

# THE Echo

*uup*  
Vol. 6, No. 1

## HONORING EXCELLENCE

LANDY AWARDED  
FOR DISTINGUISHED SERVICE  
— PAGE 4

MCATEER NAMED  
OUTSTANDING RETIREE  
— PAGE 5

THREE STUDENTS  
RECEIVE UUP SCHOLARSHIPS  
— PAGE 7





## THE Echo

Volume 6, Number 1

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

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

### UUP STATEWIDE OFFICERS



**FREDERICK E. KOWAL**  
President



**THOMAS J. TUCKER**  
Vice President  
for Professionals



**JAMIE F. DANGLER**  
Vice President  
for Academics



**JERI O'BRYAN-LOSEE**  
Secretary-Treasurer



**THOMAS C. HOEY**  
Membership  
Development Officer

### UUP MEDIA AND PUBLICATIONS

**MICHAEL LISI**  
Director of Media and Publications

**KAREN L. MATTISON**  
Associate Director of Media and Publications

**DARRYL McGRATH**  
Communications Specialist

**ANGELL M. VILLAFANE**  
Communications Assistant



### Union Strong

UUP MEMBERS TALK ABOUT WHY UNIONS ARE IMPORTANT. WATCH THE VIDEO [HERE](#).

## WHAT'S INSIDE this issue



### On the cover

4—UUP members work hard for their union, their students and patients, and the SUNY community—and are awarded for their efforts.

ALSO: Donations to the UUP College Scholarship Fund pay off for another three SUNY students—page 7

### 8 Keeping an eye on Mars

Geneseo UUP member Nicholas Warner talks about his fascination with the Red Planet.

### ALSO:

- 3 Member snapshot: Ron Friedman
- 11 Spotlight shines on members
- 12 Kate Mullany National Historic Site
- 16 Proposed constitutional amendments
- 20 Labor notes
- 21 Educator's Voice: Call for proposals
- 22 Snapshots from the chapters
- 24 Affiliate news: NYSUT attendance report
- 25 In the news
- 26 UUP Benefits
- 28 Know Your Rights



**FOLLOW UUP**  
ON [FACEBOOK](#),



[TWITTER](#) AND  
[INSTAGRAM!](#)

Go to [www.UUPinfo.org](http://www.UUPinfo.org)  
to sign up today.

Enjoy reading *The Voice*  
online at [www.uupinfo.org](http://www.uupinfo.org)

Then go ahead and opt out  
of the print version at  
[uupinfo.org/voice/optout.php](http://uupinfo.org/voice/optout.php)





## Ron Friedman Albany Chapter

Ron Friedman came to the University at Albany in 2006 from the University of Missouri, which is a nonunionized public university. He joined UUP immediately, and just as quickly felt very much at home as a member of the UUP Albany Chapter, which he describes as having a strong social conscience.

"It's in the water here," Friedman said.

He threw himself into union work, serving as chair of the chapter Peace and Justice Committee, and working on statewide committees dealing with higher education and solidarity. He's also an Albany Chapter delegate. An associate professor of psychology and an avid hiker who loves the Adirondacks, Friedman also has a special interest in the environment and a deep concern about climate change.

Then came an unexpected opportunity: writing a resolution that would be debated at the union's Spring Delegate Assembly in May, and which urged the state pension system to divest from fossil-fuel stocks. It resoundingly passed.

And with that effort came a better understanding of how UUP works, and how much effort it takes to get such a diverse group to reach agreement. Daunting? Yes, a bit, but worth the effort.

"I felt that if the union is really a vehicle for social justice, I needed to try," Friedman said.

### **What was it like to advocate for your resolution at the Spring DA?**

I've never been so active at a DA. What I realized is, we have a huge diversity of political persuasions, views, what people expect from their union and want from their union. It was a real eye-opener to see the diversity of views.

### **But your efforts paid off; the resolution was approved there. What kind of message do you think that will send, beyond that moment at the DA?**

I was pleased that it went through, and that it went through with overwhelming support and that many folks spoke so eloquently on behalf of it. What I was saying seemed to resonate with them. I feel that as UUPers, our word is taken very seriously—that you have some serious scientists and academics coming out for this; it carries some weight.

### **What's the biggest difference between working at a nonunionized university, and SUNY?**

In terms of the ins and outs of my job, there isn't that much difference. But I feel much more connected to the community here. I feel very proud that we have connected with community groups through our union. I feel that we're doing work that matters, and I feel very grateful that we're not just dealing with administrators one on one.

### **So you see your union as a vehicle for change?**

Yes. I recently attended a joint Assembly hearing on the Fossil Fuel Divestment Act. The very first question posed by (Assistant Speaker) Felix Ortiz was, 'Where do the unions stand on this?' That's nothing to sneeze at; it's very meaningful to me. I'm very pleased that we have a (UUP) president who's on board with this, and that we have a membership that's aware.



— DARRYL McGRATH

# Honoring excellence

## Former UUP statewide secretary receives Nina Mitchell Award for Distinguished Service

BY MICHAEL LISI

**F**rom walking on picket lines to walking the halls of the state Capitol to advocate for positive change, former statewide secretary Eileen Landy spent more than three decades serving the members of UUP.

Now, the union is set to present her with its highest honor, the Nina Mitchell Award for Distinguished Service.

Landy, who stepped down in 2017 as secretary after serving in the post for 16 years, will receive the award in October at the 2019 Fall Delegate Assembly in Rye, Westchester County.

"Eileen is deserving of the award for so many reasons," said UUP President Fred Kowal. "But it was her dedication to UUP and the spirit of unionism that made the decision to nominate her for the Mitchell Award an easy one."

Kowal and the union's four other statewide officers—VP for Academics Jamie Dangler, VP for Professionals Tom Tucker, Secretary-Treasurer Jeri O'Bryan-Losee and Membership Development Officer Tom Hoey—nominated Landy for the award.

"When Eileen got involved in something, or took on a task, she was all in," said Kowal. "She's done so much for UUP, and it is our honor to honor her."

### ON THE MARCH

Landy took part in numerous UUP rallies and Labor Day marches. She traveled to Washington, D.C., to march in the One Nation March in 2010, the 50th anniversary of the March on Washington in 2013, and the Women's March on Washington in 2017.

In a UUP video chronicling the march, Landy is exuberant, sporting a pink "pussy hat" with knitted ears—worn by so many women and men at the event in response to President Donald Trump's 2005 statement that he could grab women by the

genitals because he was a celebrity—and holding a sign with UUP's logo that says "Union Always."

"This is an incredible scene and it's an incredible statement," she said. "We still have a democracy, and this is what it looks like."

### UNION SERVICE

Landy achieved much during her time at UUP. Besides serving as statewide Secretary, she was a member of the statewide Executive Board, served as statewide VOTE-COPE coordinator, and was UUP's liaison to a host of organizations, including NYSUT, AFT, NEA and the national Coalition of Labor Union Women.

She helped found the Campaign for the Future of Higher Education—a national higher education think tank dedicated to achieving affordable, quality higher education for all—and organized the CFHE 2014 conference, held in Albany.

In 2017, NYSUT named Landy the Higher Education Member of the Year, calling her a "frequent and vocal presence on picket lines and at rallies (who) is a recognized champion for women's issues."

### ALWAYS UUP

Landy became involved with UUP shortly after she joined the faculty of SUNY Old Westbury in the early 1990s.

She served on the chapter's board and as its VP for Academics before becoming chapter president in 1995—a post she'd hold until 2001. She combined her chapter leadership with several statewide roles, as a UUP Delegate, statewide VOTE-COPE coordinator in 2000, and a five-year stint on the Executive Board (1997-2001).

Landy was also part of the Negotiations Team for the 1999-2003 contract between UUP and the state; in that pact, the Team



NYSUT

FORMER UUP SECRETARY EILEEN LANDY WILL RECEIVE THE UNION'S HIGHEST HONOR AT THE 2019 FALL DA.

won full-year health insurance coverage for academic part-time employees.

In 2001, Landy was elected as UUP's statewide secretary. In that role, she oversaw the day-to-day operations of the union. The many highlights of her work as secretary include:

- Served as officer liaison to UUP committees such as the Women's Rights and Concerns, and Elections and Credentials committees;
- Facilitated the implementation of negotiated Joint Labor-Management Committee programs;
- Scheduled and organized UUP Delegate Assemblies, workshops, retreats and statewide committee meetings; and
- Led UUP's three-year Chapter Action Project and set up yearly CAP training conferences.

"Eileen has always been willing to stand up and be counted in support of what is right for her union and for just causes in support of working people, the underserved and the oppressed," the officers wrote in their award nomination for Landy. "We highly recommend her for the Nina Mitchell Award."



# McAteer earns 2019 Pearl H. Brod Outstanding Retiree Award

BY KAREN L. MATTISON

**C**harlie McAteer is a stand-up guy.

Not simply because, in his 6-foot-plus frame, he towers above many of his UUP colleagues. But because the Stony Brook Chapter retiree member is known to speak up for others, take on every challenge that confronts him, and lend a hand when asked (and, often, even when he isn't).

"I have seen Charlie step up and take on many tasks whenever necessary and to rise to the occasion for many years," said former Stony Brook Chapter president Kevin Moriarty in his letter of recommendation. "I am acutely aware of the tireless hours Charlie works to ensure the solidarity of UUP and the Stony Brook community."

McAteer will receive the 2019 Pearl H. Brod Outstanding Retiree Award at the union's Fall Delegate Assembly, Oct. 25-26 at the Westchester Hilton in Rye. Brod—another Long Island retiree who served the union with distinction—was chair of the statewide Committee on Active Retired Membership from 1999-2003 and COARM's Long Island regional representative from 1993-2009. The award was named in her honor upon her death in 2011.

"Charlie is the big union man for all seasons," said COARM Chair Jo Schaffer of Cortland, a 60-year union activist and former statewide membership development officer. "From his working years at Stony Brook, to his incredible retiree union activities—at the Stony Brook Chapter, on all of Long Island and statewide—he is the guy you want at your side ... if you can keep up with him."

"He can arrange a meeting for 100, as well as go one-on-one with a legislator," Schaffer added. "He is involved and effective as a community activist and always a UUP presence. I can't think of anyone as qualified for the Brod 'active' retiree award as Charlie McAteer."

## FULL OF CRED

While employed at SUNY, McAteer was active in his chapter, as chapter vice presi-



MICHAEL LISI

dent for professionals, treasurer and grievance chair.

And he hasn't shown any signs of slowing down since his retirement from SUNY in 2015.

He was elected in 2017 as COARM's representative for the Long Island region, and continues to serve as a UUP delegate. He is also a member of the statewide Finance Committee and COARM's subcommittee on retirees. In the latter role, McAteer has helped to develop the retirees' budget over the last three years. He also advocates for active and retiree legislation as a member of the UUP Outreach Committee; he is often seen in meetings with Long Island Assemblymember Steve Englebright in the lawmaker's district office.

"Charlie has been a devoted advocate for UUP's legislative agendas for a number of years," said Farmingdale Chapter retiree member Barbara Maertz, who was Long Island's regional rep before McAteer. "He meets with legislators, invites them to speak with retirees, and coordinates with Long Island's NYSUT retirees at phone banks and in marches along the street in support of NYSUT-endorsed (political) candidates."

As a member of the union's Task Force

CHARLIE MCAETER, A PROFESSIONAL DELEGATE AND RETIREE MEMBER OF THE STONY BROOK CHAPTER, WILL RECEIVE THE PEARL H. BROD AWARD AS THE UNION'S OUTSTANDING RETIREE. THE AWARD WILL BE PRESENTED AT THE 2019 FALL DA AT THE WESTCHESTER HILTON IN RYE.

## Past Recipients

- |      |   |
|------|---|
| 1998 | Helen Lees, Buffalo HSC   |
| 1999 | Norma Klayman, Buff St.   |
| 2000 | Hy Kuritz, Albany   |
| 2001 | Horace Ivey, Upstate  |
| 2003 | Bill Rock, Brockport  |
| 2006 | Pearl Brod, Farmingdale<br>Don Cohen, Albany<br>Sally Knapp, Albany |
| 2007 | Judy Wishnia, Stony Brook   |
| 2008 | Jo Schaffer, Cortland   |
| 2010 | Henry Geerken, Cobleskill<br>Dave Peckham, Upstate                  |
| 2011 | Ed Alfonsin, Potsdam  |
| 2012 | Bob Kasprak, Optometry  |
| 2013 | Larry Wittner, Albany   |
| 2014 | Ivan Steen, Albany<br>Loraine Tyler, Oneonta                        |
| 2015 | Barbara Maertz, Farmingdale   |
| 2016 | Tom Morrissey, Fredonia   |
| 2018 | Richard Tyler, Oneonta  |

on Retirees, McAteer was instrumental in bringing forth a constitutional amendment to elect an officer for retirees to serve on chapter executive boards; the successful candidate would be the liaison between retiree members and the chapter leadership.

Said Maertz: "UUP and the retirees could not have a stronger, more active and effective member than Charlie."

# Past Nina Mitchell Award Recipients

1989	Morris Budin, Binghamton Harold Cannon, Albany Samuel Wakshull, Buffalo State	1997	Elizabeth Tiger, Delhi Frank Maraviglia, ESF	2006	Barbara Maertz, Farmingdale
1990	Nuala Drescher, Buffalo State John Hunt Jr., Farmingdale Roy Slaunwhite, Buffalo HSC	1998	Bill Godfrey, Stony Brook Thomas E. Morrissey, Fredonia Alan Shank, Geneseo	2007	Gregory F. Auleta, Oswego Al Ermanovics, SUNY Buffalo Robert J. Reganse, Farmingdale
1991	John Ether, Albany Rita Piccolo, Buffalo HSC Josephine Wise, Buffalo Center	1999	Jay Bloom, New Paltz Peter Kane, Upstate Medical Paul Martin, Buffalo State	2008	Bill Scheuerman, Oswego
1992	Geraldine Bard, Buffalo State James Cretekos, Alfred Henry DiStefano, Upstate	2000	Patty Bentley, Plattsburgh Charles Hansen, Stony Brook	2009	Michael Zweig, Stony Brook
1993	Thomas Matthews, Geneseo Fred Miller, Oneonta	2001	David Kreh, Cortland Michael Smiles, Farmingdale Ivan Steen, Albany Edward VanDuzer, Brockport	2010	Vicki Janik, Farmingdale Lawrence Wittner, Albany
1994	Ann Marie Behling, Cobleskill John M. Reilly, Albany Judith Wishnia, Stony Brook	2002	Judith C. Bird, Farmingdale Henry J. Steck, Cortland	2011	Lorna Arrington, Buffalo Center
1995	Edward Alfonsin, Potsdam Malcolm Nelson, Fredonia	2003	Thomas Corigliano, Plattsburgh Harvey Inventasch, Cortland	2012	Robert E. Rees, Alfred
1996	D. Jo Schaffer, Cortland Gertrude Butera, Alfred S. von Winbush, Old Westbury	2004	John Morganti, Buffalo State	2013	John Delate, Purchase Edward H. Quinn, Stony Brook
		2005	Phillip Smith, Upstate Medical	2014	Ed Drummond, Stony Brk HSC Candy Merbler, Albany Jeanne Galbraith, Stony Brk HSC
				2016	Steve Pendleton, Buffalo State
				2017	William Canning, Oswego Donna Goodman, New Paltz
				2018	James Engle, Morrisville Kiko Franco, Old Westbury

## GIVE to the UUP College Scholarship Fund

I would like to make a tax-deductible donation.

Please use my gift for ☐ Undergraduate scholarships \$ \_\_\_\_\_  
☐ Post baccalaureate scholarships \$ \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Home address: \_\_\_\_\_

Chapter: \_\_\_\_\_ Non-SUNY Email: \_\_\_\_\_

Signature: \_\_\_\_\_

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



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

# UUP College Scholarship recipients motivated by activism

BY DARRYL McGRATH

If the purpose of a scholarship is to help deserving students achieve their dreams, then three UUP scholarship recipients are almost certainly going to travel as far as their imaginations and ambitions could possibly take them.

For a scholarship program built around the theme of doing good and advancing union values, this year's recipients especially stand out as gifted social justice activists. They include a Cortland student who wants to become an urban teacher, a University at Buffalo student who sees art as a bright light of inner-city after-school programs, and an Environmental Science and Forestry student who believes that access to clean water is a human rights issue.

"These students are excellent scholars, and the committee was impressed with their responses to questions during their interviews," wrote Albany Chapter delegate Ivan Steen, co-chair of the Scholarship Selection subcommittee of the statewide Scholarship Committee, in a letter of recommendation to statewide President Fred Kowal and the Executive Board.

Each recipient is awarded a one-time scholarship of \$3,000. Recipients must be students at a SUNY state-operated campus, with a cumulative grade-point average of at least 3.75.

## FUTURE TEACHERS FOCUS ON URBAN SCHOOLS

The recipients of this year's undergraduate scholarships are **Alyson Nilsen**, a teacher education student at Cortland who is majoring in inclusive childhood education and Spanish; and **Emily Quartley**, an Honors College art major at the University at Buffalo. Both have mothers who are UUP members.

Nilsen has immersed herself in her teacher education program and in leadership roles on campus. She hopes to work in an urban school district, and is a recipient of a college scholarship for future urban educators.

"My first introduction to UUP began at birth when my mom received paid maternity leave," Nilsen wrote in her UUP scholarship application essay. "As I got older, I attended aftercare, which was funded through (the pre-tax) Dependent Care (Advantage Account) and allowed her to fulfill her work obligations. These union benefits and protections have shaped my world regarding the importance of fair working conditions, and job security benefits."

Among Quartley's many outreach efforts at UB is her volunteer work for the city's Gloria J. Parks Community Center after-school program.

"I was proud to be part of this program because I believe that children are vulnerable at this age, and it is essential for them to feel safe," she wrote in her application. "Everyone should have equal opportunity to access programs that nurture them and help them to reach their full potential."

## EQUITABLE ACCESS TO A PRECIOUS RESOURCE

The recipient of the union's William Scheuerman Post Baccalaureate Scholarship is ESF student **Kaitlyn Simmons**, who is pursuing her master's in environmental studies with an interest in watershed management and wetland protection. She also comes from a union family, so it's no surprise that she aspires to helping develop more inclusive community decision-making in the use of watersheds and wetlands.

"There is so much injustice in this world and while I realize no one can tackle it all alone, I want to chip away at it as much as humanly possible," Simmons wrote in her application. "I believe that by advocating for more inclusive decision-making processes in my future field of watershed management and wetland protection, I can affect some positive change."

The scholarship is named for former UUP president William Scheuerman.

The three recipients will be honored at the Fall Delegate Assembly, Oct. 25-26 at the Westchester Hilton in Rye.



Nilsen



Quartley



Simmons

KAREN L. MATTISON PHOTOS



# UUP member shoots for Mars, not the moon

BY DARRYL McGRATH

**T**his has been the year of the moon, filled with reminiscences of the 1969 Apollo 11 moon landing and debate on where space exploration will next take us.

But for Geneseo member and geologist Nicholas Warner, it's the planet Mars that holds him in thrall.

Warner is an assistant professor in the Geneseo department of geological sciences, where he has been able to pursue his passion for the Red Planet. And with another Mars Rover mission planned for next summer, and serious talk from NASA about the possibility of a human mission to Mars within 15 years, this is a wonderful time to be an Earthling fan of the planet that arguably holds more fascination for space buffs than any other celestial body.

As recently as 50 years ago, the idea of a mission to Mars was the stuff of sci-fi comic books; now, Warner can revel in the fact that he has played a role in that incredible fantasy that may just become reality well within his lifetime.

"The main driver for Mars exploration is to understand if life, even simple life, could have evolved there," Warner said in an interview about his role last year in a Mars Rover project. "We're 100 percent certain there was water on Mars. We don't know about life—that's the big question. It's the prime candidate to look for life on another planet, because it is close by; we can get to it.

"Mars just became the sweet spot for NASA."

## A LIFELONG LOVE OF MARS

Mars has certainly been the sweet spot for Warner, who earned his undergraduate degree at Geneseo; his master's of geology at the University at Buffalo; and his Ph.D. at



KEITH WALTERS PHOTOS

BY THE TIME GENESE0 CHAPTER UUPER AND GEOLOGIST NICHOLAS WARNER WAS A TEENAGER IN THE 1990s, THE FIRST MOON LANDING WAS HISTORY AND NASA HAD TURNED TO MARS EXPLORATION. BUT EVEN WITH HIS FASCINATION FOR THE RED PLANET, WARNER COULD NEVER HAVE DREAMED BACK THEN THAT HE WOULD BE DIRECTLY INVOLVED IN A MARS MISSION, AS HE WAS LAST YEAR.

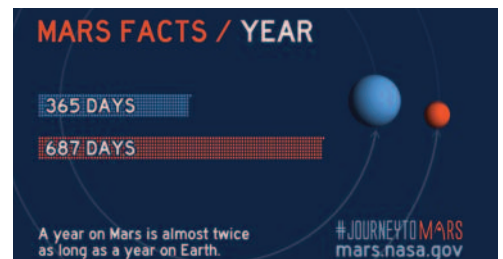
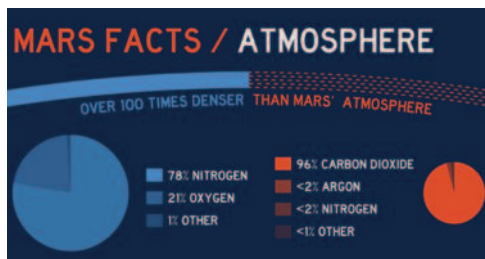
Arizona State University, where he noted, the terrain looks quite a bit like Mars, except for the vegetation.

"It's very dry," he said, describing what scientists now know about the Martian surface. "As for the surface itself, it's mostly sand with pebbles. We call it a granular surface; you could really put your hand down into it and sift it."

There might be an answer to the question of life on Mars one day, and Warner is thrilled to be playing a part in that effort. He's been working on NASA's Insight Mission to Mars since 2012. Last November, he

brought two Geneseo undergraduate students to NASA's Jet Propulsion Laboratory in California, where Warner was the lead geologist for a team that researched the terrain to recommend the best placement for geological instruments that measure seismic shocks, core heat and the Mars rotation rate. The Geneseo team spent nearly a month at the Jet Propulsion Lab.

"Fortunately, we landed in a really, really flat, boring place, which was perfect for this landing," Warner said. "It was exactly what we were hoping to land on. I'd hoped to be involved with a mission like this as I was







WARNER'S GENESEO STUDENTS  
WATCH THE INSIGHT LANDING.

going through college; that was my goal. So, it was surreal to do this."

Warner considered a career with NASA, but the prospect of a lifelong search for grants to sustain his research with the agency was the reality check that steered him into teaching. And he loves teaching, so this way, he has the best of both worlds.

### SO MANY PLANETS; SO LITTLE TIME

What's next, both for space exploration and for Warner?

"Right now, everything is on track for going back to Mars with Rover," Warner said. "We have a healthy budget for exploration." The Mars 2020 expedition will focus on searching for signs of life. Warner has a

grant that covered his work on the Insight mission; after that, he's not sure how active a role he will play.

"In this case, I was uniquely positioned because of my previous preparation," Warner said. "I'm certainly going to keep my eyes on it, and I'm certainly going to be involved in Mars throughout my career."

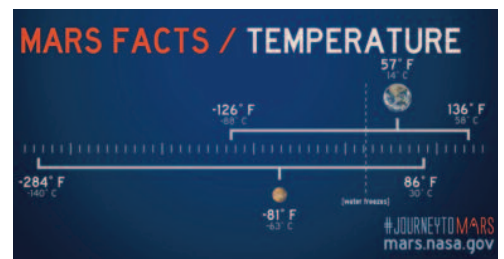
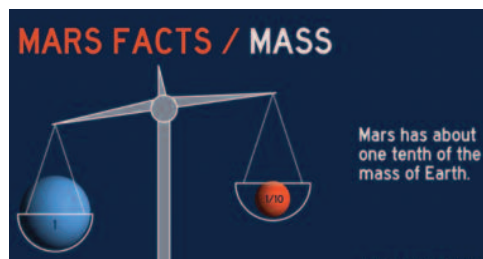
He remains delighted to have played the role he did, but he also has a very down-to-earth perspective on the scale of human accomplishments in space.

When asked if unidentified flying objects—or UFOs, as they are popularly known—might really be signs of extraterrestrial exploration, Warner's answer demonstrates both the limits of what we know, and the limitless possibilities that we can't imagine.

It's now widely accepted, he noted, that there may be trillions (yes, you read that correctly) of planets in our galaxy. As Warner put it, "They're popping up all over the place. It's fascinating."

So, why not UFOs? Even the Air Force now seems to be taking them seriously, by finally allowing military pilots to report them without fearing that such a move will be a career-ender.

"I definitely think it's possible," Warner said of the UFO question. "A lot of physicists and scientists will say the universe is a big place. There are a lot of planets out there—more planets than stars, which is mind-boggling. There are definitely things that can't be explained and can't be evaluated. I'm optimistic."





# ULTRAVIOLET AWARENESS

## KEEP THE FUN IN YOUR SUMMER & UV RAYS OUT OF YOUR EYES

UV rays are invisible, high-energy light beams that radiate from the sun all year-round. They pass through haze and thin clouds and reflect off bright surfaces such as water, snow, white sand and pavement. Artificial light sources, such as tanning beds and welding machines, also produce UV rays. These same UV rays that cause tanning, sunburn and skin cancer can also harm your eyes.

Short-term UV overexposure can cause immediate pain which subsides over a couple of days, but the damage caused by long-term exposure develops so slowly that it is not felt. Over the course of many years without eye protection, small amounts of UV light can aid in the development of cataracts and age-related macular degeneration (AMD), the leading cause of vision loss among older Americans. Long-term UV exposure may also contribute to the gradual development of skin cancer around the eyelids and abnormal growths on the eye's surface.

## WHO IS MOST AT RISK?

Everyone under the sun is susceptible to UV radiation damage, although there are certain circumstances that can place eyes at a greater risk of damage such as:



**Young eyes.** Children's eyes are especially vulnerable, as their ocular lens is still developing and they are unable to effectively filter out UV rays.



**Artificial light.** UV radiation levels are much greater in a tanning booth than outdoors.



**Being outdoors.** Those who work or play in the sun for long periods need to take extra precautions.

## HOW CAN I PROTECT MY EYES?

Whenever you are outdoors during the day, protect your eyes in the following ways:



Wear sunglasses or prescription eyeglasses with photochromic lenses (such as Transitions® Signature™) or select lenses that filter out 99% - 100% of both UV-A and UV-B rays.



Wear a wide-brimmed hat or cap, which will block about half of UV rays.



Eat a healthy diet. A diet rich in brightly colored fruits and vegetables helps reduce the risk of sun damage.



Follow us online • #DAVISVISION

**DAVIS VISION**  
EYECARE REFRAMED<sup>SM</sup>

1 (877) 393-7803  
DVTV.DAVISVISION.COM

Sources: American Academy of Ophthalmology, American Optometric Association, Prevent Blindness America

VRL\_05\_12.15



## SPOTLIGHT SHINES ON UUPERS

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

**Timothy Frerichs**, a professor of art at SUNY Fredonia, has received one of three Global Warming Art Project grants that will support projects that respond to the rising dangers of global warming and climate change.

His project, "Navigation: Lake Erie—Great Lakes," will create a traveling exhibition and installation. It will include workshops and lectures that address how climate change is impacting the Great Lakes, with a focus on Lake Erie.

The installation will feature a group of varying-sized works on paper alongside a video and artist book. Workshops and lectures will offer direct approaches to address and counter these impacts and changes.

The exhibition will be held at multiple venues along Lake Erie and possibly other Great Lakes locations. Frerichs has already been invited to install the exhibit in Turkey.



FRERICHS

**Allison Rank**, a SUNY Oswego assistant professor of political science and founder of the student-driven Vote Oswego voter mobilization campaign, received the national John Saltmarsh Award for Emerging Leaders in Civic Engagement, given by the American Democracy Project.

The award recognizes exemplary early-career leaders who advance the wider civic engagement movement through higher education. The ADP is a consortium of more than 250 state colleges and universities focused on preparing the next generation of informed, engaged citizens.

Rank established Vote Oswego as a course, a voter registration drive and a voter mobilization campaign that emphasizes building civic awareness and political skills among students. In 2016 and 2018, the nonpartisan campaign registered more than 2,000 students to vote and helped 2,500 students request absentee ballots.



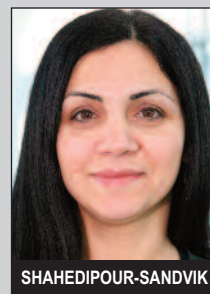
RANK

**Shadi Shahedipour-Sandvik**, interim vice president of research advancement and graduate studies at SUNY Poly, was selected to receive a three-year \$360,000 federal grant from the U.S. Army

Research Office—U.S. Army Contracting Command—Aberdeen Proving Ground to develop more advanced batteries with greater energy storage capabilities compared to conventional batteries.

Graduate and undergraduate students will take part in related research. Undergrads will work on their capstone research project; grad students will visit the Army Research Lab for up to two weeks to work closely with the collaborators.

Shahedipour-Sandvik earned a bachelor's from Tehran University in 1992 and a Ph.D. from the University of Missouri in 1998. She also held the positions of postdoctoral associate and research associate at Northwestern University in 2000 and 2001, respectively.



SHAHEDIPOUR-SANDVIK



UnionDirect™ is a program provided by Mid-Island Mortgage Corp.®

# All UUP Members: Your **HOME** Financing **SOLUTION** Starts **HERE**



**Call Shawn Dwyer for a free consultation.**

Assistant Vice President, Sales | Union Business Development | NMLS ID 218169

**1.844.27.UNION (86466) | [sdwyer@mortgagecorp.com](mailto:sdwyer@mortgagecorp.com)**

500 Express Drive South, 1st Floor West, Suite 3, Brentwood, NY 11717 | NMLS ID 1516403

UnionDirect™ is a program provided by Mid-Island Mortgage Corp.®

Legal ©2000-2018 Mid-Island Mortgage Corp.™ All Rights Reserved. This is not a commitment to lend. Loans with poorer credit scores are priced higher and are differentiated due to the high level of credit qualifying overlays. Restrictions Apply. Licensed Mortgage Banker-NYS Department of Financial Services; NMLS ID 1259 ([www.nmlsconsumeraccess.org](http://www.nmlsconsumeraccess.org))

**mid-island**  
mortgage corp

[mortgagecorp.com/uniondirect](http://mortgagecorp.com/uniondirect)



\_Print/Flyers/UnionDirect/UUP/UUP\_Union Direct Flyer\_2018

# Kate's place

Renovations on labor pioneer Kate Mullany's National Historic home are nearly complete

BY MICHAEL LISI

If she were alive today, 19th century union pioneer Kate Mullany would feel right at home in the newly restored three-story walk-up at 350 8th St. in Troy.

[American Labor Studies Center](#) Executive Director Paul Cole is certain of it.

The center has almost completed its restoration of the house, where Mullany lived from 1864 through 1869, and returned to in the early 20th century. Designated as a National Historic Site in 2004, the house was where Mullany formed the Troy Collar Laundry Union, America's first bonafide all-female union.

of the Rensselaer County house for statewide UUP President Fred Kowal, VP for Academics Jamie Dangler, and Membership Development Officer Tom Hoey. "She'd recognize the stairwell and she'd recognize the upstairs apartment, which we refurbished to look exactly as it did when Kate lived here in 1869."

Cole said the restoration will cost between \$500,000 and \$600,000; the work is "99 percent complete." The funds came from state and federal grants, as well as extensive fundraising done by Cole and the ALSC, which purchased the house in 2002.

This year's fundraiser, the center's Annual Recognition Reception, is set for Oct. 23 at NYSUT statewide headquarters in Latham, Albany County. In 2017, the ALSC honored

I'm certain that it will inspire those who visit to become more active in their unions."

## UNION MADE

The work—voluntary labor done by union carpenters, painters, roofers and contractors through the Greater Capital District Building and Construction Trades Council—includes a complete overhaul of the Rensselaer County home's grand stairway and its third-floor apartment, where historians believe Mullany lived with her mother and two sisters. It also includes \$13,000 worth of work to restore six first-floor windows to 1869 specs, to meet exacting federal and state historic standards, said Cole.

The stairway leads to the apartment's doorway, which opens into a kitchen area with a table and chairs from the 1860s. A brass mortar and pestle is perched next to a metal lockbox on a mantel above space for a stove; Cole said they are working on getting a 19th century stove.

A door at the back of the kitchen leads to a small back porch. Four small bedrooms are off the kitchen and the parlor. There was no electricity or running water; an outhouse in the backyard served as the bathroom.

In the parlor, an ornate cast-iron parlor stove, made in the 1840s by Albany stove maker S.H. Ransom & Co., sits in front of a white fireplace mantel, across from a 19th century Victorian-style table with a white marble top. A velvet Victorian-style couch abuts a wall shared with the kitchen, across from an elegant pair of parlor sitting chairs.

## BACK IN TIME

In most respects, the house looks very much like it did when Kate's mother, Bridget, paid \$650 for it and the building next door in 1864. At the time, Kate, along with more than 3,700 women, worked at a commercial laundry in Troy—the first in the nation—washing, starching and ironing detachable collars and cuffs. The "Collar City" was the largest producer of detachable collars and cuffs in the 1860s.

Working conditions in the laundry were



MICHAEL LISI PHOTOS

RENOVATIONS ON THE HISTORIC KATE MULLANY HOUSE IN TROY, RENSSELAER COUNTY, ARE NEARING COMPLETION. THE LOCATION HOUSES THE AMERICAN LABOR STUDIES CENTER.

Cole said he hopes that the Mullany house will be able to officially open over the next few months.

"The idea was that if Kate walked into the home today, she would know it as her house," said Cole, who led an Aug. 14 tour

Kowal with the Kate Mullany medal for his contributions to labor.

"The painstaking work that has been done to restore this house to the way it was when Kate Mullany lived here is incredible," said Kowal. "Labor history surrounds you here.





ABOVE, UUP STATEWIDE OFFICERS, FROM RIGHT, MEMBERSHIP DEVELOPMENT OFFICER TOM HOEY, PRESIDENT FRED KOWAL AND VPA JAMIE DANGLER GET A TOUR OF THE KATE MULLANY HOUSE IN TROY, RENSSELAER COUNTY, FROM AMERICAN LABOR STUDIES CENTER EXECUTIVE DIRECTOR PAUL COLE. THE ALSC OPERATES OUT OF THE MULLANY HOUSE.



LEFT, THE PARLOR LOOKS LIKE IT DID WHEN MULLANY LIVED THERE FROM 1864-1869, AND AGAIN IN THE EARLY 20TH CENTURY.

deplorable; the women worked 14-hour days, washing collars and cuffs in scalding water using harsh soaps, bleach and caustic chemicals. They were paid \$3 to \$4 per week for their work, often in stifling heat; they would be docked for damaged shirts or collars.

## STRIKE!

When the laundry owners brought in new machines to increase production, Kate and her fellow workers had enough. She organized and founded the Collar Laundry Union, leading its 300 members in a February 1864 strike where workers demanded a 25 percent raise. The owners resisted, but the union's 300 members persisted. After five and a half days, the owners gave in to the union's demands.

Mullany, who worked closely with Troy's Iron Molders Union Local 2, led a second

successful strike in 1866 that hiked workers' wages from \$8 to \$14. But an 1869 strike, vehemently opposed by a strong coalition of laundry owners and collar manufacturers, failed and broke the union.

Undaunted, Mullany moved to Buffalo in 1871 and opened the Troy Laundry, which employed 27 workers who were paid fairly and provided safe working conditions. She married in 1883 and moved back to her 8th Street home in Troy, where she died Aug. 17, 1906.

## SHARING LABOR HISTORY

Cole, a retired history teacher who was a union leader with NYSUT, AFT and the New York AFL-CIO, said he hopes that Mullany's union activism will spark an interest in the young people who visit the house.

The first floor of the house is set up as a

mini Mullany museum, with pamphlets and information about Mullany and local union history. Antique brass and cast-iron irons and coal-heated irons are on display, along with vintage shirts and collars, and other Mullany memorabilia.

There are also pictures of Hillary Clinton, who as first lady visited the house in 1998 after it was named a National Historic Landmark. As New York's junior senator, she played a large part in getting legislation passed in 2004 to make the Mullany house a National Historic Site, part of the National Park System.

"Schools are a major target for us," said Cole. "There is so much history to share.

"This site honors the early struggles of unions and the brave people who stepped up and spoke out for workers," he continued. "Kate was certainly that, and much more."

Michael L. Burns

# Labor Day Parade

Friday, September 6, 2019

For proud Union members and their families.



Arrive time: 5:00pm

Park at the Corning Preserve beneath 787.

CDTA buses will shuttle participants to the Parade Start (Academy Park across from State Capitol)

Parade lineup below NYS Education building.

Parade lineup between 5:15-5:30pm

Parade kicks off at 6pm!

**Food, music, rock wall, game truck and fireworks at dark!**



# BUILDING WORKER POWER TOGETHER

2019 NEW YORK CITY  
LABOR DAY PARADE

**SATURDAY, SEPTEMBER 7, 10AM**

**GRAND MARSHAL**

Elizabeth Shuler  
Secretary-Treasurer  
AFL-CIO

**PARADE CHAIR**

Ernest Logan  
President  
AFSA

**PARADE STEPS OFF FROM  
44TH STREET & FIFTH AVENUE**

#LDP2019

TWITTER/INSTAGRAM:

@CENTRALLABORNYC

FACEBOOK.COM/NYCCLC

INFO:(212) 604-9552 // NYCCLC.ORG



# 2019 Fall DA delegates to debate proposed changes

In accordance with Article XIII of the UUP Constitution, UUP bargaining unit members are hereby notified that the following proposed constitutional amendments are on the agenda of the 2019 Fall Delegate Assembly, Oct. 25-26 at the Westchester Hilton in Rye. The following proposed constitutional amendments were adopted by the statewide UUP Executive Board.

### Article III. Section 1.a.

**MOTION to make the grammatical structure of Regular Membership consistent with the other categories of membership within the constitution as provided below.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

Regular Membership, open to employees in the State University of New York and in such other higher education units in the State of New York as shall be determined by the Delegate Assembly; Contingent Membership shall extend from September 1 through August 31. Membership in good standing shall be maintained through payment of dues as defined in Article III, Section 4, b.i.b of the UUP Constitution and shall be on a continuing basis throughout the membership year.

#### Proposed Language Change:

**Regular Membership:** Regular Membership ~~shall be~~ open to employees in the State University of New York and in such other higher education units in the State of New York as shall be determined by the Delegate Assembly; Contingent Membership shall extend from September 1 through August 31. Membership in good standing shall be maintained through payment of dues as defined in Article III, Section 4, ~~b.i.b of the UUP Constitution~~ and shall be on a continuing basis throughout the membership year.

### Article III. Section 1.b. and Section 1.e.

**MOTION to remove the Special Membership category and establish separate Retired Membership and Sustaining Membership categories, to establish the amount of time someone must be a Regular member before becoming a Retired Member, and to combine Sustaining and Continuing membership as provided below.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

b. Special Membership, either Retired or Sustaining: Sustaining members may vote but may not hold office at the Chapter, Local or Affiliate levels;  
i. Retired Membership shall be open to any person who has retired from active service while a Regular member of United University Professions;  
ii. Sustaining membership shall be open to any person who has been retrenched or to any person who has been involuntarily terminated and has litigation, grievance, or other, similar proceedings in progress, such membership to terminate upon reinstatement in the negotiating unit or resolution of such litigation or other proceedings, and to be limited to the period of litigation or a three-year term, whichever is longer. ...  
e. Continuing Membership shall be open to any Regular member in good standing who is retrenched or non-renewed for any reason. Such membership shall terminate upon reinstatement in the negotiating unit or upon employment. Continuing Membership shall be for an initial two

years, subject to renewal every two years up to a maximum of eight years, and be without vote or the right to hold office.

#### Proposed Language Change:

b. Retired Membership: Retired Membership shall be open to any regular member in good standing who has retired from active service with a minimum of five continuous years of membership in good standing immediately preceding the date of retirement or continuous membership beginning 30 days after the adoption of this amendment by the delegate assembly, whichever is less. If a member has less than five years of continuous bargaining unit employment the member must have continuous membership in good standing for the length of their employment in the bargaining unit or beginning 30 days after the adoption of this amendment, whichever is less.

~~Special Membership, either Retired or Sustaining: Sustaining members may vote but may not hold office at the Chapter, Local or Affiliate levels; Retired Membership shall be open to any person who has retired from active service while a Regular member of United University Professions;~~

c. Sustaining Membership: ~~ii.~~ Sustaining Membership shall be open to any person who has been retrenched or non-renewed or who has been ~~to any person~~ involuntarily terminated for any reason and has litigation, grievance, or other, similar proceedings in progress, ~~such Sustaining membership to terminate upon reinstatement in the negotiating unit or resolution of such litigation or other proceedings and is to be~~ limited to the period of litigation or a three-year term, whichever is longer. ~~Sustaining members may vote but may not hold office at the Chapter, Local or Affiliate levels.~~

~~e. Continuing Membership shall be open to any Regular member in good standing who is retrenched or non-renewed for any reason. Such membership shall terminate upon reinstatement in the negotiating unit or upon employment. Continuing Membership shall be for an initial two years, subject to renewal every two years up to a maximum of eight years, and be without vote or the right to hold office.~~

### Article III. Section 1.c.

**MOTION to remove Associate Membership category and renumber as appropriate.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

Associate Membership: Associate members may not vote in any Union election or in any referendum, except as may be specified for Associate members under the provisions of Article IX of this Constitution, nor may they hold elective office at the Chapter, Local, or Affiliate levels;  
i. Associate membership shall be open to any person not eligible for Regular or Special membership who is employed in a non-managerial position in an institution of higher education where no bargaining unit exists, or where the bargaining agent is not affiliated with the New York State United Teachers and its affiliated bodies and there is no local so affiliated in the bargaining unit; or who is employed or self-employed in an occupation or profession, including but not limited to research, librarianship, instruction, counseling, consulting, or other professional activity whose elements are substantially equivalent to those of positions in bargaining units represented by United University Professions; or who has retired from such position, occupation, or profession and is not eligible for Retired or other membership in another local affiliated with the New York State United Teachers and its affiliated bodies; or who is the surviving spouse or equivalent of a deceased member of United University Professions; provided, however, that application for Associate member-



ship shall be made according to procedures adopted by the Executive Board; and further provided, that each such application shall be subject to approval by the Executive Board; and further provided, that while Associate members may attend meetings of an appropriate Chapter of United University Professions and participate in activities not otherwise prohibited by provisions of this Constitution, they shall not be counted as members for purposes of representation, financial allocations, or other Union matters; and further provided, that Associate members shall be eligible to participate in benefits programs offered by the Union or its affiliates, except where the conditions for offering such benefits do not permit such participation.

#### Proposed Language Change:

~~e. Associate Membership: Associate members may not vote in any Union election or in any referendum, except as may be specified for Associate members under the provisions of Article IX of this Constitution, nor may they hold elective office at the Chapter, Local, or Affiliate levels; i. Associate membership shall be open to any person not eligible for Regular or Special membership who is employed in a non-managerial position in an institution of higher education where no bargaining unit exists, or where the bargaining agent is not affiliated with the New York State United Teachers and its affiliated bodies and there is no local so affiliated in the bargaining unit, or who is employed or self-employed in an occupation or profession, including but not limited to research, librarianship, instruction, counseling, consulting, or other professional activity whose elements are substantially equivalent to those of positions in bargaining units represented by United University Professions; or who has retired from such position, occupation, or profession and is not eligible for Retired or other membership in another local affiliated with the New York State United Teachers and its affiliated bodies; or who is the surviving spouse or equivalent of a deceased member of United University Professions; provided, however, that application for Associate membership shall be made according to procedures adopted by the Executive Board; and further provided, that each such application shall be subject to approval by the Executive Board; and further provided, that while Associate members may attend meetings of an appropriate Chapter of United University Professions and participate in activities not otherwise prohibited by provisions of this Constitution, they shall not be counted as members for purposes of representation, financial allocations, or other Union matters; and further provided, that Associate members shall be eligible to participate in benefits programs offered by the Union or its affiliates, except where the conditions for offering such benefits do not permit such participation.~~

### Article III. Section 1.d.

**MOTION to make the grammatical structure of Honorary Membership consistent with the other categories of membership as provided below.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

d. Honorary Membership, without vote or the right to hold office in the Union, may be granted to such persons as the Executive Board or the Delegate Assembly may determine, in recognition of the service or dedication of such persons to the purposes of this Union as specified in Article II of this Constitution;

#### Proposed Language Change:

d. Honorary Membership: Honorary Membership, without vote or the right to hold office in the Union, may be granted ~~to such persons~~ as the Executive Board or the Delegate Assembly may determine, in recognition of ~~the service or dedication of such persons~~ to the purposes of this Union as specified in Article II of this Constitution;

### Article III. Section 3.a.

**MOTION to update language in line with existing practice as provided below.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

a. Membership status shall officially begin with the registration by the UUP office, either through receipt of a payroll deduction authorization card or of a letter of application membership in good standing shall be maintained through payment of dues and shall officially terminate after a grace period of sixty days following the due date;

#### Proposed Language Change:

a. Membership status shall officially begin with the registration by the UUP office, either through receipt of a payroll deduction authorization card or of a letter of application. ~~accompanied by a dues payment~~; Mmembership in good standing shall be maintained through payment of dues and shall officially terminate after a grace period of sixty days following the due date;

### Article III. Section 4.b.ii.

**MOTION to rename Committee on Active Retired Membership (COARM) to Retired Membership Governing Committee and align language with amended membership categories as provided below. Replace all references to Committee on Active Retired Membership (COARM) with Retired Membership Governing Committee as appropriate.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

ii. For the special class of Retired members, dues shall be calculated prior to each fiscal year, and before adoption of the annual budget, using the following formula: a basic charge figured with reference to actual costs in support of retiree activities as derived from the most recent complete financial records, plus an amount for additional assessment for support of retiree programs as determined by the Committee on Active Retired Membership (COARM) in consultation with its constituency and the Finance Committee;

#### Proposed Language Change:

ii. For ~~the special class of~~ Retired Mmembers, dues shall be calculated prior to each fiscal year, ~~and~~ before adoption of the ~~Retired Membership Governing Committee~~ annual budget, using the following formula: a basic charge figured with reference to actual costs in support of retiree activities as derived from the most recent complete financial records, plus an amount for additional assessment for support of retiree programs as determined by the ~~Retired Membership Governing Committee on Active Retired Membership (COARM)~~ in consultation with its constituency and the Finance Committee;

### Article III. Section 4.b.iii., Section 4.b.iv., Section 4.b.v. and Section 4.b.vi.

**MOTION to update Article III. Section 4.b.iii., Section 4.b.iv., Section 4.b.v. and Section 4.b.vi. to conform with amendments to Article III, Section 1 as provided below.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

b. Annual dues of United University Professions shall be assessed as follows:  
... iii. For the special class of Sustaining members, \$25 plus the equivalent

# CONSTITUTIONAL AMENDMENTS

- of affiliate per-capita dues payments;  
iv. For Associate members, \$25 plus the equivalent of affiliate per-capita dues payments, if appropriate;  
v. For Honorary members, there shall be no dues;  
vi. For Continuing members, there shall be no dues.

## Proposed Language Change:

- b. Annual dues of United University Professions shall be assessed as follows:  
... iii. For ~~the special class of~~ Sustaining ~~M~~members, \$25 plus the equivalent of affiliate per-capita dues payments;  
~~iv. For Associate members, \$25 plus the equivalent of affiliate per capita dues payments, if appropriate;~~  
~~iv.~~ For Honorary ~~M~~members, there shall be no dues;  
~~vi. For Continuing members, there shall be no dues.~~

## Article IV. Section 5.

### MOTION to rename COARM to Retired Membership Governing Committee as provided below.

Deletions are ~~struck through~~.  
Insertions are underlined.

## Current Language:

### Section 5. Duties of the Membership Development Officer.

The Membership Development Officer shall work to promote membership growth; shall present to the Executive Board recommendations with respect to membership development; shall serve, by virtue of the office, as a member of the Committee on Active Retired Membership (COARM) and as a member of the Membership Committee; and shall perform such other membership-related functions as may be directed by the President or the Executive Board.

## Proposed Language Change:

### Section 5. Duties of the Membership Development Officer.

The Membership Development Officer shall work to promote membership growth; shall present to the Executive Board recommendations with respect to membership development; shall serve, by virtue of the office, as a member of the Retired Membership Governing Committee ~~on Active Retired Membership (COARM)~~ and as a member of the Membership Committee; and shall perform such other membership-related functions as may be directed by the President or the Executive Board.

## Article V. Section 1.

### MOTION to rename COARM the Retired Membership Governing Committee as provided below.

Deletions are ~~struck through~~.  
Insertions are underlined.

## Current Language:

### Section 1. Composition.

There shall be an Executive Board consisting of the officers and fourteen additional persons elected by the Delegate Assembly. In addition, the Chair of the Committee on Active Retired Membership (COARM) shall serve as a nonvoting member; the Chair of the Committee on Active Retired Membership (COARM) shall not be included in determining Chapter representation on the Board. Total membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution and no fewer than one contingent member, as defined in

Article III, Section 2, of this Constitution. No more than two members of the entire Executive Board may be from the same Chapter.

## Proposed Language Change:

### Section 1. Composition.

There shall be an Executive Board consisting of the officers and fourteen additional persons elected by the Delegate Assembly. In addition, the Chair of the Retired Membership Governing Committee ~~on Active Retired Membership (COARM)~~ shall serve as a nonvoting member; the Chair of the Retired Membership Governing Committee ~~on Active Retired Membership (COARM)~~ shall not be included in determining Chapter representation on the Board. Total membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution and no fewer than one contingent member, as defined in Article III, Section 2, of this Constitution. No more than two members of the entire Executive Board may be from the same Chapter.

## Article VIII. Section 3.

### MOTION to create an additional Retired Membership region and update language as provided below.

Deletions are ~~struck through~~.  
Insertions are underlined.

## Current Language:

### Section 3. Nomination and Election Procedures for the Retired Delegate to the Delegate Assembly and the Other Elected Members of the Committee on Active Retired Membership (COARM).

- a. There shall be a delegate to the Delegate Assembly elected by and from the Retired Membership of the organization;  
b.i. There shall be seven elected members of the Committee on Active Retired Membership (COARM), in addition to the Retired Delegate to the Delegate Assembly, who, by reason of the office, shall chair the Committee; each such elected member of the Committee shall be elected by and from the Retired membership designated as belonging to a given Region as defined in Section 3.b.ii. of this Article, such designation being determined by the location of the Chapter of which any Retired member had been a Regular member prior to retirement, provided, however, that any Retired member who had been a member of a Statewide Chapter prior to retirement shall be designated as belonging to the Region in which such member's primary work site prior to retirement was located;  
ii. Regional Divisions for the purposes cited in Section 3.b.i. shall be as follows: Capital District: Albany, Cobleskill, New Paltz, System Administration; Long Island: Farmingdale, Old Westbury, Stony Brook, Stony Brook HSC; North Country: Canton, Plattsburgh, Potsdam; Western New York: Alfred, Brockport, Buffalo Center, Buffalo HSC, Buffalo State, Fredonia, Geneseo; Central New York: Environmental Science and Forestry, Morrisville, Oswego, Polytechnic Institute, Upstate Medical University; Metropolitan: Downstate Medical Center, Maritime, Optometry, Purchase; Southern Tier: Binghamton, Cortland, Delhi, Oneonta.  
Empire State College Chapter retirees will be included in the Region in which such member's primary work site prior to retirement was located;  
c. Procedures for nominations and elections shall be determined by the Executive Board and shall be published to the Retired Membership; such procedures shall be consistent with those established for Chapter elections to the Delegate Assembly, as appropriate, with the requirement that the term of office for the Retired Delegate to the Delegate Assembly and the other Elected Members of the Committee on Active Retired Membership (COARM) shall be for a term consistent with that for Executive Board members;  
d. The Constitution and Governance Committee shall be responsible for



the conduct of nominations and elections called for under the provisions of this section.

#### Proposed Language Change:

#### Section 3. Nomination and Election Procedures for the Retired Delegate to the Delegate Assembly and the Other Elected Members of the Retired Membership Governing Committee ~~on Active Retired Membership (COARM).~~

- a. There shall be a delegate to the Delegate Assembly elected by and from the Retired Membership of the organization;
- b.i. There shall be ~~eight seven~~ elected members of the ~~Retired Membership Governing Committee on Active Retired Membership (COARM)~~, in addition to the Retired Delegate to the Delegate Assembly, who ~~by reason of the office,~~ shall chair the Committee. ~~Each each such~~ elected member of the Committee shall be elected by and from the Retired membership designated as belonging to a given Region as defined in Section 3.b.ii. of this Article. ~~Such such~~ designation ~~is being~~ determined by the location of the Chapter of which the ~~any~~ Retired member had been a Regular member prior to retirement, provided, ~~however,~~ that any Retired member who had been a member of a Statewide Chapter. prior to retirement shall be designated as belonging to the Region in which such member's primary work site prior to retirement was located.;
- ii. Regional Divisions for the purposes cited in Section 3.b.i. shall be as follows: Capital District: Albany, Cobleskill, New Paltz, System Administration; Long Island: Farmingdale, Old Westbury, Stony Brook, Stony Brook HSC; North Country: Canton, Plattsburgh, Potsdam; Western New York: ~~Alfred, Brockport,~~ Buffalo Center, Buffalo HSC, Buffalo State, Fredonia, ~~Geneseo,~~ Finger Lakes: Alfred, Brockport, Geneseo; Central New York: Environmental Science and Forestry, Morrisville, Oswego, Polytechnic Institute, Upstate Medical University; Metropolitan: Downstate Medical Center, Maritime, Optometry, Purchase; Southern Tier: Binghamton, Cortland, Delhi, Oneonta. Empire State College Chapter retirees will be included in the Region in which ~~the such~~ member's primary work site ~~was located~~ prior to retirement ~~was located~~;
- c. Procedures for nominations and elections shall be determined by the Executive Board and shall be published to the Retired Membership; such procedures shall be consistent with those established for Chapter elections to the Delegate Assembly, as appropriate, with the requirement that the term of office for the Retired Delegate to the Delegate Assembly and the other Elected Members of the ~~Retired Membership Governing Committee on Active Retired Membership (COARM)~~ shall be for a term consistent with that for Executive Board members;
- d. The Constitution and Governance Committee shall be responsible for the conduct of nominations and elections called for under the provisions of this section.

#### Article X. Section 1.

**MOTION to establish the Teacher Education Taskforce as a standing committee with the charge provided below and rename COARM the Retired Membership Governing Committee with amended charge as provided below. Renumber other subsections appropriately.**

Deletions are ~~struck through~~.  
Insertions are underlined.

#### Current Language:

#### Section 1. Standing Committees.

The Standing Committees of this organization shall be the Committees on Academic Medical Programs, Active Retired Membership (COARM), Black and Latino Faculty/Staff Concerns, Chapter Presidents, Chapter Vice Presidents for Academics, Chapter Vice Presidents for Professionals, Constitution and Governance, Compliance/Audit, Contingent Employment, Disability Rights and Concerns, Diversity, Equity and Inclusion, Finance, Future of Public Higher Education, Grievance, Membership, Negotiations, Oppor-

tunity Programs, Solidarity, Sexual Orientations United for Liberty (SOUL), Technology Campuses, UUP Outreach, UUP Scholarship, Veterans Affairs, and Women's Rights and Concerns. Committees discuss issues, propose solutions and/or resolutions and may form subcommittees for a particular purpose. All Standing Committees shall report to the President, the Executive Board and, through the Executive Board, to the Delegate Assembly. ...

b. The Committee on Active Retired Membership shall be composed of eleven members, seven elected by and from the Retired Membership of the organization, two appointed by the President, and, by reason of their offices, the Membership Development Officer and the Retired Delegate to the Delegate Assembly. The Retired Delegate shall serve as chair of the Committee. The Committee shall work to encourage and promote retired membership; shall make recommendations with regard to organizational structures wherein retirees and the Union may continue their mutually beneficial relationships; shall propose means whereby the interests of Retired members are referred to appropriate bodies; and shall consider such other matters as may be referred to it;

#### Proposed Language Change:

#### Section 1. Standing Committees.

The Standing Committees of this organization shall be the Committees on Academic Medical Programs, ~~Active Retired Membership (COARM)~~, Black and Latino Faculty/Staff Concerns, Chapter Presidents, Chapter Vice Presidents for Academics, Chapter Vice Presidents for Professionals, Constitution and Governance, Compliance/Audit, Contingent Employment, Disability Rights and Concerns, Diversity, Equity and Inclusion, Finance, Future of Public Higher Education, Grievance, Membership, Negotiations, Opportunity Programs, Solidarity, Sexual Orientations United for Liberty (SOUL), ~~Teacher Education~~, Technology Campuses, UUP Outreach, UUP Scholarship, Veterans Affairs, ~~and Women's Rights and Concerns,~~ ~~and the Retired Membership Governing Committee~~. Committees discuss issues, propose solutions and/or resolutions and may form subcommittees for a particular purpose. All Standing Committees shall report to the President, the Executive Board and, through the Executive Board, to the Delegate Assembly. ...

~~b. The Committee on Active Retired Membership shall be composed of eleven members, seven elected by and from the Retired Membership of the organization, two appointed by the President, and, by reason of their offices, the Membership Development Officer and the Retired Delegate to the Delegate Assembly. The Retired Delegate shall serve as chair of the Committee. The Committee shall work to encourage and promote retired membership; shall make recommendations with regard to organizational structures wherein retirees and the Union may continue their mutually beneficial relationships; shall propose means whereby the interests of Retired members are referred to appropriate bodies; and shall consider such other matters as may be referred to it; ...~~

s. The Teacher Education Committee shall monitor directives and proposals from SUNY, the State Education Department, Board of Regents, and state legislature that impact Teacher Education and Educational Leadership programs and assist in developing UUP responses to such directives and proposals; shall assess the impact of changes and new developments in teacher education on UUP members, students, and SUNY programs; and shall help activate members to advocate for sound policies and regulations, support services, and adequate funding to enable teacher education programs to sustain high quality curriculum and recruit and retain diverse students; ...

y. The Retired Membership Governing Committee is the governing committee for the Retired Membership of UUP. It shall be composed of one statewide elected Retired Delegate, eight elected regional representatives, two presidential appointees and the UUP Membership Development Officer who serves ex officio with vote. The Committee shall work to encourage and promote retired membership; shall make recommendations with regard to organizational structures wherein retirees and the Union may continue their mutually beneficial relationships; shall propose means whereby the interests of Retired members are referred to appropriate bodies; and shall consider such other matters as may be referred to it.

# Janus aftermath offers many bright spots for unions

BY DARRYL MCGRATH

In the aftermath of a knock-down, drag-out fight for the future of the labor movement, it's sometimes good to claim the small but important victories. In the case of *Janus v. AFSCME Council 31*, that is exactly what the labor movement has done—but in this case, those incremental victories add up to some encouraging results.

In the *Janus* case, the U.S. Supreme Court ruled in June 2018 that people in a bargaining unit who had never signed a membership card could stop paying fees in lieu of dues, while still claiming the negotiated benefits and protections of their contract.

The landmark decision did not result in a mass exodus of union membership. In fact, many unions, including UUP, added members, mostly by persuading fee payers that it would behoove them to join, because without a strong membership, the union would lack bargaining strength with the state for any benefits, good or otherwise.

But somewhat lost in the flurry of news coverage about the most immediate and obvious effects of the long-anticipated case were some political and organizing gains



KAREN L. MATTISON

NEW PALTZ CHAPTER MEMBER MERCI DECKER GIVES VOICE TO THE PRO-UNION MOVEMENT AT A RALLY IN WASHINGTON, D.C. UUPERS JOINED HUNDREDS OF UNIONISTS FEB. 26, 2018, TO PROTEST OUTSIDE THE U.S. SUPREME COURT AS JUSTICES HEARD ARGUMENTS IN *JANUS V. AFSCME COUNCIL 31*.

that are all the more interesting for being so unexpected. Here are a few local, statewide and national examples:

- Based on analyses that did not become available until just before *Janus*, 199,120, or 76 percent, of the 262,000 new union members in the United States in 2017 were workers younger than 35. This is a trend to watch.

- Albany Medical Center, which is generally considered the second-largest private employer in the Capital Region, with a staff of nearly 9,500, has seen the back-to-back formation of unions in the last year. Albany Med nurses joined the New York State Nurses Association last summer; now, a group of more than 1,000 service employees at the hospital—including custodians,

## AFT to Secretary DeVos: Keep the promise of PSLF

The AFT is asking its members—including UUP members—to tell U.S. Secretary of Education Betsy DeVos to save the Public Service Loan Forgiveness program, which Congress started in 2007, because they know the cost of a college education makes it almost impossible for public service workers to repay their student loans.

While these workers held up their end of the bargain, Secretary DeVos and the federal Department of Education failed to hold up theirs. DeVos and department officials wrongfully denied PSLF applications, forgiving loans for less than 1 percent of the thousands of eligible borrowers who applied.

UUP has been holding debt clinics at chapters around the state. The clinics are designed to assist members in navigating the difficult PSLF application process, and educate them about other loan forgiveness and repayment options.

Stand up for public workers and the PSLF program. Send an email to Congress at <https://bit.ly/315oPP6>



## 2019 PDK poll includes educators, shows what they know

For the first time in nearly 20 years, the Phi Delta Kappan (PDK) Poll—the survey that measures public opinion about America's public schools—has included teachers in its responses.

As the AFT has stressed for years, the survey shows that although parents support educators, teachers feel undervalued (half of them have seriously considered leaving the profession), and long for more voice in the education decisions that impact their classrooms.

AFT President Randi Weingarten [put out a statement](#) in response to the poll, in which she stated that “parents and educators agree public schools need far more investment to meet the needs of kids.”

Read the full PDK report at <https://pdkpoll.org/results>

## Ohio State nurses ratify contract

On July 11, the nearly 4,000-member Ohio State University Nurses Organization ([OSUNO](#))—a local unit of the Ohio Nurses Association—ratified a landmark three-year agreement that includes wage increases of between 15 percent and 18 percent for most members,



cafeteria workers and technicians—are organizing under 1199 SEIU United Healthcare Workers East.

- A group known as “Area,” which recruits, trains and supports Democratic candidates nationwide, is focusing on New York City with a plan to challenge the entrenched machine-style political system. Area plans to back a slate of state legislators from New York City for the 2020 elections.

- Newsrooms are seeing a surge of unionization. *HuffPost* and the *Los Angeles Times*, *BuzzFeed*, the *Chicago Tribune*, and a legal journal called *Law360* are recent organizing successes. The path to a union contract is often no smoother in journalism than in many other businesses. Still, the trend is toward unionization in a business that requires long hours; little, if any, overtime pay, and—often—a distinctly anti-union sentiment by management. Nieman Reports, a journalism industry reporting project at Harvard University, has tracked this trend. And it’s interesting to note that some of these pro-union reporters say they are not just seeking better work conditions; they are seeking ways to save their profession and create better journalism, and they see a union as path toward both goals.

Read about this trend at <https://bit.ly/31waICL>

## Academic journal seeks proposals

Proposals are being sought for *Educator's Voice*, NYSUT's journal of best practices in education, which is dedicated to highlighting research-based classroom and school/district-wide strategies that make a difference in student achievement.

The 13th volume will focus on the theme “Students with Disabilities: Access and Equity in the School Community.”

Under federal and state law and regulation, students with disabilities are entitled to a free appropriate public education in the least restrictive environment. However, the provision of special education programs and services is more than a basic educational entitlement. Students with disabilities are to be afforded the same educational access and equity in the school community as their peers without disabilities.

Due to the range of school settings across New York state, providing meaningful access and equity while meeting the individual needs for this population can present unique challenges to educators. While thoughtful planning, professional learning, investment of resources, and the benefit of “lessons learned” are necessary considerations for educators, there is no single path that ensures success. This volume will present a range of practices designed to best meet the needs of students with disabilities.

The journal is looking for articles from educators across disciplines and grade levels that document successful practices in serving P-12 students with disabilities in their school community, and/or in partnership with institutions of higher education.

Examples of submission areas include, but are not limited to: Access to the general education curriculum; positive behavioral supports; skill development for greater independence; innovative programs and services; family and community engagement; P-20 partnerships; higher education research and practice; participation in extra-curricular and nonacademic activities; transition planning and support to post-school activities; and practices that support a positive school climate of integration and community.

For deadline and other information, contact Leah Lembo in NYSUT Research and Educational Services by email at [llembo@nysutmail.org](mailto:llembo@nysutmail.org) or by phone at (518) 213-6697.

safe nurse-to-patient ratios and a phaseout of mandatory overtime. The new deal raises the bar for nurses at the Ohio State University Wexner Medical Center in Columbus.

“Our nurses pushed the medical center to join us in raising the bar for our patients, and through months of collective action among our members, we were able to secure a monumental contract that benefits everyone,” said OSUNO President Rick Lucas.

Staffing had long been a concern for OSUNO nurses. In 2017, the union filed a mass grievance over staffing cuts in the progressive care unit that resulted in an increased patient load and put the nurses at risk.

OSUNO joined the Ohio Central Labor Council, which helped the nurses build community and political support. The nurses created lawn signs with the slogan, “We support nurses at Ohio State” and canvassed neighborhoods, knocking on doors and asking neighbors to put up their signs. The nurses also met with lawmakers and let them know what they were fighting for at the hospital.



## Special NEA Higher Ed Advocate focuses on trends in faculty pay

The annual special edition of the NEA's Higher Education Advocate shows the purchasing power of an average, full-time faculty member in the U.S. in 2017-2018 reached its highest point in five decades.

But these gains have not been applied evenly. “Contingent and adjunct faculty, who represent the majority of U.S. faculty, are far less likely to earn a living wage. Women faculty continue to earn less than male colleagues, although the difference is closing in some ranks and sectors,” according to the report. “Faculty at historically black colleges and universities also are seeing a growing gap between their salaries and those at other land-grant institutions.”

Among the other key findings: Faculty at public institutions with bargaining agreements earned about \$7,800 more than those teaching at institutions without contracts.

Read about it at [http://www.nea.org/assets/docs/HE/NEA\\_Salary19.pdf](http://www.nea.org/assets/docs/HE/NEA_Salary19.pdf)





ROB TRIMARCHI

## Cobleskill Chapter

COBLESKILL CHAPTER MEMBERS ENJOY A LUNCHEON MEETING MAY 21. UUP VP FOR PROFESSIONALS TOM TUCKER SPOKE WITH THE GROUP DURING THE CHAPTER'S YEAR-END EVENT.

## SUNY Poly Chapter

SUNY POLY MEMBER SCOTT TENENBAUM, THIRD FROM RIGHT, SHARES HIS THOUGHTS DURING A MAY 21 CHAPTER MEETING AT THE CENTER FOR NANOSCALE SCIENCE AND ENGINEERING IN ALBANY.



ROB TRIMARCHI



ROB TRIMARCHI

## Delhi Chapter

UUP MEMBERS—including DELHI CHAPTER PRESIDENT KELLY KECK, LEFT, AND ERICKA ERICSON, SECOND FROM RIGHT—TAKE PART IN A WORKPLACE CIVILITY WORKSHOP APRIL 30.



ROB TRIMARCHI

## Empire State College Chapter

EMPIRE STATE COLLEGE CHAPTER PRESIDENT PAMELA MALONE AND UUP DELEGATE JOHN HUGHES CHAT WITH FILM PRODUCER ROBERT MILLMAN, LEFT, IN SARATOGA SPRINGS. MILLMAN WAS ON HAND TO ANSWER QUESTIONS FOLLOWING THE MAY 22 SHOWING OF THE 52-MINUTE DOCUMENTARY ON GERRYMANDERING, "LINE IN THE STREETS." THE ESC CHAPTER CO-SPONSORED THE EVENT.



## Alfred Chapter

MORE THAN 200 ALFRED CHAPTER MEMBERS ENJOY A UUP-SPONSORED PICNIC AUG. 14. CHAPTER PRESIDENT JOE PETRICK WELCOMED MEMBERS BACK TO CAMPUS AND SPOKE TO THEM ABOUT UPCOMING UUP ACTIVITIES. HE NOTED NEGOTIATED RETROACTIVE SALARY INCREASES AND STRESSED THE IMPORTANCE OF VOTE-COPE, THE NONPARTISAN POLITICAL ACTION ARM OF NYSUT AND UUP.



ROB TRIMARCHI



BRUCE FOX

## Buffalo State Chapter

MEMBERS OF THE BUFFALO STATE CHAPTER DON UUP T-SHIRTS FOR THE ANNUAL J.P. MORGAN CORPORATE CHALLENGE IN BUFFALO JUNE 14. UUP WAS A CO-SPONSOR OF THE EVENT.



PHOTO COURTESY OF PHIL GLICK

## Western NY Chapters

MEMBERS FROM UUP'S BUFFALO CHAPTERS ATTEND THE BUFFALO CENTRAL LABOR COUNCIL PICNIC JULY 19 AT THE IRONWORKERS LOCAL 6 HALL. FROM LEFT ARE BUFFALO HSC CHAPTER PRESIDENT PHIL GLICK, BUFFALO HSC CHAPTER VP FOR PROFESSIONALS TOBY CRONK AND STATEWIDE VPP TOM TUCKER, A MEMBER OF THE BUFFALO CENTER CHAPTER.



NICK KORIS

## Stony Brook Chapter

NEWLY ELECTED STONY BROOK CHAPTER PRESIDENT ED QUINN, LEFT, SPEAKS WITH REPUBLICAN STATE SEN. KEN LAVALLE AT A JULY 3 RECEPTION FOR OUTGOING CAMPUS PRESIDENT SAMUEL STANLEY JR.

# Attendance at 2019 NYSUT RA

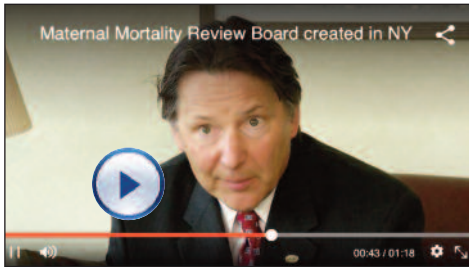
In accordance with UUP policy, a report of attendance of elected delegates to affiliate conventions is made available to all bargaining unit members. Below is the attendance report from the 2019 NYSUT Representative Assembly held May 3-4 in Albany.

Meeting Code	Attendance Codes
GS = General Session	X = Present
Com = Committees	at Session
Brk = Breakfast	LA = Late Arrival

Name	Chapter	GS1	Com	Brk	GS2
Barclay, Michael	Buffalo HSC	X	X	X	X
Berger, Jacqui	Empire State College	X	X		X
Blackman-Stroud, Rowena	Downstate Medical	X	X		X
Braund, Carol	Upstate Medical University	X	X	X	X
Bryan, Bekkie	Cortland	X	X	X	X
Dangler, Jamie	Cortland	X	X	X	X
Day, Doreen	Stony Brook HSC	X	X	X	X
Drescher, Nuala	Buffalo State	X	X		X
Drummond, Ed	Stony Brook HSC	X	X	X	X
Flax, Henry	Downstate Medical Center	X	X	X	X
Floss, Fred	Buffalo State			X	X
Franco, Kiko	Old Westbury	X	X	X	X
Galbraith, Jeanne	Stony Brook HSC	X	X	X	X
Gizzi, Carol	Stony Brook HSC	X	X	X	X
Guydosh, Ray	Plattsburgh	X	X	X	X
Hartshorn, Kim	Plattsburgh	X	X	X	X
Henry-Offor, Brenda	Empire State College	X	X	X	X
Hinkle, Stephen	Morrisville	X	X	X	X
Hoey, Tom	Albany	X	X	X	X
Hogle, Tom	Morrisville				X
Inventasch, Harvey	Cortland	X	X	X	X
Kamina, Penina	Oneonta	X	X	X	X
Kasprak, Bob	Optometry	X	X	X	X
Kowal, Fred	Cobleskill	X	X	X	X
Kube, Carolyn	Stony Brook HSC	X	X	X	X
Lamendola, Joe	Canton	X	X	X	X
Lawhorne, Stephanie	Morrisville	X	X	X	X
Lewis, Sandra	Fredonia	X	X	X	X
Mayers, Darleyne	Farmingdale			X	X
O'Bryan-Losee, Jeri	Morrisville	X	X	X	X
Malone, Pamela	Empire State College	X	X	X	X
Manning, Tina	Stony Brook HSC	X	X	X	X
Matthews, Tom	Geneseo	X	X	X	X
McAteer, Charlie	Stony Brook	X	X		X
McMahon, James	Empire State College	X	X	X	X
Relan, Nand	Stony Brook HSC	X	X	X	X
Riedi, Cynthia	Morrisville	X	X	X	X
Ritchie, Dave	Cortland	X	X		
Rombo, Dorothy	Oneonta	X	X	X	X
Russell, Eric	Downstate Medical Center	X	X	X	X
Schneider, Robert	Brockport	X	X	X	X
Steen, Ivan	Albany	X	X		X
Tang, Chi-Ming	Geneseo	X	X	X	X
Tang, Jasmine	Geneseo	X	X	X	X
Threatte, Greg	Upstate Medical University	X	X	X	X
Torre, Jason	Stony Brook	X	X	X	X
Torres, Maritza	Stony Brook HSC	X	X	X	X
Tucker, Tom	Buffalo Center	X	X	X	X
Wardlaw, Roosevelt	Buffalo Center	X	X	X	X
Wesnofske, Ed	Oneonta	X	X	X	X
Wilson, Beth E.	New Paltz	X	X	X	X
Wood, Mitchell	Empire State College	X	X		X



In The News is a compilation of media in the last couple of months (radio, television and papers across the state) featuring UUP.



**Aug. 2:** [Maternal Mortality Review Board created in NY](#)  
WTEN, Channel 10 (Albany, NY)  
UUP President Fred Kowal is quoted extensively in this TV news report about the

state creating a Maternal Mortality Review Board to investigate the deaths of women during childbirth, and to provide necessary recommendations to improve maternal health care for expectant mothers.

**Aug. 2:** [MSU president Samuel Stanley arrives with record of achievement, controversy](#)

*The Detroit News* (Detroit, MI)

UUP President Kowal is quoted extensively in this story about former Stony Brook University President Samuel Stanley Jr.'s decision to become president of Michigan State University.

**June 13:** [Fred Kowal interview: NY Renews Climate and Community Protection Act](#)

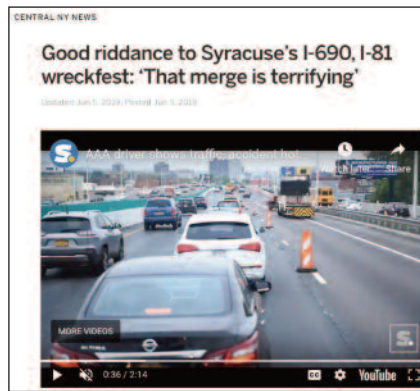
WOOC Radio (Troy, NY)

President Kowal is interviewed by WOOC reporter Mark Dunlea at a June 11 rally for the CCPA at the state Capitol.

**June 11:** [Fred Kowal: Bread And Circuses](#)

WAMC Radio (Albany, NY)

In a commentary broadcast by WAMC, President Kowal warns that listeners who take our democracy for granted do so at their own peril.



**June 5:** [Good riddance to Syracuse's I-690, I-81 wreckfest: 'That merge is terrifying'](#)

Syracuse.com

(Syracuse, NY)

Upstate Medical University Chapter President Rich Veenstra is quoted in this story about one of the city's most dangerous traffic areas.

**May 29:** [The Capitol Connection #1922—UUP President Fred Kowal](#)  
Capitol Connection, WAMC (Albany, NY)

UUP President Fred Kowal discusses a wide range of issues regarding public higher education in this 30-minute interview with host Alan Chartock.

**May 28:** [Stony Brook U. president to take helm at Michigan State](#)  
*Newsday* (Melville, NY)

President Kowal is quoted in this *Newsday* story about the departure of Stony Brook University President Samuel Stanley Jr.; Kowal said that UUP should be involved in choosing the university's next president.

**May 28:** [President Kowal on UUP advocacy](#)

Capitol Pressroom, WCNY Radio (Syracuse, NY)

UUP President Fred Kowal discusses the union's post-budget push for transparency at the SUNY campus foundations.



NYSUT

## DeJesus named AFT executive VP

Evelyn DeJesus—an AFT vice president and the vice president for education of the United Federation of Teachers in New York City—was recently elected AFT executive vice president.

She was elected unanimously to the post July 10 by the AFT Executive Council to serve alongside President Randi Weingarten and Secretary-Treasurer Lorretta Johnson. DeJesus will finish out the remainder of Mary Cathryn Ricker's term; Ricker was appointed commissioner of the Minnesota Department of Education.

DeJesus has served on the AFT Executive Council since July 2014 she also sits on the AFT Teachers Program and Policy Council.

"I've known Evelyn since she was a chapter leader, and I remember people telling me, 'You need to watch this woman,'" Weingarten said. "Evelyn inspires me every day. I can't think of a leader more equipped to take on this national role. She knows in her soul what it means to fight for a better future for all of our members."



# 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.



**Real Estate Advantage Program** through Daniel Gale Sotheby's International Realty offers rebates paid at closing on the sale and purchase of a home, apartment or condo.



**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

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

**Mirabito Fuel**—Home heating and gasoline savings

**Sprint**—5% off your monthly bill

**The Walking Company**—15% off exclusive footwear brands; chapter-based wellness programs

**TicketsatWork**—Discounts and special access to theme parks, shows, hotels, and more

**Verizon Wireless**—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bango, Director,  
Member Benefits & Services



# Your Union Contract **At Work!**



## UUP Benefit Trust Fund Scholarship Program

**FAST  
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students; the program runs through the Spring 2022 semester.

**Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees.**

### Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependent children who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent child is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children must meet to qualify for the scholarship.
  - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP  
Benefit Trust Fund at 800-887-3863.**

**For applications, go to  
<https://bit.ly/2TIEkSA> or  
scan the QR code at right.**



# What Do You Do When They Come For You?

## KNOW YOUR RIGHTS



### **Disciplinary Rights: Article 19 of the UUP Contract**

UUP representation 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 your UUP/NYSUT representative. Refer to Article 19 of the UUP contract for additional disciplinary and other rights that you have:

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

United University Professions  
PO Box 15143, Albany NY 12212  
518.640.6600 800.342.4206  
fax: 518.640.6698 [www.uupinfo.org](http://www.uupinfo.org)



## 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; or
- 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.