



THE Echo

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The Echo is an online publication of United University Professions (UUP), bargaining agent for the more than 38,000 academic and professional employees of the State University of New York.

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TO THE POINT



UUP benefits on display

TAKE A TOUR OF UUP BENEFITS THAT WERE ON DISPLAY AT THE EMPIRE STATE COLLEGE CHAPTER'S 2018 SPRING BENEFITS FAIR IN SARATOGA SPRINGS. WATCH THE VIDEO [HERE](#).

WHAT'S INSIDE

this issue



COVER DESIGN BY
KAREN L. MATTISON

YES!

4—Members vote overwhelmingly to ratify a new six-year contract with New York state.

ALSO:

6—DCAAccount employer contribution now available to eligible members

7—2018 PEP enrollment ends Oct. 12

8 UUPers help endorse candidates

UUP members weigh in on which pro-labor, pro-education lawmakers to endorse.

10 Honoring excellence

Two students earn UUP's college scholarships, and an Oneonta retiree selected as this year's outstanding retiree.

ALSO:

12 Snapshots from the chapters

14 Cortland Chapter puts UUP history on display

16 2018 NYSUT RA and attendance report

18 Spotlight shines on UUPers

19 Former UUP intern named SA president

20 Know Your Rights

22 UUP member services and discount programs



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IN THE NEWS

In The News is a compilation of media stories in the last three months (radio, television, newspapers and magazines across the state) featuring UUP, and other articles of interest to union members.

Sept. 5—UUP ratifies six-year contract with New York state. Read about it in publications and on websites across the state:

["Gov. Cuomo announces ratification of six-year labor contract with UUP"](#)

[governor.ny.gov](#)

["SUNY staff to see raises after ratifying new contract"](#)

The Daily Star (Oneonta, NY)



["UUP ratifies new 6-year contract with state"](#)

Politico NY (Albany, NY)

["State university employees ratify six-year contract"](#)

Daily Gazette (Schenectady, NY)

["UUPers overwhelmingly ratify new six-year contract"](#)

UUP media release

[Sept. 6—"Labor's Last Stand: Unions must either demand a place at the table or be part of the meal"](#)

Harper's Magazine

[Sept. 4—"Governor announces \\$15 million investment in SUNY Clean Energy Workforce development and training programs"](#)

[governor.ny.gov](#)

Seven SUNY state-operated campuses will be recipients of state funding in this sizeable initiative for clean-energy workforce development from Gov. Cuomo's office. UUP President Fred Kowal is quoted in the release about this initiative, which UUP was the first to propose.

[Aug. 30—"Justice Department Says Harvard Hurts Asian Americans' Admissions Prospects With 'Personal Rating'"](#)

The Wall Street Journal

An affirmative-action lawsuit that challenges Harvard's admissions policy for Asian applicants is being closely watched, and the government is siding with the students' claims.

[Aug. 29—"New U.S. sexual misconduct rules bolster rights of accused and protect colleges"](#)

The New York Times

More deregulation and tweaks to longstanding U.S. Department of Education policies, this time on the topic of campus sexual assault.

WHAT'S TRENDING



Follow UUP at @uupinfo



Contract Ratified!

98% Voted YES!

Thank you for voting!



AFT Higher Ed
@AFTHigherEd

BIG NEWS! Congratulations on this historic settlement! @frederickkowal @rweingarten @AFTUnion



Albany Firefighters
@AlbanyFFs

Congratulations @uupinfo on your contract ratification!



Randi Weingarten
@rweingarten

Congratulations @uupinfo on this historic settlement! #Solidarity #IamAFT



Don Carlisto
@DCarlisto

Big ups to United Univ Professions @UUPinfo; voted in record numbers to ratify their contract this week; Prez @frederickkowal says "unions are thriving and members are engaged!" [uupinfo.org/communications](#) ...

Members say **Yes!** to contract

New deal with state overwhelmingly ratified by vote of 14,582-334

BY MICHAEL LISI

It's official: UUP members ratified a new **six-year contract** with New York state in a record-setting tally. Nearly 98 percent (97.76 percent) of eligible members that cast ballots voted for the new pact, culminating in a resounding win for the union, said UUP President Fred Kowal. The contract provides 2 percent salary increases each year, retroactive to July 2016.

"We couldn't be happier with the outcome of the vote," said Kowal. "Our members spoke loudly that this fair and equitable agreement is one that they strongly support. It's a contract we worked hard for, and one that our members deserve."

More than 45 percent of members certified to vote on the contract cast ballots, one of the largest vote tallies in the union's 46-year history. It was a lopsided victory, 14,582-334; there were 55 invalid ballots. The American Arbitration Association conducted the ratification vote Sept. 5.

"This vote comes just months after the Janus decision, which so many corporate CEOs and ultra-rich union-busters saw as the beginning of the end of organized labor," Kowal said. "This shows that UUP members are dedicated to their union and that UUP is stronger than ever."

CONTRACT HIGHLIGHTS

Highlights of the contract include:

- 2 percent salary increases each year of the contract, retroactive to July 2016;
- Coverage under the state's Paid Family Leave Law, beginning Jan. 1, 2019—making UUP New York's first state employee union to negotiate into the statutory benefit;
- Starting in 2019, a minimum salary for part-time academics who are compensated on a per-course basis. After years of effort, this is an historic gain for part-time academics on SUNY's state-operated campuses;
- Dedicated on-base funds to address



MICHAEL LISI

ABOVE, UUP PRESIDENT FRED KOWAL TELLS HIS COBLESKILL CHAPTER COLLEAGUES ABOUT THE NEWEST PROVISIONS IN UUP'S AGREEMENT WITH NEW YORK STATE.

BELOW, MARITIME CHAPTER MEMBERS ASK QUESTIONS ABOUT THE NEW CONTRACT DURING A CAMPUS PRESENTATION JUNE 6.

salary compression at campuses statewide;

- The re-establishment of on-base discretionary salary increases (DSI);
- Provisions to address hospital needs regarding on-call and holiday pay; and
- Professional development and other grants to address the professional needs of UUP members and SUNY.

The contract is retroactive to July 2, 2016, and runs through July 1, 2022. UUP had been without a new contract since July 1, 2016.

WHAT'S NEXT

Kowal said the next steps include printing and distributing the full contract in booklet and online forms, and to ensure the contract is implemented appropriately.

UUP will provide chapters with information as soon as possible about implementation of contract items, such as:

- Pay dates for salary provisions coming this fall. These include pay dates for the 2016, 2017 and 2018 2 percent salary increases; the first half of the retroactive pay



MICHAEL LISI

owed on raises; the \$600 lump-sum payment, pro-rated for part-time employees; and 2018 discretionary salary awards;

- Plans for executive-level discussions involving UUP, SUNY and the Governor's Office of Employee Relations on such things as implementation of the salary compression adjustments;
- Information regarding the dependent scholarship program; and
- Information about distribution of joint labor-management funding, including money for Individual Development Awards,



AMY SHELDON



NICK KORIDIS

TOP RIGHT, STONY BROOK MEMBERS PACK THE ROOM FOR A JULY 18 PRESENTATION, DURING WHICH THEY WERE ENCOURAGED TO ASK QUESTIONS ABOUT THE UNION'S TENTATIVE DEAL WITH NEW YORK STATE.



AMY SHELDON

TOP LEFT, A UUP MEMBER FROM THE SUNY POLY CHAPTER REVIEWS MATERIALS AT A JULY 6 MEETING ON THE UTICA CAMPUS.

LEFT, NEGOTIATIONS TEAM MEMBER AND EMPIRE STATE COLLEGE CHAPTER PRESIDENT PAMELA MALONE TALKS WITH MEMBERS FROM THE SYSTEM ADMINISTRATION CHAPTER.

BELOW, BUFFALO STATE CHAPTER PRESIDENT DEAN REINHART WELCOMES HIS COLLEAGUES TO THE JUNE 18 NEGOTIATIONS PRESENTATION ON THE NEW SIX-YEAR AGREEMENT WITH NEW YORK STATE.

Drescher leave awards, and campus grants.

UUP has already sent information to the chapters on the Productivity Enhancement Program (PEP)—which allows eligible employees who accrue vacation leave to exchange days for a credit toward their 2018 health insurance premiums—and the employer contribution to UUP-represented employees enrolled in the 2018 Dependent Care Advantage Account (DCAAccount).

Information on both negotiated programs can be found on pages 6 and 7, respectively.

MANY THANKS

Kowal thanked Gov. Andrew Cuomo for his willingness to work with UUP on a contract that members would approve.

“The governor wanted us to have a contract, and his involvement played a key role in securing these gains for our members,” Kowal said.

UUP's president also thanked Chief Nego-



AMY SHELDON

tiator Mike Smiles, assistant negotiators Pamela Malone of Empire State College and Jason Torre of Stony Brook, and members of UUP's Negotiations Team and Negotiations Committee for their fine work. He also thanked NYSUT Secretary-Treasurer Philippe Abraham, who served as chief negotiator before leaving for NYSUT in 2017.

UUP officers and Negotiations Team members spent several weeks visiting every chapter to meet with members since the May 23 signing of the tentative agreement. Negotiations Team members also traveled to campuses in 2015 to listen to members' concerns and identify the issues to address in bargaining talks with the state.

UUP Dependent Care Advantage Account 2018 Employer Contribution

The new 2016-2022 Agreement between UUP and New York state includes an employer contribution to Dependent Care Advantage Accounts (DCAAccount) for UUP-represented employees who are enrolled as DCAAccount participants for the 2018 plan year.

UUP-represented employees (or employees who were represented by UUP at the time they enrolled) who have an active 2018 DCAAccount do not need to do anything. The employer contribution will be deposited into the employee's DCAAccount with the Oct. 3, 2018, paycheck (for employees on the Administrative payroll—the vast majority of our members) or the Oct. 11, 2018, paycheck (for employees on the Institutional payroll).

Please note that adding the employer contribution to DCAAccounts will not increase the employee's annual election amount—unless the employee enrolled for less than the employer contribution. In the latter case, the employee's DCAAccount will be adjusted to reflect the full amount of their employer contribution.

When the employer contribution is added to DCAAccounts, WageWorks will recalculate or stop remaining bi-weekly payroll deductions, as appropriate, to adjust for the addition of the employer contribution. If necessary, the Office of the State Comptroller (OSC) will issue a refund of any remaining excess employee deductions with the paychecks of:

- Oct. 3, 2018, for employees on the Administrative payroll
- Oct. 11, 2018, for employees on the Institutional payroll

UUP-represented employees who are not enrolled in a DCAAccount but experience a qualifying change in status, may enroll by submitting a change-in-status application. They will be eligible for the employer contribution for the remainder of the 2018 plan year. Below are some examples of change-in-status events:

- Marriage
- Divorce or separation
- Death (spouse/dependent)
- Birth or adoption of a child
- Beginning or end of employment (employee or spouse)
- Dependent disability
- Change in work schedule (employee or spouse)
- Change in custody of dependent
- From full-time to part-time employment or vice versa (employee or spouse)
- Beginning of or return from leave of absence (employee or spouse)
- Change in rate paid (only if the provider is not a relative)
- Change in care provider
- Loss of another Dependent Care Assistance Program (DCAP) plan's coverage (increase or enrollment only)

If an employee was on a leave of absence or terminated their 2018 DCAAccount, they will not receive an employer contribution unless the employee re-enrolls due to a qualifying change in status.

UUP-represented employees with questions on their existing 2018 DCAAccounts should call WageWorks customer service at 1-800-358-7202.

For details on enrolling for the remainder of the 2018 plan year and the change in status rules, visit www.flexspend.ny.gov or call WageWorks.

For employees interested in enrolling in a DCAAccount during the 2019 plan year, must enroll during the open enrollment period, from Oct. 9 through Nov. 9, 2018.

UUP Productivity Enhancement Program (PEP)

FAST FACTS

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

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

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

There will be two PEP enrollments in Fall 2018.

FIRST ENROLLMENT DEADLINE—for 2018 PEP: Sept. 12-Oct. 12, 2018

Eligible employees who wish to participate for 2018 must submit an enrollment form for 2018, even if they have previously enrolled in PEP.

Eligible members can save \$500 or \$250 for 2018 (six-month benefit)

- Annual FT salary at or below \$66,885—1.5 days for \$250 or 3 days for \$500
- Annual FT salary between \$66,885 and \$95,534—1 day for \$250 or 2 days for \$500
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

SECOND ENROLLMENT DEADLINE—for 2019 PEP: There will be a separate open enrollment period for the upcoming 2019 PEP.

Employees interested in participating in both years must remember to enroll twice, first for 2018 and shortly thereafter for 2019. Dates for the 2019 PEP open enrollment period will be announced shortly.

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

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

ELIGIBILITY

At the time of enrollment employees must:

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

Contact your Human Resources Department for more information or to obtain an enrollment form.

Endorsements reflect national excitement about midterms

BY DARRYL McGRATH

A national wave of victories for candidates with strong pro-labor and progressive views couldn't come at a better time, as UUP members fresh from NYSUT's annual Endorsement Conference get ready to turn their energy toward local and statewide races.

The NYSUT endorsement conference, Aug. 7-8 at The Desmond Hotel in Albany, unfolded as excitement continued to grow about what could be the most important midterm election in recent memory. Statewide labor activists at the conference said they feel that anticipation.

New Paltz Chapter President Beth E. Wilson said local activism helped her prepare for the conference. She participates in the Hudson Valley Area Labor Federation, where retiree member Donna Goodman of New Paltz serves as a vice president. The ALF, as it's known, helped Wilson get to know candidates before the endorsement conference.

"I would love to see more UUP members get more involved with their regional labor councils," she said.

DISCUSSIONS, STRATEGY

More than two dozen UUPers spent two days immersed in discussions, strategy sessions and spirited debates—first, in a planning session organized by UUP Aug. 6, and then at the standing-room-only conference at the Albany-area hotel Aug. 7. The NYSUT Board of Directors released its list of endorsements on Aug. 8 (see list, page 9).

The nonpartisan endorsement conference stresses participation, frank discussions and collaboration among higher ed and K-12 unionists, all toward the goal of helping candidates who closely espouse union and working-family values.

"I think it's a phenomenal process, one that is open and democratic," said UUP President Fred Kowal.

UUP's contingent ranged from first-time attendees and new chapter leaders, to experienced political observers of regional politics who brought their knowledge to Albany. All said they came prepared to make their case for candidates across a range of party affiliations and levels of



KAREN L. MATTISON

UUP VPP TOM TUCKER, CENTER, TALKS WITH FELLOW WESTERN NY CONFERENCE ATTENDEE ANDY SAKO OF THE FACULTY FEDERATION OF ERIE COMMUNITY COLLEGE DURING A REGIONAL BREAKOUT SESSION. ALSO SHOWN IS DEBORAH PAULIN OF THE ALDEN CENTRAL SCHOOL EMPLOYEES ASSOCIATION.

experience who best supported public higher education and labor.

This was the first endorsement conference for Joe Germani, chapter president at Purchase, and he described it as "educational." He was impressed by the knowledge that Wilson brought to the mid-Hudson Valley regional meeting they attended.

Although they were the only two higher education members in the room, "We were able to get our points across; you do get an idea that your voice is being heard," Germani said.

A POLITICAL SUMMER

Summer primaries around the country have matched the mood of excitement that participants displayed at the conference. The conference unfolded at a particularly interesting time, when the national political scene burst with news.

Among the developments: the arrest of Western New York Rep. Chris Collins, an anti-labor Republican who hoped to see the Affordable Care Act repealed. Collins' indictment could make a solidly Republican district suddenly competitive. House Speaker Paul Ryan promptly stripped Collins of his seat on the Energy and Commerce Committee.

An unexpectedly close House race in Ohio's 12th District, which was a narrow Republican win but should have been a slam-dunk for that party, added to the excitement. And Missouri voters tossed out

an anti-labor right-to-work law that would have undercut private-sector unions but had not yet gone into effect. Since then, Boston City Council member Ayanna Pressley—who was the first black woman elected to that body—defeated 20-year incumbent Michael Capuano in a Democratic primary Sept. 4 for the House seat that was once held by John F. Kennedy.

New York had its own primary upset in a House Democratic race in June in a district that covers parts of The Bronx and Queens. There, political newcomer Alexandria Ocasio-Cortez defeated longtime incumbent Joseph Crowley, who had been mentioned as a future speaker of the U.S. House of Representatives.

The anti-labor sentiment that has fueled the right-to-work movement is one of the most compelling reasons for unionists to vote in the midterms, state Comptroller Thomas DiNapoli told the audience at the kick-off of the endorsement conference.

"This is a special endorsement conference, because it is the first one since the *Janus* decision, which is a grave threat to the labor movement," Pallotta said. "But I stand here today filled with hope and optimism."

DiNapoli invoked the presidency of Donald Trump, who recently named ultra-conservative Brett Kavanaugh as his nominee to the Supreme Court.

Said DiNapoli, "The hard lesson from 2016 is elections do have consequences."

NYSUT, AFL-CIO endorsement recommendations for 2018

Below is the complete list of NYSUT endorsements. State-wide candidates marked with an asterisk* were also endorsed by the New York State AFL-CIO.

U.S. SENATE

Kirsten Gillibrand*

U.S. HOUSE

OF REPRESENTATIVES

- 1 Perry Gershon*
- 2 Liuba Grechen Shirley
- 3 Thomas Suozzi*
- 4 Kathleen Rice
- 5 Gregory Meeks
- 6 Grace Meng*
- 7 Nydia Velazquez*
- 8 Hakeem Jeffries*
- 9 Yvette Clark*
- 10 Jerrold Nadler*
- 11 Max Rose
- 12 Carolyn Maloney*
- 13 Adriano Espaillat*
- 14 Alexandria Ocasio-Cortez*
- 15 José Serrano*
- 16 Eliot Engel*
- 17 Nita Lowey*
- 18 Sean Patrick Maloney
- 19 Antonio Delgado*
- 20 Paul Tonko*
- 21 Tedra Cobb*
- 22 Anthony Brindisi*
- 24 Dana Balter
- 25 Joe Morelle*
- 26 Brian Higgins*
- 27 Nathan McMurray*

STATEWIDE OFFICES

ATTORNEY GENERAL

Letitia James*

COMPTROLLER

Thomas DiNapoli*

NYS SENATE

- 2 Kathleen Cleary
- 3 Monica Martinez*
- 4 Louis D'Amaro
- 5 James Gaughran*
- 7 Anna Kaplan*
- 8 John Brooks*
- 9 Todd Kaminsky*
- 10 James Sanders*

- 12 Michael Gianaris*
- 14 Leroy Comrie*
- 15 Joseph Addabbo*
- 16 Toby Ann Stavisky*
- 17 Blake Morris
- 18 Martin Malave Dilan*
- 19 Roxanne Persaud*
- 20 Zellnor Myrie
- 22 Andrew Gounardes
- 25 Velmanette Montgomery*
- 26 Brian Kavanagh*
- 27 Brad Hoylman*
- 28 Elizabeth Krueger*
- 29 José Serrano*
- 30 Brian Benjamin*
- 31 Marisol Alcantara*
- 32 Louis Sepulveda*
- 33 Gustavo Rivera*
- 35 Andrea Stewart-Cousins*
- 36 Jamaal Bailey*
- 37 Shelley Mayer*
- 38 David Carlucci*
- 39 James Skoufis*
- 41 Karen Smythe*
- 42 Jennifer Metzger*
- 43 Aaron Gladd
- 44 Neil Breslin*
- 50 John Mannion*
- 63 Timothy Kennedy*

NYS ASSEMBLY

- 1 Fred Thiele Jr.*
- 2 Anthony Palumbo*
- 3 Joseph DeStefano*
- 4 Steve Englebright*
- 5 Doug Smith*
- 6 Philip Ramos*
- 7 Andrew Garbarino*
- 8 David Morrissey*
- 9 Christine Pelligrino*
- 10 Steve Stern*
- 11 Kimberly Jean-Pierre*
- 12 Andrew Raia*
- 13 Charles Lavine*
- 14 David McDonough*
- 15 Michael Montesano
- 16 Anthony D'Urso*
- 17 John Mikulin*
- 19 Edward Ra
- 20 Jack Vobis
- 21 Judy Griffin
- 22 Michaelle Solages*
- 23 Stacey Pheffer Amato*
- 24 David Weprin*
- 25 Nily Rozic*

- 26 Edward Braunstein*
- 27 David Rosenthal*
- 28 Andrew Hevesi*
- 29 Alicia Hyndman*
- 30 Brian Barnwell*
- 31 Michele Titus*
- 32 Vivian Cook*
- 33 Clyde Vanel*
- 34 Michael DenDekker*
- 35 Jeffrion Aubry*
- 36 Aravella Simotas*
- 37 Catherine Nolan*
- 38 Michael Miller*
- 39 Aridia Espinal*
- 40 Ronald Kim*
- 41 Helene Weinstein*
- 42 Rodneyse Bichotte*
- 43 Diana Richardson*
- 44 Robert Carroll*
- 45 Steven Cymbrowitz*
- 46 Ethan Lustig-Elgrably*
- 47 William Colton*
- 48 Simcha Eichenstein*
- 49 Peter Abbate Jr.*
- 50 Joseph Lentol*
- 51 Felix Ortiz*
- 52 Jo Anne Simon*
- 53 Maritza Davila*
- 54 Erik Dilan*
- 55 Latrice Walker*
- 56 Tremaine Wright*
- 57 Walter Mosley*
- 58 N. Nick Perry*
- 59 Jaime Williams
- 60 Charles Barron*
- 61 Charles Fall
- 62 Michael Reilly
- 65 Yuh-Line Niou*
- 66 Deborah Glick*
- 67 Linda Rosenthal*
- 68 Robert Rodriguez*
- 69 Daniel O'Donnell*
- 70 Inez Dickens*
- 71 Al Taylor*
- 72 Carmen De La Rosa*
- 73 Dan Quart*
- 74 Harvey Epstein*
- 75 Richard Gottfried*
- 76 Rebecca Seawright*
- 77 Latoya Joyner*
- 78 José Rivera*
- 79 Michael Blake*
- 80 Nathalia Fernandez*
- 81 Jeffrey Dinowitz*
- 82 Michael Benedetto*
- 83 Carl Heastie*

- 85 Marcus Crespo*
- 86 Victor Pichardo*
- 87 Karines Reyes*
- 88 Amy Paulin*
- 89 James Gary Pretlow*
- 90 Nader Sayegh*
- 91 Steven Otis*
- 92 Thomas Abinanti*
- 93 David Buchwald*
- 94 Kevin Byrne*
- 95 Sandra Galef*
- 96 Kenneth Zebrowski*
- 97 Ellen Jaffee*
- 98 Karl Brabenec
- 99 Matthew Rettig*
- 100 Aileen Gunther*
- 101 Chad McEvoy
- 103 Kevin Cahill*
- 104 Kevindaryan Lujan
- 106 Didi Barrett*
- 108 John McDonald
- 109 Patricia Fahy*
- 110 Phil Steck*
- 111 Angelo Santabarbara*
- 112 Mary Beth Walsh
- 113 Carrie Woerner*
- 114 Dan Stec*
- 115 Billy Jones*
- 116 Addie Jenne*
- 117 Ken Blankenbush*
- 120 William Barclay*
- 121 William Magee*
- 122 Clifford Crouch
- 123 Donna Lupardo*
- 124 Christopher Friend
- 125 Barbara Lifton*
- 126 Keith Batman*
- 127 Albert Stirpe Jr.*
- 128 Pamela Hunter*
- 129 William Magnarelli*
- 131 Brian Kolb*
- 132 Philip Palmesano*
- 134 Peter Lawrence
- 135 Mark Johns*
- 136 Jamie Romeo*
- 138 Harry Bronson*
- 140 Robin Schimminger
- 141 Crystal Peoples-Stokes*
- 142 Patrick Burke*
- 143 Monica Wallace*
- 144 Joseph DiPasquale*
- 145 Angelo Morinello*
- 146 Karen McMahon*
- 148 Joseph Giglio
- 149 Sean Ryan*
- 150 Andrew Goodell

Student advocates receive UUP college scholarships

BY AMY SHELDON

SUNY students Antonio Regulier and Peter Mancarella are this year's recipients of UUP's college scholarship awards.

Regulier, a graduate student at Buffalo State, and Mancarella, a senior at SUNY Oswego, actively advocate for funding for SUNY, volunteer in their communities and serve as student leaders at their campuses.

COMMITMENT TO SERVICE

Regulier, this year's recipient of the William E. Scheuerman Post Baccalaureate Scholarship, knows first-hand the difference programs such as the Tuition Assistance and Educational Opportunity programs can have on a student's life.

Regulier credited the public university system for the chance to receive "the education I have been granted."

Regulier, a 2015 SUNY Fredonia graduate and current Master of Public Administration student at Buffalo State, believes that education is an opportunity for social mobility for many students.

His student activism began at Fredonia, where he was president of the student association, orientation leader and diversity workshop leader. He is a Graduate Student Association senator at Buffalo and a SUNY Diversity Fellow.

Regulier, who emigrated from Haiti as a child, is involved with Haiti Outreach Pwoje Espwa, an organization in Rochester that works with the community of Borgne, Haiti. Regulier also worked with AmeriCorps in Buffalo to educate neighborhood associations about beautification, collective efficacy, and how to advocate for funding.

Laurie Buonanno, a UUP member and professor at Buffalo State, said Regulier is committed to public service, social justice and labor.

"Antonio is 'one of us,'" Buonanno said. "Whether in management or in a bargaining unit he believes in our right to organize and collective bargaining and will both respect and work to preserve these rights."

Regulier is entering his final year of graduate school. He aspires to be a chief



REGULIER



MANCARELLA

diversity officer for a city to "ensure that the workforce reflects the residents and increase opportunities for minorities and women-owned businesses."

A SPARK FOR LEADERSHIP

Mancarella's passion for mentoring other students began when he was a "Laker Leader," an orientation staff position where he welcomed new students and helped ease their transition to college.

"The impact I had on incoming students was profound," Mancarella said. "It helped me realize my potential to improve the lives of those around me and empowered me to dedicate myself to lighting those fires."

His leadership skills led him to become a Laker Leader captain the following year, as well as a resident assistant, admissions ambassador and first-year peer advisor.

Oswego Associate Dean of Students and UUP member Dan Roberts worked with Mancarella during orientation programs and described him as a "masterful group leader."

"Peter's empathy and willingness to see another's point of view helped him create consensus where there was none and helped all staff members feel valued," Roberts wrote in a letter of recommendation.

Mancarella's advocacy work took him all the way to Washington, D.C., with the "SUNY Students on the Hill" program, where

he urged congressional staff to support legislation around topics including Pell Grants, federal work study, student loan interest rates and campus safety.

Back on campus, Mancarella participated in the OzLeads Leadership Institute and is a member of Omicron Delta Kappa, the national leadership honor society.

Mancarella, a psychology major with a minor in history, plans to graduate this December. He wants to pursue a Ph.D. in psychology and a career in higher education. He is working with UUP member Emily Bovier on independent research on student perceptions of learning, engagement with classroom and extracurricular activities, and how these situations affect internships and career success.

The undergraduate scholarship awards are given in honor of four people who donated generously to the scholarship fund: Gertrude Butera of Alfred; founding UUP member Eugene Link of Plattsburgh; and Oswego Chapter member Robert Carter and his wife Katherine.

The Scheuerman post baccalaureate scholarship is named after the former UUP president, who was instrumental in securing seed money for a scholarship for graduate and professional students.

The college scholarship awards will be presented Oct. 5 during the union's 2018 Fall Delegate Assembly in Buffalo.

Tyler named 'Retiree of the Year'

BY KAREN L. MATTISON

Oneonta Chapter retiree member Richard Tyler is one of the most quiet and unassuming people that Jo Schaffer has ever met.

And that's what makes him an exceptional unionist, said Schaffer, the elected chair of UUP's statewide Committee on Active Retired Membership.

"Rich is the ultimate 'quiet man.' He does the job the way we want others to do it: He works hard, he is dignified and earnest, and he is unassuming," she said. "He is a bedrock of our union."

UUP will honor Tyler with its annual Pearl H. Brod Outstanding Retiree Award Oct. 5 at the 2018 Fall Delegate Assembly in Buffalo.

A 'ROLE MODEL' FOR OTHERS

Tyler retired from SUNY Oneonta in 2007—but he didn't retire from his union. He continues to serve as chapter treasurer and academic delegate, and as a stalwart advocate for union, University and retiree issues.

"Rich is a great role model for other retirees," said Oneonta Chapter President

Bill Simons in a letter of recommendation. "His activism, solidarity and effectiveness inspire emulation by others. Empathy, generosity, good judgment, and wit leaven his good works."

Simon praises Tyler's "excellent stewardship" of the chapter treasury, noting that his contributions to the chapter executive board "have provided important ballast to many a policy decision."

Former statewide treasurer Rowena Blackman-Stroud credits Tyler with helping the union earn positive audit reviews from UUP's external auditors, and for working with other committee members to develop a Best Practices Guide for chapter leaders.

"Rich has an outstanding sense of team play that can teach us about the solidarity in our work," she said. "He never loses sight of the larger picture."

Farmingdale Chapter retiree member Barbara Maertz has worked alongside Tyler on the union's statewide Finance Committee and on its budget subcommittee for COARM.

"Rich is steady, caring, reliable and informed," she said.



KAREN L. MATTISON

ONEONTA CHAPTER RETIREE RICH TYLER LISTENS TO THE DISCUSSION AT A RECENT THREE-DAY COARM RETREAT IN ALBANY.

A TRUE HUMANITARIAN

Tyler has been involved with Habitat for Humanity for more than a decade as a director, treasurer, fundraiser and Publicity Committee member; he still serves on the construction crew through St. Mary's Catholic Church in Otsego County.

"Whenever we are recruiting (construction) crews, Rich is a willing participant," said MaryAnn Dowdell, a UUP member and president of Habitat for Humanity of Otsego County. "I always know that I can count on him. ... He comes early, works throughout the day and stays until the work is done."

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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.

Oswego Chapter

RIGHT, OSWEGO CHAPTER MEMBER BRUCE ALTSCHULER, FAR RIGHT, RECENTLY SPOKE WITH REP. YVETTE CLARKE AS PART OF A DELEGATION FROM PARK SLOPE FOOD COOP'S INTERNATIONAL TRADE AND EDUCATION SQUAD. THE REPRESENTATIVES PRESENTED THE CONGRESSWOMAN WITH A LETTER SIGNED BY 1,000 GROUPS STATING WHAT A FAIR TRADE AGREEMENT WOULD HAVE TO INCLUDE. ALSO SHOWN ARE: FRONT ROW, FROM LEFT, ERIC WELTMAN, FOOD & WATER WATCH; HELEN BEICHEL, PARK SLOPE COOP; CLARKE; AND JOURNALIST CARMEN HULBERT. BACK ROW, FROM LEFT: A MEMBER OF THE BROOKLYN SOCIETY FOR ETHICAL CULTURE; PAUL PELOQUIN; JONATHAN FLUCK; AND ALTSCHULER.



PHOTO COURTESY OF BRUCE ALTSCHULER



KAREN L. MATTISON PHOTOS

ESC Chapter

ABOVE, LISA BOVINO, RIGHT, LEARNS ABOUT THE DAVIS VISION PLAN FROM NICOLE NALL DURING THE EMPIRE STATE COLLEGE CHAPTER BENEFITS FAIR MAY 10 IN SARATOGA SPRINGS. RIGHT, MARY BETH LITZ ASKS GREGORY GOSIER OF VOYA ABOUT RETIREMENT PLANS.

Albany Chapter

UUP MEMBERSHIP DEVELOPMENT OFFICER TOM HOEY, RIGHT, AN ALBANY CHAPTER MEMBER, STANDS IN SOLIDARITY WITH ALBANY TEACHERS, WHO PICKETED JUNE 21 IN FRONT OF THE THOMAS O'BRIEN ACADEMY OF SCIENCE AND TECHNOLOGY. ALBANY TEACHERS UNION PRESIDENT LAURA FRANZ, SECOND FROM LEFT, SAID THE TEACHERS HAVE BEEN WITHOUT A NEW CONTRACT FOR 721 DAYS. THAT EVENING, HOEY TESTIFIED AT THE SCHOOL BOARD MEETING; HE SHARED THE GAINS UUP ACHIEVED IN THE UNION'S TENTATIVE AGREEMENT WITH NEW YORK STATE.



PHOTO COURTESY OF TOM HOEY



KRISTIE SAMMONS

ESC Chapter

LEFT, LINDSAY VALENTI OF THE EMPIRE STATE COLLEGE CHAPTER SIGNS A MEMBERSHIP RECOMMITMENT CARD DURING A RECENT DOOR-TO-DOOR ORGANIZING EVENT AT THE CHAPTER'S SARATOGA SPRINGS LOCATION. UUP CHAPTERS AROUND THE STATE ARE REACHING OUT TO THEIR COLLEAGUES TO DISCUSS THE BENEFITS OF BEING A MEMBER OF THEIR UNION.



KAREN L. MATTISON PHOTOS

Albany Chapter

THE ALBANY CHAPTER AND SODEXO HOSTED THE 4TH ANNUAL MINDFUL MILE & FIGHT HUNGER 5K TO RAISE MONEY FOR LOCAL FOOD BANKS. ABOVE LEFT, TARA EVANS HANDS OUT UUP T-SHIRTS TO ENTRANTS. ABOVE RIGHT, CHAPTER PRESIDENT AARON MAJOR FINISHES THE APRIL 14 RACE ON THE ALBANY CAMPUS IN 18:19.

Stony Brook HSC Chapter

LEFT, SEVERAL STONY BROOK HSC CHAPTER MEMBERS PARTICIPATED IN OR HELPED OUT AT THE 2018 RUN THE FARM 5K FUNDRAISER, CO-SPONSORED BY THE CHAPTER, INCLUDING CHAPTER PRESIDENT CAROLYN KUBE, MDO CHRIS LASKUKAS, CATHY GROPPER AND SARA BATTAGLIA. MEMBERS ANGELLA FORDE, AMY KRETZ, LISA LENT AND TAHMEENA AHMED WALKED THE 5K RACE.



PHOTO COURTESY OF CAROLYN KUBE

Cortland Chapter celebrates UUP history

BY AMY SHELDON

Cortland UUPers found a special way to celebrate Labor Day and the sesquicentennial anniversary of their campus: a display of labor history crafted by their members.

Viewers can enjoy "We Are UUP: The University's Union," which includes union documents, pictures, vintage buttons and more while learning about the rich history of the Cortland Chapter since its founding in 1973. QR codes lead to fun facts and labor songs to listen to at the display.

The chapter celebrated the opening of the display on the Friday before Labor Day, Aug. 31, in conjunction with the annual chapter picnic. UUPers, family members and campus administrators came to enjoy the display and good company. SUNY Cortland



AMY SHELDON PHOTOS

ABOVE, UUPER MATTHEW MADDEN SHOWS HIS DAUGHTER A BUTTON ON DISPLAY IN THE STUDENT LIFE CENTER ON THE SUNY CORTLAND CAMPUS.

LEFT, CHAPTER UUP MEMBERS CELEBRATE LABOR DAY WITH A LABOR HISTORY DISPLAY THAT RUNS THROUGH SEPT. 21.

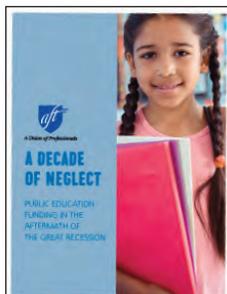
President Erik Bitterbaum stopped by to peruse the display and admire the hard work of the chapter.

During the picnic, UUP statewide Executive Board member and Cortland Chapter Secretary Bekkie Bryan spoke about the display as a labor of love. She noted that several UUP members, including chapter

New AFT report: A devastating decade for kids

A new AFT report details the devastating impact on schools, classrooms and students when states choose to pursue an austerity agenda in the false belief that tax cuts will pay for themselves.

"A Decade of Neglect" reviews the effects of austerity measures taken in the last 10 years. In 25 states, schools have spent less on education than they did prior to the recession. In the majority of states, the average teacher salary is lower than it was in 2009.



Judge rules against Project Veritas

A judge has issued a **crucial ruling** allowing the AFT to gather information on conservative hit group Project Veritas. The AFT brought the case after Project Veritas dispatched a

mole to covertly access documents and record discussions in AFT Michigan offices.

AFT President Randi Weingarten said, "The AFT and AFT Michigan are committed to holding Project Veritas accountable for its unlawful misrepresentations, infiltrations, and splicing and dicing of unlawfully obtained material to smear teachers and public schools."

Charter school faculty join Boston TU

Teachers, paraprofessionals, and other school employees at a City on a Hill public charter school in New Bedford, Mass., recently joined the Boston Teachers Union.

The successful **New Bedford organizing** comes on the heels of workers at the two other schools operated by City on a Hill, both in Roxbury, Mass., who joined the BTU, an AFT affiliate, in February.

Teachers and staff from the three CoaH schools—CoaH Circuit Street, CoaH Dudley, and CoaH New Bedford—cited common goals in choosing to organize: Opportunities for teacher leadership, improved teacher retention, more input

Membership Development Officer Anne Wiegard, worked tirelessly on the display.

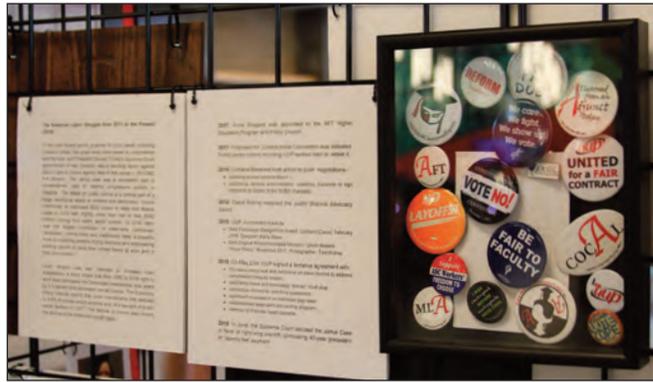
"If those who view the display take away only one message, it should be that the consistent activism of our chapter has had a critical, positive impact on our college," Bryan said.

UUP statewide Vice President for Academics Jamie Dangler teared up when speaking to the crowd at Cortland, her home chapter. She emphasized the significant role the Cortland Chapter has played in UUP's activism over the years.

"This chapter started UUP's statewide initiative on family leave 18 years ago," Dangler said. "Eighteen years—and we're finally there!"

She added: "We are here to celebrate what we have done together over many decades, and to learn so that we can move forward because there is so much more to do."

"We Are UUP" will be on display through Sept. 21 in SUNY Cortland's Student Life Center.



CLOCKWISE FROM TOP: CORTLAND CHAPTER PRESIDENT JOE WESTBROOK LISTENS AS BEKKIE BRYAN TALKS ABOUT THE 'CONSISTENT ACTIVISM' OF THE CORTLAND CHAPTER; PHOTOS AND MEMENTOS OF CORTLAND ACTIVISTS; AND BUTTONS AND COMMENTARY ON THE ACHIEVEMENTS OF UUP MEMBERS.



from teachers and staff in decision-making, increased budget transparency, and equitable pay.

Working people halt 'right to work'

Unions scored a big win in early August as voters showed strong support for organized labor in a Missouri ballot measure, crushing the state's so-called right-to-work law by a 2-to-1 margin. Working people **rejected Proposition A**, saying "no" to an anti-union law adopted by the governor and state Legislature last year.

LEAD Institute online training available

UUP is pleased to offer members and chapter leaders a series of online workshops to assist members in developing their careers.

Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members

directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members.

The workshops can be accessed from the UUP website at www.uupinfo.org; click on LEAD Institute under Links on the horizontal toolbar, and then on the specific workshop.

Workshops are available on demand by selecting a workshop link from the menu. They include: Performance Programs: How to Use Them to Your Advantage; Permanent Appointment: Freedom after Seven Years of Indentured Servitude; Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Member Engagement; Motivating Members to Action; and The Path to Continuing Appointment.

The workshops are planned and presented by NYSUT labor relations specialists assigned to UUP, and guest presenters. Courses are less than an hour long.



UUP up front at affiliate convention

BY DARRYL McGRATH

UUP members had a strong presence at NYSUT's 46th **Representative Assembly**, which drew more than 2,000 NYSUT members to Buffalo April 27-28 for the statewide union's annual policymaking convention.

UUP leaders had many roles in the RA. Jamie Dangler, UUP vice president for academics, chaired the College and University Resolutions Committee, and UUP Secretary-Treasurer Jeri O'Bryan-Losee served on the RA Convention Committee.

O'Bryan-Losee and Rowena Blackman-Stroud, president of UUP's Downstate Medical Center Chapter, were elected as delegates to the NEA Representative Assembly.

And UUP member Monica Wallace, elected to the state Assembly in 2016 with strong backing from UUP and NYSUT, stopped in at the UUP breakfast Saturday morning to greet her union's delegation and pledge her continued support on higher education issues.

The UUP breakfast also provided a time for members to reflect on why they belong to a union, and the reason that the national union movement is so important to them.

They spoke as UUP—along with the rest of the national labor movement—awaited the outcome of the *Janus v. AFSCME Council 31* decision from the U.S. Supreme Court. The Janus decision would come down against unions almost two months after the RA. The plaintiff, Mark Janus, contended that payment of agency fees violated his Constitutional right to free speech.

But that morning at the UUP breakfast, there was also talk of the multi-state protests and strikes by public school teachers—many in largely conservative right-to-work states—and the announcement that dozens of public schools in Puerto Rico had been badly damaged by last year's Hurricane Maria.

"It's my first RA, and it was nice to interact with K-12 educators," said Karen Dunn of the Buffalo Center Chapter. The teachers'

strikes, she said, "sent a message. I never realized what the salaries are in other states—or that they are holding together textbooks with duct tape."

Idalia Torres of the Fredonia Chapter, a statewide Executive Board member, said the announcement of the closed schools in Puerto Rico and discussion of the ongoing need for hurricane relief was bittersweet. Torres was born in New York but grew up in Puerto Rico, where her mother was a teacher, and she still has family on the island. Torres' parents now live in Florida, but her mother's pension is at risk, she said.

"It was important to see the support, and to hear about Randi Weingarten going there," Torres said of the strong focus given to Puerto Rican hurricane relief at the RA. "The whole country is in crisis, not just the schools. It's just getting worse and worse."

NEGOTIATIONS PROGRESS

The UUP delegation also got good news during the RA when UUP President Fred Kowal announced at the UUP breakfast that the union had made significant progress in its long-running negotiations for a new contract with New York state. UUP members overwhelmingly ratified the agreement in September.

Among the many gains: UUP's first-ever negotiated minimum salaries for part-time academics, which will raise the base per-course payment for many contingent faculty members. UUP contingents and many of their tenure-track allies in their chapters have long sought consistency and increases in the per-course payments throughout the SUNY state-operated system (see related story, page 4).

UUP AMENDMENT PREVAILS

The assembly approved two resolutions moved by the College and University Committee, which supported a fair funding plan for SUNY community colleges, and which urged greater state funding for public higher education, given the increase in enrollment that has accompanied the Excelsior Scholarship program.

RA sound bytes

TOM DiNAPOLI
NY STATE COMPTROLLER



"From West Virginia, to Oklahoma, to Colorado to Arizona, we're witnessing the strength of organized teachers. This reinforces why NYSUT's strength is so important."

MONICA WALLACE
STATE ASSEMBLY MEMBER



"Strong unions make a difference for kids in public education. When we have strong unions, everybody wins."

RANDI WEINGARTEN
AFT PRESIDENT



"We are in a moment right now; it's catalytic, it's exciting and it just may be a once-in-a-lifetime opportunity to create a better life for people. People are rising up like never before, and the American public is on our side."

MARIO CILENTO, PRESIDENT
NY STATE AFL-CIO



"To anyone who wants to silence the voice of organized labor, we say, 'Not now. Not ever!'"

ANDY PALLOTTA
NYSUT PRESIDENT



"I stand here today filled with hope, because I have faith in our union."

2018 NYSUT RA attendance report

In accordance with UUP policy, a report of attendance of elected delegates to affiliate conventions is made available to all bargaining unit members. Below is the attendance report from the 2018 NYSUT Representative Assembly held April 27-28 in Buffalo.

GS = General Session
Com = Committee meeting
Ele = Elections
Brk = Breakfast meeting

Name	Chapter	GS1	Com	GS2	Ele	Brk	GS3
Arnavut, Ziya	Fredonia		X	X			X
Berger, Jacqueline G.	Empire State	X	X	X	X	X	X
Blackman-Stroud, Rowena	Downstate Med Ctr	X	X	X	X		X
Braund, Carol V.	Upstate Medical	X	X	X	X	X	X
Bryan, Margaret A.	Stony Brook HSC	X	X	X	X	X	X
Bryan, Rebecca	Cortland	X	X	X	X	X	X
Canning, William O.	Oswego	X	X	X	X	X	X
Dangler, Jamie F.	Cortland	X	X	X	X	X	X
Drescher, Nuala McGarrn	Buffalo State	X	X	X	X		X
Drummond, Edward	Stony Brook HSC		X	X	X	X	X
Dunn, Karen A.	Buffalo Center	X	X	X	X	X	X
Flax, Henry S.	Downstate Med Ctr	X	X	X	X	X	X
Franco, Candelario	Old Westbury		X	X	X	X	X
Galbraith, Jeanne L.	Stony Brook HSC	X	X	X	X	X	X
Gizzi, Carol	Stony Brook HSC	X	X	X	X	X	X
Hartshorn, Walter Kim	Plattsburgh	X	X	X	X	X	X
Henry-Offor, Brenda M.	Empire State	X	X	X	X	X	X
Hoey, Thomas C.	Albany	X	X	X	X	X	X
Hogle, John Thomas	Morrisville		X	X	X	X	X
Inventasch, Harvey	Cortland	X	X	X	X	X	X
Kamina, Penina A.	Oneonta	X	X	X		X	X
Kanaley, Maureen P.	Buffalo Center	X	X	X	X	X	X
Kistler, David S.	Potsdam	X	X	X	X	X	X
Kowal, Frederick E.	Cobleskill	X	X	X	X	X	X
Kreh, David H.	Cortland	X	X	X	X	X	X
Kube, Bruce T.	Stony Brook HSC	X	X	X	X	X	
Malone, Pamela J.	Empire State					X	X
Marriott, Cheryl M.	Downstate Med Ctr	X	X	X	X	X	X
Matthews, Thomas E.	Geneseo	X	X	X	X		
Mayers, Darleyne E.	Farmingdale	X	X	X	X	X	X
McMahon, James A.	Empire State	X	X	X	X	X	X
McNitt, F. Glenn	New Paltz	X	X	X	X	X	X
Moriarty, Kevin M.	Stony Brook	X	X	X	X	X	X
Nichols Jr., Robin R.	Upstate Medical	X	X	X	X	X	
Norton, David	Downstate Med Ctr	X	X	X	X	X	X
O'Bryan-Losee, Jeriluanne	Morrisville	X	X	X	X	X	X
Patterson, Shirley M.	Downstate Med Ctr	X	X	X	X	X	X
Rombo, Dorothy O.	Oneonta	X	X	X	X	X	X
See, Robert W.	Albany	X	X	X	X	X	X
Steen, Ivan D.	Albany	X	X	X	X		X
Stempniak, Richard A.	Buffalo State	X	X	X		X	
Tang, Chi-Ming	Geneseo	X	X	X	X	X	X
Tucker, Thomas J.	Buffalo Center					X	X
Westbrook, Joseph P.	Cortland	X	X	X	X	X	X
Williams, Tonya L.	Downstate Med Ctr	X	X	X	X	X	X

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.

Three Binghamton University UUP members were recently awarded for outstanding work in their respective disciplines.

Elizabeth Casteen, a transformative advisor, associate professor and counselor, earned the Provost's Award for Faculty Excellence in Undergraduate Research Mentoring; **Rachel**



CASTEEN

Coker, director of the university's Division of Research, was honored with the Council/Foundation Award; and **Gretchen Mahler**, an assistant professor of biomedical engineering, received the Provost's Award for Outstanding Graduate Director.

Casteen's research focuses on the history of gender and sexuality in the high and late Middle Ages.

Since coming to the university in 2011, Casteen has mentored nine undergraduates on topics ranging from an honors thesis on the cult of relics, to a yearlong project on



COKER

11th century papal politics, to a research project on feminine sanctity and heresy.

She earned her bachelor's from Dartmouth College, and her master's and Ph.D. from Northwestern University.

Coker provides communications leadership, expertise, perspective and services to advance an understanding of and appreciation for University research and scholarship. Her duties include editorial responsibilities to support the divisional web presence, the research magazine, *Discover-e* and other materials. She also supports media relations



MAHLER

Mahler's research uses microfluidics and 3D scaffolds to create physiologically realistic cell culture models of organs and tissues; her research has applications toward cardiovascular disease and cancer.

She became graduate program director in biomedical engineering in 2014. Since then, she has overseen the application process for a complete revision of the graduate curriculum that provides more in-depth training.

Mahler earned her bachelor's degree from the University of Massachusetts Amherst and her Ph.D. from Cornell University.

and manages the development of internal and external marketing and communications strategies.

Coker, who joined the university staff in 2005, received her bachelor's degree in English from the University of Rochester and her master's in journalism from Columbia University.



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Give to VOTE-COPE

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

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Signature _____ Date _____

Former UUP intern named SA president, SUNY trustee

BY AMY SHELDON

A familiar face in the UUP office has moved downtown to represent more than 600,000 SUNY students.

Former UUP intern Michael Braun was sworn in May 22 as president of the SUNY Student Assembly and the SUNY Board of Trustees' newest member.

Braun, an Elmont, N.Y., native, was sworn in by SUNY Interim Secretary Wendy Ravitz at SUNY's administration building in Albany.

He came to UUP as an intern in January 2017 and assisted in the union's Research and Legislation departments before graduating from SUNY Cortland in May 2017. Braun continued with UUP last summer and through the academic year while completing his first year in the Master of Public Administration program at Rockefeller College at the University at Albany.

Braun has also strengthened UUP's partner-



TOM HOEY

FORMER UUP INTERN MIKE BRAUN IS SWORN IN AS PRESIDENT OF THE SUNY STUDENT ASSEMBLY AND THE SUNY BOARD OF TRUSTEES' NEWEST MEMBER. HE WAS WELCOMED BY SUNY CHANCELLOR KRISTINA JOHNSON, RIGHT.

ship with the Student Assembly by engaging student activists in events around higher education and unionism. For example, he helped organize students to turn out for several UUP advocacy days and also participated in the UUP rally on the steps of the U.S. Supreme Court in February to protest the anti-union *Janus v. AFSCME Council 31* case.

"Mike is not only a thorough and insightful researcher, but also a committed activist," said UUP Vice President for Academics Jamie Dangler. "I was so proud to stand side-by-side with Mike on the steps of the U.S. Supreme Court, fighting for the important work that we do."

"His commitment to activism is inspiring to us all," Dangler added.

Braun described the ceremony as one of the most memorable days of his life.

"I ran for Student Assembly president because I recognize what the State University of

New York means to our state and its future," said Braun. "I recognize how critical our state university system is in preparing the change agents of tomorrow."

Braun previously served as the Student Assembly's chief financial officer and president of SUNY Cortland's Student Government Association.



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What Do You Do When They Come For You?

KNOW YOUR RIGHTS

Disciplinary Rights: Article 19 of the UUP Contract

Applies 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 NYSUT representative. Please review Article 19 of the UUP contract for additional disciplinary and other rights that you have: <http://uupinfo.org/negotiations/contract.php>



KNOW YOUR RIGHTS

Interrogation Rights

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

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

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

Suspension or Reassignment Rights

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

- 1) You can only be suspended or reassigned if your continued presence at work represents a danger to persons or property or would severely interrupt operations. In such case, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment; 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.

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For a free no-obligation rate quote call 800-225-8281 for a local representative in your area.

This organization receives financial support for offering this auto and home benefits program.

¹ Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. ² Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." ³ Average annual savings based on nationwide survey of new customers from 01/27/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. ⁴ For qualifying customers only. Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. ⁵ With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disablements only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. ⁶ Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116.

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Valid through November 25, 2016.



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



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



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

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

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

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

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

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

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

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



Doreen M. Bango, Director,
Member Benefits & Services

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