

# THE VOICE



Spring 2022

## Budget blitz

*UUP's advocacy push pays off*

**THE DECLINING ENROLLMENT MYSTERY ... SOLVED?**

HARD CHOICES FOR HOSPITALS · NEGOTIATIONS UPDATE · MEMBER SPOTLIGHT



# uup THE VOICE

Spring 2022

The Voice is a publication of United University Professions (UUP), bargaining agent for the more than 37,000 academic and professional employees of the State University of New York.

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## HEALING SUNY AND HEALING NEW YORK

**T**o borrow a line from Willie Nelson, I couldn't wait to get back on the road again.

After being sidelined by the coronavirus pandemic for nearly two years, we finally hit the road again in October 2021, when I testified before the Senate Standing Committee on Higher Education. We soon followed with in-person New York HEALS press conferences at the University at Albany, at SUNY Buffalo State and at Upstate Medical University.

NY HEALS (health care, education, access, leadership, sustainability) is a hard-hitting advocacy plan and legislative platform that aims to secure a significant investment in SUNY, including the SUNY public teaching hospitals.

We push hard for SUNY every year, but this was different. I believed that 2022 was the year to get the funding that SUNY has long been denied. The state has underfunded SUNY for decades; had New York maintained even flat funding in the last 15 years, SUNY would have had \$7 billion more.

But we now had a new governor who was more open to supporting SUNY. And for the first time in decades, there was more than enough state money to make a real investment in SUNY and the SUNY hospitals.

The pandemic also provided a compelling reason to better fund our hospitals in Brooklyn, Stony Brook and Syracuse. These houses of healing treated thousands of COVID patients and administered tens of thousands of vaccines. Downstate was designated a COVID-only hospital in the spring of 2020.

The Omicron outbreak scuttled several events in January and February, although we had a Feb. 7 press conference at the Capitol. But as Omicron waned, we entered our Week of Action, with events at SUNY Buffalo State March 1; Binghamton University March 2; the University at Albany March 3 and SUNY Plattsburgh March 4.

We joined the Professional Staff Congress, state officials, students and other advocates in a March 6 march that shut down half the Brooklyn Bridge, to signal that we needed to reverse decades of underfunding of SUNY's campuses and hospitals. You can read about that march, and other UUP advocacy events starting on Page 13.

That same week, members at Upstate Medical University, SUNY Cortland, Stony Brook University, System Administration and SUNY College of Optometry held their own events.

We joined with the Labor-Religion Coalition of New York State for a March 15 press conference in Albany. Then came events in Syracuse, Albany's West Capitol

Park; and at SUNY Downstate Health Sciences University, where Sen. Zellnor Myrie told how Downstate saved his life after he contracted COVID-19 in 2021.

Meanwhile, UUP launched a television and social media ad campaign that aired in Albany, Brooklyn, Buffalo, New York City and Syracuse. Our advocates sent more than 6,000 e-letters to legislators, and more than 16,000 robocalls went to our supporters.

If you're sensing some urgency here, well, I vowed to do whatever it took, travel wherever I had to go, meet with whomever I had to meet with to get this done.

So, we pushed, and I'm proud of the members and staff who made this possible.

I have mixed feelings about what we ended up getting. (You can read about that in detail in this issue of *The Voice*.) Honestly, I think we deserved more. Still, we closed the TAP Gap with nearly \$50 million, and we closed a nearly \$14 million funding gap in the Excelsior Scholarship.

We also secured increased funding for full-time faculty; increased operating aid for campuses; and more dollars for SUNY's Opportunity Programs and the Pre-Medical Opportunity Program, which is based on UUP's Medical EOP proposal. We achieved bonuses for our front-line health care workers.

But we're not done. Not by a longshot.

We will add to our successes during post-budget advocacy, which has begun. We won't stop until every campus has the resources it needs.

Gov. Hochul devoted a good part of her State of the State address to elevating SUNY and making our system a "global leader in higher education." UUP has a plan to make that happen, but it will take a union-sized effort.

I invite you to help us build up SUNY—and, at the same time, build up our union. From handing out information at your campus or taking on a leadership role at your chapter to stepping up to statewide service, numerous opportunities for involvement are available.

All you have to do is step up and say you want to be part of this great effort. We will welcome you.

**Frederick E. Kowal**  
President, UUP



## UUP Spring DA looks ahead on note of hope

**U**UP President **Fred Kowal** looked out at the packed ballroom, filled with more than 200 delegates, and said the words he has been waiting to speak for 30 months.

“I’m calling to order the Spring 2022 Delegate Assembly,” Kowal said from the podium, as the gathering began to applaud. “We are back. As a union, whenever we gather, and wherever we gather, it’s home.”

And with that, the April 8-9 DA—held in Albany—opened with representatives of every UUP chapter in attendance.

The DA began as state lawmakers and Gov. Kathy Hochul were on the verge of reaching a new state budget. See our budget summary story on Page 15 for information.

“This is a win,” Kowal said during the Friday plenary session. “We haven’t seen money like this in over a decade. This is a down payment, but it’s a great start. This win belongs to you.”

The DA was the first at which delegates had gathered in person since the fall of 2019. It was also the first in-person DA for Vice President for Academics Alissa Karl and Vice President for Professionals Carolyn Kube as statewide officers. Karl, former Brockport Chapter president, and Kube, former Stony Brook HSC Chapter president, were elected last year. At the DA, Karl and Kube met with academics and professionals, respectively, and gave reports to DA delegates. Statewide Membership Development Officer Tom Hoey also reported to the delegation.

Statewide Secretary-Treasurer Jeri O’Bryan-Losee delivered a financial report, and delegates unanimously approved a 2022-2023 budget. UUP Chief Negotiator Bret Benjamin provided updates on the planned negotiations for a new contract. The main message from those updates: Member feedback is valuable, and it helps shape UUP’s topics for negotiations. Members can view information on negotiations in the Members Only section of the UUP website, at [bit.ly/3s62bpH](https://bit.ly/3s62bpH), where they will find updates and ways to submit ideas and questions on the process.

In other business, delegates approved a proposed ethical conduct policy, but they did not approve a proposed constitutional amendment that would have allowed the chair of the Retired Membership Governing Board Committee to become a voting member of the statewide UUP Executive Board.

Delegates voted to make the Environmental Issues and Advocacy Ad Hoc Committee a standing committee, and they approved a change to the Pearl H. Brod Award for outstanding retirees so that it can be given to two retired members at the same time, instead of just one. Delegates also passed a resolution to formalize the relationship between UUP and Higher Education Labor United, a national coalition of higher education unions.



### Gathering in person once again

Every UUP chapter sent delegates to the first UUP Delegate Assembly in 30 months. UUP President Fred Kowal praised the resilience of members who put their patients, students and colleagues ahead of their own safety during the pandemic, while UUP Chief Negotiator Bret Benjamin (above) explained how the Negotiations Team has gathered input from members.



**To read more about the Spring 2022 DA, including officers’ reports, visit:**  
[bit.ly/3ORnnJP](https://bit.ly/3ORnnJP) on the UUP Members Only site.

**To read more detailed coverage of the DA, visit**  
[bit.ly/3vVxV2o](https://bit.ly/3vVxV2o)

**If you’d like to access the Members Only site but you haven’t yet joined UUP, please join! Become part of the union that represents you. Visit:**  
[bit.ly/38OPGrW](https://bit.ly/38OPGrW)

## Two contingents join Negotiations Team

Improving job security and compensation for part-time academic contingents is high on the list of bargaining items for UUP's Negotiations Team when it begins talks with the state later this year over a new contract.

That's a big reason why a pair of part-time academic contingents were added to the Negotiations Team.

Laura Dohner, an assistant adjunct English professor at SUNY Oneonta, and Laura Fair-Schulz, an adjunct art history and art studio instructor at SUNY Potsdam, were appointed to the Negotiations Team in March. Dohner and Fair-Schulz replace Stony Brook Chapter member Shoshana Hershkowitz, who stepped down earlier this year.

"Both Lauras have a really strong track record in doing work with contingent academics and in a broad range of interests that we thought really qualified them for the Team," said UUP Chief Negotiator Bret Benjamin. "I spoke to chapter leaders, and we found both of these women to be very accomplished and impressive. That's why we chose them."

"We have Jaclyn Pittsley, who is a full-time contingent and a longtime contingent activist on the Team, but (UUP President Fred Kowal) and I thought it was essential that we have additional contingent academics on the team," Benjamin continued.

Dohner and Fair-Schulz are members of UUP's statewide Contingent Employment Committee.



Laura Dohner



Laura Fair-Schulz

Dohner, who earned her doctorate at Binghamton University, worked as the executive director of the Catskill Symphony Orchestra from 2016 through 2019. She has been an adjunct lecturer at SUNY Oneonta since 2016, according to her curriculum vitae.

She served as Oneonta Chapter secretary from 2019 through 2021. She was also active with Binghamton University's Graduate Student Organization, serving as president and vice president between 2011 and 2013.

Fair-Schulz is an activist, an artist and a writer. An adjunct art instructor at SUNY Potsdam since 2007, Fair-Schulz won UUP Journalism Contest's Best of the Best Award in 2017.

## Organizing Academy sessions available in June

UUP members who were unable to attend the UUP Organizing Academy during the spring semester can register for a session that begins June 6.

The Organizing Academy provides training on the skills of internal union organizing for members who are serious about strengthening our union. Member-organizers who complete the entire training series will learn how to build union power, grow UUP, develop as leaders and run effective campaigns. The Academy is open to both new and seasoned UUP activists.

Organizing Academy courses are taught by Jordan Helin, UUP's mobilization and political training coordinator.

The Academy will offer 15 courses total, with three progressive levels of proficiency. Member-organizers who attain the different levels of proficiency will be recognized for their achievements.

The initial five 100-level courses focus on the basics of organizing. Topics include effective ways to conduct one-on-one conversations, plan a campaign, manage data and build an organizing team.

Go to the Organizing Academy page on the UUP website at [uuphost.org/orgacademy/](http://uuphost.org/orgacademy/) for more information and to register.







# Hard lessons harder choices

**Staff shortages,  
case numbers  
lead to emergency  
mode at SUNY's  
teaching hospitals.**

**By Darryl McGrath**

**A**s coronavirus case numbers continue to drop in the United States, and pandemic restrictions around the country continue to ease, health care pundits are debating how the country might better prepare for the next global outbreak of an infectious disease.

UUP members at SUNY's three teaching hospitals don't have to ponder that point; they already have a good idea of how another pandemic might play out in their intensive care units and emergency departments. And that glimpse of their future is scary.





**A**ll three hospitals had at least one point in the last two years when they nearly buckled. Now, UUP members at the three hospitals warn that unless they get ongoing help from the state to hire and retain more staff and shore up their financial reserves so that they can withstand future shutdowns of elective procedures—and the accompanying loss of millions of dollars in revenue that more shutdowns would mean—they won’t buckle the next time; they will break.

The main reasons: a lack of staff and a lack of the funds to try to correct that.

“It’s tough,” said Christopher Morley, a member of the UUP Upstate Medical University Chapter and chair of Public Health and Preventive Medicine at Upstate. “Even with the increased compensation, there are staff who are leaving or thinking of leaving because they are so burned out, and scheduling is so difficult. It’s tough to keep home life and work life balanced. When their schedule gets changed, there’s not enough child care alternatives, especially in the off hours.”

### **Hospitals needed funding—and then came the coronavirus**

Two main items in UUP’s legislative agenda, New York HEALS (Health care, Education, Access, Leg-

islation, Sustainability) focus on the lack of staffing and state financial support.

UUP has been pressing for years for restoration of state mission funding to the hospitals, and the union has repeatedly asked that lawmakers provide \$150 million to the hospitals in the final enacted budget. Neither the Executive Budget proposal nor the one-house budget bills provided that mission funding, and it was again excluded from the final enacted budget. However, the state did finally assume responsibility for the \$68.8 million in annual debt service for the hospitals, something that UUP has also sought for years.

The budget also included one-time bonuses of up to \$3,000 to health care workers at the hospitals in multiple job titles with salaries up to \$125,000. Upstate University Hospital in Syracuse and SUNY Downstate University Hospital in Brooklyn also now qualify as “Safety Net” hospitals, a designation that should allow them to access special state funding for hospitals serving especially high-needs patients.

More money for the hospitals is available, as UUP contends, in a fiscal year when the state’s tax revenues have already exceeded projections. As of April, New York had collected \$38.8 billion more in the past 12 months than it had in the previous fiscal year. All that stands in the way of restoring the mission funding now is political will. It is possible that the



restoration of the \$150 million in mission funding could still be enacted in post-budget work by the Legislature; many a last-minute deal has been brokered this way in New York. But by all appearances, mission funding for the hospitals is not on the table this year.

UUP was also the architect of a SUNY pilot “pipeline” program to encourage SUNY students from underserved communities to enter the health care profession, and the final enacted budget includes \$1 million to make that program permanent. The governor has also created a scholarship program to encourage people to enter the nursing profession.

That help will be needed. In a report published in February by the National Institutes of Health’s National Center for Biotechnology Information, the nursing profession faces looming retirements, with about a million registered nurses who are age 50 or older—including nurse educators, the faculty needed to teach the next generation of nurses. And, as the Association of American Medical Colleges noted in September 2021, the summer surge of the Delta variant of the coronavirus created nursing shortages that ranged from more than 200 vacancies to more than 1,000 vacancies at a selection of hospitals in regions with high COVID-19 caseloads.

Nurses are not the only health care professionals expected to be in short supply and high demand in the coming years: The Association of American Medical Colleges also projects that the United States could face a shortage of as many as 139,000 physicians by 2033, and that the pandemic has only highlighted the need to address that coming shortage.

But the state’s mission funding to hospitals ended three years ago, and it will be several years before the graduates of incentive programs for the health care profession begin their careers. The SUNY hospitals need help now, and the most immediate way they could attract and retain staff would be with an immediate infusion of state money.

### Staff shortages create emergency

The SUNY hospital staffs were adept at improvising on the fly during the pandemic. They tried a variety of treatments; turned break rooms and conference rooms into patient-care rooms overnight; and they used new devices that often had been developed at other SUNY campuses.



UUP also bought many thousands of pieces of personal protective gear—mostly masks, medical gowns and gloves—between 2020 and 2021. Most of the PPE went to SUNY hospitals and the Buffalo HSC Chapter, but some went to the Delhi, Oneonta and Morrisville campuses for employees working in-person with students. This action by UUP almost certainly saved people from severe illness, and it also very likely saved lives.

But as the pandemic wore on, and staff burned out

**“It’s tough. Even with the increased compensation, there are staff who are leaving or thinking of leaving because they are so burned out, and scheduling is so difficult.”**

— Christopher Morley, chair of Public Health and Preventive Medicine and UUP Upstate Medical University Chapter member

with the emotional toll of an unprecedented mortality rate among their patients, no amount of grit could make up for the one thing the hospitals desperately needed. They needed more medical and technical staff, including nurses, respiratory therapists and clinical laboratory scientists.

The staff shortages got so bad at Upstate that the U.S. Department of Health and Human Services sent two successive emergency medical teams there in January, and then the U.S. Department of Defense sent a third emergency response team in February.

“This is probably the biggest challenge any of us have faced in our careers,” said William Paolo Jr., a UUP member and chair of the Emergency Department at Upstate, who spoke in late January as Upstate still dealt with a surge of patients ill with the Omicron variant of the coronavirus—the majority of whom had



## Hospitals' hidden overload: coronavirus testing

**T**he demand placed on two SUNY teaching hospitals by COVID-19 testing has been an overlooked part of the hospital staffing shortage.

An often inadequate number of clinical laboratory scientists never got the same attention as shortages of nurses, physicians and respiratory therapists. But work in the labs at Upstate University Hospital and Stony Brook University Hospital became overwhelming.

Bruce Kube, president of the Stony Brook HSC UUP Chapter, was a lead technologist of the clinical hematology lab during the initial coronavirus wave. He remembers the lab processing thousands of blood tests for coronavirus patients, who can develop abnormal blood clotting.

"I think the state needs to recognize the value of the health care workers within the state system, and within the safety-valve hospitals," Kube said. "At the time of the first wave, we had some of the best outcomes in the region at Stony Brook. From what we learned, we helped save lives."

### » Meeting the need

Laboratory staff handling this still largely hidden side of the pandemic are proud of how they rose to the challenge.

An acclaimed saliva-based coronavirus test developed at Upstate Medical University, with major contributions to that breakthrough by UUP member Frank Middleton, became symbolic of Upstate as the lead regional hospital during a once-in-a-lifetime public health emergency.

"Upstate took it upon itself to be the premier testing site in Central Upstate New York," said Erik Zeiner, an Upstate Chapter member and interim director of the Testing and Innovation Department.

As of May 16, Upstate still had two testing sites for the public and staff. The hospital also has self-testing for employees.

Prior to the Omicron surge, Upstate's Fairgrounds testing site averaged 250 people daily, Zeiner said. In December, that jumped to between 350 and 450, and once reached 527.

The self-testing locations went from 30 to 40 daily tests to about 200, said Deb Tafel Emerson, the UUP Upstate

**“ AT THE TIME OF THE FIRST [PANDEMIC] WAVE, WE HAD SOME OF THE BEST OUTCOMES IN THE REGION AT STONY BROOK. FROM WHAT WE LEARNED, WE HELPED SAVE LIVES. ”**

Chapter secretary and a staff assistant in hospital administration who collected and logged staff tests.

At Downstate Health Sciences University in Brooklyn, testing remained manageable because other nearby testing sites balanced the load. The Downstate site eventually closed; staff can be tested through employee health services or the emergency department, and the hospital randomly tests employees and students, said spokeswoman Dawn Skeete-Walker.

### » No going back

At Stony Brook University Hospital, coronavirus testing has wrought permanent changes.

The Molecular Genetics Lab started processing coronavirus tests from the emergency department and hospitalized patients in March 2020. The lab expanded to help with surveillance testing of

asymptomatic staff and students, according to information provided by UUP member Silvia Spitzer, head of the Molecular Genetics Laboratory, and pathology department staff at Stony Brook's Renaissance School of Medicine.

Eventually, the hospital set up a COVID Surveillance Lab under the medical school's pathology department, to perform pooled testing on large numbers of self-collected tests from employees and students. The surgical pathology and autopsy staff also had to develop ways to safely perform autopsies on COVID-19 patients. Information from those autopsies helped the medical staff better understand the complications of the disease.

UUP member Michael Mira, associate technical director of the Stony Brook molecular genetics/cytogenetics labs, recalls that coronavirus testing started out at a manageable level, but that soon changed. The lab converted to a round-the-clock operation—which it maintains today—and added temporary employees and more automated equipment.

Mira wishes the public better understood what lab staff have endured. It was frightening to work with a new virus; Mira slept in his basement for the first months of the pandemic to minimize risk to his family. Some lab staff developed repetitive stress injuries. And the number of coronavirus tests kept rising, from about 300 a day to a high of 956 on one memorable day in December 2021.

"Nobody knows anything about us, and over the past two years, everybody has needed us," Mira said. "Nobody thinks about the labs, the people, what they've gone through. We're proud of what we do, and we want people to know what we do."



never been vaccinated against COVID-19.

"I'm constantly amazed by the resilience of those who are still going in every day," Paolo said. "Even if we see the same numbers as we saw last year, we're doing it with less staff."

Upstate Medical University's two hospitals were the only SUNY hospitals that the state placed on consecutive emergency lists, in November 2021 and again on Jan. 8. The New York State Department of Health designation meant that the hospitals had to stop non-essential procedures because they were so filled with coronavirus patients. Rich Veenstra, president of the UUP Upstate Medical University Chapter, said in December 2021 that the emergency order was costing the hospital \$500,000 a month in revenue.

By Feb. 25, the emergency order had been lifted from all hospitals in New York, which allowed them



titles who are providing health care services and who work more than 40 hours in a work week. The agreement is in effect through June 30.

As the end of that special overtime pay approached, Veenstra said the staff was still stretched thin, despite the incentive. In early May, the hospital was still down about 500 full-time equivalents for clinical-care staff. The shortage may have been more than 500 staff members, because one full-time equivalent can sometimes be filled by two part-time staff members.

And that speaks to a larger issue that looms over the SUNY hospitals. As New Yorkers celebrate the lifting of restrictions, and the horrific scenes which

hospital staff witnessed in the first two years of the pandemic recede from public memory, health care workers know that those horrific scenes could happen again with the coronavirus or another infectious disease. And that has given many hospital staff members pause.

Said Veenstra, as the end of the special overtime pay approached, "A lot of them are still thinking of leaving, even if they got salary adjustments and are earning two and a half times overtime."

**“This is probably the biggest challenge any of us have faced in our careers. I’m constantly amazed by the resilience of those who are still going in every day.”**

— William Paolo Jr., UUP member and chair of the Emergency Department at Upstate Medical

to resume elective procedures. However, the state Health Department can reimpose the emergency order if case numbers significantly increase, a spokeswoman for the Health Department explained in an email response.

### **Special overtime helped, but not enough**

"The greatest reason for our staff shortage is resignation of nurses," said Upstate member Jay Brenner, an emergency medicine specialist and medical director at Community Hospital Emergency Department on the Upstate campus. "The treatment for this problem is paying nurses more. Some of the travel contracts [for nurses] are so lucrative that some nurses are being paid more than doctors."

The federal emergency medical teams helped reduce the number of patients who left the emergency department without being seen by the medical staff. In August 2021, at the height of the summer surge of the Delta variant of the coronavirus, some patients waited 18 hours to be seen, Brenner said. The arrival of the federal medical teams helped a great deal — the percentage of patients who left the emergency department at Upstate University Hospital without being seen went from 30% to 10% and continued to decline until finally no patients were leaving without being seen, Brenner said.

In October 2021, UUP announced an agreement with the state for a pilot program to pay health care workers who worked overtime at a rate of two and a half times their regular pay. The agreement is for non-exempt/overtime-eligible employees in identified

## **find out more » take action**

**Members can still advocate for more funding for SUNY campuses and for the SUNY teaching hospitals. Go here to take action:**

[bit.ly/3s58sSj](https://bit.ly/3s58sSj)

**To read more about the projected shortage of nurses and physicians, see these articles from the National Institutes of Health's National Center for Biotechnology Information and The Association of American Medical Colleges:**

**"Nursing Shortage, by Lisa M. Haddad; Pavan Annamaraju; Tammy J. Toney-Butler"**

[bit.ly/39mXelJ](https://bit.ly/39mXelJ)

**"Hospitals innovate amid dire nursing shortages"**

[bit.ly/3yb8zjh](https://bit.ly/3yb8zjh)

**"U.S. physician shortage growing"**

[bit.ly/3LGRyKW](https://bit.ly/3LGRyKW)





# budget blitz

**Advocacy  
events for  
UUP legislative  
agenda get  
attention —  
and results**

**By Darryl McGrath**

**A** months-long advocacy to get more state funding for SUNY's four-year campuses and teaching hospitals has paid off, with the final enacted state budget bringing nearly \$270 million in new funding for programs and services to SUNY.

The budget also includes the long-sought state coverage of \$68.8 million in debt service for the three SUNY teaching hospitals.

Lawmakers passed the budget April 9. In addition to funds for programs and services, the budget includes \$53 million which the four-year campuses will share with community colleges for hiring and covering fringe benefits of new full-time faculty. There's also money for the payment of one-time bonuses of up to \$3,000 for qualifying employees at the three SUNY teaching hospitals. The number of eligible employees is still



being determined, but the budget did increase the qualifying salary cap from \$100,000 to \$125,000, following advocacy by UUP and other unions.

The budget includes other monies that will help the cash-strapped SUNY. There is an increase to the Medicaid rate and a likely restoration of funds from a previous Medicaid rate reduction. There is money for critical maintenance funding, for capital projects and for capital improvements to dorms and Educational Opportunity Centers.

“UUP has long advocated for leaders in Albany to reverse the decades-long disinvestment in SUNY that has weakened our higher education system

delegations from Central New York, Brooklyn and Long Island. As a result of their hard work, the state will finally provide capital debt services to SUNY teaching hospitals.”

### **A concerted effort**

UUP started toward this budget goal in November, with press conferences and rallies that went from Buffalo to Syracuse to Plattsburgh, and then into the Hudson Valley and onto Long Island. UUP leaders were at SUNY Buffalo State, Binghamton University, Upstate Medical Center, the University at Albany, SUNY New Paltz and Stony Brook University, and visited some areas twice.

UUP held press conferences in the Capitol and the Legislative Office Building, and it coordinated with the Professional Staff Congress/CUNY and the New York Public Interest Research Group for Higher Education Action Day and Opportunity Day advocacy events in downtown Albany.

But the highlight of this effort was the March 6 finale of Higher

Education Action Week, when more than 1,000 students and members from UUP and the PSC/CUNY marched from one end of the Brooklyn Bridge to the other, with rallies at Brooklyn’s Borough Hall and Manhattan’s Foley Square.

The New York City Police Department closed the Manhattan-bound road across the bridge for the marchers, who carried the UUP-PSC banner

**“ UUP has long advocated for leaders in Albany to reverse the decades-long disinvestment in SUNY that has weakened our higher education system and limited opportunities for students and employees. ”**

UUP President Fred Kowal

and limited opportunities for students and employees,” UUP President Fred Kowal said. “While there is more work to do, we applaud Governor Hochul and the Legislature for taking an important step that will put SUNY on a path to a stronger future.”

Added Kowal, “We are grateful to members of the Legislature who tirelessly advocated for SUNY throughout the budget process, especially the





### ***From Buffalo to Brooklyn:***

UUP's months of advocacy for the SUNY budget culminated in a rally and march across the Brooklyn Bridge to Manhattan's Foley Square by members, including UUP Upstate Medical University Chapter Rich Veenstra (center).

ahead of a column of supporters that stretched for hundreds of feet. Pedestrians lined the adjacent walkway to take in the colorful scene as they cheered, called out encouragement or shouted their own union affiliations.

Earlier in the months-long effort, Kowal testified before the SUNY Board of Trustees and the Senate and Assembly higher education committees, and he led a virtual town hall with Rochester-area lawmakers on the need for more funding for SUNY.

### **A matter of equality**

The message stayed the same: New York is coming through the coronavirus pandemic solvent, and tax revenue has so far exceeded last year's revenue at the comparable period by \$38.8 billion. It is time to end more than a decade of austerity funding for SUNY, time to stop asking the public teaching hospitals to function with no state operating funds.

The events included members, lawmakers, students, and faith-based leaders. They talked about what a SUNY education meant to them, and what vital, thriving SUNY campuses mean to communities. They spoke of the state's responsibility to properly fund public higher education as a means of racial and economic justice in New York.

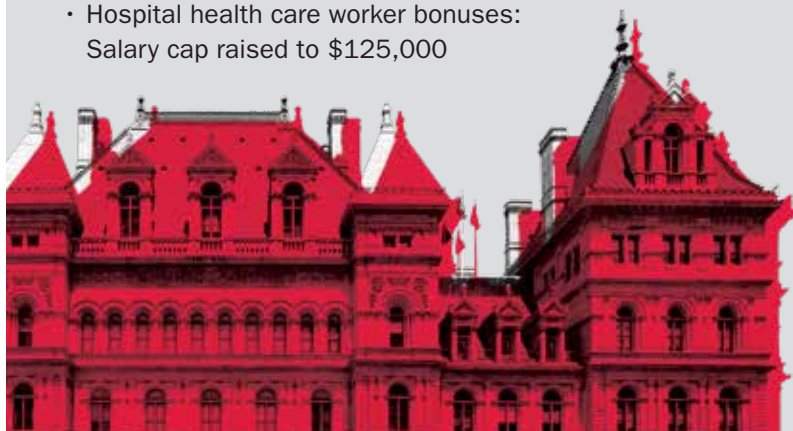
"In the coming years, SUNY will need consistent support, including direct state aid to campuses, to achieve Governor Hochul's ambitious goals of strengthening the system," Kowal said. "We will continue to fight for state funding that supports SUNY hospitals through the many programs outlined by the governor and Legislature."

# **Budget highlights**

## ***What the NYS budget does for SUNY***

**For the first time in many years, the state budget provides economic relief to SUNY in many urgent areas and addresses some longstanding advocacy efforts by UUP. Highlights of the budget include:**

- \$48.8 million to end TAP Gap
- Elimination of Excelsior Gap, equaling \$13.7 million
- TAP expanded to part-time students: \$150 million
- \$53 million for hiring, fringe benefits, of new F-T faculty (including for community colleges)
- \$60 million in operating funds for programs, services
- EOP/EOC/ATTAIN Labs: Nearly \$13 million in new funding
- Pre-Medical Opportunity Program: \$1 million
- New child-care centers: \$5.4 million
- Hospital debt service: \$68.8 million
- New bonded capital for hospitals: \$150 million
- ESF Timbuctoo Summer Climate and Careers Institute: \$2.1 million
- ESF Climate and Applied Forest Research Institute: \$500,000
- Stony Brook University R&D on septic/wastewater systems: \$1 million
- Hospital health care worker bonuses: Salary cap raised to \$125,000



### **The effort to see SUNY fully, fairly funded continues**

The final enacted state budget has been signed, but UUP will continue to press for fair, full funding to help students and patients. You can help, by joining the UUP Political Action Team, which will make it easier for you to advocate for SUNY, to work on UUP-endorsed political campaigns and to work with UUP's social media outreach.

**To join, go to:** [bit.ly/3s63aX4](https://bit.ly/3s63aX4)





## UUP ACROSS NY

UUP started its advocacy for fair funding of SUNY's four-year campuses and teaching hospitals in November with a statewide tour of SUNY campuses and campus communities. Statewide and chapter UUP leaders, lawmakers, faith leaders and supporters of public higher education from all walks of life turned out—and their efforts paid off with the best state budget for SUNY in years. And while they were at it, UUP members pitched in on other good efforts, including support for Ukraine.



Some photos from this epic effort, starting top left, going clockwise: Statewide Secretary-Treasurer Jeri O'Bryan-Losee, Membership Development Officer Tom Hoey and VPP Carolyn Kube on the Brooklyn Bridge March 6; the Rev. Roxanne Jones-Booth of Riverview Missionary Baptist Church in Coeymans, center, at an Albany press conference March 15, with (right) the Rev. E. West McNeill, executive director, Labor-Religion Coalition of New York State; VPA Alissa Karl, left, VPP Carolyn Kube, and statewide Secretary-Treasurer Jeri O'Bryan-Losee pack supplies for Ukraine at St. Nicholas Ukrainian Catholic Church in Watervliet March 31; a future UUP member surveys the scene before the March 6 Brooklyn march; (upper) President Fred Kowal, flanked by Plattsburgh Chapter Assistant Patricia Downs, left, and UUP legislative intern Joe Vesic, at a Plattsburgh rally March 4; (lower) Stony Brook HSC Member Judy Apparbal-Joachim at a March tabling event, one of two held by the chapter that month; members and statewide leaders rally on March 6 at Brooklyn Borough Hall; Fred Kowal at a March 23 rally in Albany's West Capitol Park; and gearing up to cross the Brooklyn Bridge March 6, with, from left, Downstate Chapter members Shirley Patterson, Hazel Williams and Chantel Fuller. *(All photos courtesy of UUP)*







# Contract Action Coordinating Committee staffed, ready to go

**U**UP's new Contract Action Coordinating Committee has its first set of members.

Delegates at the 2021 Winter Delegate Assembly created the committee, which will focus on mobilizing members and developing actions on campuses and across the state to publicize the union's fight for a fair contract.

"We want to emphasize member organizing like never before during this contract round," said UUP Chief Negotiator Bret Benjamin. "We want all 37,000 of our members actively engaged in the negotiations process, fighting for the things that matter most to them."

The co-chairs of the committee are Negotiations Team member Aaron Major and Negotiations Committee member Andrew Solar-Greco. Major is president of the Albany Chapter; Solar-Greco is Stony Brook Chapter president.

Three statewide Executive Board members, Rebecca Bryan (Cortland Chapter), Delhi Chapter Presi-

dent Kelly Keck and Samuel Marquez (Downstate Chapter) are on the committee.

Joining them are Negotiations Team member Jen Drake; Canton Chapter President and Negotiations Committee member Stephanie Petkovsek; Ad Hoc Advisory Committee member Emma Bowman (Empire State College Chapter); and System Administration Chapter President Mike Walker.

**“WE WANT ALL 37,000 OF OUR MEMBERS ACTIVELY ENGAGED IN THE NEGOTIATIONS PROCESS, FIGHTING FOR THE THINGS THAT MATTER MOST TO THEM.”**

"The CACC will help coordinate resources, plan local and statewide actions, and help UUP make gains both on our campuses and in the contract we ultimately sign with New York state," said Benjamin. "We believe that the focus on organizing—and the work of this committee in particular—will help us bargain a better contract and build a stronger union."



**Aaron Major**  
President  
Albany Chapter



**Andrew Solar-Greco**  
President  
Stony Brook Chapter



**Jen Drake**  
Cortland Chapter



**Kelly Keck**  
President  
Delhi Chapter



**Rebecca Bryan**  
Cortland Chapter



**Stephanie Petkovsek**  
President  
Canton Chapter



**Samuel Marquez**  
Downstate Chapter



**Emma Bowman**  
Empire State College Chapter



**Mike Walker**  
President  
System Administration Chapter



# BLACK HISTORY MONTH

## UUP notes gains, challenges

**F**or UUP, Black History Month set out a challenge that will extend long past a few weeks of the calendar year.

UUP highlighted the annual national celebration of Black culture and accomplishments in February with a series of thought-provoking forums. UUP also congratulated two members—historian Anne Bailey of the Binghamton Chapter; and Henry Taylor of the Buffalo Center Chapter, an expert on urban and regional planning—for their appointments by Gov. Kathy Hochul to the state’s 400 Years of African-American History Commission.

Much to celebrate, indeed, and much to be done yet, as UUP President Fred Kowal noted in his opening remarks for the first of the three UUP forums on topics pertaining to social equity, health and the role of labor as they pertain to Black America. UUP’s statewide Diversity, Equity and Inclusion Committee, co-chaired by Darleyne Mayers of SUNY Farmingdale and Albany Chapter member Patrick Romain—both also statewide UUP Executive Board members—hosted the three forums.

“I think it is absolutely necessary that this union, and all unions, stand for a future that is just and equitable for all,” Kowal told the audience of more than 100 at the first forum, which focused on the role of unions in racial justice. “We need to be ambitious. I think it’s important for everyone in the union movement to remember that we have a racist history. There was a deep-seated racist movement in the labor movement. We are looking back at 400 years of racism in America, and enslavement: political, personal

and economic. That kind of healing takes a long time.”

Panelists at the forums included Romain; the Rev. Terrence Melvin, secretary-treasurer of the New York State AFL-CIO; Anthony Dandridge, a visiting lecturer of Black Studies at SUNY New Paltz; Camille Clare, chair of the SUNY Downstate Health Sciences University Department of Obstetrics and Gynecology; Gregory Threatte, professor emeritus of pathology from Upstate Medical University; Henry

**“I think it is absolutely necessary that this union, and all unions, stand for a future that is just and equitable for all.”**

— UUP President Fred Kowal

Taylor of the University at Buffalo; the Rev. George Nicholas of the Lincoln Memorial United Methodist Church in Buffalo; and Lemir Teron, an assistant professor at the SUNY College of Environmental Science and Forestry who focuses on urbanization and environmental justice.

Hundreds of people viewed the forums live, and they can also be seen on UUP’s YouTube channel. Kowal pledged that the discussions generated by the forums, with lively question-and-answer sessions between panelists and viewers, would not end when Black History Month did. UUP will continue its focus on developing solutions to injustices of health, economic wellbeing, racial equality and environmental quality.

“Our work has just begun,” Kowal said.

Visit UUP’s  
YouTube channel at  
[bit.ly/3vCD93L](https://bit.ly/3vCD93L)  
to view the  
presentations from  
“UUP Celebrates  
Black History Month”

- UUP Celebrates Black History Month
- Why Black America Should Get Vaccinated Against COVID-19
- Health, Economic & Environmental Justice for Healthy Communities



# Missing

in plain sight

***Equity and access,  
not lack of students,  
are behind college  
“enrollment crisis”***

***by Aaron Major***

**T**he story of higher education’s coming demographic crisis has become part of the conventional wisdom among college administrators and policy experts.

Without enough students to enroll, what else can be done but to close or consolidate campuses and programs? The answer offers austerity as a bitter but necessary pill.

But this narrative does not reflect the whole story of enrollment decline. It’s really a story of race and class, not demographics, because a third of low- and middle-income high school graduates are not enrolled in college.

The absence is particularly noticeable for Black and Hispanic students: Nearly half of all Black high school graduates and a third of Hispanic high school graduates are not enrolled in college.

Solving the equity problem is key to solving the enrollment problem.

Even after decades of expanding access to underserved students, college enrollment and college persistence—completing a degree once enrolled—vary widely by race and social class.

There are many ways to see racial and class-based

disparities in access in published statistics and reports. Here, I focus on the High School Longitudinal Study, a national survey that followed high school freshmen in 2009 into college, with the last follow-up in 2016. These data show how a recent cohort of high school students moved along a continuum, and where they met resistance. Table 1 shows the results of this analysis across several racial/ethnic and socioeconomic characteristics.

## **High school graduations mask a problem**

We tend to wildly overestimate how many people earn college degrees. High school graduation rates are quite high—in the High School Longitudinal Study, 91% of high school freshmen graduated with their class in 2013—but college enrollment and college persistence lag behind high school graduation.

Roughly three out of every four of those high school graduates attended college, and another three-quarters of those who attended were, by the survey’s conclusion in 2016, still enrolled or had completed their degree. These rates of college attendance/persistence seem high. But when we link them together, starting with high school graduation, then enrolling in college, and persisting through completion, we see that of those students who began high school in 2009, just slightly more than half graduated high school in four years, enrolled in a higher education program, and succeeded in it.

The rate at which students progress through this continuum varies widely when we look at race and social class. The differences are stark: 80% of Asian and 70% of white high school freshmen graduated with

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This article by UUP member Aaron Major, president of the UUP Albany Chapter, is the first in an occasional series of articles in *The Voice* by members on higher education topics of interest to UUP. The series is coordinated by UUP statewide Vice President for Academics Alissa Karl.



their high school class and attended college, but only 61% of Hispanic freshmen and 57% of Black freshmen did the same. By 2016, 60% of white students and roughly 75% of Asian students had completed college degrees or were still enrolled. For Black and Hispanic students, only about 40% were still enrolled or had completed degrees. The rest had tried but had given up on college.

Not surprisingly, students who come from poor and working-class households struggle to move through their academic careers. The vast majority graduate high school, but only two-thirds of those attend college. Of that group, a third will drop out before completing a degree.

## Revealing numbers in long-term study

Little more than one third of high school freshmen from households in the bottom 40% of the income distribution had progressed to, and persisted through, higher education by the High School Longitudinal Study's end. In contrast, 70% of high school freshmen from middle and upper-income households succeeded or persisted in post-secondary education. First-generation students—students from households with no parents who have more than a high school education—graduate high school at the same rate as the national average but struggle to progress further. Fewer than half of

**Fig. 2:** Percent of students who did not enroll in college or did not complete their post-secondary programs for financial reasons. (source: HSLS)

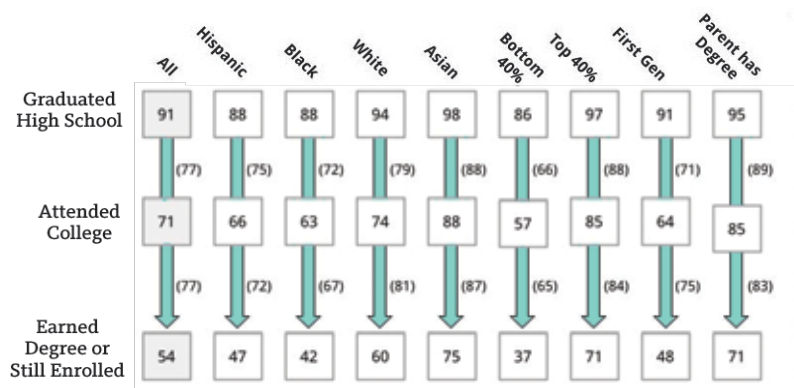
	Never enrolled*	Did not complete college**
Asian	32.4	24
Black	38.2	48.5
Hispanic	45.1	48
White	45.7	36.5
Income: Bottom 40%	44.5	47
Income: Top 40%	41.7	35.1
First Generation Student	43.4	51.1
At least one parent has post-secondary degree	37.8	39.6

\*Among those who graduated with their high school class.

\*\*Among those who graduated with their high school class and attended college.

first-generation students will graduate high school, enroll in college and succeed or persist in post-secondary pursuits. This contrasts sharply with students who have at least one parent with a post-secondary education, 83% of whom will move along the continuum from high school and through college.

This analysis should give us pause about the narrative that an enrollment decline can be used as justification to close or consolidate campuses and academic programs. Based on data from the High School Longi-



**Fig. 1:** Rates of student progress through high school and post-secondary education by racial/ethnic, income and family educational background. The blocks show the proportion of high school freshmen (in 2009) at each step. The parenthetical figures represent the percent of the group at each step proceeding to the next step. (source: HSLS)

tudinal Study, there are tens of thousands of potential college students who never start college, or begin but don't earn degrees. The struggle to fill classrooms is not because of a complete lack of young people, but because too many disadvantaged young people face barriers.

## Solutions within reach, but require commitment

Anyone who works with college students knows it's not easy to succeed in college, and so the policy measures needed to close these equity gaps should be multifaceted. These data from the High School Longitudinal Study should guide that policy discussion in at least three ways.

First, state and national policy leaders should track racial and socioeconomic patterns across the educational curriculum in their review of higher education. Studies like the High School Longitudinal Study can be useful, but that study ended more than five years ago.

Second, policy solutions need to focus not only on the transition from high school to college but on helping students complete degree and certificate programs. As this analysis shows, for many low-income, first-generation students and students of color, the problem is not getting them into college, but helping them stay there.

Third, policy makers need to recognize rising college costs as a major barrier. Figure 2 shows that among high school graduates surveyed by the High School Longitudinal Study, more than 40% said they didn't enroll in college because they could not afford to. Among those who did attend, 40% said that they left without completing their degree for financial reasons. Nearly half of Black, Hispanic, low-income and first-generation students never finished degrees for financial reasons.

This final point illustrates the inaccuracy and danger of the demographic crisis narrative. Once we accept that there are not enough students to enroll, the only choice is to raise the cost of attendance, which only exacerbates those enrollment problems by hardening barriers to access faced by all students, but especially low-income, first-generation and underserved students.

Did you know that all UUP members qualify for

# PUBLIC SERVICE LOAN FORGIVENESS?



UUP MEMBERS  
HAVE ALREADY  
HAD CLOSE TO  
**\$2 MILLION**  
IN FORGIVENESS!

## **Virtual student debt clinics held every payday.**

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, [jobryan@uupinfo.org](mailto:jobryan@uupinfo.org)

Open to all UUP members, these 1.5-hour workshops talk you through the Income-Driven Repayment Plans AND Public Service Loan Forgiveness:

**LEARN ABOUT THE NEW DOE PSLF WAIVER!**

## **Upcoming UUP Virtual Student Debt Clinic Webinar Dates:**

**JUNE 8, 11:30 AM - 1:00 PM • JUNE 22, 5:00 PM - 6:30 PM**



Register through the UUP Events Calendar  
**[UUPINFO.ORG/CALENDAR/](http://UUPINFO.ORG/CALENDAR/)**



## » MEMBER PROFILE

### *The professor goes to town hall*

**J**AIME PUCCIONI is an associate professor at the University of Albany with dual Ph.Ds. in educational policy and curriculum, instruction and teacher education, with an emphasis in language and literacy.

Before she arrived at UAlbany in 2012, she was a postdoctoral research associate at Michigan State, and before that, a middle school teacher in Los Angeles.

The longtime unionist added another accomplishment to her resume in November 2021: She won election as the supervisor of the Town of Niskayuna in Schenectady County.

Come again?

“My family wasn’t that surprised that I ran,” Puccioni, an Albany Chapter member, told *The Voice* during a recent interview. “I think it’s in my nature to look for ways to make things better, as a community member, I couldn’t help but do the same thing in Niskayuna. I was student body president in high school, I’ve always been involved in politics and volunteer work.

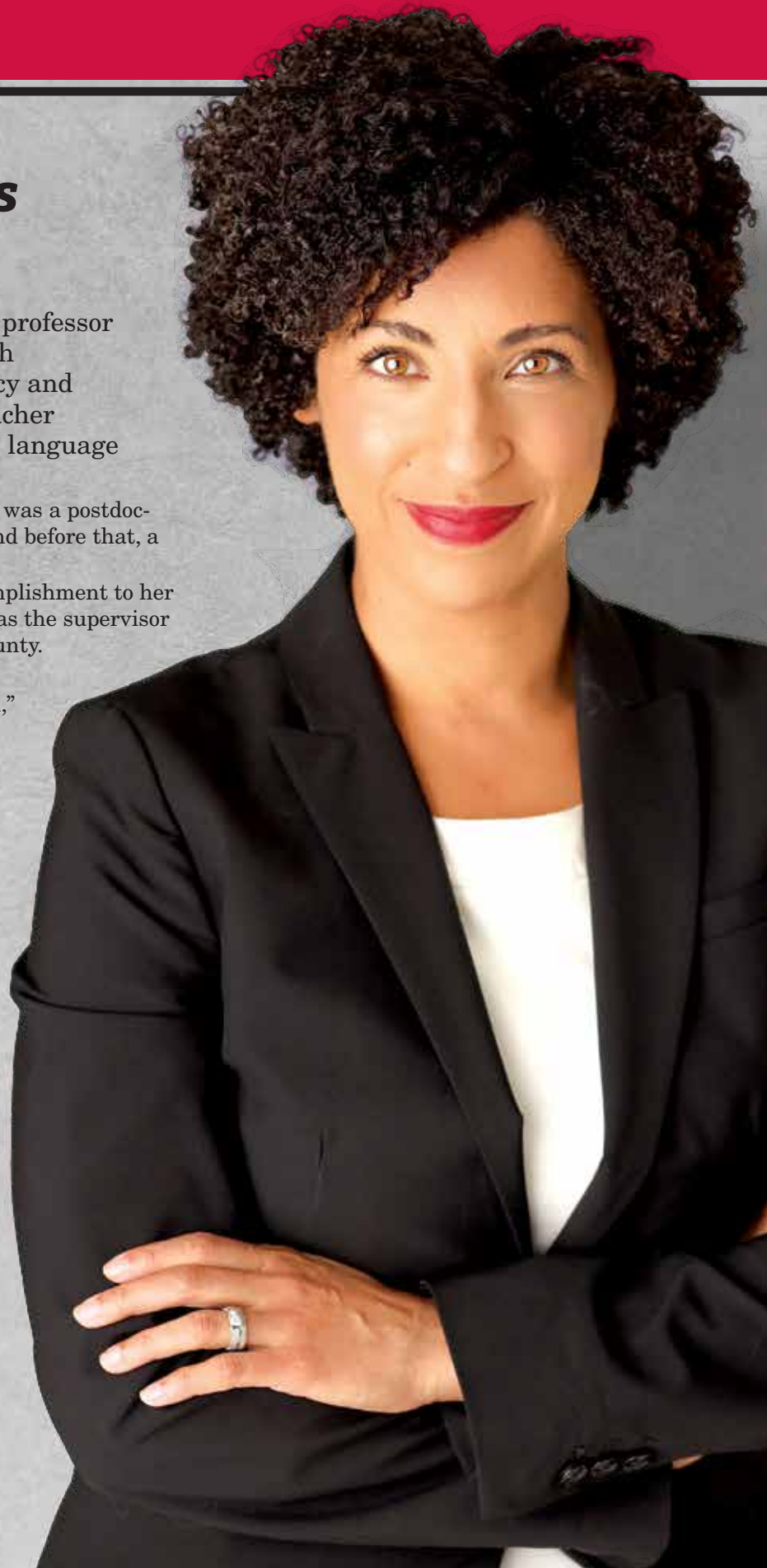
“When I told my mom, she said ‘Oh, that’s great, I knew you’d do that when it was the right time,’” Puccioni continued. “Our son, who’s a senior in high school, is off to West Point in June and I just had more time. It’s amazing how much time you have as a mom when children become more independent.”

Here are 5 questions with Jaime Puccioni.

**Q:** Thank you for being a UUP member. Why did you join the union?

**A:** My husband and I are educators and we’ve been union members since 2001. My father-in-law was a union president. We both understand why my

» UAlbany Associate Professor Jaime Puccioni is now the town supervisor of Niskayuna, in Schenectady County.



father-in-law's union job was so important: It allowed him to buy a house, be in the middle class and put his kids through college. After his passing, his mom has a good pension and lives a good, quality life. A major reason why I've never left the public sector was because of the union. Being able to have tenure and union protections, we're able to see the importance of being in unions.

**Q** Through UUP, you've worked with UAlbany to reduce your workload and research responsibilities at the university so you can be more of a full-time, hands-on town supervisor. Has it been difficult to run a town and work at a university?

**A** Our (Albany Chapter) president helped me navigate reducing my load at the university. I am teaching one course a semester and have cut back to 50 percent of my research. I keep a very structured

**“ I think that being a union member really helps me in my role as supervisor. I treat the town's employees with respect and dignity, and my goal is to create an environment where they can reach their potential as they are doing good work. ”**

schedule. Some days, I'm feeling very busy, it's a lot. But when I get to reflect on the potential for change and the actual change I can create, it's exciting. I'm able to make real change, and that's why I wanted to move away from research, writing and presenting and into a space where I could envision a way to change people's lives for the better. It's incredibly hard work, but it is very satisfying and intellectually stimulating.

**Q** Has being a union member helped shape your vision for the town as supervisor?

**A** I think that being a union member really helps me in my role as supervisor. I treat the town's employees with respect and dignity, and my goal is to create an environment where they can reach their potential as they are doing good work. We are working with human resources to revise the town's employee handbook. Under our current accrued vacation day policy, an employee that's non-exempt must wait a full year before they get 10 days of vacation. We're living in a pandemic and mental health is an issue for everyone. I think we need to revisit that issue and come up with a fairer policy.

**Q** You won the endorsement of the New York League of Conservation Voters because of your commit-

ment to more climate-smart policies in local government. How important are green energy and preserving the environment to you?

**A** My happy place is in the woods and the mountains. My goal is to climb the High Peaks and I'm about halfway there. I believe in conservation and that our children should have access to clean air and clean water. I'm reminded of a quote by (zero-waste chef) Anne Marie Bonneau, who said 'We don't need a handful of people doing zero waste perfectly. We need millions of people doing it imperfectly.' That captures how I feel. We don't need a handful of local governments adopting every environmental policy; we need more climate-smart policies across the nation. I don't want perfection to get in the way of progress.

In Niskayuna, I'm working with the (Niskayuna) Conservation Advisory Committee and the Tree Council, pursuing grants for additional electric charging stations and rainwater collection. We're revising our master plan for the town and pursuing higher levels of climate-smart community policies. It's a process. The more climate-smart policies you adopt, the more climate-smart community recognition that we get.

**Q** Before you were supervisor, you were on the Niskayuna Task Force for Racial Equality and Justice.

**At UAlbany, you are a member of the Black Faculty & Staff Association and Alianza Latina. Can you talk about why you chose to be a part of these organizations and why the issues they support are important to you?**

**A** I'm Black and Latina and I've spent much of my life in predominately white institutions and communities. I am particularly attuned to diversity, inclusion and access. Treating people fairly is at the core of who I am and who I've always been. When I first got to UAlbany, I joined the BFSA simply because I wanted the fellowship and community. I took on more and became BFSA to increase participation and recruit and retain faculty of color. I served as vice-chair of (the Niskayuna task force) and we analyzed town policies and services to see if they exacerbated racial disparities.

As town supervisor, I'm interested in expanding that purview to deal more broadly with access and inclusion. I'm working with the chief of police to recruit and retain more diverse officers. I'm working with department heads to provide community programs for a wide range of people in our town. We are developing initiatives and are reaching out to those communities who might not engage—or know how to engage—with activities in town. It is all very exciting.

— Michael Lisi





# FINANCIAL STATEMENT FOR 2021

Dear Colleagues,

This is the report of the independent auditors regarding the audit for the fiscal year ending Aug. 31, 2021. The auditing firm Dermody, Burke & Brown, CPAs, LLC, conducted the audit, which has been posted on the Members Only portion of the UUP website (uupinfo.org). Should you have any questions concerning the audit, please contact me.

— UUP Secretary/Treasurer Jeri O'Bryan-Losee

## INDEPENDENT AUDITOR'S REPORT

Executive Board  
United University Professions

### Report on the Financial Statements

We have audited the accompanying financial statements of UNITED UNIVERSITY PROFESSIONS (the Union) which comprise the statements of financial position as of August 31, 2021 and 2020, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

### Management's Responsibility for the Financial Statements

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

### Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

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

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of United University Professions as of August 31, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with the accounting principles generally accepted in the United States of America.

### Report on Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The schedules of expenses on pages 24 through 26 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Syracuse, NY  
December 15, 2021

*Dermody, Burke & Brown*  
DERMODY, BURKE & BROWN, CPAs, LLC

## STATEMENTS OF FINANCIAL POSITION

August 31, 2021 and 2020

	2021	2020
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and Cash Equivalents	\$ 6,033,677	\$ 2,980,727
Investments	10,235,353	7,876,544
Membership Dues and Other Receivables	932,463	778,920
Accrued Interest Receivable	6,382	10,413
Other Current Assets	40,381	259,385
Total Current Assets	17,248,256	11,905,989
<b>PROPERTY AND EQUIPMENT,</b> Net of Accumulated Depreciation	101,796	161,445
<b>TOTAL ASSETS</b>	<u>\$ 17,350,052</u>	<u>\$ 12,067,434</u>

	2021	2020
<b>LIABILITIES AND NET ASSETS</b>		
<b>LIABILITIES</b>		
Current Liabilities:		
Accounts Payable and Accrued Expenses	\$ 1,887,604	\$ 356,859
Accrued Vacation	495,801	522,275
Officer and Chapter Leader Release Time Payable	2,154,505	1,389,030
Chapter Allocations Payable	24,412	66,712
Deferred Revenue	143,592	95,950
Total Current Liabilities	4,705,914	2,430,826
<b>TOTAL LIABILITIES</b>	4,705,914	2,430,826
<b>NET ASSETS WITHOUT DONOR RESTRICTIONS</b>	12,644,138	9,636,608
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<u>\$ 17,350,052</u>	<u>\$ 12,067,434</u>

## STATEMENTS OF ACTIVITIES

Years Ended August 31, 2021 and 2020

<b>REVENUES</b>		
Membership and Retiree Dues	\$ 25,346,825	\$ 25,069,254
Less: Dues Allocated To:		
NYSUT	11,134,015	11,371,490
AFT	5,873,621	5,971,623
Total Dues Allocated	17,007,636	17,343,113
Net Membership Dues	8,339,189	7,726,141
Contributions - NYSUT Support	1,724,654	1,714,332
Investment Income, Net	228,366	299,613
Miscellaneous Income	168,583	104,518
Total Revenues	10,460,792	9,844,604
<b>EXPENSES</b>		
Program Expenses:		
Campus Chapters	3,832,553	4,089,059
Special Projects/Needs/Concerns	1,053,250	1,699,925
Governance	796,992	936,939
Membership Communications	295,574	378,363
Committees	122,418	214,991
Contract	37,068	44,094
Convention	71,202	94,490
Membership Benefits	63,831	73,905
Total Program Expenses	6,272,888	7,531,766
Management and General Expenses	1,180,374	1,221,946
Total Expenses	7,453,262	8,753,712
<b>CHANGE IN NET ASSETS</b>	3,007,530	1,090,892
<b>NET ASSETS</b>		
Balance, Beginning of Year	9,636,608	8,545,716
Balance, End of Year	<u>\$ 12,644,138</u>	<u>\$ 9,636,608</u>

## STATEMENT OF FUNCTIONAL EXPENSES

Year Ended August 31, 2021 with Comparative Totals for the Year Ended August 31, 2020

	Campus Chapters	Special Projects/Needs/Concerns	Governance
Salaries and Benefits	\$ 2,106,559	\$ 351,854	\$ 703,708
Chapter Rents	22,884	0	0
Equipment/Leases	48,414	0	0
Travel and Lodging	149	0	89,837
The VOICE	0	0	0
Public Education	0	8,720	0
Outreach	0	8,635	0
Negotiations	0	0	0
Chapter Allocations	232,969	0	0
Chapter Support	31,092	0	0
Chapter Release Time	1,148,325	0	0
Auto Expense	0	0	0
Professional Fees	0	0	0
Insurance and Bonding	0	0	0
Computer Services	0	0	0
Equipment and Maintenance	0	0	0
Telephone	0	0	0
Postage	0	0	0
Printing and Duplicating	0	0	0
Rent and Depreciation	100,488	25,921	3,447
Supplies	0	0	0
Chapter Elections	141,673	0	0
Membership Benefits	0	466,017	0
Other	0	192,103	0
<b>Total</b>	<u>\$ 3,832,553</u>	<u>\$ 1,053,250</u>	<u>\$ 796,992</u>

**STATEMENT OF FUNCTIONAL EXPENSES** (cont'd)  
Year Ended August 31, 2021 with Comparative Totals for the Year Ended August 31, 2020

Other Programs	Total Program Expenses	Management and General Expenses	Total Expenses	
			2021	2020
\$ 351,853	\$ 3,513,974	\$ 703,709	\$ 4,217,683	\$ 4,454,899
0	22,884	0	22,884	22,218
0	48,414	0	48,414	50,146
2,805	92,791	10,257	103,048	346,831
71,356	71,356	0	71,356	141,589
0	8,720	0	8,720	6,635
0	8,635	0	8,635	316,195
14,168	14,168	0	14,168	35,854
0	232,969	0	232,969	499,461
0	31,092	0	31,092	40,653
0	1,148,325	0	1,148,325	1,082,682
0	0	8,770	8,770	7,780
0	0	44,406	44,406	56,270
0	0	70,177	70,177	64,905
0	0	71,050	71,050	90,600
0	0	51,946	51,946	50,503
67,227	67,227	0	67,227	61,480
44,348	44,348	0	44,348	54,730
65	65	0	65	4,218
7,746	137,602	146,696	284,298	280,746
0	0	73,363	73,363	86,923
0	141,673	0	141,673	5,972
28,646	494,663	0	494,663	806,963
1,879	193,982	0	193,982	185,459
<u>\$ 590,093</u>	<u>\$ 6,272,888</u>	<u>\$ 1,180,374</u>	<u>\$ 7,453,262</u>	<u>\$ 8,753,712</u>

	Campus Chapters	Special Projects/Needs/Concerns	Governance
Salaries and Benefits	\$ 2,300,565	\$ 359,056	\$ 718,111
Rent	22,218	0	0
Equipment/Leases	50,146	0	0
Travel and Lodging	0	0	211,848
The VOICE	0	0	0
Public Education	0	6,635	0
Outreach	0	316,195	0
Negotiations	0	34,578	0
Chapter Allocations	499,461	0	0
Chapter Support	40,653	0	0
Chapter Release Time	1,082,682	0	0
Auto Expense	0	0	0
Professional Fees	0	0	0
Insurance and Bonding	0	0	0
Computer Services	0	0	0
Equipment and Maintenance	0	0	0
Telephone	0	0	0
Postage	0	0	0
Printing and Duplicating	0	0	0
Rent and Depreciation	87,362	42,770	6,980
Supplies	0	0	0
Chapter Elections	5,972	0	0
Membership Benefits	0	762,345	0
Other	0	178,346	0
Total	<u>\$ 4,089,059</u>	<u>\$ 1,699,925</u>	<u>\$ 936,939</u>

Other Programs	Total Program Expenses	Management and General Expenses	Total
\$ 359,056	\$ 3,736,788	\$ 718,111	\$ 4,454,899
0	22,218	0	22,218
0	50,146	0	50,146
118,725	330,573	16,258	346,831
141,589	141,589	0	141,589
0	6,635	0	6,635
0	316,195	0	316,195
1,276	35,854	0	35,854
0	499,461	0	499,461
0	40,653	0	40,653
0	1,082,682	0	1,082,682
0	0	7,780	7,780
0	0	56,270	56,270
0	0	64,905	64,905
0	0	90,600	90,600
0	0	50,503	50,503
61,480	61,480	0	61,480
54,730	54,730	0	54,730
4,218	4,218	0	4,218
13,038	150,150	130,596	280,746
0	0	86,923	86,923
0	5,972	0	5,972
44,618	806,963	0	806,963
7,113	185,459	0	185,459
<u>\$ 805,843</u>	<u>\$ 7,531,766</u>	<u>\$ 1,221,946</u>	<u>\$ 8,753,712</u>

**STATEMENTS OF CASH FLOWS**  
Years Ended August 31, 2021 and 2020

CASH FLOWS FROM OPERATING ACTIVITIES	2021	2020
Change in Net Assets	\$ 3,007,530	\$ 1,090,892
Adjustments to Reconcile Change in Net Assets to		
Net Cash Provided By Operating Activities:		
Depreciation Expense	62,241	67,627
Loss on Disposal of Equipment	0	5,359
Unrealized Gain on Investments	270	(148,890)
Changes in Operating Assets and Liabilities:		
Membership Dues and Other Receivables	(153,543)	278,473
Accrued Interest Receivable	4,031	(4,756)
Other Current Asset	219,004	(259,385)
Accounts Payable and Accrued Expenses	1,530,745	127,087
Accrued Vacation	(26,474)	134,786
Officer and Chapter Leader Release Time Payable	765,475	512,040
Chapter Allocations Payable	(42,300)	47,251
Deferred Revenue	47,642	(101,353)
Net Cash Provided By Operating Activities	5,414,621	1,749,131
CASH FLOWS FROM INVESTING ACTIVITIES		
Net Investment Activity	(2,359,079)	(1,183,871)
Acquisition of Property and Equipment	(2,592)	(26,456)
Net Cash Used In Investing Activities	(2,361,671)	(1,210,327)
Change in Cash and Cash Equivalents	3,052,950	538,804
Cash and Cash Equivalents, Beginning of Year	2,980,727	2,441,923
Cash and Cash Equivalents, End of Year	<u>\$ 6,033,677</u>	<u>\$ 2,980,727</u>

**NOTES TO FINANCIAL STATEMENTS**  
August 31, 2021 and 2020

**NOTE 1 – NATURE OF ORGANIZATION AND SIGNIFICANT ACCOUNTING POLICIES**

**Organization**

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

**Basis of Accounting**

The Union’s financial statements are prepared on the accrual basis of accounting in accordance with the accounting principles generally accepted in the United States of America. Under this method, revenues are recognized as earned, and expenses are recognized as they are incurred.

**Financial Statement Presentation**

The financial statements of the Union have been prepared in accordance with U.S. generally accepted accounting principles, which require the Union to report information regarding its financial position and activities according to the following net asset classifications:

**Net assets without donor restrictions:** Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objective of the Union. These net assets may be used at the discretion of the Union’s management and the board of directors.

**Net assets with donor restrictions:** Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by the actions of the Union or by the passage of time. Other donor restrictions are perpetual in nature; whereby the donor has stipulated that the funds be maintained in perpetuity. At August 31, 2021 and 2020, none of the Union’s net assets are subject to donor-imposed restrictions.

**Cash Equivalents**

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

**Investment Valuation and Income Recognition**

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

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

Investments consist of cash and cash equivalents, mutual funds, exchange traded funds, certificates of deposit and United States Treasuries with original maturities greater than three months. Certificates of deposit included \$-0- in excess of federally insured limits at both August 31, 2021 and 2020.

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



## Property and Equipment

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

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

## Impairment of Long-Lived Assets

The Union reviews long-lived assets, including property and equipment, for impairment whenever events or changes in business circumstances indicate that the carrying amount of an asset may not be fully recoverable. An impairment loss would be recognized when the estimated future cash flows from the use of an asset are less than the carrying amount of that asset. The Union has determined that no impairment existed at August 31, 2021 and 2020.

## Officer and Chapter Leader Release Time Payable

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

## Deferred Revenue

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

## Collective Bargaining Agreement

The Union has a collective bargaining agreement (CBA) with the State of New York. The most recent CBA was ratified by the membership on September 5, 2018 for the period July 2, 2016 through July 1, 2022.

## Affiliate Dues

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

## Membership Dues

The Union charges its members a fee for the service provided in the form of monthly dues. Membership dues are the primary source of revenue for the Union and are collected from members at the rate of 1% of annual salary (0.9% for members under the negotiated minimum annual salary). Dues are collected through payroll deductions by the Office of the New York State Comptroller and remitted periodically to the Union. Revenue from membership dues are recorded in the applicable membership period.

Revenue is recognized when services provided are transferred to the Union's members in an amount that reflects the consideration the Union expects to be entitled to in an exchange for the services provided.

The Union typically satisfies its performance obligations for dues over time as the related services are provided during the contracts' period as a stand-ready obligation. These performance obligations are typically satisfied evenly over the course of the program service period and is a faithful depiction of how the Union transfers services to its members. There are no outstanding performance obligations at year end.

The Union utilizes the portfolio approach practical expedient for contracts related to monthly dues. As a result, the Union has concluded that revenue utilizing the given portfolio approaches would not be materially different than if accounting for revenue on a contract by contract basis.

## Functional Allocation of Expenses

The costs of providing the various programs have been summarized on a functional basis in the statements of activities and statement of functional expenses. Accordingly, certain costs have been allocated among the programs benefited based on management's estimates of time spent, usage or by space occupied. Other costs specifically identified to a program are charged directly to that program.

## Use of Estimates

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

## Income Taxes

The Union is recognized as a public charity exempt from federal and state income tax under Section 501(c)(5) of the Internal Revenue Code and similar provisions of New York State law, whereby only unrelated business income, as defined under Section 512(a)(1) of the Internal Revenue Code and similar provisions of New York State law, is subject to income tax. Management believes that substantially all of the Union's income during the years ended August 31, 2021 and 2020, was related to the Union's exempt purpose.

## Subsequent Events

Management has evaluated subsequent events through December 15, 2021, which is the date the financial statements were available to be issued.

## NOTE 2 – LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

The following table reflects the Union's financial assets as of August 31:

	2021	2020
<b>Financial Assets:</b>		
Cash and Cash Equivalents	\$ 6,033,677	\$ 2,980,727
Investments	10,235,353	7,876,544
Membership Dues and Other Receivables	932,463	778,920
Accrued Interest Receivable	6,382	10,413
Other Current Asset	40,381	259,385
<b>Financial Assets Available to Meet Cash Needs for General Expenditures Within One Year</b>	<b>\$ 17,248,256</b>	<b>\$ 11,905,989</b>

The Union spent, on average, \$621,000 and \$730,000 to cover expenditures on a monthly basis for 2021 and 2020, respectively.

## NOTE 3 – CASH AND CASH EQUIVALENTS

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

	2021	2020
General Checking Account	\$ 3,484,405	\$ 1,207,131
Petty Cash	750	750
Agency Fee Refund Account	1,199	(4,801)
Chapter Cash Balances	922,492	628,523
Restricted Agency Shop Fee Reserve Accounts	198,953	198,931
Member and Retiree Accounts	441,565	216,740
Payroll Account	253,796	68,553
NYSUT Additional Support Checking Account	723,244	652,881
UUP Employees' Flexible Spending Account	7,273	12,019
Total	<b>\$ 6,033,677</b>	<b>\$ 2,980,727</b>

## Concentration of Credit Risk

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

Uninsured cash amounted to \$4,703,873 and \$1,889,127 at August 31, 2021 and 2020, respectively.

## NOTE 4 – FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets and liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Fund has the ability to access.

Level 2 – Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at August 31, 2021 and 2020.

**Cash and Cash Equivalents** – Valued at carrying cost, which approximates fair value.

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

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

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**United States Treasuries** – Valued at the closing price reported in the active market in which the individual treasury equity or bond is traded.

**Mutual Funds** – Valued at the daily closing price reported by the fund. Mutual Funds held by the plan are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Fund are deemed to be actively traded.

**Exchange Traded Funds** – Valued at the closing price reported on the active market on which the ETFs are traded. Exchange traded funds are registered with the SEC and can be bought and sold throughout the trading day at fluctuating market prices that may or may not be the same as the net asset value (“NAV”) of the shares.

All investment assets are measured at fair value on a recurring basis and are considered to be Level 1 at both August 31, 2021 and 2020.

The following table sets forth, by level within a fair value hierarchy, the Union’s investments at fair value as of August 31, 2021 and 2020:

Assets at Fair Value as of August 31, 2021				
	Level 1	Level 2	Level 3	Total
Cash and Cash Equivalents	\$ 54,894	\$ 0	\$ 0	\$ 54,894
Traditional Certificates of Deposit	161,080	0	0	161,080
Brokered Certificates of Deposit	6,072,234	0	0	6,072,234
United States Treasuries	2,494,295	0	0	2,494,295
Mutual Funds	497,110	0	0	497,110
Exchange Traded Funds	955,740	0	0	955,740
Total Assets at Fair Value	<u>\$ 10,235,353</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 10,235,353</u>

Assets at Fair Value as of August 31, 2020				
	Level 1	Level 2	Level 3	Total
Cash and Cash Equivalents	\$ 25,872	\$ 0	\$ 0	\$ 25,872
Traditional Certificates of Deposit	311,830	0	0	311,830
Brokered Certificates of Deposit	6,345,561	0	0	6,345,561
Mutual Funds	444,699	0	0	444,699
Exchange Traded Funds	748,582	0	0	748,582
Total Assets at Fair Value	<u>\$ 7,876,544</u>	<u>\$ 0</u>	<u>\$ 0</u>	<u>\$ 7,876,544</u>

The components of investment income, net, from all sources are reflected below for the years ended August 31:

	2021	2020
Interest Income	\$ 238,073	\$ 158,820
Unrealized Gains (Losses)	(270)	148,890
Investment Fees	(9,437)	(8,097)
Total	<u>\$ 228,366</u>	<u>\$ 299,613</u>

#### NOTE 5 – MEMBERSHIP DUES AND OTHER RECEIVABLES

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

	2021	2020
Due from NYS	\$ 813,974	\$ 706,990
Due from NYSUT	112,752	28,730
Due from NYS - Officer Release Time	0	28,016
Due from UUP Benefit Trust Fund	2,009	2,391
Due from Retirees	841	3,507
Due from Other	2,887	9,286
Total	<u>\$ 932,463</u>	<u>\$ 778,920</u>

The Union’s management considers these accounts receivable to be fully collectible; accordingly, no allowance for doubtful accounts is required. If amounts become uncollectible, they will be charged to operations when that determination is made. No such charges were recorded for the years ended August 31, 2021 and 2020.

#### NOTE 6 – OTHER CURRENT ASSETS

The balance in other current assets was \$40,381 and \$259,385 at August 31, 2021 and 2020, respectively. At August 31, 2021, the balance consisted of prepaid expenses related to chapter release time requested by and paid to one campus in advance. At August 31, 2020 the balance consisted of potential credits against payroll taxes which were made available pursuant to the Employee Retention Credit provisions under the Coronavirus Aid, Relief, and Economic

Security (CARES) Act, which was enacted March 27, 2020. These credits were recorded as a credit to salaries and benefits in the statements of functional expenses and schedules of expenses.

The Union also applied for credits under the Employee Retention Credit program for the year ended August 31, 2021. The Union requested and was permitted credits totaling \$716,649. The credits were applied against salaries and benefits expenses in the statements of functional expenses and schedules of expenses. The Union utilized all of these credits during the year ended August 31, 2021.

#### NOTE 7 – PROPERTY AND EQUIPMENT

Property and equipment consist of the following at August 31:

	2021	2020
Furniture and Equipment	\$ 348,277	\$ 345,685
Capitalized Office Equipment	69,190	69,190
Automobiles	186,055	186,055
	<u>603,522</u>	<u>600,930</u>
Less: Accumulated Depreciation	<u>501,726</u>	<u>439,485</u>
Total	<u>\$ 101,796</u>	<u>\$ 161,445</u>

Depreciation expense for the years ended August 31, 2021 and 2020 was \$62,241 and \$67,627, respectively.

#### NOTE 8 – COMMITMENTS AND CONTINGENCIES

##### Operating Leases

The Union has entered into operating leases for its offices and certain office equipment. Total rent expense amounted to \$303,209 and \$305,525 for the years ended August 31, 2021 and 2020, respectively.

Minimum future rental payments under these operating leases as of August 31, 2021 are as follows:

2022	\$ 297,093
2023	268,941
2024	245,025
2025	253,193
2026	253,193
Total	<u>\$ 1,317,445</u>

##### Contingencies

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

#### NOTE 9 – BENEFIT PLANS

The Union maintains a non-contributory defined contribution benefit plan covering substantially all full-time and certain part-time employees. Contributions to the plan are based on 10% of participant’s compensation and are fully vested when made. Pension expense for the years ended August 31, 2021 and 2020 was \$240,620 and \$211,018, respectively.

The Union also maintains a 401(k) plan. The 401(k) plan is funded through voluntary employee contributions, employer contributions for CWA staff, and discretionary employer contributions for non-CWA staff. The Union made contributions of \$31,558 and \$29,157 for 2021 and 2020, respectively.

#### NOTE 10 – RELATED ORGANIZATIONS

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

**UUP Benefit Trust Fund** – The Benefit Trust Fund (BTF) is a separate entity which was established to provide vision and dental benefits to Union members. The BTF is funded solely by New York State on behalf of Union members who are state employees. The BTF reimbursed the Union for certain expenses totaling \$1,841,924 and \$3,637,697 for the years ended August 31, 2021 and 2020, respectively. UUP is reimbursed by the BTF for the salaries and expenses of any UUP employees that provide services on behalf of the BTF.

**UUP Member Services Trust Fund** – The Member Services Trust Fund (MSTF) is a separate entity which was established to provide voluntary benefit programs to members of the Union, retirees, and their dependents. The MSTF is funded solely by voluntary premium contributions. The MSTF reimbursed the Union for certain expenses totaling \$139,077 and \$128,301 for the years ended August 31, 2021 and 2020, respectively. UUP is reimbursed by the MSTF for the salaries and expenses of any UUP employees that provide services on behalf of the MSTF.

**NYSUT Support** – The Union receives support from NYSUT to cover expenses incurred by the Union on their behalf. These expenses include, but are not limited to, secretarial support, office rent, office supplies, telephone, training, and public relations. These expenses are included in unrestricted expenses. Support provided to the Union to cover these expenses amounted to \$1,627,880 and \$1,614,600 for the years ended August 31, 2021 and 2020, respectively. NYSUT support is included in unrestricted revenues.

NYSUT may provide additional support to the Union for specific causes as it deems warranted. Additional support amounted to \$96,774 and \$99,732 for 2021 and 2020, respectively.



The Union reimburses NYSUT for services provided to the Union by NYSUT. These services include computer support services, printing services, postage, and other miscellaneous services. The Union reimbursed NYSUT \$101,962 and \$141,044 for the years ended August 31, 2021 and 2020, respectively, for these services.

NYSUT leases office space to the Union. Rent paid to NYSUT was \$207,381 and \$197,313 for the years ended August 31, 2021 and 2020, respectively.

#### NOTE 11 – COLLECTIVE BARGAINING AGREEMENT

Most full and part-time, non-exempt employees of the Union's workforce work under a collective bargaining agreement with Communications Workers of America (CWA) as of August 31, 2021 and 2020. The current contract was set to expire August 31, 2020. In August 2020, an agreement was signed to extend the current contract through August 31, 2022 with some minor revisions.

#### NOTE 12 – COVID-19

In March 2020, the World Health Organization declared the outbreak of novel corona ("COVID-19") as a pandemic, which continues to spread throughout the United States. ultimate extent of the impact of any epidemic, pandemic or other health crisis on the Un operations will depend on future developments, which are highly uncertain and cannot predicted, including new information that may emerge. The related financial impact and duration cannot be reasonably quantified at this time.

#### OTHER FINANCIAL INFORMATION

#### SCHEDULES OF EXPENSES

Years Ended August 31, 2021 and 2020

	2021	2020
<b>CAMPUS CHAPTERS</b>		
Salaries and Benefits	\$ 1,407,418	\$ 1,436,222
Chapter Salaries and Benefits	699,141	864,343
Chapter Allocations	232,969	499,461
Chapter Rents	22,884	22,218
Chapter Support	31,092	40,653
Chapter Release Time	1,148,325	1,082,682
Chapter Elections, Postage/Printing	141,673	5,972
Training for Chapter Staff	149	0
Equipment Upgrades	48,414	50,146
Rent and Depreciation	100,488	87,362
<b>TOTAL CAMPUS CHAPTERS</b>	<b>\$ 3,832,553</b>	<b>\$ 4,089,059</b>
<b>SPECIAL PROJECTS/NEEDS/CONCERNS</b>		
Salaries and Benefits	\$ 351,854	\$ 359,056
Outreach Activities	8,635	38,445
Outreach	0	531
Public Awareness Program	8,720	6,635
Outreach Advertising Campaign	0	277,219
Negotiations	0	34,578
Legal Defense Fund	25,850	37,800
Solidarity Fund	2,150	1,578
NYS Lifeguard Corps. Expense	91,534	101,281
Retiree Activities	242,135	255,846
Miscellaneous	72,569	37,687
Organizing - Members	223,882	506,499
Rent and Depreciation	25,921	42,770
<b>TOTAL SPECIAL PROJECTS/NEEDS/CONCERNS</b>	<b>\$ 1,053,250</b>	<b>\$ 1,699,925</b>
<b>GOVERNANCE</b>		
Salaries and Benefits	\$ 703,708	\$ 718,111
Delegate Assembly	64,840	174,137
Executive Board	1,461	16,809
Chapter Presidents' Meetings	23,001	7,633
Training Workshops	0	12,131
Child Care/Elder Care Reimbursement	535	1,138
Rent and Depreciation	3,447	6,980
<b>TOTAL GOVERNANCE</b>	<b>\$ 796,992</b>	<b>\$ 936,939</b>

#### MEMBERSHIP COMMUNICATIONS

Salaries and Benefits	\$ 105,556	\$ 107,717
Telephone	67,227	61,480
Postage	44,348	54,730
Printing and Duplicating	65	4,218
Magazine (The Voice)	71,356	141,589
Rent and Depreciation	7,022	8,629
<b>TOTAL MEMBERSHIP COMMUNICATIONS</b>	<b>\$ 295,574</b>	<b>\$ 378,363</b>

#### COMMITTEES

Salaries and Benefits	\$ 105,556	\$ 107,717
Academic Medical Programs	0	5,476
Affirmative Action	0	5,706
Black and Latino Faculty and Staff Concerns	0	3,986
Compliance and Audit	0	6,189
Constitution and Governance	1,571	9,303
Contingent Employment	0	11,075
Disability Rights and Concerns	0	4,002
Finance and Legal Defense	0	8,145
Future of Public Higher Education	0	5,167
Grievance	0	5,723
Membership	0	6,618
Negotiations	14,168	1,276
Opportunity Programs	0	3,954
Solidarity	500	5,342
SOUL	0	4,460
Technology Campuses	0	4,479
Veterans Affairs	0	4,604
Women's Rights	0	4,495
Total AD HOC	0	3,849
Rent and Depreciation	623	3,425
<b>TOTAL COMMITTEES</b>	<b>\$ 122,418</b>	<b>\$ 214,991</b>

#### CONTRACT

Salaries and Benefits	\$ 35,185	\$ 35,906
Arbitration	1,600	6,212
Joint Labor Management Contract	213	814
Grievance	0	901
Rent and Depreciation	70	261
<b>TOTAL CONTRACT</b>	<b>\$ 37,068</b>	<b>\$ 44,094</b>

#### CONVENTION

Salaries and Benefits	\$ 70,371	\$ 71,811
Conference Expense/Designee Travel	800	13,374
Vacation Reimbursement	0	8,582
Rent and Depreciation	31	723
<b>TOTAL CONVENTION</b>	<b>\$ 71,202</b>	<b>\$ 94,490</b>

#### MEMBERSHIP BENEFITS

Salaries and Benefits	\$ 35,185	\$ 35,905
Membership Benefits	28,646	38,000
<b>TOTAL MEMBERSHIP BENEFITS</b>	<b>\$ 63,831</b>	<b>\$ 73,905</b>
<b>TOTAL PROGRAM EXPENSES</b>	<b>\$ 6,272,888</b>	<b>\$ 7,531,766</b>

#### MANAGEMENT AND GENERAL EXPENSES

Officers' Salaries and Benefits	\$ 157,544	\$ 160,450
Statewide Release Time	16,196	15,460
Administrative Salaries and Benefits	529,969	542,201
Office Supplies and Contributions	73,363	86,923
Auto Expenses	8,770	7,780
Professional Fees	41,000	42,100
Legal Fees	3,406	14,170
Insurance and Bonding	70,177	64,905
Travel Expenses, Staff	4,797	8,110
Travel Expenses, Officers	5,460	8,148
Computer Services	71,050	90,600
Equipment Maintenance	51,946	50,503
Rent and Depreciation	146,696	130,596
<b>TOTAL MANAGEMENT AND GENERAL EXPENSES</b>	<b>\$ 1,180,374</b>	<b>\$ 1,221,946</b>
<b>TOTAL EXPENSES</b>	<b>\$ 7,453,262</b>	<b>\$ 8,753,712</b>



# EXPENDITURE REPORT OF UUP CHAPTERS

## INDEPENDENT ACCOUNTANTS' COMPILATION REPORT

### EXECUTIVE BOARD UNITED UNIVERSITY PROFESSIONS

Management is responsible for the accompanying campus expenditure report of chapters of UNITED UNIVERSITY PROFESSIONS (the Chapters) for the year ended August 31, 2021 in accordance with the cash basis of accounting, and for determining the cash basis of accounting is an acceptable financial reporting framework. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the campus expenditure report of chapters nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by management. We do not express an opinion, a conclusion, nor provide any form of assurance on the campus expenditure report of chapters.

The campus expenditure report of chapters is prepared in accordance with the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

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

*Dermody, Burke & Brown*

Syracuse, NY  
December 15, 2021

DERMODY, BURKE & BROWN, CPAs, LLC

## UNITED UNIVERSITY PROFESSIONS

### COMPILED FINANCIAL STATEMENT

### CAMPUS EXPENDITURE REPORT OF CHAPTERS

Year Ended August 31, 2021

	Albany	Alfred	Binghamton	Brockport	Buffalo Center	Buffalo State	HSC Buffalo	Canton	Cobleskill	Cortland	Delhi
Cash Balance as of September 1, 2020	\$ 7,517	\$ 8,678	\$ 38,436	\$ 11,753	\$ 12,425	\$ 26,676	\$ 8,918	\$ 12,981	\$ 6,172	\$ 17,219	\$ 11,034
Cash Receipts:											
Chapter Allocations, Net	22,379	2,388	15,779	10,484	32,594	25,336	12,821	9,088	5,763	3,583	4,531
Interest	7	2	44	0	3	61	1	0	0	0	14
Reimbursements for Various Expenses	0	0	0	0	0	0	0	0	0	0	25
Other	0	0	0	0	12	55	62	0	0	12	0
Total Receipts	22,386	2,390	15,823	10,484	32,609	25,452	12,884	9,088	5,763	3,595	4,570
Cash Disbursements:											
Membership and Chapter Committee Meetings	0	0	525	662	0	800	677	1,964	0	1,611	228
Executive Board	0	0	0	0	0	637	375	257	0	0	0
Outreach Activities	0	0	125	0	682	0	0	0	0	0	0
Grievance	0	0	0	0	0	0	76	0	0	0	0
Office Expense	0	0	266	0	463	0	1,102	546	0	666	0
Printing/Duplicating	0	0	0	0	0	61	128	0	0	22	0
Newsletter/Publications	0	0	700	0	0	0	0	0	0	0	0
Telephone/Internet/Website	0	263	482	124	3,370	496	1,021	0	0	800	0
Postage	0	0	49	0	1,013	116	0	0	0	778	0
Bank Charges	0	0	0	0	0	20	0	0	0	0	0
Temporary Help	0	0	0	0	0	0	0	0	0	424	0
Chapter Workshops	0	0	0	0	0	750	0	0	0	0	0
Furniture/Equipment	0	0	65	0	0	0	666	0	0	0	0
Other	250	0	368	0	16,975	55	3,050	300	86	4,228	24
Total Disbursements	250	263	2,580	786	22,503	2,935	7,095	3,067	86	8,529	252
(Deficiency) Excess of Receipts Over Disbursements	22,136	2,127	13,243	9,698	10,106	22,517	5,789	6,021	5,677	(4,934)	4,318
Cash Balance as of August 31, 2021	\$ 29,653	\$ 10,805	\$ 51,679	\$ 21,451	\$ 22,531	\$ 49,193	\$ 14,707	\$ 19,002	\$ 11,849	\$ 12,285	\$ 15,352



	Downstate Medical	Empire State	Enviro Science and Forestry	Farmingdale	Fredonia	Geneseo	Maritime	Morrisville	New Paltz	Old Westbury	Oneonta
Cash Balance as of September 1, 2020	\$ 10,765	\$ 1,452	\$ 47,372	\$ 22,591	\$ 34,727	\$ 10,995	\$ 53,057	\$ 5,637	\$ 10,105	\$ 5,434	\$ 6,879
Cash Receipts:											
Chapter Allocations, Net	36,371	7,114	6,012	17,226	3,243	10,803	5,096	7,596	6,812	4,394	5,675
Interest	0	0	10	0	101	0	0	0	12	2	1
Reimbursements for Various Expenses	0	0	0	0	0	0	0	200	0	0	0
Other	0	0	317	749	0	0	0	0	0	0	0
Total Receipts	36,371	7,114	6,339	17,975	3,344	10,803	5,096	7,796	6,824	4,396	5,676
Cash Disbursements:											
Membership and Chapter Committee Meetings	16,227	0	0	1,020	147	113	35	147	41	0	0
Executive Board	0	0	0	4,671	0	0	0	0	249	0	350
Outreach Activities	0	0	0	0	0	860	0	579	0	0	0
Grievance	0	0	0	0	0	0	0	0	0	0	0
Office Expense	603	298	0	165	37	0	13	204	29	134	147
Printing/Duplicating	0	0	0	0	29	56	0	0	0	0	0
Newsletter/Publications	0	0	0	22	0	0	0	0	0	0	0
Telephone/Internet/Website	1,945	0	755	3,021	372	300	745	1	1,594	0	616
Postage	0	97	26	26	27	21	27	0	15	0	84
Bank Charges	361	18	0	0	0	127	0	0	0	0	0
Temporary Help	0	0	0	0	0	0	0	0	0	0	0
Chapter Workshops	0	0	0	0	74	0	0	0	1,500	0	0
Furniture/Equipment	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	1,307	75	0
Total Disbursements	19,136	413	781	8,925	686	1,477	820	931	4,735	209	1,197
(Deficiency) Excess of Receipts Over Disbursements	17,235	6,701	5,558	9,050	2,658	9,326	4,276	6,865	2,089	4,187	4,479
Cash Balance as of August 31, 2021	\$ 28,000	\$ 8,153	\$ 52,930	\$ 31,641	\$ 37,385	\$ 20,321	\$ 57,333	\$ 12,502	\$ 12,194	\$ 9,621	\$ 11,358

	Optometry	Oswego	Plattsburgh	Poly Tech	Potsdam	Purchase	SUNY Stony Brook	HSC Stony Brook	System Admin.	Upstate Medical	Grand Total
Cash Balance as of September 1, 2020	\$ 8,526	\$ 29,262	\$ 10,189	\$ 20,270	\$ 16,131	\$ 20,329	\$ 4,625	\$ 75,513	\$ 5,395	\$ 67,460	\$ 628,523
Cash Receipts:											
Chapter Allocations, Net	6,430	10,569	4,757	2,893	8,767	2,639	45,224	54,273	4,656	50,579	445,875
Interest	0	28	0	0	0	0	7	45	5	180	523
Reimbursements for Various Expenses	0	0	0	0	0	0	0	0	0	386	611
Other	0	0	0	0	0	1	0	0	0	0	1,208
Total Receipts	6,430	10,597	4,757	2,893	8,767	2,640	45,231	54,318	4,661	51,145	448,217
Cash Disbursements:											
Membership and Chapter Committee Meetings	0	365	0	0	0	0	100	24,974	0	9,543	59,179
Executive Board	0	0	65	0	140	0	0	0	0	0	6,744
Outreach Activities	0	0	0	0	870	0	0	500	0	0	3,616
Grievances	0	0	0	0	0	0	0	0	0	0	76
Office Expense	0	651	864	0	574	392	806	2,191	0	558	10,709
Printing/Duplicating	0	0	0	0	0	0	0	1,417	0	0	1,713
Newsletter/Publications	0	0	0	0	443	0	0	0	0	0	1,165
Telephone/Internet/Website	0	519	0	0	274	670	2,545	2,035	227	2,322	24,497
Postage	0	72	0	0	0	70	0	156	0	43	2,620
Bank Charges	481	0	0	0	0	0	6	0	0	0	1,013
Temporary Help	0	0	0	0	0	0	0	0	0	0	424
Chapter Workshops	0	0	0	0	0	0	250	0	0	0	2,574
Furniture/Equipment	0	0	0	0	0	0	0	0	0	0	731
Other	0	200	593	0	440	0	3,546	7,057	0	633	39,187
Total Disbursements	481	1,807	1,522	0	2,741	1,132	7,253	38,330	227	13,099	154,248
(Deficiency) Excess of Receipts Over Disbursements	5,949	8,790	3,235	2,893	6,026	1,508	37,978	15,988	4,434	38,046	293,969
Cash Balance as of August 31, 2021	\$ 14,475	\$ 38,052	\$ 13,424	\$ 23,163	\$ 22,157	\$ 21,837	\$ 42,603	\$ 91,501	\$ 9,829	\$ 105,506	\$ 922,492

## » MEMBER BENEFITS

### *Virtual forums on voluntary benefits for members*

**U**P has launched its new Member Services Trust Virtual Benefits Webinar Series, which will focus on voluntary benefits offered only to UUP members.

The webinars, which run between 30 minutes and an hour, are only open to UUP members. They highlight the different vendors that are part of the UUP Member Services Trust Voluntary Benefits programs.

The webinars, which feature a different vendor each week, are held from noon to 1 p.m. on Wednesdays.

Past workshops featured information about AFLAC and Davis Vision voluntary benefits.

The schedule of remaining forums is below.

**Trupanion pet insurance: May 25**

**Delta Dental voluntary benefits:  
June 8**

**MetLife Legal and Group Universal Life:  
June 22**

**Liberty Mutual, Aug. 3.**

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Visit [bit.ly/3169FF4](https://bit.ly/3169FF4) to register for any of the webinars. Contact Lisa McNeil at [lmcneil@uupbenefits.org](mailto:lmcneil@uupbenefits.org) with questions about the series.

