necessarily a fast contract.

UUP Chief Negotiator Bret Benjamin always reminded members of that adage when he delivered opening remarks at a Negotiations Town Hall for members.

That’s because, as Benjamin explained at the Town Hall on Oct. 13—which was for members in the Central New York region—while it’s difficult to live with an expired contract, it’s far more difficult to live with a contract that doesn’t contain the best possible gains for as many members as possible in UUP’s large, diverse bargaining unit.

The membership includes full-time faculty, contingents, professionals, medical school faculty and hospital staff, in jobs ranging from research posts at a health sciences center to caring for livestock at any one of the several campuses that has an agricultural program.

“Our contract has to work for all of them,” Benjamin told members at the Oct. 13 Town Hall, the third of eight such sessions.

UUP is also unique among higher ed unions in the country in that it negotiates



“Our contract has to work for all of them.”

UUP Chief Negotiator
Bret Benjamin

with the state, not with SUNY. So, although SUNY administrators will likely be at some of the negotiations, it is the Governor’s Office of Employee Relations that conducts negotiations for the state.

And of course, there’s the biggest unknown of them all this year: New York has a new governor. So far, she has struck a middle-of-the-road approach to many policy decisions that suggest she will be more amenable to supporting SUNY than her predecessor was. Kowal told delegates at the virtual Fall 2021 Delegate Assembly that there is one very encouraging sign.

Said Kowal, “I’ve had more conversations with senior officials working for then Lieutenant Governor Hochul, and now Governor Hochul, in the last eight months than I had with people in the previous administration in the last eight years.”



“There is not another union out there that does this in a more democratic way. All thoughts are welcome, all ideas are welcome.”

— UUP President Fred Kowal



Nov. 27: [“State must commit to reinvest in CUNY, SUNY”](#)
Times Union, Albany

Nov. 23: [“This call cannot be ignored”](#)
WAMC, Albany

Nov. 22: [“NY urged to launch endowment for public universities”](#)
The Associated Press

Oct. 27: [“The Drive”](#)
WAMC, Albany

Oct. 4: [“Dozens of Health-Care Workers Suspended, Face Termination”](#)
Chief-Leader, New York City

Oct. 1: [“SUNY Downstate cancels surgeries, other services due to staff shortage following vaccine mandate”](#)
News 12, Brooklyn

Oct. 1: [“Vaxxed In, Race for Governor, SUNY Status Update”](#)
New York NOW, Albany

Sept. 30: [“SUNY Downstate Medical Center Cancels Surgeries, Other Services Due To Vaccine Holdouts On Staff”](#)
Gothamist.com

Sept. 28: [“Vaccine mandate goes into effect for UB-affiliated health care workers”](#)
The Spectrum, Buffalo

Sept. 27: [“Monday is the deadline for health care workers to get first COVID-19 vaccine dose”](#)
WTEN-TV, Albany; WIVT, Binghamton

Sept. 27: [“UUP president on COVID-19 vaccine mandate, staffing at SUNY hospitals”](#)
Spectrum News, Albany

Sept. 25: [“NY preps for staff shortage with health care vaccine mandate”](#)
Associated Press

Sept. 24: [“Unions push to protect SUNY hospital workers ahead of vax mandate”](#)
Politico

Sept. 22: [“Negotiations intensify as New York’s vaccine mandate approaches”](#)
Times Union, Albany

Sept. 20: [“Monday could be last shift for hundreds of unvaccinated workers at Syracuse’s biggest hospital”](#)
Post-Standard, Syracuse

Sept. 20: [“Mediator to help resolve standoff between Upstate nurses union, state over vaccine mandate”](#)
Post-Standard, Syracuse

Sept. 17: [“SUNY grapples with virus threat amid vaccination mandate”](#)
Press-Republican, Plattsburgh

Sept. 16: [“Another COVID Year”](#)
WAMC, Albany

Sept. 12: [“Another Voice: Hochul offers new opportunities for SUNY and New Yorkers”](#)
Buffalo News

Aug. 4: [“Faculty union at Stony Brook University appeals for universal mask mandates”](#)
Newsday

Aug. 1: [“More LI colleges, universities moving toward mandatory COVID-19 shots”](#)
Newsday

July 29: [“1 union supports state’s vaccine mandate, 2 others want to negotiate”](#)
WWNY-TV, Watertown

July 29: [“New York unions raise questions about state-mandated COVID vaccines, testing”](#)
WCAX-TV, Plattsburgh

July 29: [“Our view: Vaccine mandate for state workers will save lives”](#)
Auburn Citizen

July 28: [“NY to require state employees to get vaccines or get tested”](#)
Associated Press

DELEGATE ASSEMBLY

Getting ready for a great year

Fall 2021 DA sets the tone for upcoming budget, negotiations

It’s time for UUP to look ahead, with the union’s goals this academic year boding well for SUNY, for members and for the students they have done so much to help through the pandemic.

That was the message from UUP President Fred Kowal at the Fall 2021 Delegate Assembly on Oct. 15. He noted that this was expected to be the last virtual DA, as UUP and SUNY emerge from their most difficult time in memory.

“It has been a very tough 20 months for all of us,” Kowal told nearly 300 delegates. “Nothing has been left as it was. So many aspects of our lives, the way we interact, the way we work, the institutions in which we work—all has been upended. But those of us in education and health care must be, by nature, hopeful, if for no other reason than we teach and heal with a belief that there is a future and one worth living.”

And so, with a promising start to the fall semester, UUP members can plan for the approaching state budget and a new contract.

Both issues formed the backdrop to the daylong DA, where Kowal recounted UUP’s gains for its members during the pandemic, and then shifted to the budget and the next contract.

“Every battle fought and won brings us closer to a better future for all of us,” Kowal said. “And since we last met in the spring, we have had victories—hard-won victories—but ones we had to have and that we can build on. The victories we’ve had are about turning back the virus, protecting each other and our communities, while continuing to teach and heal and thereby testify, by our words and deeds, to the truth.”

» Speaking up for members

The list of gains is extensive, starting with the telecommuting agreement during the initial shut-down, and several extensions of the agreement until SUNY fully reopened for the fall 2021 semester. Then came mandatory testing for everyone on the SUNY campuses, and mandatory vaccinations for students—both of which UUP supported.

UUP’s backing of vaccine mandates on SUNY campuses gained national attention. Kowal has repeatedly explained the union does not have the authority to require its members to be vaccinated, but it does fully support vaccination. And members have responded to

UUP’s information campaign about vaccines, called “#VaxUpUUP.” (Click [HERE](#) for more information.) At least 90% of the membership has been vaccinated.

Soon after taking office in August, Gov. Kathy Hochul issued an order that all health care workers in New York be vaccinated by Sept. 27. In the meantime, the union is using that time to continue to encourage those members to be vaccinated, with conversations and fact-based information to explain that the vaccines are safe, effective and necessary.

Most recently, UUP reached a deal with the state and SUNY for UUP members to receive substantial overtime pay for the hours which members have worked because of staff shortages exacerbated by the pandemic.

» Honoring activists

The DA also included warm tributes to the four members who received two of UUP’s service awards, with the poignant note that one of the awards was presented posthumously. **Mike Lyon** of Upstate Medical University and **Wes Kennison** of Geneseo received the Nina Mitchell Award for Distinguished Service to United University Professions.

The late **Sandy Spier** of Downstate Health Sciences University and **Jeanne Galbraith** of Stony Brook HSC received the Pearl H. Brod Outstanding Retiree award.

UUP’s officers also updated members, with new statewide vice presidents **Carolyn Kube** for professionals and **Alissa Karl** for academics delivering their inaugural reports. And members paid tribute to the immediate past vice presents, **Jamie Dangler** for academics, and **Tom Tucker** for professionals.

Members approved three resolutions, which support the development of child care and adult care on every SUNY campus; express appreciation to Tom Tucker and honor the late UUP member **Bob Kasprak** of the Optometry Chapter for his contributions to UUP.

The DA also included a Q&A forum on negotiations. And that brought Kowal to the biggest political news of the year in New York: Gov. Kathy Hochul. Kowal struck of note of optimism as he mentioned those two huge issues confronting UUP, both of which involve the governor: negotiations and the state budget.

“I believe that the governor wants to make a big impact, and I’m happy to help her do so,” Kowal said. “Her political future could depend on that impact. Our future will depend on it.”

Giving back

UUP member and cancer survivor helps others face treatment

By Darryl McGrath

Photo courtesy Cherylann Damico

Cherylann Damico remembers feeling like she had been punched—the news that she had cancer hit her that hard.

When she found a breast lump in 2012, “I really didn’t think anything of it, because there was no history of breast cancer in my family,” recalled Damico, who’s been a UUP member at the Stony Brook HSC Chapter since 2018.

But in 2012, Damico worked in accounting and finance in a private-sector company, and her concerned supervisor there urged her to see a doctor without delay. One phone call and appointment led to another, and another, and Damico learned that she would need a biopsy. Everything had happened so fast that by the time she got that news, she was reeling.

“To be honest, I was very scared; I felt very alone,” said Damico, who at the time was a divorced mother of two teenagers. “I remember that feeling that day, almost like you’re being punched in the chest, and then you go numb.”

Photo: Cherylann Damico



Above: Cherylann Damico and her fiancée, Kenny Johnson, at a 2015 celebration for cancer survivors at Stony Brook University. **Right:** Damico at the entrance to the Adult Infusion Department of the Stony Brook Cancer Center, where she works as a patient access representative.

Photo: Danny Braun



» Life-changing decision

Damico was treated for Stage I breast cancer at the Stony Brook Cancer Center with two surgeries and four rounds of chemotherapy. That was nine years ago, but even as she was undergoing her treatment, an idea came to her that would change her life.

“Everyone was so wonderful, so helpful, I kind of had it in my head, ‘OK, in five years, I’ll be safe; I want to give something back,’” she recalled.

With that goal in mind, Damico decided to change jobs and careers. She wanted to work at the cancer center, and a little more than five years later, once she was cleared as cancer-free, she watched for job openings there that would be right for her.

And she found that job, as a patient access representative who works with adult patients as they enter the cancer center for treatment appointments. So

“To be honest, I didn’t know much about unions, but part of me was grateful for that chance to join one, because at my previous job, there was nobody to stand up for me if there was a problem I couldn’t handle.”

She befriended her UUP department representative, Danny Braun, who answered many questions. “He’s been great,” Damico said.

For his part, Braun said that Damico’s enthusiasm and passion for her work have been strong additions not only to the cancer center but to the chapter.

“It’s always good when we get new faces to join us,” Braun said. “The more people, the stronger the union. I’ve been in cancer services a long time. Her story is what you kind of strive for; hers is one of the ones you really hope for, one of the success stories.”

» Life lessons

Damico has struck a comfortable balance about sharing her story. Some of her colleagues remember when she was a patient. She doesn’t go out of her way to tell patients that she also was once treated there,

but she will talk about it if the moment seems right and if she judges that it might offer reassurance.

She also understood from the start that she and her colleagues would get to know patients who died. Even so, she has never questioned her decision to take a job that will forever be linked to memories of her cancer diagnosis—a permanent reminder, not that she really needs help remembering, of that punched-in-the-chest moment when she realized, This is really serious.

“There have been a few you get really close to,” she said of the longtime patients. “When you find out they’re gone, you console each other. There have been tears. You don’t forget them. You never forget their face.”

“I didn’t know much about unions, but part of me was grateful for that chance to join one, because at my previous job, there was nobody to stand up for me if there was a problem I couldn’t handle.”

now, instead of being the patient, Damico is often the first person that patients speak to when they arrive. Everyone at the cancer center works with a sense of mission, Damico said, but for her, that sense of mission is especially personal.

She understands the fear of new patients, the resigned determination of patients who have just learned that their treatment is not working as well as they had hoped, and the anxiety of family members who have questions they are afraid to ask.

» Joining UUP

Along with the new job came a chance to join UUP, which Damico did as soon as she could.

Speaking up for student borrowers

UUP's O'Bryan-Losee lends expertise to federal committee on student loan debt

The story of Jeri O'Bryan-Losee's path through higher education is one that millions of first-generation college graduates could relate to, filled as it is with pride, hard work, professional accomplishments—and an untenable amount of student loan debt.

Now, O'Bryan-Losee is drawing on the hard-earned lessons of her student loan experience to help other student borrowers. Since October, she has been serving as a primary negotiator on the U.S. Department of Education Office of Post-Secondary Services, Affordability and Student Loans Committee. Her work with that committee, conducted through virtual meetings, will continue into December. In this role, O'Bryan-Losee and other negotiators are helping the Department of Education develop proposed regulations that could help student borrowers."

The American Federation of Teachers nominated O'Bryan-Losee to the committee, and UUP President Fred Kowal endorsed that nomination on behalf of UUP. He cited O'Bryan-Losee's development of the UUP Student Debt Clinic program, which is modeled on an AFT program, in his support for her appointment.

Helping others help themselves

"Jeri has helped hundreds of UUP members become better educated about their student loans, and the



outstanding debt clinic program she established at UUP has guided many of these members toward student loan forgiveness," Kowal said after the announcement of her appointment. "This is a tremendous service, one that has opened up a pathway to financial stability for so many people. No one who knows her dedication to this topic is surprised that she has received this prestigious appointment."

Recently, she found out that \$73,000 she had in student loans had been forgiven through the Public Service Loan Forgiveness program. She accrued the debt after earning an undergraduate degree at Binghamton University and then three master's degrees.

So, she understands that student borrowers often feel shame about their debt, as though it somehow implies that they are irresponsible.

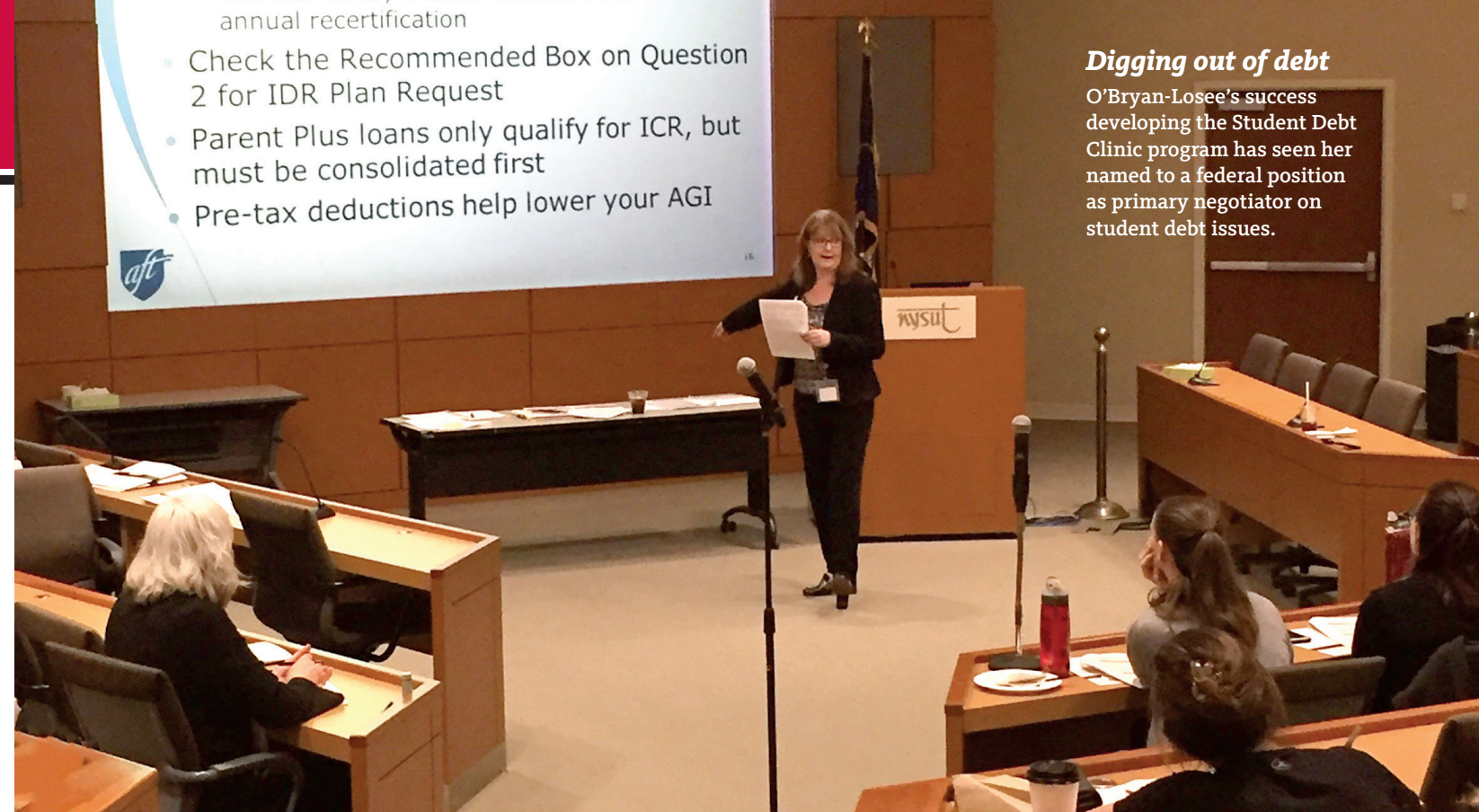
But she knows from personal experience there there's no reason for shame or embarrassment. The rules of the student loan system in the United States were so complex for so many years, and the loan servicing companies that handled repayment doled out such confusing and inaccurate information, that it's amazing anyone can navigate the system. It is a system that O'Bryan-Losee is now helping amend.

"The message I have always wanted to

» UUP Secretary-Treasurer Jeri O'Bryan-Losee has used her past experiences to help herself and others overcome student debt problems.

Photo by Michael Lisi

- annual recertification
- Check the Recommended Box on Question 2 for IDR Plan Request
- Parent Plus loans only qualify for ICR, but must be consolidated first
- Pre-tax deductions help lower your AGI



Digging out of debt

O'Bryan-Losee's success developing the Student Debt Clinic program has seen her named to a federal position as primary negotiator on student debt issues.

get across to members struggling with repayment is, 'This is not your fault; it's been a flawed system for a long time,'" O'Bryan-Losee said. "The terrible stories members have told me about making payments in good faith for years, only to find out that none of those payments applied toward forgiveness because of bad information they got from a loan servicer, or because of some small, one-time mistake they made with a payment, have really helped me know how widespread the problems are."

Members rock student debt clinics

The wildly popular and free virtual student debt clinics for members—which O'Bryan started in 2019, with the help of a team of other UUP members and staff serving as trainers, and which UUP currently offers every payday—have focused on getting members enrolled in the Public Service Loan Forgiveness program.

Designed to help student borrowers who entered certain professions such as teaching achieve forgiveness of their loans after 10 years of timely payments, the PSLF program has instead generated years of complaints about how difficult it is to qualify for forgiveness.

The Education Department has recently announced a major overhaul to program, with the goal of making it far easier and more accessible.

But more immediately, O'Bryan-Losee is one of several negotiators helping craft proposed new regulations on a range of topics, as a representative of the people who could be affected by new regulations.

Some of the topics the negotiators have discussed include the discharge of student loans for borrowers whose schools suddenly closed; student borrowing for those with temporary or permanent disabilities; Pell Grant

“The message I have always wanted to get across to members struggling with repayment is, ‘This is not your fault; it’s been a flawed system for a long time.’”

— UUP Secretary-Treasurer Jeri O'Bryan-Losee

eligibility for incarcerated students; review of the PSLF and Income-Driven Repayment plans. Many of these topics speak to O'Bryan-Losee's background as an educator before she became a statewide officer, when much of her work at Morrisville focused on helping disadvantaged student populations.

"It's been an honor to serve on this committee," O'Bryan-Losee said. "Anything our members and all other student borrowers can learn about how to handle and pay down their loans helps them succeed in their careers. I'm thrilled that UUP has validated this effort, by backing the student debt clinic program, and backing my work in this important area."

A primer: What is UUP?

Welcome to UUP 101, a new, user-friendly feature to introduce new members to UUP and provide a basic, working knowledge of our union to all of our members. Here, we will endeavor to explain what UUP is, what UUP does, and why being a UUP member is so very important.

Please take a seat; class is in session.

» So what is UUP, anyway?

United University Professions (also referred to as UUP) is America's largest higher education union. UUP represents more than 37,000 academic and professional staff at the 29 state-operated SUNY campuses. This includes SUNY's three public teaching hospitals in Brooklyn, Stony Brook and Syracuse, as well as employees at SUNY System Administration, for a total of 32 UUP chapters. UUP also has an active retired membership of more than 6,000.

UUP is Local 2190 of NYSUT, the New York State United Teachers, and the American Federation of Teachers, AFT. UUP is also affiliated with the National Education Association and the state and national AFL-CIO. UUP's administrative offices are located in Latham, Albany County.

UUP members are also members of the chapters on the campuses where they work. So, UUP members at SUNY Plattsburgh are part of UUP's Plattsburgh Chapter; UUP members at the University at Albany are part of UUP's Albany Chapter; those at Sys-

tem Administration are a part of the System Administration Chapter.

The University at Buffalo and Stony Brook University each has two chapters. The University of Buffalo is divided into the Buffalo Center and Buffalo Health Science Center (HSC); UUP members at Stony Brook are in the Stony Brook (also known as West Campus) or Stony Brook HSC chapters.

» Who leads UUP?

UUP's power begins at the chapter level. Chapter elections are held every two years. UUP members at each chapter elect fellow members to represent them locally and statewide. This provides an important communication pathway between chapter leaders and statewide leaders; chapter leaders can share what's happening "on the ground" at their chapters with statewide leaders.

Each chapter elects a president, a vice president for academics, a vice president for professionals, an officer for contingents, a secretary, a treasurer (or secretary/treasurer) and an officer for retirees. Chapters also have a grievance chair and designees for diversity, equity and inclusion; these positions are appointed or elected. There may be other positions, depending on the chapter.

The chapter appoints members to statewide committees. These committees can be found on the UUP website at uupinfo.org/committees/. The standing statewide committees are outlined in

the UUP Constitution, [HERE](#). Each committee has a chair or co-chairs and is made up of members from chapters across the state.

The chapters also elect delegates who represent their chapters on the statewide level. Anyone who receives at least 5 votes is considered a statewide delegate. Delegates may serve on their chapter's executive board, they may hold positions as department representatives or be chairs or liaisons to chapter committees.

Chapter delegates may also represent their chapters as seated delegates at UUP's statewide delegate assemblies.

» See you at the DA

UUP's delegate assemblies are very much like annual meetings or business meetings. These gatherings, which are held at least twice a year, are where chapter leaders from across the state meet to undertake matters of business before the union.

The actions taken at DAs are many and they are varied. These actions can range from approving UUP's yearly budget, passing resolutions and making constitutional changes to honoring members and providing delegates with important information to bring back to members at their chapters.

The calendar of upcoming DAs can be found on the website under "Upcoming Events," by clicking [HERE](#).

Each chapter is allotted a specific number of seated delegates—made up of academics, professionals and the chapter officer for contingents—based on the size of its membership. Each seated delegate represents 75 chapter members. The calculation for the number of seated delegates at a DA is taken from the payroll closest to 45 days before the event.

» Statewide leaders

There are five statewide UUP officers: President Fred Kowal; VPP Carolyn Kube; VPA Alissa Karl; Secretary-Treasurer Jeri O'Bryan-Losee; and Membership Development Officer Tom Hoey. UUP's statewide Executive Board has 12 members.

The statewide officers and Executive Board are elected by seated delegates at delegate assemblies. The makeup of the Executive Board is determined by the UUP Constitution and can be found in Article V: Executive Board. Click [HERE](#) to find out more about UUP's Executive Board.

» What does UUP do?

Primarily, UUP is responsible for negotiating a contract with the state that dictates salary and terms and conditions of employment for the members of the State University Professional Services Negotiating Unit (PSNU), which is usually referred to as the UUP



Democracy in action: Delegates voting for state officers

UUP Delegates cast their ballots in a statewide election at a Delegate Assembly. Chapter and statewide elections offer UUP members a way to be heard, by running for office, electing delegates who will vote in statewide elections, and voting in chapter elections.

bargaining unit. UUP negotiates for its members, as well as those employees in the bargaining unit.

UUP's bargaining unit is made up of employees who work in hundreds of job titles at SUNY; you can view all SUNY-approved titles for UUP bargaining unit employees by clicking [HERE](#).

But being a UUP bargaining unit member doesn't make an employee a UUP member. Bargaining unit members must elect to join UUP to become a UUP

» Why be UUP?

Being a UUP member has its benefits. For starters, only UUP members can vote to ratify a new contract between the union and the state of New York. Only UUP members can attend union meetings, trainings, workshops or other union-sponsored events.

As a UUP member, you also have the right to:

- Provide input on what the union should negotiate for in a new contract;
- Represent your colleagues by holding elected office in UUP;
- Vote in union elections—including electing statewide and chapter officers; and
- Address campus issues by advocating for state and federal funding and policies that will help your colleagues, our patients at SUNY's public teaching hospitals, and SUNY as a whole.

UUP members also have access to UUP's **Members-Only benefits**, which include discounts on life and pet insurance, cell phones, legal services, real estate purchases, car rentals, travel and entertainment.

Click [HERE](#) to sign up to become a UUP member. You can also call UUP's dedicated membership information line at 518-640-6678.



Membership in UUP fosters camaraderie and the common goal of supporting the labor movement. Here, members at a UUP delegate assembly join in a rousing rendition of the labor anthem, "Solidarity Forever."

member. Click [HERE](#) to sign up to become a UUP member.

In UUP's five-year contract, which expires in July 2022, the union won a number of important concessions from the state, including 2% raises each year; on-base pay salary increases to address salary compression; paid family leave; minimum salaries for part-time academic faculty; and reinstatement of the [UUP Benefit Trust Fund Scholarship Program](#). Go [HERE](#) for more information about UUP's 2016-22 contract.

The union also addresses numerous other issues of importance and concern to members. Through negotiations, UUP has secured high-quality health insurance coverage with affordable deductibles and copayments;

“ UUP has dealt with issues such as job security, maternity leave, tuition waivers, hiring and tenure policies, teaching workloads, student/faculty ratios, grievance procedures, parking fees, and expanding retirement investment options. ”

protections for tenure and permanent appointments; academic freedom protections; and the creation and development of professional and academic development programs for the workers it represents.

In the past, UUP has dealt with issues such as job security, maternity leave, tuition waivers, hiring and tenure policies, teaching workloads, student/faculty ratios, grievance procedures, parking fees, and expanding retirement investment options.

UUP also represents its members in job-related matters, including disciplinary hearings. When it comes to disciplinary issues, UUP only represents members who have signed up to join the union; it does not represent bargaining unit members who have not become UUP members.

» Advocating for positive change

The union is a strong advocate for SUNY and its students and patients; each year, UUP issues its legislative agenda, a wide-ranging list of issues in SUNY that UUP believes should be addressed in the upcoming state budget.

Earlier this year, UUP released [New York HEALS](#) (Health care, Education, Access, Leadership, Sustainability), which called on the state to reinstate crucial mission funding to SUNY's hospitals;

eliminate the TAP Gap; increase taxes on the ultra-wealthy; and drastically reduce SUNY's carbon footprint.

UUP has updated its New York HEALS legislative agenda. In late November, UUP launched a series of press conferences with elected state officials to present the major components of New York HEALS.

UUP has also spoken out to protect and reward employees at the hospitals, who worked tirelessly and put their lives—and the lives of their families—on the line caring for COVID-19 patients since the pandemic began in March 2020. For months, UUP has called on SUNY and the state to provide hazard pay to UUP health care workers on the front lines of the pandemic.

In October, UUP was successful in securing an agreement with the state to pay an overtime rate of up to 2.5 times the rate of regular pay to eligible hospital employees at SUNY Downstate Health Sciences Center in Brooklyn, Stony Brook University Hospital, the Long Island State Veterans Home and Upstate Medical University in Syracuse.

Read more about that [HERE](#).

In late October, the union reached a deal with the state to suspend the annual 40-day vacation accrual cap for UUP-represented employees.

UUP bargaining unit members who couldn't take vacation time because of the pandemic can carry unused vacation days which exceed the normal 40-day cap past the Dec. 31, 2021 deadline. They can retain those accumulated days until the close of business on Dec. 31, 2022. Read more about that [HERE](#).

Last year, UUP developed a federal agenda and worked closely with New York's congressional delegation to funnel federal funding to SUNY and its public teaching hospitals.

Click [HERE](#) to read more about that in UUP's membership magazine, *The Voice*.



MEMBERS SPOTLIGHT

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

The Echo is pleased to recognize a few of these members in the following pages.

Teaching students to investigate financial fraud

» UUP Member **David Glodstein**, an associate professor of accounting at SUNY Old Westbury, is leading the college's newly created Justice for Fraud Victims Project at the college.

The project is a joint effort of the Old Westbury School of Business and its Master's in forensic accounting program, and it was developed with the participation of the Long Island chapter of the Association of Certified Fraud Examiners.

The project seeks to assist victims of suspected financial fraud, in cases where the victims may not be able to afford professional forensic investigative services. The Justice for Fraud Victims Project provides a resource where there are scarce law enforcement resources to pursue perpetrators

Glodstein, who is both a certified public accountant and a certified fraud examiner, likened the work of the project to a legal clinic at a law school which helps future attorneys perfect their skills at research, writing, court appearances and advocacy for crime victims. With that model in mind, he hopes that the Justice for Fraud Victims Project will provide real-world experience for accounting and business students.

Under the guidance of certified fraud examiners and faculty, students will seek to determine if a financial fraud occurred, how it occurred and the estimated amount of the loss—all information that law enforcement agencies would need to prosecute a case.

The Justice for Fraud Victims Project can also provide startup training and guidance to accounting and business programs at other SUNY campuses, if other faculty are interested in beginning a similar effort at their campus, Glodstein said.

The Old Westbury program is also seeking professionals in forensic accounting who might wish to share their expertise with students. They can contact Glodstein at glodsteind@oldwestbury.edu.



David Glodstein, a certified public accountant and certified fraud examiner, developed the SUNY Old Westbury Master of Science in forensic accounting in 2018 and is the lead faculty member of that program.

His scholarly research focuses on fraud examination, forensic accounting, asset misappropriation, white-collar crime, employee theft, embezzlement, Ponzi schemes and business ethics.

Eight members honored as fellows at Hispanic Leadership Institute

Eight UUP members are among the 10 SUNY faculty and staff named as the 2022 fellows for SUNY's Hispanic Leadership Institute.

The institute helps develop and support Hispanic/Latinx leaders at SUNY, with an intensive professional development program that focuses on higher education leadership skills.

The eight UUP members in this year's class are:

Christian Alberto, director of admissions and enrollment management at SUNY Optometry in New York City. He has always focused on promoting awareness of the profession to racially underrepresented populations in his work at Optometry.

Miguel Baique is assistant dean for academic diversity and inclusive excellence in the Thomas J. Watson College of Engineering and Applied Science at Binghamton University. He has long advocated for underrepresented student populations.

Dante Cantú is executive director of academic advising and student success at New Paltz. He has worked with the New Paltz campus community to develop an advising system drawn from research on student learning, persistence and degree attainment.

Giza Lopes is executive director of the New York State Youth Justice Institute at UAlbany. She researches the collateral consequences of youth contact with the criminal justice system in relation to employment, education and interpersonal relationships.

Louis A. Reyes Jr. is director of the Educational Opportunity Program (EOP) at SUNY Delhi. He was an EOP student at the University at Albany. His work focuses on this program for promising students from underserved populations.

Carmen Serrano is an associate professor of Spanish in the University at Albany Department of Languages, Literatures and Cultures, and an affiliated member of the Department of Latin American, Caribbean and U.S. Latino Studies.

Christie Smith is director of admissions at SUNY Geneseo. She has nearly 15 years of experience and leadership in higher education. She is committed to creating greater access for low-income, first-generation, underrepresented students and their families.

Elizabeth Vásquez is an associate professor and chair of the Department of Epidemiology and Biostatistics at the UAlbany School of Public Health, and an affiliated member of the Department of Latin American, Caribbean and U.S. Latino Studies.



Christian Alberto
SUNY College of Optometry



Miguel Baique
Binghamton University



Dante Cantú
SUNY New Paltz



Giza Lopes
University at Albany



Louis Reyes Jr.
SUNY Delhi



Carmen Serrano
University at Albany



Christie Smith
SUNY Geneseo



Elizabeth Vásquez
University at Albany

Never too late for this newly minted Ph.D.

» As **Kevin Moriarty** can now say, it's never too late to achieve a dream or reach a goal.

Moriarty, 65, a member of the Stony Brook Chapter and a former chapter president, earned his Ph.D. in industrial engineering in May from the New Jersey Institute of Technology in Newark. His graduation was not only a personal triumph, but it also brought closure to an effort that has been threaded through much of his career. He first started working toward a Ph.D. 25 years ago at Stony Brook.

"I would say, if you can dream it, you can achieve it; if you really want it, you can do it," Moriarty said.

Moriarty's job for a German engineering firm got in the way of his studies the first time around, in the mid-1990s. With a work schedule that required him to regularly travel between Europe and the United States, and no such thing as remote classes, he reluctantly stopped pursuing a Ph.D.

He joined Stony Brook University as an adjunct faculty member in 1998, joined the Stony Brook College of Engineering and Applied Sciences in 2013 as a full-time faculty member, and—at the urging of his department chair—decided to resume his Ph.D. studies. Stony Brook did not have the right graduate program for his interest in industrial engineering, which led him to the New Jersey Institute of Technology. He did his classes in person. The pandemic delayed his completion of his degree by a year.

For his dissertation, he developed a system that predicts how long and how well system servicing will last in digital manufacturing and robotic machines. He has a patent pending on the modeling system he developed. At Stony Brook, he is the Undergraduate Program Director of the Technological Systems Management program in the College of Engineering and Applied Sciences.

His graduation was virtual, because of the pandemic. Undaunted, Moriarty donned his academic regalia for the virtual ceremony at his home. Six months later, the glow has not worn off; he is still, as he put it, "on top of the world."

» Former Stony Brook Chapter president Kevin Moriarty finished his Ph.D. in May at age 65.



New staff, interns help advance UUP’s work

Two new UUP staff members and two new interns are helping UUP in its work for members, through political advocacy and research. All four will be a tremendous help to UUP as the legislative session approaches, UUP President Fred Kowal said.

Margaret McLaughlin graduated from Temple University with a bachelor’s degree in linguistics and a focus on Spanish and Yucatec Maya. She was an AmeriCorps VISTA and VISTA leader who worked with the Philadelphia Higher Education Network for Neighborhood Development and the School District of Philadelphia on the development of a community school model in a small group of neighborhood public schools.



She earned her Master of Public Administration at Syracuse University, and worked as a budget analyst and campaign researcher before joining the Bakery, Confectionery, Tobacco Workers and Grain Millers’ International Union

as a strategic campaigns coordinator.

Cassie Zieno, a native of Sullivan County, grew up in a two-generation union family. She graduated from the University at Albany with a bachelor’s in history, and she earned her Master of Public Administration at Marist College. Work with the College Democrats of America at UAlbany sparked her interest in public service, and she became a researcher in the New York State Assembly Majority Communications and Information Services Department. Prior to joining UUP, she was an associate at the Albany government relations firm of Bruce W. Geiger & Associates. She’s the president of the Albany County Young Democrats.



Joe Vesic graduated from the University at Albany in May and is earning his Master of Public Affairs in political science with a concentration in American government at UAlbany’s Nelson A. Rockefeller College of Public Affairs & Policy. His work with professional staff at UAlbany interested him in

advocating for those professionals and led to his selection as a UUP intern. The John M. Reilly Legislative Internship honors the late John M. (Tim) Reilly, president of UUP from 1987 to 1993. He’s a Congressional history buff, with a particular interest in partisanship in the House of Representatives.



Research intern **James Donahue** is also a student at Rockefeller College, where he’s earning his Master of Public Administration. He earned his undergraduate degree in political science at UAlbany. He worked for the UAlbany Office of Student Engagement and was an intern in the New York State Assembly. It was during that internship that he first met UUP members during an advocacy event. He has long been interested in the labor movement, and he finds it especially rewarding to work for a union that directly affects him as a SUNY student.



Darryl McGrath, editor

A longtime writer for UUP, McGrath is now the managing editor of the union’s two membership magazines, *The Voice* and *The Echo*. McGrath holds a master’s degree from the Columbia Journalism School and was a reporter for several major newspapers. She is the author of *Flight Paths: A Field Journal of Hope, Heartbreak, and Miracles with New York’s Bird People*. She is a co-editor of *I’ll Be Home: The Writings of Jim McGrath*, an anthology of the journalism of her late husband, *Times Union* writer Jim McGrath.



Mark Hempstead, art director

New to UUP’s Communications Department, Hempstead now oversees design duties for *The Voice* and *The Echo*. A graduate of Syracuse University, he was an editor, writer and graphic designer of special publications at the *Times Union* for more than two decades. Hempstead is a former union officer, having been a long-serving Secretary of the Albany Newspaper Guild Local 31034, which represents workers at the *Times Union*. He is also an award-winning illustrator.



Jason Perlaza, IT associate

A great career has started with the perfect first job out of college for **Jason Perlaza**, UUP’s new internet technology associate. Some members have already met Perlaza over the phone or by email, as he’s assisting both chapters and the UUP main office staff with technical problem-solving. A 2021 graduate of the University at Albany with a degree in information technology, Perlaza, 22 and a native of Mount Vernon, N.Y., said the welcome he got from everyone at UUP made him feel immediately at home. The job is also Perlaza’s introduction to a union and a chance to see first-hand what the members of UUP do to make sure their students are getting a great education and their patients are getting the best care possible. Perlaza’s own experience at UAlbany was so good, in fact, that he’s already earning a master’s degree there, also in information technology. Perlaza reports to Luke Williams, UUP’s director of information technology and web master. It didn’t take long for Perlaza to see the difference between being in college and being in the workplace—starting with the excitement of learning his profession from real-world situations. “An actual career is nothing like school, it’s much more exciting and educational,” he said. “I really like helping people and solving any problems that come their way.”



New for 2022 – The UUP Life Insurance Program from MetLife



Continue to be there for your loved ones with Life Insurance.

They will receive a lump sum payment to help provide a more financially secure future.

Life moments Tuition Mortgage or rent

Important Update for UUP Retiree Members

We’re pleased to let you know that effective January 1, 2022, MetLife is the new Basic Life insurance carrier for United University Professions Retired Members. The plan includes new features and benefits including the return of Travel Assistance. More details will be coming to members soon.

Retired Members

- ✓ \$1,000 of Basic Life insurance
- ✓ Travel Assistance
- ✓ Willscenter.com
- ✓ Funeral Planning Guide

For more information go to www.metlife.com/uup

Like most group life insurance policies, MetLife insurance policies have certain exclusions, limitations, reductions of benefits and terms for keeping them in force. UUP member benefits can provide you with complete details.

MetLife Group Term Life insurance is issued by Metropolitan Life Insurance Company, 200 Park Avenue, New York, NY 10166 under Policy Form# GPNP99

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■ Life moments ■ Tuition ■ Mortgage or rent

Important Update for the Benefit Trust Fund Life Insurance Program

We're pleased to announce that effective January 1, 2022, MetLife is the new Basic Life insurance carrier for the UUP Benefit Trust Fund. The plan includes new features and benefits including the return of Travel Assistance. More details will be coming soon.

Active Represented Employees

- ✓ \$10,000 of Basic Life insurance
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- ✓ Travel Assistance
- ✓ Willscenter.com
- ✓ Funeral Planning Guide

For more information go to www.metlife.com/uup

Like most group life insurance policies, MetLife insurance policies have certain exclusions, limitations, reductions of benefits and terms for keeping them in force. UUP member benefits can provide you with complete details.

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