

THE ECHO



Fall 2022



Gained ground

UUP backs benefits that affect members' everyday lives

PLUS: FALL DA WRAP UP · SOLVING CHILD CARE DESERTS · MEMBERS' AWARDS



THE ECHO

Fall 2022

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.

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PHOTO BY DOUG LEVERIE, UNIVERSITY AT BUFFALO



WE ARE **BETTER** THAN THIS

RACISM'S DAMAGE NEED NOT DEFINE THE FUTURE

UUP members were horrified on May 14, 2022, as word spread that a teenaged gunman had walked into a grocery store on Buffalo's East Side and massacred 10 people there—simply because they were Black.

How could one young person carry so much hatred? How many more times must this country endure such racist terror?

These are some of the questions that a panel of nationally renowned mental health experts debated during UUP's forum, "Structural Racism, Generational Trauma, and the Implications for

Mental Health Equity." These experts offered a frank assessment of racism's effects, but they also offered hope in the aftermath of horror.

I believe you will find this forum timely and thought-provoking. Thank you for watching this conversation, and thank you for being part of this great union's work.

Frederick E. Kowal, President, UUP

» Click [HERE](#) to watch



HEAR THE VOICE



THE OFFICIAL PODCAST OF UNITED UNIVERSITY PROFESSIONALS

Hosted by UUP President Fred Kowal, The Voice features interviews with state and national newsmakers on a wide range of in-the-news topics, like reproductive rights, gun violence and gun safety, the climate crisis and student debt.

The Voice is available on all major podcasting platforms, including Apple Podcasts and iTunes, Google Podcasts, Spotify.com and Audible.com.

You can also listen to The Voice podcast on UUP's YouTube channel at:

www.youtube.com/UnitedUniversityProfessions.



LETTERS TO THE EDITOR

» Should UUP take sides on reproductive rights?

To the editor,

I am writing to you in response to the article in The Voice (Summer 2022) about the Roe v. Wade reversal. This is a very polarizing topic and I hope you will read this without prejudice and with the same

“ [L]egislation is meant to regulate human actions, all of which are personal choices. ”

respect I hold for your views on the matter.

I am very surprised to see a (my) union take a side on this topic.

It is a fallacy that being anti-abortion equals denying workplace-related rights. No one on the anti-abortion side is denying the right for anybody to choose “whether to have children, and how many to have.” Many—most, I would say—pro-life voters limit their number of children. It is a question of how this legitimate goal is achieved; this is not part of any workplace-related conversation.

UUP President Kowal is quoted that “abortion is an entirely personal choice.” Obviously, it is, like any other human action. But legislation is meant to regulate human actions, all of which are personal choices.

The article points a finger at Roman Catholic voters, by alluding to Assemblymember George Michaels in

Auburn. There is no way to check or prove that he was voted out over the abortion issue or whether this was the main or only reason he lost.

Just as I would never expect a union to defend my views on this, I don’t see why a union must have and/or defend a view in the opposite sense, let alone presume that it is representing all its members in doing so.

The summary at the beginning states: “For UUP, the Roe v. Wade reversal upends safety, equality and workplace dignity.” Well, this statement does not represent me, and I am part of UUP.

I would appreciate finding in UUP the respect, tolerance and pluralism I had assumed it would have.

*Erik Stengler, Oneonta Chapter,
Assistant Professor in Science Museum Studies
at the Cooperstown Graduate Program*

Sending a letter to The Voice and The Echo. The Voice welcomes letters to the editor by UUP members.

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.

Thank you for reading The Voice and The Echo.

BENEFIT UPDATE

Flex Spending Account enrollment now open

The open enrollment period for the New York state Flex Spending Account (FSA) for 2023 opens Nov. 1 and runs through Dec. 12.

The FSA is a negotiated benefit which provides eligible employees with the ability to pay for certain health care, dependent care and/or adoption expenses using pre-tax dollars.

The [FSA 2023 flyer](#) and the [FSA 2023 Enrollment Book](#) contain detailed information about the FSA program. For more information about the Flex Spending Account, including UUP’s successful advocacy for increased employer contributions to individual DCAA accounts, go [HERE](#).





IN THE NEWS



A ROUNDUP OF MEDIA MENTIONS

Oct. 21: [SUNY faculty union calls for more state funding to erase deficits at ESF, other campuses](#) – WAER-FM, Syracuse

Oct. 21: [SUNY union calls for more state funding to prevent cuts at state colleges](#) – WRVO NPR, Oswego

Oct. 19: [SUNY Faculty calls for stronger state financial commitment](#) – The Mid Hudson News, Middletown

Oct. 19: [SUNY deficits lead to rallies in New Paltz, Delhi](#) – The Observer, Dunkirk

Oct. 19: [Buffalo teams up with educators to discuss how trauma from racism impacts mental health](#) – WIVB-TV, Buffalo

Oct. 19: [United University Professions hopes to bring more people of color into mental healthcare jobs](#) – WKBW, Buffalo

Oct. 19: [United University Professions Hosts National Mental Health Roundtable Event In Buffalo](#) – Western NY Labor Today, Buffalo

Oct. 18: [SUNY deficits lead to rallies in New Paltz, Delhi](#) – The Observer, Dunkirk, NY

Oct. 11: [PSLF changes lives](#) – WAMC, National Public Radio, Albany

Oct. 11: [Union: SUNY deficits will lead to cuts without higher state aid](#) – Spectrum News 1, Albany

Oct. 10: [United University Professions kicks off statewide campaign calling for more funding for SUNY system](#) – WAMC, National Public Radio, Albany

Oct. 10: [More state funding urged to reverse budget deficits at SUNY campuses](#) – The Saratogian, Saratoga Springs

Oct. 7: [Press conference urges funding for SUNY campuses](#) – WTEN, Channel 10, Albany

Oct. 7: [Rally pushes for more SUNY funding](#) – WNYT, Channel 13, Albany

Oct. 7: [SUNY union calls for greater state funding](#) – Daily Gazette, Schenectady

Oct. 7: [SUNY, UAlbany professors: The world needs poets, not just scientists](#) – Times Union, Albany

STAY CONNECTED!

To receive your union's weekly UUPConnect newsletter in your inbox, email UUP Communications 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



UUP student debt clinic set for July 21

UUP regularly offers virtual student debt clinics to help members navigate the federal public service forgiveness program and learn more about income-driven repayment plans.

Statewide Secretary-Treasurer Jeri O'Bryan-Losee moderates the clinics.

The next session is scheduled from 5 p.m. – 6:30 p.m. on Wednesday, July 21.

Click [HERE](#) to register.



Benefits webinars slated for July 20

A pair of "UUP Benefits 101" webinars will be held Tuesday, July 20.

The webinars start at noon and 6 p.m.

Click [HERE](#) to register.



Click [HERE](#) to register.

Fall DA spotlights successes, award winners

The successes of the past legislative session, updates on UUP's negotiations with the state on a new contract and the union's push for more funding for campuses in next year's state budget were all part of President Fred Kowal's message to delegates at the 2022 Fall Delegate Assembly.

Delegates honored winners of a number of UUP awards, including the prestigious Nina Mitchell Award for Distinguished Service at the DA, held Oct. 14-15 at the Hilton Albany in Albany.

And delegates welcomed a surprise visitor: Lt. Gov. Antonio Delgado, who spoke at the DA Oct. 14.

Ready for action

In his speech to delegates, Kowal talked about the importance of UUP's dogged advocacy during the past legislative session and how it helped deliver millions more in funding for SUNY. He outlined other legislative successes, including the extension of the SUNY telecommuting program, and a successful five-month push to qualify more members for \$3,000 hazard pay bonuses for health care workers on the frontlines of the coronavirus pandemic.

He also pointed to a new law signed in September by Gov. Kathy Hochul that makes thousands more contingent workers eligible for student loan forgiveness under the federal Public Service Loan Forgiveness program. Kowal spoke at the bill-signing ceremony in Manhattan.

"The good news is that UUP is a union of fighters," said Kowal. "We show up and we are heard. Over the past six months, we've been on the streets and in meetings with policy makers and the press. After our COVID lockdown, we've come together as members of this great union to be union once again."

Delegates also heard about UUP's fall campaign to call for more funding for SUNY campuses. The union kicked off its campaign with an Oct. 7 press conference at the University at Albany. Nearly 20 campuses, most of them located Upstate, are projecting steep deficits due to chronic state underfunding, declining enrollment and increased costs.

Press conferences were held in Syracuse and New Paltz in October. Press events are slated in Plattsburgh and Rochester in November.

Negotiations update

UUP Chief Negotiator Bret Benjamin updated delegates on contract negotiations with the state. Negotiations are ongoing and the Team is set to meet



UUP President Fred Kowal

What is the UUP Delegate Assembly?

The UUP Delegate Assembly, or "DA," as it is often abbreviated, is the union's statewide policy-making gathering, to which each chapter sends elected delegates. The DA is usually held twice a year, in the fall and spring. This is when delegates vote for statewide officers, debate and vote on resolutions and amendments to the UUP constitution, and hear updates on union activities that they can report to their chapter members.



To read more about the FALL 2022 DA, including officers' reports, Click [HERE](#).

If you'd like to access the Members Only site but you haven't yet joined UUP, please join! Become part of the union that represents you... Click [HERE](#).

with state negotiators in November and December.

He also urged delegates to push members on their campuses to sign UUP negotiations postcards during tabling and other campus union events. While members have signed about 7,000 postcards, Benjamin said many more members must be engaged in the process.

Members can view contract negotiations information in the password-protected Members Only section of UUP's website [HERE](#).

Delgado addresses delegates

Lt. Gov. Antonio Delgado made an unannounced appearance at the DA, and he was welcomed by delegates who waved signs—distributed just minutes before his appearance—that said “UUP hearts LG Delgado” and “UUP for Hochul/Delgado.”

Delgado, a former Congress member who was appointed as lieutenant governor in May, is running for his first full term in November.

“The work you do isn’t just about feeding the workforce and powering our economy,” Delgado said. “It’s anchoring us in a future where we’re keeping that brainpower, we’re training our future leaders and we’re being that beacon of hope. Don’t shy away from the importance of your work and the importance of New York at this moment. People are looking for us to lead.”

See FALL DA on Page 8



Statewide Membership Development Officer Tom Hoey, top, addresses delegates during his speech at the DA.

Center, Solidarity Committee Chair Sandra Lewis updates committee members during a meeting at the DA.

Far left, Gregory Threatte (left) and Steve Grassl (right) from UUP's Upstate Medical University chapter

Left, Lt. Gov. Antonio Delgado, a surprise visitor to the DA, addresses delegates during the Oct. 14 plenary session.

Fall DA

Continued from Page 7

Award winners honored

Former statewide Vice President for Academics Jamie Dangler, former Vice President for Professionals Tom Tucker and former Buffalo State Chapter President Rick Stempniak were honored as Mitchell award winners.

Longtime Cortland Chapter member David Kreh and former statewide Executive Board member and former Buffalo Center Chapter President Ezra Zubrow received the Pearl H. Brod Outstanding Retiree Award.

The Phillip H. Smith “Best of the Best” Communications Award, which recognizes the most outstanding accomplishment in member communications, went to Cortland Chapter President Jaelyn Pittsley.

Delegates also acknowledged winners of UUP’s two college scholarships—the UUP College Scholarship Fund Undergraduate Scholarship and the William E. Scheuerman Post-baccalaureate Scholarship—and the Steve Street Scholarship Award.

Two University of Buffalo students, Zachary Medicis and Lea Kyle, and SUNY Purchase student John Ward won the undergraduate scholarships. Anna

In other action, delegates:

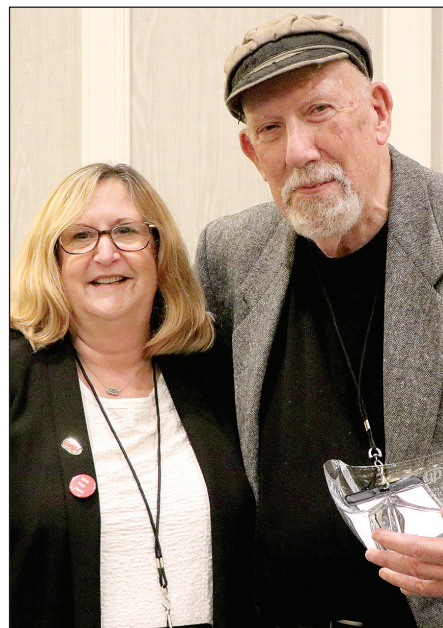
» Voted to approve a constitutional amendment that makes the chair of the Retired Membership Governing Board Committee a voting member of the statewide Executive Board;

» Referred to finance committee a resolution to donate up to \$6,000 to match members’ donations to Planned Parenthood, the National Network of Abortion Funds, and the ACLU Reproductive Freedom Project;

» Passed a resolution for UUP to “state unequivocal support” for Iranian girls and women and other citizens protesting for the cancelation of a mandatory hijab law and other Iranian laws that deprive women of equal justice and freedom.

Tschopp, a UB graduate student, was awarded the Scheuerman scholarship. (See Page 24 for more on scholarship winners.)

The Steve Street Scholarship Award, which recognizes undergraduate students whose work focuses on a social justice topic, was given to SUNY College of Environmental Science and Forestry student Kimberly Herman and Stony Brook University student Jahlisiah Scott.



UUP honored three of its own with the union’s most prestigious award, the Nina Mitchell Award for Distinguished Service. Those members are retired statewide Vice President for Academics Jamie Dangler; longtime former Buffalo Center Chapter President Rick Stempniak, top left; retired statewide Vice President for Professionals Tom Tucker, bottom left. Two UUP retirees, Cortland Chapter member David Kreh and Buffalo Center Chapter member Ezra Zubrow, received the Pearl H. Brod Outstanding Retiree Award. For more, please see page 23.

JOURNALISM AWARDS

UUP honors union communicators

UUP recognized the chapters and individuals who have helped spread the union's message to members, lawmakers and the public in this year's UUP Chapter Journalism Contest.

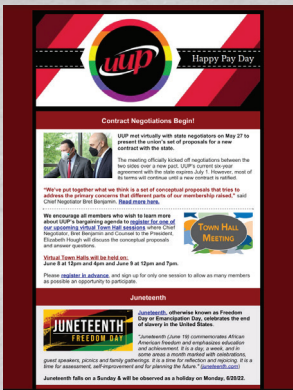
The awards were announced at the 2022 Fall Delegate Assembly, Oct. 14-15 in Albany.

Cortland Chapter President Jaclyn Pittsley won the Phillip H. Smith "Best of the Best" Communications Award for best written communication. The award, UUP's highest writing award, recognizes the most outstanding accomplishment in member communication.

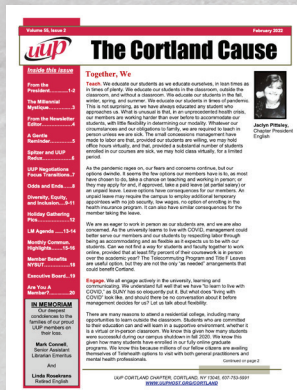
Pittsley also won a First Award for Best Original Article. She was chosen for the Smith award by three former Capital Region journalists, who judged the contest.

Pittsley was a co-winner of the Smith award in 2021, sharing honors with Albany Chapter member Larry Wittner.

The union honored five chapters in the contest: Cortland, Farmingdale, Fredonia, Stony Brook and The Active Retiree.



Stony Brook's "Happy Pay Day" e-newsletter (top, right) and website (right) took honors, as did The Cortland Cause and Farmingdale Unifier newsletters.



UUP Chapters earning awards for work produced in the 2021-22 academic year

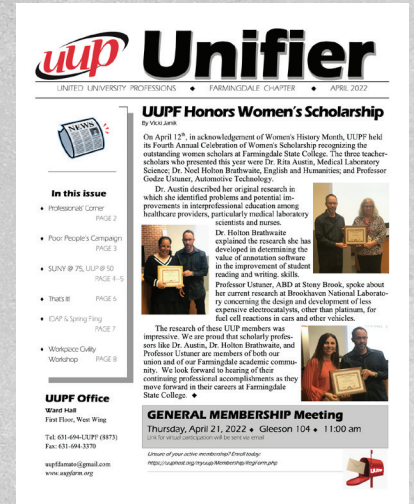
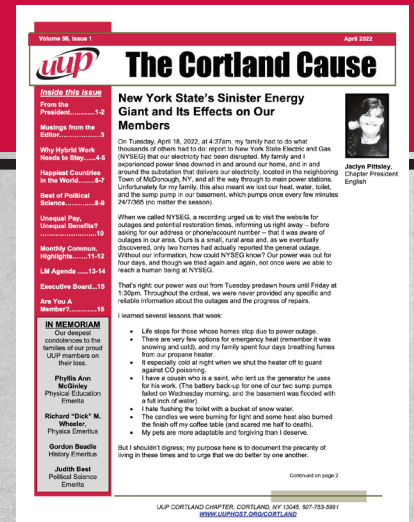
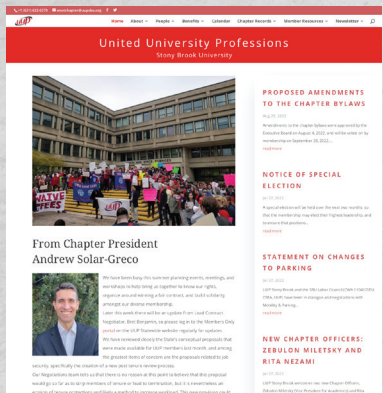
Cortland. First Award: Best Original Article, "Together, We," by Jaclyn Pittsley; First Award: Best Editorial or Column, "Course Teacher Evaluation Survey: Results Reinforce the Need for Change," by Pittsley; Honorable Mention: General Excellence; Award of Merit: Best Publication Design, The Cortland Cause, Amy Russell and Toni Coon, newsletter editors; Award of Merit: Best Website.

Farmingdale. First Award: General Excellence, Yolanda Segarra, newsletter editor; First Award: Best Publication Design, Unifier; Award of Merit: Best Editorial or Column; Honorable Mention: Best Website.

Fredonia. Award of Merit: Best Website.

Stony Brook. First Award: Best Website; First Award: Best Publication Design, "Happy Pay Day" e-publication, Amanda Flanagan and Jackie Donnelly, newsletter editors; Award of Merit: General Excellence; Honorable Mention: Best Original Article.

The Active Retiree. Award of Merit: Best Original Article; Award of Merit: Best Editorial or Column, Charlie McAteer, newsletter editor.





Gained ground

UUP makes steady gains on issues that help members, but also their children, partners, spouses and extended family

By Darryl McGrath

A union negotiates terms and conditions of employment for its members, but those terms and conditions often have far-reaching ripple effects which can make life easier and better for children, partners, spouses, members' parents and other extended family.

In recent years, UUP has achieved gains in several areas that benefit both members and families. Progress can be slow—UUP started asking hard questions years ago about why affordable child care is so difficult to find—but in recognition of the fact that incremental gains can eventually add up to big wins, UUP has continued to press for results on several time-honored issues of concern. And the union has added to this list of goals, as the changing definitions of “family” and the coronavirus pandemic created societal shifts and highlighted new needs.

“We learn what matters to our members in many different ways,” UUP President Fred Kowal said.

“Members speak up at the chapter level, and we’ve offered forums all over the state for members to tell us what they’d like to see included in the current negotiations with the state for a new contract. Our good working relationship with the NYSUT labor-relations

“CONTACT LOCAL LAWMAKERS; TELL THEM WHAT MATTERS TO YOU. AND TELL THEM YOU HAVE THE POWER OF UUP BACKING YOU.” — UUP PRESIDENT FRED KOWAL

staff helps us know when the same issue occurs at more than one campus. And, of course, members communicate directly with officers.

“All of these communications are vital to us, and help shape our legislative and contractual agendas,” Kowal said.

UUP has seen progress in the last year in several

key issues—often as lawmakers have either addressed the union’s concerns or have enhanced existing gains. These efforts have helped UUP build partnerships with like-minded groups—other unions, coalitions concerned about the same issues as

UUP—and so contribute to the strength gained when one voice becomes many.

In addition to child care, the key topics that extend to family members include telecommuting, paid family leave, maternal-infant health and LGBTQ-plus concerns.

“Our work on these topics will continue,” Kowal said. “With an opportunity for new budget advocacy approaching, we will continue to press for gains. To do that, we will need as much help from our membership as possible. Contact local lawmakers; tell them what matters to you. And tell them you have the power of UUP backing you. Together, we can achieve change.”

Help is on the way

Expanded coverage, benefits for members and their families

UUP was at least a couple decades ahead of its time when it started to examine how its members balance (or, more often, juggle) work and home life. UUP continued pressing for change, and it can now count real gains in several family issues.

Almost 20 years ago, UUP produced a report on gender-based pay disparity at SUNY—which can also affect a family’s ability to pay for child care. Fast-forward to the coronavirus pandemic, which upended arrangements for child care and dependent-adult care. UUP quickly negotiated a telecommuting agreement with SUNY when the university shut down in the spring of 2020.

The problems didn’t end when SUNY reopened, because many

caregiving services didn’t survive the state shutdown. UUP achieved numerous extensions of the telecommuting agreement, which now runs to Dec. 31, 2022.

And the effort continues.

Almost four years into the pandemic, UUP continues to push for progress on issues affecting families. In addition to child care/dependent-adult care and telecommuting, these issues include paid family leave, protections for LGBTQ-plus members and children/youth, and maternal-infant health.

Many recent state actions on these issues reflect advocacy by UUP members. And now UUP can count some real gains.

Here’s a recap of recent progress:

Telecommuting

The agreement allows bargaining unit members to telecommute “where it is reasonable to do so based on the University’s mission.”

Telecommuting is part of UUP’s proposal to the state. To read more, go to UUP’s Members Only site.

» **To set up a Members Only account, go [HERE](#).**

» **Read more about the telecommuting extension [HERE](#).**

» **To join UUP so that you can be more involved in your union, go [HERE](#).**

Child care/dependent-adult care

The current state budget includes \$5.4 million to establish child care at additional SUNY campuses. At least 17 state-operated SUNY campuses have child care now.

The state has made \$670 million available to supplement subsidized child care. Eligible families can still qualify even if their income increases in a 12-month period.

The state is also making \$1.37 billion available to stabilize child care affected by the pandemic, and Hochul recently announced \$70 million plan

See FAMILY BENEFITS on Page 15



**“WE HAVE
DEFERRED TO THE
PRIVATE SECTOR
TO PROVIDE
THIS SERVICE.”**

*UB's response to
member's long push
for child care at
medical school*

Traversing the ‘child care desert’

Text by Darryl McGrath | Photo by Doug Levere, University at Buffalo

On paper, Gov. Kathy Hochul’s support for child care in places around the state that have never had enough of this essential service seems to solve a huge problem for working parents.

The plan involves identifying places in New York that lack adequate child care, and then directing to child care programs in those areas grants from a nearly \$70 million pool of state money. The governor announced the grants in July as part of her lauded effort to help those far-flung child care programs increase staff and the number of children they can accommodate. The funds were part of a \$100 million initiative to address child care shortages in the state, which was approved in the fiscal year 2022 enacted state budget and originated with President Biden’s Build Back Better pandemic relief act.

But as Maureen Milligan has learned, a promise to address “child care deserts” is easier said than done. Milligan is a UUP member at the Buffalo HSC Chapter, a research administrator and staff assistant with the University at Buffalo’s Jacobs School of Medicine and Biomedical Sciences and a longtime advocate for child care. And she has been trying for years to convince the medical school to create a child care center on its campus in downtown Buffalo, where the medical school is part of a larger medical complex known as the Buffalo Niagara Medical Campus. The Jacobs medical school is the only one of the three University at Buffalo campuses that does not have child care, and Milligan does not see that changing any time soon.

“It’s a labor issue,” said Milligan, who chairs her chapter’s Equity, Diversity, and Inclusion Committee, which has made access to child care and elder care

See Child care DESERT on Page 14

CHILD CARE DESERT

Continued from Page 13

a priority. “My God, it’s a labor issue, and it was all exposed during the pandemic ... it is a desert. It is five miles from the [university’s] South Campus and about 10 miles from the North Campus. And no child care for approximately 2,000 faculty and staff and students [at the medical school.] They built a brand-new building, and they didn’t put child care in it.”

A loophole in the definition of “child care desert”

Because the University at Buffalo is considered a single entity, and two of the three campuses do have child care, the medical school would not have qualified for the state’s child care desert grant program, Milligan notes.

Nor does the Buffalo Niagara Medical Campus operate its own child care center. A consortium of community groups and concerned individuals—including mem-

“ It is five miles from the South Campus and about 15 miles from the North Campus. And no child care for approximately 2,000 faculty and staff and students. ”

Maureen Milligan, UUP member at the Buffalo HSC Chapter

bers of UUP—has been working for more than a year under the direction of the WNY Women’s Foundation on a grant-funded study of the feasibility of establishing child care at the Buffalo Niagara Medical Campus, said Sheri Scavone, the WNY Women’s Foundation’s chief executive officer. There is one private child care center that can accommodate about 32 children in a building across the street from the Jacobs medical school, Scavone said, but most parents make due by finding their own child care arrangements.

One obstacle to employer-sponsored child care in almost any setting in New York is the high cost of providing it, Scavone said. Employers who do provide it see it more as an employee retention issue than a profitable venture.

Long effort to highlight need

Milligan said she raised the need for child care at the medical school more than five years ago, at forums for employees who moved into the new building when it opened in 2017.

When The Echo asked for a comment from the University at Buffalo administration about the Buffalo HSC chapter’s long effort to obtain child care at the

medical school, a spokeswoman for the university quoted the administration in a written response: “At present, there are no plans to have a UB day care facility at the Buffalo Niagara Medical Campus. Rather, we have deferred to the private sector to provide this service.”

The administration official who offered that response declined The Echo’s request that they provide their name.

Milligan is now part of a new committee at the medical school called “The Community Committee.” UUP members on the Jacobs’ medical school’s Faculty Council, including Jim Lukan and Peter Elkin, started the committee. The Community Committee is advocating for child care at the medical school, with the goal of seeing that service extend to the community around the medical school.

An issue for negotiations

UUP has backed the concerns of the Buffalo HSC Chapter’s Equity, Diversity, and Inclusion Committee. Delegates at the UUP Fall 2021 Delegate Assembly

passed a resolution introduced by the committee, with support from the New Paltz Chapter, which called on the UUP Negotiations Team to raise the need for child care and adult care on all SUNY campuses. (Gov. Hochul has also stated her intention to establish child care on all SUNY campuses.)

The resolution also directed UUP to work to develop a comprehensive

SUNY caregiver support program—a need that has been highlighted during the coronavirus pandemic as some members struggled to balance the care of young children, older parents, or both, when many services providing care temporarily or permanently closed.

Phil Glick, president of the Buffalo HSC Chapter, said Milligan’s efforts have helped define an important issue for the union.

“Maureen is our point person and advocate extraordinaire for child care issues,” Glick said in a written response.

Milligan, who is not a parent, said she grew up seeing her parents work opposite shifts—her mother was a nurse; her father an electrician—so that they could juggle child care responsibilities for Milligan and her two brothers. As an adult, she has watched friends and colleagues struggle with the same issues. It seems like little has changed, but she believes that change is possible.

Said Milligan, “We want to do this, we need to do this, we must do this ... the bottom line for me is that this is a bread-and-butter issue that will do something for our members.”

Family benefits

Continued from Page 12

to establish or enhance child care where it is nonexistent or limited.

UUP hopes through negotiations to significantly expand the employer contribution to the pre-tax Dependent Care Advantage Accounts, which help offset expenses for child/elder/adult care.

See Page 13 to read about one member's effort at the University at Buffalo's Jacobs School of Medicine and Biomedical Sciences.

Paid Family Leave: UUP hopes to expand paid family leave through negotiations. UUP was the first state union to negotiate New York's paid family leave law into a contract, as part of the immediate past agreement.

UUP also backed expanded eligibility for paid family leave. As of November 2021, a "family member" includes biological or adopted siblings, half siblings and step siblings.

LGBTQ-plus issues

UUP has long supported LGBTQ-plus members and their families, including expanded rights and protections at the state level.

Gov. Hochul on Oct. 17 signed a bill that expands access to services for the state's senior population through the federal Older Americans Act of 1965; access now takes into consideration sexual orientation, gender identity and HIV status. In June, Hochul also signed into law a fund supporting services to transgender, gender-nonconforming and non-binary people.

SUNY has also extended the non-binary gender X option to SUNY records, a move that UUP supported.

The union's SOUL (Sexual Orientations United for Liberty) Committee in June sponsored a forum on new or proposed laws nationwide that ban discussion of or education about sexual identity and gender identity in public schools. Panelists offered ideas for monitoring or stopping such laws.

"Basically, we're seeing a comprehensive attack on our rights, and that requires a comprehensive response," said Kelly Keck, president of the UUP Delhi Chapter, a statewide

UUP Executive Board member and chair of the SOUL Committee.

» Read more about the forum [HERE](#).

Maternal-infant health

The United States has a stunningly high rate of maternal-infant death associated with childbirth.

As UUP reported in its coverage of its March 2021 forum on this topic, Black women are more than 3 times more likely to die during pregnancy, childbirth or within 42 days of a pregnancy's end than white women in the United States, according to the American Journal of Managed Care. The overall average of U.S. maternal deaths is 17.2 deaths per 100,000 live births; for non-Hispanic Black women, it is 43.5 deaths per 100,000 live births.

And the infant mortality rate for Black babies is 2.3 times higher than for non-Hispanic white babies, according to The U.S. Department of Health and Human Services.

» UUP's legislative agenda called for SUNY Downstate Health Sciences University to be a center for maternal and child services.

To read more, go [HERE](#).

The state budget adds an additional \$4 million to existing funding for maternal health, which will expand prenatal and postnatal care, and extend postpartum Medicaid coverage from 60 days to a year. The New York State Department of Health has also been directed to conduct a study in Kings County (where SUNY Downstate is located) on how to improve access to health services. That study will include examining the need for upgrades of existing regional perinatal centers.

Such expanded services will be needed more than ever, as new research indicates that COVID-19 is linked to an increase in pregnancy-related deaths.

» Read more about UUP's forum on maternal-infant health [HERE](#).

» Read more about the link between COVID-19 and pregnancy-related death [HERE](#).





LABOR WAS BACK FOR LABOR DAY

Cancelled by COVID in 2020—and in 2021 in New York City and Syracuse, among other locales—Labor Day parades and picnics were held across New York state this year.

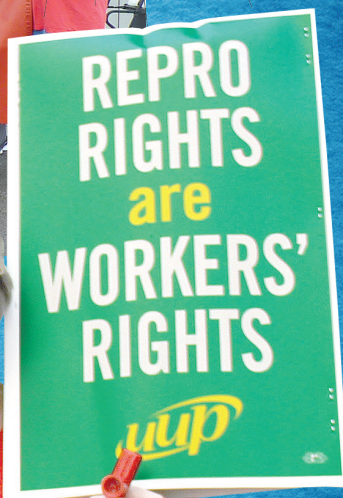
Wearing red UUP shirts and carrying signs and banners, UUP leaders and members had a strong presence at Labor Day parades and picnics on Sept. 5—Labor Day—in Albany, Buffalo, Massena and at the New York State Fairgrounds in Syracuse.

That weekend, more than 50 UUP members joined UUP President Fred Kowal and the union's statewide officers—Vice President for Academics Alissa Karl, Vice President for Professionals Carolyn Kube, Secretary-Treasurer Jeri O'Bryan-Losee and Membership Development Officer Tom Hoey—in New York City for the 2022 New York City Labor Day Parade Sept. 10.

You can view more photos from the events on UUP's Flickr page [HERE](#).



Above left, UUP members from chapters across the state march in the 2022 New York City Labor Day Parade Sept. 10. **Above, center**, Stony Brook Chapter President Andrew Solar-Greco marches with his young son in the New York City parade. **Above, right**, UUP members at the New York City parade cheer before stepping off to march in the parade up Fifth Avenue. **Center, left**, Buffalo area UUP members dodge raindrops as they pose for a photo before joining a web Labor Day celebration in Buffalo. **Center, right**, gleeful Central New York area UUP members, including those from the Upstate Medical University and Cortland chapters, hoist pro-union signs high at the New York State Fairgrounds in Syracuse. **Bottom, left**, Plattsburgh Chapter members Walter Kim Hartshorn, left, and Dave Curry hold the chapter's banner as they march in the Massena Labor Day parade. **Bottom, right**, UUP President Fred Kowal, left and UUP statewide Secretary-Treasurer Jeri O'Bryan-Losee stand for a photo with Senate Majority Leader Chuck Schumer, who was at the New York City Labor Day parade.



SUNY DISTINGUISHED ACADEMY 2022

Latest UUP inductees exemplify dedication, excellence

Each year, SUNY names faculty to the SUNY Distinguished Academy, which recognizes four categories: Distinguished Professorship, Distinguished Teaching Professorship, Distinguished Service Professorship and Distinguished Librarian. These honors single out faculty for their contributions to their fields; their students and colleagues; to SUNY; and to the state, country and world. Their ideas, discoveries and inventions have changed lives for the better.

This year's Distinguished Academy class includes 34 UUP members recognized for their groundbreaking research, as well as their teaching, mentoring and leadership. UUP is delighted to acknowledge these members, and to thank them for being part of their union.

DISTINGUISHED PROFESSORSHIP:

Igor Lednev

Professor of chemistry at the University at Albany

Dr. Lednev is a globally respected scientist and expert in Raman laser spectroscopy. He has produced cutting-edge research in analytic and forensic chemistry, and his work has resulted in significant advancements in fields including forensic analysis, medical diagnostics and biochemistry. The Society for Applied Spectroscopy and the United Kingdom's Royal Society of Chemistry have inducted Dr. Lednev as a Fellow. His work has helped drive changes in the way scientists and practitioners research a wide range of important issues, from analyzing forensic evidence to diagnosing neurodegenerative diseases.



Quanxi Jia

Empire Innovation Professor and National Grid Professor of Materials Research at University at Buffalo

A leader in multifunctional and nanostructured materials for energy and electronic device applications, Dr. Jia has significantly contributed to the development of high-performance superconducting coated conductors or 2G wires for electric power applications. He invented the polymer-assisted deposition, a cost-effective coating technique used for electronic materials. A successful inventor who applies scientific knowledge to problems of practical importance, his extensive scholarship has enabled significant key technological advancements in electronic materials science and device technology. He has also been honored by numerous distinguished professional societies.



Marianthi Markatou

Professor of biostatistics in the School of Public Health and Health Professions at the Jacobs School of Medicine and Biomedical Sciences, University at Buffalo

Dr. Markatou is associate chair of research and healthcare informatics in the biostatistics department. Her methodological research has significantly advanced the fields of statistical robustness, mixture models, statistical distances, weighted likelihood methods and statistical machine learning. Her awards include a \$7 million grant from the Patient-Centered Outcomes Research Institute. She is a fellow of the American Statistical Association and the Institute of Mathematical Statistics, and a member of the International Statistical Institute.



Janet Morrow

The Larkin Chair and a professor of Chemistry at the University at Buffalo

Dr. Morrow is an internationally recognized expert in the field of inorganic chemistry and is also known for her advancements in MRI contrast agents. She holds numerous patents. She is associate editor of Inorganic Chemistry, and she has received a First Award from the National Institutes of Health, a Special Award for Creativity from the National Science Foundation and the Schoellkopf Medal from the American Chemical Society. She is also a fellow of the American Association for the Advancement of Science.





Mark Swihart

Chair, Chemical and Biological Engineering at the University at Buffalo

The Empire Innovation Professor in the RENEW (Research and Education in eNergy, Environment and Water) Institute, Dr. Swihart is globally recognized for developing new nanoscale materials and engineering processes for producing these materials. Global researchers and industries have adopted methods and materials developed in his group. He co-authored the two latest editions of the all-time best-selling chemical engineering undergraduate textbook, and has led campus-wide initiatives, including the UB2020 Strategic Strength in Integrated Nanostructured Systems and the New York State Center of Excellence in Materials Informatics.



Avan Jassawalla

Professor of Management at SUNY Geneseo

Dr. Jassawalla has an international reputation in the academic field of business, real-world applications and scholarship of teaching. She is an expert in innovation management, brand management and international human resource management. Her publications appear in journals rated by the Australian Business Dean's List of Journal Quality, the blue-ribbon standard in business scholarship. Renowned in the fields organizational behavior and leadership, she is also accomplished in real-world applications and the consequence of learners in college classrooms and wider communities. Her groundbreaking work has elevated the standards in her field.



Christopher Bishop

Professor of Mathematics at Stony Brook University

Dr. Bishop is an internationally acclaimed mathematician and one of the leading experts in complex analysis, hyperbolic geometry and computational geometry. His far-reaching work covers many areas of complex analysis, geometry and dynamics, and has been lauded as revolutionary. He has received continuous support from the National Science Foundation since 1991, and has been a prolific author. He has mentored many Ph.D. students, postdoctoral researchers and undergraduate students. Dr. Bishop has solved extremely challenging problems, and has developed new concepts and theories which have helped advance the field of mathematics.



Mary Jo Bona

Associate Dean for Faculty Affairs and professor of European Languages, Literatures and Cultures and Women's, Gender and Sexuality Studies at Stony Brook University

Dr. Bona has a distinguished reputation within the fields of Italian diaspora studies, multi-ethnic literary studies and feminist studies. She has advanced the combined study of ethnicity with gender. She studies complex family relationships, through the lenses of trauma and migration. A prolific author



and trailblazing scholar, she is founding editor of the Multi-Ethnic Literatures book series at SUNY Press. Her scholarship has been described as "path-breaking," "cutting-edge" and "field-defining."

Abhay Deshpande

Professor of Physics and Astronomy at Stony Brook University

Dr. Deshpande is an international leader in nuclear and high-energy physics, and particularly in nucleon spin. This concept evolved into what is known as the Electron-Ion Collider, whose physics case rests upon the three pillars of nucleon spin, spatial mapping of the nucleon and investigations of high density gluonic matter. Dr. Deshpande established the EIC Users Group, which has more than 1,200 international physicists. Dr. Deshpande has played a key role in advancing Stony Brook University's ranking in nuclear physics to #3 in the United States.



Kaiming Ye

Professor and chair of Biomedical Engineering at Binghamton University

Dr. Ye is one of the world's leading scientists in advanced biomanufacturing. He is a fellow of American Institute for Medical and Biological Engineering and the Biomedical Engineering Society, a senior member of the Institute of Electrical and Electronics Engineers, and chair-elect of the Council of Chairs of Biomedical Engineering. He has secured more than \$42.67 million in grants as principal or co-principal investigator. His work on cancer immunotherapy led to a new cancer immunotherapeutic vaccine. He has contributed significantly to national policy-making in science and engineering.



R. Lorraine Collins

Associate Dean for Research and Professor of Community Health and Health Behavior at the University at Buffalo

Dr. Collins is an expert on addictive behaviors. She has contributed foundational research on cognitive and behavioral approaches to the conceptualization, prevention and treatment of addictive behaviors, particularly alcohol and marijuana use disorders. Her research focuses on adolescents and young adults, in whom illicit drug use can be prevalent and lethal. She is a Fellow of the American Psychological Association's Addictive Behaviors Division. A pioneer in her field, Dr. Collins has received the UB Graduate School's Distinguished Postdoc Mentor Award.





SUNY DISTINGUISHED ACADEMY 2022



Luis Colón

The A. Conger Goodyear Professor of Chemistry and associate dean for Inclusive Excellence in the College of Arts and Sciences at the University at Buffalo

Dr. Colón is an internationally recognized expert in analytical chemistry. Dr. Colón is also greatly sought for his approach to equity and increasing the participation of underrepresented students, faculty and staff. In 2015, President Barack Obama presented Dr. Colón with the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring. This recognition honors outstanding efforts in the mentoring of individuals who might not otherwise have had opportunities in STEM disciplines.



Gil Wolfe

Irvin and Rosemary Smith Professor and chair of the Department of Neurology at the University at Buffalo's Jacobs School of Medicine and Biomedical Sciences.

Dr. Wolfe is also Kaleida Health's chief of service for Neurology. He is an internationally recognized leader in neurological diseases and therapeutic treatment, particularly relating to myasthenia gravis and other neuromuscular diseases. He served as the clinical chair on an \$8-million multicenter international study that confirmed the benefits of surgically removing the thymus gland over conservative medical intervention in patients with myasthenia gravis. Peers frequently cite his scholarly publications.



Valentin Brimkov

Professor of Mathematics at Buffalo State College

Dr. Brimkov is an internationally recognized scholar, pioneer and leader in discrete geometry and image analysis. He has chaired a dozen international conferences, served on numerous journal editorial boards and has helped colleagues around the world initiate research. His work has been used in numerous applications in medical imaging, security, and educational technologies. His awards include the SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities; Buffalo State College's President's Award for Excellence in Research, Scholarship, and Creativity; the British Computer Society's Wilkes Award and Shizuoka University's Honorable Guest Professorship.



Junaid Ahmed Zubairi

Professor of Computer and Information Sciences at SUNY Fredonia

Dr. Zubairi has an outstanding record in scholarship, teaching and service. He has published 13 refereed journal articles, 43 conference proceedings, two edited books and five book chapters. He holds a patent for a real-time flight data tracker, which provides real-time transmission of flight data to ground-level sensors, which monitor and track airline flights. His contributions in the fields of flight data tracking, network traffic engineering, emergency medical data transmission, disaster management, and assisted smart city planning have the potential to make a global impact.



Sarfraz Mian

Chair and professor of Marketing and Management at SUNY Oswego

Dr. Mian has made an indelible mark on the field of management and entrepreneurship. In his three decades with SUNY Oswego, he has put the college on the entrepreneurship map with over 50 peer-reviewed articles, five books, 16 book chapters, and over 100 national and international presentations.

His work informs policymakers in the design and implementation of technology parks. Dr. Mian is the recipient of the President's Award for Scholarly Activities, and the SUNY Chancellor's Award for Excellence in Scholarship and Creative Activities.



Carol Carter

Professor of Molecular Genetics and Microbiology at Stony Brook University

Dr. Carter is a highly respected virologist renowned for her work on the human immunodeficiency virus that causes AIDS. Dr. Carter is best known for her lab's landmark discovery that a cellular protein known as Tsg101 promotes proper trafficking of HIV-1 proteins to form a virus particle. This work has opened up new avenues for antiviral therapy. She has mentored many graduate students, junior faculty members and high school students.



Leonie Huddy

Professor of Political Science at Stony Brook University

Dr. Huddy is one of the leading political psychologists in the world. Her work examines the politics of intergroup behavior and especially the political effects of group loyalties; public reactions to threat, with a focus on examining the differing political effects of cognitive threat perceptions and related emotional responses such as anxiety and anger; racial attitudes; public opinion and gender stereotyping. Dr. Huddy's work has been an important contributor of CBS News Radio, where she has regularly analyzed election exit polls since 1989.



Richard Larson

Professor of Linguistics at Stony Brook University

Dr. Larson is a major figure in modern linguistics. He has made seminal contributions to the fields of formal syntax and semantics for more than a quarter century, and he has also made groundbreaking contributions to the scholarship of how both are taught. His most important publications are among the most widely cited in the field. Dr. Larson is the recipient of various awards such as the EduCom Medal for his pioneering software, the SUNY Chancellor's Award for Excellence in Teaching, and the Dean's Award for Excellence in Graduate Teaching.





Katy Siegel

Professor of Art at Stony Brook University

Dr. Siegel is one of the world's foremost art historians/curators. Her devotion to diversity, equity and inclusion predates current awareness, and her curation of Mark Burford's work in the Venice Biennale is considered a watershed event in the history of modern art. Long before it was fashionable, she pushed for equitable representation for people of color and women in the arts. Many traditional art historians have fought against the progress she has advocated. She is in demand as a mentor for students exploring creative curation and/or interdisciplinary art history.



Vincent Yang

The Simons Professor and chair of the Department of Medicine at the Renaissance School of Medicine at Stony Brook University

Dr. Yang is an extraordinarily accomplished scientist and physician who has made groundbreaking contributions to science. His research examines the molecular mechanisms that regulate crucial physiologic processes of the mammalian intestinal tract. His group published a transformative paper in 1996 that identified KLF4, which is crucial in maintaining homeostasis of the gut epithelium. Dr. Yang's lab has identified several novel small molecule compounds, some of which have been shown to have anti-cancer or anti-inflammatory activity.



Xin Jie Chen

Professor of Biochemistry, Molecular Biology, Neuroscience and Physiology at SUNY Upstate Medical University

Dr. Chen is an internationally recognized researcher in mitochondrial biology. His work has provided insight into important biological features of mitochondria, the "powerhouses of the cell." Dr. Chen's work on the mitochondrial mechanism of disease in Progressive External Ophthalmoplegia led him to a series of important experiments and the discovery of mPOS (mitochondrial precursor overexpression stress). His lab has demonstrated that mPOS is associated with muscle wasting and neurodegenerative disease in mouse models, suggesting potential therapeutic targets in age-associated diseases.



Ma-Li Wong

Professor of Psychiatry, Behavioral Sciences, Neuroscience and Physiology at SUNY Upstate Medical University

Dr. Wong is an internationally recognized researcher in foundational, translational and clinical research in psychiatry and neuroendocrinology. Her laboratory has studied the genomics of antidepressants and major depressive disorders, the role of neuroendocrine and neuroimmune aspects of major depressive disorder, and the biology of human leptin. She has mentored dozens of graduate students and post-doctoral fellows and has been a visiting professor at numerous universities around the world. She also serves as advisor for many Master's degree candidates and Ph.D. dissertation committees.



DISTINGUISHED SERVICE PROFESSORSHIP:

Weiye Meng

Chair and professor of Computer Science at Binghamton University

Dr. Meng has an extraordinary record as a teacher, researcher, scholar and leader. His service to his profession and colleagues is remarkable. Dr. Meng has helped organize and run over 100 conferences globally. His devotion to service is seen in his mentoring, strategic planning, team building and collegial attitude. Internationally, Dr. Meng has established and grown partnerships with institutions in other countries. His hard work, focus, dedication and attention to detail have resulted in lasting effects for his colleagues, department, Binghamton University, SUNY and his profession.



Steven Schwartzberg

Chair and professor of Surgery in the Jacobs School of Medicine and Biomedical Sciences at the University at Buffalo

Dr. Schwartzberg has excelled not only at scholarship, research and teaching, but also in service to his profession, university and community. His leadership during the COVID-19 proved critical to maintaining access to surgical care during staff and resource shortages. When a group of intubated COVID patients required tracheostomies, Dr. Schwartzberg organized a group of volunteer surgeons and anesthesiologists to perform the procedures. Dr. Schwartzberg is an extraordinary leader, and he is dedicated to his profession.



Lynn Couturier MacDonald

Professor of Physical Education at SUNY Cortland

Dr. MacDonald is an authority on physical education standards and outcomes. Her service and scholarship have transformed K-12 physical education in the United States. She led task forces for the National Association for Sport and Physical Education (NASPE) to revise K-12 physical education standards and compose grade-level outcomes for the standards. She was president for NASPE from 2009-12. She received the Chancellor's Award for Excellence in Faculty Service in 2017, and she is a Fellow in the North American Society of Health, Physical Education, Recreation, Sport and Dance.



Douglas Johnston

Chair and Professor of Landscape Architecture at SUNY ESF

Dr. Johnston's tenure at ESF has been marked by a sense of service to the college and colleagues. He has brought his insight from experience in upper-level administrative positions at prestigious design programs, including the University of Illinois and Iowa State University. He has shepherded ESF's Department of Landscape Architecture through multiple phases of growth in the face of challenges, including hiring new tenure-track faculty, revising the program's curriculum, upgrading digital technology, renovating building facilities and maintaining cohesion and academic quality during the COVID-19 pandemic.



Stephen Albanese

Chair and Professor of Orthopedic Surgery, Medical Director of Orthopedic Surgery at SUNY Upstate Medical University

Dr. Albanese has served in numerous leadership roles at Upstate and on many committees related to clinical care and education. He has been a consultant to the United Cerebral Palsy and Handicapped Children's Association of New York and the United Health Care Medical Advisory Committee. He has served on numerous state and professional organizations, often in a leadership role. As an instructor, he has spent considerable time working with residents on activities related to education and professional development.



Ampalavanar Nanthakumar

Professor of Mathematics at SUNY Oswego

Dr. Nanthakumar is a highly regarded faculty member and an integral resource on campus and in the community. He exemplifies the core values, including advancement of the science of teaching and dedication to classroom instruction, that promote student success. Dr. Nanthakumar has been active as a scholar of international significance, and he has supervised over 60 student projects, six of which have been published in peer-reviewed journals. He is a recipient of the Chancellor's Award for Excellence in Teaching and the SUNY Oswego President's Award for Scholarly and Creative Activity.



DISTINGUISHED TEACHING PROFESSORSHIP

Ilya Grinberg

Professor of Electrical Engineering Technology at Buffalo State College

Dr. Grinberg has developed more than 20 courses, including one that provides every student an opportunity to present at a research conference. Dr. Grinberg has developed three 20-hour professional development courses for National Grid and an online course in electric power systems for Coursera. He secured funding for a state-of-the-art laboratory, which has received recognition by the Accreditation Board for Engineering and Technology (ABET) program review team. Grinberg is also an expert in aviation and military history, and his Lend-Lease web archive provides resources for scholars and teachers.



Jadranka Skorin-Kapov

Professor of Management at Stony Brook University

Dr. Skorin-Kapov has made significant contributions to the field of business education with an approach that combines philosophy and art history. She is the founder and director of the Center for Integration of Business Education and Humanities, which helps business students, executives and leaders connect business expertise and creativity with humanistic concerns. She has received the Chancellor's Award for Excellence in Scholarship and Creative Activities, and the Ideas Worth Teaching Award from the Aspen Institute. Dr. Skorin-Kapov's papers in Operations Research provided novel algorithmic developments for notoriously hard combinatorial problems.



W. Theodore Lee

Professor of Biology at SUNY Fredonia

A 2014 recipient of the President's Award for Excellence in Teaching, colleagues describe Dr. Lee as providing a superior learning experience for his students. In 2019, Dr. Lee created the Honduras Study Abroad Program, in which students participate in medical brigades to rural villages in Honduras. Students describe this as a life-changing experience. Dr. Lee's entire career has been in the service of students: the courses he created, the programs he launched, and the scholarship he produced, all trace back to improving and expanding the learning experience.



Thomas Schwartz

Chair and Professor of Psychiatry and Behavioral Sciences at SUNY Upstate Medical University

Dr. Schwartz is an expert in clinical psychopharmacology. His student, resident and peer evaluations consistently attest to his clarity of instruction and his ability to help students understand and retain information. He has received numerous awards for teaching, including the President's Award for Excellence in Teaching at Upstate, the Chancellor's Award for Excellence in Teaching, and recognitions from national organizations. He has published regularly, primarily as a content expert in clinical psychopharmacology and medical education, and he has been a principal investigator on numerous grants.



Intekhab Alam

Professor of Marketing at SUNY Geneseo

Dr. Alam is known for dynamic and effective classroom presentations. Dr. Alam has developed several new courses in the School of Business and helped create a new minor in marketing. He created two new micro-credentials that will soon be submitted for faculty governance review that will help students achieve skills in areas that are sought by hiring managers. Dr. Alam has won several teaching awards, and is an active scholar in the field of product prototype and testing. He is a dynamic instructor who truly cares about his students.





SERVICE AWARD WINNERS



HONORING EXCELLENCE

Each fall, UUP honors select members with the Nina Mitchell Award for Distinguished Service and the Pearl H. Brod Outstanding Retiree Award.

The awards remember two beloved late UUP activists, and recognize members who emulate their service. This year's recipients are:

Nina Mitchell Award winners



**Richard Stempniak,
Buffalo State**

Richard Stempniak has been an effective voice for UUP in Western New York for more than three decades. As president of the Buffalo State chapter, Stempniak created a department representative system that helped build membership. Stempniak also helped a number of UUP and NYSUT members and Buffalo State graduates get elected to local and state positions. As chapter president, he cultivated productive relationships with the Western New York Area Labor Federation, the Buffalo Central Labor Council and the Western New York legislative delegation.

Jamie Dangler, Cortland

Jamie Dangler has spent more than 30 years as a UUP member, and she's made her mark as a chapter leader, statewide Executive Board member, chief negotiator, a member of the NYSUT Board of Directors and as statewide UUP Vice President for Academics. She led campaigns to develop resource materials on family leave, intellectual property, piracy of course materials and workload creep. She also led UUP's Task Force on Teacher Education, which became a statewide committee and which successfully advocated against teacher certification mandates instituted in 2014.



Tom Tucker, Buffalo Center

Tom Tucker's service with UUP began in 1994 as a member of the Buffalo Center chapter. He was a chapter delegate and grievance chair for professionals. He was Buffalo Center Chapter president before becoming statewide Vice President for Professionals. He represented UUP on the Buffalo AFL-CIO Executive Board and was the first higher education labor leader in the state to receive the Western New York NYSUT Regional Outstanding Leader Award in 2012. He serves on the NYSUT Board of Directors.

Pearl Brod Award winners

Dave Kreh, Cortland



Cortland Chapter member Dave Kreh retired in 2000 but has remained active in the Cortland Chapter and as delegate to UUP, NYSUT and the AFT. For years, Kreh chaired the statewide Elections and Credentials Committee, now the Constitution and Governance Committee. He volunteers on the Constitution and Governance Committee.

Ezra Zubrow, Buffalo Center



Ezra Zubrow retired in 2020, but remains very active in his chapter. A member since 1977, Zubrow has served a wide range of chapter and statewide roles— including the Future of SUNY Committee and the Disability and Human Rights Committee—as chapter VPA, president and delegate, and as a member of the Negotiations Team, Executive Board and several statewide committees.

UUP scholarships to SUNY students recognize excellence, honor members

EACH YEAR, UUP AWARDS SCHOLARSHIPS to several outstanding undergraduate and graduate students at SUNY four-year colleges and universities. They are typically young adults who believe in exposing injustice and in making a difference in the world.

The **UUP College Scholarship Fund Undergraduate Scholarship** honors three late UUP members: Eugene Link, a SUNY Plattsburgh history professor emeritus; Robert Carter, a SUNY Oswego associate professor of history; and Gertrude Butera, an associate professor emeritus of business administration at SUNY Alfred.

The **William E. Scheuerman Post-baccalaureate Scholarship** is awarded to full-time SUNY post-graduate or professional school students in honor of the UUP president from 1993-2007.

The **Steve Street Scholarship Award** is given to an undergraduate student or group of undergraduate students enrolled at a SUNY campus who have created a paper or project related to social justice. The award honors the late Steve Street, a UUP contingent faculty member who died of cancer in 2012.

UUP COLLEGE SCHOLARSHIP FUND UNDERGRADUATE SCHOLARSHIP RECIPIENTS



Lea Kyle

A University at Buffalo biochemistry major, Kyle has been a student researcher in the at the University at Buffalo and at Upstate Medical University. She is also involved in numerous volunteer activities.



Zachary Medicis

A University at Buffalo mechanical engineering major, Medicis is in the Honors College and is also on the cross country and track and field teams. He is involved in several community activities.



John Ward

A Purchase College music major, Ward has been a disaster relief volunteer and a volunteer with Habitat for Humanity. He has worked on several service projects through the Purchase Global Scholars program.

WILLIAM E. SCHEUERMAN POST-BACCALAUREATE SCHOLARSHIP



Anna Tschopp

A University at Buffalo student earning her master's degree in Social Work, Tschopp has been involved in several community service efforts in human services and child care, among others.

STEVE STREET SCHOLARSHIP AWARD



Kimberly Herman

A fifth-year Bachelor of Landscape Architecture student at the SUNY College of Environmental Science and Forestry, Herman has focused on design projects that let residents tell their own stories of their communities.



Jahlisiah Scott

A Stony Brook University student interested in social work, Scott has been involved in community service activities covering a range of topics at a church, a high school and the Brooklyn Public Library.

Did you know that all UUP members qualify for

PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS
HAVE ALREADY
HAD CLOSE TO
\$2.1 MILLION
IN FORGIVENESS!

Virtual student debt clinics held every payday.

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, jobryan@uupinfo.org

Open to all UUP members, these 1.5-hour workshops talk you through the Income-Driven Repayment Plans AND Public Service Loan Forgiveness.

Upcoming UUP Virtual Student Debt Clinic Webinar Dates:

Nov. 9, 5:00 pm - 6:30 pm · Nov. 23, 11:30 am - 1:00 pm

Dec. 7, 5:00 pm - 6:30 pm · Dec. 21, 11:30 am - 1:00 pm



Click [here](#) to register through the UUP Events Calendar
UUPINFO.ORG/CALENDAR/

2022 AFT CONVENTION ATTENDANCE

Affiliate Elections are run in conjunction with chapter elections. UUP members elect delegates to our affiliates, the New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT). These delegates represent UUP at affiliate conventions and meetings, take information to our affiliates to address the best interests of our members and bring information back from our affiliates to be shared with our members. If you need any assistance or have any questions, please contact UUP Secretary/Treasurer Jeri O'Bryan-Losee at jobryan@uupmail.org or 800-342-4206.

Name	Chapter	GS	Div	Con	GS	GS	GS	GS	Ele	GS
Berger, Jacqueline G.	Empire State College	X	X	X	X	X	X	X	X	X
Day, Doreen T.	Stony Brook HSC	X	X	X	X	X	X	X	X	
Drescher, Nuala McGann	Buffalo State	X	X	X	X	X	X	X	X	X
Espallat, Harry	Farmingdale	X	X	X	X	X	X	X	X	X
Flax, Henry S.	Downstate Medical Center	X	X	X	X	X	X	X	X	X
Floss, Frederick G.	Buffalo State	X	X	X	X	X	X	X		
Gizzi, Carol	Stony Brook HSC	X	X	X	X	X	X	X	X	X
Hagerty, Dawn M.	Downstate Medical Center	X	X	X	X	X	X	X	X	X
Hartshorn, Walter Kim	Plattsburgh	X	X	X	X		X	X	X	X
Hoey, Thomas C.	Albany	X	X	X	X	X	X	X	X	X
Hogle, John Thomas	Morrisville					X	X	X	X	X
Kielar, Kathleen M.	Buffalo Center	X		X				X	X	
King, Christopher K.	Stony Brook HSC	X	X	X	X	X	X	X	X	X
Kowal, Frederick E.	Cobleskill	X	X	X	X	X	X	X	X	X
Kreh, David H.	Cortland	X	X	X	X	X	X	X	X	
Kube, Carolyn S.	Stony Brook HSC	X	X	X	X	X	X	X	X	X
Kube, Bruce T.	Stony Brook HSC	X	X	X	X	X	X	X	X	
Lamendola, Joseph N.	Canton	X	X	X	X	X	X	X	X	X
Landy, Eileen	Old Westbury	X	X	X	X	X	X	X	X	X
Mahoney, Margaret	Upstate Medical University	X	X	X	X	X	X	X	X	
Malone, Pamela J.	Empire State College	X		X	X	X				
Marriott, Cheryl M.	Downstate Medical Center	X	X	X	X	X	X	X	X	X
Norton, David	Downstate Medical Center	X	X	X	X	X	X	X	X	X
O'Bryan-Losee, Jeriluanne	Morrisville	X	X	X	X	X	X	X	X	X
Patterson, Shirley M.	Downstate Medical Center	X	X	X	X	X	X	X	X	X
Relan, Nand K.	Stony Brook HSC	X	X	X	X	X	X	X	X	X
Steen, Ivan D.	Albany	X	X	X	X	X	X	X	X	X
Veenstra, Richard D.	Upstate Medical University	X	X	X	X	X	X	X	X	X
Walker, Michael J.	System Administration	X	X	X	X	X	X	X	X	X
Wesnofske, Edward R.	Oneonta	X	X	X	X	X	X	X	X	X
Williams, Hazel B.	Downstate Medical Center	X	X	X	X	X	X	X	X	X

MEETING CODES:

GS= General Session
Div = Divisional Meeting

Con = Conv Comm Mtgs
Ele = Elections

ATTENDANCE CODES:

X = Present at Session
LA = Late Arrival

2022 NYSUT REPRESENTATIVE ASSEMBLY ATTENDANCE

Name	Chapter	GS1	Com	Brk	GS2	GS2 (cont.)
Anselmi, Lisa M.	Buffalo State	X	X	X	X	X
Ayo, Solomon O.	Farmingdale	X	X	X	X	X
Berger, Jacqueline G.	Empire State College	X	X		X	X
Bryan, Rebecca	Cortland	X	X	X	X	X
Day, Doreen	Stony Brook HSC	X	X	X	X	X
Ecker, David V.	Stony Brook	X	X	X	X	X
Flax, Henry S.	Downstate Medical Center	X	X	X	X	X
Floss, Frederick G.	Buffalo State	X	X	X	X	X
Hartshorn, Walter Kim	Plattsburgh	X	X	X	X	X
Hoey, Thomas C.	Albany			X	X	X
Hogle, John Thomas	Morrisville		X		X	X
Huang, Lei	Fredonia	X	X	X	X	X
Jayatilleke, Jude	Buffalo State	X	X	X	X	X
Karl, Alissa G.	Brockport	X	X	X	X	X
Kielar, Kathleen M.	Buffalo Center	X		X	X	
King, Christopher K.	Stony Brook HSC	X	X	X	X	X
Koridis, Nicholas	Stony Brook	X	X	X	X	X
Kowal, Frederick E.	Cobleskill	X	X	X	X	X
Kreh, David E.	Cortland	X	X	X	X	X
Kube, Carolyn S.	Stony Brook HSC	X	X	X	X	X
Kube, Bruce T.	Stony Brook HSC	X	X	X	X	X
Lewis, Sandra A.	Fredonia	X	X	X	X	X
Malone, Pamela J.	Empire State College	X	X	X	X	X
Marriott, Cheryl M.	Downstate Medical Center	X	X	X	X	X
Mayers, Darleyne E.	Farmingdale				X	
McAteer, Charles F.	Stony Brook	X	X	X	X	X
McNitt, F. Glenn	New Paltz	X	X	X	X	X
Melendy, Thomas E.	Buffalo HSC	X		X	X	X
Norton, David	Downstate Medical Center	X	X	X	X	X
O'Bryan-Losee, Jeriluanne	Morrisville	X	X	X	X	X
O'Connell, Geoffrey T.	Stony Brook HSC	X	X	X	X	X
Quinn, Edward H.	Stony Brook	X	X	X	X	X
Relan, Nand K.	Stony Brook HSC	X	X	X	X	X
Russell, Eric P.	Downstate Medical Center	X	X	X	X	X
Simons, William M.	Oneonta	X			X	X
Steen, Ivan D.	Albany	X	X		X	X
Tang, Chi-Ming	Geneseo	X	X	X	X	X
Tang, Jasmine K.Y.	Geneseo	X	X	X	X	X
Threatte, Gregory A.	Upstate Medical University	X	X	X	X	X
Tucker, Thomas J.	Buffalo Center	X		X	X	
Veenstra, Richard D.	Upstate Medical University	X	X	X	X	X
Walker, Michael J.	System Administration	X	X		X	X
Wesnofske, Edward R.	Oneonta		X	X	X	X
Young, Gregory	Cobleskill	X	X	X	X	X

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THE UUP BENEFIT TRUST FUND IS PLEASED TO ANNOUNCE A NEW SUPPLEMENTAL MENTAL HEALTH RESOURCE THROUGH

PsychHub®

Please note: Beacon Health Options administers mental health coverage for the Empire Plan. Beacon Health Options is where you go to find mental health providers who participate in the Empire Plan and where your mental health insurance claims are paid. The UUP Benefit Trust Fund is providing PSYCH HUB as an additional resource for our members seeking information and support in navigating mental health issues.

PsychHub®

Resources

- Hubs for mental health providers and individuals
- Courses for practitioners to get CE credits, articles, podcasts, etc.
- Resources from all their partners
- Links to hotlines for support

HUBS

- This is where you can find articles, podcasts, videos, and other resources to self-educate on mental health topics.
- The Mental Health Practitioner Hub is a resource for mental health providers. This is where you can find courses for continuing education credit and certifications.

RESOURCES

There are articles, videos, podcasts, guides and more to help you learn about different mental health topics. You will also have access to resources from Psych Hub's partners.

HOTLINES

On Psych Hub's website, you can also find links to various support hotlines if you are in need of immediate support.

Psych Hub's direct website:
<https://psychhub.com/>
Contact 866-779-2482



Resources

- Clinical referral line
- Articles, videos, etc.
- Provider search menu
- Insurance forms

CLINICAL REFERRAL LINE

The Beacon Clinical Referral Line is 1-877-769-7447. This is 24/7 line. The line is staffed by clinicians who can help you find a provider, schedule an appointment and more.

RESOURCES

Large library of resources such as articles, videos, assessments and more on hundreds of topics. You can search by topic to find the right resources for you.

PROVIDER SEARCH MENU

Resource to help you find in-network providers. Filter your search by location, specialties and services, etc.

INSURANCE FORMS

Disclosure authorization, Empire Plan claim forms, etc.

Empire Plan customized website:
<https://www.achievesolutions.net/achievesolutions/en/achievesolutions/Home.do>

Clinical Referral Line 1-877-769-7447