

THE

# Echo



Vol. 6, No. 3

## STANDING UP FOR SUNY'S FUTURE

— PAGE 4







## THE Echo

Volume 6, Number 3

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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### UUP unveils NY25

THE UNION HAS A BOLD NEW PLAN TO LEAD SUNY AND NEW YORK INTO 2025.  
WATCH THE VIDEO [HERE](#).

## WHAT'S INSIDE

this issue



COVER PHOTO  
BY MICHAEL LISI

### On the cover

4—Albany Chapter members and colleagues rally for more SUNY funding, a key part of NY25—the union's new initiative for SUNY's future.

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# What Do You Do When They Come For You?

## KNOW YOUR RIGHTS



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

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

**<https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>**

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## 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.

# NY25

## Union makes bold statement with bold plan

BY MICHAEL LISI

**U**UP President Fred Kowal took his inspiration for NY25—UUP’s ambitious new plan for SUNY’s future—from President John F. Kennedy’s historic 1961 speech at Rice University.

In his speech, Kennedy urged Americans to commit to putting a man on the moon and returning him to Earth before the end of the decade—even though the technology to do so hadn’t been developed yet.

“Kennedy called on the nation to embrace the plans ‘not because they are easy, but because they are hard,’” said Kowal. “These were aspirational words and they inspired a generation to meet Kennedy’s challenge.”

“For our society to deal with the massive threats our nation and world face today—from the climate emergency to the deterioration of all aspects of our nation’s infrastructure—we must become daring and ambitious again,” Kowal continued. “This is the attitude that pervades NY25.”

### ENTER NY25

On Dec. 12, UUP released NY25, a wide-ranging proposal for SUNY with aspirational—yet attainable—goals to keep SUNY accessible and expand the reach of SUNY’s public hospitals, while positioning SUNY to lead the state’s transition to a sustainable future.

The plan sets 2025 as the year for NY25’s objectives to be met.

The five-part proposal, which also focuses on fostering SUNY faculty diversity and creating reliable funding mechanisms for public higher ed, provides a long-term “vision” for SUNY, with new roles for the University.



MICHAEL LISI PHOTOS

UUP PRESIDENT FRED KOWAL, RIGHT, DISCUSSES THE PARTICULARS OF UUP’S NEW NY25 PROPOSAL WITH “NEW YORK NOW” HOST DAN CLARK DURING A DEC. 13 TAPING OF THE PROGRAM AT WMHT-TV’S STUDIOS IN TROY. THE PROGRAM WILL AIR IN JANUARY.

“The plan is based on what we in UUP must advocate for to make our university system a national leader in the 21st century, and for it to bring transformational change in New York,” said Kowal. “SUNY should and can lead as the state works to find answers to pressing challenges such as achieving social justice while fighting climate change.”

### SOLVING PROBLEMS

NY25 is UUP’s answer to a decade of almost consistently flat funding throughout SUNY—or minimal funding increases after factored against inflation. Three days before NY25’s release, UUP members at the University at Albany held a Dec. 9 protest to publicize an \$11.4 million budget shortfall there.

Far too many SUNY campuses have wrestled with budget deficits, including SUNY Buffalo State, SUNY’s College of Environmental Science and Forestry, SUNY Fredonia, and Stony Brook and Binghamton universities, among others.

SUNY’s 2020-21 state budget request is likely to result in yet another flat budget. While it includes funding to close the TAP Gap and make crucial repairs to SUNY’s

aging buildings, it has a minimal funding increase for SUNY and fails to restore an important subsidy for the state’s three public teaching hospitals.

Kowal, along with UUP members from campuses from UB to Stony Brook, testified about the problems cash-strapped SUNY campuses face at a series of hearings across the state, held by the state Senate Higher Education Committee in October, November and December. Kowal attended every hearing.

UUP’s plans were received with enthusiasm by several legislators, including Higher Education Committee Chair Sen. Toby Stavisky and committee member Sen. Robert Jackson.

“We can no longer sit by and hope for a better future,” Kowal said. “We need to be working toward substantive goals. We have a plan, and it is NY25.”

### MULTIFACETED PROPOSAL

There are five parts to NY25: keeping SUNY accessible; creating a sustainable future for SUNY; growing medical programs at SUNY’s hospitals in Brooklyn, Stony Brook and Syracuse; increasing SUNY faculty diversity; and establishing reliable





LEFT, RICHARD SMARDON, A DISTINGUISHED SERVICE PROFESSOR EMERITUS AT ESF, RECOMMENDS SUNY EXPAND ITS GREEN ENERGY WORKFORCE TRAINING PROGRAM, AND THAT ESF IS PERFECTLY POSITIONED TO LEAD SUNY'S TRANSITION TO GREEN ENERGY. HE IS SHOWN WITH UUP PRESIDENT FRED KOWAL AND PSC/CUNY PRESIDENT BARBARA BOWEN.

**Go to**  
[uupinfo.org/NY25](http://uupinfo.org/NY25)  
**to learn more.**

revenue streams for SUNY and CUNY.

NY25's impact on the environment would be substantial.

The plan calls for a pilot program of microgrids and battery storage at five campuses in 2020, and a partnership with a Buffalo company that retrofits machinery to run on sustainable energy sources.

It would require SUNY to be carbon-neutral by 2025; \$25 million would be set aside yearly to upgrade SUNY buildings and create a cap and trade system so carbon-neutral campuses can trade carbon credits to other campuses for a funding bonus. This would put SUNY well ahead of meeting requirements of the state's Climate Leadership and Community Protection Act.

NY25 also includes the creation of a grant program to expand existing certificate, associate and baccalaureate sustainability training programs across SUNY; \$5 million would be budgeted each year to 2025.

And SUNY's College of Environmental Science and Forestry would become the lead institution nationally in combating global warming. Investments would be made in expanding research and programs at the college.

## **SUNY'S FAIR SHARE**

More funding for SUNY is also a priority in NY25.

If enacted, NY25 would make SUNY the "people's university" by reducing the student share of the cost of a SUNY education from 64 percent to 25 percent by 2025.

It would double funding to SUNY's successful opportunity programs and allow every New York over the age of 16 to take a credit-bearing SUNY course—taught by faculty—for free every two years.

NY25 would expand SUNY's medical schools and cut the total cost of tuition to \$25,000 by 2025. It would create a Medical Educational Opportunity Program—modeled after SUNY's Educational Opportunity Program—with a target of 100 students at the medical schools by 2020-21.

Also, partnerships would be created between SUNY's teaching hospitals and 25 ambulatory care facilities across the state.

"Our teaching hospitals are the People's Hospitals because they turn no one away, even if they can't pay for care," said Kowal. "It's time for SUNY and the state commit to making a significant investment in our hospitals, which are so important to so many New Yorkers."

Other NY25 highlights include:



- Ensuring that at least 25 percent of SUNY staff and faculty positions are filled by African Americans, Native Americans and Latinex workers; and
- Creating a SUNY endowment, using a portion of legal marijuana taxes for a new Public Medical Higher Education Fund; and potentially taxing SUNY's college foundations.

Kowal also said he supports the passage of a state bond act to cover what it would cost to enact NY25.

"The time is now for institutions created to serve our communities to act in ways that promote a future that is just, sustainable and humane," Kowal said. "SUNY must take on this mission. UUP stands ready to work with any and all to make the mission succeed."

# The top 10 higher education stories of 2019

*(Editor's note: In a year when higher education news kept making headlines, selecting the top 10 stories of 2019 was not easy. The topics below represent a mix of stories that are either directly related to UUP or are national and international stories related to higher education or the labor movement. We realize that this list does not contain every possible topic. The topics are not ranked in any order. If you cannot open any of the links and wish to see the story, please contact Darryl McGrath at [dmcgrath@uupmail.org](mailto:dmcgrath@uupmail.org))*

## SHOOTINGS ON COLLEGE CAMPUSES

This is a problem of the last 20 years, not just 2019. Shootings on college campuses and on K-12 school grounds have become so commonplace in this country that they have lost their shock value. Each new incident cycles out of the news quickly now, unless it is particularly egregious, in terms of the age or number of victims. And that should be a news story in and of itself, if we have become immured to such violence. Whatever individual views or the public debate is on gun rights, no student should fear being fatally shot for attending school.

College campuses are open environments; it is impossible to seal them off from danger. There have been 80 shootings on college

campuses in the United States since 2000.

These incidents cover a wide range of circumstances, including personal disputes, drug deals gone wrong, revenge for failing grades, dismissal from a graduate program, mass shootings in which an individual went on a rampage directed at no one in particular, and the occasional accident as someone was showing off a gun. (Showing off a gun? In a dorm?)

And these are just the

college-level shootings; there have been dozens of other shootings at K-12 schools.

School shootings are a national epidemic, and the decade is closing with no solution in sight. Campuses now often plan for such an emergency: Several UUP members recently presented information or oversaw training at a conference on school safety, which included information on how bystanders can provide emergency first aid to people who have been shot. Read an [overview of the 2019 school shootings](#), including one at the University of North Carolina where a student sacrificed his life when he tackled the shooter; and a story in the Fall 2019 *Voice* about the [conference on school safety](#) at the University at Albany.



## A GLOBAL UPRISING: STRIKES, MARCHES AND A MOVEMENT AGAINST AUTHORITARIANISM

Before British Prime Minister Boris Johnson's Conservative victory and the now almost guaranteed withdrawal of Britain from the European Union, the global populist movement had been taking quite a trouncing. But even with Brexit looming, there have been labor strikes in the U.S., a student protest movement in several countries and protests against authoritarian governments everywhere, including in some countries where demonstrating on the street is a fast way to get killed. And indeed, hundreds of people have died in these protests this year.

Students and other young adults have figured strongly in these protests, especially in Iraq and Hong Kong. Hundreds of students in Hong Kong sheltered in university buildings in November.

In the United States, protests have been mostly peaceful strikes, organized by various labor unions. Strikes by workers at General Motors and by teachers in Chicago (both of which UUP members supported) were the attention-getters this year, but they follow a trend in recent years in which workers are increasingly willing to walk a picket line, even in a record-setting economy. According to *The New York Times*, [nearly 500,000 workers](#) participated in significant strikes in 2018, the highest point since the mid-1980s.

Here are some stories that examine this trend, including one that notes how many [protests in other countries](#) are leaderless. Social media has made it easier for large numbers of people to mobilize quickly, and if you don't have a leader, you don't have one person who can be targeted, jailed or killed. It makes the protest movement more [mobile and durable](#).



## A NEW LOOK AT THE VALUE OF THE HUMANITIES, AFTER YEARS OF FOCUSING ON STEM

For years, the humanities courses in colleges and universities, including throughout SUNY, have suffered devastating cuts as administrations shifted toward STEM courses—science, technology, engineering and math. *The Voice* wrote in 2018 about the long-range [effects of major cuts to liberal arts](#) courses and programs at the University at Albany and Stony Brook.

This debate has been going on for more than a decade among academics, with proponents of the humanities extolling the same critical-thinking skills of these courses that some of their colleagues say are overblown in value, if they exist at all. But [research this year](#) indicated one bright spot: Humanities majors will earn less than their STEM peers out of the graduation gate, but more in the long run, as those same hotly debated critical-thinking skills become more valuable to employers seeking leaders and managers.



The cuts to humanities continue, however, as UUP members noted in a [recent rally at the University at Albany](#) that the Albany Chapter organized to [protest a projected \\$11 million budget deficit](#) this year.

## THE NEVER-ENDING STUDENT DEBT CRISIS

[Student debt in the United States](#) is now believed to exceed \$1 trillion. (No, that is not a typo.)

This is a problem that keeps making headlines, and with good reason, as many of the most scathing revelations about this financial disaster can be traced to the uppermost reaches of the federal government. Betsy DeVos, the U.S. secretary of education, has been held in [contempt of court](#) for failing to enforce a federal court order to stop collecting loan payments from students who were victimized by a now-defunct for-profit college.

As a related issue, the federal student loan forgiveness program is a mess, to put it charitably. Numerous news stories have documented the incredibly detailed and confusing application process and criteria for qualifying, a situation that has left thousands of college graduates believing, incorrectly but in good faith, that the payments they have dutifully been making have been applied toward forgiveness. Some graduates succeeded in their [quest for forgiveness](#), but the national program has received [scathing reviews](#).



UUP launched a [series of clinics](#) for members seeking information about the federal student loan forgiveness program, and positive feedback so far on these clinics indicates that the information on how to navigate this complex process can reap results.

Chapter leaders can contact UUP Secretary/Treasurer Jeri O'Bryan-Losee at [jobryan@uupmail.org](mailto:jobryan@uupmail.org) to schedule a student debt clinic.

## THE DECLINE OF INTERNATIONAL STUDENTS AT U.S. COLLEGES AND UNIVERSITIES

Thanks to a distinctly less welcoming atmosphere toward immigrants in the United States, international students are taking their knowledge, cultural diversity and tuition dollars elsewhere more and more often now. [The decline started](#) in the 2015-2016 academic year. That benchmark year includes the Trump presidency's attempt to ban Muslim foreign nationals from seven Muslim-majority nations from entering the United States, in this administration's attempt to fulfill a campaign pledge to ban Muslims from entering the country.

That initial order has been revised following a court fight, but [foreign nationals still face increased scrutiny](#), delays in visa applications and sometimes outright rejection, even when they can prove that they seek to enter the United States for legitimate educational purposes.

Around the visa issues, educational institutions on college campuses, such as the Chinese-backed [Confucius Institutes](#), have faced increased scrutiny.

Confucius Institutes exist at several SUNY campuses.

Inquiries by *The Voice* earlier this year revealed that SUNY does not track many of the delays that foreign-national scholars and graduate students face. But even when these issues are eventually resolved, they can result in the delay or cancellation of courses, and have made some foreign-national scholars more cautious about visiting their home countries during summer or winter breaks, because there have also been reports of foreign nationals with visas encountering long delays when they seek re-entry to the United States.



## THE SHIFTING LANDSCAPE OF COLLEGE ADMISSIONS AND ENROLLMENT

Fewer students are enrolling in college. The ripple effect has spread to the role of college admissions staff, who find that the once-predictable metrics of how many students you need to admit to ensure full enrollment with an adequate number of highly qualified students have gone haywire.

This has ramifications for financial aid decisions, budgets and the fiscal health of campuses. Several small, private liberal arts colleges in the United States have closed in the last couple of years, and several SUNY campuses face the financial fallout of enrollment that has declined by hundreds of students.

Higher education news sites were rife this year with stories about how the traditional business model of college (which aimed for a predictable full-time enrollment of 18- to 21-year-old students who took all of their classes on campus) has changed. Other stories examined innovative approaches some campuses are taking to attract new students.

Here are links to stories about this trend, including an [overview](#) that aired on National Public Radio; a *Voice* story about how Canton attracted several hundred new students through its [esports program](#) and academic program in gaming design; a story about how [admissions officers are grappling with uncertainties](#); and the plight of the [University of Montana](#), where enrollment has plummeted.

## UPSTATE MEDICAL UNIVERSITY'S MANY ADMINISTRATIVE TRAVAILS

There's the Upstate Medical University that is staffed by dedicated UUP members, who serve a region that cuts a wide swath through

## New York Comptroller Audit Faults SUNY Upstate For 'Insufficient Oversight'

By Tom Magnarelli | September 30, 2019



SYRACUSE, NY (WRVO) – An [audit](#) by the New York State Comptroller's Office finds that Upstate Medical University has insufficiently monitored \$4.7 million it has paid in additional compensation to some employees, over the past four years. The audit finds numerous other problems with how human resources works at SUNY Upstate.

Upstate distributes \$10 million in extra payments to about 800 employees annually. They are usually of limited duration, like a faculty member being selected for a department chair position. But the audit finds that the added pay is



many of rural New York's poorest and most desperate communities. And then there's the Upstate Medical University that keeps making headlines for a succession of highly questionable financial and personnel decisions, including the hiring and rapid promotion of a senior administrator who suddenly seemed to be in charge of everything, and who was found to have faked both his professional experiences and his resume; and a persistent practice of getting rid of senior administrators by creating no-show jobs for them with six-figure salaries, if they promised to just quietly leave.

It goes without saying that the past couple of years have reflected poorly on the management and oversight at Upstate. And it is painful to recount these episodes, but too many of these stories have been in the news this year. It's also worth remembering that if it were not for the dedicated work of several reporters, very little of this would have come to light. Most of the episodes in question happened last year, but the [state comptroller's office issued a scathing report](#) in September that recapped the most egregious acts.

So, here's hoping for a new year in which the only thing we're reading about at Upstate is the selfless work of hundreds of medical professionals who save lives, give hope and heal the sick. UUP will make sure that this is the picture of upstate that lawmakers remember at budget time.

## THE FREE/TUITION-FREE COLLEGE MOVEMENT

This is an idea that caught on everywhere in 2019. Suddenly, [presidential candidates](#) were talking about "free college" (which is a catch-all phrase that does not always literally mean what it says), and even several [medical schools](#) announced they were going to drop tuition for incoming students. Some [states are already offering free tuition](#). The trend is not exactly a new idea. Anyone remember that the City University of New York used to be tuition-free for qualified New York City residents?

New York's [Excelsior Scholarship](#) program, which eliminates tuition for students who meet a strict set of criteria, saw applications continue to rise in 2019, the second year of the program. Questions remain, however, about how campuses are handling the influx of students who do not pay tuition, in an era of continued flat funding at SUNY.

## DEMS TAKE CONTROL

The year got off to a record-setting start with two major firsts in New York politics. Andrea Stewart-Cousins became state Senate majority leader, and Letitia James became state attorney general. The two Democrats are the first women, and the first African Americans, to hold these seats. Both are strong friends of the labor movement, strong supporters of UUP and strong advocates for public higher education.

And, if the [national picture](#) is any indication, New York's Democratic majority is likely to stay that way for a while; 49 of 50 states have one-party legislative rule. [In New York](#), the Senate Democrats seem here to stay; Republican senators have been tripping over themselves to announce their decisions not to run for re-election. Nine, at last count.

## THE EXPLOSIVE EXPANSION OF HOSPITALS ON LONG ISLAND

If you've never heard of [Northwell Health](#), go get a cup of coffee. By the time you've finished it, Northwell will have built a hospital in your living room.

We exaggerate, but not by much. Northwell, a national health care behemoth, seems to be in a race to conquer the Long Island hospital scene, but it's not the only one. [Mount Sinai](#) and NYU are also seizing opportunities on Long Island.

[Stony Brook HSC](#) has recently added [new services](#) and even a new children's hospital. As the only publicly funded hospital on Long Island, it faces special challenges, including the fact that it treats many low-income patients. Stony Brook cannot turn anyone away from its emergency department, and UUP is about to push hard for the restoration of the state subsidy that used to help fund the SUNY hospitals.

### Long Island health systems expanding cancer care

By: LIBN Staff | January 10, 2019

With the aging population and increasing incidence of cancer, healthcare facilities across Long Island are ramping up their cancer care and building new centers to further extend their cancer programs.

Each year in New York State, there are about 110,000 newly diagnosed cases of cancer, according to the state Department of Health, and age is the single largest risk factor, with risk increasing significantly after age 50. As Long Island's population continues to age – it rose to a median age of 41.6 in both Nassau and Suffolk last year, up from 39.8 in Suffolk and 41.1 in Nassau in 2010, according to U.S. Census data – healthcare systems are looking to address the increasing demand for a full range of cancer-related services.



Dr. Richard Barakat: Due to the complexity of caring for pregnant women with cancer, the Northwell Health Cancer Institute opened a Center for Cancer, Pregnancy and Reproduction. (Photo courtesy of Northwell Health)

The Long Island health care boom is just part of a changing scene, in the New York City metro area and nationally. Pharmaceutical companies such as CVS now strive to serve as community health clinics, where people can get an immunization and other services and then fill their prescriptions at the same place. The CVS merger with Aetna, announced earlier this year, was a major step toward this goal.



# Jude Jayatilleke

## Buffalo State Chapter

Jude Jayatilleke grew up in a country torn apart by civil war. At least 80,000 people are believed to have died in Sri Lanka between 1983 and 2009, when an insurgency known as the Tamil Tigers sought to split off from the nation. The war also disrupted public services. Young adults who aspired to a college education often waited years for admission to a university, Jayatilleke recalled.

So, he came to the United States, where he enrolled first at Niagara County Community College and then at Buffalo State. Of that time, he simply says, "It was a long process."

Today, Jayatilleke is a naturalized United States citizen, a member of UUP for 13 years, and a senior counselor at the Buffalo State Educational Opportunity Program. He grew up in a union household, so activism comes naturally to him. He is also his chapter's vice president and steward coordinator for professionals, a delegate, and an activist who has convinced hundreds of Buffalo State academic and professional employees to sign membership cards. He honed his organizing and sign-up skills at the NYSUT Member Organizing Institute.

"I have done probably 1,000 house visits for the MOI program," Jayatilleke said. "It's a lot of walking—I love to walk."



### **You worked very hard to sign up every possible member in the months leading up to the June 2018 Janus decision. How's morale in your chapter in the Janus aftermath?**

Union spirit is pretty strong. We have only three professionals, full time, who are not members, maybe four faculty members, full time, who are not members. Part time, about 150 people who are not members. Some part-time employees are a special challenge, because they are in positions where they are in the bargaining unit for just a few weeks. But I would say campus morale is pretty good. Overall, people are pretty happy with our union.

### **What's a typical academic year like for chapter leaders, all of whom have regular jobs on campus?**

This year, we did almost 30 chapter events. We keep our chapter alive, busy, and our members engaged. There's no time to relax. You have to go after people from the time they are hired, make sure they are engaged. And I think you have to enjoy the work you do with the union. You have to enjoy it, embrace it. That's how I see it. You can't do this yourself. You need have the whole team behind you.

### **The U.S. has tightened visa and immigration requirements. How has that affected your campus?**

Everyone at Buffalo State is used to seeing a lot of international students from a range of countries. We don't see that as much. Whereas 10 years ago, we could identify different international students from the programs and activities on campus. So I think that's a big loss, not having as many international students now.

### **Every year, the EOP program is eliminated from the Executive Budget proposal, and then it's restored in the final enacted budget. This must be wearing to go through, year after year.**

Definitely. We would like to see something stabilize. We don't mind talking about the benefits of the program, but to see the program threatened every year—it is difficult. But when we ask our students, do you want to go to Albany to advocate, they are willing to do that. But I think it's sad we have such a great program and we have to go through the pain.

— DARRYL McGRATH

# UUP names first Puerto Rican Scholarship recipient

BY KAREN L. MATTISON

**U**UP has named the first recipient of the union's Puerto Rican Scholarship Award.

Dayleen Santana-Rodriguez, a 22-year-old graduate student pursuing a master of arts in Spanish linguistics at the University at Albany, received the \$3,000 scholarship in December. The award is intended to help students from Puerto Rico



SANTANA-RODRIGUEZ

who were impacted by Hurricane Maria to pursue their college studies at a SUNY four-year college or university.

A resolution creating the scholarship was adopted by UUP delegates at the 2017 Fall Delegate Assembly. The annual scholarship will be available through 2021.

## AN ABLE ATHLETE

Santana-Rodriguez's story begins in 2010 in Caguas, Puerto Rico, where the then 14-year-old began running. When her father

died later that year, she kicked it up a notch, representing Puerto Rico in local competitions, the Central American and Pan American games, and international events. By 17, she started college at the University of Puerto Rico-Mayagüez Campus on full scholarship, pursuing a dual bachelor's degree in criminal justice and Spanish, with a concentration in Hispanic literatures and culture.

All was looking up for Santana-Rodriguez. She was recruited by the UAlbany track and field team after a stellar performance at the Pan Am Games, and set off for New York—alone, at the tender age of 18—to finish her undergraduate work.

She spoke little English, she said, but had set her sights on one goal: "to become a good-willed and successful person."

Everything changed when Hurricane Maria slammed into Puerto Rico in 2017, and Santana-Rodriguez used her college savings to help her family make ends meet.

"I had to stay on the mainland with the emotional, mental and financial strains to support (my family) from abroad," she wrote in her application essay. "The little savings I had for graduate school was used instead for my family's recovery."

She was able to complete her education thanks to her athletic scholarship, and earned her dual bachelor's degree in 2018.

The hardships her family still faced in the aftermath of Hurricane Maria meant Santana-Rodriguez had little option but to immediately enter a master's program—without an athletic scholarship. That was lost when she opted to participate in Tele-mundo's Reality Show "Exatlon-Estados Unidos" from January to May 2019. She earned small cash prizes, but not nearly enough to cover tuition and fees.

"My journey at UAlbany has been one full of personal growth, making decisions based on my loved ones' circumstances while pushing forward in my quest to succeed," she noted. "This scholarship will very much alleviate my financial responsibilities at this time."

"I possess all the desire, enthusiasm and drive to finish my professional goals, and I am certain that this scholarship will help me put the pieces together," Santana-Rodriguez added.

She was recommended for the scholarship by her track coach, Albany Chapter member Roberto Vives.

## LABOR NOTES

### UUP seeks member input on online ed

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

### Mass. gov signs historic ed funding bill

After years of campaigning by educators, students, parents and other public school advocates, Massachusetts Gov. Charlie Baker

recently signed into law an [historic school funding bill](#) that will deliver billions of dollars in additional state aid to local schools over the next decade.

The \$1.5 billion increase in state funding for public education, with a bulk of new resources going to high-poverty schools, is a huge win for the AFT's Fund Our Future campaign.

The landmark Student Opportunity Act commits the state to achieving equitably funded public schools over a seven-year span,





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.

**Ray Dannenhoffer**, associate dean for support services at the University at Buffalo's Jacobs School of Medicine and Biomedical Sciences, recently received the 2019 Newman Award from UB Catholic, the university's Catholic Campus Ministry. The award recognizes a member of the UB community for outstanding service to the community.

For more than 30 years, Dannenhoffer has served UB students preparing for professions in the health sciences, particularly medical and dental students, by guiding and mentoring them in the skills and character needed to be good caregivers. He also supervises the university's Gross Anatomy labs and oversees UB's Anatomical Gift Program, working to make sure donors are respected and honored for their gift that serves as the "greatest teacher" for future dentists and physicians.

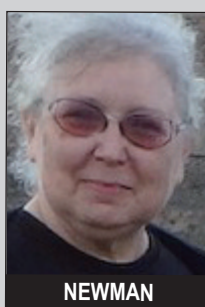


DANNENHOFFER

**Lee Newman**, an associate professor in environmental and forest biology at ESF, recently received the Stephen D. Ebbs Distinguished Service Award by the International Phytotechnology Society in conjunction with the International Journal of Phytoremediation.

She was selected for her research, publication and practice in phytotechnologies. Phytotechnology is the strategic use of plants to solve environmental problems by remediating the qualities and quantities of soil, water and air resources and by restoring ecosystem services in managed landscapes.

Past international awardees unanimously selected Newman for her significant activity as editor-in-chief for the *International Journal of Phytoremediation*, planning of the International Phytotechnology conferences, and foundational service in the International Phytotechnology Society.



NEWMAN

**Beth E. Wilson**, UUP chapter president at SUNY New Paltz, recently received the Mother Jones Award from the Hudson Valley Area Labor Federation.

The award recognized Wilson as a local labor leader whose "activism and consistent viability on an array of issues beyond union matters solidified her confirmation of the (award)," according to Sandra Oxford of the HVALF.

Wilson, a lecturer of art history and co-chair, Film and Video Studies minor, has been chapter president since 2015, and serves on the statewide Executive Board. She is a delegate to UUP and NYSUT policy-making conventions, and serves on UUP's Contingent Employment, Solidarity and Chapter Presidents committees.

She received the award in October during the federation's 13th Annual Labor Heroes Celebration.



WILSON

promising \$1.5 billion in additional annual state aid once the law is fully phased in. Many schools and communities will begin to see the benefits of the law as soon as the next school year, the first year of implementation.

In a joint statement with AFT Massachusetts leaders, AFT President Randi Weingarten said, "By signing this path-breaking bill, Gov. Baker has shown that a lack of funding isn't inevitable, but rather the result of deliberate political choices. When we make the right choice, we can secure the investments in public schools necessary to fund our future."

### 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 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>.



PORTER

# ELECTION

Candidate statements due March 11

## UUP to elect officers, Executive Board members

BY KAREN L. MATTISON

**D**elegates to the 2020 Spring Delegate Assembly will elect three statewide officers and nine Executive Board members. The Spring DA is scheduled for April 24-25 in Albany.

Delegates will cast their ballots to elect a president, secretary/treasurer, membership development officer, and nine Executive Board members. All elections are for three-year terms.

If the membership ratio of academics to professionals remains the same as the present ratio, of the 12 people to be elected, six must be academics and six must be professionals. If the ratio changes, elections will be adjusted accordingly.

In accordance with DA policy, candidates running for statewide elective positions may have statements printed in *The Voice*, which is mailed to all bargaining unit members.

The following provisions apply:

- Candidates may submit a statement of up to 500 words and a photo for publication. If a candidate submits a lengthier statement, it will be set in smaller type to give all candidates equal space.
- Send statements and photos to the attention of UUP

Director of Media and Publications Michael Lisi. They must be received at the UUP Administrative Office, P.O. Box 15143, Albany, N.Y. 12212, no later than 5 p.m. Friday, March 11. Email versions may be sent to Lisi at [mlisi@uupmail.org](mailto:mlisi@uupmail.org) (please CC to [kmattiso@uupmail.org](mailto:kmattiso@uupmail.org)).

- Statements will be published by order of election and in alphabetical order in even-numbered years and reverse alphabetical order in odd-numbered years.
- Candidates are urged to submit statements and photos by email.

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**Note:** UUP policy prohibits the use of UUP or state equipment or resources (including email) to produce or distribute campaign material for UUP elections.

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Statements will be published in the Spring 2020 issue of *The Voice* and online at [www.uupinfo.org](http://www.uupinfo.org)

Copies of the policy on the distribution of campaign material can be found on pages 11-12, at chapter offices, or by contacting Secretary/Treasurer Jeri O'Bryan-Losee at [jobryan@uupmail.org](mailto:jobryan@uupmail.org) or at (800) 342-4206.

## UUP Policies and Procedures for Distributing Campaign Literature



**T**o provide equal and uniform access to all candidates for the distribution of campaign literature, UUP will use the following policies and procedures in the conduct of its elections.

Equally important, the following policies and procedures ensure members' privacy and fulfill UUP's obligation to conduct fair and honest elections.

All duly declared candidates shall have equal access to appropriate membership information, to mailing privileges and to publications of UUP in accordance with procedures issued by the UUP Constitution and Governance Committee.

Duly declared candidates may request

mailing labels of members' last known home addresses for distribution of campaign literature. Candidates shall sign a statement governing the use of mailing labels and limiting their use to UUP elections.

Such signed statements shall be submitted to the Office of the Secretary/Treasurer of UUP, which shall check eligibility and the parameters of the mailing labels. All declared candidates may obtain mailing labels by contacting the UUP Secretary/Treasurer's Office in writing (or by email) using the form on page 13. Such requests must specify the category(ies) of eligible members for whom they wish labels. Candidates will cover the cost of labels and mailing.



Mailing labels will include only UUP Retired Members in good standing as of the certification date for eligibility to participate in a given election.

Candidates must specify in their formal requests which categories of eligible members they wish to receive their mailings.

#### Officers and/or Executive Board:

- All Elected Delegates, including Contingents, (Regular and Retired)
  - Regular Elected Delegates, including Contingents, Only (Academic and Professional)
  - Retired Elected Delegates, including Contingents, Only (Academic and Professional)
  - Contingents Only (Academic and Professional)
- All Academic Elected Delegates, including Contingents, (Regular and Retired)
  - Regular Academic Elected Delegates, including Contingents, Only
  - Retired Academic Elected Delegates Only
  - Contingents Only (Academic)
- All Professional Elected Delegates, including Contingents, (Regular and Retired)

- Regular Professional Elected Delegates, including Contingents, Only
- Retired Professional Elected Delegates, including Contingents, Only
- Contingents Only (Professional)

UUP will not be involved in any other distribution of campaign literature for candidates, except for official publications that provide for candidate statements on an equal and uniform basis.

UUP and NYSUT provide a variety of lists and labels of members' home addresses necessary for UUP to conduct its programs and business. Candidates may not access or use these in the distribution of campaign literature, except for the printed list available in the Chapter Office provided by the Constitution and Governance Committee and/or the Leadership Directory.

In election years, UUP will publish these policies and procedures in *The Voice* or *The Echo* and post them on the UUP website prior to the election cycle. A copy will be in each Chapter Office and upon request to the Secretary/Treasurer.

The Secretary/Treasurer and the Constitution and Governance Committee will be responsible for implementing these policies and procedures. Questions should be directed to the Secretary/Treasurer.



### Statewide Elections for Officers and/or Executive Board Request for Labels

Print Name \_\_\_\_\_ ☐ Academic ☐ Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

Indicate the categories of eligible **Delegates** for labels. (Check All Boxes That Apply)

- ☐ **All Elected Delegates**, including Contingents, (Regular and Retired)
- ☐ Regular Elected Delegates, including Contingents, Only (Academic and Professional)
  - ☐ Retired Elected Delegates, including Contingents, Only (Academic and Professional)
  - ☐ Contingents Only (Academic and Professional)

- ☐ **All Academic Elected Delegates**, including Contingents, (Regular and Retired)
- ☐ Regular Academic Elected Delegates, including Contingents, Only
  - ☐ Retired Academic Elected Delegates, including Contingents, Only
  - ☐ Contingents Only (Academic)

- ☐ **All Professional Elected Delegates**, including Contingents, (Regular and Retired)
- ☐ Regular Professional Elected Delegates, including Contingents, Only
  - ☐ Retired Professional Elected Delegates, including Contingents, Only
  - ☐ Contingents Only (Professional)

I certify that I have read, understand, and agree to the provisions of UUP Policies and Procedures for Distributing Campaign Literature in UUP Elections. I request labels in accordance with UUP Policies and Procedures. I understand that each set of labels of names and home addresses, provided by UUP, is limited to use in a UUP election.

Print Name \_\_\_\_\_

Signature \_\_\_\_\_

Date \_\_\_\_\_

**Please FAX or MAIL this request to UUP**

Req. for Labels Rev. 10/26/2012

Fax Number: 1-866-812-9446

PO Box 15143, Albany, New York 12212-5143

# Your Union Contract **At Work!**

**FAST  
FACTS**

**Message from UUP President Fred Kowal**

## **2019 SALARY COMPRESSION ANALYSIS and DISTRIBUTION**

The 2016-2022 NYS/UUP contract includes an historic agreement to establish four annual salary pools, each one-half percent (.5 percent) of total basic annual salaries at each campus, for distribution to eligible UUP-represented employees to address salary compression and inversion.

For the first time, the State has acknowledged that salary compression exists system-wide and has dedicated resources to begin to address it. While we anticipate that the extent of identified salary compression and inversion will significantly exceed the resources available to remediate it in the 0.5 percent compression pools, this represents a critical step in addressing a problem that plagues not just SUNY, but higher education nationally.

Generally, salary compression exists when the salaries of more experienced employees have not increased sufficiently relative to the salaries of colleagues hired later. Inversion occurs when new hires are recruited with salaries higher than those of more senior colleagues. The extent of salary compression and inversion will be measured by multiple regression analysis, a statistical technique that can measure the relationship between salary and several factors that potentially impact it.

The 2016-2022 contract established a joint NYS/SUNY/UUP executive-level committee to develop the guidelines and methodology for analyzing salary compression and inversion. The 2019 guidelines are

now complete. These guidelines provide the campuses with detailed instructions on how to complete the analyses and how to distribute the 0.5 percent pool to address compression identified in the analyses.

First, the guidelines identify the employee data necessary to complete the analyses. Much of this data is contained in existing payroll records. Some isn't. Campuses are responsible for reviewing the accuracy of data in existing records and for gathering and inputting data not currently in those records.

Generally, data for each employee includes such things as basic annual salary (excluding stipends, differentials, also receives, and prior DSI), state budget title, campus title for professionals, years of service in title, academic discipline, professional functional area, and a benchmark market salary for the employee's discipline or functional area. The guidelines contain additional detail about the data used for different types of academic and professional appointments and obligations.

Once data collection is complete, campuses must run regression analyses to identify the extent of compression and inversion among full-time and part-time academic and professional staff. These regression analyses are designed to analyze the different variables that may influence salary and isolate the extent to which the salaries of more experienced employees may be compressed or inverted relative to the salaries of less-experienced employees in their academic



disciplines or professional functional areas. Detailed instructions and hands-on training on how to conduct these regression analyses have been provided to the campus personnel running the analyses.

The data collection and analysis guidelines must be followed to the greatest extent possible. However, it is impossible to anticipate every campus-specific variation that may require campus-specific deviations. The UUP bargaining unit contains many different types of academics and professionals at different campus types (technology sector and comprehensive colleges, university centers, hospitals, medical schools, and specialized institutions). When campus-specific deviations must be made, they must be consistent with the overall intent of the guidelines and the objective of remediating salary compression and inversion. They may not be made on a person-specific basis and they must be cleared with SUNY at the state level.

Once the regression analyses are complete, each campus must determine the distribution of its 2019 compression pool consistent with the guidelines. Management discretion to determine how the pool will be distributed is expressly limited.

The compression pools must be used to address compression identified in the analyses. It is not appropriate to use the compression/inversion pool for any other purpose, including but not limited to merit, addressing perceived inequities not identified in the analysis, or providing for larger market-rate adjustments.

Campuses are strongly encouraged to provide proportional adjustments to everyone (whether academic or professional, full-time or part-time) who is identified in the regression analysis as compressed or inverted. Campuses have some limited discretion to make decisions as outlined below. However, these decisions may not be made on a person-specific basis.

#### **Campuses may choose to:**

- Remediate certain departments/functional areas more rapidly to address retention beyond that which is achieved by a proportional distribution (however, no department may be excluded from remediation entirely);
- Establish a dollar threshold for full-time employees,

prorated for part-time employees, of identified compression below which employees may not be remediated to better remediate highly compressed employees (if established, the threshold may not exceed \$2,500 and must be uniformly applied campus-wide);

- Exclude certain types of less senior employees to better remediate longer-term employees (visiting academics with less than four years of service and some types of part-time employees with less than two years of service).

- Exclude any full-time employee serving in their final year of service, who has been non-renewed.

Except for those employees identified above, individual employees with identified compression or inversion may not be excluded from remediation.

Once these decisions are made, campuses must notify the campus community of the method of distribution being used, including any deviation from proportional distribution. If non-proportional distribution is used, the method and rationale for more rapidly remediating particular departments and/or functional areas must also be provided.

Employees who receive salary compression adjustments are not disqualified from consideration for Discretionary Salary Increases (DSI) from the 0.5 percent DSI pool. Receipt of DSI also does not disqualify employees from eligibility for compression adjustments.

On behalf of the UUP team that worked with the state over the last year to develop the methodology and guidelines for distribution of our first-ever contract provision to address salary compression and inversion, I express my gratitude for your patience and understanding about the time it took to reach this point. UUP's goal has been to make sure the salary analysis at every campus is done as accurately as possible, given the variation in employee positions across our campuses and data limitations we encountered.

The 2019 distribution of compression/inversion salary adjustments will be followed by analysis of the outcomes. UUP, SUNY, and the state can reconvene executive-level discussions to review this year's process and make any needed improvements for 2020, 2021 and 2022.



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	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	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	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"/>	Don't 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*.**

## Albany Chapter

ALBANY CHAPTER MEMBERS STAND IN SUPPORT OF PUBLIC EDUCATION WITH NASSAU COMMUNITY COLLEGE AND FELLOW UUP MEMBERS WORKING AT SUNY'S LONG ISLAND CAMPUSES. UNION MEMBERS TESTIFIED AT A STATE SENATE HIGHER EDUCATION COMMITTEE HEARING NOV. 1.



## Stony Brook Chapter

STONY BROOK CHAPTER MEMBERS TAKE ADVANTAGE OF TWO UNION-LED STUDENT DEBT CLINICS NOV. 19. THE CLINICS ARE DESIGNED TO HELP MEMBERS NAVIGATE THE APPLICATION PROCESS AND ENROLL IN INCOME-DRIVEN REPAYMENT PROGRAMS AND THE FEDERAL PUBLIC SERVICE LOAN FORGIVENESS PROGRAM.



## Cortland Chapter

THE CORTLAND CHAPTER CO-HOSTED A SUNY CORTLAND CHARITY HOCKEY GAME NOV. 8 TO SUPPORT SUICIDE PREVENTION AWARENESS. STAFFING THE UUP TABLE, FROM RIGHT, ARE CHAPTER PRESIDENT JACLYN PITTSLEY, AND STATEWIDE EXECUTIVE BOARD MEMBER AND CHAPTER DELEGATE BEKKIE BRYAN.

## Stony Brook HSC Chapter

STONY BROOK HSC CHAPTER PRESIDENT CAROLYN KUBE DISCUSSES THE UUP CONTRACT AND OTHER ISSUES DURING A GENERAL MEMBERSHIP AND TOWN HALL MEETING NOV. 6.







# 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.



**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

# Coming Jan. 1, 2020!

Call (800) 887-3863 for more information on all of UUP's members-only benefits.

# TRUPANION

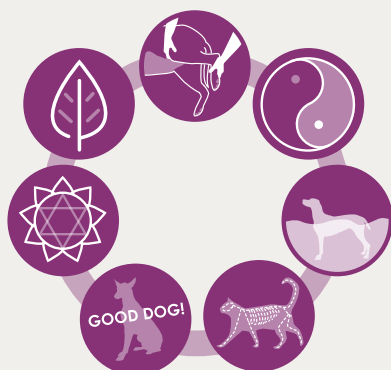
MEDICAL INSURANCE FOR PETS — COVERAGE OVERVIEW



## WHAT'S COVERED



## RECOVERY AND COMPLEMENTARY CARE RIDER AVAILABLE FOR AN ADDITIONAL COST



**REHABILITATIVE THERAPY**  
ACUPUNCTURE  
HYDROTHERAPY  
CHIROPRACTIC  
BEHAVIORAL  
MODIFICATION  
AND THERAPY  
HOMEOPATHY  
NATUROPATHY

## WHAT'S NOT COVERED



Pre-existing conditions — conditions that show symptoms in the 18 months before enrollment or during waiting periods



Preventive care (vaccinations, flea and tick control, etc.)



Spay or neuter



Exam fees and sales tax, where applicable

## WHO?



All dogs and cats over 8 weeks and under 14 years old can enroll for lifelong coverage.

## WHAT?



Covers 90% of eligible costs for all new illnesses and injuries.

## WHEN?



Coverage begins after applicable policy waiting periods: **5 days for injuries** and **30 days for illnesses**.

## WHERE?



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Terms and conditions apply. See the policy for complete details at [Trupanion.com/pet-insurance](http://Trupanion.com/pet-insurance). Trupanion is a registered trademark owned by Trupanion, Inc. Underwritten by Omega General Insurance Company (Canada) and American Pet Insurance Company (USA): 6100 4th Ave S, Seattle, WA 98108

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# Building the Brooklyn Bridge: a Herculean effort

BY DANIEL SCOTT MARRONE

**I**t was the unionized construction workers who built with their hands the magnificent 5,989-foot-long Brooklyn Bridge. Toiling from 1869 to 1883 were carpenters, sandhogs (diggers), stonemasons and ironworkers. These intrepid workers endured a multitude of injuries, and many died building the bridge.

The workers also launched the nation's organized labor movement.

## A FAMILY AFFAIR

The Brooklyn Bridge was designed by John A. Roebling. Born in Mülhausen, Germany, in 1908, Roebling immigrated to the United States in 1831. A virtuoso in bridge construction, Roebling appeared before the U.S. Congress in 1867 to offer his groundbreaking design of a hybrid cable-stayed suspension bridge. Roebling pressed his case for the bridge for two years until he attained congressional approval and New York state funding.

Tragically, he would never live to see the bridge built.

On June 28, 1869, while surveying the site for the Brooklyn anchorage, he sustained a severe foot wound that never healed. Twenty-four days later, he succumbed from tetanus poisoning.

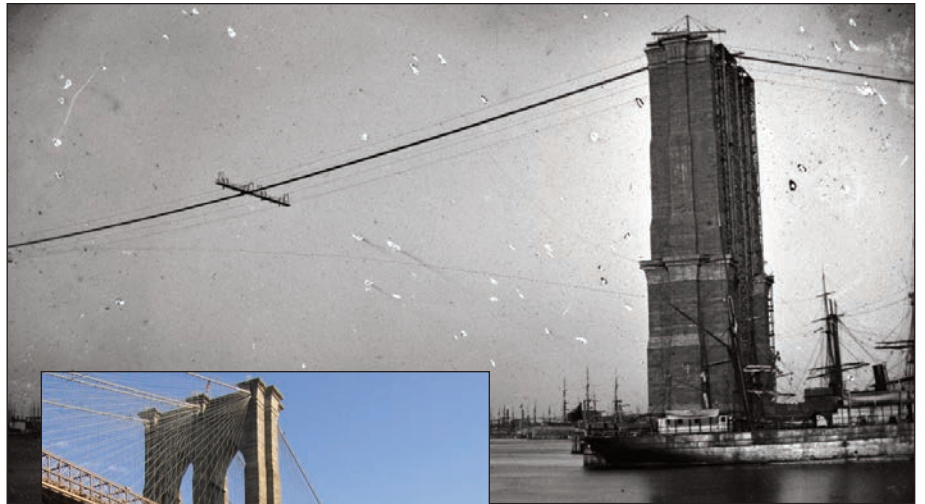
The monumental task of building the bridge was then transferred to his 32-year-old son, Washington Roebling. He also nearly paid with his life when, in 1872, he contracted Caissons Disease. He was extremely fortunate to have a devoted, caring and immensely intelligent wife. Each morning he would provide Emily Warren Roebling with the tasks that needed completion. For the last 11 years of bridge construction, she would convey these directives to the workers.

To her credit, she staunchly backed the workers in their quest for better wages and workplace safety. The workers affectionately named her, "The Guardian Angel of the Brooklyn Bridge."

## HOW THE BRIDGE WAS BUILT

The first task in building the Brooklyn Bridge involved carpenters, who crafted enormous open-bottom wooden boxes called caissons. Once positioned, sandhogs dug muck within the caissons to sink under water these enormous boxes to bedrock. The Brooklyn-side caisson was laid on bedrock after digging 44 feet. However, on the Manhattan side, the sandhogs were required to dig much further. At 78 feet below water, the digging was stopped because at that depth the sandhogs were collapsing due to paralysis. Some died. They were afflicted with decompression sickness. This malady was so pervasive with the Brooklyn Bridge digging that the sickness is now known as caissons disease."

The next phase was the construction of the towers. Atop the caissons sit two massive 273-foot-tall Gothic arch towers. They were constructed of Rosendale hydraulic cement, limestone, and thousands of beautifully sculptured Maine-quarried granite blocks, each weighing



ABOVE, THE BROOKLYN BRIDGE UNDER CONSTRUCTION, CIRCA 1872.



LEFT, THE BRIDGE AS SEEN FROM MANHATTAN IN 2005.

an average of six tons. Once the towers were completed, the next phase involved stringing cable wires from one anchorage over a mile away to the other anchorage. They strung 5,434 wires a total of 14,000 miles. While performing this task, the workers were required to be suspended hundreds of feet above the rapidly flowing East River. Several workers fell to their death.

## WORKERS UNITE

During 14 years of construction, hundreds of workers were injured and dozens perished. The state government agencies overseeing the project were more focused on seeing the bridge completed than on supporting the workers. Consequently, the workers formed labor unions for their protection.

Many labor/management disagreements were settled relatively quickly. However, some disputes, especially those involving safety issues, proved to be nearly intractable. In these instances, there were weeks-long worker strikes.

With a unified voice and collective power, the workers ultimately prevailed. Consequently, they achieved substantial improvements in workplace safety, shortened work shifts, and decent pay.

Unionized workers have fulfilled a crucial role in U.S. history.

A century and a half later, we recognize these construction workers for their efforts and sacrifices. They built America's most beautiful and enduring bridge!



*(Daniel Scott Marrone, Ph.D., is a distinguished service professor emeritus from SUNY Farmingdale. He serves as a delegate and chapter officer for retirees.)*