

# THE Echo



Vol. 6, No. 2



## DELIVERING TESTIMONY

UUP members speak up for SUNY

— PAGE 4





## THE Echo

Volume 6, Number 2

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

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### Special thanks

COMMUNITY HEALTH CHARITIES THANKS UUP MEMBERS FOR THEIR CONTINUED SUPPORT THROUGH THE ANNUAL STATE EMPLOYEES FEDERATED APPEAL (SEFA) CAMPAIGN. WATCH THE VIDEO ABOUT HOW 1-YEAR-OLD BRAXTON BENEFITED FROM THE DONATIONS [HERE](#).

## WHAT'S INSIDE this issue



COVER PHOTO  
BY MICHAEL LISI

### On the cover

4—UUP leaders and members—including Julia Rizzo of Morrisville and Steve Grasl of Upstate—testify for more SUNY funding at Senate Higher Education Committee hearings around the state.

### 12 Kowal calls for advocacy

In his address to delegates, President Fred Kowal urges union members to “advocate like never before.”

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In The News is a compilation of media over the last few months (radio, television and papers across the state) featuring UUP or articles of interest to UUP members.

**Nov. 7:** [Can we make SUNY matter?](#)

WAMC Radio (Albany)

In this commentary, UUP President Fred Kowal said he and his UUP colleagues raised issues of staff shortages and an overreliance on adjunct faculty at recent Senate Higher Education Committee hearings around the state., and focused on the need to expand SUNY's incredibly successful opportunity programs, and to pursue an aggressive expansion of SUNY's green initiatives.

**Oct. 31:** [SUNY community protests for increased funding](#)

*The New Paltz Oracle* (New Paltz)

Sen. Jen Metzger, President Kowal and Delhi Chapter President Kelly Keck joined SUNY New Paltz faculty, staff and students in calling for better funding for SUNY.

**Oct. 31:** [Area SUNY leaders, faculty and students testify about the cost of higher education](#)

WBFO Radio (Buffalo)

President Kowal is quoted in this online article about the Senate Higher Ed Committee hearing in Buffalo. He said SUNY has been underfunded for far too long.

**Oct. 24:** [TAP Gap among funding issues raised at Senate hearing](#)

Politico (Albany)

President Kowal is quoted in this story about Senate Higher Education Committee hearings around the state.



**Oct. 22:** [Report questions the use of increased SUNY, CUNY tuition](#)

*Times Union* (Albany)

UUP is quoted stating it's unfair for SUNY students to pay 67 percent of tuition and fees, and that it's "an unsustainable formula for SUNY."

**Oct. 22:** [President Kowal on the passing of Regent Johnson](#)

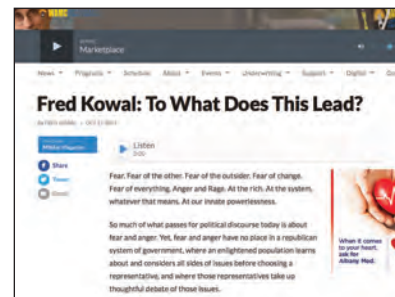
UUP Media Release

In a statement from UUP, President Kowal remembers Regent Judith Johnson as a staunch supporter of public higher education, and conveys thoughts, prayers and condolences on her passing.

**Oct. 17:** [To what does this lead?](#)

WAMC Radio (Albany)

President Kowal talks about the need to be open-minded and free from fear and anger if we hope to "keep our democracy and preserve our civil society for future generations."



**Oct. 9:** [UUP lauds Binghamton University member for winning Nobel Prize](#)

UUP Media Release

President Kowal congratulates Binghamton Chapter member and distinguished professor M. Stanley Whittingham on being



a co-recipient of the Nobel Prize for pioneering research that led to the development of the lithium-ion battery.

**Oct. 3:** [UUPers stand with striking UAW, hospital workers](#)

UUPdate

Dozens of UUP members and leaders joined local picket lines with UAW workers on strike at General Motors plants in Buffalo, Lockport and Rochester. And, in Albany, UUP was front and center on the picket line of newly organized nurses at Albany Medical Center.

## What your beneficiaries need to know

Don't forget to remind your eligible beneficiaries that, upon your death, they need to inform campus Human Resources and contact UUP Retiree Member Services Coordinator Walter Apple at

(800) 342-4206. If they don't contact the campus or UUP, they won't get the survivor's benefits: that's \$3,000 from the state, and either \$6,000 (Active) or \$1,000 (Retiree) from UUP.



# Telling it like it is

## UUP president, activists testify on green energy, for more SUNY funding

BY MICHAEL LISI

**U**UP President Fred Kowal left the 2019 Fall Delegate Assembly and hit the road in late October, traveling across the state to testify at a series of hearings on the cost of public higher education.

Kowal crisscrossed New York, joining UUP activists at hearings in Brooklyn (Oct. 24), New Paltz (Oct. 28), Buffalo (Oct. 30), Syracuse (Oct. 31) and Nassau (Nov. 1). The hearings, held by the state Senate's Standing Committee on Higher Education, were chaired by Sen. Toby Ann Stavisky (D-Queens).

On Nov. 13, Kowal was in Albany for a joint hearing by the state Assembly standing committees on Higher Education and Environmental Conservation. He provided testimony on ways SUNY can reduce its impact on the environment and become a leader in moving the state toward using green energy.

Stavisky, an outspoken advocate for SUNY and public higher education in New York, welcomed testimony from Kowal and nearly 30 UUP members from 16 chapters, including Alfred, Delhi, Fredonia and Morrisville. UUP suggested holding the hearings to Stavisky, who liked the idea and slated them.

"It was an excellent opportunity to bring UUP's perspective on the issues facing SUNY and public higher education to the fore," Kowal said. "I believe that our messages about the need for more state support for SUNY—more funding, closing the TAP Gap, and restoring an \$87 million subsidy for the state's public teaching hospitals—were received."

"Sen. Stavisky encouraged our members to share their stories with the committee so committee members could use them to



MICHAEL LISI PHOTOS

UUP PRESIDENT FRED KOWAL TESTIFIES AT A NOV. 13 JOINT HEARING OF THE STATE ASSEMBLY HIGHER EDUCATION AND ENVIRONMENTAL CONSERVATION COMMITTEES. HE SPOKE ABOUT THE WAYS SUNY CAN REDUCE ITS IMPACT ON THE ENVIRONMENT AND LEAD THE WAY IN GREEN ENERGY EDUCATION.

build support for SUNY in the 2020-21 state budget," Kowal continued. "I'm confident that our testimony resonated with members of the Committee."

### SPEAKING OUT

At the Senate hearings, Kowal and the UUPers delivered testimony on the need for more state funding for SUNY, which has been chronically underfunded since the state enacted a series of slashing Great Recession-era budget cuts to the University. Those cuts—which reduced SUNY state aid from \$1.36 billion in 2007-08 to \$700 million this year—amounted to a third of SUNY's core operating budget.

The message hit home with several legislators, including Sen. Robert Antonacci (R-Onondaga).

"The bottom line is that we're not properly funding (SUNY) now," he said. "(SUNY is) an economic engine and merits proper funding."

Stavisky also stated her support for more

funding for SUNY and a five-year capital plan for SUNY. She has set a Dec. 16 public hearing in New York City on the latter initiative.

Kowal and several UUPers also called on lawmakers to close the TAP Gap, the growing difference between state funding for the Tuition Assistance Program for students and the actual cost of tuition. That gap has grown to about \$70 million, funds that SUNY campuses are responsible for.

"Close the TAP Gap as we welcome students from financially vulnerable households," Elizabeth Schmitt, an Oswego Chapter member, said in written testimony. "Do not make us choose between funding these students and other parts of an operating budget with no fat to trim."

### HOSPITALS NEED HELP

During his testimony at the Syracuse hearing, Kowal referred to SUNY's three public teaching hospitals as "the people's hospitals," as he explained the importance of restoring an \$87 million subsidy for the



hospitals that was cut last year. The hospitals use the state subsidy to fund their medical schools and pay for employee fringe benefits and debt service costs—a total annual expense nearing \$500 million.

In 2001, the hospitals agreed to take on those debts; in return, the state agreed to pay a subsidy—which was at \$153 million in 2008. Last year, the subsidy was cut from the budget.

“Health care is a right, not a luxury,” said Kowal. “Our public hospitals provide state-of-the-art treatment to all who walk through their doors. It is incumbent upon the state to ensure that these centers continue to serve all New Yorkers, regardless of their ability to pay.”

“Upstate Medical University needs every penny, every fraction of a penny, it earns, to keep operating in the evolving health care environment,” said Upstate Medical University President Rich Veenstra. “There is no margin for error, no margin for growth, and no margin for dealing with an unsuspected crisis.”

## PROTECTING THE ENVIRONMENT

At the Nov. 13 hearing in Albany, Kowal said that SUNY is “uniquely positioned” to lead the state as New York transitions to renewable energy sources and begins the work to meet the mandates of the sweeping Climate Leadership and Community Protection Act.

The hearing focused on the environmental footprint of colleges and universities in New York, how they will reduce that impact, and how campuses can use state funding to reach those goals.

“When it comes to combating climate change, half-step measures are worthless,” said Kowal. “SUNY can lead the way to a carbon-free future by aggressively pushing to achieve complete carbon neutrality. We



UUP DOWNSTATE MEDICAL CENTER CHAPTER PRESIDENT ROWENA BLACKMAN-STROUD ADDRESSES LAWMAKERS OCT. 24 ON THE NEED TO KEEP SUNY HOSPITALS PUBLIC AND WELL FUNDED.



SYSTEM ADMINISTRATION CHAPTER MEMBER JULIETA SCHIFFINO TESTIFIES OCT. 24 AT A HEARING ON PUBLIC HIGHER EDUCATION HELD BY THE STATE SENATE STANDING COMMITTEE ON HIGHER EDUCATION.

believe this can be done, sooner rather than later. UUP’s position is that there is a necessity for SUNY to lead the way.”

Kowal also proposed making SUNY’s College of Environmental Science and Forestry a leader in battling climate change by expanding green technology programs and creating new ones at the Syracuse campus.

The chairs of the two committees, Assemblymember Deborah Glick (D-Manhattan) and Assemblymember Steve Englebright (D-Setauket), said they were intrigued by Kowal’s proposals and showed support for them.

“You have given us much to think about,” Englebright told Kowal.



## SUNY TEACHING HOSPITALS: Where Our Health Is The Bottom Line

### OVERVIEW

New York's three state teaching hospitals are on the front lines in the fight against pressing public health issues like cancer, heart disease, mental illness and opioid addiction. SUNY Upstate, SUNY Downstate and the SUNY Stony Brook hospitals also lead the charge in training the next generation of health professionals and developing cutting-edge cures and treatment. SUNY teaching hospitals care for everyone, regardless of ability to pay, and invest in expensive treatments that other hospitals can't—or won't. While other hospitals chase profits or operate on the whims of their boards, SUNY teaching hospitals answer directly to the citizens. Yet state subsidies were eliminated in 2018 and ignored in 2019.

**Investing in SUNY state-run teaching hospitals  
means investing in our health and in our future.**

### **A Proven Record of Caring for *All* New Yorkers**

- SUNY's state-run teaching hospitals serve more than 1.3 million patients each year, and form a crucial part of the social safety net for thousands of New Yorkers.
- Using the public funds entrusted to them, these medical centers offer life-saving care to the most diverse and underserved populations—from rural counties in upstate to communities in Brooklyn and on Long Island.

### **Creating Job Pipelines and Driving the Economy**

- SUNY teaching hospitals fill the growing need for doctors and nurses:
  - By 2032, there could be a physician shortage of up to 121,000 nationwide
  - Nursing jobs are expected to grow 15 percent from 2016 to 2026
- SUNY teaching hospitals provide over 25,000 jobs.
- Each of these campuses has an annual economic impact of billions of dollars, including construction projects, jobs supported and operational expenditures. For example, Upstate has an annual impact of \$3 billion; Stony Brook hospitals, \$2.2 billion.



### SUNY teaching hospitals:

- Focus on public service and equity, rather than fattening their bottom lines.
- Possess advanced equipment and offer treatments that other hospitals can't—or won't—pay for.
- Provide outreach to the most isolated and vulnerable communities.

### For example:

#### Upstate Medical University

- The only academic medical center in Central New York. It offers the ONLY:

- Level-1 Trauma center
- Cancer center
- Children's hospital
- Burn center

- The region's largest employer, with a \$600 million payroll
- 4,000-plus Upstate graduates currently practice medicine in New York
- A total annual impact of \$3 billion
- \$500 million in recent construction projects that support jobs and community investment

#### Downstate Medical Center

- More New York City physicians have trained at Downstate than at any other medical school.

The teaching hospital produces more than 1,500 doctors each year

- Leading efforts to bring the biotechnology industry to Brooklyn and New York City with its 50,000-square-foot Advanced Biotechnology Incubator
- Fourth largest employer in Brooklyn

- Ranks in the 96th percentile in terms of African-American graduates, and ranks sixth nationally in the number of African-American faculty members holding a position at a medical school (out of 145 accredited medical schools)
- Birthplace of the MRI
- 1998 faculty recipient of the Nobel Prize in Medicine or Physiology
- A racially diverse student body; 60 percent of all students are minorities

#### Stony Brook University/ Southampton Hospitals

- The only hospital-based 24/7 emergency care on the South Fork

• Suffolk County's only academic medical center, Level 1 Trauma care, and children's hospital

- Long Island's only Tick-Borne Disease Resource Center
- The nation's first Pediatric Multiple Sclerosis Center

- The only facility offering complete breast health services on Long Island's East End
- Nearly 5,000 births annually at the hospitals
- Designated Centers of Excellence for ALS and Alzheimer's
- Annual research expenditures of \$94.2 million
- Annual economic impact of \$2.2 billion

## Defend, Don't Defund

### UUP urges the Legislature to:

- Allocate \$87 million to return the hospital subsidy to SUNY's teaching hospitals. The state must resume its clear-cut responsibility to ensure these state-owned and operated institutions provide the best medical assistance possible.
- Earmark \$36.1 million to cover the hospitals' debt service.
- Establish the Medical Education Opportunity Program to ensure New York is a leader in medical diversity.



# TRANSPARENCY



## A LOOK INSIDE SUNY FOUNDATIONS

### OVERVIEW

Many SUNY campuses contract with private, nonprofit foundations to receive and manage grants and donations in support of programs, real estate development, and other activities designed to further the missions of the SUNY campuses.

While state funding for campuses has declined for years, the foundations are thriving. SUNY's 31 campus-related foundations—part of a growing network of 80-plus SUNY-affiliated private nonprofits—have more than \$2.3 billion in net assets and spend hundreds of millions each year. And not all foundations are equal: 10 campuses control the vast majority of all net assets, and two campuses control nearly half.

SUNY stakeholders, donors and New York state taxpayers have a right to know how this money is being used. Because these foundations are technically private, nonprofit agencies, they are not required to abide by the same regulations, protocol and transparency standards of state agencies. That's troubling.

**It's time we get a *real* look at how SUNY campus foundations spend our money.**

### A safeguard against scandal

- Transparency acts as a defense against scandal by preventing inappropriate donor influence over campus decision-making. Without more transparency, it is impossible to determine what strings donors may attach to their gifts.

- There is heavy overlap between campus and foundation governance, with leaders often receiving one six-figure salary from the foundation, and another from the campus.

- One foundation reported revenue of \$9.6 million, but expenses of only \$2.8 million, with no clear indication of how the savings would be used.

- Several foundations contract with out-of-state firms, including one that hired a Virginia branding service for \$1.4 million. If they were public entities, these out-of-state contracts would be denied or heavily regulated.



## ● Failure has been an option for far too long

- A scathing 2018 report from the Office of the State Comptroller found that SUNY and campus foundations had failed to meet accountability standards:

- A full third of campus foundations were operating without required contracts, all while continuing to manage billions of dollars in donations and resources on behalf of campuses.

- SUNY administrators do not consistently obtain or review the necessary documents to assess financial risk of the foundations' operations.

- There are clear incidents of unjustified compensation, questionable expenses, and conflicts of interest.

- Foundations have failed to follow important financial control and reporting policies.

- Review of the necessary documents to assess financial risk has been inconsistent.

- More than half of the 30 foundations have not been audited by SUNY in at least 10 years. This summer, the Office of the State Comptroller regained audit authority over SUNY contracts after years of opaque operations and isolated scandals. That's an important first step, but legislation is needed to ensure permanent transparency.

While the OSC in late September released an updated audit noting SUNY has made progress in addressing these problems, there are no mechanisms in place for ongoing monitoring and enforcement. More transparency would be a great step forward.

- The lack of transparency runs counter to the guidelines established by the National Committee for Institutionally Related Foundations, which states that foundations "are not a vehicle for shielding information from the public."

## ● Taking advantage of their SUNY status

- Foundations use the blurred lines of SUNY affiliation to their advantage.

On one hand, the foundations use their status as private nonprofits to mobilize resources more quickly than campus offices and invest in higher-risk, higher-reward investments. This may be warranted, but it also helps them avoid regulation and transparency requirements applicable to state entities.

On the other hand, foundations make full use of their SUNY affiliation.

- Most taxpayers don't realize the foundations are private nonprofits and give money believing they are donating directly to the campus.

- Campuses cover much of the foundations' overhead costs—without compensation. The foundations use campus space for offices and events, receive campus IT and system support.



## Make transparency permanent

**UUP contends that the SUNY campus foundations and their auxiliary businesses should not be allowed to hide behind the shell of a private entity, and should be subject to the state Freedom of Information Law.**

**We urge the Legislature to pass Assembly bill A04367 and Senate bill S06275 to require SUNY campus foundations and their subsidiaries to submit annual reports and to post them publicly on the SUNY website.**



## OVERVIEW

The American Dream is upward mobility—all children, regardless of background, having a chance at economic success. As each generation enters the workforce, young people are unable to earn more than their parents—and the trend isn't reversing.

Compared to their parents, students today increasingly cannot afford college, are burdened with debt, work at jobs with few if any benefits, and have no long-term security.

Financial aid such as the Tuition Assistance Program (TAP) is one step toward reversing the trend. But the TAP Gap and the underfunding of SUNY threaten students' access to education and their ability to graduate. Fully funding SUNY ensures that the state's future workforce, taxpayers and citizens can contribute to the productivity, quality of life, and overall health of New York state.



# MIND THE TAP GAP:

## Underfunding SUNY and the Fading American Dream

### Fast Facts:

**1** The TAP Gap—the difference between SUNY tuition and what TAP covers—is a loss of more than \$70 million every year that SUNY's 29 state-operated campuses must absorb while providing a quality education.

**2** More than 40 percent of students receiving TAP attend SUNY. More than one-third of students at SUNY's state-operated campuses receive TAP (plus the tuition gap/credit that SUNY campuses forego).

**3** In 1974, SUNY received \$4,129 on average per student in revenue (combined tuition and state appropriations); in today's dollars, that's more than \$21,000. This is roughly \$7,000 less in revenue on average per student than the current combined tuition and state appropriations that SUNY campuses receive.

**4** SUNY's 2018-2019 tuition was \$6,870; the maximum TAP was \$5,165—covering only 75 percent of SUNY undergraduate tuition. The TAP Gap (tuition loss to SUNY) was \$1,705 per student receiving the maximum TAP award.

**5** The TAP Gap is equivalent to annual salaries for 800 to 1,000 new full-time faculty. These additional hires could increase advising, counseling, tutoring and course offerings to help students graduate—and graduate on time.

**Underfunding SUNY is extremely short-sighted. But taxpayers will ultimately pay a bigger tax bill in the form of higher public assistance and health care costs. Employers have increasingly relied on higher education institutions to train and develop an ever-changing workforce. Now more than ever, fully funding SUNY is necessary to ensure that New York's future workforce receives a solid education.**



## 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.

**Ji Ung Lee**, a professor of nanoscale engineering and technology innovation at SUNY Poly's Albany campus, recently received the college's largest single investigator-faculty award to date. Lee was awarded \$6.25 million in federal funding from the Naval Research Laboratory for advanced electronic devices, and for artificial intelligence-specific hardware that could lead to greater efficiency for AI applications, such as pattern and voice recognition.

"I am thrilled to provide students with a truly unique experience where they will be able to learn first-hand the skills required to advance technologies in this growing and important field," noted Lee in a campus media release.

Lee earned his bachelor's, master's and Ph.D. from the University of Wisconsin-Madison.



LEE

**Heather Lynch**, a professor of ecology and evolution at Stony Brook University, recently received the 2019 Blavatnik National Award for Young Scientists.

Lynch, who is also a faculty member of the university's Institute for Advanced Computational Science, was named a national laureate in Life Sciences for "her unique synthesis of cutting-edge statistics, mathematical models, satellite remote sensing and Antarctic field biology to understand the spatial and temporal patterns of penguin colonies to predict population growth, collapse and possible extinction in the face of climate change."

She has received international recognition for her research as an ecologist monitoring Antarctic penguin populations. Her work with Adélie penguins in particular has provided key data on the health of the Southern Ocean ecosystem.



LYNCH

**Sharon Peck** and **Amy Shema** presented at the 13th Annual Games in Education Conference in Troy, Rensselaer County. Peck is an associate professor of literacy at SUNY Geneseo; Shema is a lecturer in education and human development at SUNY Brockport.

During their workshop titled "Using Games, Game Design, and Play for Authentic Interdisciplinary Learning" participants were able to learn about the academic and socio-emotional benefits of games, explore the mechanics of tabletop games, and play games designed by teachers and students.



PECK



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# Are you with me?

President Kowal calls on delegates to join him to ‘advocate like never before’

BY KAREN L. MATTISON

**U**UP President Fred Kowal stepped up to the podium at the union’s fall policymaking convention and painted a rather dismal picture of the state’s political landscape.

Then he called on the delegates at the 2019 Fall Delegate Assembly to do what the SUNY Board of Trustees has failed to do for decades: vigorously advocate for more state funding for SUNY.

“I see no indication that SUNY’s leadership is willing to aggressively fight for funding,

## FRIENDS OF SUNY

UUP’s focus on building its political power has proven successful in securing funds for vital programs, such as SUNY’s opportunity programs. The relationships built in legislative districts and in the halls of the state Legislature were never more evident than in the words of two lawmakers who addressed the DA. Both spoke decisively on the need to fund public higher education.

Sen. Shelley Mayer, a Democrat in the 37th District that includes Rye Brook, is a self-professed “champion of SUNY.”

“We need to get the money out of (SUNY System) Administration and to the students,

is the great equalizer,” Stewart-Cousins said.

The relationships built by UUP members and leaders also led to Senate Higher Education Committee hearings on better funding for public higher ed. Kowal and

other UUP members had testified at public hearings in Brooklyn, Buffalo, New Paltz, Syracuse and Long Island in late October and early November.

“We took these opportunities to testify about the desperate need for resources to support the work we do across SUNY,” Kowal said. “We are able to tell legislators what years of flat budgets have meant to our work, our students and the institutions we serve.”

The hearings are also a place for UUP to “get a jump start on our advocacy efforts,” he added.



STEWART-COUSINS



MICHAEL LISI

STATEWIDE PRESIDENT FRED KOWAL VOWS TO TAKE ON A MORE AGGRESSIVE ADVOCACY ROLE FOR SUNY, UUP, AND THE STUDENTS AND PATIENTS THEY SERVE.

for a long-term commitment to our university system, for our students, or for the work we do,” Kowal told the more than 350 delegates at the two-day DA, Oct. 25-26 in Rye Brook, Westchester County. “If they won’t do it, we will.”

“I’m ready to take on the task of advocating for SUNY like never before, and building political power to get it done,” he added. “Are you with me?”

Resounding applause was his answer.



MAYER

the campuses and the work that you do,” Mayer told the delegates.

“We will do the best we can to get the most we can,” she added. “We will engage in a full brigade to get more money into higher education. You have my word on that.”

State Senate Majority Leader Andrea Stewart-Cousins said,

“flat funding for SUNY and CUNY doesn’t make us happy.”

“There is a common understanding of what education means and that education

## AN AGGRESSIVE AGENDA

The specifics of UUP’s legislative agenda were discussed at length at the DA.

“Our agenda is built, in part, on what we’ve started to work on in the past couple of years, but adds new items to begin the work of major reform of SUNY and its role in New York,” Kowal said.

The union is calling for: SUNY Campus Foundation transparency; return of \$87 million in public subsidy for SUNY’s three teaching hospitals; closing the TAP Gap; creation of a Medical Educational Opportunity Program to recruit medical students from underrepresented communities of the state; and more funding for degree programs linked to green energy transformation, and making SUNY a leader in green initiatives and environmental sustainability.

Delegates encouraged UUP activists to bring the fight for equity to the Legislature.

The overreliance on adjunct faculty “is a threat to our profession,” said Zoe West, an Empire State College Chapter delegate.





MICHAEL LISI

"We, as adjuncts, are being used to push down the floor for all educators. Fighting for pay equity is a way to stop (SUNY) from using adjuncts to diminish all labor."

## DELEGATES MEETINGS

Professional delegates, many of whom were at their first DA, packed a meeting room to discuss their most important issues: salary compression, on-call pay, and revisions to the union's Guide for Professionals.

UUP and the state agreed during the most recent round of contract talks that the two sides would develop a methodology to identify salary compression. Under the 2016-2022 contract with New York state, one-half of the discretionary salary pools in each of the last four years of the deal is dedicated to addressing salary compression and inversion for full-time and part-time employees academics and professionals.

Salary compression occurs when there is little or no difference in pay—but significant differences in skill level, responsibility, or seniority. Salary inversion occurs when salary compression, left uncorrected, results in new hires and less-senior employees receiving salaries greater than more senior co-workers.

"We are getting really excited about this, because we are getting really, really close," statewide VP for Professionals Tom Tucker told the delegates. The first round of negotiated compression payments are expected to be distributed in December.

Academic delegates tackled a lengthy agenda that ranged from course-teacher

evaluations and intellectual property protections, to online education and workload.

Statewide VP for Academics Jamie Dangler reminded delegates that the UUP website includes [dozens of member resources](#) that can be shared with their colleagues, including fliers on piracy of copyrighted materials and contingent issues, as well as the UUP Family Leave and Work-Life Services Guide and the Guide for Academics at SUNY.

## IN OTHER BUSINESS

Delegates discussed several constitutional amendments, resolutions and special orders of business. The delegates:

- Adopted several constitutional amendments dealing with membership categories and UUP retirees.

— The Committee on Active Retired Membership was renamed the Retiree Membership Governing Committee to better reflect the role of the statewide group. Members of the RMGC are elected by the retiree members, with two presidential appointees; the chair also serves as the retiree delegate.

In related action, the election regions for the RMGC were restructured from seven to eight. The regions are Capital District, Central New York, Finger Lakes, Long Island, Metropolitan, North Country, Southern Tier and Western New York.

— Delegates removed the Special Membership category; established separate Retiree Membership and Sustaining Membership categories; and combined the Sustaining and Continuing Membership categories.



DARRYL McGRATH

ABOVE, ESC CHAPTER DELEGATE DAVID UNGER DISCUSSES ADJUNCT ISSUES AT THE PLENARY.

LEFT, YOLANDA SEGARRA OF FARMINGDALE, AND CHERYL MARRIOTT OF DOWNSTATE, LEFT, SERVE ON THE BLACK AND LATINO CONCERNS COMMITTEE.

— They eliminated the Associate Membership category. It was noted that no one ever held an associate membership in UUP.

— Delegates established the amount of time someone must be a Regular Member before becoming a Retired Member of UUP.

— They changed the Teacher Education Task Force to a standing committee.

- Agreed to make the UUP directory of statewide and chapter leaders available electronically.

- Directed Kowal to extend congratulations to members of the Professional Staff Congress/CUNY upon ratification of a new contract. PSC reached a tentative agreement in October that includes salary increases for full-time and part-time CUNY employees and financial support for graduate students who teach.

- Agreed to support efforts to pass comprehensive gun control legislation, as part of a resolution to extend condolences to survivors and the families of victims of the mass shootings in El Paso, Texas, and Dayton, Ohio.

- Thanked Dave Kreh of Cortland and Jeanne Galbraith of Stony Brook HSC for their years of service as co-chairs of the union's statewide Constitution and Governance Committee. They stepped down in June.

- Honored the life and work of the late Meg Stolee, a Geneseo Chapter delegate who was instrumental in the union's efforts to secure family leave benefits.

— Darryl McGrath contributed to this report.



## 2019 FALL DA

BELOW, NEW NEW PALTZ DELEGATE CESAR BARROS ARTEAGA OFFERS HIS OPINION ON ACADEMIC ISSUES AT HIS CAMPUS.



KAREN L. MATTISON



KAREN L. MATTISON



KAREN L. MATTISON

ABOVE, BUFFALO CENTER DELEGATES ROSCOE GARNER, MICHELLE RIGGIO, CENTER, AND DARLENE MERCADO SING "SOLIDARITY FOREVER" AT THE START OF THE PLENARY.

LEFT, FROM LEFT, DELEGATES PAUL SCHREINER OF BROCKPORT, CAROL BRAUND OF UPSTATE AND KATHLEEN KELLEHER OF STONY BROOK TAKE THE WOMEN'S RIGHTS AND CONCERNS COMMITTEE WORKPLACE CONDUCT SURVEY.

BELOW, OSWEGO CHAPTER MEMBER GWEN KAY AND NEW DELEGATE PATRICK DOYLE OF BINGHAMTON TAKE PART IN THE FUTURE OF PUBLIC HIGHER ED COMMITTEE MEETING. KAY WOULD LATER ADDRESS DELEGATES AS PRESIDENT OF THE UNIVERSITY FACULTY SENATE.



DARRYL MCGRATH



DARRYL MCGRATH

LEFT, GENESEO CHAPTER PRESIDENT WES KENNISON READS A RESOLUTION HONORING THE LIFE AND WORK OF THE LATE MEG STOLEE, A LONGTIME CHAPTER DELEGATE, ON SCREEN.

RIGHT, FORMER UUP SECRETARY EILEEN LANDY RECEIVES THE UNION'S DISTINGUISHED SERVICE AWARD.

FAR RIGHT, STONY BROOK CHAPTER DELEGATE CHARLIE McATEER ACCEPTS UUP'S OUTSTANDING RETIREE AWARD.



MICHAEL LISI



MICHAEL LISI



# New delegates shine at policymaking convention

BY DARRYL MCGRATH

**A** record 96 first-time delegates were on hand for UUP's 2019 Fall Delegate Assembly—more than 25 percent of the 350 registered delegates.

Their stories are also the story of this union: a diverse group of people coming together for the common good of the members. The new delegates sported bright green ribbons on their DA badges that identified them as the union's newest activists.

New delegate Frances Brisbane of the Stony Brook HSC Chapter, a professor of social welfare, rejoined UUP in 2015 after she retired from a longtime administrative position. Still a full-time professor, Brisbane started at Stony Brook University in 1972, when African-American women with advanced degrees stood out as somewhat uncommon hires in the medical and academic fields.



BRISBANE

## JANUS A GALVANIZING INFLUENCE

Also among the new delegates was Sarah Young, a Binghamton Chapter member since 2016. She credited the U.S. Supreme Court decision in *Janus v. AFSCME Council 31* as a key factor to getting involved in UUP.

"I think the *Janus* decision was really a problem, and I was really impressed with the way our chapter was organizing on campus, and I wanted our department to be a part of that," said Young, an assistant professor of social work. She referred to the June 2018 decision in *Janus*, which overturned 40 years of precedent by allowing workers in a union's bargaining unit to avail themselves of the salary and benefits negotiated by the union, without paying any fees for those benefits.



YOUNG

UUP President Fred Kowal singled out the newest attendees in his welcome in the DA program: "If you are a new or first-time delegate, you will find solidarity, guidance and a strong sense of mission about labor activism in your time here."

## A FIRST STEP TO ACTIVISM

The path to a delegate's seat often begins with chapter leaders identifying a potential activist, and either asking for that person's help with a project or appointing that person to a campus effort or task force. So it was for Melissa Yang Rock of New Paltz, who was the UUP designee to the campus Diversity and Inclusion Council. In that role, she and Jessica Pabon-Colon were the only two chapter members to work with the college to rename six campus buildings that commemorated historic families who had owned slaves. Now, Rock is a delegate.

"There were initially no women and no faculty of color on the Diversity and Inclusion Council. It was a huge oversight," said Rock, whose mother was from Taiwan. At the DA, she staffed a table with information on an upcoming conference at New Paltz that will examine austerity in the funding of public higher education.

## REACHING BEYOND THE CAMPUS

Dozens of new delegates attended a special orientation prior to the DA at the Hilton Westchester in Rye. Jeri O'Bryan-Losee, UUP's statewide secretary/treasurer, and Andrew Solar-Greco, membership development officer at the Stony Brook Chapter, welcomed the new delegates and explained UUP's strong focus on engaging members.

Solar-Greco, a fairly new activist himself—he joined UUP in 2015—drew on methods that have worked at the Stony Brook Chapter to illustrate the need for organizing and outreach. That outreach, he told the gathering, often goes beyond the campus



KAREN L. MATTISON

NEW PALTZ CHAPTER DELEGATE MELISSA YANG ROCK, FORE, OUTLINES SOME OF THE WORKING CONDITIONS THAT ADJUNCT FACULTY FACE ON HER SUNY CAMPUS.

boundaries. Social media can show the public that "it's more than just one person standing there," he said, when photos depict a group of UUP members at an event, or when a post describes strong UUP turnout at a rally or a parade. That strong turnout can lead to coalitions with like-minded groups in the community.

"We tell our personal stories, our union story," he told the gathering. "We try to emphasize that union membership is more than the contract and benefits. Encouraging involvement is critical. Community outreach has led to community organizing. Being UUP brings us together."



KAREN L. MATTISON

ANDREW SOLAR-GRECO SHARES A FEW OF THE SUCCESSFUL METHODS USED TO BUILD MEMBERSHIP AT STONY BROOK.

# Mixed-media artist invokes role model with Street award

BY DARRYL MCGRATH

**E**ven by the standards of obscurity assigned to many women artists in the 20th century, Ree Morton's name is not well known.

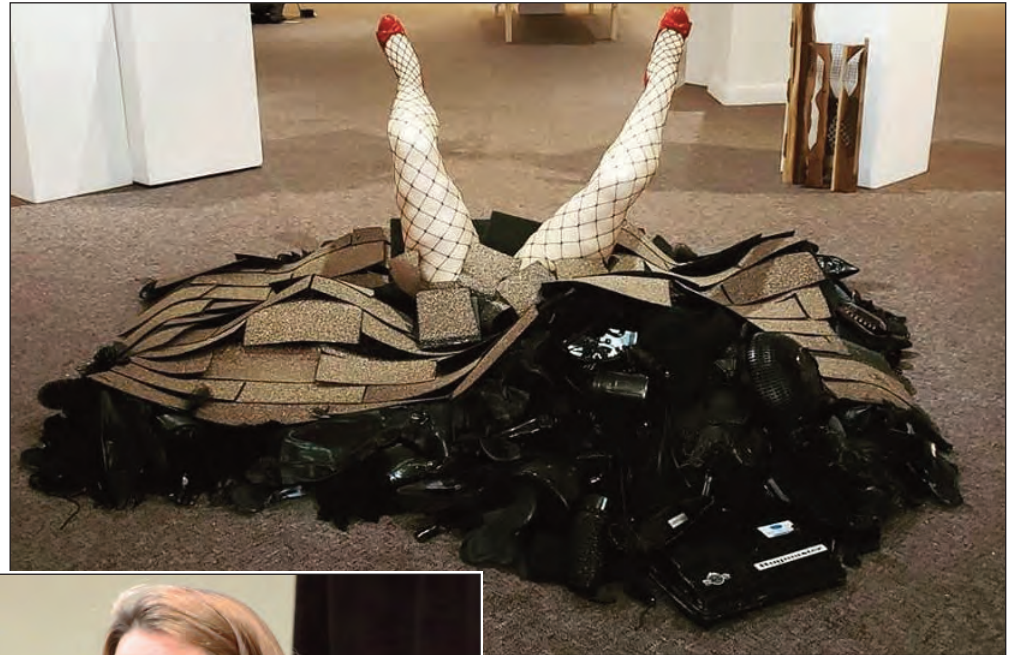
An American visual artist and native New Yorker, Morton didn't gain any recognition until the last few years of her brief life. She died at age 41 in 1977, and remains known to devotees for such poignant feminist pieces as the sculptural, mixed-media *Bake Sale*, which features a low table covered with stylized cakes and pastries.

But Morton is an inspiration to Jeanna Mead, a University at Albany art and art history student who invoked Morton's name as she accepted the Steve Street Award at the 2019 Fall Delegate Assembly in Rye Brook, Oct. 25-26.

"I was just thinking that this already happened once," Mead told delegates, as she described the feminist message behind her sculptural, mixed-media installations. One such piece described and illustrated in her application for the award is *Domesticide*, which recognizes the persistent role as homemaker that society still assigns to many women and features a woman's legs bursting through the roof of a house piled up with the accoutrements of housework.

Then she added that she will continue following Morton's example of delivering a feminist message with a bold visual tweak "until it changes, until there's complete equality for women."

The Steve Street Award commemorates a UUP contingent employee and member who taught at SUNY Brockport and Buffalo State, and who died of cancer in 2012 at 56. Street was a UUP officer for contingents at Buffalo State, a delegate and a member of the Contingent Employ-



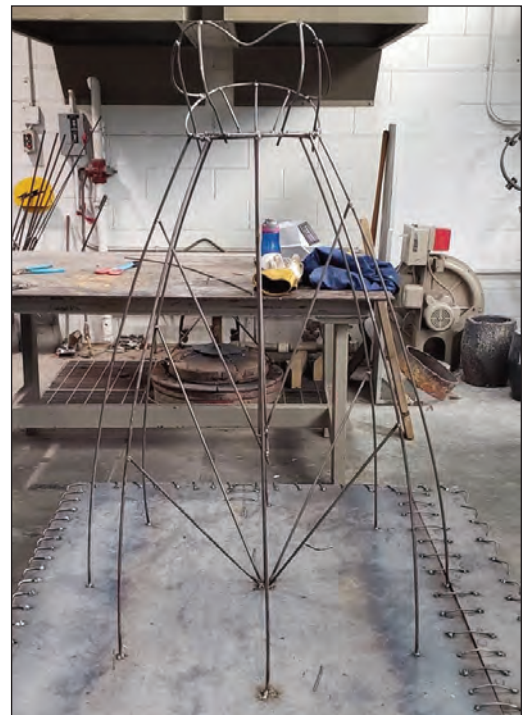
ABOVE, *DOMESTICIDE* IS ONE OF MEAD'S SCULPTURES THAT SHE HOPES WILL RAISE PEOPLE'S AWARENESS ABOUT FEMALE INEQUALITY.



MICHAEL LISI

LEFT, MEAD SPEAKS TO DELEGATES AFTER ACCEPTING HER AWARD AT THE 2019 FALL DELEGATE ASSEMBLY IN RYE BROOK.

BELOW, A PHOTO OF MEAD'S WORK DURING CONSTRUCTION.



ment Committee. In 2010, he received UUP's Faye Samuel Award for Courageous Service by Part-Time Academic and Professional Faculty.

The award is given to an undergraduate student or group of undergraduate students currently enrolled at a SUNY campus who have created any paper or documented any project related to social justice issues or topics.

Mead said she will put the \$500 award to good use.

"I will most definitely use this money toward mixed-media installations," she said.





PATRICK DOBSON

## Albany Chapter

ALBANY CHAPTER MEMBERS STOOD IN SOLIDARITY WITH THEIR NEW PALTZ COLLEAGUES, SOME OF WHOM ADDRESSED THE SENATE HIGHER ED COMMITTEE DURING A HEARING ON THE NEW PALTZ CAMPUS OCT. 28. AMONG THE UUP MEMBERS AT UALBANY ARE, FRONT ROW, FROM LEFT, JOE MURPHY, SUSAN WHITEMAN, CHAPTER PRESIDENT AARON MAJOR, RON FRIEDMAN AND JANNA HARTON. TOP ROW, FROM LEFT, GLYNE GRIFFITHS, PAUL STASI, ROBERT MILLER AND STATEWIDE MDO TOM HOEY.

## New Paltz Chapter

NEW PALTZ CHAPTER PRESIDENT BETH E. WILSON ADDRESSES UNION MEMBERS DURING A RECENT CHAPTER MEETING.



NEW PALTZ CHAPTER



## Solidarity with the UAW

UUP MEMBERS AND OFFICERS FROM THE BUFFALO CENTER, BUFFALO HSC, COBLESKILL, FREDONIA, GENESEO, MORRISVILLE, OSWEGO AND UPSTATE MEDICAL UNIVERSITY CHAPTERS STAND IN SOLIDARITY WITH STRIKING UNITED AUTO WORKERS. THE STRIKE ENDED AFTER 40 DAYS, WHEN UAW MEMBERS RATIFIED A NEW FOUR-YEAR DEAL WITH GENERAL MOTORS.



NICK KORDIS

## Stony Brook Chapter

STONY BROOK CHAPTER PRESIDENT ED QUINN, LEFT, TALKS WITH FELLOW UUP MEMBERS DURING A POLITICAL ACTION TRAINING IN SEPTEMBER. STATEWIDE UUP PRESIDENT FRED KOWAL AND VP FOR PROFESSIONALS TOM TUCKER ALSO MET WITH MEMBERS.



UUP wants to know what you think about the union's official print publication, *The Voice*, and the online publication, *The Echo*. Please take a few minutes to complete this anonymous survey, even if you don't generally read them, at <https://www.surveymonkey.com/r/UUPReaderFeedback>

If you prefer to take the hard-copy version, below, please print it out, fill it out and mail it to UUP, PO Box 15143, Albany, NY 12212.

## UUP Readership Feedback

### 1. Do you typically read *The Voice* or *The Echo*? Select which is most accurate.

	Read most of the articles generally	Read some articles in some issues	Read an occasional article	Generally only skim issues	Do not even skim most issues
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify; feel free to add pages for additional comments) _____					

### 2. Do *The Voice* and *The Echo* cover news and topics that interest you?

	Always	Frequently	Occasionally	Rarely	Never	I don't know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 3. The length of the articles in *The Voice* and *The Echo* generally is ...

	Just Right	Too Long	Some Too Long; Some Too Short	Too Short	I don't know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 4. Do you find *The Voice* or *The Echo* useful overall?

	Very Useful	Moderately Useful	A Little Useful	Not Useful	I don't know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____					

### 5. In *The Voice* and *The Echo*, how important to you is news about ...

	Very Important	Moderately Important	A Little Important	Not Important
Economy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Higher Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Labor Issues/Events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Politics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Budget/Legislative Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Pensions/Retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Politics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Terms/Conditions (of Employment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union Organizing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Chapter Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Member Benefits/Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Statewide Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workplace Issues (e.g., workload)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____				

**\*6. Please select the 3 topics you would most like to read about in *The Voice* and *The Echo***

Economy	<input type="checkbox"/>
Higher Education	<input type="checkbox"/>
National Labor Issues/Events	<input type="checkbox"/>
National Politics	<input type="checkbox"/>
NYS Budget/Legislative Issues	<input type="checkbox"/>
NYS Pensions/Retirement	<input type="checkbox"/>
NYS Politics	<input type="checkbox"/>
Terms/Conditions (of SUNY Employment)	<input type="checkbox"/>
Union Organizing	<input type="checkbox"/>
UUP Chapter Activities	<input type="checkbox"/>
UUP Members	<input type="checkbox"/>
UUP Member Benefits & Services	<input type="checkbox"/>
UUP Statewide Activities	<input type="checkbox"/>
Workplace Issues (e.g., workload, safety)	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

**7. Please select all the topics you do not want to read about in *The Voice* and *The Echo*.**

Economy	<input type="checkbox"/>
Higher Education	<input type="checkbox"/>
National Labor Issues/Events	<input type="checkbox"/>
National Politics	<input type="checkbox"/>
NYS Budget/Legislative Issues	<input type="checkbox"/>
NYS Pensions/Retirement	<input type="checkbox"/>
NYS Politics	<input type="checkbox"/>
Terms/Conditions (of SUNY Employment)	<input type="checkbox"/>
Union Organizing	<input type="checkbox"/>
UUP Chapter Activities	<input type="checkbox"/>
UUP Members	<input type="checkbox"/>
UUP Member Benefits & Services	<input type="checkbox"/>
UUP Statewide Activities	<input type="checkbox"/>
Workplace Issues (e.g., workload, safety)	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

**8. Do you feel you have an opportunity to contribute to (e.g. letters, commentary, etc.) ...**

	Yes	No	Don't Know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="text"/>		

**9. Do you read the *The Voice* online at [www.uupinfo.org](http://www.uupinfo.org)?**

Every Issue	Most Issues	Some Issues	Rarely	Never
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**10. Do you access past issues of the *The Voice* or *The Echo* online? Select which is most accurate.**

	Weekly	Monthly	Yearly	Once or Twice	Never
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify)	<input type="text"/>				

**11. Do you receive emails (or any other communications) informing you that *The Echo* has been posted online?**

Yes <input type="checkbox"/>	No <input type="checkbox"/>	Unsure <input type="checkbox"/>	Never Heard of <i>The Echo</i> <input type="checkbox"/>
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**12. Are you a UUP Member or Non-Member?**

UUP Member <input type="checkbox"/>	Non-Member <input type="checkbox"/>	Do not know <input type="checkbox"/>
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**13. Are you a ... (Select all that apply)**

Academic	<input type="checkbox"/>
Professional	<input type="checkbox"/>
Full-Time SUNY Employee	<input type="checkbox"/>
Part-Time SUNY Employee	<input type="checkbox"/>
SUNY Retiree	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

**14. Which is your SUNY campus type?**

University Center	<input type="checkbox"/>
Comprehensive College	<input type="checkbox"/>
Health Sciences Center	<input type="checkbox"/>
Specialized College	<input type="checkbox"/>
Technology Sector College	<input type="checkbox"/>
Other (please specify)	<input type="text"/>

**15. Do you have any opinions regarding the format of the online version of *The Voice* or *The Echo*?**

Feel free to recommend a different format.

**16. Please provide any additional thoughts, opinions, feedback, or suggestions on your union's publications *The Voice* and *The Echo*.**



# UUP wins nine international communications awards

BY KAREN L. MATTISON

**T**he strong writing of UUP Director of Media and Publications Mike Lisi and Communications Specialist Darryl McGrath helped the union earn nine awards in an international journalism competition.

UUP also picked up awards for overall excellence and design from the International Labor Communications Association. ILCA's annual contest recognizes excellence among member print and electronic publications and other media.

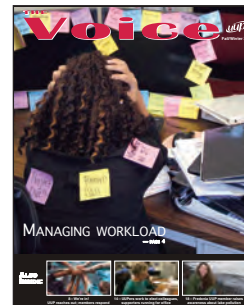
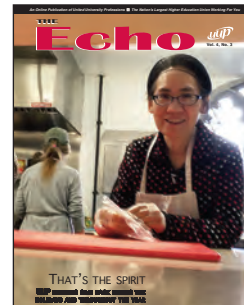
"Congratulations to our Media and Publications staff who, year after year, win ILCA awards," said UUP President Fred Kowal. "Their work represents the best in labor communications."

UUP competed against more than 40 national and international labor organizations, including huge union federations like the California Federation of Teachers.

UUP earned the following awards:

## First Place

— Saul Miller Award/Political Action, "Unions, students, supporters speak out against Janus," *The Echo*, Vol. 4 No. 4,



written by McGrath. The article was accompanied by a series of photographs of statewide officers and members rallying outside the U.S. Supreme Court building in February 2018; the photos were taken by UUP Associate Director of Media and Publications Karen Mattison.

ILCA's Saul Miller awards highlight writing related to some of the key activities of unions: organizing, collective bargaining and political action. The awards honor the

late Saul Miller, a director of the AFL-CIO department of information and a founder of ILCA.

— Best Profile, "Upstate doctor answers call to help heal overseas," *The Voice*, December 2017/January 2018, written by McGrath.

## Second Place

— General Excellence/Electronic Publication, *The Echo*, Vol. 4 No. 3 and Vol. 4 No. 4. The award recognizes excellence in

## UUP seeks member input on online ed

UUP has created a web portal to gather member input, suggestions and concerns related to SUNY's online education initiatives.

Members can access the web portal and share their thoughts at <https://uupinfo.org/negotiations/onlineed.php>

The union will discuss online ed with representatives from SUNY and the Governor's Office of Employee Relations pursuant to Appendix A-13 in the 2016-2022 contract, which states: "As soon as practicable after a fully executed agreement, appropriate GOER, SUNY and UUP designees shall meet to discuss and review issues of mutual concern related to the impact of online education initiatives on bargaining unit employees."

All comments and information submitted through this portal will be kept confidential. At no time will the names of individual members or information that can be connected to individual members be presented in discussions with SUNY.

"UUP's objective is to accurately represent concerns about the

impacts of online ed on terms and conditions of employment, including workload, compensation, intellectual property protection, the need for resources and support systems, and involvement of private companies," said UUP President Fred Kowal.

## Porter Scholarship deadline: March 31



Applications are now available for the AFT's Robert G. Porter Scholars Program, which offers four, four-year \$8,000 scholarships to high school seniors who show outstanding service to their community and an understanding of the role unions can play to create a more just society.

Applicants must be dependents of AFT members.

The program also awards 10 grants of \$1,000 each to AFT members to assist in their continuing education and/or to fund proposed ideas to grow and strengthen their union.

Since its inception in 1993, the Robert G. Porter Scholars Program

writing, editing, photography and design.

— Saul Miller Award/Organizing, "Organizing at the chapters: Efforts reach new members, reap notable results," *The Voice*, Fall/Winter 2018, McGrath.

— Writing/Best Electronic Content (Website), [www.uupinfo.org](http://www.uupinfo.org), Lisi.

— Best Profile, "Member's anti-plastic campaign goes global," *The Voice*, Fall/Winter 2018, McGrath.

### Third Place

— General Excellence/Print Publication, *The Voice*, Summer 2018 and Fall/Winter 2018.

— Visual Communication/Best Design of a Single Issue Publication, VOTE-COPE brochure, designed by Mattison, right.



### Honorable Mention

— Saul Miller Award/Organizing, "New contract a successful organizing tool," *The Voice*, Fall/Winter 2018, Lisi.



## GIVE TO



## the UUP College Scholarship Fund through the State Employees Federated Appeal!

It's easy to do. When you receive the SEFA Pledge and Payroll Deduction Authorization form in your paycheck, simply enter **Charity #50-00478**.

Your donation will help SUNY undergraduate and post baccalaureate students fulfill their dreams of a college education. UUP College Scholarships are one-time awards of \$3,000.



For more information,  
go to <http://www.sefanys.org>

has awarded nearly \$600,000 to AFT members and their dependents to further their education and to help achieve the goals of AFT-affiliated unions, such as UUP. The scholarship program honors the late AFT secretary-treasurer, who served from 1963 to 1991.

Porter was a union activist who dedicated his life to championing the rights of working people, promoting civil rights and ensuring that the union was a vehicle for fostering the professionalism of its members.

The application deadline for students and members is midnight March 31, 2020. Winners will be notified by June 30, 2020.

For more information, go to <https://bit.ly/2m8W1WR>.

## LEAD 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 prospec-

tive 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](http://www.uupinfo.org); look for [LEAD Institute](#) under Member/Opportunities, and then click 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.







# 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.

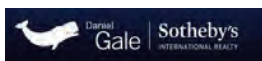


**UUP Member Services Trust Voluntary Dental and Vision Plans** include coverage for:

- 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