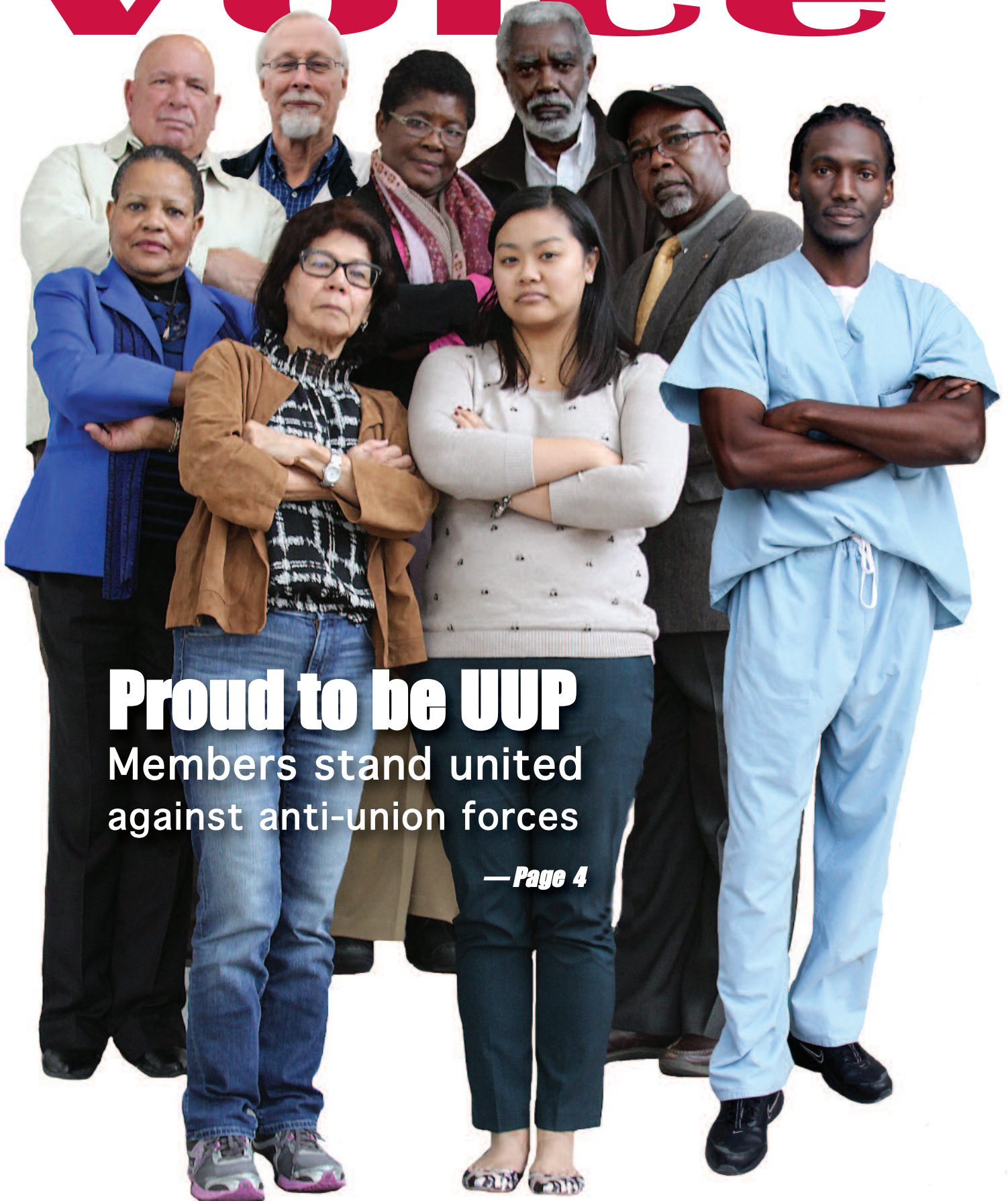


THE

November/December 2015



# voice



**Proud to be UUP**  
Members stand united  
against anti-union forces

—Page 4

# WHAT'S INSIDE

this issue



COVER ILLUSTRATION  
BY KAREN L. MATTISON

## United in union

4—Twenty states, the District of Columbia and dozens of civil rights organizations join unions in filing amicus briefs in *Friedrichs v. California Teachers Association*, showing their support for labor and fair share fees.



ALSO:

- 5—I Am UUP
- 6—Sign your union membership card



**FOLLOW UUP  
ON FACEBOOK  
AND TWITTER!**

Go to [www.UUPinfo.org](http://www.UUPinfo.org)  
to sign up today.

## 8 Political campaign on the way

UUP set to unveil its 2016 Legislative Agenda at a press conference Dec. 15.

ALSO:

- 9—UUP's Teacher Education Task Force is working on a legislative plan for teacher education
- 7—Adjuncts star in upcoming TV, print ads

## 15 Students deliver MOE postcards

Dozens of SUNY and CUNY students deliver more than 40,000 postcards to the governor, urging him to sign the Maintenance of Effort bill.

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The VOICE is the official publication of United University Professions (UUP), bargaining agent for the more than 35,000 academic and professional employees of the State University of New York.

Contact UUP at P.O. Box 15143, Albany, New York 12212-5143. Telephone (518) 640-6600 or toll-free at (800) 342-4206. UUP's Internet site is [www.uupinfo.org](http://www.uupinfo.org). UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with NYSUT and the National Education Association.

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



## Check out the latest at [www.uupinfo.org](http://www.uupinfo.org):

- Defending Our Union: On this page are links to a number of resources to help you better understand the *Friedrichs* Supreme Court case and why it is a threat to unions nationwide.  
<http://uupinfo.org/defendunion/union.php>
- America Works Together: UUP joins the nationwide coalition to fight the union-busting billionaires who challenge the rights of public-sector workers.  
<http://uupinfo.org/communications/uupdate/1516/151020.php>
- President Kowal's statement on Syrian refugees: "Closing America, the land of the free, to the refugees sends the message that we no longer care about those persecuted and oppressed ..."  
<http://uupinfo.org/communications/2015releases/151118.php>



AFTCN

# UUP new proposals to create positive change

**I**t's not enough to support positive change. To truly make a difference, you must create the change. It's about coming up with innovative ideas and fostering detailed, workable plans to make those ideas a reality.

It's about bold leadership and vision—and the motivation and enthusiasm to carry out such endeavors from start to end.

When I became president of UUP, I decided that this union would be a catalyst for positive change. We wouldn't follow.

UUP would lead.

Your union did that a year ago with the debut of a multifaceted action plan, which included a call for the creation of a student loan refinancing program for recent SUNY graduates, a campus incentive program, and a permanent SUNY endowment.

## TIME FOR ACTION

We've got some innovative ideas for 2016.

I'm very excited about our new set of proposals, designed to benefit our students, our University and our union. They would expand employment opportunities at campuses across the state, helping to protect our members on the job and grow our ranks. One of them will prohibit privateers like Pearson from making a profit off of students in our teacher ed programs.

And I'm confident that lawmakers will embrace our ideas when we begin our 2016 advocacy campaign in January.

Add to these the action plan items of the past year, and it's easy to see that when it comes to positive change, this union means business.

## GOING GREEN

To begin, I'm proposing to establish the Green Energy Intellectual Capital Investment Fund. We're asking that dollars be budgeted to hire faculty, and buy lab equipment and advanced machinery to train students in the burgeoning clean energy field, like wind, biomass, solar energy and other renewable energy resources.

Currently, five of our tech-sector campuses—Alfred, Canton, Cobleskill, Delhi, and Morrisville—offer renewable energy

programs. Two others, ESF and Farmingdale, have green energy initiatives on campus.

The program would also link with START-UP NY. Renewable energy businesses participating in START-UP NY would contribute to the fund to help pay for additional staff and upgrades; the state would match that contribution.

## A TEACHING PIPELINE

Then there's Recruiting and Educating Teachers for All, a new opportunity program that would recruit low-income and underrepresented students to become teachers.

Modeled after the state's very successful Educational Opportunity Program, our proposal would provide diverse, energetic teachers to underresourced districts across the state. Students accepted into the program would receive financial assistance and support from counselors and advisors to help them earn teaching degrees.

The program would be available at the 17 SUNY campuses that offer teacher education programs. To be eligible, students must be state residents and meet stringent income guidelines.

## PROTECTING STUDENTS

UUP will also push for legislation that would bar educational testing companies from making a profit by charging students exam fees to take their tests. The new law would instruct the State Education Department to pay vendors for developing the tests; SED would administer the exams and collect any fees attached to the tests.

As is currently the case with Pearson's teacher certification exams, testing companies can cut deals to develop tests without being paid up front by New York state, instead collecting all of their revenue from students.

Students, who are forced to take the exams to earn certification, can spend hundreds of dollars in testing fees. So, it's no surprise that these testing companies have no incentive to fix faulty tests, since they are paid each time a student has to take—and retake—the exams. This practice is unfair to students. It must end now.



MICHAEL LISI

UUP PRESIDENT FRED KOWAL BELIEVES THE UNION'S BOLD, NEW INITIATIVES WILL IMPROVE THE STATE UNIVERSITY SYSTEM.

Finally, UUP will call for the creation of the Buffalo Health Care Teaching Fellows Program at the University at Buffalo.

This new program would create a new Teaching Health Care Fellows position—which would be a permanent SUNY job designation. These employees would mentor and train 750 UB resident physicians at 11 Buffalo-area hospitals.

The program is consistent with the federal Affordable Care Act and the state's Delivery System Reform Incentive Payment (DSRIP). It would limit the amount of clinical work the fellows could do, freeing them up to train and mentor residents.

As I write this, we are preparing for a Dec. 15 press conference, where I will unveil these initiatives.

Our proposals are good for our students, our University and our members. They are also indicative of the attitude of this union.

As the nation's largest higher education union, it up to us to lead, and lead we will. We will defend the good and the right. The times and the challenges we face demand that we be bold.

I'm going to need your help to bring our message of positive change to state lawmakers in Albany and in your home districts. The time to step up is now.

I look forward to working with you.

# Friedrichs has few friends

NY attorney general, 20 states, D.C. file brief backing labor unions

BY MICHAEL LISI

**P**ublic-sector unions aren't the only ones fighting *Friedrichs v. California Teachers Association*.

On Nov. 15, New York State Attorney General Eric Schneiderman led a coalition of 20 states and the District of Columbia in filing an amicus curiae (friend of the court) brief urging the U.S. Supreme Court to uphold laws that allow unions to collect agency fees from workers who benefit from collective bargaining agreements but aren't union members.

*Friedrichs*, a case bankrolled by corporate CEOs and big-money union-busters affiliated with the Koch brothers, is challenging those rights.

Two days later, more than 70 civil and human rights groups joined with the Leadership Conference on Civil and Human Rights, the National Women's Law Center, and the Human Rights Campaign in an amicus curiae brief against *Friedrichs*.

Those groups included Alliance for Justice, the Asian Pacific American Labor Alliance, the Coalition of Black Trade Unionists, Gay & Lesbian Advocates & Defenders, the NAACP and the National Organization for Women, among others.

"The right to organize is a fundamental right for American workers," Schneiderman said. "Unions go hand-in-hand with a strong middle class. The Supreme Court should follow settled precedent and allow states like New York to manage our own labor relations to achieve labor peace and government efficiency and to continue our long tradition of support for workers."

That's not all.

## TWITTER ATTACK

Using the Twitter hashtag #workto-

gether, America Works Together, a new nationwide coalition formed to oppose *Friedrichs*, launched a week-long social media campaign Nov. 16-20 to publicize how the case could rob working families of the freedom to join unions and negotiate collectively.

Even Democratic presidential candidate Hillary Clinton used the hashtag in a Nov. 19 tweet that read: "When workers organize for their rights, it helps fix our unbalanced economy and makes families stronger."

America Works Together has the support of more than 40 organizations nationwide, including UUP, AFT, NEA, AFL-CIO, SEIU and AFSCME.

"We will not fight this good fight alone," said UUP President Fred Kowal, who has been working tirelessly to push the union's membership campaign since it launched in October. "This lawsuit is nothing more

than a blatant attempt by billionaire corporate elites to destroy public sector unions and take away the rights of workers to speak up as a group and negotiate protections for their families."

## FAIR SHARE UNFAIR?

The Supreme Court in June agreed to hear *Friedrichs*, which challenges the right of public-sector unions to collect agency fees from nonunion members who benefit from collective bargaining. The case, which will be decided in 2016, questions the constitutionality of the concept of "fair share"—that everyone who enjoys benefits and protections of a negotiated contract should pay their fair share of the cost for that work.

Thanks to *Aboud v. Detroit Board of Education*, a landmark 1977 Supreme Court decision, workers who do not join their union must pay their share of collec-

**Friedrichs v. California Teachers Association**

The U.S. Supreme Court agreed in June to hear the *Friedrichs v. California Teachers Association* case. The lawsuit claims that workers who enjoy union benefits and protections shouldn't have to pay for them if they choose not to—even though unions are required by law to provide protections for everyone in the workplace.

**UUP disagrees.**

**Here's the TRUTH:**

- ✓ Corporate CEOs and wealthy special interest groups are trying to manipulate the U.S. Supreme Court by filing *Friedrichs*, a lawsuit intended to rob economic opportunities for working families.

**The TRUTH about Friedrichs**

- ✓ Billionaire corporate elites are attempting to destroy public sector unions and take away the rights of workers to speak up as a group and negotiate protections for their families.
- ✓ *Friedrichs* is designed to destroy the financial security of unions. This case is being pushed by right-wing, anti-union organizations that oppose the Voting Rights Act, among other progressive policies.
- ✓ *Friedrichs* is a part of a long-term scheme by corporate CEOs and wealthy elites to erode political power from the unions by siphoning off members.
- ✓ Unions do **NOT** use fees for political activities. Anyone who tells you that is **LYING**. It is illegal for unions to use fees for political activities.
- ✓ Only voluntary donations to political action funds—like NYSUT's VOTE-COPE nonpartisan fund—are used for political activities. This is how the law protects free speech and Constitutional rights of bargaining unit members who disagree with the union for political reasons.

**United University Professions**  
The union that makes SUNY work  
President Frederick E. Kowal, Ph.D.

UUP HAS CREATED A SERIES OF CARDS TO SHOWCASE THE BENEFITS OF UUP AND THE TRUTH BEHIND *FRIEDRICHS*.



## ***I am UUP. Proud to be UUP.***

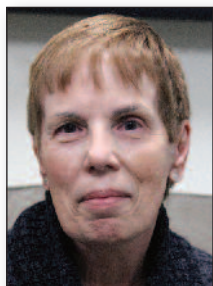
*I am UUP* is the theme of UUP's latest membership campaign. *I am UUP* is about being proud to be a union member. It's about motivating members to become active members. Most importantly, it's about getting bargaining unit members to join UUP. UUP fights for and protects its members. Salary, health benefits, job security, job safety, respect in the workplace—these are all things that UUP brings to its members. Read on about three UUP members who are proud to be union.

***I am UUP. We are UUP. Proud to be UUP.***



### ◀ **David Byer-Tyre, Farmingdale**

"I think in this day and time, it is definitely important to have the power of collective bargaining. More so than anything, you see teachers are under attack and the quality of education is declining, in part, because it's being looked at as a job rather than preparing young people for the future and to be informed citizens. Being a part of the union ensures that those who are the most skilled are delivering that service. ... If you want job security and want to make sure that other people have protections and (can) receive a living wage, you would be in a very different position if you were not a union member."



### ◀ **Caroline Bailey, Environmental Science and Forestry**

"I try to encourage people to join because, if for no other reason, it gives them a voice. ... But the best part of being in a union, for me, is the people. We have outstanding members and our elected leadership is fabulous. With UUP, we can't go wrong."



### ◀ **Jay Gilbert, Empire State College**

"Being union means we can work collectively, we can do things together. And despite the attacks on unions that we've seen, we've also seen an upsurge of interest, especially among people who are not in unions and would like very much to work out a way to get themselves into unions."

tive bargaining costs. Fee payers contribute only toward the services that benefit them—such as higher salaries, health benefits, representation in disciplinary proceedings, job security and job protections.

Unions cannot use dues for political activities; it is illegal for unions to do so. Instead, unions collect voluntary donations for political action funds, like NYSUT's VOTE-COPE nonpartisan fund.

What *Friedrichs* is really about is the

latest attempt by wealthy special-interest groups to break public-sector unions nationwide, by blocking their ability to collect agency fees—a major source of revenue, Kowal said.

### **I AM UUP**

Strengthening and growing membership are the only ways UUP and other public-sector unions can ensure they won't be weakened by the court's ruling.

And that's what UUP is doing.

In October, Kowal vowed that UUP would have 95 percent of its bargaining unit signed up as members by March 1, 2016. To help meet that goal, Kowal directed UUP's statewide Legislative and Communications staff to design an e-membership kit for fee payers.

The kit, housed on a USB flash drive, features a video welcome from Kowal, a video of UUP members talking about why it's important to be UUP, and fact

see *FRIEDRICHS*, page 16



# Are You a Member?

<b>Thomas P. DiNapoli</b> New York State Comptroller		<b>JOHN DOE</b>		Total Gross		Fed Taxable Gross	
Advice # <b>123456789</b>		Pay Start Date <b>09/10/2015</b>		Current YTD		<b>3456.78 1234.56</b>	
Advice Date <b>09/10/2015</b>		Pay End Date <b>09/24/2015</b>		<b>Net Pay 1,234.56</b>			
Department ID <b>1234</b>		Pay Rate <b>56,789.10</b>					
EARNINGS		Current		YTD		TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	4	4		
Location Pay	56.78	678.90	678.90	2	0		
				Marital Status		Federal	
				Allowances		State	
				Add. Amt.		NYC	
						Yonkers	
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS			
Current		YTD		Current		YTD	
Regular Before Tax Health	456.78	1,234.56	1,234.56	3,456.78	4,567.89	1,234.56	3,456.78
Supplemental Ret. Annually Prog.	878.90	5,678.90	5,678.90	45,678.90	34,567.89	1,234.56	34,567.89
TIAA Retirement Before Tax	56.78	1,234.56	1,234.56	45,678.90	34,567.89	34.56	456.78

## CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

## UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

**Please contact your chapter officers for a membership application.**



## SIGN THE CARD!

### PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: \_\_\_\_\_

Please use the enclosed Business Reply envelope to return your UUP Membership Card at right.

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143  
(800) 342-4206

07/15

### UUP Membership Application (It Doesn't Cost More to Join)

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_ Birth Date \_\_\_\_ / \_\_\_\_ / \_\_\_\_

Street Address \_\_\_\_\_ Non-SUNY Email \_\_\_\_\_

City, State, Zip \_\_\_\_\_ Home Phone \_\_\_\_\_

SUNY Department \_\_\_\_\_ SUNY Title \_\_\_\_\_

Signature \_\_\_\_\_ Campus \_\_\_\_\_ Gender \_\_\_\_\_ Date \_\_\_\_\_

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

#### Payroll Deduction Authority for UUP Membership

**TO THE COMPTROLLER OF THE STATE OF NEW YORK:** I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

**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.

# Members continue to offer input for proposals

BY KAREN L. MATTISON

**U**P’s negotiations trifecta—the Negotiations Team, Negotiations Committee and Ad Hoc Advisory Committee—were scheduled to meet in Albany in December to share comments on what members are hoping the union will include in its contract proposals in talks with the state.

The contract between UUP and New York state expires July 1, 2016.

As *The Voice* went to press, UUP Chief Negotiator Philippe Abraham said members of the ad hoc committee—comprised of one academic and one professional from each chapter—have been listening to their colleagues’ wish-list items and will discuss their findings with the Team and Committee at the Dec. 16 meeting.

In addition, statewide UUP task force and committee chairs were preparing to report to the Team and Committee, adding their voices to the growing list of rank-and-file members and union leaders weighing in on the upcoming talks.

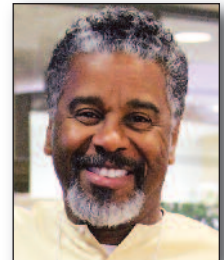
The union also [posted](#) an online negotiations survey asking members to share their thoughts on terms and conditions of

employment, such as salary and benefits. Abraham recorded a Thanksgiving week robocall message encouraging members to take the survey; more than 4,500 members answered the questionnaire at press time.

“We continue to gather information from our members and to look at preliminary data about what our members want us to bring to the table,” said Abraham, statewide vice president for professionals.

“We continue to gather information and to look at preliminary data about what our members want us to bring to the table.”

— Chief Negotiator Philippe Abraham



The Team and Committee will meet Jan. 19-21, 2016, to review member comments received in face-to-face meetings with members at the chapters, via the online survey and member suggestion forms, by email, and from ad hoc committee members and statewide task force and committee chairs. The Team and Committee will then carefully analyze the information to create a package of proposals.

UUP and the state could exchange proposals as early as February 2016.

# Adjuncts call for equity in new UUP television, print ads

BY KAREN L. MATTISON

**U**UP is taking the plight of SUNY’s adjunct faculty to the airwaves and to newspapers across New York state.

Three UUP members—William Lee of Cortland, Rebekah Tolley of Albany, and Bentley Whitfield of Farmingdale—spent a Sunday in early December taping a 30-second TV spot that will air in January. Companion print ads will hit daily newspapers in Albany, Buffalo, Long Island and Orange County soon thereafter.

The ad stresses SUNY’s overreliance on adjunct faculty, who in most cases don’t earn a living wage.

The UUP members speak directly into the camera:

“I have an advanced degree from Columbia University and I have received SUNY’s Excellence in Teaching Award.”

“I have a master’s in fine arts and I’ve exhibited worldwide.”

“One hundred ninety-two students took my communications course in one semester.”

An announcer chimes in: “Nearly one-in-three highly qualified SUNY professors are adjuncts. Many paid so little, they struggle to make ends meet. Yet students pay more than ever before.”

Superimposed over the UUPers noting how adjuncts, students and SUNY “deserve better” are the words, “Fighting for our students. Fighting for our University. Fighting for our work.”

“UUP has long fought for the thousands of SUNY part-time academics and professionals within our ranks,” said UUP President Fred Kowal. “Now it’s time for others to stand with us in our demand for equity for all workers.”

UUP Communications produced the TV ad with Shorr Johnson Magnus, a strategic media firm based in Philadelphia.

Watch for the ad on the UUP website at [www.uupinfo.org](http://www.uupinfo.org) under [Featured Videos/More UUP Videos](#).

# UUP initiatives speak up for students, strengthen SUNY

BY DARRYL MCGRATH

**U**UP is seizing the initiative this legislative session with a package of new proposals that would benefit SUNY students, strengthen the University and improve the future of the teaching profession.

UUP President Fred Kowal was scheduled to announce the initiatives at a Dec. 15 news conference as *The Voice* went to press.

“UUP is the largest statewide higher education union in the country, and with that comes the responsibility to demonstrate leadership on many fronts,” Kowal said. “These legislative initiatives demonstrate leadership of the highest order for our union. These initiatives will help students—and by extension, help our members in their work with students—and they will also improve the lives of working families, strengthen the University and create jobs.”

## COMMUNITY-BASED IDEAS

The initiatives are:

- The Green Energy Intellectual Capital Investment Fund, which would use private and state monies to develop and expand academic clean technology and renewable energy programs at SUNY campuses. The infrastructure, equipment and college courses will be linked to campuses through private companies participating in the START-UP NY program.
- The Teaching Health Care Fellows program, which would be based at SUNY’s Buffalo medical campus and would create a new category of SUNY mentor for graduate medical education. This program will provide intensive mentoring, supervision and training of medical residents in community-based



FILE PHOTO

UUP PRESIDENT FRED KOWAL, LEFT, OUTLINES THE UNION’S BOLD LEGISLATIVE INITIATIVES AT A DECEMBER 2014 NEWS CONFERENCE IN ALBANY, AS UUP MEMBER PATRICK ROMAIN OF ALBANY STANDS IN SOLIDARITY.

clinical settings, with an emphasis on the delivery of health care through the coordination of services in a non-hospital setting that is focused on individual patient needs.

## SUPPORTING FUTURE TEACHERS

- To amend the procurement law for testing companies or vendors, which would prohibit educational testing companies and vendors from profiting from the fees that students pay to take their exams or use their services. Under the current system, in which private, for-profit companies directly collect student fees, the companies have little incentive to correct faulty products, because they stand to gain each time a student pays a fee to take, or retake, an exam (see related story, page 9).
- Recruiting and Educating Teachers for All, which would create a pipeline for sending highly qualified new teachers into classrooms around the state. The program is modeled after the state’s suc-

cessful Educational Opportunity Program for economically disadvantaged students, and will provide financial support, special mentoring and other support services for economically disadvantaged teacher candidates.

Statewide, enrollment in teacher education programs at public and private colleges declined by nearly 40 percent between the 2008-2009 and 2012-2013 school years, the most recent period for which federal statistics are available.

Advocacy for the union’s legislative initiatives will go side-by-side with overall advocacy for funding to SUNY, Kowal said.

“Our members know that speaking up for innovative ideas on behalf of students and academic programs is part of speaking up for SUNY,” Kowal said. “UUP is the strongest advocate that SUNY has, and these initiatives show that we are committed to the best, most effective and most affordable public education possible.”



# UUP seeks legal reforms in teacher certification

BY DARRYL MCGRATH

**U**UP will be seeking the Legislature's action on the state's deeply flawed teacher certification process and the alarming decline in teacher education programs, with a package of initiatives that the union will ask lawmakers to enact in the coming session.

"Our long and tireless effort to remedy the many problems plaguing New York's teacher education system has shed light on the situation, but has not yet produced the substantive reform we have sought from the State Education Department," UUP President Fred Kowal said. "We have made many gains, but we cannot wait any longer to effect major improvements. Too much is at stake, for students and for the state's public education system. We cannot continue to lose teacher candidates at the rate we have been in recent years."

The legislative initiatives will:

- create a pipeline for future teachers, with mentoring and other support services for teacher education students;
- amend the procurement law to prohibit educational testing companies or vendors from profiting from student exam fees for products and services provided to the SED; and
- establish a system for investigating and evaluating the certification exams, which have been rife with defects identified by students and teacher education faculty and staff.

## COMING TEACHER SHORTAGE

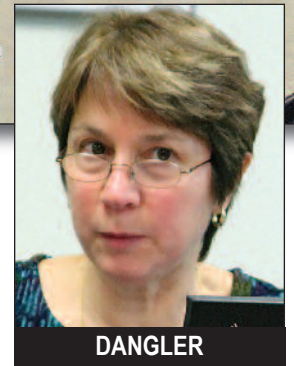
Federal statistics gathered through the Title II Higher Education Act indicate that enrollment in the state's public and private college-based teacher education programs fell by nearly 40 percent between the 2008-2009 and 2012-2013 school years, the most recent years for which the statistics are available. Anecdotal reports from a range of private and public colleges in New York indicate the decline has continued.

At the same time, future teachers and their faculty have described a cumber-



KAREN L. MATTISON PHOTOS

TEACHER ED TASK FORCE MEMBER DOUG SELWYN OF PLATTSBURGH, LEFT, DISCUSSES THE UNION'S LEGISLATIVE AGENDA, WHILE BILL BUXTON AND REBECCA BRYAN, BOTH OF CORTLAND, LISTEN. INSET, VP FOR ACADEMICS JAMIE DANGLER CHAIRS THE TASK FORCE MEETING.



some computerized exam format, and exam content that is often neither clear nor relevant to a candidate's area of concentration. Faculty have spoken publicly about gifted students who were blocked from becoming teachers because they could not pass one of the four certification exams, while other strong candidates decided against becoming teachers as word spread that the certification process seemed stacked against them.

Teacher education faculty and staff have also raised serious concerns about the private, for-profit educational testing corporation, Pearson Inc., which oversees the scoring of the exams. The state is not paying Pearson for this service; instead, the state's agreement with Pearson allows the company to keep the student registration fees for the exams, which can reach \$1,000 per candidate. Several practitioners have noted that Pearson has little incentive to address complaints about the exams, because students pay a registration fee every time they take an exam.

Pearson stands to make money each time a student fails and tries again.

## SAFETY NETS NOT ENOUGH

The Regents did approve several safety nets for teacher education students who fail the new exams, but those alternatives are good only until June 2016, and don't cover the dozens of different subject areas for the content specialty exams. Jamie Dangler, UUP's vice president for academics and chair of the union's [Teacher Education Task Force](#), said the certification process needs a major new approach, which has not yet occurred during the 18 months of various safety nets, despite the union's best efforts.

Said Dangler, "We have had productive conversations with Regents and members of SED. But with the safety nets for the new exams slated to end in June, we need permanent solutions to the problems with the exams, not additional extensions without addressing the root problems."

# UUP members rally around adjuncts during Campus

Petitions, forums, advocacy spotlight contingents' plight

BY DARRYL McGRATH

**R**on Bishop, an assistant professor in chemistry and biochemistry at SUNY Oneonta, knows he is one of the lucky ones—an adjunct who made the move into a tenure-track position.

He started at Oneonta eight years ago as an adjunct lecturer. Because he dreamed of an academic career where the focus would be more on helping students than wondering if his position would keep being renewed, he hoped to become a professor. His credentials were strong: He had a Ph.D. in biochemistry, had done a research project at the National Cancer Institute and had continued publishing in peer-reviewed journals.

He almost didn't survive the long wait, because he could not manage on an adjunct's per-course pay, which is rarely more than a few thousand dollars a semester. So he continued working as an electrician in the construction industry,

even as he carried a full-time teaching load of one course and three labs.

"I literally had to keep the construction job to keep the house, and I think that's pretty common," Bishop said. "I made

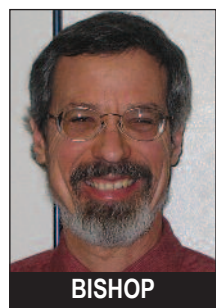
more in one day on the construction job than I did in four days as an adjunct."

Bishop eventually landed a full-time lecturer's position with a considerable increase in pay, and this fall, he is finally on tenure track as an assistant professor. But his long path to that position compelled him to stand with his adjunct sisters and brothers during Campus Equity Week, Oct. 26-30, as he collected signatures on a petition that sought a base pay of \$5,000 a course for adjuncts at his campus. That would double most adjuncts' per-course pay at Oneonta.



DARRYL McGRATH

ONEONTA CHAPTER VP FOR ACADEMICS ROB COMPTON WATCHES AS STUDENT SIERRA PALMATIER SIGNS A PETITION URGING SUNY TO INCREASE PAY FOR ONEONTA ADJUNCTS TO \$5,000 PER COURSE.



**BISHOP**

## LOW PAY, LITTLE SECURITY

The Oneonta effort was one of several around the state for Campus Equity Week, in which adjuncts and full-time faculty joined forces to showcase the uneven distribution of pay and job security at most SUNY campuses. Throughout the system, adjuncts are usually the lowest-paid members of the University's teaching ranks.

Other UUP chapters that held CEW events included Albany, Cortland, Farmingdale, Fredonia, New Paltz, Oswego and Plattsburgh.

Members participating in the events said they took heart from the fact that the plight of adjuncts is gaining national attention. Major media outlets are writing about it, Democratic presidential candidate Hillary Clinton recently tweeted about it and there is a growing sense that the problem is too large and too embarrassing for higher education to ignore any longer.

## LOCAL, NATIONAL SPOTLIGHT

UUP's CEW reach also went national, when Executive Board member Anne Wiegard of the Cortland Chapter attended several events in Washington, D.C., to speak up for adjuncts. Wiegard is on the Restructuring Committee of the New Faculty Majority, a national advocacy group for contingent employees in academia. In Washington, she distributed the UUP Position Statement on Contingent Employment at a congressional briefing in which current and former adjunct faculty—both unionized and nonunionized—spoke about the unfairness of the adjunct system.

Adjunct work conditions and pay are expected to be discussed in negotiations, and UAlbany adjunct members aired their concerns about what's important to them in that process at a forum during the week.

Fielding questions were Chapter President and Negotiations Team member Bret Benjamin; chapter Officer for

# Equity Week



DARRYL McGRATH



DARRYL McGRATH

ABOVE, ALBANY CHAPTER MEMBER HOLLY MCKENNA HOLDS UP A T-SHIRT IN SUPPORT OF UALBANY ADJUNCTS.

LEFT, ALBANY CHAPTER OFFICER FOR CONTINGENTS REBEKAH TOLLEY SILK SCREENS A T-SHIRT AS PART OF THE CHAPTER'S CAMPUS EQUITY WEEK ACTIVITIES.

Contingents Rebekah Tolley—who is also a member of the statewide Contingent Employment Committee and the Ad Hoc Advisory Committee—and member Holly McKenna, who co-chairs the chapter Contingent Concerns Committee with Tolley.

## STRENGTH IN SOLIDARITY

At the forum, Benjamin noted that the union made significant gains for part-time academics and professionals in the last contract, and that UUP will continue to press for more in negotiations for the upcoming contract with the state.

McKenna and Tolley also staffed a table during the week at the UAlbany Campus Center. Tolley, an artist who teaches at UAlbany and Oneonta, silkscreened T-shirts with the adjunct slogan that reads, “Our Work Conditions are Student Learning Conditions.”

In Oswego, a message for the week was that adjuncts gain strength when their numbers band together under the union banner, said Charlie Itzin, the Oswego Chapter’s Contingent Officer and a member of the statewide UUP Contingent Em-



KAREN L. MATTISON

FARMINGDALE UUPERS ENJOY A CEW EVENT THAT BROUGHT TOGETHER FULL- AND PART-TIME MEMBERS SUPPORTING THE FAIR AND EQUITABLE TREATMENT OF ALL SUNY EMPLOYEES. FROM LEFT ARE: CARLOS JATIVA, GUS ATTONIS, SOLOMON AYO, JAMES RAMOS AND JANINE GEBBIE.

ployment Committee.

“We’ve been meeting and we continue to grow,” Itzin said. “We’ve really been trying to get out and get people to sign up for the union. That’s one of our big goals: to get all adjuncts signed up. I think this

is the year for adjuncts.”

Oneonta Chapter President Bill Simons agrees.

“People are beginning to talk about this in a wider forum,” he said. “I think it’s becoming a much more visible issue.”

# MDO election, constitutional amendments top agenda

BY KAREN L. MATTISON

For the second consecutive Winter Delegate Assembly, delegates will cast their ballots to fill an unexpired term for statewide membership development officer.

The successful candidate will replace Arty Shertzer of the Stony Brook Chapter, who resigned in October (see candidate statements, pages 14-15). The term of office runs through May 31, 2017.

Delegates to the 2016 Winter DA—

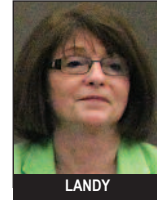
slated for Jan. 31-Feb. 1—will also vote on whether to combine the offices of secretary and treasurer, effective in June 2017.

If delegates adopt the constitutional amendments (see below), the spring 2016 election cycle would include a one-year term for treasurer. In June 2017, delegates would elect a secretary-treasurer to a two-year term.

Secretary Eileen Landy and Treasurer



BLACKMAN-STROUD



LANDY

Rowena Blackman-Stroud initiated the amendment.

The Executive Board recommends a yes vote.

UUP will hand out its Friend of UUP Award to deserving individuals who

have rendered distinguished service to the union and the work UUPers do. The purpose of the award is to strengthen and enlarge the political community devoted to the progressive development of public higher education in New York state.

## Amendments would combine statewide secretary, treasurer jobs

In accordance with Article XIII of the UUP Constitution, UUP bargaining unit members are hereby notified that the following proposed constitutional amendments are on the agenda of the 2016 Winter Delegate Assembly, Jan. 31-Feb. 1.

### Proposed Constitutional Amendments to Create a Position of UUP Secretary-Treasurer

#### Rationale:

UUP's configuration of separate positions for Secretary and Treasurer dates back to its formation in 1973; it was a matter of expediency—each of the two entities that merged to become UUP had three officers. Our state and national affiliates—NYSUT, AFT, NEA, AFL-CIO—as well as CWA, PEF and AFSCME have a single Secretary-Treasurer position.

UUP's incumbent Secretary and Treasurer have been considering the consolidation for some time; they are acting now because both incumbents are planning to step down from their positions.

The consolidation would not only result in a cost savings for UUP, it would enable a gain of release time (1 FTE) that could be used to support work at the chapters.

Additions are **bolded and underlined**;  
deletions are [~~bracketed and lined through~~].

#### 1. To amend Article IV. Officers, by striking out and inserting.

The officers of this organization shall be a President, a Vice President for Academics, a Vice President for Professionals, a [~~Secretary, a Treasurer~~] **Secretary-Treasurer**, and a Membership Development Officer.

#### 2. To amend Article IV. Officers, Section 4. Duties of the Secretary by substituting a new Section 4.

##### ~~[Section 4. Duties of the Secretary.~~

~~The Secretary shall keep accurate minutes of all meetings of the Delegate Assembly and the Executive Board; shall maintain official files,~~

~~including, in cooperation with the Treasurer, a roll of members; shall assist the President with correspondence; and shall perform such other functions usually attributed to this office as directed by the President or the Executive Board.]~~

##### **Section 4. Duties of the Secretary-Treasurer.**

**The Secretary-Treasurer shall be the bonded financial officer of the organization. His or her duties shall include: (a) the collection of all monies, properties, files and effects of the organization; (b) reporting to each meeting of the Delegate Assembly; (c) the payment of all monies properly authorized by the Delegate Assembly, executive board or the president through the budget adopted by the Delegate Assembly; (d) shall prepare an annual financial statement for publication and distribution to the members as directed by the Executive Board; (e) to arrange annually for the audit of all books, accounts, records and financial transactions of the organization by an independent auditing firm. Such audit to be provided to the officers and executive board and published to the members; (d) to issue the Call for the convention and cause the proceedings of the convention to be recorded; to maintain a roll of members; and to work under the direction of the president in the performance of all other responsibilities as may be given him or her by the president or the executive board.**

#### 3. To amend Article IV. Officers, Section 5. Duties of the Treasurer by striking in its entirety.

##### ~~[Section 5. Duties of the Treasurer.~~

~~The Treasurer, who shall be bonded by the organization, shall hold the funds of the organization and be accountable therefore; shall, in cooperation with the Secretary, maintain a roll of members; shall keep accurate accounts of disbursements; shall report to each meeting of the Delegate Assembly; shall prepare an annual financial statement for publication and distribution to members as directed by the Executive Board; shall keep the President and the Executive Board informed of the financial condition of the organization; shall be a voting~~

~~member of the Finance Committee, but shall not chair it; shall dis-  
pense organizational funds in accordance with an annual budget ap-  
proved by the Delegate Assembly; shall make recommendations to  
the Executive Board with respect to expenditures not provided for in  
the budget for their authorization; shall in cooperation with the Mem-  
bership Development Officer, make recommendations with respect  
to financial rebates to chapters, should such be budgeted; and shall  
perform such other functions usually attributed to this office as may  
be directed by the President or the Executive Board.]~~

**4. To amend Article IV. Section 7. Terms of Office and Election Procedures, b., by substituting a new b.**

~~[b. Elections of the President, Secretary, and Membership Develop-  
ment Officer shall be held in odd-numbered years, and elections of  
the Vice President for Academics, the Vice President for Profession-  
als, and the Treasurer shall be held in even-numbered years.]~~

b. Elections of the President, **Secretary-Treasurer**, and Membership Development Officer shall be held in odd-numbered years, and elections of the Vice President for Academics and the Vice President for Professionals shall be held in even-numbered years.

**5. To amend Article VIII. Nomination and Election Procedures, Section 2. Chapter Elections for the Delegate Assembly, h., by striking out and inserting.**

h. The UUP Chapter Election Report shall be filed with the UUP [~~Secretary~~] **Secretary-Treasurer** within two weeks following the date of the election and shall constitute the official delegate/alternate list for the year.

**6. To amend Article VIII. Nomination and Election Procedures, Section 4. Nomination and Election Procedures for Officers and Executive Board Members, c., by striking out and inserting.**

c. Election of Officers and members of the Executive Board shall be by majority of those voting; voting shall be by written, secret ballot, except that in cases where only one candidate has been nominated for an Officership or an Executive Board seat, the [~~Secretary~~] **Secretary-Treasurer**, by a two-thirds vote of those present and voting, may be directed to cast a single ballot for such candidate; only those votes, including write-ins, for persons eligible to serve shall be counted in determining the majority of votes cast; abstentions shall not be counted.

**7. To amend Article VIII. Nomination and Election Procedures, Section 4. Nomination and Election Procedures for Officers and Executive Board Members, f., by substituting a new paragraph.**

~~[f. All elections, except those to fill vacancies, shall occur at the Spring Delegate Assembly, with the President, Secretary, and Membership Development Officer elected in odd-numbered years, and the Vice Presidents and the Treasurer elected in even-numbered years, and one-half, to the nearest whole number, of the other positions on the Executive Board elected at each Spring Assembly;~~

f. All elections, except those to fill vacancies, shall occur at the Spring Delegate Assembly, with the President, **Secretary-Treasurer**, and Membership Development Officer elected in odd-numbered years, and the Vice Presidents elected in even-numbered years, and one-half, to the nearest whole number, of the other positions on the Executive Board elected at each Spring Assembly;

**8. To Amend Appendix “A” to Article VIII. UUP Chapter Election Guidelines, Section 1. Responsibilities, A., 4., by striking out and inserting.**

A. The Chapter President shall:

4. Assure that the official election report is properly prepared and filed with the UUP [~~Secretary~~] **Secretary-Treasurer** within two weeks following an election. This report will serve as the official delegate/alternate list for the year.

**9. To Amend Appendix “A” to Article VIII. UUP Chapter Election Guidelines, Section 1. Responsibilities, B. 2. A.a, by striking out and inserting.**

B. The Designated Election Official shall:

2. If the Chapter conducts its own election:

a. Assure that the Election Committee develops election procedures for Chapter Executive Board approval; that these procedures are consistent with the UUP Constitution, Chapter Bylaws, and these guidelines; and that the procedures are approved by the UUP Executive Board and filed with the UUP [~~Secretary~~] **Secretary-Treasurer** prior to their use. Modification of these procedures must be approved by the UUP Executive Board prior to use.

**10. To Amend Appendix “A” to Article VIII. UUP Chapter Election Guidelines, Section 1. Responsibilities, C. 2., by striking out and inserting.**

C. The Election Committee shall:

2. Develop election procedures for Chapter Executive Board approval. These procedures must be consistent with the UUP Constitution, Chapter By-Laws, and the guidelines in this document, and must be approved by the UUP Executive Board and filed with the UUP [~~Secretary~~] **Secretary-Treasurer** prior to their use. Members of the Election Committee may be nominated and elected to any office for which they are eligible.

**11. To Amend Appendix “A” to Article VIII. UUP Chapter Election Guidelines, Section 1. Responsibilities, D. Procedures, 24., by striking out and inserting.**

D. Procedures.

24. If the UUP Elections and Credentials Committee conducts a Chapter Election, its procedures must be consistent with the UUP Constitution, Chapter By-Laws, and the guidelines in this document. Also, the procedures must be approved by the UUP Executive Board and filed with the UUP [~~Secretary~~] **Secretary-Treasurer** prior to their use.

**12. To Amend Article X. Committees, Section 1. Standing Committees, c., by striking out and inserting.**

c. The Finance Committee shall be responsible for drawing up and recommending the proposed budget; shall review expenditures and the activities of the [~~Treasurer~~] **Secretary-Treasurer** on a regular basis, and shall report to the President, the Executive Board, and the Delegate Assembly;

**Implementation: (Proviso)**

**In 2016, the election of the Treasurer shall be for a one-year term. In 2017, the Delegate Assembly shall elect a Secretary-Treasurer for a two-year term.**

The Executive Board recommends  
a **YES** vote to the Delegate Assembly.

## Delegates to elect statewide membership development officer

A special election to fill the unexpired term of Membership Development Officer will be the first item of business Sunday, Jan. 31, 2016, during the Winter Delegate Assembly. The term of office is from date of election through May 31, 2017.

### Thomas Hoey Albany

Dear Delegates,

This statement repeats a number of points I made last year, but their urgency has grown as our need for membership growth and mobilization has increased.

At the Winter DA in February, you will be asked yet again to elect a Membership Development Officer (MDO). The MDO position is a part-time job with full-time responsibilities, and must evolve to help UUP face a range of challenges in the coming years. The most serious of these challenges is a hostile governor, who has stated that he wants to end the education monopoly in New York state. It is no secret that he is casting NYSUT and UUP as his villains. Our contract is up for negotiation a few months from now and it is imperative that we mobilize our members and the public to fight for the rights of educators. UUP also needs to be ready with strong responses to a potentially disastrous Supreme Court decision—one that will seriously undermine union rights and union strength. These responses start with a large, unified, committed membership.

Unfortunately, much work needs to be done in order to mobilize our 35,000+ members, who all too often tend to rely on a small number of activists to do the work of the union. Accordingly, we need to transform the MDO position this coming year to ensure that UUP brings in the new generation of activists to move us forward. I believe that I can bring about this transformation by working with UUP's leadership and, more importantly, with you.

I have many specific organizing ideas. For example, I will work to create a mentoring system that will follow members from when they sign up to when they retire. New members will be guided through the various stages of employment and, especially, tenure and permanent appointment. This one-on-one interaction will help foster camaraderie among members and make it easier to mobilize the new activists that our union needs. We have a greatly untapped resource, our active retirees; having them help with



HOEY

member mentoring will help pass the institutional knowledge of our union to the next generation. Accessing and mobilizing our contingent members will also depend on this "feet on the ground" approach. The MDO needs to travel the state and visit every chapter to assess membership development and see what works and, then, share that

information with every chapter. My travel to the various regions of the state will be facilitated by my central location. There is no available MDO release time until June 1, but I will perform my MDO duties (minus travel) on top of my regular job until then.

I do not take this election for MDO lightly. This job will take a tremendous amount of energy and dedication, for we must get this work done. Above all, UUP must move forward with membership growth and mobilization. I firmly believe I have the qualities that will be needed and I promise to make you proud of giving me your support!

### Eric Russell Downstate Medical

I have thought long and hard about the current vacancy for the Membership Development Officer position. As I said to Edison Bond, when he was elected, it is a thankless position. It is impossible to be fully successful. We can only do our best.

The people who are not yet members have not been approached properly, are unconvinced of the value of belonging to a union or are actively resistant to membership. The first group is the one we need to focus on. The MDO needs to work heavily with local membership officers and be available to attend meetings all over the state. The MDO needs to be in frequent contact with them. In this electronic age, this part is not difficult. Even so, if I am in my office more than one day per week, something is wrong. This job requires a

road warrior.

If the *Friedrichs* case goes against us, many of the people in the second and third groups will feel justified in continuing to take something for nothing. We will find ourselves representing people who will want the benefits of representation without paying anything for it. They do not consider themselves part of the community of employees, working toward the common good, including their salaries and benefits.

When Scott Walker eliminated the mandatory payment of dues or representation money from state unions, membership in Wisconsin's unions fell significantly. This is what we are facing. There is no doubt that we are in a struggle for survival against the 1%ers who



RUSSELL

are doing their best to eliminate what power unions still have and stop their current resurgence in its tracks.

We need to spend the next months until the decision is handed down actively recruiting new members so that, even if the Supreme Court decides against us, we will have as large a base as possible. We will then have to

continue this effort.

As a retiree, I will not have to balance my campus duties with MDO duties. If the job demands more than half time, I will not have to worry about release time to get it done. The fewer scheduling conflicts that need to be addressed, the better. Except for a few long business weekends each year and a few regional meetings per year, my schedule is my own.

# Students mount last-minute push for MOE bill

BY DONALD FELDSTEIN

**S**tudents at SUNY and CUNY have given the governor 40,000 reasons to sign the Maintenance of Effort bill.

Accompanied by the chair of the New York Public Interest Research Group, the public university students walked to the governor's office at the Capitol Nov. 20 with cards bearing the signatures of 40,000 SUNY and CUNY students. The cards urge the governor to sign the bill.

The legislation—passed overwhelmingly by both houses of the state Legislature and sent to the governor's desk in late November—would ensure increased state funding to SUNY and CUNY for inflationary and mandatory expenses, such as heating and electric bills, building rentals and other costs. SUNY and CUNY have been paying those added costs from revenues generated by annual tuition increases.

“UUP supports the students’ call to the governor to sign the Maintenance of Effort bill. This is a crucial piece of legislation,” said UUP President Fred Kowal. The Professional Staff Congress,

representing CUNY faculty, also backed the eleventh-hour effort.

“With NYSUNY 2020, the state promised to maintain its support to CUNY and SUNY and not use the big tuition hikes to fill budget holes,” said NYPIRG Chair Alex Bornemisza, a student at Buffalo State College. “But it hasn’t worked out that way. Students are paying more—\$1,500 more in just five years.”

“It’s not the responsibility of students like me to pay to keep the lights on and our classrooms heated,” said Ermida Koduah, a student at the University at Albany. “These tuition increases were supposed to be invested in student

academic programs, services and faculty. That was the promise of NYSUNY 2020 and that promise has been broken.”

UAlbany student Brieahanna Johnson said students are shouldering 64 percent of the costs of operating SUNY.

“I couldn’t believe it when I heard that the state is only picking up 36 percent of the expense of operating what is officially a public university. Thirty-six percent!” Johnson said. “What would happen to me if I only scored 36 percent on my class exams? What would happen if I only paid 36 percent of my college costs? I couldn’t get away with it.

“But the state can—and is.”



DONALD FELDSTEIN

CUNY AND SUNY STUDENTS—including NYPIRG Chair and Buffalo State student Alex Bornemisza, left—deliver boxes of postcards to the governor, urging him to sign the Maintenance of Effort bill. The bill overwhelmingly passed the Assembly and Senate.

## UUP finances in good shape

Statewide Treasurer Rowena Blackman-Stroud questions auditors from Dermody, Burke & Brown, who met with members of the UUP Audit and Compliance Committee Nov. 30 at union headquarters.

Auditors explained the details of the union’s annual financial statements and chapter expenditure reports for 2014. The final audit was presented to the Executive Board at its Dec. 4 meeting.

“UUP’s finances are in good order,” Blackman-Stroud said. “Our union remains fiscally prepared to meet whatever challenges lie ahead.”

Also shown is Fredonia Chapter Treasurer Derrik Decker.



KAREN L. MATTISON

# In America short documentaries spotlight UUP

BY MICHAEL LISI

**U**UP's story has gone national. The union is gaining positive exposure from three versions of a television documentary that began airing in mid-November.

The documentaries, created by [In America](#), a national production company, profile UUP—its history, achievements and goals for the future.

A five-minute version, hosted by award-winning actor James Earl Jones, is being broadcast on nearly 200 PBS stations through 2016.

A one-minute version—which doesn't feature Jones—aired in prime time through November on leading cable channels like CNN, MSNBC, Fox News, CNBC, Discovery Channel, Family Channel, TLC and other popular cable outlets. The ad aired in more than 60 TV markets, including Philadelphia, Dallas,

Boston, San Francisco/Oakland, Houston, Detroit, Miami and Atlanta. Albany was the only New York market where the ad aired. It reached more than 86 million homes nationwide.

The one-minute ad, as well as a seven-minute version of the documentary, can be viewed on the UUP website.

In America, which specializes in short-form productions that air on commercial and public television, worked with UUP over the last several months to script and shoot a program that showcases the union's 42-year history, negotiated and legislative accomplishments, and vision for the future.

"UUP is the largest higher education union in America and it's time for America to see and share in the incredible work that we do for our students, for our University, for the American labor movement and for our members," said UUP President Fred Kowal.



The productions feature Kowal, statewide Vice President for Professionals Philippe Abraham, Stony Brook University Educational Opportunity Program Director Cheryl Hamilton, and Lynda Perdomo-Ayala, administrator in the department of pharmacological sciences in Stony Brook's School of Medicine.

A film crew shot the day-long production at Stony Brook in June. Photos of several SUNY campuses also appear in the segments, including Oswego, Downstate Medical Center, Upstate Medical University and Canton.

"This is incredibly exciting for UUP," Kowal said. "The good work that we do is being shared with a national audience."

## FRIEDRICHS

continued from page 5  
sheets on how "being union" benefits members. You can view the videos online at [www.youtube.com/watch?v=3vNPL0BFGII](http://www.youtube.com/watch?v=3vNPL0BFGII) and [www.youtube.com/watch?v=Yt21utpSKmU](http://www.youtube.com/watch?v=Yt21utpSKmU)

Kowal and UUP's officers have slated a series of visits to meet with leaders at UUP chapters. The visits began Dec. 1 at SUNY Brockport; during the visits, Kowal will distribute the USB drives and discuss effective ways to meet with and convince fee payers to sign union cards.

UUP has also designed a series of "Defending Our Union" web pages with facts about *Friedrichs* and the importance of joining the union.

"Our No. 1 priority is getting members signed up and engaged," said Kowal. "Our survival and our future rides on this."

## UNLIKELY BEDFELLOWS

Unions aren't the only organizations diametrically opposed to *Friedrichs* and the chaos the case could cause.

In November, politicians from both sides of the aisle joined the AFL-CIO, AFT, and the American Association of University Professors in filing amicus curiae briefs calling for the Supreme

Looking for more information about *Friedrichs v. California Teachers Association*? These links will help:

Defend Our Union!  
<http://goo.gl/8aWmoU>

How Do I Join UUP?  
<http://goo.gl/ueJbvT>

Fact Sheet: *Friedrichs v. California Teachers Association*  
<http://goo.gl/kBO53L>

Media Coverage: *Friedrichs v. California Teachers Association*  
<http://goo.gl/ADPCWI>

Defending Our Union: Social Media  
<http://goo.gl/WMsvHa>

Court to push aside *Friedrichs*.

On Nov. 13, nearly 50 current and former Republican state lawmakers—11 of them from New York—filed a friend of the court brief asking the Supreme Court to let the states continue to determine whether nonunion members should pay agency fees or not.

New York signees included Assembly members Marc Butler (R-Newport) and Janet Duprey (R-Peru), as well as Sens. Martin Golden (R-Bay Ridge), Kemp Hannon (R-Garden City) and Andrew Lanza (R-Staten Island).

In New York, Schneiderman, New York City Mayor Bill De Blasio, U.S. Rep. Carolyn Maloney, Brooklyn Borough President Eric Adams and New York State AFL-CIO President Mario Cilento have all spoken out against the lawsuit.

"The corporate CEOs behind *Friedrichs* want nothing more than to silence working people and break the scales which are already tilted in their favor," Cilento said.

"There is strength in numbers," said Kowal. "Unions must become stronger to withstand the impact *Friedrichs* could have if the Supreme Court rules in favor of the case."



# ‘We Are One’ sign heads to Library of Congress

BY DARRYL MCGRATH

This is the story of a piece of poster board that started at NYSUT headquarters in New York, traveled to Washington, D.C., and is about to make its permanent home in the archives of the Library of Congress.

Along the way, the poster was signed by nearly 150 people who supported its message, joined demonstrations outside the U.S. Supreme Court building as the justices heard arguments in what would be a landmark decision, and affirmed for UUP member Patty Bentley why she is proud to be unionist.

The two-by-three-foot piece of poster board, with attached rope handles, contains the slogan, “We Are One,” with the word “one” written in the rainbow of colors that denotes lesbian, gay, bisexual and transgender people. Bentley carried the poster outside the Supreme Court hearing April 28, 2015, as justices heard oral arguments on the constitutionality of the federal Defense of Marriage Act, which defined marriage as between one man and one woman.

The court issued its ruling last June that overturned the Defense of Marriage Act and declared marriage for gay couples to be a constitutional right.

## UNION SUPPORT

UUP’s Committee on Active Retired Membership sponsored Bentley’s trip to D.C. with the poster. Bentley is the immediate past chair of the committee’s North Country region. She also serves on the NYSUT LGBTQ Task Force, and helped found UUP’s SOUL Committee, which stands for “Sexual Orientations United for Liberty.”

“Having a sponsorship meant a commitment from my sisters and brothers, and that was important,” Bentley said. “The bottom line for me is it’s democracy in action to go to D.C., and to participate. It’s the issue of solidarity, written very personally.”

NYSUT graphic designer Nicole Clayton created the poster, a simple but striking three-line message against a white



EL-WISE NOISETTE PHOTOS

SUNY PLATTSBURGH RETIREE MEMBER PATTY BENTLEY, RIGHT, CARRIED THE ‘WE ARE ONE’ SIGN WHILE RALLYING OUTSIDE THE U.S. SUPREME COURT AS IT DELIBERATED THE CONSTITUTIONALITY OF THE DEFENSE OF MARRIAGE ACT. THE SIGN WILL SOON BE PART OF A LIBRARY OF CONGRESS COLLECTION.



background, with the NYSUT logo at the bottom. The NYSUT print shop produced the original poster, as well as a second one which, along with the original, was on display at the NYSUT Representative Assembly in May.

## EMPOWERMENT, SOLIDARITY

As Bentley prepared to take the sign to Washington, she began collecting signatures on it from friends and colleagues who supported its message—a process that would continue during her day in D.C. and would spill over to the 2015 NYSUT Representative Assembly and UUP Spring Delegate Assembly, and would culminate with more than 200 signatures on both posters. Other supporters, who had not been able to sign a poster in person, added their virtual signatures via Bentley’s Facebook page.

While Bentley carried the poster outside the Supreme Court, a young man in the crowd approached her, identified

himself as a staff member at the Library of Congress and asked if he could take her photograph with the poster. In the conversation that followed, he also asked Bentley if she might be interested in donating the sign to the library. Bentley, a retired librarian from SUNY Plattsburgh, was immediately enthusiastic, and now arrangements are being made to ship the poster to the Library, where it will become part of the permanent special collections in the prints and photographs department.

As for Bentley, she remains thrilled to have been part of such an historic ruling.

“I’m fortunate,” she said. “I had the ability and the wherewithal to go. There was a palpable sense of ‘I’m doing something’ by all the people who messaged me and had their name on the poster. That simple act involved people in a way that was more direct than watching the news. They could see the sign and say, ‘My name is there.’”

# UAlbany UUPer has track record of success

BY DONALD FELDSTEIN

**A**lbany Chapter UUP member Roberto Vives has won dozens of America East Conference championships and coached nearly 150 All-America athletes as UAlbany's director of track & field and cross country.

Now he can add award-winning Team USA track coach to his impressive resume.

Vives, in his 31st year at the University at Albany, was selected last summer to serve as an assistant coach for the USA national team at the North America, Central America and Caribbean Senior Area Championships in San Jose, Costa Rica.

## A TREMENDOUS HONOR

"This was a tremendous honor to have been selected to be a coach of a national team and have the experience of working with athletes of this caliber," Vives said recently, as he worked at a UAlbany running track with a group of high hurdlers practicing to become champions in their own right.

Vives applied for the job after a chance meeting with 2012 Olympic track coach Andrew Valmon, the head track coach at the University of Maryland. Valmon, who sat next to Vives on an airline flight earlier this year, encouraged Vives to bid for a coaching position.

In May, the USA Track & Field Board of Directors selected Vives to coach athletes for the high jump, long jump, triple jump and pole vault events.

Vives left Costa Rica with a string of victories; the athletes he coached won two gold medals and a silver medal. Athletes from 31 countries took part in the competitions; the winners are eligible for selection by their countries to compete in the 2015 World Championships in Beijing.

"I had the opportunity to coach the best athletes in the country and the world,"



DONALD FELDSTEIN

UAlbany Director of Track & Field/Cross Country and UUP member Roberto Vives sets the bar for the high hurdles at the practice track at UAlbany's SEFCU Arena.

Vives said. "The eight athletes I worked with included two former world champions, an NCAA champion and an American record holder."

## MAKING A DIFFERENCE

Vives' awards and championships are a testament to his successful coaching career. But for Vives, it's about making a difference on and off the track. He considers himself, first and foremost, to be an educator.

"My greatest accomplishment is the thousands of student athletes that I had the pleasure to teach, motivate and make a positive difference in their lives," he said.

The UAlbany community realizes the value that Vives brings beyond track & field. He's the recipient of the 2014 Citizen of the University award. The award recognizes outstanding contributions to the university through leadership, service or a special gift.

## SERVING THE UNION, STUDENTS

Vives has also contributed to the welfare of his union sisters and brothers. He served as the chapter officer for contingents from 2013-2015 and is a member of the chapter and statewide Affirmative Action committees. He's been a professional delegate from the Albany Chapter since 2002.

Now that he's been on a bigger stage, Vives isn't about to sit back and relax. He said he'd like to coach at the highest level—the Summer Olympics. He aspires to coach at the 2020 games in Tokyo.

Through all his years of coaching, Vives has been motivated by his unbridled inspiration.

"I feel through coaching that I am making a positive difference in the lives of young people to be the very best they can be, which extends beyond athletics," he said.

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

**Aniko Constantine**, a distinguished teaching professor, English, at SUNY Alfred, recently received the Alfred State President's Medallion for outstanding contributions to the college.



**CONSTANTINE**

In the last 20 years, Constantine has endowed a number of small scholarships at Alfred State, as well as a memorial scholarship for her son, Paul Edward Constantine Jr., and a scholarship for Educational Opportunity Program students. Her largest donation is an unrestricted \$100,000 annuity legacy gift.

She has received a number of other awards and honors in her career, including the Jaime Escalante Award for Teaching in 1989, and the Alumni Association Outstanding Faculty Award in 2010.

**Christina Knopf**, an associate professor in SUNY Potsdam's department of English and communication, recently authored a retrospective on military cartoons. Her work, *The Comic Art of War: A Critical Study of Military Cartoons, 1805-2014, with a Guide to Artists*, was recently published by McFarland Books.

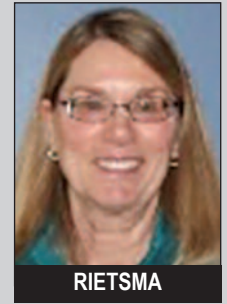


**KNOPF**

Cartoons by hundreds of artists-at-arms from more than a dozen countries and spanning two centuries were included in her book—the first to consider such a broad range of military comics.

Knopf is the faculty adviser to the SUNY Potsdam Lambda Pi Eta communication honor society and to the Comic Book Club.

**Carol Rietsma**, an associate professor of biology at SUNY New Paltz, had several of her photographs featured in a new book, *The Gunks: Ridge and Valley Towns through Time*, published in August in Fonthill Media's American Through Times series.



**RIETSMAS**

Rietsma's photograph of the Mohonk Mountain House then and now adorns the cover of *The Gunks*, an illustrated history of the Shawangunk Mountains and the surrounding ridge and valley towns. The book contains more than 200 full-color images and detailed captions packed with historical information.

All proceeds from sales of *The Gunks* will benefit The Mohonk Preserve.

## Seven UUP members earn SUNY distinguished ranks

**S**even UUP members recently joined the ranks of SUNY distinguished professors.

The SUNY Board of Trustees awarded five UUP members with distinguished professorships for national and international achievements, one distinguished teaching professorship for mastery of teaching and one distinguished service professorship for extraordinary SUNY and community service.

### DISTINGUISHED PROFESSORSHIPS

All five distinguished professorships were awarded to UUPers working at Stony Brook University.



**HSIAO**

**Benjamin Hsiao**, chemistry, has a distinguished research reputation in polymer science. He has published more than 429 scientific papers, 41 reviews and chapters in books and encyclopedias, 32 issued patents and two books.



**JUNG**

**Chang Kee Jung**, physics and astronomy, is recognized for major scientific research on neutrinos and nucleon decay. He is helping to design and build the next generation of neutrino experiments in the U.S.

**Daniel Klein**, psychology, is a leading researcher in the development and course of mood disorders. He has published more than 300 articles and chapters, and his work has been continuously supported by the National Institute of Mental Health since 1984.



**KLEIN**



**SETZER**

**Philip Setzer**, music, is a violinist with the Emerson String Quartet, widely regarded as one of the three most prominent U.S. string quartets of the last 50 years. He has appeared with numerous symphonies worldwide.



**TANNENBAUM**

**Allen Tannenbaum** is an outstanding educator in applied mathematics and computer science. He has made fundamental contributions in algebraic geometry, control theory, computer vision, biomedical imaging, computer vision, and image analysis.

### DISTINGUISHED TEACHING

**Nancy Hollingsworth**, biochemistry, Stony Brook, has introduced rational mathematical-like explanations and analysis to her courses, and runs an active funded research lab.



**HOLLINGSWORTH**

### DISTINGUISHED SERVICE



**GOULD**

**Elizabeth Tucker Gould**, English, Binghamton University, is internationally known as an expert in children's and adolescents' folklore. She has authored five books.

# Trio joins fight for ‘\$15 for Everyone’ event

BY KAREN L. MATTISON

**T**hree UUP members from SUNY New Paltz were among the hundreds of marchers from labor unions and community organizations taking part in “\$15 for Everyone” events Nov. 10 across New York state.

The New Paltz contingent—Doug Koop, Chapter President and statewide Executive Board member Beth Wilson, and Peter D.G. Brown—were among a small but spirited group that attended the Kingston rally.

“We need to understand that the minimum wage fight is relevant to us in higher ed, particularly with respect to the huge inequity in the treatment of adjunct teaching faculty,” Wilson said. “When you break down the number of hours of class prep, teaching, meeting with students and grading that our adjuncts do, in many cases I’m sure the real hourly wage paid to adjuncts hovers close to \$15. That’s absurd.

“All of us must be united in the common cause of having a living wage for hard-working people.”

The march began at the Academy Green



PHOTO COURTESY OF BETH WILSON

NEW PALTZ UUPERS DOUG KOOP, BETH WILSON AND PETER BROWN GET READY TO RALLY IN A \$15 FOR EVERYONE EVENT NOV. 10 IN KINGSTON. SIMILAR EVENTS WERE HELD AROUND THE STATE.

park on Albany Avenue and ended at state Sen. George Amedore’s office in uptown Kingston.

“Nearly half of all workers in the United States make less than \$15 an hour, and in places like New York, that’s not a living wage,” said UUP President Fred Kowal. “Our union sisters and brothers

and our allies across the state are standing in solidarity with workers from all walks of life to demand \$15 for Everyone. It’s a fight that’s right.”

Dozens of UUP and NYSUT members attended \$15 for Everyone events in Albany, Binghamton, Buffalo, New York City, Poughkeepsie and Rochester.

## Online workshops available on demand

The [LEAD Institute’s](http://leadinstitute.org) online workshops are now available “on demand.”

The workshops—planned and presented by NYSUT labor relations specialists assigned to UUP, and guest presenters—are designed as supplemental learning tools to introduce and reinforce union concepts necessary to maintain and grow a vibrant labor union, and to assist members in developing their careers.

Workshops can be taken in learning tracks by theme, and are designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members.

The courses are less than an hour long.

Interested members can now decide when and where to access any of the six workshops: Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Motivating



Members to Action; Performance Programs: How to Use Them to Your Advantage; and Permanent Appointment: Freedom after 7 Years of Indentured Servitude.

To sign up, go to <https://uupost.org/leadinstitute/> and select and register for a workshop. A code and link to access the workshop will be mailed to participants. Members are also encouraged to help spread the word about LEAD Institute offerings.

## Porter Scholarship deadline is Jan. 31

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



The program also awards 10 grants of \$1,000 each to AFT members to assist in their continuing education.

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

# Study says middle class, union trends are linked

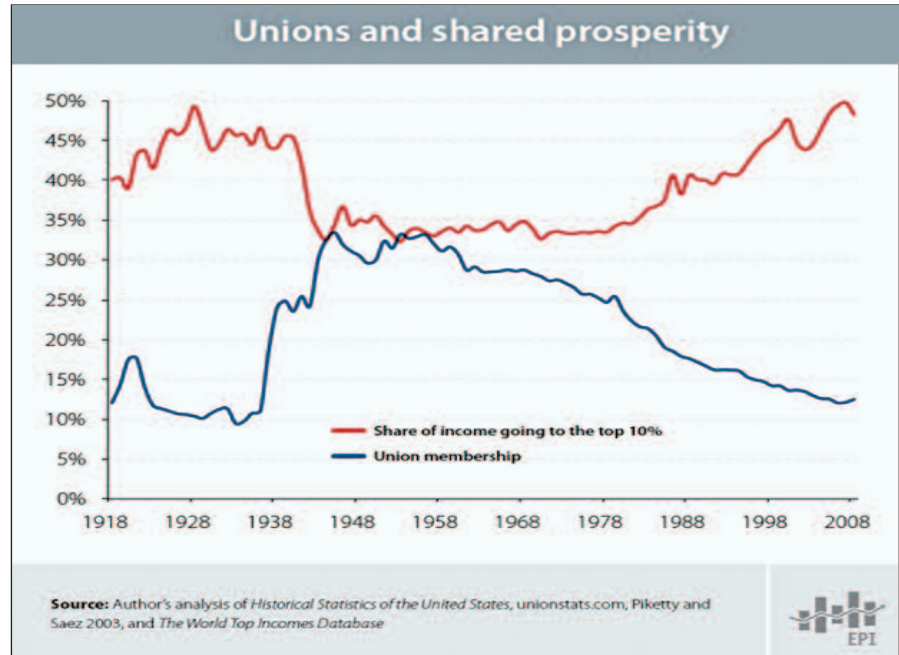
BY KAREN L. MATTISON

**F**our researchers have confirmed what UUP has known all along: Unions are the gateway to the middle class.

The researchers—Richard Freeman, Eunice Han, David Madland and Brendan Duke—shared their work in a paper titled, “[How Does Declining Unionism Affect the American Middle Class and Intergenerational Mobility?](#)” published by the National Bureau of Economic Research.

According to an article in *Business Insider*, the researchers made three correlations between union membership of parents and the upward mobility of their children. They are:

- The fall in union membership has correlated with a shift of workers from the middle to the lower class;
- Children with parents in a union end up better off than children with parents outside of a union (many end up with higher incomes, greater educational attainment and fewer health issues); and
- Children living in areas with higher



rates of unionization, regardless of whether their parents are unionized, end up better off.

“The researchers found that unions benefit *all* members of our society because we fight for a living wage, better funding for public education, and improved public services,” said UUP President Fred Kowal.

Kowal said the attacks on American labor unions are designed as attacks on the middle class.

“We’ve known that the union-busting elites are trying to break unions as a way to reduce the middle class,” he said. “Now we have the research to back it up, and yet another reason to fight for working families everywhere.”

Program has awarded more than \$550,000 to AFT members and their dependents to further their education and to help achieve the goals of AFT-affiliated unions, such as UUP. The scholarship program honors the late AFT secretary-treasurer, who served from 1963 to 1991.

Porter was a union activist who dedicated his life to championing the rights of working people, promoting civil rights and ensuring that the union was a vehicle to achieve justice.

The application deadline is Jan. 31, 2016.

For more information, go to <http://bit.ly/1IbrvdV>

## Sign petition to end ‘golden parachute’

The AFL-CIO is urging union members to sign a petition backing a bill to end big bonuses for executives who take government jobs.

U.S. Sen. Tammy Baldwin (D-Wis.) and Rep. Elijah Cummings (D-Md.) recently introduced a bill that would stop finance executives from receiving bonuses for going to work in government. Regular hardworking people should feel confident that government officials are working for them—



not stacking the deck in favor of their corporate allies.

Go to <http://bit.ly/1hsp5jx> to tell Congress to support the Financial Services Conflict of Interest Act to stop corporations and Wall Street from giving huge “golden parachute” payouts to executives who leave their companies to take government posts.

# The Value of NYSUT Membership

You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.



## Are you ready to answer these questions?

**What would happen if you suddenly died? Have you ever considered what would happen to your spouse and/or children? Take a few moments and answer these questions now:**

- 1) Would your loved ones be able to afford their current home?*
- 2) Could your loved ones continue to pay regular bills and maintain their medical coverage?*
- 3) Would your loved ones be able to plan for your final funeral expenses?*

If your answer to the above questions is “No” or “I don’t know,” consider enrolling in the NYSUT Member Benefits Trust-endorsed Term Life or Level Term Life Insurance Plans. Both of these plans allow you to select the plan and benefit amount that best meets your specific needs.

Visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific details about these plans.

The Issuance of a Certificate of Insurance or payment of benefits will depend upon the answers given in the application and the truthfulness of those answers. Additional underwriting requirements may be needed.

Member Benefits has an endorsement arrangement with its endorsed insurance provider of 7.61% of earned premiums for these programs. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. The Insurer pools the premiums of Member Benefits participants who are insured for the purposes of determining premium rates and accounting. Coverage outside of these plans may have rates and terms that are not the same as those obtainable through Member Benefits. The Insurer or Member Benefits may hold premium reserves that may be used to offset rate increases and/or fund such other expenses related to the plan as determined appropriate by Member Benefits. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.



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.

# New Year brings vision enhancements to UUPers

**T**he UUP Benefit Trust Fund is ringing in the New Year with more savings for our members and their families.

UUP's statewide officers are excited to announce two new enhancements to our Davis Vision contact lens collection benefit. This could mean more than \$100 in savings to eligible members and their families who wear contacts.

Effective Jan. 1, 2016, the enhancements include all contact lenses from Davis Vision's Enhanced Contact Lens Collection at a reduced co-payment of \$25. The collection includes popular name brands, as well as Toric and Multifocal types, at the number of boxes indicated in the paragraphs below. And when you select from the Enhanced Collection, your contact lens evaluation, fitting and follow-up care are covered as part of the \$25 co-pay.

## Davis Vision Contact Lens Collection

Disposable—four boxes/multi-packs.  
Planned Replacement—two boxes/multi-packs.

## Planned Replacement Collection

This includes two boxes, which provide up to a six-month supply depending on the provider-recommended wearing schedule:  
Planned Replacement—Biofinity.  
Planned Replacement—Frequency Aspheric.



Doreen M. Bango, Manager,  
Member Benefits & Services

## Disposable Collection

This includes four boxes, which provide up to a six-month supply depending on the provider-recommended wearing schedule:

- Two Week—ACUVUE 2
- Two Week—ACUVUE OASYS
- Two Week—Biomedics 55 Premiere
- Daily—1-Day ACUVUE MOIST
- Toric (Two week)—ACUVUE OASYS for ASTIGMATISM
- Toric (Two week)—Biomedics Toric
- Medical (Two week)—ACUVUE OASYS for PRESBYOPIA

*\* Collection subject to change.*

This benefit also applies to our retiree voluntary vision program through the Member Services Trust Fund.

If you have any questions regarding these or other benefits, feel free to contact the [UUP Benefit Trust Fund](http://www.uup.org) at (800) 887-3863.

Whether you're active or retired, it pays to be a member of UUP.

## CONTACT INFORMATION

**UUP Benefit Trust Fund** . . . . . 800/887-3863

*\* Employees must be eligible for enrollment in NYS Health Insurance Prgm*

Delta Dental . . . . . 800/471-7093

Davis Vision (Vision Care) . . . . . 800/999-5431

Laser Vision Correction  
(Client Code 7512) . . . . . 800/584-2866

**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)

**HMO Participants** . . . . . Call your HMO

## Retirement Systems (Pensions)

NYS Employees' Retirement Sys. . .866/805-0990

NYS Teachers' Retirement Sys . . . 800/348-7298

- Optional Retirement Programs
- ING . . . . . 800/677-4636
- TIAA-CREF . . . . . 800/842-2776
- Metropolitan . . . . . 800/638-5433
- VALIC . . . . . 800/448-2542

## Tax Deferred Retirement Savings

NYS Deferred Comp Plan 457(P) . .800/422-8463

**NYSUT** . . . . . 800/342-9810

Member Benefits . . . . . 800/626-8101

**AFT** . . . . . 800/238-1133 x8643

## Workers' Compensation/SS Disability

Fine, Olin & Anderman . . . . . 866/362-4887

## Flex Spending Account

Dependent Care Advantage Acct . . 800/358-7202

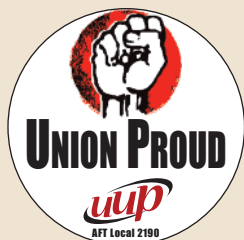
Health Care Spending Account . . . 800/342-8017

**NYS Dept. of Civil Service** . . . . . 800/833-4344

**New York State/UUP Joint  
Labor/Management Office** . . . . . 518/486-4666

## NYS Tax Information

Pensions/Annuities . . . . . 800/225-5829



## Did you know?

UUP negotiated pre-tax Flexible Spending Accounts (for dependent care, health care and public transportation). The Dependent Care Advantage Account includes a negotiated state contribution to individual accounts of up to \$800 a year.



KAREN L. MATTISON

**BRET BENJAMIN,  
PRESIDENT,  
ALBANY CHAPTER**



“At the basic level, unions are effective in getting benefits and salary increases for their members. But they are also a real political force. Unions turn out the votes; they do the door-to-door organizing that no one else in the U.S. does. They’ve been effective, and that’s why they are the target. It has been a sustained effort on the part of the right to pull back the power of unions. It has to be a project on the left to reclaim workers’ power.”

READ MORE member profiles, page 5.