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Check out what's available at www.uupinfo.org:

- By the Numbers: Contingent Employment at SUNY State-Operated Campuses and HSCs https://goo.gl/3KWUV3
- Copyright and Intellectual Property: Your Rights as a SUNY Employee https://goo.gl/U2Gf78
- Organizing Your Vital Records: Critical Information at Your Fingertips https://goo.gl/ccY36k



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The VOICE is a member of the American Federation of Teachers Communicators Network and the International Labor Communications Association.



TO THE POINT

UUP deserves a fair and equitable contract

s this issue of *The Voice* went to press, UUP has been without a contract for nearly 22 months.

Certainly, it takes time to negotiate a contract for a union as large and as complicated as UUP. I understand that, and I know you do, too. And I've heard from a number of you who have expressed your frustration over the length of time it's taking to come to an agreement with the state on a new contract.

Please know that I hear you. Please know that I'm listening—and that I share your frustration.

It was frustration that spurred our statewide Day of Action on March 1 (which you can read more about on page 4 in this issue of *The Voice*). Hundreds of our members, from Buffalo to Albany and Plattsburgh to Stony Brook, carried homemade signs, chanted and marched at their chapters as they sent an unmistakable message that UUP deserves and demands respect, and a fair, equitable and contract.

And that is why, nearly 22 months since our most recent contract expired, we are still in negotiations for a new agreement. Believe me when I tell you that we are committed to securing a contract that provides the competitive on-base salary increases that our members deserve for delivering a world-class education to SUNY students and providing vital health care services to patients at SUNY's hospitals.

Unfortunately, I can't get into the details of negotiations in this public forum; UUP and the state agreed to keep quiet about the negotiations process. However, members can get those details on via a passwordprotected Members Only page on the UUP website. Just go to the UUP negotiations webpage, at http://uupinfo.org/ negotiations/index.php. There you'll find the information you'll need to access the Members Only page.

We certainly did not anticipate that contract negotiations would last this long.



UUP President Fred Kowal addresses dozens of students and faculty taking part in the recent NYSUT Higher Education Advocacy Day in Albany.

But without going into specifics, the Negotiations Team believes—and I agree—that the best interests of our members wouldn't be served if we were to agree to a contract at this point. We are striving for a fair and equitable pact for our members, and we will not send you a proposal that we do not believe in.

So, I'm asking you to be patient for a little while longer. Standing together, speaking together in one united voice, will show negotiators on the other side of the table that UUP is firm in its commitment for a fair and equitable contract.

We will not rest, and we will not settle until we believe we have a tentative agreement that all of our members will approve.

KEEPING UP THE PRESSURE

In the meantime, there are things that you, our members, can do to amplify your frustration about the lack of a new contract and keep the pressure on to get UUP the contract you deserve. If your chapter is staging a "fair contract" rally on campus, take part in it. You can also sign a "UUP Deserves a Fair Contract NOW!" postcard an wear "Fair Contract Now!" button; you can get these from your chapter office.

Collective bargaining is one of the most important tasks a union undertakes for its members. We continue to fight until we achieve that task.

If you have questions about contract negotiations that aren't answered by visiting the Members Only webpage, I invite you to contact me. You can email me at fkowal@uupmail.org or call me at (800) 342-4206. I will listen to your concerns and I will try to answer your questions.

We are in this battle for the long haul, for as long as it takes. We will not back down.

And we will not let you down.



NEGOTIATIONS UPDATE

RESPECT UUP!

Union remains strong at the bargaining table and at the chapters

by Karen L. Mattison

s members of UUP's Negotiations Team continue to press the state for a new collective bargaining agreement, union leaders are answering questions and updating members on the sticking points in contract talks with New York state. The most obvious: a competitive compensation package that provides SUNY's hard-working academics and professionals with fair and equitable on-base salary increases that recognize the vital role UUP members play in providing SUNY students with the quality education they deserve and quality, affordable health care for the patients they serve.

"We will continue to meet with the state to discuss a deal that delivers a competitive salary and benefits package," said UUP President Fred Kowal.

"The Division of the Budget, the Governor's Office of Employee Relations and SUNY have heard our message loud and clear."

That unified message rang out on campuses across the state, when UUP members from Buffalo to Albany and Plattsburgh to Stony Brook took part in a March 1 day of action to send a strong, unmistakable message that UUP deserves respect. March 1 was 20 months to the day that UUP members have been without a new contract.

MEMBERS STEP UP

Odalis Hernandez, a Stony Brook HSC Chapter member, powered up the bullhorn and began the chant.

"What do we want?" she shouted to dozens of members from the Stony Brook and Stony Brook HSC chapters as they prepared to march for a fair and equitable



NSTATE CHAPTER

contract with New York state. "A CONTRACT!"

The response was crisp—and loud. "When do we want it?"

"NOW!

That scene was repeated by hundreds of UUP members at campuses across the state with marches, pickets and rallies staged by chapter leaders to protest SUNY's reluctance to join with UUP in negotiating a new contract with the state.

STATEWIDE UNITY

Every UUP chapter participated in the event—a strong, grassroots show of support and unity. The theme: Respect UUP.

"We've been without a contract for 20 months, and we are feeling a lack of respect from SUNY," said Oswego Chapter President Bill Canning. "We've been without a contract long enough."

"If we don't raise our voices, no one else will," said Stony Brook HSC Chapter President Carolyn Kube.

In Western New York, Buffalo Center Chapter members were out at 4:30 a.m. to paint the bison statue near the campus Student Union. They painted the statue white and red, and covered it with slogans such as "Respect" and "Fair Contract." Any campus group can paint the bison between sunset and daybreak as a way of celebrating, making a statement or exercising artistic expression.

Afterward, nearly 200 UUPers—joined by other unions—took part in a contract march and rally on campus.

"We want the contract now," said Buffalo Center Chapter President Ezra Zubrow. "We are tired of waiting."





CLOCKWISE, FROM ABOVE: FREDONIA CHAPTER MEMBERS PROUDLY DISPLAY THEIR 'WE ARE UUP!' SIGNS DURING THE MARCH 1 DAY OF ACTION; SYSTEM ADMINISTRATION CHAPTER MEMBERS JOHN SCHUMACHER, LEFT, AND ROBERT BLANTON STAND BEHIND A SELFIE FRAME NOTING THAT UUP MEMBERS ARE 20 MONTHS WITHOUT A NEW CONTRACT; MARITIME CHAPTER MEMBERS TAKE THEIR PHOTO IN FRONT OF THE COLLEGE SIGN; AND POTSDAM CHAPTER MEMBERS LINE UP FOR A FAIR AND EQUITABLE CONTRACT.





POTSDAM CHAPTER

LOUD AND PROUD

In Oswego, Canning led more than 40 Oswego Chapter members in a brisk morning march around campus. Carrying signs that said "Fair Contract Now" and "United for a Fair Contract," UUP members stopped in front of Culkin Hall, where college President Deborah Stanley's office is located.

ESF Chapter members chanted "Respect UUP! and "We deserve respect!" as they marched in the college's quad area.

"We have gone 20 months without a new contract and we're out here to let folks know that," said ESF Chapter President Scott Blair.

About 40 minutes south, Cortland Chapter members waved signs at campus entrances as part of an informational picket. Members were out in the morning, at noon and again at the end of the working day, grabbing maximum visibility for their event.

Optometry Chapter members waved signs as they marched in front of the college, a high-profile location in midtown Manhattan.

Empire State College Chapter members in Saratoga Springs sang "Solidarity Forever" and Aretha Franklin's "R-E-S-P-E-C-T" as drivers went by and honked their car horns in support.

ESC Chapter President Pamela Malone led a march that ended with a rally in front of the campus offices. ESC members were joined by sisters and brothers of NYSUT, CWA and other unions, along with staffers from Assemblyperson Carrie Woerner's office, who attended to support UUP's fight for a fair contract. Albany Chapter members got up early to pass out information to their colleagues as they came to work. More than 200 UUPers attended a chapter meeting and heard an update on contract negotiations.

More than 150 Upstate Medical University Chapter members held up signs at a chapter meeting in Weiskotten Hall. UUP Vice President for Academics Jamie Dangler gave members an update on contract negotiations and answered their questions.

MEMBERS-ONLY WEB PORTAL

More information on contract talks can be accessed through UUP's Members Only web portal at https://goo.gl/fssvMu

- UUP Communications staff contributed to this report.

UUP FRONT

First-time advocates fight for funds

BY AMY SHELDON

ducational, exciting and emotional. These are the words System Administration Chapter member Michael Walker used to describe his first UUP advocacy experience.

Walker has been active in the union for more than seven years, serving as chapter secretary/treasurer and attending Delegate Assemblies.

"Given all the important issues that the union is advocating for this year, it was about time I step up and help in the effort," Walker said.

Walker was one of dozens of UUP members who took part in the union's Albany and in-district advocacy days. Supporters also participated in online and in-district communication with their representatives after UUP's Health Sciences Center Advocacy Day was cancelled due to weather.

Key points on this year's legislative agenda included restoring subsidies to SUNY academic medical centers, closing the "TAP gap," restoring funds to the Educational Opportunity Program and Educational Opportunity Centers, and more.

Advocates also joined hundreds of other unionists, students and supporters at NYSUT's Higher Education Advocacy Day Feb. 27-28 and Committee of 100 March 5-6.

New Outreach initiatives

This wave of new advocates is in response to efforts from the Outreach Committee, led by Co-chairs Pamela Malone of Empire State College and Paula White of Downstate Medical Center, and Vice President for Professionals Tom Tucker.

Committee members have worked hard to recruit and train new political advocates. At the Winter DA in January, Malone led a workshop on political engagement, and Assemblyperson



STATEWIDE MDO TOM HOEY, RIGHT, ONEONTA CHAPTER PRESIDENT BILL SIMONS, LEFT, AND SUNY STUDENTS MEET WITH SEN. JAMES SEWARD, CENTER, DURING A RECENT ADVOCACY DAY IN ALBANY.

Carrie Woerner spoke to advocates about tips on meeting with legislators.

The group also worked to sign up members to UUP's Army of Activists and established a political coordinator at every chapter; these coordinators have been leading the efforts for increased in-district advocacy.

Upstate Medical University Chapter



delegate Yolanda Beckon said she got involved to help her union, and she had a great first experience. "The trainings taught us how to prepare questions

BECKON and strategies to stay on topic when speaking with legislators," Beckon said.

She also credited a positive first advocacy experience to the mentoring provided by her chapter leadership.

PERSONAL STORIES HIT HOME

Advocates are always encouraged to share personal anecdotes of the struggles facing their chapters and communities.

Beckon and other advocates from Upstate spoke to legislators about crucial public health issues facing their communities, such as the opioid epidemic.

Her chapter is committed to this issue. Upstate's Chapter Action Project last fall conducted a training and distributed Narcan, a medication used to block the effects of opioids, to UUP members.

Beckon said the legislators were supportive and, together, they discussed possible education and treatment options.

UUP's messages are often strongest when they are paired with stories from students—many of whom spoke with legislators for the first time.

Walker was impressed with the SUNY Albany undergraduates that accompanied his group to advocacy meetings.

"Their courage, maturity and

personal stories not only were important to share with the legislators, but also made me feel proud to play a very small part in what SUNY does to make this a great state," Walker said.



LOOKING FORWARD

As advocates celebrate a new state budget that includes many of the union's see Advocates, page 16

UUP 'encouraged' by new state budget

by Michael Lisi

oing into 2018, UUP leaders were well aware of a looming \$4.5 billion deficit, which could inflict a serious hit on public higher education in the state's 2018-19 budget.

In anticipation, the union pared down its budget asks, focusing only on musthave issues for SUNY and the union's 42,000 members. UUP made sure the state Legislature heard its concerns.

And legislators listened.

The spending plan, approved March 30, provides \$92 million for SUNY's three state-owned hospitals, allocated from the federal Care Restructuring Enhancement Pilot Program.

Executive Budget cuts to the state's highly successful opportunity programs were restored, and SUNY received \$20 million to reimburse campuses for costs associated with the Excelsior Scholarship—which provides free tuition to students whose families make \$110,000 or less per year and meet other requirements.

"I am encouraged by the enacted 2018-19 state budget, which provides crucial financial support for SUNY's public hospitals, and returns needed funds to the University," said UUP President Fred Kowal. "We thank the governor and the Legislature for hearing our concerns and acting on many of them."

A UNIFIED VOICE

UUP advocates took part in several union-sponsored advocacy events in

Albany, using the opportunities to call for funding for SUNY's hospitals, the Educational Opportunity Program and Educational Opportunity Centers, and public higher ed. But visits by UUP advocates to legislators in their home district offices were equally—if not mor—effective.

"UUP's strong advocacy and push for these initiatives was key in securing their approval," Kowal said. "Our union members went out, as they always do, and spoke in a loud, unified voice for SUNY."

HOSPITALS A PRIORITY

Funding for SUNY's hospitals in Brooklyn, Stony Brook and Syracuse was a prime concern for UUP in the past budget season; the loss of the financial support the hospital subsidy provided would have been financially devastating for the medical facilities. Recognizing that, UUP launched a week-long social media campaign demanding that the state properly fund the hospitals, which are state-owned, state-operated facilities staffed by state employees.

The social media campaign, which ran March 16-23 on Facebook and Twitter, was a success. More than 2 million people viewed the ads on Facebook and Twitter; more than 7,200 Facebook users liked the ads, and about 1,500 people shared them. UUP also picked up 559 new Facebook



followers.

UUP's social media effort certainly didn't hurt; legislators more than covered the cost of the hospital subsidy, and budgeted \$255.8 million in capital funding for the hospitals. The budget also contains funding to increase Medicaid rates for enhanced

safety net hospitals—including SUNY's state-run public hospitals and \$475 million for a new statewide Health Facility Transformation Program to facilitate mergers, consolidations, acquisitions and other health care transformation actions.

OTHER HIGHLIGHTS

The budget restores \$5.3 million for the EOP and \$7 million for the EOCs and ATTAIN labs. It also frees \$18 million previously set aside for SUNY's Performance Improvement Program for allocation to state-operated campuses per an approved plan by SUNY's Board of Trustees. Some of the funds can also be used to hire new classroom faculty.

The budget also:

• Allots \$118 million for the secondyear phase-in of the Excelsior Scholarship program.

• Maintains tuition assistance to part-time students at \$14.4 million.

• Delivers \$4 million to expand the Open Educational Resource Initiative to help reduce or eliminate student textbook costs.

Cuomo, Legislature come through with union protections

by Michael Lisi

t a Feb. 24 rally for working families in Manhattan's Foley Square, Gov. Andrew Cuomo said the state would work to protect organized labor if the unionbusting case *Janus v. AFSCME Council 31* was upheld by the U.S. Supreme Court.

"If the Supreme Court carries Donald Trump's political water and if the Supreme Court tries to end organized labor—this state will do everything in its power to protect it," Cuomo told more than 10,000 cheering unionists and their supporters at the rally.

Cuomo and the state Legislature came through on the promise. A series of statutory protections for public sector unions and workers who want to join the union is included in the state's enacted 2018-19 budget.

This was welcome news to UUP President Fred Kowal, who said he appreciated the state's support.

"These protections are very important and will certainly help public sector unions in New York cope with an adverse decision see **STATE BUDGET**, page 17

COVER STORY

'Piracy' of course materials

Faculty urged to check websites for unauthorized posting and sale of their intellectual property

by Darryl McGrath

UP is swiftly responding to the discovery that hundreds—more likely thousands—of academic materials owned by SUNY faculty have been improperly purchased and then posted for resale on websites that traffic in unlicensed intellectual property.

The unlicensed materials include syllabi; exams; course notes, graphics and other teaching aids; and research authored by faculty. The materials are believed to have been purchased from students, and are being marketed to other students.

UUP is already working with SUNY to investigate the suspected theft of intellectual property, said Jamie Dangler, statewide vice president for academics. The union has also sent an alert to chapters about the practice.

"We believe that this is an outright misappropriation of materials owned by faculty, which may very well violate copyright law and codes of conduct for students," Dangler said. "We are acting to protect our members, because this is far beyond the ability of any one faculty member to address or correct; it may be system wide. We are seeking legal advice to consider all options."

Now, UUP is asking all faculty to check the following websites and to inform Dangler if they see their unauthorized materials posted on these or other websites. Dangler can be reached at jdangler@uupmail.org or at (800) 342-4206.

The websites include:

StudyBlue: www.studyblue.com

Course Hero: www.coursehero.com

StudySoup: www.StudySoup.com

Chegg Study: www.chegg.com

GradeBuddy: gradebuddy.com

HUNDREDS OF ABUSES

Reports of the questionable websites first came to UUP's attention through alerts from members at SUNY Geneseo, where Chapter President Wes Kennison quickly notified UUP statewide officers.

The statewide officers, in turn, contacted other chapter leaders. Ezra Zubrow, president of the Buffalo Center Chapter, was stunned at the response when he informed members there about the possible misappropriations.

"Lots of people came forward; hundreds of emails started to come in," said Zubrow, who found materials from his own introductory anthropology course on one of the sites. Most of the materials were copyrighted, and while materials from engineering and other science and technology classes were the most popular, no academic discipline seemed immune.



At Geneseo, chapter leaders and campus administrators are discussing a possible change to the student code of conduct to cover this unexpected situation, Kennison said.

"We are compiling suggestions for UUP chapter leaders to raise during campus labor-management discussions," Dangler said. Suggestions include: addressing this problem in campus ethics policies; courses and workshops on plagarism; and student codes of conduct.

"We also need to educate faculty about the importance of adding copyright notices to their course materials," she added.

The apparent sale of copyrighted materials also highlights a separate but related problem of disseminating class materials



over the internet for another purpose: to publicly shame a professor, Kennison noted. Students can take one small portion of class notes or a lecture out of context and post it on a website or social media, especially if they have a philosophical disagreement with the instructor. There have already been numerous cases around the country of instructors being criticized for statements made during class discussions that

students have deemed discriminatory or politically slanted to the left or right. Professors who have been the target of these attacks have often said their words were taken out of context.

"There's an enormous amount of damage that can be done by hitting a 'send' button," Kennison said.

A number of factors may have made it easier for students to

access and move class materials around on digital platforms for the purpose of selling them. Some large lecture classes can have more than 100 students, and it can be difficult, if not impossible, for instructors to match names and faces, especially if they do not have a teaching assistant. In recent years, some SUNY campuses have combined several sections of one introductory class into a single large lecture course, a cost-saving measure that reduces the number of faculty needed to teach that course, but which makes it even more difficult for instructors to know their students.

A FINE-TUNED SCAM

Instructors often upload their course materials into electronic course management programs, so if a student registers for a class but never attends, and then withdraws at the latest possible time to do so without incurring a financial or academic penalty, that student could still access the course management file, obtain the course materials, withdraw from the course and then sell the materials. It is possible to do this without ever having attended a class, and without an instructor ever realizing it. Zubrow said he knows of at least one incident at Buffalo Center where an instructor believes that a student did this.

It's difficult to know how much students are earning for selling the materials; Kennison said he believes students are paid on a sliding scale based on how often others purchase the materials from a website. The home page of one such website, Studyblue.com, comes very close to promising students that they can achieve academic success without ever attending class. "Get better grades now ... study anywhere ... learn anywhere, any time," the website brags.

The website states that its archives contain 400 million course materials. Students can purchase monthly subscriptions to access this trove for as little as \$7 a month.

"We are acting to protect our members, because this is FAR beyond the ability of any one faculty member to address or correct ... We are seeking legal advice to consider all options."

> – Jamie Dangler Statewide VP for Academics

DIFFICULT TO REACH; HARDER TO REMOVE

Faculty who tried on their own to have the website remove their materials found it nearly impossible, Zubrow said. Many reported difficulty in even getting anyone associated with the website to respond to their inquiries, and those who did find out how to request the removal have reported that they have been asked to go through a lengthy, step-by-step procedure that must be repeated for each of their documents or course materials; there is no one-step process for the removal of all suspect property.

Around these difficulties, faculty may recognize their own



materials, but if those materials do not reflect identifying information—and materials such as course notes might not then they cannot convince the websites to even address their concerns because they cannot prove ownership.

"They are intentionally making it difficult for them to be defeated," Zubrow said of the suspect websites. "We all knew there was something going on, but we had no idea it was so corporate. This

is clearly being done by people who are gathering up as many courses as possible."

Protect Your Intellectual Property

- Make sure all your work, including course syllabi and other course materials, has a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word 'Copyright' or abbreviation 'Copr.';
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.

- Tell students that posting your course materials without your permission is a copyright violation.
- 3. Add the following to course materials:
 "Reproduction of this material is prohibited without the author's consent."

ESF campus president resigns following chapter vote

by Darryl Mcgrath

UP members at SUNY's College of Environmental Science and Forestry spoke loud and clear, and the SUNY administration heard them.

ESF President Quentin Wheeler announced March 21 that he would resign in June, following a vote by chapter members that overwhelmingly asked for his nonrenewal.

"We believe Dr. Wheeler's departure is an important step toward improving morale and restoring calm at this fine school," UUP President Fred Kowal said in a statement released after the announcement. "SUNY's leadership now faces some important decisions regarding the appointment of an interim president at SUNY ESF."

Kowal called for the interim leader to be "someone who has distance from the turmoil of the current administration."

TWO RESOLUTIONS

Last month, UUP's statewide office oversaw a chapter-wide vote on two resolutions that the ESF Chapter developed with input from members. One resolution asked that SUNY not renew Wheeler's contract; the other asked that UUP's statewide leaders help the chapter review the college's finances and evaluate campus administrators.

UUP mailed a ballot to every chapter member. The return rate was 75 percent, with 85 percent of the respondents approving the resolution asking for the removal of President Wheeler; 91 percent approved the second resolution.

"These resolutions come from the concerns we have presented, and I think that's why we got the results that we did," said Chapter President Scott Blair, who called the response overwhelming.

UUP's statewide officers took an immediate and strong response to the vote, which followed a long list of concerns by members about Wheeler's confrontational and closed-off management style. The abrupt dismissal of three UUP members from their department chair positions earlier this semester added to the list of concerns.

WE ARE UUP

In a statement to ESF Chapter members following the vote, Kowal had pledged continued support. He had already written letters to SUNY Chancellor Kristina Johnson and the SUNY Board of Trustees, telling them that UUP's statewide officers supported the chapter's call for Wheeler's nonrenewal.

UUP had begun planning a review of the campus finances, in response to the vote, and that effort was expected to continue, even with Wheeler's planned departure. "I'm glad our members are mobilizing ... The goal now is to continue to encourage members to engage around things that benefit them."

> — Scott Blair ESF Chapter President

"Too many questions have been raised about the conflicting finances at ESF, with reports of surpluses in some areas and shortages in others," Kowal said. "While we hope that the next president will



respond to our members' legitimate concerns on this issue, we intend to pursue the answers that our members need."

UUP Research provided the ESF Chapter with draft evaluation survey questions. The chapter is reviewing the draft to select the most appropriate questions.

OTHER CALLS FOR ACTION

The UUP chapter members had the backing of other groups on campus. The Graduate Student Association at ESF had issued a statement of support for the chapter after the vote. While noting that the GSA has successfully worked with Wheeler, the statement added that the protracted conflict "has come to impede the college's success and future growth."

A majority of the faculty had expressed no confidence in Wheeler in a 2016 vote overseen by the campus Academic Governance body. Academic Governance had also voted in support of the University Faculty Senate undertaking a formal fact-finding mission about the conflict; that process is known as a Campus Visitation. And the Undergraduate Student Association had passed a resolution calling for clarification on major academic strategic plans and increased communication from the administration.

Still, after nearly three years of calls for action on Wheeler, it was the UUP vote that apparently led to his resignation.

Blair again applauded chapter members for taking the initiative and making their needs known, as he looked ahead to the transition on campus.

"I am glad our members are mobilizing; I wish it was under better circumstances," he said. "The goal now is to continue to encourage members to engage around things that benefit them."

AFFILIATE NEWS

UUPers discuss contingent employee issues

BY AMY SHELDON

packed room in Chicago set the stage for what would be an engaging and energizing conversation about contingent employee concerns.

Anne Fearman and Bruce Simon, Fredonia Chapter delegates, represented UUP at the NEA Higher Education Conference in Chicago March 15-16. Their presentation, titled "Organizing for Equity," discussed the efforts of UUP to address contingent employee issues.

"The experience was excellent overall," said Fearman, chapter officer for contingents. "The information we presented on the slides and our personal notes seemed to really connect with the audience, and they raised many questions in response."

"One of the most important takeaways for me was how invested in contingent faculty our union is," Fearman added.

UUP President Fred Kowal, Vice President for Professionals Tom Tucker, Secretary/Treasurer Jeri O'Bryan Losee and Membership Development Officer Tom Hoey were also at the conference.

ENGAGING THE AUDIENCE

Fearman and Simon, both members of UUP's statewide Contingent Employment Committee, worked with Vice President for Academics Jamie Dangler to develop the presentation.

"We really tried to approach the presentation from the perspective of someone who was new to UUP and the work that we do," Simon said.

He said this form of preparation allowed them to have an open conversation with the members of the audience—and they responded; many shared stories from their experiences as union members at their campuses.

"These personal narratives were both powerful and enlightening and confirmed the need for one-on-one member engagement," Fearman said. "Our members, and those from other unions that were in the audience, need to be listened to, and we



Jeri O'Bryan-Losee

FREDONIA CHAPTER UUPERS ANNE FEARMAN AND BRUCE SIMON READY FOR THEIR PRESENTATION AT THE NEA HIGHER EDUCATION CONFERENCE, IN CHICAGO MARCH 15-16.

need to show our contingent workforce that they are valued and that their unions are working hard to show that value through increases in pay and pathways to job security."

Simon said the audience was wellinformed, and they were able to swap ideas and resources with activists from around the country.

"You really got a sense of the diversity of experiences in the room," Simon said. "But there were also a lot of commonalities and things we could learn from each other."

AN ONGOING EFFORT

Their presentation highlighted the work of the Contingent Employment Committee, including a newly created communications guide, and a survey designed for academic contingent employees.

They also discussed the fights UUP has been fighting—and those UUP has won, including health, vision and dental insurance for eligible contingent academics and professionals. Academics must teach two or more courses, and professionals and academics with obligations other than teaching currently must make more than \$14,430 per year in salary to qualify.

UUP has also negotiated that 15 percent of professional development awards and a portion of discretionary funding must be set aside for contingent workers.

UUP has established an officer for contingents at each chapter; maintains at least one full-time and one part-time contingent on all Negotiations Teams; and elects at least one contingent employee on the union's statewide Executive Board.

JOINING THE FIGHT

As a contingent employee, Fearman said she fights for herself and the next generation. Simon is a tenured faculty member, but said his motivation comes from two places — from his personal history as a graduate employee at Princeton, and from his own beliefs that if UUP members don't act, this may be the last generation of tenured faculty.

"There are no signs that this is going to get better unless someone takes the lead," Simon said. "I'm glad UUP is part of these efforts."

Simon encourages others who are considering getting involved to brainstorm practical ideas that will work at their chapters.

"This is a small enough national community where people are really active and know what they are doing," Simon said. "Everyone has very impressive accomplishments, but they are all very welcoming."

A chance to change urban injustice

ESF members speak on I-81 reconstruction

by Darryl Mcgrath

herever there is an urban highway in the United States, there is often an elevated section of that highway known as a viaduct, which slices through streets like a giant cleaver.

Viaducts are unsightly and noisy, they turn surrounding neighborhoods into ghost towns, and they often stand as literal and figurative barriers between the more prosperous sections of a city and its poorer parts. They have figured into some of the most controversial transportation projects of the 20th century, in New York City, in Boston and even in Albany, where Interstate-787 makes it nearly impossible for residents to get to the Hudson River.

Now, a lesser-known chapter of this urban history is playing out as a makeor-break project in central upstate New York. That project is the state Department of Transportation's planned reconstruction of the I-81 viaduct in Syracuse, part of a 60-year-old highway that runs from Tennessee to the Canadian border and is a main north-south route through the state.

And two UUP members—both professors at SUNY's College of Environmental Science and Forestry—have become part of the public debate about this project, which they say offers lessons for their students, their city and all who care about the economic justice message of the labor movement.

THE TIME TO SPEAK IS NOW

"What are the equity implications?" Lemir Teron, an assistant professor of environmental studies, asked in a recent interview as he and his colleague, Emanuel Carter Jr., talked about I-81. "That discussion has to happen now. If you're a person who cares about working people, there are going to be some serious



DARRYL MCGRATH

UUP members and ESF professors Emanuel Carter Jr., left, and Lemir Teron, are shown in the Syracuse South Side neighborhood that will be the site of a reconstruction of the I-81 viaduct. Both are concerned about the project's potential effect on a neighborhood with a long history of neglect by the city.

economic implications."

Teron is especially concerned that the most likely plan for the project-known as the "community grid" option-may not bring real economic improvement to a part of Syracuse that has struggled too long with poverty, abandoned housing, vacant lots and the bleak appearance of a destitute industrial zone. Under the community grid option, the elevated portion of I-81 would be diverted to the outskirts of the city and merged with the existing I-481. With the planned removal of the viaduct that now looms over the city's South Side neighborhood comes the possibility of renewed streetscapes, new housing, new businesses, a fresh start for a once-proud part of Syracuse-and many questions.

"In my professional position, I see it as my job to argue for working toward the good community," said Carter, an associate professor of landscape architecture. "The good physicality of a place can has—to be about the sense of community; it can't just be beautiful. That's in keeping with the values of UUP. I see a seamless connection, actually."

STUDENTS OFFER VISION

Carter and Teron bring different backgrounds to their shared concerns. Carter has worked in the public sector as well as academia; his experience includes six years with the Syracuse Department of Community Planning. He was also selected as a Fulbright Senior Specialist in 2007 for six weeks in Santiago, Chile, where he helped the University of Chile start an undergraduate program in landscape architecture. He now helps evaluate applications to the prestigious Fulbright Specialist program, which matches experts with projects and organizations overseas for short-term assignments.

Carter has been in Syracuse since 1978 and at ESF since 1985.

Teron came to ESF two years ago, and in his own words describes his scholarly

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

Tom Matthews, associate dean for leadership and service, recently received a special commendation for his work to establish and promote Rochester Youth Year,

an AmeriCorps



VISTA-sponsored social justice fellowship that strives to eradicate poverty for Rochester youth and families, strengthen communities, and promote communitycentered leadership.

Matthews is a past statewide UUP vice president for professionals, treasurer, Executive Board member, and chief negotiator for two rounds of bargaining talks with the state. He earned NYSUT's Higher Education Member of the Year award in 2009, and UUP's Nina Mitchell Distinguished Service Award in 1993. Wei Xiao, a professor of economics and chair of undergraduate studies at Binghamton University, recently received a Chancellor's Award for Excellence in Teaching.

Xiao earned his bachelor's degree in economics from Shandong University, China; his master's in

economics from Peking University, China; and his Ph.D. in economics from the University of Pittsburgh. He joined the faculty at Binghamton University in 2006.

XIAO

Xiao is an honorary international chair professor at National Taipei University of Technology in Taiwan, and was a guest Research Fellow at Guangdong Institute of International Technology and Economics from 1999-2009. Vanessa Young, an Educational Opportunity Program senior academic counselor at Binghamton University, recently earned the Chancellor's Award for Excellence in Professional Service.



Young has served on countless university committees and spearheaded the charter of the Gamma Delta chapter of the Chi Alpha Epsilon National Honor Society. She serves as staff advisor to the Binghamton University Gospel Choir and collaborated in the creation of the Men of Color Scholastic Society. She is also an integral part of the Student Affairs Diversity Committee, helping to develop its purpose and goals in a meaningful, thoughtful direction.

fascination with "problems related to inequality, conflict and empowerment." Both have incorporated the I-81 project into their classes, through discussions and design studios that are offering plans to the various agencies involved in deciding how the areas around the viaduct will look once it is removed.

They have also participated in public forums on the project, and both realize that there is a thinly veiled fear of what this change could mean for Syracuse, with the removal of an elevated highway and its on-ramps and off-ramps that have long allowed people from the suburbs to enter specific sections of the city without having to drive on any of the nearby streets. As Teron puts it, "There's a certain business and commuter element that wants easy access, to get in and get out— 'I'm not going to have any interaction with the City of Syracuse.""

DECADES OF PREJUDICE

As the two men drive through the South Side streets around the viaduct, the contrast between this once working-class, largely black and Jewish part of Syracuse, and the more bustling University Hill section could not be starker. There is no easy way to get from one place to the other; the distance of less than a mile was not designed to be crossed on foot, cutting as it does through a desolate area under the viaduct. It is a safe bet that many people who have worked and lived and studied in the University Hill neighborhood for years have never been on the South Side—but they have driven over it countless times.

"The highway has cut off a sense of connection to University Hill," Carter said. "It used to be that there were a number of streets you could walk up to the universities, but no more. The highway routes went through the areas that were redlined in the 1920s and '30s, so the federal government could buy up the properties very cheaply."

Red-lining was the longstanding and now illegal process by which banks and insurance companies either outright denied the residents of certain low-income neighborhoods mortgages and other financial services, or provided those services at markedly higher interest rates than those offered to all-white communities.

SEIZING THE MOMENT

The two professors suspect that the fate of I-81 is not likely to be decided until after the governor's race next fall, but they also know that the community grid option is almost certainly favored by residents, state agencies and Gov. Andrew Cuomo. Both professors are cautious; they know how politics influences decisions. But they also plan to continue speaking out, because they—and so many others in Syracuse—see this project as a rare opportunity to correct mistakes of more than a half-century ago in their city.

"I have been working with decisionmakers in Syracuse and Onondaga County for a long time," Carter said. "If they do not plan now, and come down on the side of economic justice, it will be business as usual."

The full DOT report can be found at https://goo.gl/cZzDkU and the Executive summary at https://goo.gl/QoJ26x

Higher ed jobs increasing; full-time postings decreasing

BY AMY SHELDON

ecent reports on the higher education job market have UUP encouraged and disheartened—encouraged by the increase of higher education jobs, but disheartened by the decrease in full-time postings.

GOOD NEWS

Higher education jobs increased by 0.8 percent in the second quarter of 2017, according to a HigherEdJobs report using data from the Bureau of Labor Statistics. This was the largest second-quarter increase in five years.

"This is promising news at a time when admissions enrollments are declining," said UUP President Fred Kowal.

There were an additional 29,900 jobs, 18,400 of which were in public institutions, according to the report. Public institutions added about 1.6 times as many new jobs as private institutions.



Portion of Job Postings That Are Part-Time

Source: HigherEdJobs posting data from continuing unlimited posting subscribers.

BAD NEWS

While the number of jobs increased, job postings fell 1.9 percent, largely due to a decline in full-time academic and administrative positions. Job postings for full-time positions dropped 4.4 percent, an improvement from the 7.2 percent decline the previous quarter.

Postings for part-time positions increased 11.5 percent during the second quarter. The

correlation between a drop in full-time position postings and an increase in parttime position postings is likely related, but other factors such as reduced retirement rates can also play a role.

"Full-time positions being replaced by part-time positions is not new," Kowal said. "But, as we continue to see reports like this, it reminds us of the importance of our fight for campus equity."

Educator's Voice call for proposals

Proposals are being sought for *Educator's Voice*, NYSUT's journal of best practices in education, dedicated to highlighting researchbased classroom and school/districtwide strategies that make a difference in student achievement.

The latest volume will focus on the

theme, "Culturally Responsive Teaching: Celebrating Diversity in Our Schools" in K-12 classrooms. The deadline to submit article proposals (not completed articles) is June 15; the volume will be published in spring 2019.

Articles should document culturally responsive teaching practices across K-12 or in partnership with higher education. Examples of submission areas include multicultural awareness, student-based learning, culturally mediated instruction, social justice education, family and community engagement, and culturally responsive teaching and the brain.

Educator's Voice

CALL FOR AITTCLE PROPOSALS FOR EDUCATOR'S VOICE, VOIL XII Culturally Responsive Teaching: Celebrating Diversity in Our Schools Deanese ron Proposal: Jewi 15, 2018 For more information and to described the addre addression from please totic http://www.symt.org/ducaterosvie Faculty who conduct research on education and/or partner with classroom teachers are welcome to submit.

For editorial guidelines and author submission forms, go to https://goo.gl/R4vXkV

Ohio charter school educators vote for union

The AFT welcomed a new local affiliate after teachers and intervention specialists at Summit Academy Parma Community School near Cleveland voted overwhelmingly March 15 to affiliate with the AFT Alliance of Charter Teachers and Staff.

Educators will now negotiate a collective bargaining agreement to improve resources for



students and ensure educators have a voice in school decision-making. A key factor in wanting to form their union was securing the resources necessary to adapt instruction to fit the needs of all students.



Change in Higher Education Job Postings by Census Region and Division Q2 2016 to Q2 2017

Source: HigherEdJobs job postings from unlimited posting subscribers in Q2 2016 and Q2 2017.

NORTHEAST IS STRONG

While the nation experienced a decrease in higher education job postings, the Northeast was the only region to see an increase in job postings. Specifically, the Middle Atlantic division, composed of New York, Pennsylvania, and New Jersey, saw a slight increase in job postings of 0.7 percent. The Mountain division of the West region was the only other division to see an increase at 5.5 percent.

Read the full HigherEdJobs report at https://goo.gl/9awxb7

Black women to lose most if justices rule for *Janus*

BY AMY SHELDON

B lack women, who have traditionally faced a gender and racial pay gap, stand to lose the most in the U.S. Supreme Court case Janus v. AFSCME Council 31.

An anti-union outcome would affect more than 17 million public sector workers nationwide. But since women, and black women in particular, are disproportionately represented in public sector jobs, the Economic Policy Institute found they could be hurt the most.

According to the EPI, black women make up 17.7 percent of public sector workers, while white women account for 16.9 percent of the public workforce. In comparison, black men account for 11.5 percent of the public workforce, with white men at 11 percent.

Unions help close the double pay gap that black women face. The EPI reports that black women are paid only 65 cents compared to the dollar that white males are paid. When removing the racial gap, black women in unions are paid 94.9 percent of what their black male counterparts make, while nonunion black women are paid just 91 percent of their male counterparts.

The EPI's Economic Snapshot can be found at https://goo.gl/ndRx7u



workshops that are of interest to individual members. The workshops can be accessed from the UUP website at www.uupinfo.org; click on LEAD Institute under Links on

the horizontal toolbar, and then on the specific workshop. Workshops are available on demand by selecting a workshop link from the menu.

They include: Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Member Engagement; Motivating Members to Action; Performance Programs: How to Use Them to Your Advantage; Permanent Appointment: Freedom after Seven Years of Indentured Servitude; and The Path to Continuing Appointment.

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

Members are encouraged to help spread the word about LEAD Institute offerings.

Teachers and intervention specialists started organizing to form a union in October 2017, advocating for better working conditions, more teacher influence in decision-making, and a high quality education for their students. These professionals specialize in the education of "alternative learners," or students with social and learning disorders such as autism, attention deficit disorder and attention deficit hyperactivity disorder, known as ADHD.

The Summit Academy Community School–Parma workers join their union colleagues at seven charter schools in the Cleveland metro area.

LEAD Institute online training available

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

Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual

UUP, NYSUT partner on teacher recruitment

BY DARRYL MCGRATH

UP is partnering with its statewide affiliate NYSUT to recruit new teachers into the profession and increase the number of teachers in the K-12 schools of underserved regions in the state.

The two unions will hold a series of teleconferences to discuss the teacher recruitment plan. The first one was held in April and included faculty from SUNY Potsdam, SUNY Plattsburgh and the Copenhagen Teachers Association.

The partnership will focus on strengthening recruitment efforts and communication between teacher educators and K-12 teachers, as well as educate high school students about the teaching profession and teacher education programs.

"We are discussing ways to improve and expand teacher recruitment efforts regionally and statewide," said statewide Vice President for Academics Jamie Dangler. "No one is better equipped to deal with this idea than our own members. With many graduates of SUNY teacher education programs now working in K-12 schools in New York, NYSUT is the perfect partner to help us get this message out to students beginning to plan for college and careers."

PLUMMETING ENROLLMENT

New York has seen a dramatic decline in enrollment in its teacher education programs, part of a national downturn that has led to teacher shortages in several subject areas. Additionally, teaching has long been identified as a predominantly white, female profession.

Statistics from the U.S. Department of Education's Title II data pertaining to higher education bear out both trends. According to national data, more than 70 percent of enrollees in college teacher education programs are white and female.

New York has the country's highest enrollment in teacher education programs — 10 percent of the national total —but the 40,048 students who make up that percentage for the 2014-15 school year —the most recent for which statistics are available —represent a sharp decline in just the last few years. Enrollment in the 2010-11 school year was 70,128.

REASONS FOR DECLINE

UUP attributes the decline to a number of factors: a disparaging attitude toward teachers and traditional teacher education programs voiced in recent years by critics of public education; the political influence of the charter school industry at the state and federal levels; and the state's new teacher certification process, introduced five years ago, which UUP and other education advocates criticized as deeply flawed.

There are some signs of improvement, but the trend of declining enrollment has



not yet reversed. The new Regents chancellor, Betty Rosa, has welcomed UUP's input on policy discussions about teacher education, and the Regents reflected that input last year when they voted to revise some of the most problematic parts of the teacher certification process.

On the other hand, NYSUT has filed a lawsuit against SUNY for a decision last year by the SUNY Board of Trustees' Charter Schools Committee to create a special certification process just for charter schools that critics call a dumbing down of the state's nationally renowned standards.

"It's important for us to draw on the expertise of our teacher education faculty and practitioners in the field to reverse the declining enrollment and to help build a diverse teaching force to serve all students in our public school system," Dangler said. "I believe that's possible, and we look forward to working with UUP and NYSUT members on this important initiative."

To sign up for information on the teleconferences, contact Dangler at jdangler@uupmail.org or at (800) 342-4206.



ADVOCATES ...

legislative asks for SUNY (see related story, page 7), UUPers are already preparing for future advocacy efforts. They understand that political action is needed long-term to secure funding for SUNY. Erik Forman, an Empire State College Chapter member who met with lawmakers on the same day as Beckon and Walker, is ready to continue the fight.

"We've got to get out there earlier and more often," Forman said. "Nothing will change unless we organize and fight for it."

SNAPSHOTS FROM THE CHAPTERS



Buffalo State Chapter

AFT PRESIDENT RANDI WEINGARTEN POSES WITH BUFFALO STATE CHAPTER PRESIDENT DEAN REINHART. WEINGARTEN WAS GUEST SPEAKER AT NYSUT'S 2018 WESTERN NEW YORK WINTER LEADERSHIP CONFERENCE, MARCH 9-10 IN BUFFALO.



Cortland Chapter

CORTLAND CHAPTER MEMBERS, FROM LEFT, PRESIDENT JOE WESTBROOK, BILL SKIPPER AND ANNE WIEGARD SHARE INFORMATION WITH SEN. JAMES SEWARD, RIGHT, IN HIS CORTLAND DISTRICT OFFICE, MARCH 8.



Binghamton Chapter

NEARLY 50 BINGHAMTON CHAPTER MEMBERS PROUDLY DISPLAY THEIR UUP BANNER DURING THE CHAPTER'S GENERAL MEETING, FEB. 21.

STATE BUDGET ...

continued from page 7 in Janus," said Kowal. "Unions certainly appreciate this aid and encouragement as Janus is being considered by the U.S. Supreme Court."

The conservative-led court heard oral arguments in *Janus* Feb. 26; UUP's statewide officers were part of a busload of UUP members and staff that traveled to Washington, D.C., that day to rally against the suit in front of the courthouse.

Janus is the latest attack by rich elites in their never-ending war on working families. If upheld, the case would allow workers with union representation to take those negotiated benefits and protections without paying for them.



But unions are compelled by law to provide protections to everyone in the workplace who is in their bargaining unit, including those workers who accept their benefits and protections without paying for them and without signing a union card. Such workers are known as "free riders."

New protections

The new state budget requires public employers (such as SUNY and other state

agencies) to provide names, work locations, and phone numbers of all new hires to unions, and they must allow unions to meet with the new hires during the workday. This must happen within 30 days of their employment.

Also, unions are obligated only to represent nonmembers in negotiating and enforcing the union contract. Unions will not be required to represent nonmembers in disciplinary processes when nonmembers are authorized to have representation by private counsel.

Under the protections, new employees can request union membership via email or other electronic means. Members who leave SUNY service but return within a year will automatically resume their union membership.

2018 Spring Delegate Assembly

May 4-5

Delegates to elect union officers, board members

elegates to the 2018 Spring Delegate Assembly, set for May 4-5 at The Desmond in Albany, will elect eight statewide union leaders. Elections will be held for the offices of vice president for professionals, vice president for academics and six Executive Board seats.

If the membership ratio of academics to professionals remains the same as the present ratio, of the eight people to be elected,



four must be academics and four must be professionals. If the ratio changes, the elections will be adjusted accordingly.

In accordance with union policy, candidates running for statewide elective positions are entitled to have statements and a photograph printed in *The Voice*, which is distributed to all bargaining unit members.

Statements longer than 500 words are set in smaller type to ensure fairness for all candidates. The statements are printed as received, with minor editing for consistency of style.

The following pages contain the statements and photographs of those union candidates who chose to submit them.

These and other candidate statements submitted by March 9 are also on the UUP website, under Elections.

for Vice President for Professionals

Thomas J. Tucker Buffalo Center

It's hard to believe that it was a year ago that I had asked you to support me in my candidacy for Vice President for Professionals. Where did the time go? Well, they say that time goes by fast when you're having fun!

I'd like to thank everyone for all their support over this past year. Working with our great staff and my fellow officers has made this difficult work much easier.

Though it's only been a year, I feel that we have accomplished a lot. As officers, we have the responsibility to oversee certain departments. One of my departments is Political Action/Legislation, an area that I have been deeply involved in for years. After discussions with our legislative staff, it was clear that we needed to improve our Outreach structure.

To accomplish that, I formulated a UUP "Army of Activists." It's a system that gives us the ability to organize our volunteers with the stroke of a key. The system we've built lets us communicate with one chapter, several chapters, or all of our chapters at once. A built-in accountability process allows us to generate a report on political activities around the state. This will help us get a better handle on where we are doing well and where we need to improve.

I also oversee Member

Benefits, an area that's so important to our members. Working with our director of benefits, we now offer a new mortgage benefit to our members. We've also launched a Benefits Day tour, which has brought—and will bring—our Benefits team and our many vendors to every campus. It's a great opportunity to showcase our benefits and answer any questions or concerns members might have. It's another reason why they should be sticking with the union.

Last, but certainly not least, is my responsibility to my fellow professionals. I have been working on how we can better communicate with each other. I've continued my monthly phone conversa-



tions with VPPs. It's very helpful to hear from each other and talk about what's going on at their campus. I'm planning to set up an electronic forum such as Dropbox as another way to share issues and concerns. We're establishing a Professional Concerns Committee, which gives professionals on your campus another way to

communicate their issues. I'm also working with the chapters on developing workshops throughout the year.

Our union will be facing many future challenges. I will tell you this: I know UUP will survive our current challenges and any attempts to defeat us. Failure is not an option. With the commitment of UUP's current leadership, we are stronger than the forces that want to take us down. That's why I am asking for your support in my reelection. I want to be a part of the team that moves the labor movement forward.

Thank you once again for your confidence in me and I thank you in advance for your support.

for Vice President for Academics

Jamie F. Dangler Cortland

It has been an honor to serve as UUP's Vice President for Academics and I ask you to support my candidacy for another term. My work in this position has grown steadily and I have more to do to support our members through the challenging times ahead.

Over the last two years my approach to combine issue-focused membership development with efforts to solve problems and develop new initiatives has been expanded within UUP's overall member engagement activities. The daily work we do to represent our members and protect their terms and conditions of employment is connected with organizing members for more active participation in our union.

I will continue to work with you to address statewide and campus-based concerns. Among them are low wages and salary inequity, the erosion of tenure and expansion of

contingent employment, appropriation of our intellectual property, erosion of faculty oversight of college curriculum, attacks on teacher education and the teaching profession, workload creep, and declining state support for SUNY's campuses and public hospitals.

I will stand with you as we protect our



right to unionize and work together to secure the conditions needed to keep SUNY working in service to our students and communities.

If reelected, I will continue to help facilitate UUP's coalition building, stand by you as an advocate at your campuses, fight for public education

funding, and press for sound education policies before the Legislature, Board of Regents, and the State Education Department.

I welcome the opportunity to continue the work I am immersed in for another term and ask for your support in the coming election.

for Executive Board

Ray D. Gleason Alfred

Hello. My name is Ray Gleason, a UUP member at Alfred State College. I am running for an at-large professional seat on the Executive Board of United University Professions.

During my tenure serving on the UUP Executive Board, our union members have been forced to weather many and varied storms hurled against them that have threatened the quality of our educational system and the livelihoods of our members. Throughout these tumultuous times, the UUP Executive Board, under the guidance of the union's officers and delegates, has aggressively stood as a bulwark to protect our members from the fury of those tempests. I am proud to say that I have been one of those active Executive Board members working to support our union and what it stands for.

Now we are faced with what I believe is the greatest threat to the existence of public unions in our life-

time. With the upcoming Supreme Court decision on *Janus*, which does not look promising, UUP will be faced with countless decisions on how this union is to move forward. What the future holds for us depends on decisions and actions taken now and in coming days and beyond by our union leadership, with the Executive Board playing a pivotal role.



I have been an active, participating member of the UUP Executive Board for eight years, diligently serving UUP and its members.

Currently, I serve on the Outreach Committee and am liaison to the Tech Sector and Veterans Affairs committees. I am also a delegate to NYSUT and AFT.

My other activities with UUP involve participating in both regional and state advocacy by taking UUP's message to our state legislators.

I take my union responsibilities seriously and, if reelected to the UUP Executive Board, promise to continue to serve our union and its members to the best of my ability.

Thank you for your vote.

W. Kim Hartshorn Plattsburgh

I am Kim Hartshorn from the Plattsburgh Chapter, an academic member teaching in my 30th year in the department of theatre. I am also serving in my first term as chapter president after three terms as chapter VP for academics.

I am completing my first term as a member of the statewide Executive Board and I am asking for your support to elect me to a second term.

I believe it is important, even incumbent, upon our members,



but certainly upon myself, to answer the call to service for the benefit of our colleagues, our students and our brothers and sisters in labor. The work we do is vital to the greater good and I pledge my continued labor on your behalf.

for Executive Board

ELECTION

Carolyn S. Kube Stony Brook HSC

I am Carolyn Kube from Stony Brook HSC. I am running for a Professional seat on the statewide Executive Board.

I seek election to the board because I am not afraid of the challenges that UUP faces today. With the *Janus* decision looming, I feel that my years of experience as a UUP leader is extremely important to the balance of our Executive Board.

Never has it been more important for our union to stand in solidarity to turn aside these challenges. I am committed to growing the membership at my chapter, as well as the membership at large.

I am honored and proud to be serving on my third Negotiations Team. As I serve on the Team, I represent all members of our union, but I bring a unique skill set.

I am the only member from an HSC chapter with clinical experience. That clinical experience speaks to members who work variable shifts, on call and holidays. I also bring that skill set to the Executive Board. As an experienced member of the board, I understand completely the fiduciary responsibility of the board to review audits and fiscal policies, to ensure the financial stability of UUP for years to come. I have always believed it is important to consult with delegates and chapter presidents to fully understand the issues that come before the board in order to make an informed vote.

I also believe we need to support our chapters and have strong relationships with our affiliates. We need to spend significant time towards advocacy to ensure state funding to keep our medical centers running and our campuses open.

I now serve as a chapter president of a large academic medical center and I realize that UUP needs to prove its relevance to our membership. I also value the need for communication and correct information reaching our membership; this will be vitally important in our fight against *Janus*. I have spoken truth to power as the president of the chapter and I have found creative ways to solve issues my



members face. This experience helps all as the members of the board brainstorm new ways to engage our membership like never before and prepare a course for UUP post *Janus*.

I have co-chaired the Contingent Employment Committee for four years and, during my tenure, the committee fulfilled the strategic plan. The chapters

and committee working together were able to present four constitutional amendments that originated from the TFCE to the floor that were unanimously passed by the delegation. The increasing casualization of academe is a very real and serious threat to the institution of tenure itself.

I am not afraid to do my best to remain informed, serve and advise the president of UUP to make the vital decisions that affect UUP today and shape UUP for tomorrow.

I thank you all for your constant education and support. It has been on honor to serve and I ask for your vote so I can continue to serve you.

GIVE to the UU College Scholarship	
I would like to make a tax-deductible donation. Please use my gift for Definition Defini	\$ \$
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Signature:	Make check or money order payable to UUP College Scholarship Fund. Send your donation to Accountant Cindie Bayly c/o United University Professions, PO Box 15143, Albany, NY 12212
to academic excellence and the life of the	Fund in 1985 to celebrate the union's commitment e mind by awarding up to four scholarships each year he union awarded its first post baccalaureate scholarship.

UP Financial Statement for 2017

Dear Colleagues,

This is the report of the accountants regarding the audit for fiscal year ending Aug. 31, 2017. The accounting firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which was

INDEPENDENT AUDITORS' REPORT

EXECUTIVE BOARD UNITED UNIVERSITY PROFESSIONS

Report on the Financial Statements

We have audited the accompanying financial statements of the UNITED UNIVERSITY PROFESSIONS (the Union) which comprise the statements of financial position as of August 31, 2017 and 2016, and the related statements of activities and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United University Professions as of August 31, 2017 and 2016, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of expenses on pages 18 through 20 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Dermody, Burke & Brown DERMODY, BURKE & BROWN, CPAS, LLC

AUDITED FINANCIAL STATEMENTS

Syracuse, NY November 20, 2017

August 31, 2017 and 2016		
ASSETS	2017	2016
Current Assets:	2017	2010
Cash and Cash Equivalents	\$ 3,861,964	\$ 2,530,073
Investments	3,906,577	5,230,882
Accounts Receivable	592,473	767,088
Accrued Interest Receivable	6,504	5,058
Prepaid Expenses	42,154	36,796
Total Current Assets	8,409,672	8,569,897
Property and Equipment, Net of Accumulated		
Depreciation and Amortization	111,395	192,154
TOTAL ASSETS	\$ 8,521,067	\$ 8,762,051

reviewed by delegates at the 2017 Winter DA in Albany. Should you have any questions concerning the audit, please contact me. — UUP Secretary/Treasurer Jeri O'Bryan-Losee

LIABILITIES AND UNRESTRICTED NET ASSETS

LIABILITIES AND UNKESTRICTED	VET ASSETS	
LIABILITIES		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 156,729	\$ 173,799
Accrued Vacation	327,358	305,412
Officer and Chapter Leader Release Time Payable	336,480	687,682
Chapter Allocations Payable	24,853	28,737
Deferred Revenue	298,546	206,006
Capital Lease Current Portion	0	14,281
Total Current Liabilities	1,143,966	1,415,917
Capital Lease Obligation	0	20,213
Accrued Rent	0	42,640
Total Liabilities	1,143,966	1,478,770
UNRESTRICTED NET ASSETS	7,377,101	7,283,281
TOTAL LIABILITIES AND		
UNRESTRICTED NET ASSETS	\$ 8,521,067	\$ 8,762,051

STATEMENTS OF ACTIVITIES

Years Ended August 31, 2017 and 2016

UNRESTRICTED REVENUES	2017	2016
Membership Dues / Agency Fees / Retiree Dues	\$ 24,454,984	\$ 23,710,781
Less: Dues Allocated To:	\$ 24,454,764	\$ 25,710,701
NYSUT	11,820,576	11,182,655
AFT	6,100,633	5,840,669
		-,,
Total Dues Allocated	17,921,209	17,023,324
Net Membership Dues and Agency Fees	6,533,775	6,687,457
NYSUT Support	2,067,389	2,004,073
Investment Income	27,908	37,711
Miscellaneous Income	64,783	254,535
Agency Fee Refunds	(11,285)	(10,589)
Total Unrestricted Revenues	8,682,570	8,973,187
UNRESTRICTED EXPENSES		
Administrative and Other	3,353,517	3,411,029
Membership Communications	277,642	265,638
Campus Chapters	2,364,916	2,494,292
Contract	5,669	10,089
Governance	573,732	538,668
Committees	198,774	198,314
Convention	59,721	117,325
Membership Benefits	1,000	37,835
Special Projects / Needs / Concerns	1,753,779	1,341,759
Total Unrestricted Expenses	8,588,750	8,414,949
CHANGE IN UNRESTRICTED NET ASSETS	93,820	558,238
UNRESTRICTED NET ASSETS		
Balance, Beginning of Year	7,283,281	6,725,043
Balance, End of Year	\$ 7,377,101	\$ 7,283,281

STATEMENTS OF CASH FLOWS

Years Ended August 31, 2017 and 2016

CASH FLOWS FROM OPERATING ACTIVITIES		
Change in Unrestricted Net Assets	\$ 93,820	\$ 558,238
Adjustments to Reconcile Change in Unrestricted Net Assets		
to Net Cash Provided By Operating Activities:		
Depreciation and Amortization	61,538	93,332
Loss on Disposal of Equipment	3,493	0
Changes in Operating Assets and Liabilities:		
Accounts Receivable	174,615	(112,252)
Accrued Interest Receivable	(1,446)	(377)
Prepaid Expenses	(5,358)	(6,809)
Accounts Payable and Accrued Expenses	(17,070)	37,877
Accrued Vacation	21,946	19,911
Officer and Chapter Leader Release Time Payable	(351,202)	166,306
Chapter Allocations Payable	(3,884)	10,964
Deferred Revenue	92,540	94,777
Accrued Rent	 (42,640)	 (42,641)
Net Cash Provided By Operating Activities	26,352	819,326
CASH FLOWS FROM INVESTING ACTIVITIES		
Investment Purchases	(42,806)	(437,924)
Investment Maturities and Sales	1,367,111	7,260
Acquisition of Property and Equipment	 (10,520)	 (76,595)
Net Cash Provided By (Used In) Investing Activities	1,313,785	(507,259)

2017

2016

	2017	2016
CASH FLOWS FROM FINANCING ACTIVITIES		
Net Payments Made on Capital Leases	(8,246)	(13,569)
Net Cash Used In Financing Activities	(8,246)	(13,569)
Net Increase in Cash and Cash Equivalents	1,331,891	298,498
Cash and Cash Equivalents, Beginning of Year	2,530,073	2,231,575
Cash and Cash Equivalents, End of Year	\$ 3,861,964	\$ 2,530,073

NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES

Organization

United University Professions (the "Union") was organized for the primary purpose of improving the terms and conditions of employment for the staff of the State University of New York. The Union maintains 32 chapters at the 29 universities of the State of New York. The Union is affiliated with New York State United Teachers (NYSUT) and the American Federation of Teachers (AFT).

Financial Statement Presentation

The Union is required to report information regarding its financial position and activities according to three classes of net assets: unrestricted net assets, temporarily restricted net assets, and permanently restricted net assets.

None of the Union's net assets are subject to donor-imposed restrictions. Accordingly, all net assets are accounted for as unrestricted net assets.

Campus Chapters

Each campus chapter is entitled to receive a dues allocation, based on chapter membership, to be used for local activities. These allocations are based upon the number of bargaining unit members at the respective campus. The Union recognizes an expense to the extent funds are expended by the local chapters. Unexpended dues allocations to campus chapters are included in cash and cash equivalents.

Income Taxes

The Union has been determined to be exempt from federal income taxation under Section 501(c)(5) of the Internal Revenue Code and has been classified as an organization that is not a private foundation under Section 509(a).

Accounting principles generally accepted in the United States of America require Union management to evaluate tax positions taken by the Union and recognize a tax liability (or asset) if the Union has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Union, and has concluded that as of August 31, 2017, there are no uncertain positions taken or expected to be taken that would require the recognition of a liability (or asset) or disclosure in the financial statements.

Accounting Basis

The financial statements are prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Revenue

Membership dues and agency fees are the primary sources of revenue for the Union and are collected from members at the rate of 1% of annual salary (0.9% for members under the negotiated minimum annual salary). Dues and agency fees are collected through payroll deductions by the Office of the New York State Comptroller and remitted periodically to the Union and are recognized as revenue as the salary is earned by the members.

The Union has a collective bargaining agreement (CBA) with the State of New York. The most recent CBA was ratified by the membership on June 5, 2013 for the period July 2, 2011 through July 1, 2016. The terms of the expired CBA remain in effect until the new agreement is ratified. The parties are currently negotiating the terms of the new agreement.

Affiliate Dues

The Union is required to pay per capita affiliate dues to AFT and NYSUT as a result of its affiliation with AFT and NYSUT. The affiliate dues are based on certain formulas as defined in the affiliation agreements.

Cash Equivalents

The Union considers all investments with original maturities of three months or less to be cash equivalents. Cash equivalents consist primarily of money market accounts.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Union's gains and losses on investments bought and sold as well as held during the year.

Investments consist of money market accounts and certificates of deposit with original maturities greater than three months. Certificates of deposit included \$52,625 and \$51,001 in excess of federally insured limits at August 31, 2017 and 2016, respectively.

The Union may at times invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the in the near term and that such changes could materially affect the amounts reported in the statements of activities.

Property and Equipment

The Union capitalizes expenditures in excess of \$2,500 for property and equipment at cost. Depreciation is provided on the straight-line basis over estimated useful lives ranging from three to ten years. When properties are retired or otherwise disposed of, the related costs and accumulated depreciation and amortization are removed from the accounts and any gain or loss is recorded in the statements of activities. Equipment under capital leases is amortized over the shorter of the lease term or the estimated useful lives of the assets.

Expenditures for repairs and maintenance not considered to substantially lengthen property life are charged to expense as incurred.

Reclassifications

Certain amounts in the 2016 financial statements have been reclassified for comparative purposes to conform to the presentation of the 2017 financial statements.

Officer and Chapter Leader Release Time Payable

Officer and chapter release time payable represents amounts owed to various State universities for reimbursement of the portion of certain officers' salaries and fringe benefits that relate to time incurred for Union activities which have been paid by the universities.

Deferred Revenue

The Union bills retirees for annual dues at the end of each fiscal year. Dues collected that relate to the next fiscal year are recorded as deferred revenue.

The Union received NYSUT funding for the Chapter Action Project (CAP), an initiative to assist in building a chapter-based structure to recruit and engage new union members and activists. Funding collected that has not been spent is recorded as deferred revenue.

Subsequent Events

Management has evaluated subsequent events through November 20, 2017, which is the date the financial statements were available to be issued.

NOTE 2 - CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following at August 31, 2017 and 2016:

	2017	2016
General Checking Account	\$ 2,079,504	\$ 802,793
Petty Cash	750	750
Chapter Cash Balances	540,738	568,261
Restricted Agency Shop Fee Reserve Accounts	198,758	198,699
Member and Retiree Accounts	300,267	218,408
Payroll Account	183,785	244,595
Chapter Action Project	109,600	95,557
NYSUT Additional Support Checking Account	441,075	395,153
UUP Employees' Flexible Spending Account	7,487	5,857
Total	\$ 3,861,964	\$ 2,530,073

Concentration of Credit Risk

Cash and cash equivalents include bank demand deposit accounts, money market accounts and highly liquid investments purchased with maturities of three months or less. The Union maintains its cash in bank accounts, which at times, may exceed federally insured limits. The Union has not experienced any losses in such accounts and believes it is not exposed to any significant credit risk with respect to cash and cash equivalents.

Uninsured cash amounted to 2,896,990 and 1,695,455 at August 31, 2017 and 2016, respectively.

NOTE 3 - INVESTMENTS

Investments consist of the following at August 31 2017 and 2016:

	2017			2016				
		Cost		Fair Value		Cost		Fair Value
Money Markets Traditional Certificates	\$	619,899	\$	619,899	\$	1,953,659	\$	1,953,659
of Deposit Brokered Certificates		302,625		302,625		301,001		301,00
of Deposit		2,988,000		2,984,053		2,972,000		2,976,22
Total	\$	3,910,524	\$	3,906,577	\$	5,226,660	\$	5,230,882

Interest Income Unrealized Gains (Losses)	\$ 36,077 (8,169)	\$ 30,073 7,638
Total	\$ 27,908	\$ 37,711

NOTE 4 – FAIR VALUE MEASUREMENTS

value measurement.

Accounting standards provide the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Union has the ability to access.
- Level 2 Inputs to the valuation methodology include:
 - · Quoted prices for similar assets or liabilities in active markets;
 - Quoted prices for identical or similar assets and liabilities in inactive markets;
 - Inputs other than quoted prices that are observable for the asset or liability;
 Inputs that are derived principally from or corroborated by observable market data
 - by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be

observable for substantially the full term of the asset or liability. Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair

NOTE 4 - FAIR VALUE MEASUREMENTS - Continued

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2017 and 2016.

Money Markets - Valued at the daily closing price as reported by the fund. The money market fund is an open-end mutual fund that is registered with the SEC. The fund is required to publish its daily net asset value (NAV) and to transact at that price. The money market fund held by the Union is deemed to be actively traded

Traditional Certificates of Deposit - Valued at fair value by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

Brokered Certificates of Deposit - Valued at fair value based on interest rate fluctuations during the holding period. Brokered CD's held to maturity are redeemed at purchased face value. It is the Union's intent to hold these investments to maturity.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Union believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Union's assets at fair value as of August 31, 2017 and 2016:

А	ssets	s at Fair Valu	ie as of	August 3	1, 2017		
		Level 1	Le	vel 2	Lev	vel 3	Total
Money Markets	\$	619,899	\$	0	\$	0	\$ 619,899
Traditional Certificates of Deposit		302,625		0		0	302,625
Brokered Certificates of Deposit		2,984,053		0		0	 2,984,053
Total Assets at Fair Value	\$	3,906,577	\$	0	\$	0	\$ 3,906,577
А	ssets	at Fair Valu	ie as of	August 3	1, 2016		
		Level 1	Le	vel 2	Lev	vel 3	Total
Money Markets	\$	1,953,659	\$	0	\$	0	\$ 1,953,659
Traditional Certificates of Deposit		301,001		0		0	301,001
Brokered Certificates of Deposit		2,976,222		0		0	 2,976,222
Total Assets at Fair Value	\$	5,230,882	\$	0	\$	0	\$ 5,230,882

NOTE 5 – ACCOUNTS RECEIVABLE

Accounts receivable consists of support payments received after the close of the fiscal year. The following amounts are due at August 31, 2017 and 2016: 2017 2016

	2017	2010
Due from NYSUT	\$ 57,942	\$ 330,572
Due from UUP Benefit Trust Fund	1,327	2,933
Due from Retirees	10,005	4,389
Due from NYS	518,327	424,421
Due from Other	4,872	4,773
Total	\$ 592,473	\$ 767,088

The Union's management considers these accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they will be charged to operations when that determination is made. No such charges were recorded for the years ended August 31, 2017 and 2016.

NOTE 6 - PROPERTY AND EOUIPMENT

Property and equipment consist of the following at August 31, 2017 and 2016:

	-	2017		2016
Furniture and Equipment	\$	375,639	\$	472,683
Capitalized Office Equipment		69,190		69,190
Automobiles		203,688		203,688
		648,517		745,561
Less: Accumulated Depreciation and Amortization		537,122		553,407
Total	\$	111,395	\$	192,154
Depreciation and amortization expense for the v	ears e	ended August	31 20	17 and 201

was \$61,538 and \$93,332, respectively. Accumulated amortization on the capital leases was \$-0and \$38,055 for the years ended August 31, 2017 and 2016, respectively.

NOTE 7 - COMMITMENTS AND CONTINGENCIES

Operating Leases

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$333,411 and \$356,041 for the years ended August 31, 2017 and 2016, respectively. In addition, the Union had leased office equipment under capital leases that were set to expire in various years through 2019. The Union disposed of the office equipment leased under capital leases during the year ended August 31, 2017. The assets and liabilities under capital leases were recorded at the lower of the present value of the minimum lease payments or the fair value of the asset.

Total future lease commitments amount to the following:

2018 2019	\$ 231,846 236,858
Present Value of Minimum Lease Payments	\$ 468 704

Contingencies

In the ordinary course of business, there are various legal proceedings pending against the Union. After consultation with outside counsel, management believes that the aggregate exposure, if any, arising from such litigation will not have a material adverse effect on the Union's financial position, results of activities or cash flows.

NOTE 8 - BENEFIT PLANS

The Union maintains a non-contributory defined contribution benefit plan covering substantially all full-time and certain part-time employees. Contributions to the plan are based on 10% of participant's compensation and are fully vested when made. Pension expense for the years ended August 31, 2017 and 2016 was \$174,995 and \$154,283, respectively.

The Union also maintains a 401(k) plan. The 401(k) plan is funded through voluntary employee contributions, employer contributions for CWA staff, and discretionary employer contributions for non-CWA staff. The Union made contributions of \$22,949 and \$6,262 for 2017 and 2016, respectively

NOTE 9 – RELATED ORGANIZATIONS

In addition to its relationships with NYSUT and AFT, United University Professions is affiliated with the following:

UUP Benefit Trust Fund - The Benefit Trust Fund (BTF) is a separate entity which was established to provide vision and dental benefits to Union members. The BTF is funded solely by New York State on behalf of Union members who are state employees. The BTF sterily by from bate total of the probability memory with the probability of the probabil

UUP Member Services Trust Fund – The Member Services Trust Fund (MSTF) is a separate entity which was established to provide voluntary benefit programs to members of the Union, retiries, and their dependents. The MSTF is funded solely by voluntary premium contributions. The MSTF reimbursed the Union for certain expenses totaling \$158,109 and \$127,684 for the years ended August 31, 2017 and 2016, respectively. UUP is reimbursed by the MSTF for the salaries and expenses of any UUP employees that provide services on behalf of the MSTF.

NYSUT Support - The Union is reimbursed by NYSUT for expenses including, but not limited to, secretarial support, office rent, office supplies, telephone, training, and public relations provided to NYSUT by the Union. NYSUT support is included in unrestricted revenue. Expenses incurred by the Union and subsequently reimbursed by NYSUT were \$1,614,600 for both the years ended 2017 and 2016, and are included in unrestricted expenses.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. In 2017 and 2016, NYSUT provided funding for the Union's Chapter Action Project (CAP). Additional support amounted to \$452,789 and \$689,473 for 2017 and 2016, respectively.

The Union reimburses NYSUT for services provided to the Union by NYSUT. These services include computer support services, printing services, postage, and other miscellaneous services. The Union reimbursed NYSUT \$146,731 and \$122,973 during 2017 and 2016, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was approximately 308,602 and 3312,356 for 2017 and 2016, respectively.

NOTE 10 - COLLECTIVE BARGAINING AGREEMENT

Most full and part-time, non-exempt employees of the Union's workforce work under a collective bargaining agreement with Communications Workers of America (CWA) as of August 31, 2017 and 2016. The current contract is effective through August 31, 2020.

NOTE 11 - NATURAL EXPENSE CLASSIFICATION

Auto Expense Professional Fees

Insurance and Bonding

Legal Fees

The natural expense classification for the Union for the years ended August 31, 2017 and 2016 is as follows:

	2017	2016
Salaries and Benefits:		
Officers	\$ 716,946	\$ 830,508
Administrative	2,076,783	1,988,850
Campus Chapters	821,207	856,105
Rent	289,037	309,940
Equipment Rent	44,374	46,101
Travel and Lodging	881,827	884,971
The VOICE	137,264	120,093
Public Education	20,235	17,263
Outreach Ad Campaign	300,039	257,799
Negotiations	543,064	334,572
Chapter Allocations	557,651	608,866
Chapter Support	91,411	53,437
Chapter Release Time	665,701	802,717
Statewide Release Time	68,028	54,522
Auto Expense	14,999	9,863
Professional Fees	59,691	60,724
Insurance and Bonding	43,988	34,291
Computer Services	93,340	96,827
Equipment and Maintenance	38,835	42,317
Telephone	49,275	45,222
Postage	57,911	63,565
Printing and Duplicating	8,982	8,679
Depreciation and Amortization	61,538	93,332
Supplies	69,888	77,234
Chapter Elections	89,022	9,176
Membership Benefits	228,289	223,619
Other	559,425	484,356
Total	\$ 8,588,750	\$ 8,414,949
SCHEDULES OF EXPENSES		
Years Ended August 31, 2017 and 2016		
	2017	2016
ADMINISTRATIVE AND OTHER		
Officers' Salaries and Benefits	\$ 716,946	\$ 830,508
Statewide Release Time	68,028	54,522
Administrative Salaries and Benefits	2,076,783	1,988,850
Office Supplies and Contributions	70,810	79,382
Auto English	14.000	0.972

9,863

45,000

15.724

34.291

14,999

45,000

14.691

43,988

Travel Expenses, Staff	12,042	22,296
Travel Expenses, Officers	29,957	33,532
Computer Services	93,340	96,827
Equipment Maintenance	37,913	40,169
Rent and Depreciation	129,020	160,065
TOTAL ADMINISTRATIVE AND OTHER	\$ 3,353,517	\$ 3,411,029
MEMBERSHIP COMMUNICATIONS		
Telephone	\$ 49,275	\$ 45,222
Postage	71,439	79,179
Printing and Duplicating	8,982	8,679
Newspaper	137,264	120,093
Rent and Depreciation	10,682	12,465
TOTAL MEMBERSHIP COMMUNICATIONS	\$ 277,642	\$ 265,638
CAMPUS CHAPTERS		
Chapter Salaries and Benefits	\$ 821,207	\$ 856,105
Chapter Allocations	557,651	608,866
Chapter Rents	20,430	20,232
Chapter Support	80,153	48,259
Chapter Release Time	665,701 0	802,717 261
Training for Chapter Staff Chapter Elections, Postage / Printing	89.022	9,176
Equipment Upgrades	40,018	35,404
	· · · · · ·	
Rent and Depreciation	90,734	113,272
	· · · · · ·	
Rent and Depreciation	90,734	113,272
Rent and Depreciation TOTAL CAMPUS CHAPTERS	90,734	113,272
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT	90,734 \$ 2,364,916	113,272 \$ 2,494,292
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration	90,734 \$ 2,364,916 \$ 3,946	\$ 2,494,292 \$ 6,601
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance	90,734 <u>\$ 2,364,916</u> \$ 3,946 1,505	113,272 <u>\$ 2,494,292</u> <u>\$ 6,601</u> 258
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration	90,734 <u>\$ 2,364,916</u> \$ 3,946 1,505 0	\$ 2,494,292 \$ 2,494,292 \$ 6,601 258 2,757
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation	90,734 <u>\$ 2,364,916</u>	\$ 2,494,292 \$ 2,494,292 \$ 6,601 258 2,757 473
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT	90,734 <u>\$ 2,364,916</u>	\$ 2,494,292 \$ 2,494,292 \$ 6,601 258 2,757 473
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement Rent and Depreciation	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000 22,073	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500 25,277
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement Rent and Depreciation TOTAL GOVERNANCE	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000 22,073	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500 25,277
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement Rent and Depreciation TOTAL GOVERNANCE COMMITTEES	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000 22,073 \$ 573,732	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500 25,277 \$ 538,668
Rent and Depreciation TOTAL CAMPUS CHAPTERS CONTRACT Arbitration Grievance Administration Rent and Depreciation TOTAL CONTRACT GOVERNANCE Delegate Assembly Executive Board Chapter Presidents' Meetings Training Workshops Child Care / Elder Care Reimbursement Rent and Depreciation TOTAL GOVERNANCE COMMITTEES Academic Medical Programs	90,734 \$ 2,364,916 \$ 3,946 1,505 0 218 \$ 5,669 \$ 449,878 64,797 30,688 2,296 4,000 22,073 \$ 573,732 \$ 7,870	113,272 \$ 2,494,292 \$ 6,601 258 2,757 473 \$ 10,089 \$ 423,623 43,719 33,022 9,527 3,500 25,277 \$ 538,668 \$ 10,091

Compliance and Audit	10,444	4,079
Constitution and Governance	18,264	17,183
Contingent Employment	12,988	10,850
Disability Rights and Concerns	1,678	1,611
Finance and Legal Defense	11,442	15,666
Future of Public Higher Education	6,781	12,789
Grievance	7,649	4,752
Membership	10,717	11,942
Negotiations	19,999	20,000
Opportunity Programs Solidarity	6,987	5,715
	8,860	8,277
SOUL Tacharakara Campuna	3,165 4,705	3,143 8,152
Technology Campuses Veterans Affairs	5,521	6,481
	5,827	7,985
Women's Rights Total AD HOC	35,177	26,690
Rent and Depreciation	6,715	9,306
TOTAL COMMITTEES	\$ 198,774	\$ 198,314
CONVENTION		
NYSUT Convention	\$ 35.087	\$ 16,566
AFT Convention / TEACH	\$ 55,007 0	49,445
AFL Convention	1.250	49,445
Conference Expense / Designee Travel	17,036	30,808
Vacation Reimbursement	4,050	15,000
Rent and Depreciation	2,298	5,506
r r		
TOTAL CONVENTION	\$ 59,721	\$ 117,325
MEMBERSHIP BENEFITS		
Membership Benefits	\$ 1,000	\$ 37,835
······································		
SPECIAL PROJECTS / NEEDS / CONCERNS		
Outreach Activities	\$ 144,591	\$ 128,148
Outreach	29,850	28,676
Public Awareness Program	20,235	17,263
Outreach Advertising Campaign	536,458	257,799
Negotiations	329,891	335,289
Legal Defense Fund	37,800	28,250
Solidarity Fund	9,455	8,150
NYS Lifeguard Corps. Expense	158,074	143,526
Retiree Activities	237,234	186,264
Coalition Building Fund	2,800	0
Miscellaneous	26,151	56,968
Chapter Action Project Expenses	152,835	94,750
Rent and Depreciation	68,405	56,676
TOTAL SPECIAL PROJECTS / NEEDS / CONCERNS	\$ 1,753,779	\$ 1,341,759

Expenditure report of UUP chapters for 2017

INDEPENDENT ACCOUNTANT'S COMPILATION REPORT

EXECUTIVE BOARD

UNITED UNIVERSITY PROFESSIONS

Management is responsible for the accompanying campus expenditure report of chapters of UNITED UNIVERSITY PROFESSIONS (the Chapters) for the year ended August 31, 2017 in accordance with the cash basis of accounting. We have performed the compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the campus expenditure report of chapters nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. Accordingly,

we do not express an opinion, a conclusion, nor provide any form of assurance on the campus expenditure report of chapters.

Management has elected to omit substantially all of the disclosures ordinarily included in the campus expenditure report of chapters prepared in accordance with the cash basis of accounting. If the omitted disclosures were included in the financial statement, they might influence the user's conclusions about the Chapters' cash receipts and disbursements. Accordingly, the financial statement is not designed for those who are not informed about such matters.

Dermody, Burke & Brown

Svracuse, NY November 20, 2017

DERMODY, BURKE & BROWN, CPAs, LLC

COMPILED FINANCIAL STATEMENT

CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year	Ended	August	31,	2017
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Year Ended August 31, 2017	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2016	\$ 15,242	\$ 8,335	\$ 32,638	\$ 9,371	\$ 28,020	\$ 31,389	\$ 18,683	\$ 7,408	\$ 2,263	\$ 5,354	\$ 15,797
Cash Receipts:											
Chapter Allocations, Net	19,473	327	17,590	10,410	30,683	14,910	11,066	15,447	5,387	18,596	2,994
Interest	7	2	30	0	83	7	3	0	0	0	14
Reimbursements for Various Expenses	0	100	0	300	200	0	0	100	125	927	0
Other	800	0	893	0	105	0	0	0	0	0	1,332
Total Receipts	20,280	429	18,513	10,710	31,071	14,917	11,069	15,547	5,512	19,523	4,340
Cash Disbursements:											
Membership and Chapter Committee Meetings	11,649	3,162	6,852	7,172	10,432	5,517	8,373	7,273	2,569	13,745	7,794
Executive Board	2,873	286	2,034	1,307	36	4,250	2,008	1,604	269	1,972	1,329
Outreach Activities	0	0	0	0	950	366	785	0	0	0	0
Grievance	0	0	0	0	90	0	0	0	0	0	0
Office Expense	548	54	259	384	17,194	1,069	367	671	190	179	77
Printing/Duplicating	617	0	4,006	266	0	35	0	0	706	1,127	0
Newsletter/Publications	564	930	0	33	357	0	0	0	0	29	0
Telephone/Internet/Website	655	266	484	209	5,139	1,104	927	0	24	400	0
Postage	0	14	110	230	101	82	0	0	180	63	47
Bank Charges	0	0	0	0	39	31	0	0	0	0	0

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Chapter Workshops	2,967	0	273	919	2,808	1,244	0	0	0	0	0
Furniture/Equipment	0	0	0	0	0	573	0	0	0	0	0
Other	2,812	0	5,018	1,579	4,223	2,026	4,772	1	0	78	0
Total Disbursements	22,685	4,712	19,036	12,099	41,369	16,297	17,232	9,549	3,938	17,593	9,247
(Deficiency) Excess of Receipts Over											
Disbursements	(2,405)	(4,283)	(523)	(1,389)	(10,298)	(1,380)	(6,163)	5,998	1,574	1,930	(4,907)
Cash Balance as of August 31, 2017	\$ 12,837	\$ 4,052	\$ 32,115	\$ 7,982	\$ 17,722	\$ 30,009	\$ 12,520	\$ 13,406	\$ 3,837	\$ 7,284	\$ 10,890

	Downstate Medical	Empire State	Enviro Science and Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2016	\$ 8,498	\$ 15,522	\$ 39,231	\$ 18,138	\$ 39,730	\$ 19,772	\$ 36,116	\$ 4,960	\$ 20,060	\$ 3,167	\$ 4,892
Cash Receipts:											
Chapter Allocations, Net	33,860	6,354	9,150	6,795	7,452	7,398	5,230	3,892	8,131	5,690	6,945
Interest	0	12	51	33	173	0	0	0	64	3	0
Reimbursements for Various Expenses	0	0	0	300	607	0	0	1,040	0	0	0
Other	0	36	0	651	0	0	0	0	0	0	0
Total Receipts	33,860	6,402	9,201	7,779	8,232	7,398	5,230	4,932	8,195	5,693	6,945
Cash Disbursements:											
Membership and Chapter Committee Meetings	12,150	9,970	1,925	7,745	5,204	7,329	0	4,743	9,474	3,835	3,071
Executive Board	6,269	60	313	3,301	1,967	508	229	515	1,528	2,369	1,589
Outreach Activities	0	0	0	0	0	0	0	156	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	1,813	999	0	1,955	85	576	0	501	158	614	279
Printing/Duplicating	0	0	0	1,369	374	0	0	0	16	0	45
Newsletter/Publications	0	0	0	0	0	0	0	0	0	0	1,908
Telephone/Internet/Website	2,786	0	702	2,104	684	302	655	82	1,472	0	983
Postage	490	0	256	489	267	0	6	103	34	39	70
Bank Charges	406	26	6	0	0	29	0	0	11	6	0
Chapter Workshops	409	0	0	0	975	0	0	274	1,416	51	341
Furniture/Equipment	0	0	0	0	0	0	0	159	0	0	0
Other	219	1,835	13	0	1,835	200	0	48	23	85	130
Total Disbursements	24,542	12,890	3,215	16,963	11,391	8,944	890	6,581	14,132	6,999	8,416
(Deficiency) Excess of Receipts Over											
Disbursements	9,318	(6,488)	5,986	(9,184)	(3,159)	(1,546)	4,340	(1,649)	(5,937)	(1,306)	(1,471)
Cash Balance as of August 31, 2017	\$ 17,816	\$ 9,034	\$ 45,217	\$ 8,954	\$ 36,571	\$ 18,226	\$ 40,456	\$ 3,311	\$ 14,123	\$ 1,861	\$ 3,421

	Opt	tometry	Oswego	Plat	ttsburgh	Ро	otsdam	Poly Tech	Pur	rchase	SUNY Stony Brook	HSC ny Brook		ystem .dmin.	Upstate Medical		Grand Total
Cash Balance as of September 1, 2016	\$	6,965	\$ 25,103	\$	10,457	\$	9,335	\$ 24,598	\$	10,761	\$ 8,900	\$ 52,806	\$	6,534	\$ 28,215	\$	568,260
Cash Receipts:																	
Chapter Allocations, Net		4,608	12,695		11,656		5,154	3,958		11,121	39,153	65,062		4,220	42,083		447,490
Interest		0	40		0		3	0		0	6	38		5	73		647
Reimbursements for Various Expenses		0	626		0		498	0		0	3,692	200		0	9,879		18,594
Other		0	0		0		106	209		0	0	 0		500	0		4,632
Total Receipts		4,608	13,361		11,656		5,761	4,167		11,121	42,851	65,300		4,725	52,035		471,363
Cash Disbursements:																	
Membership and Chapter Committee Meetings		2,512	8,959		4,314		2,730	3,935		7,538	32,395	38,873		3,291	26,986		281,517
Executive Board		0	765		0		1,125	732		235	2,925	1,165		1,095	5,414		50,072
Outreach Activities		0	0		0		0	0		0	0	0		0	0		2,257
Grievances		0	0		0		0	0		0	0	0		0	0		90
Office Expense		0	368		667		167	0		175	3,428	1,197		0	1,199		35,173
Printing/Duplicating		0	0		30		754	83		0	714	378		0	6,940		17,460
Newsletter/Publications		0	0		0		0	0		0	0	4,488		0	0		8,309
Telephone/Internet/Website		0	990		0		0	0		638	1,234	1,770		227	3,244		27,081
Postage		46	128		0		237	0		58	83	51		0	231		3,415
Bank Charges		390	0		0		0	0		6	25	0		0	35		1,010
Chapter Workshops		0	643		131		0	105		2,411	1,607	161		1	1,148		17,884
Furniture/Equipment		0	0		0		0	0		0	0	0		0	0		732
Other		380	300		394		479	225		54	321	 22,766		0	4,068		53,884
Total Disbursements		3,328	12,153		5,537	_	5,492	5,080		11,115	42,732	 70,849	_	4,614	49,265	_	498,884
(Deficiency) Excess of Receipts Over																	
Disbursements		1,280	1,208		6,119		269	(913)		6	119	(5,549)		111	2,770		(27,521)
Cash Balance as of August 31, 2017	\$	8,245	\$ 26,311	\$	16,576	\$	9,604	\$ 23,685	\$	10,767	\$ 9,019	\$ 47,257	\$	6,645	\$ 30,985	\$	540,738

UNION BENEFITS



NYSUT Member Benefits thanks our UUP members

We appreciate our hard-working professors for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And NYSUT Member Benefits is proud to offer you -- the UUP bargaining unit member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as life, long-term care or vision plans. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to UUP bargaining unit members & their families:

- Auto, Home & Life Insurance
- Vision & Dental Plans
- Legal & Financial Services
- Hotel & Vacation Discounts
- Member Shopping Program
- Car & Truck Rental Discounts

- Competitive Savings Rates
- Retail Store Discounts
- Sports & Concert Tickets
- Theme Park Discounts
- Car Buying Service
- Heating Oil & Propane Savings



To learn more about Member Benefits-endorsed programs & services, visit *memberbenefits.nysut.org* or call **800-626-8101**.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

UUP Members Are NYSUT Members, Too!

We're coming your way!

he UUP Benefit Trust Fund and our vendors have hit the road to bring you Benefits Day—an opportunity for members to find out about the many negotiated benefits and discounted services available to you through your union. It's also a great way for you to meet and talk with your chapter leaders.

Everyone is invited—check your mail for your invitation.

Fund representatives, along with representatives from Delta Dental and Davis Vision, will be there to share information and to answer questions you may



This flier on Member Services Trust Fund benefits is among the handouts available to members at Benefits Days. Director, Services

Doreen M. Bango, Director, Member Benefits & Services

have about UUP's dental and vision programs. Representatives will also be able to update you on the no-cost life

insurance policy offered by UNUM to all bargaining unit members.

Benefits Day is also the perfect time to learn more about the voluntary programs available through the union's Member Services Trust. UUP members are eligible for special discounts and services from Mid-Island Mortgage, Liberty Mutual, MetLife and Aflac.

The Member Services Trust also offers a voluntary dental and vision plan for retiree members, surviving spouses, part-time employees not eligible for the New York State Health Insurance Program (NYSHIP), and dependents until age 29.

Please stop by to say hello. There will be giveaways

and drawings provided by our vendors. If you are not yet a member of UUP—

no problem! You can sign a membership card at the event.

Hope you can make it.



Did you know?

Ninety-four percent of union workers had access to employer-sponsored retirement and medical care benefits in March 2017. For nonunion workers, 66 percent had access to retirement benefits and 67 percent to medical care benefits.

Source: Bureau of Labor Statistics, July 2017

CONTACT INFORMATION

UUP Benefit Trust Fund
UUP Member Services
UUP Retiree Services800/342-4206 x638
Empire Plan (Select menu option)877/769-7447 Press 1. United HealthCare (Medical/Surgical) HCAP (Home Care Advocacy Prgm./Equip./Supplies) MultiPlan (Basic Medical Provider Discount Program) MPN (Chiropractic/Physical Therapy Managed Prgm.) Benefits Mgmt. Prgm. (MRI Pre-certification) Infertility Treatment (Centers of Excellence)
Press 2. Empire BlueCross and BlueShield (Hosp./Inpatient/Nursing/Transplant Pre-certification)
Press 3. Mental Health and Substance Abuse
Press 4. Prescription Program
Press 5. NurseLine (Info/Educ./24-hour Support)
HMOsCall your specific HMO
Retirement Systems (Pensions) NYS Employees' Retirement Sys. .866/805-0990 NYS Teachers' Retirement Sys. .800/348-7298 Optional Retirement Programs
Tax Deferred Retirement Savings NYS Deferred Comp Plan 457(P)800/422-8463
NYSUT .800/342-9810 Member Benefits .800/626-8101
AFT PLUS
Workers' Compensation/SS Disability Fine, Olin & Anderman
Flex Spending Accounts Dependent Care Advantage Account Health Care Spending Account800/358-7202
NYS Dept. of Civil Service800/833-4344
New York State/UUP Joint Labor/Management Office518/486-4666



United University Professions P.O. Box 15143 Albany, N.Y. 12212-5143

NON-PROFIT ORG. **U.S. POSTAGE** PAID PERMIT NO. 103 ALBANY, N.Y.



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PRINT AND FILL OUT THE CARD BELOW OR SIGN UP ONLINE AT <u>HTTPS://UUPHOST.ORG/JOIN</u>

PLEASE RETAIN FOR YOUR RECORDS	มป	D UUP Membership App	plication						
You are not a member of the union until the	Last Name	First MI	Birth Date/ /Gender						
UUP Administrative Office receives your signed membership application. Signing entitles you to:	Street Address	Non-SUNY Ema	il						
• vote on the collective bargaining agreement;	City, State, Zip		_ Home Phone						
 attend union meetings; 	SUNY		SUNY						
 hold union office; 	Department		Title						
• elect union leaders on your campus and choose	C'anatana	<u>C</u>	Dete						
representatives at the state and national levels;		Campus	Date						
• upon separation of service, obtain Associate									
Membership with NYSUT and be eligible for			Chapter						
benefit programs; and			e's basic annual salary for employees at or above						
• maintain membership after retirement and be	, , , ,	ne minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less nan the minimum salary negotiated for the bargaining unit.							
eligible for benefit programs.	india the minimum surd y negotiated for the	burgunning unit.							
Date Signed and Mailed:	stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the								
UUP, PO Box 15143,			rom time to time by UUP. I hereby authorize United bargaining and in the administration of grievances.						
Albany, NY 12212-5143		y time by written notice to you to discontinue							
800-342-4206	BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143								

Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.