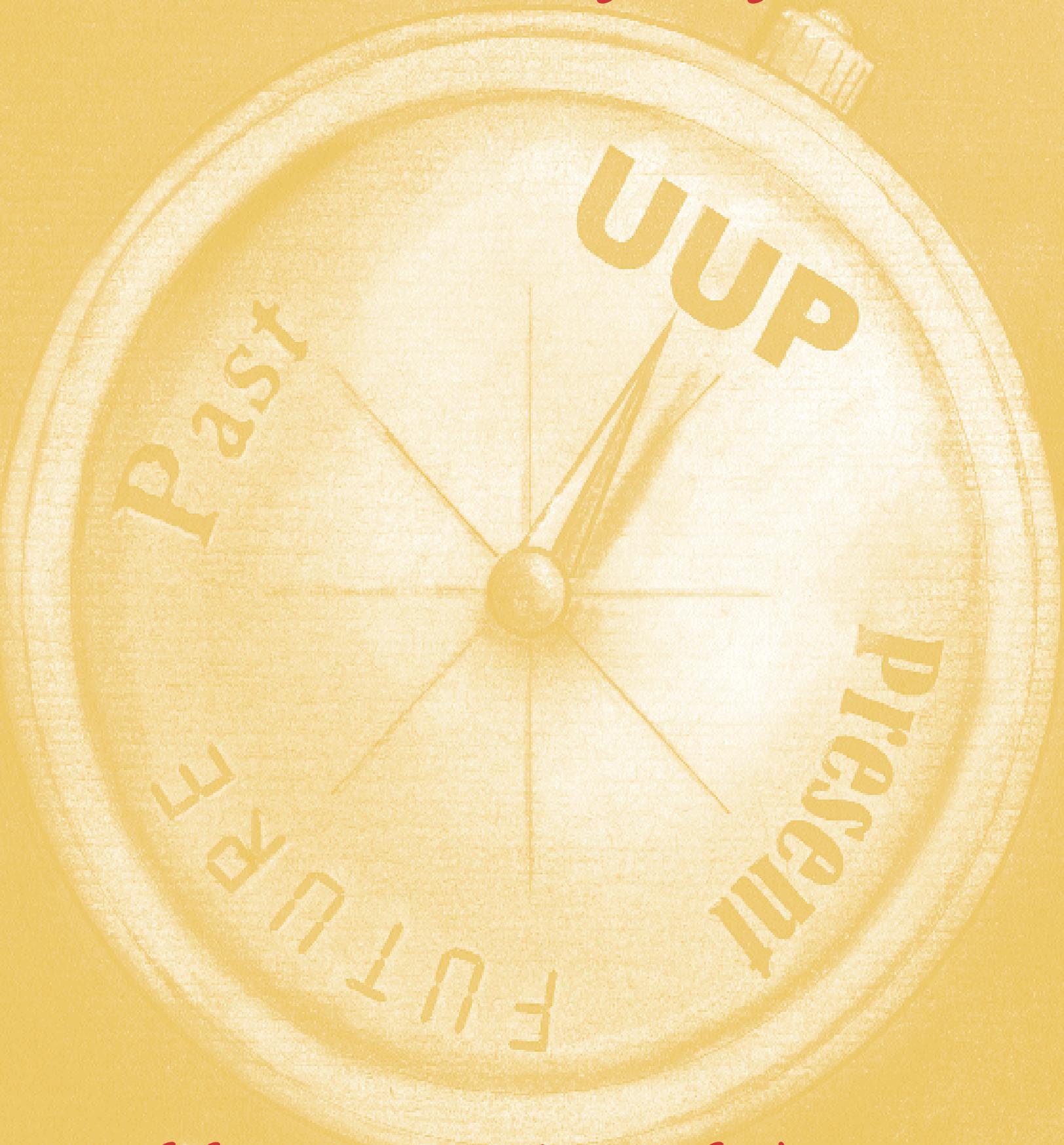


United University Professions



Celebrating 30 Years of Unionism

From the president



2003 Winter Delegate Assembly
The Desmond, Albany, N.Y.
January 31, 2003

Dear Delegates and Friends,

This is a very special Delegate Assembly as our UUP kicks off its 30th anniversary celebration. Happy birthday and congratulations!

For 30 years, UUP has been at the forefront of higher education unionism. For 30 years, UUP's efforts have benefited thousands of our colleagues, the SUNY community and the entire state of New York. We've grown in numbers and in influence. Our issues are many but, at the core of everything we do, is the best interest of our members. We have an outstanding record of success in that regard for which we can all be proud.

This weekend, we will pause from our business to reflect on the past and to anticipate the future. That's what has always made UUP the successful union it is: We learn from and respect our history, but always with an eye toward what lies ahead. UUP has developed a reputation for being responsive and relevant. That's because of the foresight shown by the women and men who nurtured our union in its infancy and those who now continue its progress in ensuring the future of the University and its dedicated, talented workforce.

Enjoy the reminiscing and the collegiality. Then, it's back to our campuses and the important work that awaits.

In solidarity,

A handwritten signature in black ink that reads "Bill Scheuerman". The signature is written in a cursive, flowing style.

William Scheuerman
President
United University Professions

UUP Officers

President

William E. Scheuerman

VP/Academics

Phillip H. Smith

VP/Professionals

John J. Marino

Secretary

Eileen Landy

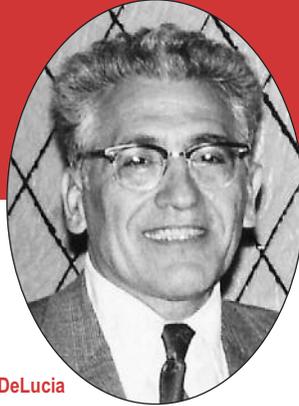
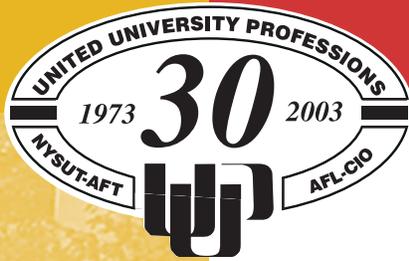
Treasurer

Rowena J. Blackman-Stroud

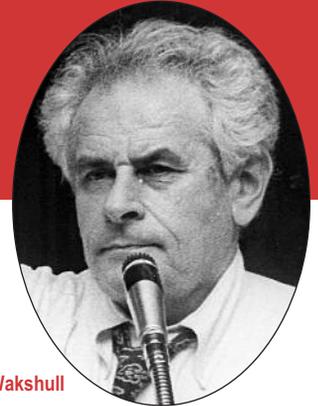
Membership Dev. Officer

Frederick E. Kowal

UUP: A



Lawrence DeLucia



Samuel Wakshull

When United University Professions was in its infancy, it was dogged by questions of representation: Could one voice speak for the various needs of teaching and non-teaching professionals? Could one voice speak to the various concerns on 29 college campuses spread across the state? Thirty years later, the answer is in and it is a resounding yes. UUP has successfully fended off challenges by other unions to today become the largest higher education union in the nation with a membership of almost 24,500 people.

Affiliations with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT) strengthen UUP's hand.

UUP has seen a steady increase in protections for the rights of its members with every contract. UUP provides protections and benefits that no other higher education union has been able to do.

Under the slogan "Working For You," UUP has built a foundation based on bettering the working environment and employment conditions for its members.

While debates over salaries and employee benefits packages figured prominently in early negotiations, other issues of concern included job security and tenure, tuition waivers, part-time employee status, pension choices and financial planning. Day care and domestic partner coverage were later successfully negotiated.

Although the union's 30-year history has been marked by the occasionally contentious battle, overall it has been a successful march toward professional advancement and progress. And you can read all about it thanks to Ivan Steen, an associ-



Nuala McGann Drescher



John "Tim" Reilly



William Scheuerman

ate professor of history at SUNY Albany, who directed the creation of the union archives, now housed in the M.E. Grenander Library on the Albany campus. Information about the collection (including a finding aid) can be found on the UUP Web site at www.uupinfo.org.

The three-year-long oral history project, completed in 1990, is composed of more than 40 interviews, a few of which remain sealed, detailing the story of the union's founding and growth. Minutes of policy-making and ad-hoc committee meetings, correspondence, electronic mail, and policy statements are also archived.

Records of the unions that combined to form UUP are included as well. It was in 1973, when the SUNY system was 25 years old, that representatives of the Senate Professional Association and State University Federation of Teachers met to discuss a merger. Those talks led to the formation of SUNY/United in the spring, renamed United University Professions by fall. The struggle to establish the new organization as a force to be reckoned with and to increase union membership dominated the early years of UUP's existence. Job security and tuition waivers were among the battles SUNY/United had fought and won. UUP continued that progress and, in 1974, secured permanent status for professionals.

In 1977, it negotiated five days of family sick leave and sabbatical leave and, in 1978, guaranteed minimum salaries for full-time employees. Part-timers were covered by a benefits package shortly thereafter. Pay equity was the subject of disputes in 1982 and 1985. The early 1990s saw the emergence of domestic partner and day care coverage. Issues of continuing concern include distance

UUP: A



learning, accelerated technological change, and the growing use of part-time employees.

Through it all, UUP has fought to preserve and enhance the quality of public higher education in the state and to provide a positive work environment for its thousands of members. Because the Taylor Law prohibits public employees from striking, UUP uses informational picketing, demonstrations and publicity to get its points across during stalled contract negotiations.

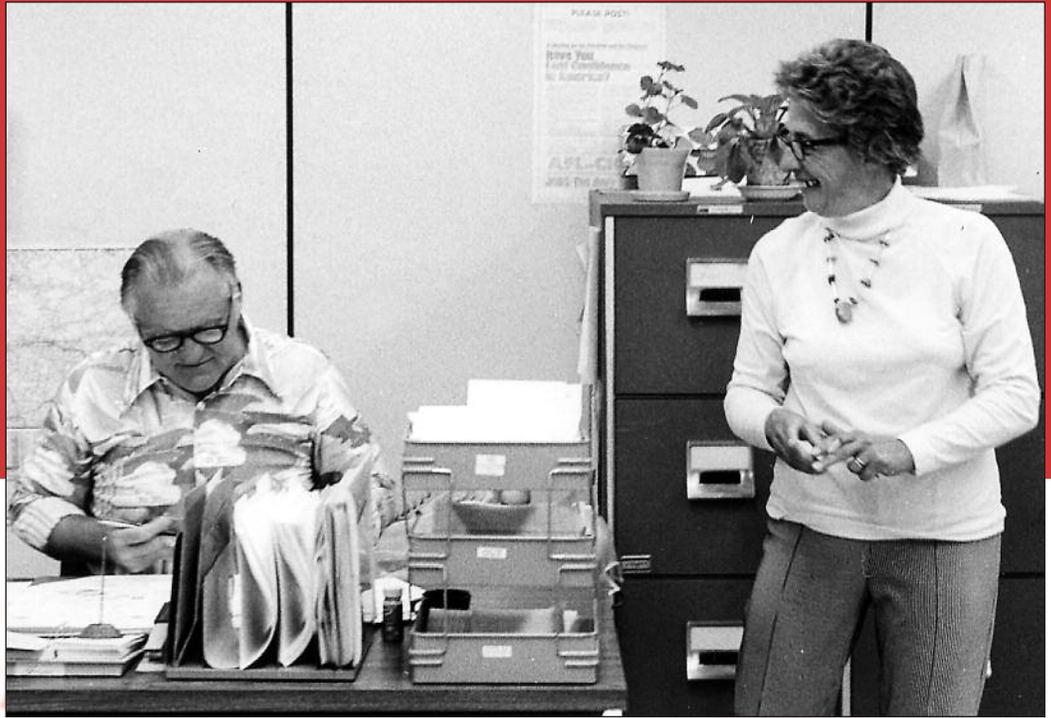
To maximize its effectiveness and clout while pushing its political agenda, UUP has over the years joined forces with NYSUT, AFT and the New York State AFL-CIO, among other organizations, to successfully advocate for SUNY and its employees. Also, UUP has registered state lobbyists to plead its case before the governor and state lawmakers and has participated in NYSUT-sponsored “Lobby Days” in Albany.

And the union, again through NYSUT, endorses national and statewide political candidates. VOTE/COPE, NYSUT’s non-partisan political action fund, provides a forum for members.

The presidents of UUP, their campus affiliation and years in office follow:

- Lawrence DeLucia, State University College at Oswego, 1973-1975
- Samuel Wakshull, State University College at Buffalo, 1975-1981
- Nuala McGann Drescher, State University College at Buffalo, 1981-1987
- John (Tim) Reilly, State University at Albany, 1987-1993
- William E. Scheuerman, State University College at Oswego, 1993-present

Pictured above is Henry DiStefano of Upstate Medical, a past winner of the union’s Nina Mitchell Award for Distinguished Service. At left is Moris Budin of Binghamton, fore, with other UUP demonstrators. On page 2 is Edward Quinn of SUNY Stony Brook; on page 3 is Paul Lauter of Old Westbury.



Above: UUP's first elected statewide Secretary Joseph Drew of SUNY Buffalo works at union headquarters in Albany with former UUP Executive Board member Doris Knudsen, who later became a UUP/NYSUT labor relations specialist. At left is former UUP President John Reilly of Albany, who with his colleagues below rallied in support of Gov. Mario Cuomo.

Fall 1970:

The Public Employment Relations Board (PERB) orders a SUNYwide, single-unit election. State University Federation of Teachers, Senate Professional Association, American Association of University Professors, Civil Service Employees Association and "no agent" are contenders.

Looking back

at the union's last 30 years

Thirty years ago



The State University Federation of Teachers (SUFT/AFT) and the Senate Professional Association (SPA/NEA) discuss merger. In April, SPA's Representative Council — with massive membership approval — votes 55-4 to merge with SUFT. SUFT members vote 7-1 for merger.

On May 12, UUP holds its first Delegate Assembly following the merger. The fledgling union — named SUNY/United — and its 3,500 members face even greater challenges, including contract negotiations that are at impasse and a massive backlog of unsettled grievances.

Delegates elect Lawrence DeLucia of SUNY Oswego as president of the newly merged organization. Joining him are Fred Burelback of Brockport, vice president for academics; Patricia Buchalter, Albany, vice president for professionals; Dorothy Gutenkauf, Cortland, secretary; Joseph Drew, SUNY Buffalo, treasurer; and Anne Willcox, Upstate Medical, membership chair.

Elected to the 11-member Executive Board are Michael Lilien, Upstate Medical; Fred Miller, Oneonta; Samuel Wakshull, Buffalo State; Dorothy Codkind, Potsdam; Stanley Goldstein, Brooklyn HSC; Barbara McCaffrey, Geneseo; Alan Willsey, Cortland; Constantine Yeracaris, SUNY Buffalo; Bernard Parker, Empire State; Raymond Jesaitis, Stony Brook; and Thomas Hines, Farmingdale.

A special blue-ribbon panel of PERB fact-finders recommend that SUNY professional staff be granted pay raises for 1973-74 for a total salary pool

1971:
The Senate Professional Association (SPA), affiliated with the National Education Association, is certified by PERB as exclusive bargaining agent.



1973:
New York state
objects to the
union's name,
SUNY/United,
so a new one is
chosen in October:
United University
Professions.



Above: UUP activists Dorothy Codkind and Walter Weitzmann, both of Potsdam, enjoy a lighter moment at one of the union's first Delegate Assemblies. At left is Bob Davidson of Delhi. On page 6, from left, are: Josephine Wise of SUNY Buffalo; Dorothy Gutenkauf of Cortland, first UUP secretary; Joseph Drew, who served as UUP treasurer in 1973 and again from 1976-82; and UUPer Evelyn Hyatt of Farmingdale, who is fondly remembered for closely scrutinizing the union's annual spending plans during DAs.

increase of 6.5 percent. The union accepts PERB recommendations for a 5 percent across-the-board increase and an additional payment of 1.5 percent with the stipulation that it be distributed on an annual per capita basis to each member. The union rejects the panel's position on minimum salaries, maintaining that money should be provided to eliminate salary inequities within SUNY.

The union tackles women's issues. Previously, the *Policies of the Board of Trustees* refused women the right to work once they became pregnant. SUNY/United secures new language to allow pregnant women to work as long as they are physically able. At the same time, the union attains a provision making it possible for women to use sick and vacation time to offset any leave without pay.

A petition is filed to split the non-teaching professionals from SUNY/United and put them into the Civil Service Employees Association. Hearings are set. In December, the American Association of University Professors is recognized as intervenor. Ultimately, PERB rules that SUNY/United is intact as exclusive bargaining agent for all unit members.

New York state objects to the new union's proposed name, so a new one is chosen in October: United University Professions.

Twenty-five years ago



New York Educators Association/National Education Association (NYEA/NEA) was soliciting signatures on SUNY campuses in an attempt to force a representation election. But in doing so, NYEA/NEA violated a state Office of Employee Relations rule spelling out exactly when solicitation of names could begin on campus. NYEA/NEA later lost its bid to represent SUNY academic and professional faculty; UUP is certified as exclusive bargaining agent.

A separate petition filed by the Health Science Center Council to separate Stony Brook HSC from the bargaining unit is rejected by PERB. Petitioners believe the HSC has a separate community of interest and a unique mission that sets it apart from the rest of the University. PERB points out that the differences cited by petitioners are inherent in the heterogeneous nature of a university.

Gov. Hugh Carey signs a NYSUT-endorsed bill repealing the Taylor Law one-year probation penalty for public employees who strike.

Gov. Carey signs a bill establishing an “agency fee” in public employment. The new law directs that non-members must pay a fee — equivalent to dues — to the union that represents them in collective bargaining.

All professional “quotas” for librarians are removed as a result of UUP’s persistence. The union wins promotions for librarians on the same basis as all academics. The union had a similar victory for professionals earlier in the year.

UUP opened salary talks with the state, calling for a 15 percent across-the-

1978:

A survey conducted by AAUP finds that UUP has won compensation levels that far exceed those won by NEA. In July, UUPers ratify a contract with increases totaling 8 percent, and an extra 1 percent in discretionary funds.



Above: UUP wins — by nearly 2,000 votes — the representation election over challenger New York Higher Education Association, the National Education Association’s state affiliate. Seated, second from right, is former UUP President Samuel Wakshull of Buffalo State. On Wakshull’s right is former UUP Executive Director Evelyn Hartman; on his left is Edward Alfonsin of Potsdam, who has served the union as statewide secretary, membership development officer and Executive Board member. At left is Cheryl Hicks of Farmingdale. On page 8, from left, are: A Brooklyn HSC member; Brian Betz of Oswego; former Executive Board member John Leddy of Delhi; and Joseph Lamendola of Canton.

1982:
After nine months — and 27 meetings with state negotiators — UUP files impasse on 29 items.

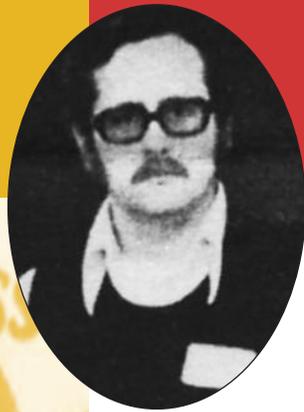
board hike and for the establishment of minimum entry-level salaries. The state countered with an offer of 4 percent. Salaries were the only item negotiable for 1978-79, the final year of the union’s contract. The two sides agree on a 9 percent salary increase.

Thanks to the hard work of the union’s newly created Life Insurance Committee, headed by UUP Treasurer Joseph Drew, all bargaining unit members are protected by \$5,000 in term life insurance provided by the union.

SUNY names Clifton R. Wharton Jr. as its new chancellor.

Union membership jumps to more than 8,500 in July, more than double the number of members at the beginning of the 1977-78 academic year.

Twenty years ago



UUP President Nuala Drescher dubs Gov. Mario Cuomo's proposed budget as "totally inadequate" and a "recipe for the destruction of SUNY." In response to the proposed spending plan — which calls for a cut in faculty and staff by more than 3,000 — more than a thousand unionists and students turn out for a "Save SUNY" rally at the Legislative Office Building.

The state Legislature passes a \$31.7 billion budget just prior to the April 1 deadline, averting the need for thousands of threatened layoffs. By adding \$15.9 million to the spending plan proposed by Gov. Cuomo, the Legislature averts the need for the more than 3,000 layoffs.

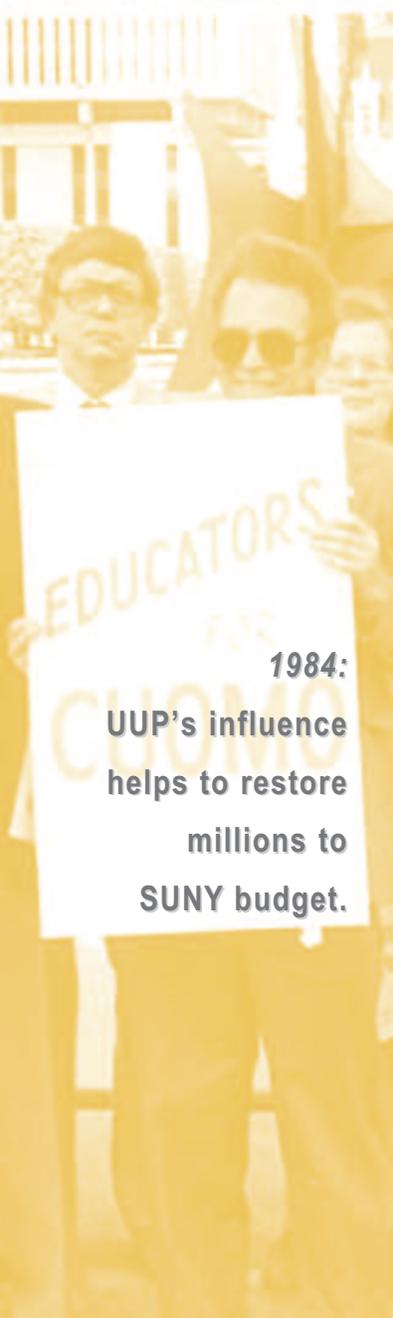
The union beats back a call by a group of "disinterested taxpayers" for a graduated tuition increase based on parental ability to pay. The union said the proposed sliding scale would force students to pay 60 percent of their overall education costs.

Serving as officers are: President Nuala Drescher, Buffalo State; Secretary William Cozort, Cortland; Vice President for Professionals Barbara Weidner, New Paltz; Vice President for Academics Fred Miller, Oneonta; Treasurer Thomas Matthews, Geneseo; and Membership Development Officer Edward Alfonsin, Potsdam.

Serving on the statewide Executive Board are: Frank Maraviglia, ESF; John Hunt, Farmingdale; John Reilly, Albany; Alan Shank, Geneseo; Henry DiStefano, Upstate Medical; Susan Puretz, New Paltz; Henry Geerken,

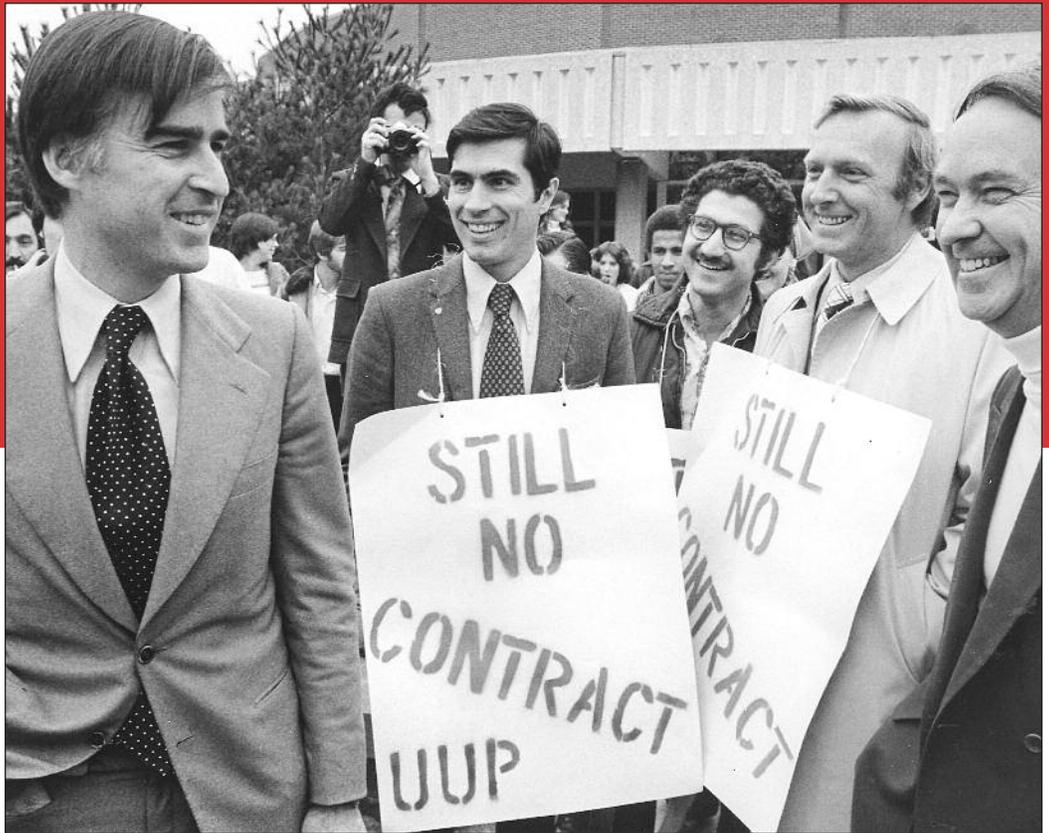
1983:
**UUP's first-ever
Friend of SUNY
Awards were given
to Republican
Sen. Kenneth
LaValle and
Democratic
Assemblyman
Mark Alan Siegel.**

MARIO CUOMO
Gov. 1983



1984:

**UUP's influence
helps to restore
millions to
SUNY budget.**



Above: Former California Gov. Jerry Brown, left, speaks to UUPers at Farmingdale during his presidential campaign. Among the unionists are Ed Garcia, former statewide Treasurer John Hunt, and George Coviris. At left are union activists, including Jeanne Galbraith of Stony Brook HSC, right, rallying around Gov. Mario Cuomo. On page 10, from left, are: former first lady Rosalynn Carter; Thomas Matthews of Geneseo, at the union's first Delegate Assembly (and before the handlebar mustache); Lee Braude of Fredonia at a 1982 DA; and Nina Mitchell of Brooklyn HSC, whose dedication to academic unionism inspired UUP to establish an annual award in her honor; the award recognizes outstanding and committed members who serve their union with distinction.

Cobleskill; Morris Buden, Binghamton; Rita Piccolo, Buffalo HSC; Jeanne Galbraith, Stony Brook HSC; and Malcolm Nelson, Fredonia.

UUP and the state inaugurate a newly negotiated statewide employee assistance program (EAP). The EAP is aimed at offering confidential assistance in obtaining treatment and support from an appropriate human services agency.

Union and E.F. Hutton & Co. representatives sign an agreement that designates the company as the agent through which bargaining unit members can make tax-sheltered investments through payroll deduction.

President Nuala Drescher accepts an appointment to serve on a statewide committee for higher education formed by state Sen. Kenneth LaValle, chair of the Senate Higher Education Committee.

UUP membership reaches an all-time high of 12,550.

Fifteen years ago



The academic year begins with a new contract in place for UUPers. The three-year pact, which was overwhelmingly ratified by more than 8-1, includes a 16.3 percent base salary hike during the life of the contract and such innovations as \$1 million in Excellence Awards, to be administered by UUP and the state.

UUP, NYSUT and other unions win a major victory in keeping employee benefits safe from efforts by the IRS to make them taxable. Their efforts force the IRS to rescind its plan to tax state workers' unused sick and vacation time.

UUP signs a historic agreement freeing up billions of dollars of TIAA-CREF retirement funds belonging to participants — a final step in controversial proceedings that have earned the union a large measure of respect and recognition from all involved.

The union intensifies its efforts to exempt higher education employees from financial disclosure required in the Ethics in Government Act. UUP claims the disclosure is an onerous burden on University employees.

UUP begins the process of mapping out a master plan for the future of the state university. The goal of the blueprint is to present a concrete and visionary plan that describes and proposes missions for the SUNY system.

D. Bruce Johnstone, the former Buffalo State College president, is hired as SUNY chancellor.

The union's statewide Task Force on Undergraduate Education — chaired by Lewis Brownstein of New Paltz — completes a report responding to criticisms

1988:

UUP wins \$3 million for distribution by the NYS/UUP Joint Labor/Management Disparity Committee. The committee uses the money to fund salary disparities.



Above: Delhi delegates Betsy Tiger and Jim Stewart, center, chat during a DA in 1989. At left is former UUP VP for Academics Bob Albrecht of Alfred. On page 12, from left, are: John Crary of Canton; Candy Merbler of Albany; Andrea Domst of Fredonia; and Stan Kauffman of Binghamton.

in the noted Carnegie Report on Undergraduate Education.

The 1988 Friend of SUNY Award was given by UUP to the late Assemblyman John Flanagan (R-Northport).

UUP pledges further support to the United Farm Workers' grapes boycott and reaches out to its President Cesar Chavez, who began a 36-day protest fast at the end of July to call attention to the plight of farm workers.

Delegates elect Chief Negotiator William Scheuerman of Oswego as vice president for academics; re-elect Thomas Corigliano of Plattsburgh as vice president for professionals; and elect John Hunt of Farmingdale as treasurer.

The union hires two new professional employees — a research associate and a health and safety specialist.

UUP awards the first Eugene P. Link College Scholarship Trust Fund scholarships to SUNY undergraduates Scott Benjamin of Oswego, Kevin Days of Plattsburgh and Marjorie Millea of Plattsburgh. The scholarship is named after Eugene Link, a founding member of the union and a professor emeritus of history at Plattsburgh.

1989:
UUP opposes
SUNY's attempt
to impose
parking fees
to cure its
budget woes.

Ten years ago



W

William Scheuerman, a political science professor at SUNY Oswego and statewide vice president for academics since 1988, is unanimously elected as the union's fifth president. He succeeds John Reilly of Albany, who was prevented from seeking re-election

by the UUP constitution.

UUP dubs 1993 "The Year of the Ag & Tech" and promotes its two-year colleges to lawmakers and the public.

Delegates to the union's winter policy-making convention overwhelmingly support the formal organization of the New York State Theatre Institute (NYSTI) chapter for approximately 30 employees represented by UUP. Although the state levied a devastating budget cut and transferred control of the institute to a public benefit corporation, UUP retains the bargaining rights to represent NYSTI workers.

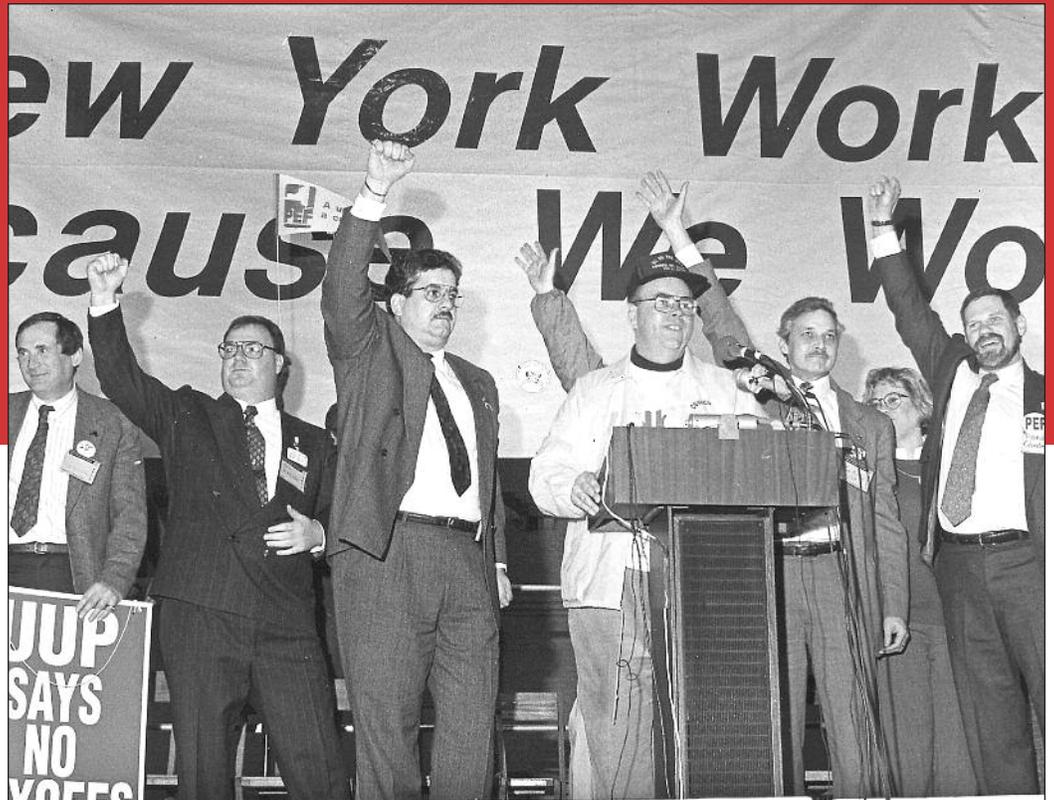
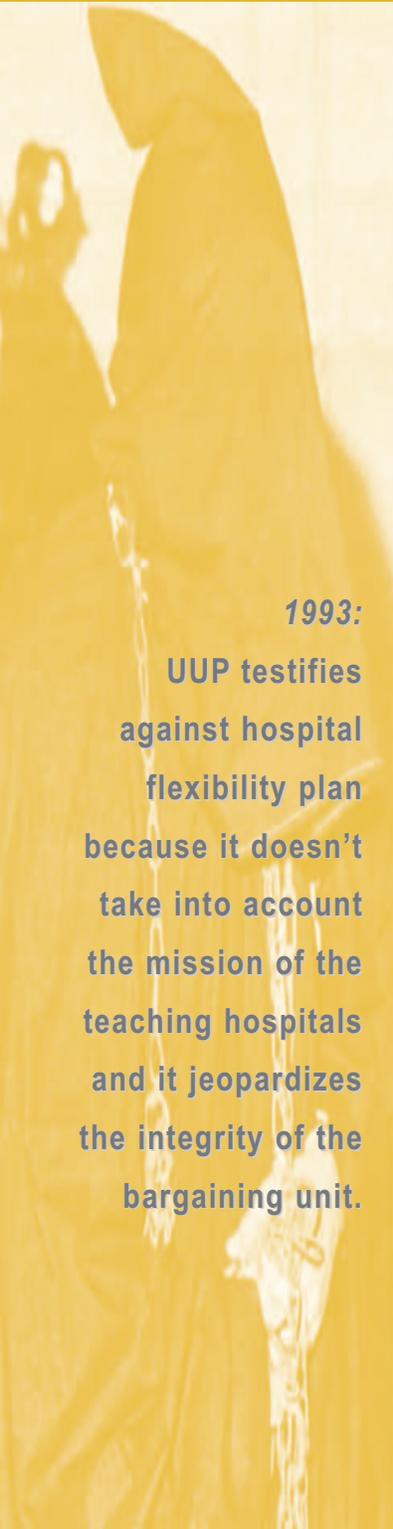
UUP appoints a new Retiree Legislative Action Group (RELAG) to develop a legislative program for retirees.

UUP names its first John M. Reilly legislative intern, Mary Jo DiBernardo, a graduate student at SUNY Albany's Rockefeller College of Public Administration and Policy. The internship was named after former UUP President Reilly, who served from 1987-93.

UUP testifies against a Senate-backed hospital flexibility bill, primarily because the proposed legislation does not include job protections for union

1989:

UUP names its first recipients of the Nina Mitchell Award for Distinguished Service. The honors went to: Harold Cannon, Albany; Samuel Wakshull, Buffalo State; and Morris Budin, Binghamton.



Above: The state's four largest public employees unions (CSEA, PEF, Council 82 of AFSCME and UUP) joined forces in 1991 to protest an Executive Budget proposal that threatened to cut thousands of workers from the state payroll. Second from right is former UUP President John "Tim" Reilly. At left is a disguised UUPer, in 1990, calling on delegates to fight against toxic waste dumps in SUNY communities. On page 14, from left, are: Nathaniel Quattlebaum of Central Administration; Jay Uppal of Albany; Janet Potter of Oneonta; and Wil Corprew of Binghamton.

1993:

UUP testifies against hospital flexibility plan because it doesn't take into account the mission of the teaching hospitals and it jeopardizes the integrity of the bargaining unit.

workers at SUNY's teaching hospitals.

Thomas Matthews of Geneseo and Fred Miller of Oneonta receive the union's 1993 Nina Mitchell Awards for Distinguished Service.

Cara Brick of Stony Brook, Norman Simon of Binghamton and Andrea Sward of New Paltz receive the union's annual Eugene P. Link scholarships.

Workload is a key concern in a "newer member" survey undertaken by UUP. Other findings: 29 percent of respondents said they had to teach more classes; 75 percent of professionals said they experienced more deadline pressures; and 80 percent believe union participation will not have a negative effect on their chances for promotion, permanent appointment or discretionary increases.

Five years ago



U

UP and NYSUT score a major legislative victory in the waning days of the session when both houses of the state Legislature approved management flexibility legislation for SUNY's teaching hospitals. Flex legislation was one of the union's top legislative priorities.

A women's studies conference on the New Paltz campus — "Revolting Behavior: The Challenge of Women's Sexual Freedom" — thrusts academic freedom issues onto center stage as SUNY trustees condemn conference organizers and campus President Roger Bowen.

UUP embarks on an internal organizing drive designed to sign up new members and activate the full membership.

UUP members come to the aid of friends and colleagues following severe ice storms that rocked the North Country. UUPers collect personal items and other essentials and raise thousands of dollars, while NYSUT establishes a fund to aid victims of the devastating storms.

Nearly \$80,000 is donated by UUPers to VOTE/COPE, the political action fund of UUP's statewide affiliate, NYSUT.

"Operation Safeguard SUNY" gets under way on campuses around the state. Activities and events are designed to focus public and legislative attention on the state university and its impact on the communities in which campuses exist.

The SUNY Community Mayors Coalition is named UUP's Friend of SUNY

1995:
SUNY trustees
release the
controversial
"Rethinking SUNY"
mission statement.



Above: Executive Board members from the early days, as photographed in 1998, are, from left: Fred Miller, Oneonta; Dorothy Gutenkauf, Cortland; Nathaniel Quattlebaum, Central Administration; Harvey Inventasch, Cortland; UUP President William Scheuerman; Akira Sanbonmatsu, Brockport; Dorothy Codkind, Potsdam; former President Samuel Wakshull, Buffalo State; and Joseph Drew, SUNY Buffalo. At left is Ed Alfonsin of Potsdam. On page 16, from left, are: Ken Kallio of Geneseo; Victoria Titiloye of Brooklyn HSC; George Kahn of Potsdam; and Omanii Abdullah of Morrisville.

Award winner for 1998. The group's aim is to help promote the importance of SUNY to campus communities.

The Voice changes from a two-color tabloid to a four-color, glossy magazine.

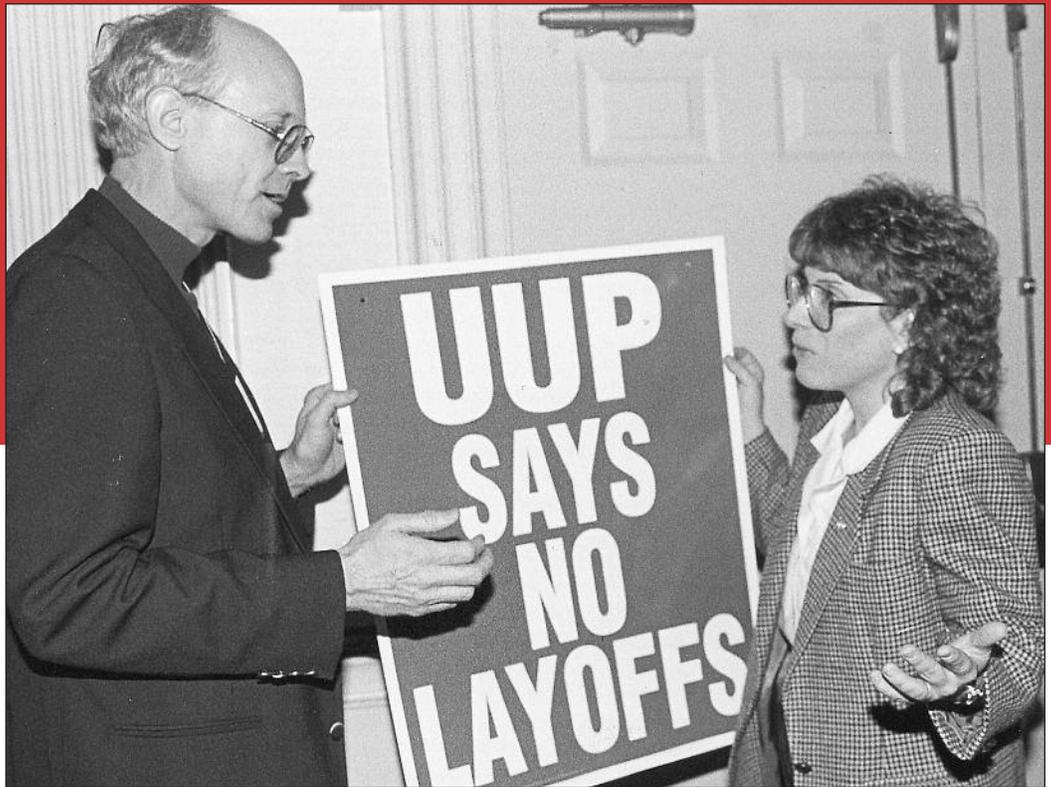
UUP President William Scheuerman wins re-election as an AFT vice president during the federation's convention in New Orleans. Delegates also elect Nat LaCour of the United Teachers of New Orleans as the AFT's first executive vice president.

A silent auction raises more than \$3,100 for the union's Eugene P. Link College Scholarship Trust Fund. Meanwhile, SUNY students Laura Clemens of Geneseo, Carrie Seares of New Paltz and Andrea Spreter of Plattsburgh receive the union's annual Link scholarship awards.

Promotions, salary increases, compensatory time, performance programs and evaluations top the list of concerns defined by 2,200 UUP professionals responding to a statewide survey distributed by UUP.

UUP prepares for contract negotiations with the state by visiting campuses to speak with members about upcoming talks. Vice President for Professionals Thomas Matthews is chief negotiator for the second time.

1998:
UUP's monthly publication, *The Voice*, evolves from a 12-page, two-color tabloid to a 16-page, four-color magazine.



Above: David Emmerich and Janet Steins, UUP members from SUNY Stony Brook, carry the union message during the 1991 Winter Delegate Assembly. UUP was protesting faculty layoffs at SUNY. At left is Doreen Day of Stony Brook HSC.

1998:

“Operation
Safeguard SUNY”

— co-sponsored
by UUP, CSEA and

the SUNY Community
Mayors Coalition —

focuses attention on
the state university

and its impact on

the communities

in which SUNY

campuses exist.

T

he New York State Labor-Religion Coalition launches its Campaign for Sweatfree Schools in New York. As coalition members, UUP and NYSUT pledge their support in opposing the sale of any sweatshop-produced merchandise to any SUNY campus.

Longtime UUPers Aaron “Bill” Godfrey of Stony Brook, Alan Shank of Geneseo and Thomas Morrissey of Fredonia receive the union’s annual Nina Mitchell Award for Distinguished Service.

In a secret ballot, delegates to the Fall Delegate Assembly pass a constitutional amendment to increase from four to five the number of consecutive two-year terms statewide officers can serve in the same office.

Political analysts attribute Rep. Charles Schumer’s substantial victory over incumbent Sen. Alfonse D’Amato to Schumer’s support from teachers and unionists throughout New York — noting that the U.S. Senate race in New York turned on about 400,000 votes, the approximate size of NYSUT’s membership.



Above: Labor activists — and singers — Eric Russell of Brooklyn HSC, Jean Dickson of SUNY Buffalo and Jay Gilbert of Empire State, right, lead delegates to the 1997 Fall Delegate Assembly in a few choruses of “Solidarity Forever.” The DA was held in Buffalo. At left is Julitta Jo of Stony Brook HSC. Below is Barbara Maertz of Farmingdale.



2001:
UUP surveys
members on
family-leave
experiences;
family leave is
one of the union’s
concerns during
negotiations.



Above: Oswego's hard-working UUP members, from left, are: Jack Schlupeg; Mike Urban; Akira Sanbonmatsu; Bill Scheurman; Elizabeth Tiernan; and Donald Vanouse. At left is an unidentified union activist. Below is Lawrence Fialkow of New Paltz.



2002:
Former UUP
Secretary Dottie
Gutenkauf receives
the Albert Shanker
Lifetime
Achievement Award
from the AFT
Communications
Association.

Special thanks to the following for their help in arranging
the 30th Anniversary Celebration, Jan. 31-Feb. 1, 2003

UUP Membership Committee

Edward Quinn, Stony Brook, *Chair*
Diane Belanger, Upstate Medical
William Canning, Oswego
Josheila Crandall, Brooklyn HSC
James Engle, Morrisville
Bruce Kube, Stony Brook HSC
Valerie Madeska, Farmingdale
Albert Mihalek, Plattsburgh
Jean Richardson, Buffalo State
Denise Sullivan, Geneseo
Idalia Torres, Fredonia
Edward Van Duzer, Brockport

Fred Kowal, Cobleskill, *ex-officio*
Pearl Brod, Farmingdale
James Collins, Albany
Ronald Daloia, Upstate Medical
Candelario Franco, Old Westbury
Jean Kyff, Purchase
Thomas Matthews, Geneseo
Robin Nichols, Upstate Medical
Jon Rickert, Central Administration
Tina Sutherland, Buffalo State
Thomas Tucker, SUNY Buffalo
Charles Wrigley, Stony Brook
Marcy Ann Zulawski, Buffalo State

UUP Secretary Eileen Landy
Ivan Steen, Albany
Barbara Brown, Albany
SUNY Albany Intern Carla Lesh
Candace Merbler, Albany
UUP Communications Department



 **UNITED
UNIVERSITY
PROFESSIONS**
Affiliated with New York State United Teachers * AFT * AFL-CIO

**IT'S TIME TO
INVEST IN SUNY**

 **UNITED
UNIVERSITY
PROFESSIONS**
Affiliated with New York State United Teachers * AFT * AFL-CIO

**UNDERFUNDING SUNY
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