

THE VOICE



Fall/Winter 2018



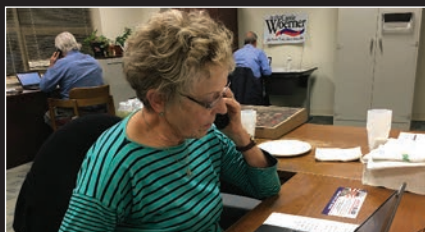
MANAGING WORKLOAD

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KAREN L. MATTISON

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Unsigned letters will not be published.

Email letters to UUP Director of Media Relations and Publications Mike Lisi at mlisi@uupmail.org or send them to his attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, N.Y. 12212-5143.

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AFTCN

A time for action

Elections have consequences, a lesson that Democrats have certainly learned over the last two years.

From dismantling climate change protections to attacking and undermining pillars of democracy such as the FBI, the Justice Department and the media, much has changed with President Donald Trump and the Republican-led Congress in charge.

That changes in January, when Democrats take control of the U.S. House of Representatives with a solid majority won in the “blue wave” that swept across the country in November’s midterm election.

It also changes in New York, where Democrats will lead the state Senate after decades of Republican control. Democrats will hold 39 of 63 seats in the Senate—their largest majority since 1912.

MIDTERM REWARDS

UUP worked hard to support and help elect candidates that believe in and support SUNY, our public teaching hospitals, organized labor and other common-sense initiatives that put public higher education first.

Some of them, like state Attorney General-elect Letitia “Tish” James and Assemblymember Monica Wallace, are UUP members at Empire State College and Buffalo Center chapters, respectively. Assemblymember-elect Patrick Burke was a Buffalo State Chapter member until January, when he left to run for the Assembly.

And your union won’t be shy when it comes to asking those legislators for help as we advocate for issues important to our members; our 2019-2020 legislative agenda was almost complete as this issue of *The Voice* went to press.

FIGHTING FOR SUNY

We will certainly be pushing for more funding—and fair funding—for SUNY so our colleges and universities can continue to provide a world-class, affordable and accessible education for our students.

Many campuses are still reeling from

massive state funding cuts made during the Great Recession. State aid to SUNY is still \$660 million lower than what it was in 2007-2008—a decrease of nearly 50 percent.

At SUNY Fredonia, administrators are looking at ending 13 undergraduate programs and eight graduate programs to help close a nearly \$13 million budget gap. Binghamton University is blaming a \$10 million budget shortfall on collectively bargained salary increases and retroactive pay in our new six-year contract with the state.

We make no excuses for our contract, which was agreed to by the state—and SUNY—and overwhelmingly approved by members who cast ballots in our ratification vote. I said as much in my Dec. 5 testimony before the state Assembly Standing Committee on Higher Education, in a public hearing on potentially expanding the current maintenance of effort provision for SUNY.

If we had an enhanced MOE—or maintenance of commitment, as I like to call it—UUP’s contract costs would be covered by the state instead of by campuses. So would mandatory campus expenditures like building rentals and utility costs, as well as our public hospitals and health sciences centers.

Advocating for a true and complete MOE will be one of our priorities in 2019.

Making SUNY’s research foundations more transparent and accountable will be another big issue for UUP in the months leading up to approval of the 2019-2020 state budget, expected in April.

We’ll be pushing for that initiative and much more at UUP’s annual Higher Ed Advocacy Day Feb. 12 in Albany. Hundreds of SUNY students will join us as we advocate for SUNY’s Educational Opportunity Program and Educational Opportunity Centers, for our students, and for the University.

Join us. We can accomplish much together.



MICHAEL LISI

UUP PRESIDENT FRED KOWAL ADDRESSES DELEGATES TO THE UNION’S FALL POLICYMAKING CONVENTION IN BUFFALO.

MORE MEMBERS

As you read through this issue of *The Voice*, you might start to notice even more of a focus on our members. That’s no coincidence. This is your union, and you make UUP the strong, vital organization that it is.

You deserve the spotlight.

So, take a few minutes and read about some of our members making a difference, like Buffalo HSC Chapter member Jim Lichtenthal (page 10) or Fredonia Chapter member Sherri Mason (page 18), whose crusade against plastic straws has gone global.

FROM ME TO YOU

Never has there been a year filled with more challenges for our union than 2018.

From the U.S. Supreme Court’s decision against unions in *Janus vs. AFSCME Council 31*, to negotiating our new contract with the state, this year has had more than its share of ups and downs. But you, our members, have stuck with us through it all, and we are stronger than ever.

From the bottom of my heart, I just want to say thank you.

UUP is your union, and this union wouldn’t be what it is today without you. Join us, get involved. Be the change that you want to see in your community, your state, your country and your world.

The door is open. All you have to do is walk in.

Members given ways to counter workload creep

BY KAREN L. MATTISON

UP is well aware that workload creep is one of the most common—and troublesome—workplace issues for members working at SUNY.

“We’re hearing from our members across the state and from every campus type that workload is skyrocketing due to attrition and decades-long austerity budgets—and it is affecting their quality of work, their ability to serve their students and patients, and overall employee morale,” said UUP President Fred Kowal.

In response, the union has put together a workload toolkit that includes a checklist of actions academic and professional employees can take to help counter workload creep (see ways to fight back, pages 5 and 6), as well as a workload survey that chapters can use to more clearly identify the problem on their campuses.

WORKING TOGETHER TO BEAT THE CREEP

So, what can members do now?

According to statewide Vice President for Academics Jamie Dangler and Vice President for Professionals Tom Tucker, there are several key steps members can take to address workload creep.

In an article written for chapter newsletters, Dangler and Tucker said that the specific duties and responsibilities that constitute the workload of UUP members vary considerably. For professionals,

those duties and responsibilities are outlined in performance programs. For academics, those duties and responsibilities are in appointment letters and grounded in unit/program/department norms.

“As UUP attempts to confront administrative changes that can increase the workload of academics and professionals, the SUNY Board of Trustees’ definition of ‘professional obligation’ is our refer-

ence point,” Dangler said. The administration can be confronted by UUP if the specific content of a member, department or unit’s full professional obligation is exceeded.

HERE’S HOW IT WORKS

According to the SUNY Board of Trustees Policies, “The professional obligation of an employee consistent with the employee’s academic rank or professional title, shall include teaching, research, University service and other duties and responsibilities required of the employee during the term of the employee’s professional obligation” (Article XI, Title H, Sec. 2).

“The specific content of the employee’s professional obligation is set at the time

of hire,” Tucker said. “It can be changed by management at any time. But if there is an increase in one area of the professional obligation, there must be a decrease in another area.”

The bottom line is that the full professional obligation should not be exceeded, they said.

STEPS TO TAKE

If a professional’s workload is increased, there must be an adjustment of the performance program to specify how new duties will be offset by a decrease in existing duties.

If an academic’s workload grows by adding new required duties, there must be changes in the other areas of the professional obligation. For example, if course load is increased, there must be a substantive decrease in another area. If class sizes expand substantially or if new administrative duties are required of an academic department, it’s possible for UUP to engage in “impact bargaining” with the campus administration to seek adjustments or additional compensation.

“Workload creep is often experienced



individually, but is part of a collective problem,” Tucker said. “Working collectively with your UUP chapter is key to addressing workload issues.”

CHAPTERS TO TAKE THE LEAD

Chapters have the opportunity to use a new survey and other informational materials provided in the toolkit to educate members on ways to confront workload creep.

The survey—which covers academics and professionals—is designed to capture members’ perceptions about their workload. It is meant to be used by chapters as a starting point to mobilize members around workload issues and to develop possible strategies for action at the chapter level.

The survey can provide chapters with useful information to help describe and clarify problems, develop labor-management agenda items, and identify specific groups of employees who may need targeted outreach from the chapter.

“The simple fact of publicizing and administering a member survey could send an important message to campus administrations about the importance of workload issues to employees,” noted Dangler, who will work with chapters to analyze the results.

“We’re all in this together, and we need to work as one to address this crucial workplace issue,” she added. “That’s what UUP is all about—fighting for our members, so that they can continue to provide high-quality service to our students and our patients.”



TUCKER



DANGLER

How Professionals Can Fight Workload Creep!

HELPFUL HINTS

- 1** Understand the basic principles that apply to your professional obligation.
 - 2** Discuss your job duties with your supervisor as your Performance Program is being developed.
 - 3** Make sure you have a current Performance Program that accurately reflects your professional obligation.
 - 4** Be sure you are able to perform all of the duties in your Performance Program. Ask for training, if needed.
 - 5** Consult with the chapter leadership if you have questions.
 - 6** Document workload increases:
 - Keep a log of work done in areas that are subject to workload creep.
 - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
 - Make sure your Performance Program is modified to reflect workload increases, identifying extra work in relation to previous years.
 - 7** A change in duties and responsibilities may warrant a promotion, salary increase, reduction in other duties, extra service pay or compensatory time.
 - 8** Consider requesting a salary increase or promotion when you feel it is warranted, especially if your Performance Program shows an increase in duties and responsibilities.
 - 9** If additional duties are added to your Performance Program, ask for others to be removed or for a salary increase.
 - 10** If you are denied a salary increase or promotion, you can appeal the denial to the College Review Panel.
- Participate in Workload/Performance Program workshops run by your labor relations specialist.**
- Access the LEAD Program via the UUP website to learn more about workload and other topics.**
- Check out UUP's *Guide for Professionals* for tips on how to use your Performance Program to help keep workload in check. An updated guide will soon be available at www.uupinfo.org**

**For more information, contact your chapter officers or
VP for Professionals Tom Tucker at ttucker@uupmail.org or 1.800.342.4206**

How Academics Can Fight Workload Creep!

HELPFUL HINTS

- 1** Understand the basic principles that apply to an academic's professional obligation. If one part of your obligation is increased, another should be decreased. Your total obligation should remain the same.
- 2** Bring workload issues to your UUP chapter officers to discuss possible remedies.
- 3** Document workload increases:
 - Keep a log of work done in areas subject to workload creep. Ask your chapter president or vice president for academics for a log sheet.
 - Document that you have taken on additional workload for specific reasons/projects—and note that you do not consider it to be part of your professional obligation going forward.
 - Note workload increases in your annual report, identifying extra work in relation to previous years.
- 4** Take steps to ensure that extra responsibilities and volunteer work do not become part of normal workload expectations.
 - Document in writing that volunteer work is being done on a voluntary basis and for a specific period of time or to accomplish a specific one-time task (through emails, letters to department chairs, deans or other administrators).
 - Have department-level/unit-level discussions about workload issues to try and get everyone on the same page.
- 5** If you are asked to take on extra responsibilities, you can ask for compensation (extra service pay, reduction of duties in a subsequent semester for taking on extra duties now).
- 6** Academic-year appointees are not under obligation during the summer. Check with chapter officers on the exact start and end date of the academic-year professional obligation on your campus. Work with your chapter officers to develop practical suggestions to handle summer work that may be beyond the class preparation and research activities normally done during summer months.
- 7** Workload creep is often experienced individually, but is part of a collective problem. Work collectively, with the assistance of your UUP chapter, to address workload issues.

**For more information, contact your chapter officers or
VP for Academics Jamie Dangler at jdangler@uupmail.org or 1.800.342.4206**

Coalition billboards promote union strength

BY MICHAEL LISI

Hey, New Choice NY, the biggest public sector unions in New York have a few words for you.

Nine words, actually, and the message is unmistakable: We're "Union Strong."

UUP is part of a coalition of New York unions that purchased billboards in Albany, Buffalo, Rochester and Syracuse to combat a recent ad blitz by New Choice NY, an anti-union group that began targeting unionists just days after the U.S. Supreme Court overturned the legality of agency fee with its June 27 decision in *Janus v. AFSCME Council 31*.

Under *Janus*, bargaining unit members can take salary increases and benefits collectively bargained by unions for free, without paying fees or union dues. But a large majority of union members haven't done this; many believe it's wrong to take union-negotiated benefits for free.

The state AFL-CIO, NYSUT and the Public Employees Federation are also coalition members. Coalition ads will begin appearing on buses in the Capital Region later this month. The ads will run through January 2019.

"We're proud to be a part of this union coalition, which is fighting back against the misinformation being disseminated by groups like New Choice NY," said UUP President Fred Kowal. "Groups like these don't care

about union members or their First Amendment rights. They have one goal, and that is to break unions.

"But unions are tenacious," he continued. "We will defend working families against any attacks on our members or our union sisters and brothers."



UUP, ALONG WITH THE STATE AFL-CIO, NYSUT AND PEF, HAVE FORMED A COALITION TO SEND A STRONG MESSAGE TO MEMBERS THAT NEW YORK'S PUBLIC SECTOR UNIONS ARE UNION STRONG! THE BILLBOARDS, IN ALBANY, BUFFALO, ROCHESTER AND SYRACUSE, WILL BE UP THROUGH JANUARY 2019.

BILLBOARD STRONG

Digital billboards in Albany, Buffalo and Rochester went up Nov. 5. The ads started on the Syracuse billboard and a second Albany billboard Nov. 11.

The first Albany billboard is on I-787 south heading into the city of Albany, just before the Clinton Avenue exit. The Rochester billboard is on I-490 south at Mt. Read Boulevard. The Buffalo billboard is on the Kensington Expressway, just before Route 198.

The billboards carry a simple, direct message: Union Strong. The billboards use seven words to tout the importance of being in a union: Better wages, better benefits, better working conditions. Each billboard carries the logos of the unions.

The union coalition ad campaign is in response to a fall radio and billboard ad campaign by New Choice NY, one of a multitude of anti-labor groups that cropped up days after the *Janus* decision.

According to *The Philadelphia Inquirer*, New Choice NY is linked to the

Pennsylvania-based Americans for Fair Treatment; one of its board members is the CEO of the Commonwealth Foundation, a right-wing think tank backed by donors tied to the billionaire Koch brothers.

Based in Albany, New Choice NY has targeted UUP members in several newspaper op-eds; UUP responded with an [op-ed in the Albany Times Union](#). New Choice NY sent hundreds of emails to UUP members—using their SUNY.edu work addresses—urging them to quit UUP and pocket the 1 percent they pay in dues.

In November, UUP reached record-breaking levels of membership; 95 percent of full-time bargaining unit members have joined UUP. Overall, 87 percent of bargaining unit members have joined the union.

In a record-breaking tally, nearly 98 percent of the 14,582 members that cast ballots voted to ratify UUP's new six-year collective bargaining agreement with the state.



KOWAL

Organizing at the chapters

Efforts reach new members, reap notable results

BY DARRYL McGRATH

Curtis Brickhouse is exactly the kind of UUP member that the union's statewide organizing effort wants to reach, and then multiply by the hundreds, if not thousands.

"I've been on this campus 29 years; I've been active only the last couple of years," said Brickhouse, who became a department representative for UUP a year ago as his first major involvement with his chapter. He spoke as he sat with colleagues during his chapter's "welcome-back barbecue" in early September, an event that drew at least 300 members—more than any other in recent memory—and which combined the basics of a chapter meeting with a rousing call to action by Chapter President Dean Reinhart.

What made the difference to Brickhouse?

"I think there's a big upsurge in knowledge and participating about the union," he said. "I attribute it to the constant, steady stream of information about the union and what it's about."

So, he became a department rep, and began going to all the events, Brickhouse recalled. "Before, it was, 'Let the other person do it.' Now, I realize I am that other person."

TURNING A LOSS INTO AN OPPORTUNITY

Two years ago, UUP started a statewide effort to prepare for the most likely outcome in the U.S. Supreme Court case of *Janus v. AFSCME Council 31*. Around the country, public employee unions like UUP knew that the court's conservative majority would almost certainly vote to overturn the agency fee system, which had allowed public employee unions to collect fees equal to dues from bargaining unit members they must represent.

And that is exactly what happened last June.

But two other things have happened as a fallout of that decision, and both are good news for UUP. The union did not experience a devastating exodus of members after the *Janus* decision, and chapters around the state embraced a permanent, ongoing organizing effort that has already reaped results in the form of new activists.

"This is a lasting change for UUP," President Fred Kowal said. "Everyone is committed to this, and the effort we are making today, in this first year after *Janus*, will not only prepare us for future attacks in federal court, many of which are already in the pipeline, but will set the stage for the long-term survival of the union into the next generation of leaders."



PHOTO COURTESY OF MARIA BRICKHOUSE

FROM LEFT, UUP MEMBERS CURTIS BRICKHOUSE, MARIA BRICKHOUSE AND SUSAN STINER AND KATELYN BRICKHOUSE TAKE PART IN THE JPMORGAN CHASE CORPORATE CHALLENGE CO-SPONSORED BY THE BUFFALO STATE CHAPTER.

FINDING OUT WHAT WORKS

There is no one blanket method for organizing, because SUNY campuses, and the UUP chapters at them, vary so widely. Some campuses are sprawling complexes with a main site and numerous satellite locations; others are compact in geographical size, but they have large numbers of contingent faculty who teach at night, or who are on campus just once a week and are difficult to reach. New employees are a challenge—finding them when they have time to talk, and then introducing them to UUP, especially if they come into SUNY from a nonunion employment background. One thing in the union's favor: New York state law requires employers to provide reasonable time during work hours for the union to meet with all new employees within 30 days of their hire.

But in conversations with newly active members at a range of campuses around the state, two recurring themes resonated: the effect of the union's newly hired professional organizers, and the power of in-person conversations with current and prospective members about the union, a technique variously described as an "Ambassador" program, or "one-to-one outreach."

UUP hired the organizers to work with chapters earlier this year, with one organizer for each of seven regions around the state. Several new activists attributed their decision to get involved to the sudden presence of an organizer in a remote building where no one could ever remember previously encountering a representative of UUP.

The organizers proved to be valuable, Kowal has said, because chapter leaders have to handle so many other tasks in addition to organizing, including labor-management discussions, grievances and mobilization around special issues. The sole task of organizers is to organize, and that is truly a full-time job, even when combined with the help provided by chapters.

Andrew Solar-Greco, the membership development officer at the Stony Brook Chapter, agrees. An academic in computer sci-

ence and a passionate unionist, he got involved in the chapter at the urging of Chapter Treasurer Jennifer Jokinen. Having full-time organizers, he said, “is really helpful because we’re all volunteers.”

He described the cooperative relationship with Yessenia Gutierrez, the professional organizer assigned to Stony Brook, as a “one-two punch” in which the organizer has the dedicated time, and the chapter officers and other members have the knowledge of the campus and its culture.

“I think people are really amped up about the organizing approach,” Solar-Greco said. The renewed focus on union solidarity through organizing comes at an essential time, he noted. Morale has been tested at Stony Brook, where the administration has announced cuts to some of the humanities programs and members have not been spared the systemic problem of workload creep.

THE POWER OF ONE-TO-ONE

In many cases, chapter leaders have supplemented the help provided by the organizers with training offered through UUP and its affiliates—NYSUT and the American Federation of Teachers—and have applied techniques learned through that training to reach new people on their campuses. Much of that training focused on intensive, one-to-one outreach to members and potential members on the campus.

And so it has been at Morrisville, where Chapter President Steve Hinkle said the approach is “all one-to-one. We’re trying to do one-to-one conversations with our members. They’re the only thing that works, in my book. We sent out 110 letters a few years ago; we got three responses back.”

Morrisville has a satellite campus in Norwich, about a 40-minute drive from the main campus, and an Educational Opportunity Center in Syracuse, an hour away. The Norwich faculty is mostly contingents.

“Norwich is a challenge, because you’re trying to find a time when an adjunct who’s only going to be there four hours a week is going to be there at the same time you are,” Hinkle said. “For us, as a union, it’s the biggest challenge: How do we get adjuncts to sign up? I think the new organizer position is going to help us a lot,” Hinkle added, referring to Jordan Helin, who covers the chapters at Binghamton, Cortland and Environmental Science and Forestry in addition to Morrisville. “Jordan can be there all day.”

Hinkle concluded that one way to make people become activists and remain activists is to make them feel that they matter. He had a good connection to do just that at the EOC in Syracuse, because Jim Engle, the longtime former chapter president and a model of what Hinkle describes as collegial leadership, had taught at the EOC. Amanda Wall, the building representative at the EOC, is now on the Morrisville labor-management committee. Hinkle recommended her for that position because he wanted to see more members working in the EOC be involved in union work.

“They didn’t have a voice, so I said, ‘You’re on labor-management,’” Hinkle said. “I think we have to give people a voice.”



HINKLE

Khadija Sikriti, a medical doctor at SUNY Downstate Medical Center, participated in NYSUT’s Member Organizing Institute training, and then began the difficult task of making home visits to members. Her success grew with her confidence.

“Many doors opened, and they let me in, even though at first, they were shutting the doors,” Sikriti said.



SIKRITI

AMBASSADORS FOR UUP

Several UUP chapters have adapted the statewide Ambassadors program, which had originally been created by NYSUT labor relations specialists in the early organizing training they did with UUP chapters more than two years ago. Chapters have customized the idea to their needs, but the basics are the same: designating a group of dedicated members to meet, greet and talk to people in the bargaining unit in one-to-one conversations.

UUP’s Buffalo Center Chapter created an Ambassador program separate from its department representatives, out of a feeling that each of these two tasks required more than one person could provide in each department.

“When I became (Buffalo Center Chapter) vice president for professionals in 2017, I really pushed the department rep program,” said Ken Kern.

Buffalo Center Chapter Secretary Kathleen Kielar is in charge of the Ambassador program. “But here’s the problem: This department rep program only meets during the academic year. But now we have to change the way we do our memberships.”

So the chapter, under the leadership of President Ezra Zubrow, designated department reps, chapter executive board members and a number of new members as ambassadors. Each of those 32 first Ambassadors took the names of 10 members to reach with one-to-one conversations. They eventually spoke with about 600 people. In this first phase, they introduced themselves, gave a brief description of the program and then got names and contact information for use in updating the chapter’s records. In the second phase, the Ambassadors talked about why it was important to stay in the union. Phase III, in progress now, aims to get people to sign recommitment cards.

“It is a lot of work,” Kielar said. “But I don’t think it’s as much work if everyone takes a piece of the pie. We are reinventing ourselves. That’s how I look at it. We do not have the answers, but our members may. That’s why it’s so good to talk to them.”



KIELAR

A UNION BACKGROUND AND A NEW UNION HOME

Union membership in the United States has steadily declined since 1983, the first year for which there is reliable federal data, according to the U.S. Bureau of Labor Statistics. The number of employed union members has decreased by 2.9 million since

see ORGANIZING, page 10

New activist helps open doors to once-quiet building

BY DARRYL MCGRATH

Buildings like the one that Jim Lichtenthal works in are scattered throughout the SUNY system. They're either separate from the main campus, or they are part of a sprawling complex spread throughout a city or a region, with no easily recognized boundaries.

And for years, it's been a challenge for UUP chapters to deal with the sprawling geography of their own campuses. Now, chapters are rising to that challenge.

Nearly three years ago, many chapters started a process known as "mapping" their campuses—a painstaking effort of tracking down, identifying and then getting to know clusters of members who work the odd shifts, in small numbers and obscure locations.

But the "outpost" mentality is changing for another reason, because of members like Jim Lichtenthal of the Buffalo HSC Chapter. Lichtenthal is in Wende Hall at the University at Buffalo's South Campus along Buffalo's Main Street, one of three campuses in this huge university that is each the size of a small city.

"It's almost like the door's been opened," Lichtenthal said in a recent interview describing how he went from dormant to active as a UUP member. "I didn't know where the door was, but now I do, and it's open."

Wende Hall houses the Buffalo HSC School of Nursing, one small dot in a huge complex of parking lots, roads and construction projects. Lichtenthal, working alone as an instructional support technician in a basement office that is not easy to locate, could easily have been one of those UUP members no one realized was even in the bargaining unit.

Except that he turned out to be not so easy to lose. Curious, conversational and outgoing, he also comes from a family with



LICHTENTHAL

a strong union mentality; his brother, John Lichtenthal, is a NYSUT labor relations specialist in the Southern Tier.

Lichtenthal has been a UUP member for five years, and a few months ago, he noticed a change—the union appeared to have suddenly discovered the people in those outpost buildings. UUP's professional organizer in Buffalo, Dave

Thomas, started showing up in Wende

Hall and talking to members. Then UUP negotiators came to Buffalo to also talk with members, which Lichtenthal loved.

So Lichtenthal decided to attend a chapter executive board meeting—not because he was on the board, but because he wanted to see what the meeting was like. He was the only member there who was not part of the board, but the chapter's vice president for academics and statewide Executive Board member, Tom Melendy, got in touch with him afterward in a welcoming follow-up that made Lichtenthal glad he had gone.

Without anyone asking, Lichtenthal began to act as the Wende Hall building representative. It started with emails he sent around reminding his Nursing School colleagues about chapter meetings. Then he and a few of those colleagues staffed a table in the building to sign up members. Now, Lichtenthal helps organize regular meetings of the Wende Hall UUP members.

"I come from the union mindset, anyhow," Lichtenthal said. "I feel we had all the pieces; we just needed to know how to put the pieces together."

He is considering seeking election as a chapter delegate.

"So much of this is serendipitous," Lichtenthal said. "I've been interested in this all my life, and the pieces are just falling into place."

ORGANIZING ...

continued from page 9

1983, even as the number of all wage and salary workers has increased. The Great Recession may have further contributed to the decline of union membership, as both the number of workers overall and the number of union members sharply dropped in that first year after the 2008 financial crisis.

So, it is increasingly rare to find a worker younger than middle age who grew up in a union household, but Shaina Dymond—a professional at Purchase, a UUPer since 2016, the Purchase Chapter



DYMOND

secretary and now an activist in her chapter's Ambassador program—is just such a person. Her grandfather was a coal miner in Pennsylvania; her two sisters are unionized teachers.

And, contrary to the often-correct adage that email contacts rarely reach prospective new members, it was a chapter email encouraging participation that caught Dymond's attention.

"There are plenty of people here on campus who want to connect with their colleagues, but don't necessarily know how to," said Dymond, who is now thinking of ways to help others connect not only with their colleagues, but their union.

She is brimming with ideas, and she is thrilled by the dedication she sees among

her fellow UUP members who share her passion. Plans for the Ambassador program include developing a good way to reach new employees who start after the main orientation at the beginning of a semester.

Dymond knows that the professional staff on the campus is considering ways to help new employees who start mid-semester to better acclimate to their jobs, but she'd like the union to play a role in that outreach, as well.

"For us here at Purchase, we'd really like the union to be more visible," Dymond said. "And with the *Janus* case, it's so important to connect with new employees and new faculty members as soon as possible. The union is in a perfect position to provide those opportunities."

New ESF chapter president gives back to UUP

BY AMY SHELDON

When David Newman was removed as chair of the Forest and Natural Resources Management department at SUNY Environmental Science and Forestry after more than 10 years of service, UUP was there for him.

The union exercised all options available to it on behalf of Newman and two other department chairs who were also removed.

"We received a tremendous amount of support from UUP," Newman said.

So, when former ESF Chapter president Scott Blair announced this summer he was leaving campus for another position, Newman decided to take a risk and run to fill the vacancy. He was approached by Blair and several other chapter activists encouraging him to run.

"I hadn't been engaged before, but I did feel a sense of gratitude and obligation after what happened," Newman said.

UUP conducted an ESF chapter-wide

vote last spring on two resolutions developed by the ESF Chapter with input from members. The vote followed Newman's removal as department chair and a long list of complaints from members about then-ESF campus president Quentin Wheeler.

One resolution asked that SUNY not renew Wheeler's contract; the other asked that UUP's statewide leaders help the chapter to review and evaluate the college's finances. Members overwhelmingly approved both resolutions, and Wheeler announced shortly after that he would resign.

A NEW PERSPECTIVE

Newman said being chapter president has been an eye-opening experience for him.

"I deal with many of the same issues that I dealt with as a department chair, but now I'm seeing it from a faculty and staff perspective," he said.

Newman said he has been leaning on his chapter executive board and ESF's

assigned labor relations specialist, Susan DeCarlo, who provided him immense support during the time of turmoil.

"It's great to have the union to support faculty," he added.

Newman previously worked at the University of Georgia in a right-to-work state and said there wasn't the same support system in place for university employees.

"We're thrilled David became more active and took on the role of chapter president," UUP President Fred Kowal said. "Our dedicated members and chapter leaders will help lead us as we navigate the University and the labor movement in a post-*Janus* world."

Newman's advice to other members thinking about becoming more involved: "It can take a lot of time, but it also provides a lot of satisfaction."

— Darryl McGrath contributed to this report.



NEWMAN

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New contract a successful organizing tool

BY MICHAEL LISI

UUP's new six-year contract with the state couldn't have come at a better time—just weeks before the U.S.

Supreme Court would issue its decision in *Janus v. AFSCME Council 31*, which invalidated agency fee and ruled that bargaining unit members must choose to join a union.

UUP and state negotiators settled on the agreement May 23, a time of sheer uncertainty for unions. Labor leaders nationwide had no idea how many members their unions might lose if the court ruled for *Janus*.

[The new contract](#) quickly became an effective vehicle for UUP to organize around.

“We couldn't have asked for a better organizing tool at a better time,” said UUP President Fred Kowal. “Nailing down the tentative contract when we did certainly worked for us on multiple levels.”

“Our Negotiations Team worked tirelessly on this agreement, and we needed to let our members know that it was UUP—their union—that was responsible for getting them pay raises, retroactive pay and a host of other benefits in this contract,” he continued. “This was a concrete example of a union working for its members, and it illustrated the benefits of union representation far better than any explanation could.”

CONTRACT TOUR

Kowal, UUP's other statewide officers, Negotiations Team members, and staff took the contract on the road over the summer, holding 45 contract presentations; they made at least one visit to each of the union's 32 chapters where UUP-represented members work. Kowal led all but a scant few of the presentations.

UUP's professional organizers were at all of the presentations, held in June and July. The organizers set up at tables outside of the lecture halls, classrooms and auditoriums where the presentations were held.



AMY SHELDON

NEGOTIATIONS TEAM MEMBER MIKE LYON, RIGHT, LISTENS TO A QUESTION POSED BY SYSTEM ADMINISTRATION CHAPTER MEMBER GAIL ALGUIRE. CHAPTER PRESIDENT JOHN LEIREY, CENTER, WAS ALSO IN ATTENDANCE FOR THE TEAM'S VISIT TO DISCUSS CONTRACT HIGHLIGHTS WITH MEMBERS.

Organizers handed out fact sheets about UUP, and discussed the importance of becoming a member and staying in the union. Members were given free “United Strong Always” buttons and got a chance to talk to and ask questions of representatives from UUP Member Benefits.

And each attendee was asked to sign an updated membership card. Taking advantage of those few minutes before and after each presentation was crucial; organizers and volunteers got thousands of members to sign recommitment cards, and signed up many new members as well.

NEW DEAL PIQUES INTEREST

That UUP had been without a contract for more than two years only heightened members' interest in working together and becoming more engaged in their union. That it was approved by nearly 98 percent of members who voted on the contract approved showed that the pact was one that members liked and appreciated.

One indication of union solidarity was member participation in UUP's March 1 Day of Action at chapters across the state. Thousands of members were visible at rallies and other chapter events to press for a deal to be reached.

The contract became a unifying force, a common goal that resonated with members and SUNY employees in the bargaining unit represented by UUP.

“Collectively bargaining a new contract for members is one of the union's major responsibilities,” said Tom Hoey, UUP's statewide membership development officer. “The contract presentations presented a perfect opportunity for UUP to reach out to its members across the state and show them the salary increases and benefit upgrades their union had obtained for them.”

Added Kowal: “UUP has spent the last three years working to strengthen and retain its membership. Organizing around the new contract was part of that effort, and a successful one at that.”

UUP communications win 14 international labor awards

UUP won an impressive 14 awards in the 2018 International Labor Communications Association's Labor Media Contest.

The awards were announced Nov. 6. UUP competed against more than 40 national and international labor organizations, including huge union federations like the California Federation of Teachers. A complete list of awards is below.

First Place

- General Excellence: Single-Issue Publication, Con Con flier series, UUP Associate Director of Media Relations and Publications Karen L. Mattison, and UUP Research and Policy Analyst Mary Taber, who provided the facts and figures.
- Best Profile: "Member swims to draw attention to lake pollution, Communications Specialist Darryl McGrath.

Second Place

- Best News Video: "UUP at the Women's March on Washington," UUP

Director of Media Relations and Publications Mike Lisi.

Third Place

- Political Action/Organizing, Best Flier: Vote No! to a New York state constitutional convention and protect the environment, Mattison.
 - Best News Video: "UUP in Solidarity: Walking the Momentive Picket Line," Lisi.
 - Saul Miller Award for Collective Bargaining: "United for a fair contract," *The Voice*, December 2017/January 2018 issue, Lisi.
 - Saul Miller Award for Political Action: "March for Science: UUP members rally to support research, science, innovation," *The Voice*, June 2017 issue, Lisi.
- ILCA's Saul Miller awards highlight writing related to some of the key activities of unions: organizing, collective bargaining and political action. The awards honor the late Saul Miller, a director of the AFL-CIO department of information and a founder of ILCA.
- Best Electronic Content—Writing:

UUP website (www.uupinfo.org), Lisi.

- Visual Communications—Best Design: March for Science: Science Doesn't Lie poster, Luke Dangler.

Honorable Mention

- Best Multimedia Campaign: Vote No! to a NYS constitutional convention.
- Best Multimedia Campaign: "Heavy Cost," a 30-second ad that aired on cable and broadcast network stations in the Capital Region, Syracuse, and Brooklyn and on Long Island, calling for state lawmakers to properly fund SUNY's public hospitals.
- Saul Miller Award for Political Action: "Vote No!: UUP asks membership to mobilize against fall ballot referendum," *The Voice*, February/March 2017, McGrath.
- Visual Communications, Best Design for Print Magazine: *The Voice*, October/November 2017 issue, Mattison.
- General Excellence, Print Publication, two consecutive issues: *The Voice*, October/November 2017 and December 2017/January 2018.

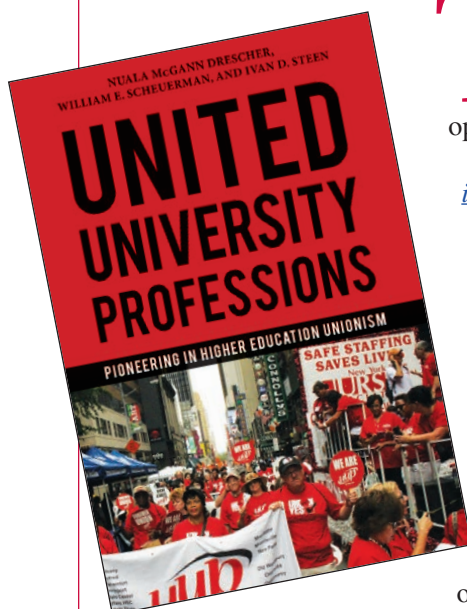
UUP book due out in June 2019

Two former UUP presidents and an historian are telling the story of the nation's largest higher education union from inception to today—45 years of tireless efforts on behalf of the faculty, staff, students and patients at SUNY's state-operated campuses and public hospitals.

United University Professions: Pioneering in Higher Education Unionism is due out in June 2019 from SUNY Press. It is authored by Nuala McGann Drescher, a distinguished service professor emerita at Buffalo State College and UUP president from 1981-1987; William Scheuerman, a professor emeritus at SUNY Oswego and UUP president from 1993-2007; and Ivan Steen, an associate professor of history emeritus at the University at Albany and a longtime union delegate.

Drescher, Scheuerman and Steen document how UUP emerged from a fledgling union in the early 1970s to become a leader in public higher education unionism.

"This is a major contribution to our understanding of unions," wrote Stan Luger, author of *Corporate Power, American Democracy, and the Automobile Industry*. Added Brian Waddell, coauthor of *What American Government Does*, "This book should interest, and be required reading for, anyone concerned about public higher education in the United States."



DRESCHER



SCHEUERMAN



STEEN

New Legislature bodes well for UUP, SUNY

BY DARRYL MCGRATH

“Our first and most important mission will be to secure lawmakers’ commitments to realistic funding for the state-operated SUNY campuses and the SUNY hospitals.”

— UUP President
Fred Kowal

After years of balancing its members’ hopes and needs against the reality of dealing with an often-intractable Legislature, UUP sees the promise of long-overdue change in the upcoming budget season that could benefit members, the SUNY campuses and the SUNY hospitals.

Several UUP members were elected or re-elected to the Legislature, and several other lawmakers who have proven to be strong advocates for UUP and SUNY won re-election. The attorney general-elect, Letitia James, has pledged to be a guardian of public higher education. A Democratic state Senate for the first time in years means that UUP will be able to work with lawmakers in both houses of the state Legislature who have pledged their support for public higher education.



BRETT WISE

NEW PALTZ CHAPTER MEMBERS, INCLUDING BRIAN OBACH, LEFT, MAKE CALLS IN SUPPORT OF ANTONIO DELGADO FOR U.S. CONGRESS. DELGADO DEFEATED INCUMBENT JOHN FASO IN NEW YORK’S 19TH CONGRESSIONAL DISTRICT.

And Gov. Andrew Cuomo has struck a conciliatory tone with the state’s labor movement that bodes well for a continuation of the labor-friendly policies that have become a hallmark of his tenure.

Members use union lessons in midterm election bids

BY DARRYL MCGRATH

National news stories about the midterm election touted 2018 as the year of the political newcomer, with a special emphasis on the unusually large number of women that ran for office for the first time, or as first-time candidates in prominent national and statewide offices.

Three UUP members were part of this national shift in November, as either fresh names on the statewide scene, or so new to their offices that they had barely settled in before it was time to run for a second term. And they picked a great time to run, in a midterm election that saw record turnout.

They were Monica Wallace, an adjunct from the University at Buffalo School of Law, who won a second term in the state Assembly’s 143rd District; Letitia James, an adjunct at Empire State College in New York City, who won her bid for New York attorney general-elect; and Chad McEvoy, a new professional at

Oneonta, who ran a great, but unsuccessful, campaign as the NYSUT-endorsed candidate for a state Assembly seat.

James and McEvoy garnered national attention with their campaigns. James vaulted from the relatively little-known New York City position of public advocate into the AG race, which she won by a wide margin. McEvoy is a first-time union member who joined UUP in September.

NATIONAL SPOTLIGHT FOR NEW MEMBER

McEvoy ran for the 101st Assembly District, which cuts through six counties and is only five miles wide in a few spots. He gained national attention with an opinion piece in *The New York Times* just before Election Day that highlighted why gerrymandered districts work against democratic representation, and which carried this eye-catching headline: “If I win my district, I’ll get rid of it.”

He won’t have that chance, but says his effort raised important questions about one-party domination through gerrymandering,

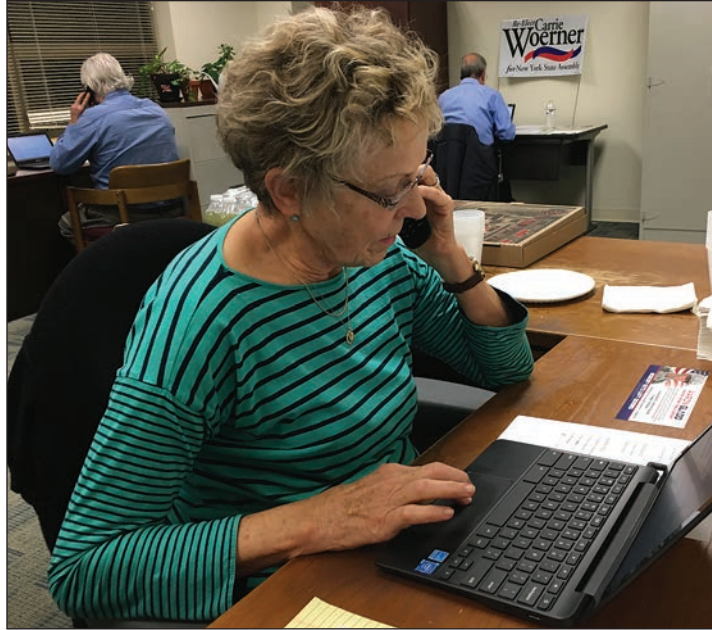
FIRST AND FOREMOST: FUNDS FOR SUNY

“Our first and most important mission will be to secure lawmakers’ commitments to realistic funding for the state-operated SUNY campuses and the SUNY hospitals,” UUP President Fred Kowal said. “This is the single best way, other than the contract we just attained for our members, that we can improve our members’ working conditions. We need more faculty; the hospitals need more staff, and the campuses and the hospitals need operating funds. These will be our top priorities with the new Legislature.”

Incoming lawmakers have already spoken about reviving bills that have repeatedly failed to clear the Republican-controlled Senate, including the DREAM Act, which would allow undocumented immigrants brought to

the United States as children to qualify for state and federal financial aid for college. Hundreds, and possibly thousands, of SUNY students would benefit from the DREAM Act. Universal health

of its members to secure the funds that SUNY needs,” he added. “We will be inviting our members to help us in this terribly important effort, and this year, we have real reason to hope.”



ROB TRIMARCHI

ALBANY CHAPTER MEMBER ELOISE BRIERE MAKES CALLS FOR INCUMBENT STATE ASSEMBLYMEMBER CARRIE WOERNER AND AARON GLADD, THE DEMOCRATIC CHALLENGER IN THE SENATE’S 43RD DISTRICT.

care, which has also repeatedly been defeated in the Senate, could help relieve some of the pressure on SUNY hospitals, which are required by state law to treat anyone who seeks care in their emergency departments.

STATE TEACHER EVALUATION REFORM

And NYSUT’s long effort to reform the state’s teacher evaluation system, which failed to pass last session, now stands a much more realistic chance. It’s an important issue for SUNY teacher education faculty and their students.

“It’s going to be a busy budget season, but one for which we are well prepared,” Kowal said. “UUP looks forward to working on behalf

among other issues. The Assembly run was his second campaign; he had previously made an unsuccessful bid for the Otsego County legislature. With a background as a software specialist in the largely non-unionized private tech sector,



McEVOY

McEvoy had very few previous dealings with unions, but he quickly realized how powerful their support could be.

“I was very nervous at first talking to unions,” he said. “I didn’t know the jargon; I didn’t want to come across as a phony.” Evidently, he did not; in addition to NYSUT’s backing, McEvoy received endorsements from the International Brotherhood of Electrical Workers; the Civil Service Employees’ Association; and the

United Autoworker, Aerospace and Agricultural Implement Workers of America.

“I am very proud of what we accomplished and very grateful for

all the help and support,” McEvoy wrote in response to follow-up questions after Election Day. “We closed the gap significantly in a very difficult district, we highlighted some regional issues in the national news and we had a hand in getting voters to the polls in two congressional districts, two state senate districts and a sheriff’s race—all of which were huge victories.”

A NEWCOMER FINDS HER PLACE

Wallace won her Assembly seat in 2016 with no previous experience as a candidate for public office, nor had she ever worked for another office-holder’s campaign or been a staff member to a lawmaker.

But she had long been active in the Women’s Bar Association of the State of New York, where she had followed Western New York politics as a matter of course, given that legal careers are often springboards into judgeships and other elective offices. She proudly touted her union connection and campaigned as an

see **CAMPAIGNS**, page 16



DARRYL MCGRATH

UUPer MONICA WALLACE DIDN'T REALIZE A LACK OF POLITICAL EXPERIENCE WAS SO UNUSUAL WHEN SHE RAN FOR THE TROUBLED 143RD ASSEMBLY SEAT IN 2016. HERE, SHE'S IN THE ERIE COUNTY TOWN OF CHEEKTOWAGA NEAR HER DISTRICT OFFICE, JUST BEFORE WINNING HER SECOND TERM.

CAMPAIGNS ...

continued from page 15

advocate for fully funded public education, especially public higher education. UUP's Western New York chapters helped her on the campaign trail, and NYSUT endorsed her candidacy.

Even so, Wallace had no idea that running as a complete neophyte was so unusual. First-time candidates for statewide office often have at least one prior campaign to their credit before they launch a run for the Legislature. But the troubled 143rd Assembly seat was ready for someone new. The district's two previous incumbents—Democrat Dennis Gabryszak and Conservative Angela Wozniak—had been accused of sexual harassment. Gabryszak stepped down; Wozniak did not seek re-election.

"Like the saying goes, I was saying, 'Somebody really should run for that office,'" Wallace recalled. The more she thought about that, the more it became, "Step up and be the change you want to see." Now, Wallace says, "I didn't appreciate what a long shot it was."

A long shot, yes, but one that has proven incredibly fulfilling.

"It's such a learning experience; I highly recommend it," said Wallace, who advises other new lawmakers to identify trusted mentors; for her, that mentor has

been Assembly Member Pat Fahy, a Capital Region Democrat and staunch UUP supporter.

"I think being closely connected to your union brothers and sisters helps you stay grounded and reminds you of the challenges that working people face every day," Wallace said. "You're fighting for those people—safe staffing, better funding for the schools."

FIRST-TIMERS SET THE STAGE

The 2018 midterm election was a season of national political firsts. The first two Native American women from New Mexico and Kansas, and the first two Muslim women, from Michigan and Minnesota, elected to the U.S. House of Representatives. An openly gay man elected for the first time in the United States as a governor, in Colorado. A transgender woman as a major party candidate for the first time in a governor's race, in Vermont on the Democratic ticket.

That list of firsts extended to New York and includes many long shots, such as Antonio Delgado, a black man heading to Congress from the 19th District, which had just two years earlier elected a solidly pro-Trump white Republi-

can. That list includes Alexandria Ocasio-Cortez, whose primary upset in a Queens Congressional district dislodged a long-time Democratic fixture of an incumbent; at 29, Ocasio-Cortez is the youngest woman ever elected to the House of Representatives.

And it includes Catalina Cruz, a newly elected and young Colombian-born member of the state Assembly, who came to the United States as an undocumented minor—one of the so-called "Dreamers" who is now a U.S. citizen. UUP has long advocated for undocumented minors and young adults who came to the United States as children. Hundreds of these so-called "Dreamers" are students at SUNY colleges and universities who cannot obtain state or federal financial aid, and who face obstacles to citizenship. The first two Asian-Americans, both immigrants, were also elected to the state Senate, in a state that has a significant immigrant Asian population.

MEMBER ACHIEVES MANY 'FIRSTS'

And then there is Letitia "Tish" James, whose victory makes her the first black woman elected to statewide office in New York, and the state's first black attorney general, an office that was a springboard to the governorship for two of the last three people who held it.

James, another NYSUT-backed candi-



KAREN L. MATTISON

TISH JAMES SPEAKS TO HER UNION COLLEAGUES DURING THE FALL DELEGATE ASSEMBLY IN BUFFALO.

date, spoke of the power of higher education in her address to UUP members at the Fall Delegate Assembly in Buffalo in October.

“Day in and day out, you’re educating the next generation of leaders, and right now we are in desperate need of leaders who are educated, because we are living in perilous times,” James told the delegates. “We will pass the DREAM Act and remove ICE from our courthouses. And we will make a priority of higher education.”

LESSONS FROM UNIONISM

Getting elected is the first hurdle; learning the ropes and then learning the limitations of public office come next. Several NYSUT members who spoke about recent campaigns—some successful, some not, but all of them learning experiences—said their union membership had both influenced their decision to run and made them better candidates, regardless of the outcome.

Tom Hoey, UUP’s statewide membership development officer, won a seat on Albany’s Common Council last year. Experience as a chapter activist at SUNY Albany, where he had been part of a group of new young insurgent officers a decade ago, and then running for his statewide UUP office, gave him some idea of how to appeal to and represent a diverse mix of people.

“I think working with a union, you get to hear the two extremes, and I see the same thing in the city government: There’s two ways of looking at a problem,” he said.

Albany has a long history of entrenched Democratic politics; a Republican has not been elected to a city office since the 1920s. But, as Hoey learned, one party can be a bastion of factions, all of them resistant to change. He cites his early and unsuccessful effort to pass legislation that would have shortened the timeframe from 60 days to 30 days for property owners to remove dangerously unstable or rotted trees.

“For people who like to reform and change, it’s very hard,” he said. “We keep being told, ‘Well, this is the way we’ve always done things.’”

But now, as one of seven new

Common Council members elected to a body of 15 members total, he was expected to be part of the solution in a racially divided city where the homicide rate has spiked in 2018 to 14 killings so far, the largest number since 2000.

Hoey’s expression lightened when he talked about the unexpected joys of serving. He attends significant annual events, such as graduation at the troubled but resilient Albany High School, which struggled for years to raise its graduation rate and which sees the most recent figure of 60 percent as a victory. He is invited to ribbon cuttings that mark cultural and economic achievements in Albany, and he takes deep pride in representing the city at them.

But his view of his election is more measured than it was a year ago.

“I thought I could change the world,” Hoey said. “You can nudge it, but you can’t change it.”

AN UNDER-THE-RADAR WIN

Empire State College member Jacqueline Berger had an easier adjustment to serving on the town board in the Buffalo suburb of Amherst. Because no one expected her to win, she came into office able to craft her own agenda. She was a first-time candidate whose Republican



HOEY

opponent outspent her by nearly \$80,000. NYSUT contributed \$1,000 to her campaign. And very quietly, Berger went on to victory, to become part of the first-ever entirely Democratic town board in Amherst.

She had long been involved in UUP politics as a past chapter president, delegate, member of the Negotiations Committee and a member of the statewide Executive Board. She had responded to the call for help with a number of campaigns in her region, put out by the Western New York Area Labor Federation.

“I knew what I was getting in for,” Berger said. “I knocked on doors, I went to events and I talked to people. And I didn’t always follow the rules. The rules were, spend two minutes at each door.” Sometimes, she spent 10.

Because so many of the local unions endorsed her, and UUP leaders in Western New York helped her campaign, her opponent put out a flier that identified her as “Union Boss Berger.”

“I thought it was hysterical,” Berger recalled. “I brought it to the next PAC meeting and we passed it around.”

Two years into her four-year term, she projects a quiet confidence, as well as a deep respect for the challenges of her position. She undertook a crash course on municipal finance and finds the intricacies of helping craft a budget fascinating.

“The main thing is, I’m having fun. And I feel like I’m making a difference here,” she said.



EMPIRE STATE COLLEGE CHAPTER MEMBER JACQUI BERGER SAYS SERVING ON THE AMHERST TOWN BOARD IS FUN. SHE RAN A LOW-KEY CAMPAIGN THAT FOCUSED ON DOOR-TO-DOOR CONVERSATIONS WITH VOTERS.

DARRYL MCGRATH

Member's anti-plastic campaign goes global

BY DARRYL MCGRATH

Bad weather cut short Sherri Mason's 2017 swim across Lake Erie, but the problem of plastic pollution in waterways that she publicized with that incredible effort is now a global campaign built around the simplest item imaginable: the plastic drinking straw.

Suddenly, the movement that Mason championed for years, and which had been largely the province of scientific research, is everywhere on social media and in the news.

And that's fine with Mason, a UUP member and environmental chemist at SUNY Fredonia who became known as the professor who put plastic microbeads into the collective national conscience.

"This is the year of plastic," Mason said in a recent interview, just before she learned that she had won a \$250,000 [Heinz Family Foundation award](#) that recognizes her "groundbreaking research identifying the presence of microbeads and microfibers in fresh water."

LESSONS FROM A FOILED SWIM

Mason gained considerable publicity for her cause last summer when she tried to swim across Lake Erie to raise public awareness of plastic pollution in the Great Lakes. She trained for a year, but the organizers of the group swim called it off halfway across the lake after another swimmer veered off course in the rough water and was briefly lost. Mason was swimming strongly when the organizers called the event, but she had to comply, even though she thought she could have completed the crossing. She didn't despair; instead, she pointed out how much people learned about plastic pollution just from the advance news coverage of her attempted crossing.

A member of UUP since 2017, Mason has always been passionate about the environment—which is also an issue for the national labor movement as a health and safety concern for workers. In that regard, Bruce Simon, Fredonia Chapter



PHOTO COURTESY OF SUNY FREDONIA

vice president for academics, calls her "a true citizen scientist" whose work is accessible to the public as well as her professional peers.

BILLIONS OF STRAWS A YEAR

No one knows how many drinking straws get used once and then tossed in the United States, but even the most conservative estimate is nearly 170 million a day. Some researchers say the number could be 390 million a day, according to a recent New York Times article about the drinking straw debate. Straws can't be recycled because they are so small that they slip through conveyor belts in sorting centers and end up in the trash anyhow.

Mason is delighted to see the issue expand beyond the scientific community. It's easier to build a major campaign around straws than microbeads, those almost invisible particles that were, until recently, used as exfoliants in cosmetics, and which are still used as abrasives in industrial compounds. Drinking straws are far more visible than microbeads; they represent an everyday object that people can readily identify.

"The anti-straw movement has really caught hold in the last few months, which is really good; it's what the microbeads were in 2012, 2014," Mason said. "You

don't really hear about microbeads anymore, but that's fine—there might be even bigger issues. By solving the microbeads issue, we're not solving the whole issue. It seems that straws are the next big thing."

A CUDDLY POLLUTANT

Now, Mason is working on the little-known problem of pollution from fleece apparel and fleece blankets. Yes, fleece is soft and cuddly, but it's plastic, too, and those microscopic fibers come off in the wash and end up in waterways. The fibers can be trapped by washing fleece clothing in a special bag, or by tossing a device that looks like a round hairbrush into the wash so that the fibers adhere to the bristles, but Mason knows that most people don't even yet think of fleece clothing as a pollution problem.

As for the microbeads? A federal law that went into effect at the end of the Obama administration banned microbeads from health and beauty products, and global attention to plastic pollution began to expand to other products. Microbeads are still getting into our waterways, but in lesser numbers.

Mason has no problem with the fact that drinking straws are the new poster product for plastic pollution.



FREDONIA ENVIRONMENTAL CHEMIST AND UUP MEMBER SHERRI MASON IS PICTURED ON THE SHORE OF LAKE ERIE, WHICH HAS BEEN A FOCUS OF HER RESEARCH AND HER CAMPAIGN TO HIGHLIGHT AWARENESS OF PLASTIC POLLUTION IN WATERWAYS.

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

Two SUNY Polytechnic Institute professors will receive more than \$1.57 million in federal and state funding through three separate nanobioscience-centered grants.

Michael Fasullo and **Janet Paluh**, associate professors in nanobiosciences, work on the SUNY Poly Albany campus.

Fasullo was awarded \$446,000 by the National Institutes of Health National Institute of Environmental Health Sciences to investigate with a number of partners how genetics can increase the risk of diet-associated colon cancer.

This effort could lead to the creation of improved diagnostics to help prevent colon cancer in the first place.



FASULLO



PULAH

Paluh was awarded more than \$970,000 from the state Department of Health's Spinal Cord Injury Research Board for collaborative research using nanotechnology and

human stem cell-derived neural cell therapies to create an effective treatment platform for spinal cord injuries in patients.

She also received a \$162,000 sub-award from DOH's stem cell science Innovative, Developmental or Exploratory Activities program for collaborative research with the University at Albany to identify new types of injury and repair biomarkers based on cell communication to benefit prognosis or diagnosis of traumatic brain injuries.

Avan Jassawalla, a professor of management at SUNY Geneseo, received one of five inaugural Academic Affairs Awards for Outstanding Commitment to Geneseo's Values.



JASSAWALLA

The Award for Creativity celebrates a spirit of innovation that inspires intellectual curiosity and problem-solving.

Jassawalla uses creativity infused by her scholarly research as the foundation for her pedagogy and demonstrates a commitment to undergraduate business education through the context of the liberal arts.

Jassawalla serves as faculty advisor for SUNY Geneseo's Society for Human Resource Management Chapter.

IDEAS FOR ACTION

Mason said she realizes that eliminating drinking straws is not easy — paper straws are more expensive, and the changeover takes time and money. But she also believes international companies could make more of an effort. Starbucks has pledged to stop using plastic drinking straws by 2020, but Mason would like to see such global powerhouse companies try even harder to reduce plastic.

She carries bamboo cutlery and a reusable coffee mug in her tote bag, but she realizes most people won't remember to routinely pack their own reusable items. Starbucks' introduction of a plastic lid with a small, built-in drinking spout that resembles a child's "sippy cup," is a good step, but it's still plastic, and her local Starbucks in Fredonia does not offer reusable tableware, even to sit-down customers.

"It would be nice to see them doing more," Mason said.

"Starbucks didn't go straw-free because they thought it was a good idea; they did it in response to a particular demand."

Which is why she thinks a charge for using plastic tableware isn't such a bad idea. Mason knows that studies indicate that rewards are not as effective as penalties for changing behavior. So, she'd like to see restaurants charge more when a customer uses a disposable coffee cup, for example, instead of allowing them to accumulate points toward a free drink or free meal in exchange for using a travel mug.

She plans another long-distance swim to again promote public awareness of plastic pollution. She's not training now — she's newly married, and her daughter just started college — but she knows it's just a matter of time.

"Next time around, I'll just do a solo swim," she said. "We're thinking, a couple of years out. It will happen."

What you can do

- Set a bucket in your shower to catch the cold water when you first turn on the faucet. Use the water for household cleaning, filling your pet's water bowl or watering the plants.
- Carry reusable dining utensils and mugs; ask that your coffee go directly into your travel mug at your local coffee shop.
- Carry a metal straw.
- Set a bucket on the ground under a window air conditioning unit to catch the drips, and then reuse that water in the garden.
- Urge local shops and restaurants to phase out plastic utensils.
- Organize a plastics cleanup day in your community.
- If you plan to sit down in a coffee shop, ask that your drink be served without a plastic lid.
- Start a compost pile in the backyard. Compost adds nutrients to the soil and helps retain water in the garden, reducing the need to use a sprinkler.

2019 Winter DA: Proposed Constitutional Amendments

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 2019 Winter Delegate Assembly, Feb. 3-4 at the Renaissance Albany Hotel. The following proposed constitutional amendments were adopted Nov. 30 by the UUP Executive Board.

Proposed Constitutional Amendment to change the required majority to adopt amendments to the UUP Constitution.

Deletions are ~~struck through~~.

Amend Article XIII. Amendment. Section 3. Adoption (Lines 1246-1249):

Adoption of amendments shall be by a two-thirds vote of the members of the Delegate Assembly present and voting, ~~provided however that an affirmative vote shall represent at least a majority of the roll of Delegate Assembly members.~~

Proposed Constitutional Amendments to amend the eligibility criteria for retired membership and preclude the possibility that retirees might serve as UUP Officers or on the UUP Executive Board.

Insertions are underlined.
Deletions are ~~struck through~~.

Amend Article III. Membership, Section 1. Classes of Membership, Subsection b. Special Membership, either Retired or Sustaining (Lines 33-35):

i. To be eligible for Retired Membership shall be open to any a person must retire from active service as who has retired from active service while a Regular member of United University Professions; and have a minimum of five cumulative years of Regular membership of which at least one consecutive year shall immediately precede the date of retirement. Retired Membership may be initiated at any time following the date of retirement. Retired members may vote but may not hold UUP offices or Executive Board positions elected by the Delegate Assembly. If a member retires while holding an office elected by the Delegate Assembly, they may complete their term.

Amend Article III. Membership, Section 3. General Provisions (Lines 110-118):

a. Membership status shall officially begin with the registration by the UUP office, either through receipt of a payroll deduction authorization card or of a letter of application accompanied by a dues payment; membership in good standing shall be maintained through payment of dues and shall officially terminate after a grace period of sixty days following the due date, ~~except that any member who has retired may resume~~

~~membership, in retired status, at any time;~~

Implementation Proviso: Be it resolved that the amended membership eligibility criteria will first be effective and applied to members retiring from active service on and after July 1, 2019.

Proposed Constitutional Amendment to update the non-discrimination provision to replace outdated language and conform it with current provisions of the New York State Human Rights Law.

Insertions are underlined.
Deletions are ~~struck through~~.

Amend Article III. Membership, Section 3. General Provisions, Subsection d (Lines 123-127):

d. No discrimination shall be shown individual members or applicants for membership because of age, color, race, creed, religious faith, national origin, sex, gender identity or expression, sexual preference orientation, marital status, familial status, handicap disability, military status, predisposing genetic characteristics, or political activities or belief;

Proposed Constitutional Amendment to eliminate the Winter Delegate Assembly and remove the specific timeframes for scheduling of the Fall and Spring Delegate Assemblies.

Insertions are underlined.
Deletions are ~~struck through~~.

Amend Article VI. Delegate Assembly, Section 2. Duties, Powers and Responsibilities of the Delegate Assembly, Subsection b (Lines 361-367):

x. Convene regularly three two times a year for Fall, ~~Winter~~, and Spring Delegate Assemblies, ~~which shall be convened between 8 September and 30 October in the case of the Fall Delegate Assembly, between 8 January and 28 February in the case of the Winter Delegate Assembly, and between 8 April and 30 May in the case of the Spring Delegate Assembly;~~

Implementation Proviso: Be it resolved that this amendment will first be implemented effective with the elimination of the Winter 2020 DA.

Proposed Constitutional Amendment to change DA authority to take up matters decided by referendum from third to second subsequent DA.

Insertions are underlined.
Deletions are ~~struck through~~.

Amend Article. IX. Referenda, Section 1 (Lines 953-958):

The highest level of policy making in this organization shall be through referendum of the entire membership. Positions or policies established by referendum shall not be subject to reversal or modification by a governing body or by subsequent referendum until the ~~third~~ second regular meeting of the Delegate Assembly subsequent to the referendum.

Proposed Constitutional Amendments to conform the timing of elections for Statewide Officers and Executive Board Members with the new three-year terms for these offices provided for in Article V, Section 2.a. (as amended by the 2016 Fall Delegate Assembly).

Insertions are underlined.

Deletions are ~~struck through~~.

Amend Article IV. Officers, Section 6. Term of Office and Election Procedures (Lines 232-235):

b. Elections of the President, Secretary-Treasurer, and Membership Development Officer shall be held in ~~odd-numbered years~~ the same year, and elections of the Vice Presidents shall be held in ~~even-numbered years~~ the subsequent year;

Amend Article. VIII Nomination and Election Procedures, Section 4. Nomination and Election Procedures for Officers and Executive Board Members (Lines 645-651):

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~~ the same year, and the Vice Presidents elected in ~~even-numbered years~~ the subsequent year, and one-half, to the nearest whole number, of the other positions on the Executive Board elected at ~~each the~~ Spring Delegate Assembly in each year that officer elections are held;

Proposed Constitutional Amendments to remove the requirement that members be present at the Delegate Assembly to be elected as UUP Officers or to the UUP Executive Board.

Insertions are underlined.

Deletions are ~~struck through~~.

Amend Article V. Executive Board, Section 1. Composition. (Lines 240-255):

There shall be an Executive Board of the officers and fourteen additional persons elected by ~~and from the body of~~ the Delegate Assembly. In addition, the Chair of the Committee on Active Retired Membership (COARM) shall serve as a nonvoting member; the Chair of the Committee on Active Retired Membership (COARM) shall not be included in determining Chapter representation on the Board. Total membership on the Executive Board, shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than

one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution and no fewer than one contingent member, as defined in Article III, Section 2, of this Constitution. No more than two members of the entire Executive Board may be from the same Chapter.

Amend Article VI. Delegate Assembly, Section 2. Duties, Powers and Responsibilities of the Delegate Assembly, Subsection b (Lines 333-335):

iii. Elect officers and other Executive Board members ~~by and from its membership~~ from the roll of elected delegates in accordance with the procedures contained in Article VIII of this Constitution.

Amend Article VIII. Nomination and Election Procedures, Section 4. Nomination and Election Procedures for Officers and Executive Board Members (Lines 597-599):

a. Officers and members of the Executive Board shall be elected by ~~and from~~ the membership of the Delegate Assembly from the roll of elected delegates;

Amend Article VIII. Nomination and Election Procedures, Section 4. Nomination and Election Procedures for Officers and Executive Board Members (Lines 664-667):

i. Any person serving as an Officer or member of the Executive Board shall be eligible for nomination, re-nomination, and election to any position elected by ~~and from~~ the Delegate Assembly from the roll of elected delegates.

Proposed Constitutional Amendment to give the Executive Board authority to investigate, hear and decide ethics complaints.

Insertions are underlined.

Amend Article V. Executive Board, Section 3. Duties, Powers and Responsibilities of the Executive Board (Lines 299 and 300):

p. Investigate and hear complaints concerning alleged ethical misconduct by chapter officers and take appropriate disciplinary action in established cases.

q. Act on behalf of the Delegate Assembly in matter necessary to accomplish the purposes of the Union.

Proposed Constitutional Amendments to change the name of the Affirmative Action Committee and the chapter-level Affirmative Action designees.

Insertions are underlined.

Deletions are ~~struck through~~.

Amend Article VII. Chapters, Section 2. Structure of the Chapters (Lines 385-396):

b. Each Chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, an Officer for Contingents, an Officer for Retirees, a Secretary and a Treasurer, or a Secretary-Treasurer, a Grievance Chairperson,

a designee for ~~Affirmative Action~~ Diversity, Equity and Inclusion, and such other officers as shall be specified in the Chapter By-Laws, who, with the exception of the Grievance Chairperson, and the designee for ~~Affirmative Action~~ Diversity, Equity and Inclusion, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

Amend Article X. Committees, Section 1. Standing Committees, Subsection c (Lines 1015-1024):

c. The ~~Affirmative Action~~ Diversity, Equity and Inclusion Committee shall undertake to review UUP structures and policies with respect to equal opportunities and to recommend to the Executive Board and other appropriate bodies actions designed to implement affirmative action goals within UUP; shall work with the Negotiations Committee to formulate contract demands to implement equal opportunity goals within SUNY; and shall develop programs designed to aid members and Chapters in their pursuit of equal opportunity goals on their own campuses;

Proposed Constitutional Amendment to require that when there are no nominees for a Chapter position, write-in candidates must receive at least five votes to take office.

Insertions are underlined.

Amend Article VII. Chapters, Section 2. Structure of the Chapters (Lines 397-402):

c. When there are no nominees for a position, and no individual who received at least five write-in votes is willing to serve if elected, the office shall be declared vacant and shall be filled by appointment by the Chapter's governing body. Delegates to the Delegate Assembly and affiliate conventions must be elected.

Proposed Constitutional Amendment to provide that members must receive a minimum of five votes to be ranked as delegates or alternates.

Insertions are underlined.

Deletions are ~~struck through~~.

Amend Article VIII. Nomination and Election Procedures, Section 2. Chapter Elections for the Delegate Assembly, Subsection j (Lines 509-522):

i. If all delegate offices are to be filled in one election year, upon completion of that election the candidates who receive at least five votes in each category shall be ranked in order of votes received. As of the certification date for each Delegate Assembly, naming of the delegates for that Assembly shall be in order of votes received until the allotted number of delegates for that Chapter is reached in each category. All others on each list shall be designated Alternates in rank order of votes

received. If named delegates subsequently are unable to attend the Assembly or fail to confirm their intentions to attend under Section 2.k. of this Article, alternate delegates shall be named to replace them in order of votes received;

Proposed Constitutional Amendment to give the Executive Board authority to establish election procedures for chapter elections and remove Appendix A to Article VIII, UUP Election Procedures from the Constitution.

Insertions are underlined.

Deletions are ~~struck through~~.

Amend Article VIII. Nomination and Election Procedures, Section 2. Chapter Elections for the Delegate Assembly (Lines 462-466):

b. Chapters may choose to conduct their own Chapter elections or request the UUP Constitution and Governance Committee to conduct their Chapter elections for them. The UUP Chapter Election Guidelines, ~~Appendix A to Article VIII~~ shall specify the procedures to be followed for each choice;

Amend Article VIII. Nomination and Election Procedures, Section 2. Chapter Elections for the Delegate Assembly (Lines 474-482):

d. Delegates/Alternates to the Delegate Assembly shall be elected by a secret mail ballot and in accordance with the UUP Chapter Election Guidelines, ~~Appendix A to this Article~~; appropriate ballots shall be mailed to the last known home addresses of Chapter members in each category who are in good standing at the time of certification of membership for the election, which is 35 days prior to the close of nominations; in no case shall either a delegate or an alternate be appointed;

Amend Article VIII. Nomination and Election Procedures, Section 2. Chapter Elections for the Delegate Assembly (Lines 683-949):

n. Procedures for nominations and elections, consistent with this Article, shall be determined by the Executive Board and shall be published to the membership.

Amend Appendix A (Lines 681-949) by striking it in its entirety:

**~~APPENDIX "A" TO ARTICLE VIII
UUP CHAPTER ELECTION GUIDELINES~~**

~~Section 1. Responsibilities:~~

~~A. The Chapter President shall:~~

~~1. Assure that the Chapter By-Laws designate the Chapter Secretary or another official as responsible for all Chapter elections.~~

~~2. If the Chapter decides to have its election conducted by the Elections and Credentials Committee, assure that such request is made in writing to that committee no later than December 1 of the calendar year prior to which the election will be held.~~

3. If the Chapter is to conduct its own election, assure that an Election Committee of no fewer than three members is designated by the Chapter Executive Board to conduct Chapter elections and that the committee members elect their own chairperson.

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

5. Determine who will attend each Delegate Assembly in accordance with Article VIII, Section 2, of the UUP Constitution.

B. The Designated Election Official shall:

1. If the Chapter requests the Elections and Credentials Committee to conduct its election, file a written request to that committee before December 1 of the calendar year prior to which the election will be held. This request must specify each Chapter office that is to be filled, the length of term for each office, and the name and phone number(s) of the designated election official of the Chapter.

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 By-Laws, and these guidelines; and that the procedures are approved by the UUP Executive Board and filed with the UUP Secretary-Treasurer prior to their use. Modification of these procedures must be approved by the UUP Executive Board prior to use.

b. Assure that Chapter elections follow the approved procedures:

e. Assure that the Election Committee prepares an election report to the Chapter membership and publishes it in timely fashion. The report, which may be published in the regular Chapter newsletter or in a special election bulletin, must contain at least the date the votes were counted, the number of invalid ballots, the names of all candidates for each office, the number of votes each candidate received, and the designation of each winner.

d. Assure that the Election Committee prepares the official election report using the UUP Chapter Election Report form.

e. Preserve all election records for one year. These records must include a copy of the election procedures and instructions used; a copy of the notice of election and call for nominations; a copy of any correspondence, announcements, or minutes regarding the election; all nominations, ballots and envelopes received; the names of the Election Committee members, tellers, and official observers; a copy of the election report published for the Chapter membership; and a copy of the official UUP Chapter Election Report.

C. The Election Committee shall:

1. Elect its own chairperson.

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-Treasurer prior to their use. Mem-

bers of the Election Committee may be nominated and elected to any office for which they are eligible.

3. Conduct all Chapter elections using the approved procedures.

4. Using the UUP Chapter Election Report form, prepare the official election report for the designated election official.

5. Prepare an election report for the Chapter membership and publish it in its entirety in timely fashion. This report, which may be published in the regular Chapter newsletter or in a special election bulletin, must include at least the date the ballots were counted, the number of invalid ballots, the names of all the candidates for each office, the number of votes each candidate received, and the designation of each winner. This report may be a copy of the UUP Chapter Election Report.

6. Turn over all election records and materials to the designated election official immediately following an election.

D. Procedures:

1. At least thirty days prior to the close of nominations, nominations for each office requiring election shall be solicited from all Regular and Retired members of the Chapter.

2. This notice of election and call for nominations, the procedure to be followed in nominating, and the date nominations close shall be mailed to each Regular and Retired member at the latest known home address. In addition, this information shall be printed in an appropriate issue of the Chapter newsletter and/or be posted on all UUP bulletin boards on campus. Home address labels shall be available through UUP on request.

3. All nominees and nominators must be Regular or Retired members in good standing of UUP as of the certification date of the election. To be valid, a nomination must include the signature of the nominee; such signature shall be deemed to indicate a nominee is willing to serve if elected. In the event a nominee is unable to sign, a notarized statement that the candidate has personally signified willingness to be nominated and serve if elected shall be acceptable. The Election Committee shall accept all valid nominations; there shall be no screening to select among nominees.

4. To be eligible to receive a ballot and vote, an individual must be a member, Regular, Retired or Sustaining, in good standing of UUP as of thirty-five days prior to the close of nominations. If the Chapter conducts its own election, thirty-five days prior to the close of nominations, the Chapter shall request from UUP a set of address labels of the latest known home addresses of that Chapter's members as of that request date. The Chapter will also be provided a printed list of the members' home addresses of that time. If the Elections and Credentials Committee conducts the election, a printed list of the members' home addresses as of thirty-five days prior to the close of nominations will be provided to the Chapter.

5. Between the close of nominations and the election, the Designated Election Official of the Chapter shall send the list of nominees for each office to each member of the Chapter by Chapter Newsletter or by other means and shall post the list on all UUP bulletin boards on campus. If the Elections and Credentials Committee conducts the election, it shall provide a copy of

the list of nominees to the Designated Election Official of the Chapter for distribution to all Chapter members.

6. The ballot shall contain all valid nominations for each office. Except in the case of a runoff election, the ballot shall also provide for write-in candidates for each office by containing a line on which to write a name after the nominated candidates for each office. A write-in candidate must be a member in good standing of UUP as of the deadline for receipt of the completed ballots. In the case of a runoff election, runoff election ballots shall only contain the names of the candidates as specified in Section 1. D. 16. of this Appendix.

7. Election shall be by secret mail ballot. Ballots must be mailed to the latest known home address of each member of UUP at least 15 days prior to the deadline for receipt of the completed ballots using address labels provided by UUP as specified in paragraph 4 of these procedures.

8. Each member eligible to vote shall be sent the appropriate ballot, a small envelope (Ballot Envelope) marked "BALLOT," a larger envelope (Control Envelope) addressed to the Chair of the Election Committee, and a separate sheet of instructions for completing and returning the ballot.

9. Information on the instruction sheet must include, at a minimum, (1) how to complete the ballot; (2) date, time, and place that envelopes will be opened and the ballots counted; (3) provision for candidates and others to observe the opening and counting of the ballots; and (4) what to do if there are any problems. It must also include the following specific instructions: (1) completed ballot to be placed in the BALLOT envelope and nothing to appear on that envelope; (2) BALLOT envelope then to be sealed and placed in the CONTROL envelope; (3) CONTROL envelope to be sealed and the member to print name and Chapter in upper left corner and sign name legibly in upper left corner; (4) CONTROL envelope and contents to be returned to the Chair of the Election Committee by the deadline in the manner specified.

10. All candidates must have access, within 30 days prior to the cutoff date for receipt of the completed ballots, to a list of the last known home addresses of the Chapter members. The list must be available in the Chapter office. If any one candidate has the right to copy the list, all other candidates must be afforded the same right. The Chapter shall not make copies of the list for any candidate's use.

11. Any arrangement for distribution of campaign literature on behalf of any candidate must be made available to all other candidates.

12. Individuals must bear the expenses of all aspects of campaigning, including the production and distribution of campaign literature. The Chapter is prohibited from participating on behalf of any candidate.

13. If ballots are determined invalid, they must be so identified, the reason must be noted, and they must be preserved with the election records.

14. If, when a CONTROL envelope is opened, it is determined that the ballot is not in a sealed inner envelope, the ballot is invalid and is not to be removed from the envelope. The CONTROL envelope should then be noted "invalid, no inner envelope" and preserved with the election records.

15. Frivolous votes (Mickey Mouse, etc.), votes for ineligible candidates, and improper number of votes for a given office are invalid votes for that office only. Properly registered votes for other offices on the same ballot are valid and are to be counted.

16. If a majority is required for election and no candidate receives a majority of the votes cast, a runoff election shall be held between the two candidates with the highest number of votes. Invalid votes as specified in Section 15, above, shall not be included in determining the number necessary for a majority.

17. All questions concerning Chapter elections that cannot be resolved by the Chapter shall be referred to the Chair of the Elections and Credentials Committee at the earliest opportunity.

18. A challenge to an election must be in writing and mailed registered or certified mail, return receipt requested, to: Chair of the Elections and Credentials Committee, UUP, P.O. Box 15143, Albany, New York 12212-5143. The challenge must be received in the UUP Office not later than thirty-five calendar days following the date the ballots were counted.

19. The results of a challenged election are presumed valid unless and until found to the contrary by the UUP Executive Board. Officials elected perform the regular duties of their offices during the investigation of a challenge. A new election shall be required only when investigation reveals that violations may have affected the outcome of an election.

20. For the position of delegate, an individual may vote for a maximum of up to the number of delegates authorized in the voter's category of Academic or Professional as of the certification date of eligibility to vote in a given election. This maximum number must be specified in the instructions accompanying the ballot. Chapters authorized only one delegate in a category shall conduct an election for the position of delegate in order to assure there will be alternate delegates elected and to determine their rank order.

21. To be valid, a ballot must follow the written instructions for completing and returning ballots and must be received before the stated deadline.

22. Ballots are to be opened and counted at the announced time and place.

23. Election procedures must include adequate security for ballots from the time they are received until the election is completed.

24. If the 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-Treasurer prior to their use.

25. In the case of tie votes for positions in which those elected serve in rank order, the committee conducting the election shall determine by lottery the rank order of those tied.

E. Amendment.

1. These guidelines may be amended by following the procedures in Article XIII, Amendment, of the Constitution.

Implementation Proviso: Be it resolved that the UUP Chapter Election Guidelines will continue as currently printed in

Appendix A—except that the Election Guidelines, Section 1.E.1. Amendment will be superseded by the UUP Constitution, Article VIII, Section 2.n. (assuming it is adopted)—unless, and until, the Executive Board formally adopts revisions thereto and publishes the revised election guidelines to the membership.

Proposed Constitutional Amendment to revise the procedure for altering terms of affiliation with New York State United Teachers and/or its affiliated bodies.

Insertions are underlined.
Deletions are ~~struck through~~.

Amend Article XII. Affiliation (Lines 1221-1226):

United University Professions shall remain affiliated with New York State United Teachers and its affiliated bodies ~~until a referendum of membership shall determine otherwise.~~ However, the President of UUP may adjust the terms of, change, or terminate such affiliation(s) with two-thirds approval of Delegate Assembly members present and voting. The organization shall be represented at conventions of affiliates in accordance with the provisions of Article VIII, Section 5, of this Constitution.

Notice of UUP elections and call for nominations

Nomination forms for UUP chapter and affiliate elections will be mailed to eligible members Jan. 17-18, 2019. Nominations must be received by 5 p.m. Feb. 13.

Members are asked to nominate for chapter officers and delegates, for two-year positions beginning June 1; nominations are also being accepted for chapter delegates to the 2020 and 2021 NYSUT Representative Assemblies and the 2020 AFT Convention.

Ballots will be mailed March 6-8; they are due April 10. Ballots will be counted April 10-12.

For more information—including policies and procedures for distributing campaign literature in UUP elections—email UUP Secretary-Treasurer Jeri O'Bryan-Losee at jobryan@uupmail.org or call her at (800) 342-4206.

Going on a leave without pay?

Remember to send a check to keep your union benefits coming

UUP members taking an employer-approved leave must make a payment of \$47 *within 60 days* after commencement of their leave in order to assure continuation of UUP membership rights, eligibility for UUP retired membership and UUP benefits, including coverage of the \$6,000 life insurance and \$1,500 accidental death plans. Access to NYSUT and AFT member-purchased benefits is also included.

Please note that these dues are *not* payments to continue your health,

prescription drug plans, dental or vision care. You may obtain information on continuing these benefits from UUP Member Benefits and Services at (800) 887-3863.

You may continue your membership by mailing the following to the address provided: the completed form below; a copy of your employer-provided leave approval letter; and a check for \$47 payable to "UUP Membership Dues." Shorter leaves may be prorated.

UUP Leave Without Pay Membership Application

Name		
Campus	Date of Leave	To
Permanent Address		
City	State	Zip
Temporary Address		
City	State	Zip

Return this form, along with your check for \$47, no later than 60 days after commencement of leave without pay to:

**United University Professions
P.O. Box 15143
Albany, NY 12212-5143**

Your Union Contract **At Work!**



UUP Dependent Scholarship Program

**FAST
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is now available for undergraduate students starting with the Fall 2018 semester and running through the Spring 2022 semester. **Scholarships of \$500 per semester** are available for eligible dependents of active, UUP-represented SUNY employees.

Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependents who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependents must meet to qualify for the scholarship.
 - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP
Benefit Trust Fund at 800-887-3863.**

**For applications, go to
<https://bit.ly/2FoRI2G> or
scan the QR code at right.**



Benefit changes for 2019

It's that time of year again to inform our members of the health benefits changes for the next calendar year. The changes involve copays for in-network hospital and in-network medical coverage, as well as the Empire Plan's prescription drug program and out-of-pocket maximums and deductibles.

You can see the new rates for in-network hospital and in-network medical coverage in the box at right, which is designed for you to cut out and keep handy. The same goes for the box containing new Empire Plan prescription drug copays.

The Empire Plan out-of-pocket maximums and deductibles are as follows:

—For enrollees who make more than \$37,891, the:

- Out-of-pocket co-insurance maximum is \$3,750 for the enrollee, \$3,750 for the enrollee's spouse/domestic partner and \$3,750 for all dependent children combined.

- Deductible is \$1,250 for the enrollee, \$1,250 for the enrollee's spouse/domestic partner and \$1,250 for all dependent children combined.

For enrollees who make less than \$37,891, the:

- Out-of-pocket co-insurance maximum is \$1,875 for the enrollee, \$1,875 for the enrollee's spouse/domestic partner and \$1,875 for all dependent children combined.

- Deductible is \$625 for the enrollee, \$625 for the enrollee's spouse/domestic partner and \$625 for all dependent children combined.

NYSHIP CHANGES

As of Jan. 1, 2019, part-time academic employees who teach six or more credits, contact hours or credit equivalents will be eligible for health insurance under the New York State Health Insurance Program.

Part-time professional employees will remain eligible for health insurance based on the existing salary thresholds, which increase 2 percent in each year of the 2016-2022 agreement.

Part-time professional employees hired on or after Jan. 1, 2019, will be eligible for health insurance if they have a professional obligation of at least half-time.

DENTAL AND VISION COVERAGE

Dental and vision coverage provided through the UUP Benefit Trust Fund now runs to age 26 for dependents of members with active payroll status.

The Delta Dental PPO plan offers:

- A \$3,000 annual maximum.
- In-network preventative and diagnostic care is covered at 100 percent twice a year.

- Basic restorative coverage of 80 percent-20 percent.

- Major restorative coverage of 50 percent—50 percent.

- Implants—50 percent.

The DeltaCare DHMO plan offers:

- No claim forms, deductibles or annual maximums.

- Preventative and diagnostic care is paid at 100 percent twice a year.

- Unlimited additional cleanings, subject to a \$45 copay.

- Adult orthodontics, composite fillings, and teeth whitening.

- Coverage for implants is excluded from the DMHO plan.

Please note that the DHMO program has provider deficiencies in the following areas: Alfred, Canton, Cobleskill, Delhi, Oneonta and Potsdam. Delta Dental and UUP are making every effort to contract with providers in these regions.

LIFE INSURANCE

Active members get a \$6,000 life insurance policy at no cost; retiree members are eligible for a \$1,000 benefit.

To obtain the policy, you must file a beneficiary card with the UUP Benefit Trust Fund.

DEPENDENT SCHOLARSHIP PROGRAM

This program is for children of UUP-represented employees who are enrolled at SUNY state-operated campuses. It was negotiated as part of the 2016-2022 contract between UUP and New York state (see "Fast Facts," page 26).

As always, feel free to contact the Fund at (800) 887-3863 with any questions regarding your benefits.



Doreen M. Bango, Director,
Member Benefits & Services

In-Network Hospital Coverage

Outpatient Admission	\$50
Urgent Care	\$50
Emergency Room	\$100
Ambulatory Surgery	\$95
Outpatient Physical Therapy	\$25
Skilled Nursing Facility Coverage	120 days

In-Network Medical Coverage

Primary Care Office Visit	\$25
Specialist Office Visit	\$25
Urgent Care	\$30
Ambulatory Surgery	\$50
Physical Therapy	\$25
Ambulance Service	\$70

Empire Plan Prescription Drug Program

Three-Tier Plan

1. Generic
2. Preferred Brand Name
3. Non-preferred Brand Name

30 Days—Retail or Mail ..	\$5/\$30/\$60
31-90 Days—Retail	\$10/\$60/\$120
31-90 Days—Mail	\$5/\$55/\$110
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