

THE Echo

uup
Vol. 5, No. 2



DELEGATES
TAKE ACTION

— PAGE 4



THE Echo

Volume 5, Number 2

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

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Organizing in action

UUP ACTIVISTS ARE REACHING OUT TO THEIR COLLEAGUES, ENCOURAGING THEM TO STICK WITH THEIR UNION. WATCH THE VIDEO [HERE](#).

WHAT'S INSIDE this issue



COVER ILLUSTRATION BY
KAREN L. MATTISON

Determination abounds

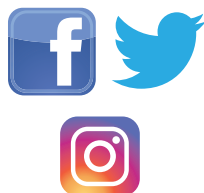
4—UUP President Fred Kowal tells delegates to the 2018 Fall Delegate Assembly in Buffalo that he is “defiant and unyielding” to those who would destroy the union or the state university.

12 Honoring excellence

UUP honors two longtime member activists with distinguished service awards; two part-time employees for courageous advocacy; and a student scholar for tackling economic injustice.

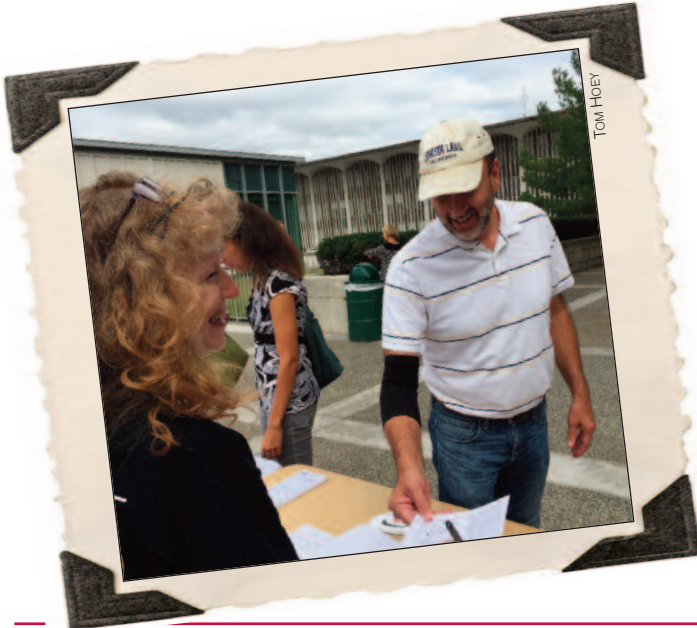
ALSO:

- 3 Snapshots from the chapters
- 11 Your contract at work: Compensation
- 12 PEP enrollment deadline nears
- 13 Know your rights
- 14 Members look into impact of contact sports
- 15 Spotlight shines on UUPers
- 16 AFT Convention attendance report
- 17 Members Only Benefits
- 18 Benefit changes for 2019



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TOM HOEY



AMY SHELDON

Albany Chapter

MORE THAN 100 ALBANY CHAPTER MEMBERS ENJOYED THE UNION'S ANNUAL PICNIC SEPT. 20. LEFT, LEE BICKMORE, RIGHT, WAS ONE OF NEARLY 100 PEOPLE TO SIGN A UUP RECOMMITMENT CARD DURING THE CHAPTER EVENT.

Buffalo State Chapter

CLOSE TO 40 PEOPLE PARTICIPATED IN TWO CAMPUS DAY OF SERVICE PROJECTS: A CLEAN-UP EFFORT AROUND CAMPUS, RIGHT, AND THE DECORATION OF BAGS FILLED WITH WARM MEALS FOR THE BUFFALO CITY MISSION, FAR RIGHT. THE EVENT WAS CO-SPONSORED BY THE UUP BUFFALO STATE CHAPTER.



PHOTOS BY DANIELLE JUDGE



ROB TRIMARCHI

Upstate Medical University Chapter

UPSTATE MEDICAL UNIVERSITY CHAPTER LEADER PAUL STASIOR, LEFT, JOINS COLLEAGUES AND THEIR FAMILIES AT THE CHAPTER PICNIC, SEPT. 16 ON THE SYRACUSE CAMPUS.



NICK KORIDS

Stony Brook Chapter

MISTER SOTTEE SERVED UP GOODIES TO STONY BROOK CHAPTER MEMBERS WHO SIGNED RECOMMITMENT CARDS AUG. 28. SIGNING IN AND SIGNING UP MEMBERS, SEATED, ARE JOSE MUNIZ AND DIANA TISCHLER. STANDING, FROM LEFT, ARE CHAPTER PRESIDENT KEVIN MORIARTY, ANDREW SOLAR-GRECO, JENNIFER JOKINEN AND CAROL JULIANO.

Fierce determination

Kowal is ‘defiant and unyielding’ to those who would destroy union, SUNY

BY KAREN L. MATTISON

UUP President Fred Kowal said he will not yield to anyone who tries to get in the way of members doing their jobs.

Or who tries to tear apart their union. Not even politicians.

Because Kowal understands the importance of “being political,” rather than being partisan.

In his address to more than 200 delegates to the union’s fall policymaking convention in Buffalo, Kowal said UUP “will take on anyone, on either side of the political aisle, if they have chosen themselves as our enemies and seek to destroy us.”

He said UUP has stood up—and will continue to stand up—to the governor, a Democrat; and to all members in the state Legislature. The same holds true at the federal level.

“We advocate on the issues that we do because SUNY belongs to the students and to us,” Kowal told delegates to the 2018 Fall Delegate Assembly, Oct. 5-6 at the Buffalo Niagara Convention Center. “We aggressively advocate to make sure SUNY is financially strong. We aggressively advocate for the teaching hospitals we serve. We aggressively pursue more full-time teaching faculty. We aggressively advocate to reform TAP and to help solve the student debt crisis faced by our members.”

“Everything we do is political—the Supreme Court said so,” Kowal quipped in reference to the June 27 U.S. Supreme Court decision in *Janus v. AFSCME Council 31*. That decision ultimately removed a union’s right to collect fees equal to dues from bargaining unit members who haven’t joined the union, citing the inherent political nature of organized labor. While unions in New York state are prohibited by law from using union dues for political advocacy, unions in many other states aren’t.

What Kowal didn’t joke about was the impact the *Janus* decision could potentially have on unions nationwide. The historically



MICHAEL LISI

FREDONIA CHAPTER DELEGATE DERRIK DECKER, FORE, AND, FROM LEFT, NEW PALTZ LEADERS KIRSTEN GREEN, CAROL RIETSMAN AND PETER D.G. BROWN RAISE THEIR FISTS IN A SHOW OF UNION SOLIDARITY.

union state of Wisconsin saw union membership plummet by nearly 40 percent in 2016—due to the impact of 2015 right-to-work laws, robbing public sector unions of their collective bargaining rights, and the loss of manufacturing jobs to overseas companies.

FAILURE: NOT AN OPTION

Kowal said the union has taken steps to remain viable, active and engaged. UUP statewide and chapter leaders, in partnership with a core of professional organizers, have built a cadre of department and area representatives and an army of outreach volunteers at the chapters. UUP also opened up a membership hotline, organized around the new contract, and continues to meet with members in one-to-one conversations, at chapter visits, and through chapter-based “listening sessions” to gather feedback through a series of structured questions.

“We have been able to provide chapters with the support needed to help put in place an aggressive, long-term organizing strategy,” Kowal said.

The result? More than 95 percent of full-time and 65 percent of part-time employees in the bargaining unit are card-carrying members of UUP. Only 35 people have quit their union between the Court’s decision in June 2018 and the start of this academic year. During that period, members have signed up nearly 15 percent of their bargaining unit colleagues who, in the past, had refused to sign a card or were never approached.

The greatest challenge is to sign up new hires at campuses around the state, Kowal said. He charged delegates and other chapter leaders to go into the field and speak with members directly, doing the crucial one-to-one organizing work.

“We have to remind our members of the positive attributes of their union, the importance of united power, and the integral part their union plays in their professional lives and personal well-being,” Kowal said.

WORKPLACE CONCERNS

Listening to members across campuses has strengthened UUP’s resolve to

BELOW, PENINA KAMINA OF ONEONTA TAKES PART IN A DISCUSSION ON ONLINE EDUCATION DURING THE ACADEMIC DELEGATES MEETING.



KAREN L. MATTISON PHOTOS



ABOVE, KEISHA ALSTON, LEFT, MAKES A POINT AS HER BUFFALO CENTER CHAPTER COLLEAGUE SHIRLEY BENNETT LISTENS.

RIGHT, OLD WESTBURY DELEGATE ASHLEE LIEN SITS WITH DAUGHTER RIVER RAMOS. THE FAMILY DROVE FROM LONG ISLAND TO BUFFALO TO PARTICIPATE IN THE DA.



address issues affecting the workplace, including workload creep and bullying. Those topics were front and center during the Professional and Academic delegates meetings, and in a workshop on hostile behavior in the workplace.

Statewide Vice President for Academics Jamie Dangler and Vice President for Professionals Tom Tucker have co-written an article on workload for chapter newsletters and websites, which recommends actions when members are faced with increasing demands at work. And UUP chapters have the option to survey members on workload creep specific to their SUNY institutions (see related story, page 4).

Women's Rights and Concerns Committee Chairs Donna Goodman of New Paltz, Vicki Janik of Farmingdale and Fran Goldman of Binghamton collected more than a dozen stories of bullying on SUNY campuses. The anecdotes, submitted by unnamed current and former SUNY employees, were read aloud by workshop participants in three sessions throughout the day.

"Workplace bullying is a problem that no one seems able to solve," Janik said. "We need to develop a mechanism of

solidarity to make the workplace better," Goodman added. "People shouldn't have to feel alone. We can do it together."

The committee hopes the survey will help determine "how pervasive, how broad and how deep" the problem is in the University, Goodman said.

RESOLUTION ADOPTED

In related action, delegates adopted a resolution from the Women's Rights and Concerns Committee to support the Healthy Workplace Bill.

Delegates directed their statewide leadership to work with UUP's affiliates—NYSUT and AFT—to pledge support to the bill's sponsor, Assemblyman Steve Englebright, and to help push the bill through the state Legislature.

The resolution also urges chapters to:

- Hold chapter-based "Civility in the Workplace" workshops conducted by NYSUT labor relations specialists assigned to UUP;
- Meet at labor-management meetings and with other campus bargaining units to encourage formal anti-bullying and hostile workplace training for all members of their

campus communities; and

- Work with management to develop a defined procedure on each campus for handling problems of bullying and abuse in the workplace.

FORGING ALLIANCES

The presidents of the SUNY Student Assembly and the University Faculty Senate said they look forward to building on past relationships with UUP.

Michael Braun, who took over as SUNY SA president and SUNY student trustee in May 2018, has a history of working closely with the union; he was a UUP intern during the 2017 academic year.

"The partnership between faculty and students is crucial to ensuring that our system is preparing our next generation of leaders to tackle the challenges ahead," he said. "All it takes is for us to stand together."

UFS President Gwen Kay, an Oswego Chapter member, rattled off a list of the "many prisms through which we see things" as one. She said UUP and the Senate "overlap" in opposing changes to teacher preparation and certification guidelines without

see FALL DA, page 14

Member, candidate inspires delegates

BY AMY SHELDON

“When your democracy is under attack, what do you do?”
“Stand up, fight back!”

Letitia “Tish” James, an Empire State College Chapter member running for attorney general, was welcomed by delegates to the 2018 Fall Delegate Assembly in Buffalo with a standing ovation.

James—who became the first women elected as New York state attorney general—thanked the UUP members for their service to SUNY.

“Day in and day out, you’re educating the next generation of leaders,” James said. “Right now, we’re in desperate need of real leaders who are educated.”

UUP President Fred Kowal said James is the “real deal.” He recalled how she stood with UUP during rallies at SUNY Downstate Medical Center, when the union was fighting to keep SUNY’s teaching hospitals public and to save members’ jobs.

“What I admire most about Tish is her willingness to reach out to UUP and ask what we need her to do,” Kowal said. “As attorney general, Tish is going to do great things. She’s got the energy, the drive and the passion for the job.”

James is currently in her second term as public advocate for the City of New York. Previously, she served on the New York City Council and as head of the Brooklyn Regional Office for the New York State Attorney General’s Office.



MICHAEL LISI

EMPIRE STATE COLLEGE CHAPTER MEMBER TISH JAMES ADDRESSES DELEGATES AT THE 2018 FALL DA IN BUFFALO. JAMES BECAME THE FIRST WOMEN ELECTED AS NEW YORK STATE ATTORNEY GENERAL.

PIVOTAL POINT IN HISTORY

James said the country is in a pivotal point in its history, with the country more divided than we’ve been since the Civil War. She pledged to fight for workers, women, unions, immigrants, students, retirees and the environment—and to do so independent of external influence.

“All I know how to do is be independent because I didn’t get here the easy way,” James said. “I had to scratch, and fight, and kick, and turn over some tables to get to this point.”

She emphasized the importance of voting and said she looks forward to getting to

know those who did not support her in the primary and earning their respect.

“Let us join together under the banner of ‘Union’ ... and let us use the law to investigate wrongdoing, to follow the facts wherever they lead,” she said. “We must use the law to do much more to protect students from lousy lenders who take advantage of their dreams. We must close down those for-profit colleges that take advantage of students and saddle them with debt. ... We must protect seniors and retirees from fraud, abuse and neglect.

“We can do all of this and more ... because we have the law on our side.”



AMY SHELDON

LEFT, BUFFALO STATE DELEGATES DEB JONES AND LISA MARIE ANSELM, RIGHT, TAKE PART IN ORGANIZING TRAINING PRIOR TO THE START OF THE FALL DA.

RIGHT, OPPORTUNITY PROGRAMS COMMITTEE CO-CHAIR MARY GARCIA OF PURCHASE AND COMMITTEE MEMBER SABEL BONG OF POTSDAM SHARE IDEAS DURING THE MEETING.



KAREN L. MATTISON

WHAT'S TRENDING



Follow UUP at @uupinfo



#UUPDA



@FishJames brought @uupinfo audience to our feet multiple times during our plenary tonight! I supported Zephyr Teachout during the process, but my vote on Nov 6 will be for UUP member Letitia James!



President Braun speaking to members at the UUP Delegate Assembly in Buffalo!
@MikeBraun_ @uupinfo



Live from the #UUPDA



@GovHochulNY speaks to @uupinfo delegates about UUP members who are the backbone of our world class @SUNY system.
#UUProud #UUPStrong #UUPDA



BELOW, STONY BROOK HSC CHAPTER DELEGATE KHURSHID ZAFAR SHARES AN OPINION DURING THE ACADEMIC DELEGATES MEETING.



MICHAEL LISI PHOTOS

ABOVE, UUP PRESIDENT FRED KOWAL SAYS HE WILL FIGHT ANYONE WHO TRIES TO BREAK THE UNION.

RIGHT, SUNY POLY CHAPTER PRESIDENT LINDA WEBER ADDRESSES DELEGATES.



Members awarded for contingent advocacy

BY AMY SHELDON

Benjamin Allocco and Cynthia Klink—both fierce advocates for contingent employment concerns—are this year's recipients of the Fayeze Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty.

This award is given annually to recognize members who serve the union with courage and distinction. Allocco and Klink have done so in the face of many struggles, and with little concern for their own vulnerability.

ON THE FRONT LINE

Allocco, a former Oswego Chapter delegate and past co-chair of the statewide Contingent Employment Committee, recently left SUNY to become

certified as a school teacher in grades 7-12. But during his tenure as a UUP member, Allocco was an outspoken advocate for adjunct and contingent concerns at his home chapter and on the statewide level.

"Ben never hesitated to put his face and ideas on the front line of our struggles," said Charlie Itzin, Oswego officer for contingents.

At Oswego, Allocco is a founding member of the Adjunct/Contingent Concerns Committee and was a member of the chapter executive board. He was also a regular at labor-management meetings on part-time issues.

He was active in educating the campus on adjunct concerns including setting up informational tables for students and distributing petitions for members of the campus community to sign.

Allocco also worked on the survey for contingent academics, and on the Communications Guide for Contingent Academic Employment. He helped maintain the committee's website.

Former Contingent Employment Committee Co-chair Jaclyn Pittsley said she trusts Allocco completely.



MICHAEL LISI

BEN ALLOCCO AND CYNTHIA KLING POSE WITH THEIR FAYEZE SAMUEL COURAGEOUS SERVICE AWARDS WITH SAMUEL, CENTER, AT THE FALL DA IN BUFFALO. MORE THAN 200 DELEGATES ATTENDED THE CONVENTION.

"Ben has been indispensable as a co-chair," Pittsley said. "He sits quietly but speaks forcefully."

"Heading this committee takes a special kind of commitment, and Ben has improved our work since he stepped up," Pittsley said.

As co-chair, Allocco co-hosted the committee's retreat and helped create its strategic plan.

On top of his union work, Allocco taught at multiple colleges and conducts fiction courses at the Syracuse YMCA downtown writing center for teens and adults. He published his first novel, *Deathform*, in 2016.

"He cares for others and he is willing to stand between them and degradation," Pittsley said.

In accepting his award during the 2018 Fall Delegate Assembly Oct. 5 in Buffalo, Allocco said that he, unlike many part-time employees around the country, had his union standing behind him.

"I was lucky enough to be part of a great union—this union, *our* union," Allocco said. "A union unafraid to fight for what is right, even if our incremental gains may not satisfy everyone all at once."

"We must demand, unapologetically, that our institutions value our work," he added. "Without adjuncts, there is no SUNY. It is time, now, to hold these universities accountable, to say that, yes, we negotiated a new contract with some important wins, but we are not done. Our outrage over our treatment is a wave that has not even begun to crest."

WORKING FEARLESSLY

Klink, Oneonta's assistant contingent/part-time concerns officer, has played an important role in her chapter's contingent advocacy efforts through her work on the Contingents/Part Time Advisory Group and the chapter executive board.

She regularly represents UUP at labor-management meetings and was one of two UUP representatives in a direct meeting with the campus president about contingent concerns. Her advocacy and petition efforts helped raise starting pay for adjuncts by 20 percent.

Klink co-created Oneonta's Campus Equity Program in 2017 and used the theme "mAsk4CampusEquity" with an equity ban-

Student, award recipient tackles economic injustice

BY DARRYL MCGRATH

As Aidan Koehler prepares for a career of teaching high school physics, she sees elements of her subject specialization in her own life when she confronts a common equation for women: how to balance home, career, motherhood, creativity and college classes, too.

She may not have the answer yet, but her search for a solution formed the basis of a compelling personal essay that helped her become this year's winner of the UUP Steve Street Award. As a performance artist, a wife and mother, a future educator, a musician and a social activist, Koehler described the many ways she has both seen gender-based economic injustice, and how she has tried to publicize the problem through performance art that draws on her math skills.

JUGGLING MULTIPLE ROLES

An undergraduate teacher education student specializing in high school physics at SUNY New Paltz, and a former UUP member as a contingent academic, Koehler wrote

about her growing awareness of the multiple roles that working women play in the U.S. economy. As Koehler recounted her pursuit of a second undergraduate degree and her interactions with other women students, she recalled how these women make their partners' careers possible even as they juggle their own professions, child-rearing and academic aspirations.

"I have a very supportive family, and many options as a white woman living in a middle-class college town," Koehler wrote in her essay. "I have the opportunity to raise my children and go to school and make art. That opportunity is a responsibility to make my time and art count."

PHYSICS AS ART

Koehler worked with several other women to create a performance piece about these often-invisible women, which she debuted at the Dorsky Museum on the New Paltz campus. The performance featured wildly unusual costumes, including skirts whose



designs illustrated physics equations and graphics about the economic statements she made on stage.

"We believe that your ambition, your engagement as an activist, and your writer's voice would have impressed Steve Street," UUP contingent academics Jaclyn Pittsley and Anne Wiegard wrote to

Koehler in their letter notifying her of the honor, which includes a \$500 scholarship. Pittsley is a member of and immediate past co-chair of the statewide Contingent Employment Committee; Wiegard is also a committee member and chairs its Steve Street Award Subcommittee.

The Steve Street Award commemorates a UUP contingent employee and member who taught at Brockport and Buffalo State, and who died of cancer in 2012 at 56. Street was an officer for contingents at Buffalo State, a delegate and member of the Contingent Employment Committee. In 2010, he received UUP's Faye Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty.

ner that students and faculty signed and a "Tweet and Treat" program where those who posted on social media were rewarded with prizes. She also organized the "Adjunct Sea of Flags"—a display of 177 flags on campus, one for each adjunct member teaching that semester.

Mark Ferrara, UUP Oneonta's contingent/part-time concerns officer, said, "I find it impossible to overstate Cynthia's dedication to addressing part-time issues on campus and across New York state, or to praise highly enough her fearless work to raise awareness of the plight of adjunct faculty members."

In addition, Klink writes articles and takes pictures for the chapter newsletter, participates in workshops, and is an academic delegate who presented a resolution at the 2016 Winter DA on adjunct faculty.

Klink serves as a liaison between her local UUP chapter and the college senate, where she serves on the Committee for Part-time Faculty Concerns.

Outside of her union work, Klink teaches in the department of anthropology and works at the Pine Lake Archeological Field School, a collaborative venture between Oneonta and Hartwick College.

She is a recipient of the Chancellor's Award for Excellence in Adjunct Teaching and the Simphiwe Hlatwayo Award for Outstanding Part-Time Instructor.

Oneonta UUPer Bambi Lobdell said Klink is a dedicated and well-liked teacher.

"Cindy is a creative teacher who is devoted to helping her students learn, while managing to keep up with all her other duties and responsibilities," Lobdell said.

Klink told delegates to the Fall DA that she

doesn't feel courageous; she feels grateful to those who've come before her.

"I have had tremendous encouragement and support," she said. "I have always felt that I've had a safety net, and that's what a union does."

Klink said she "fought tooth and nail" before becoming active in UUP, and was "shocked how wonderful it is to be a part of an incredibly supportive union."

HONORING A PIONEER

The award is named after Faye Samuel, a former academic delegate at SUNY Farmingdale and a pioneer in the fight for the fair and equitable treatment of part-time employees at SUNY. He is a past chair of the union's statewide committee that deals with part-time, adjunct and contingent issues.

— Karen L. Mattison contributed to this report.

Engle, Franco exemplify service above self

BY DARRYL MCGRATH

The 2018 recipients of the union's Nina Mitchell Award for Distinguished Service, James Engle of Morrisville and Candelario "Kiko" Franco of Old Westbury, bring more than 70 years of combined service to their union with this significant recognition by their UUP sisters and brothers.

Both have been chapter officers, delegates to the UUP Delegate Assembly and members of the statewide UUP Executive Board, and both have served on numerous statewide committees—often as chair. Both helped secure new contracts as Negotiations Committee members, and both lent their steady, measured presence year after year as advocates for UUP's legislative agenda.

And both became known as the unionists to whom statewide leaders could go for advice or help with a special project.

LAYING THE LEADERSHIP GROUNDWORK

Engle, the officer for retirees at Morrisville, is credited with rebuilding and revitalizing his chapter a dozen years ago when he assumed the presidency in 2006, after the sudden death of his predecessor, longtime chapter president Bert Hundredmark III. Engle made it a focus of his presidency to develop future leaders and encourage activism within the ranks.

"Jim began to rebuild the chapter from scratch," Stephen Hinkle, the current chapter president, wrote in his nomination of Engle. "He recruited people from across the campus and began to develop a new leadership team. He recruited most of the people who serve in the leadership of the campus today."

In addition to his long career as an academic and a unionist, Engle has played in pipe bands and Scottish games, and has been a



MICHAEL LISI PHOTOS

MORRISVILLE CHAPTER MEMBER JIM ENGLE WAS ONE OF TWO UUP MEMBERS TO EARN THIS YEAR'S NINA MITCHELL DISTINGUISHED SERVICE AWARD.

ski instructor and a track and field official.

But no matter what he is doing, Engle is known for exemplifying the advice he always offers to others: listen—really listen—to the person speaking to you.

"I would not be an activist in the union if Jim had not taken the time to lead me through the process," Hinkle recalled. "Jim Engle is an example of what makes UUP great."

A GO-TO UNIONIST

Franco, who started at Old Westbury as a counselor in the Educational Opportunity Program and is also retired, was a founding member of the statewide Compliance/Audit Committee. Four successive UUP presidents appointed him as Long Island Political Action Coordinator, and he represented UUP as Liaison to the AFT Human and Civil Rights Committee.

"There was never an instance when Kiko hesitated to take on a task when asked," recalled former UUP President Phil Smith, a Mitchell Award winner from 2005, in his nomination. "His advice was consistently 'spot on.' Kiko's statewide advocacy on UUP legislative programs, especially those related to EOP, were of considerable help as I pressed our agenda in Albany."

Eileen Landy, former Old Westbury Chapter President and immediate past statewide secretary, concurred.

"The quality and quantity, the breadth and depth, the dedication and commitment to our union in Kiko Franco's service to UUP is truly distinguished," Landy wrote in her nomination.

The award honors the memory of Nina Mitchell, a counselor at SUNY Downstate who died in 1988, and who was known for her outreach to others and her support of the union.



OLD WESTBURY CHAPTER MEMBER KIKO FRANCO ACCEPTS HIS AWARD AT THE 2018 FALL DA OCT. 5 AT THE BUFFALO NIAGARA CONVENTION CENTER.

Your Union Contract At Work!

FAST FACTS

2016-2022 State/UUP Agreement COMPENSATION

Fall 2018 Payment Dates

Oct. 31 paycheck

- \$600 lump-sum payment
(prorated for part-time employees)

Nov. 28 paycheck

- 2016—2 percent increase to base salary
- 2017—2 percent increase to base salary
- 50 percent of retroactive cash for back pay from the 2016 and 2017 increases (balance paid in July 2019)

Dec. 12 paycheck

- 2018—2 percent increase to base salary
- 100 percent of retroactive cash for back pay from the 2018 increase

Dec. 26 paycheck

- 2018 Discretionary Salary Awards—lump-sum awards paid at the discretion of the campus president. Total campus money for DSA equal to 1 percent of UUP payroll

Future Compensation

2019

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay:
Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression:
Total campus money for compression raises equal to 0.5 percent of UUP payroll

2020

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay:
Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression:
Total campus money for compression raises equal to 0.5 percent of UUP payroll

2021

- 2 percent increase to base salary
- Discretionary Salary Increases to base pay:
Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression:
Total campus money for compression raises equal to 0.5 percent of UUP payroll

2022 (contract expires July 1, 2022, with the following payable no later than Dec. 31, 2022)

- Discretionary Salary Increases to base pay:
Total campus money for DSI equal to 0.5 percent of UUP payroll
- On-base increases to address salary compression:
Total campus money for compression raises equal to 0.5 percent of UUP payroll

**Employees who meet the
contractual eligibility criteria
will receive the increases outlined.**

Your Union Contract At Work!

**Enrollment
Deadline:
Nov. 15, 2018**

UUP Productivity Enhancement Program (PEP)

PEP is a negotiated benefit in the 2016-2022 Agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a cash credit to be applied toward the employee share of NYSHIP premiums on a biweekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

While the PEP existed in the previous contract, the 2016-2022 Agreement significantly expands participation options and credit amounts for each coming year under the new contract.

Eligible members can save \$1,200 or \$600 for 2019 (12-month benefit)

- Annual FT salary at or below \$68,192—3 days for \$600 or 6 days for \$1,200
- Annual FT salary between \$68,192 and \$97,448—2 days for \$600 or 4 days for \$1,200
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a prorated credit based on their payroll percentage

ELIGIBILITY

At the time of enrollment employees must:

1. Be employed on a Calendar Year or College Year basis;
2. Be a full-time employee with an annual salary below \$95,534 OR part-time employee whose biweekly salary is within this salary range at the time of enrollment;
3. Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
4. Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
5. Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
6. Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below 8 days or a prorated balance for part-time employees, respectively.

Contact Human Resources for more information or an enrollment form.



What Do You Do When They Come For You?

KNOW YOUR RIGHTS

Disciplinary Rights: Article 19 of the UUP Contract

UUP representation is provided to all UUP dues-paying members holding term, permanent or continuing appointment. The first step UUP members should take with any disciplinary action is to contact their UUP chapter leadership, who will contact the chapter labor relations specialist. Please review Article 19 of the UUP contract for additional disciplinary and other rights that you have:

<http://uupinfo.org/negotiations/contract.php>



KNOW YOUR RIGHTS

Interrogation Rights

If you believe that you are the target of disciplinary action during an investigative interview, ask for a representative and invoke the following rights:

- 1) You should ask the subject matter before questioning, and have the ability to confer with your representative privately before questioning begins;
- 2) To have your representative present during the interview to provide assistance; and
- 3) To offer statements or evidence to prove or support your version of the incident.

Note: Refusal to answer questions before asserting your rights to a representative could result in discipline for insubordination. Speak to a UUP chapter representative for details.

Suspension or Reassignment Rights

If you are about to be suspended without pay or temporarily reassigned, request a UUP representative be present, and be aware of the following rights:

- 1) You can only be suspended or reassigned if your continued presence at work represents a danger to persons or property or would severely interrupt operations. In such case, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment;
- 2) You can be suspended or reassigned if you have been charged with the commission of a crime. The NOD must be served to you within contractual timelines (Article 19.7 (a)(2)).

Disciplinary Rights

If you are being disciplined, you have the right to request representation, and:

- 1) Details of charges against you must be outlined in a written NOD;
- 2) You must be served a copy of the NOD by certified mail or personal service; and
- 3) You have 10 working days to file a disciplinary grievance to challenge the charges outlined in the NOD.

Note: Additional information may be obtained from your UUP chapter representative.

UUP members examine long-term effects of contact sports

BY AMY SHELDON

Contact sports like football and hockey are often characterized as dangerous, especially to athletes' long-term neurological health.

Four researchers at the University at Buffalo set out to examine the possible link between contact sports and Chronic Traumatic Encephalopathy (CTE), a neurodegenerative disorder often linked to a history of concussions.

"Many athletes worry about the possibility that the concussion today could have effects on their golden years, because of all the press regarding CTE," Barry Willer, a member of the Buffalo HSC Chapter, said. "So, we wanted to see for ourselves if playing professional contact sports really does lead to early onset dementia."

Willer, along with Buffalo HSC UUPers Jeffrey Miecznikowski and John

Leddy, and fellow researchers Robert Zivadinov and Mohammad Haider, compared groups of former athletes from contact and non-contact sports to examine differences in physical and mental health.

Twenty-two former NHL and NFL athletes participated in the study, along with 21 athletes from non-contact sports such as running and swimming.

The research team found little to no difference in cognitive function between the two groups, and none of the contact-sport athletes could be diagnosed with early onset dementia, a common concern with former contact-sport athletes.

There were, however, differences found in the physical health of the two groups. Former contact-sport athletes were much more likely to report sleep disturbances, chronic pain, and surgery or replacement



body parts related to sports injuries. Non-contact athletes were also more likely to participate in weekly exercise.

Their findings are similar to other research studies done on former contact-sport athletes while they are still alive. Studies that have focused on athletes after death have much

higher instances of finding signs of CTE.

Although CTE was not detected in their small sample size, the research team emphasized in their report the need for future research "to address the factors, genetic or otherwise, that make the risk of CTE for some athletes much greater than others."

Willer said he hopes that athletes and coaches will continue to take appropriate steps to manage concussions.

The full study can be found at <https://bit.ly/2CgZnNu>

FALL DA ...

continued from page xx
faculty input, and in safeguarding intellectual property protections.

"Faculty voices are needed now and as the process moves forward," Kay said.



New York state Lt. Gov. Kathy Hochul—who lives three miles from the Buffalo convention center—asked to address delegates visiting her hometown. She said she is a "grateful SUNY mom," and credits the academic and professional faculty for "transforming the lives of young people." Her son is a SUNY Geneseo graduate.

"We have a world-class university system," Hochul said. "It is our badge of honor; it is what separates us from other states. And you are the backbone of that. You are the face for people to have an opportunity for economic and social justice."

James and Hochul were elected Nov. 6.

POLITICALLY SPEAKING

UUP delegates heard from a member and aspiring attorney general, and a Buffalo native and state Democratic leader.

Letitia "Tish" James, an Empire State College Chapter member serving in her second term as public advocate for the City of New York, is willing to set aside her teaching to be a defender of the people as New York state attorney general (see related story, page 6).

"I was taught that the law is an instrument of change, that the law is a sword and a shield," James said. "You should know that I have a constitution to stand up for those whose voices are not being heard."

OTHER BUSINESS

In other DA action, delegates:

- Gave the go-ahead to remove several outdated sections of the union's Operations Manual; and
- Referred to the Academic Medical Programs Committee a proposed resolution in support of New York's Medical Aid in Dying Act.

The resolution seeks UUP's support for the "death-with-dignity" bill, which would overturn New York's statute that prohibits

"assisted suicide." The resolution calls on UUP to urge passes of legislation to allow open and accessible aid in dying for terminally ill, mentally competent adults.

The committee must review the resolution before it can come back to delegates for a vote, most likely at the 2019 Winter DA, scheduled for Feb. 3-4 at the Renaissance Hotel and Capital Center in Albany.

- Participated in workshops on topics including grievances and new contract provisions; "best practices" for new employee orientations at the chapters; social media; and student debt.

- Discussed proposed constitutional amendments that could come to the floor for a vote at the 2019 Winter DA.

The proposed amendments deal with chapter and statewide election procedures; the number of DAs per academic year; retiree membership; eligibility to hold statewide office; affiliate procedures; and the authority to hear, decide and investigate ethics complaints.

- Delegates joined committee members to discuss issues related to affirmative action, contingent employment, disability rights, and opportunity programs, among others.

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 three members in this issue.

Ziya Arnavut, a professor and chair of the department of computer and information sciences at SUNY Fredonia, served as a co-general chair of the conference during the 16th International Conference on Clean Energy in May in Cyprus.

The conference—hosted by Eastern Mediterranean University in coordination with University of Miami and SUNY Fredonia—provided a platform for the presentation of solutions to the two important global problems facing humankind: depletion of fossil fuels, and environmental problems caused by the consumption of fossil fuels, such as global warming and acid rain.

Arnavut is UUP Fredonia Chapter president and a union delegate.



ARNAVUT

The Renewable Energy and Sustainability Center under the leadership of **Marjaneh Issapour**, a professor of electrical and computer technology at SUNY Farmingdale, received

a \$790,000 grant for Clean Energy Workforce Development. The center offers courses for professionals in the industry.

Issapour, who has been a professor since 1990, received the Chancellor's Award for Excellence in Teaching Service in 2007.

She was recognized in 2015 by the New York State Society of Professional Engineers Suffolk County Chapter for excellence in leadership and performance as a professional engineer in education.

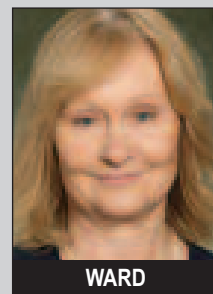


ISSAPOUR

Caryl Ward, head of acquisitions at Binghamton University Libraries, recently received the Chancellor's Award for Excellence in Librarianship for her dedication to the learning, teaching and research needs of students and faculty.

Ward received a bachelor's degree in French from SUNY Fredonia in 1979, and an MLS from UAlbany in 1999.

She received a Certificat, Cours de civilisation française, Université de Paris (Sorbonne) in 1978, and has completed graduate-level coursework in translation, English and education at Binghamton University. She is subject librarian to three academic departments: comparative literature, Romance languages, and Latin American and Caribbean Area Studies.



WARD



Support the political action fund of UUP and NYSUT

Give to VOTE-COPE

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is not used for political action.

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Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE-COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

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Report of attendance to the 2018 AFT Convention

In accordance with UUP policy, a report of attendance of elected delegates to affiliate conventions is made available to all bargaining unit members. Below is the attendance report from the 2018 AFT Convention held July 13-16 in Pittsburgh.

GS = General Session
Div = Divisional Meetings
Brk = Breakfast
Ele = Election
Con = Convention Committee
X = Present at Session

Name	Chapter	GS	Div	Con	GS	GS	Brk	GS	GS	Ele	GS
Baker, Natalie	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Balkon, Nancy	Stony Brook HSC	X	X	X	X	X	X	X	X	X	X
Berger, Jacqueline G.	Empire State	X	X	X	X	X	X	X	X	X	X
Blackman-Stroud, Rowena J.	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Braund, Carol V.	Upstate Medical	X	X	X	X	X	X	X	X	X	X
Bryan, Rebecca	Cortland	X	X		X						
Cannon, Nancy	Oneonta	X	X	X	X	X	X	X	X	X	X
Drescher, Nuala McGann	Buffalo State	X	X	X	X	X	X	X	X	X	X
Fearman, Anne	Fredonia	X	X		X	X	X	X	X	X	X
Flax, Henry S.	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Galbraith, Jeanne L.	Stony Brook HSC	X	X	X	X	X	X	X	X	X	
Harper, Sandra J.	Downstate Medical	X	X		X	X	X	X	X	X	X
Hartshorn, Walter Kim	Plattsburgh	X	X	X	X	X	X	X	X	X	X
Hoey, Thomas	Albany	X	X	X	X	X	X	X	X	X	X
Hogle, John Thomas	Morrisville	X	X	X	X	X	X	X	X	X	X
Houston, Frederick	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Inventasch, Harvey	Cortland	X	X	X	X	X	X	X	X	X	X
Kowal, Frederick E.	Cobleskill	X	X	X	X	X	X	X	X	X	X
Kreh, David H.	Cortland	X	X	X	X	X	X	X	X	X	
Kube, Carolyn	Stony Brook HSC	X	X	X	X	X	X	X	X	X	X
Lewis, Sandra A.	Fredonia	X	X	X	X	X	X	X	X	X	X
Malone, Pamela J.	Empire State	X	X	X	X	X	X	X	X	X	X
Manning, Tina Maria E.	Stony Brook HSC	X	X	X	X	X	X	X	X	X	X
Marriott, Cheryl M.	Downstate Medical	X	X	X	X	X	X	X	X		X
McMahon, James A.	Empire State	X	X	X	X	X	X	X	X		
McNitt, F. Glenn	New Paltz	X	X	X	X	X	X	X	X	X	X
Norton, David	Downstate Medical	X	X	X	X	X	X	X	X	X	
O'Bryan-Losee, Jeriluanne	Morrisville				X	X	X	X	X	X	X
Patterson, Shirley M.	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Russell, Eric P.	Downstate Medical	X	X	X	X	X	X	X	X	X	X
See, Robert W.	Albany	X	X	X	X	X	X	X	X	X	
Simons, William	Oneonta	X	X	X	X	X	X	X	X	X	X
Steen, Ivan D.	Albany	X	X	X	X	X	X	X	X	X	X
Stern, Irene	Stony Brook HSC	X	X	X	X	X	X	X	X	X	X
Tang, Chi-Ming	Geneseo	X	X	X	X	X	X	X	X	X	X
Tang, Jasmine K.Y.	Geneseo	X	X	X	X	X	X	X	X	X	X
Thomas, Yvonne A.	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Torre, Jason	Stony Brook	X	X	X	X	X	X	X	X	X	X
Torres, Idalia	Fredonia	X	X	X	X	X	X	X	X	X	X
Tucker, Thomas J.	Buffalo Center	X	X	X	X	X	X	X	X	X	X
Wesnofske, Edward R.	Oneonta	X	X	X	X	X	X	X	X	X	X
White, Paula	Downstate Medical	X	X	X	X	X	X	X	X	X	X
Wiegard, Anne	Cortland	X	X	X	X	X	X	X	X	X	X
Zweig, Michael	Stony Brook	X	X	X	X	X	X	X	X	X	X



MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services.
Join your union colleagues and sign up online at <https://goo.gl/g4AQYX>
or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs



Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.



UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

Verizon Wireless—19% off your monthly bill, plus 25% off accessories

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

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Benefit changes for 2019

It's that time of year again to inform our members of the health benefits changes for the upcoming year. The changes involve copays for in-network hospital and in-network medical coverage, as well as the Empire Plan's prescription drug program and out-of-pocket maximums and deductibles.

You can see the new rates for in-network hospital and in-network medical coverage in the box at right, which is designed for you to cut out and keep handy. The same goes for the box containing new Empire Plan prescription drug copays.

The Empire Plan out-of-pocket maximum and deductibles are as follows:

- For enrollees who make more than \$37,891, the:
 - Out-of-pocket co-insurance maximum is \$3,750 for the enrollee, \$3,750 for the enrollee's spouse/domestic partner and \$3,750 for all dependent children combined.
 - Deductible is \$1,250 for the enrollee, \$1,250 for the enrollee's spouse/domestic partner and \$1,250 for all dependent children combined.
- For enrollees who make less than \$37,891, the:
 - Out-of-pocket co-insurance maximum is \$1,875 for the enrollee, \$1,875 for the enrollee's spouse/domestic partner and \$1,875 for all dependent children combined.
 - Deductible is \$625 for the enrollee, \$625 for the enrollee's spouse/domestic partner and \$625 for all dependent children combined.

NYSHIP CHANGES

As of Jan. 1, 2019, part-time academic employees who teach six or more credits, contact hours or credit equivalents will be eligible for health insurance under NYSHIP.

Part-time professional employees will remain eligible for health insurance based on the existing salary thresholds, which increase 2 percent in each year of the 2016-2022 agreement.

Part-time professional employees hired on or after Jan. 1, 2019, will be eligible for health insurance if they have a professional obligation of at least half-time.

DENTAL AND VISION COVERAGE

Dental and vision coverage provided through the UUP Benefit Trust Fund now runs to age 26 for dependents of members with active payroll status.

The Delta Dental PPO plan offers:

- A \$3,000 annual maximum.
- In-network preventative and diagnostic care is covered at 100 percent twice a year.

- Basic restorative coverage of 80 percent—20 percent.

- Major restorative coverage of 50 percent—50 percent.

- Implants—50 percent.

The DeltaCare DHMO plan offers:

- No claim forms, deductibles or annual maximums.

- Preventative and diagnostic care is paid at 100 percent twice a year.

- Unlimited additional cleanings, subject to a \$45 copay.

- Adult orthodontics, composite filings, and teeth whitening.

- Coverage for implants is excluded from the DMHO plan.

Please note that the DHMO program has provider deficiencies in the following areas: Alfred, Canton, Cobleskill, Delhi, Oneonta and Potsdam. Delta Dental and UUP are making every effort to contract with providers in these regions.

LIFE INSURANCE

Active members get a \$6,000 life insurance policy at no cost; retiree members are eligible for a \$1,000 policy. To obtain the policy, you must file a beneficiary card with the UUP Benefit Trust Fund.

DEPENDENT SCHOLARSHIP PROGRAM

This program is for children of UUP-represented employees under age 26 who are enrolled at SUNY state-operated campuses. It was negotiated as part of the 2016-2022 contract between UUP and NewYork state.

As always, feel free to contact the [Benefit Trust Fund](#) at (800) 887-3863 with any questions regarding your benefits.



Doreen M. Bango, Director,
Member Benefits & Services

In-Network Hospital Coverage

Outpatient Admission	\$50
Urgent Care	\$50
Emergency Room	\$100
Ambulatory Surgery	\$95
Outpatient Physical Therapy	\$25
Skilled Nursing Facility Coverage	120 days

In-Network Medical Coverage

Primary Care Office Visit	\$25
Specialist Office Visit	\$25
Urgent Care	\$30
Ambulatory Surgery	\$50
Physical Therapy	\$25
Ambulance Service	\$70

Empire Plan Prescription Drug Program

Three-Tier Plan

1. Generic
2. Preferred Brand Name
3. Non-preferred Brand Name

30 Days—Retail or Mail . . .	\$5/\$30/\$60
31-90 Days—Retail	\$10/\$60/\$120
31-90 Days—Mail	\$5/\$55/\$110
"New to You"	Program Ends