

THE voice

uup

Summer 2018



Contract talk

Members ask questions
about tentative agreement

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What *Janus* means to UUP

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WHAT'S INSIDE

this issue



COVER PHOTO BY
MICHAEL LISI

Tentative pact reached

4—UUP negotiators reached a six-year agreement with the state that includes on-base increases, paid family leave and a minimum salary for part-time faculty. Team members are traveling to the chapters—including SUNY Purchase, on the cover—to answer members' questions on the tentative deal and to urge members to return ballots in August.

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LETTER TO THE EDITOR

Many thanks

To the Editor:

The UUP Scholarship Committee would like to thank our union members for their continued support for the UUP College Scholarship Fund. These generous donations have helped support our undergraduate and graduate scholarship winners.

These students are our future.

— Deb Zinser and Pat Ghee
Co-chairs, UUP Scholarship Committee



United University Professions
The union that makes SUNY work

Member Area

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

— UUP President Fred Kowal tells 'Capital Tonight' that the June 27 U.S. Supreme Court decision in *Janus v. AFSCME Council 31* will make unions leaner, stronger and more active than ever.

View the video at: <https://bit.ly/2N497xj>

— Got a question for your union? Send it to us at: <http://uupinfo.org/siteforms/question.php>

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



AFTCN

Our struggle for a new contract: Unity & perseverance

When we began the process of negotiating a new contract with the state back in August 2016, I vowed that UUP would not settle until we reached a deal that I felt was fair and equitable for our members, and that our members would support and approve.

I can say with confidence that the tentative agreement reached by UUP and the state in May encompasses important hard-fought gains and preserves basic protections won over successive contracts.

Certainly, this isn't a perfect deal, as there is always much give-and-take in the context of state demands for new concessions and UUP's need to fight for adequate compensation. But we fought hard and we persevered in the face of difficult negotiations with the state and SUNY. After an intense and difficult negotiations process, we settled on a solid contract that I believe meets the unique needs of our members and preserves and augments many of the workplace gains we've won over our union's 45-year history.

On May 23, I signed the tentative agreement, a six-year contract that will deliver 2 percent across-the-board salary increases to bargaining unit members in each contract year. Those raises are retroactive to July 1, 2016—the date our previous contract expired.

The Negotiations Team and the Negotiations Committee met the next day. The Committee, made up of one representative from each UUP chapter, along with an at-large part-time academic and part-time professional, approved the agreement.

PAID FAMILY LEAVE AND MORE

For the first time, workers represented by UUP will get paid family leave that's distinct from sick leave through the state's new Paid Family Leave statute; that's in the new contract. We also won a new compensation provision that establishes on-base funds to address salary compression and inequity at campuses statewide, and on-base discretionary salary increases (DSI) are re-established in the new contract.

Our deserving, hard-working adjuncts will have a per-course minimum salary for the first time. We also won provisions to ad-

dress hospital needs pertaining to on-call and holiday pay—provisions which will help UUP professionals across all campuses. While we wanted more, we did the best we could. Remember, this is just a start. Every contract builds on the one before it, and now we have stronger platforms to build on.

And members with children who are students at SUNY state-operated campuses will be able to access a yearly scholarship—through the life of the contract—to help pay for their child's education.

There's much more, and you can read about it in this issue of *The Voice*. You can view a copy of the tentative contract on the UUP website at <http://uupinfo.org/negotiations>. In addition, detailed information, including the full text of the tentative agreement, has been mailed to UUP members' home addresses.

The American Arbitration Association (AAA) will begin mailing ratification ballots to UUP members' homes beginning Aug. 3. I encourage all eligible members to vote. Ballots must be received by AAA by 5 p.m. Sept. 4 to be counted. AAA will count the ballots Sept. 5.

TOUGH TALKS, GRITTY TEAM

This nearly two-year process was difficult, and at times extremely frustrating. But despite the many hurdles—and unexpected pushback from surprising sources—we were able to turn the corner toward compromise about three months ago, leading to the final phase of working out intricate details.

I'd like to thank the governor, who recently signaled a willingness to see UUP and state negotiators come to terms over an agreement on a fair and equitable deal for the state and for SUNY employees represented by UUP.

Words simply don't express how proud I am of our Chief Negotiator Mike Smiles—who stepped in when Philippe Abraham was elected to a NYSUT officer position—and the entire Negotiations Team. I'd also like to recognize Bret Benjamin, who was available for many off-table meetings with state officials to hammer out details during crucial stages



MICHAEL LISI

UUP PRESIDENT FRED KOWAL OUTLINES HIGHLIGHTS OF THE TENTATIVE AGREEMENT WITH MEMBERS OF THE BROCKPORT CHAPTER.

of negotiations. The incredible work done by our counsel, Elizabeth Hough, went far in getting us to this agreement.

EXPLAINING THE CONTRACT

A week after signing the tentative agreement, I—along with our statewide officers and members of the Negotiations Team—set out to visit each of our campuses to present and explain the tentative agreement to our members. We spoke to smaller crowds and larger ones, answered every question that was asked of us, and stayed after the meetings to talk with members and discuss issues that directly impacted them.

As this issue of *The Voice* goes to print, we have visited more than half of our campuses, and we're set to roll what we're affectionately calling our "Negotiations tour" to our colleges, hospitals and universities.

Now it's your turn. Please carefully read the documents posted on our negotiations webpage and mailed to your home address.

I'm hopeful that you will view it as we do: a fair, reasonable document that provides a solid foundation to build on for the future.

A handwritten signature in black ink, likely belonging to Fred Kowal.

UUP, state reach tentative deal

Agreement includes many first-time wins

BY DARRYL MCGRATH

Historic minimum salaries for part-time academic faculty, across-the-board increases for all members, and important gains affecting salary inequity and compression and paid family leave are the hallmarks of UUP's proposed new six-year contract with New York state.

If ratified, the 2016-2022 agreement would cover the nearly two years since the previous agreement expired, and would extend a year beyond the current agreements for some state employee unions.

"The credit for this tentative agreement goes first to our members, who gave our Negotiations Team the support it needed through this long process," UUP President Fred Kowal said. "The first responsibility of a union is to secure the best possible terms and conditions of employment for its members, and these are very difficult times in which to do that. I am proud of the public show of solidarity and support that UUP members gave the Negotiations Team throughout this nearly two-year wait for a new contract."

MEMBERS SHOW SUPPORT

UUP members kept up that show of support, and "Fair Contract Now" signs appeared regularly any time UUP members participated in rallies on other issues or gathered for their Delegate Assemblies. In March, chapters around the state staged a "Day of Action" to demand that the state reach a fair agreement with the union.

By early May, members of the Negotiations Team worked nearly around the clock during many stretches to secure the final details, with Team members giving up time on weekends and holidays as they neared a proposal.

"The Negotiations Team demonstrated incredible tenacity, diplomacy and determination throughout this process, but especially so at the end," Kowal said. "And what the Team has secured goes far beyond the details of the last contract, which was negotiated during the Great Recession and which had no across-the-board raises for the first three years, two "deficit reduction" days of lost pay, and health insurance premium share increases. We may be out of the recession, but we are in an anti-union climate in this country like we have not seen in years, and the fact that the Negotiations Team secured this tentative agreement is commendable."



KAREN L. MATTISON

UUP AND STATE NEGOTIATIONS TEAM MEMBERS WITNESS THE SIGNING OF A TENTATIVE AGREEMENT MAY 23. SEATED, FROM LEFT, ARE GOER DIRECTOR MICHAEL VOLFORTE, GOER NEGOTIATOR JOE BRESS, UUP PRESIDENT FRED KOWAL AND UUP CHIEF NEGOTIATOR MIKE SMILES. IF RATIFIED, THE CONTRACT WOULD RUN THROUGH JULY 1, 2022.

RAPID RETROACTIVE PAY

If the contract is ratified, employees who were on payroll on specific dates in 2017 and remain employed at SUNY will receive a lump-sum payment of \$600 for full-time employees, with a pro-rated payment to part-time employees. The across-the-board increases for 2016, 2017 and 2018 will be retroactive for all employees on payroll since June 30 of the applicable contract year, and for all who retired between July 2, 2016, and the date of ratification.

One-half of the retroactive cash for 2016 and 2017, all of the retroactive cash for 2018, and the \$600 lump-sum payment will be paid as soon as practicable after ratification.

Campus administrations will also have another pool of money for discretionary awards, payable by December 2018.

"Payments received this fall will put considerable cash in members' pockets soon after ratification," Kowal said. "Over the life of the agreement, the across-the-board increases alone will boost salaries by approximately 12.6 percent compounded."

PROPOSAL HIGHLIGHTS

Highlights of the agreement include:

- An across-the-board 2 percent raise for base salaries in each year of the agreement.
- One percent pools for base salary increases split half and half for discretionary salary compression adjustments in each of the last four years of the agreement.
- Minimum per-course payments for part-time academic faculty, for each three-credit course or its equivalent, beginning in 2019 and increasing each year through 2022. By the end of the agreement, part-time faculty at university centers and health sciences centers would receive minimum per-course payments of \$3,750; and \$3,250 at the comprehensive and technology campuses.

on successor agreement

- Paid family leave, which is the first time a state bargaining unit has negotiated into coverage by the New York State Paid Family Leave Law.
- A “Tenure Clock Stop” for academics and professionals that employees can invoke following birth, adoption or foster care placement, which will no longer depend on securing supervisory permission, and which will allow employees to remain at appropriate rank and title during the leave.
- Removal of existing provisions that previously prevented department chairs from receiving a stipend for chair duties and extra-service compensation at the same time.
- No increase to health benefit premium shares. Empire Plan enrollees will see moderately higher out-of-pocket costs. Those increases are far less than the amounts the state initially sought.
- Expansion of the Productivity Enhancement Program (PEP), which allows employees to sell back vacation time for a reduction in their health insurance premium costs.
- An on-call pay rate increase from the current \$4.35 an hour to \$6 an hour upstate, and \$8 an hour in New York City and on Long Island.



AMY SHELDON

REDRESS OF INEQUITIES

Overall, the proposal strives to address many of the recurring concerns that members have expressed in recent years, including inadequate pay—especially in comparison to pay at other, nearby colleges and universities—as well as uneven pay for the same work at different SUNY campuses.

Part-time academic employees have been trying for years to secure higher per-course payments, and department chairs have found it difficult to compete with higher pay at other colleges when they try to hire contingent faculty. Paid family leave has been a longtime interest as members increasingly grapple with the conflicting demands of careers and aging parents, the need to assist a family member who has

been deployed for military service, or the addition of a child to the household, through birth, adoption or foster placement.

“We believe this tentative agreement addresses conditions many of our members face today, and will help them make informed decisions down the road about the challenges many of them will face as they balance their personal and professional lives,” said Chief Negotiator Michael Smiles. “In terms of compensation, redress of longstanding inequities, the need for paid family leave—in so many areas, this is an agreement that UUP can proudly present to its members.”

Ballots will be mailed to eligible members Aug. 3 by the American Arbitration Association and must be received by AAA by 5 p.m. Sept. 4.

Team members are visiting each campus to explain the proposal to members and answer questions before the ratification vote. Kowal is joining those sessions at most campuses.

Watch for further updates at <http://www.uupinfo.org>

UUP NEGOTIATIONS TEAM MEMBER ANNE WIEGARD, LEFT, EXPLAINS COMPENSATION AND LEAVE PROVISIONS FOR LIBRARIANS TO FELLOW CORTLAND UUP MEMBER ANNETTE ERNSTE. WIEGARD IS AMONG THE TEAM MEMBERS TRAVELING TO CHAPTERS TO DISCUSS THE UNION'S TENTATIVE AGREEMENT.



MICHAEL LISI

NEGOTIATIONS TEAM MEMBER BRET BENJAMIN, LEFT, ADDRESSES MEMBERS OF THE OPTOMETRY CHAPTER. FELLOW TEAM MEMBERS BETH E. WILSON OF NEW PALTZ AND JASON TORRE OF STONY BROOK, RIGHT, WERE ALSO ON HAND TO ANSWER QUESTIONS ABOUT THE TENTATIVE AGREEMENT WITH NEW YORK STATE.

New contract would address salary inequities

BY DARRYL MCGRATH

UP's tentative agreement with the state could correct unequal or lagging salaries, which have been a major point of contention for members through many years and several previous contracts.

Article 20 of the agreement would require each campus to distribute a pool of money equal to 0.5 percent of pay-roll, to address not only salary inequity, but compression and inversion, from 2019 up to and including 2022.

Salary compression occurs when there is little or no difference in pay among colleagues—but significant differences in seniority, skill level, responsibility, or qualifications. Salary compression generally arises from a combination of factors, including market forces disproportionately impacting starting salaries and insufficient pay increases tied to years of service and promotion.

Salary inversion occurs when salary compression, left unexamined or unadjusted, results in new hires and employees with very little seniority receiving salaries that are greater than salaries of employees with many more years of service.

“Now that the contract will require campuses to use a specific pool of money to address salary inequity issues, campus administrations will have to address them,” said Jamie Dangler, statewide vice president for academics. “Through the state-level Executive Committee, we will press for a process that ensures the money will be used appropriately at every campus.”

UUP, STATE TO MEET

The tentative agreement specifies that no later than three months following ratification, UUP officers will meet with officials from SUNY and the Governor's Office of Employee Relations in an executive-level committee to “develop guidelines and methodology for analyzing salary compression and/or inversion at



KAREN L. MATTISON

A CONTRACT PROVISION TO ADDRESS SALARY INEQUITIES WAS AMONG THE HIGHLIGHTS DISCUSSED WITH MEMBERS OF THE UUP NEGOTIATIONS COMMITTEE IN MAY. THE COMMITTEE IS CHARGED WITH APPROVING THE TENTATIVE AGREEMENT BEFORE IT IS PUT TO THE MEMBERSHIP FOR RATIFICATION. ABOVE, GENESEO CHAPTER OFFICER FOR CONTINGENTS GLENN MCCLURE SHARES HIS THOUGHTS DURING THE MEETING.

each campus utilizing multiple regression analysis and/or other appropriate methods.” UUP will have experts with experience in salary analysis on hand to advise the union during these discussions.

“The money we fought for in the new contract is not intended for campus administrations to use arbitrarily,” Dangler said. “There needs to be a transparent and methodologically sound process for determining where salary adjustments should be made. The responsibility for that starts with the state-level labor-management committee established through the contract.”

YEARS OF EFFORT PAY OFF

Many UUP chapters have tried to raise salary concerns with campus administrations through chapter-based labor-management discussions, work groups and campus committees formed to compile information.

But in the last year, Mary Taber, UUP's research and policy analyst, worked with Dangler to provide prelimi-

nary salary data to some chapters. That indisputable, fact-based information, in turn, helped start discussions at those chapters. The union has provided campus salary data to its chapters at Albany, Environmental Science and Forestry, Oneonta, Old Westbury and the University at Buffalo.

Other chapters were lined up to get help as well, including New Paltz, Maritime, Cobleskill and Binghamton.

And, some chapters had already started to explore salary inequity before this academic year, including Morrisville and Brockport.

“The joint labor-management committee that will be formed under the 2016-2022 contract agreement will provide further opportunities for UUP members to get involved at the chapter level,” Dangler said. “We will solicit input and ask our colleagues to help ensure that state-level guidelines are followed and that there is transparency about how the money is allocated at the chapter level.”

Union to take action against companies posting, selling members' course materials

Has your intellectual property been posted and sold without your permission?

It has come to UUP's attention that private companies such as StudyBlue, Course Hero and StudySoup are posting course materials such as syllabi, exams, study guides, notes and homework questions without permission from the faculty to whom this intellectual property belongs. Materials can be submitted by students and then sold to other students.



StudyBlue: www.studyblue.com
 Course Hero: www.coursehero.com
 StudySoup: www.StudySoup.com
 Chegg Study: www.chegg.com
 OneClass: www.oneclass.com
 Gradebuddy: www.gradebuddy.com
 Quizlet: www.quizlet.com

To inform UUP, or if you have questions, please contact Jamie Dangler, UUP vice president for academics, at jdangler@uupmail.org; 1-800-342-4206.

UUP is preparing to take action against companies that post and sell course materials on their websites without permission from authors. Attorneys from UUP's affiliate, New York State United Teachers, are preparing a "Cease and Desist" order on behalf of UUP that would direct the companies to remove all materials belonging to individuals who agree to be named as victims. The order will seek immediate removal and permanent protection against future illegal use of course materials for all individuals named as parties to the action.

More than 100 members from campuses statewide have provided UUP with information about the illegal posting of their materials. Anyone who has not contacted us and wants to be a party to the action should do so as soon as possible.

We ask faculty to do the following:

- Search the following websites to see if any of your course materials have been posted **without your permission**.
- Inform UUP if your intellectual property appears on any of these sites—or any others you may know of that are posting course materials without faculty permission.

Protect Your Intellectual Property

1. Make sure all your work, including course syllabi and other course materials, includes a copyright notice. In the United States, the copyright notice generally consists of three elements:
 - The © symbol, or the word "Copyright" or abbreviation "Copr.";
 - The year of first publication of the copyrighted work;
 - The name of copyright owner.
2. Tell students that posting your course materials without your permission is a copyright violation.
3. Add the following to course materials:
 "Reproduction of this material is prohibited without the author's consent."

For more information on copyright, click on the QR code at right or go to goo.gl/EUaYtq



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After *Janus*: An action plan, union open

BY DARRYL McGRATH

When the U.S. Supreme Court issued its deeply flawed ruling in the landmark *Janus v. AFSCME Council 31* case in June, UUP was ready with a strong statewide organizing plan to deal with *Janus* and the rest of the rapidly approaching attempts to undermine all that UUP members have achieved.

UUP President Fred Kowal, the other statewide officers and Executive Board knew that the outcome was all but certain, and UUP didn't wait for the inevitable. The union began preparing its member organizing plan nearly two years ago.

That plan will ensure that every person has a voice in the union, and a stake in the future of UUP. UUP's organizing plan—a huge shift from the service model of past decades—goes well beyond the immediate aftermath of the *Janus* ruling, by creating a system of organizers and activists within each chapter, designed to give members ownership in their union.

The U.S. Supreme Court has decided that unions like UUP can no longer collect fees from people in the bargaining union who haven't signed a membership card. But UUP is not dwelling on the past. Instead, this union—a collective body of diverse ideas and talents, more than 40,000 members strong—sees the post-*Janus* period as a renewed commitment to its mission as an inclusive place for everyone in the bargaining unit.

As Kowal put it after the ruling, “We were prepared for this decision. If you are already a member of this great union, then the other officers, the Executive Board and I sincerely thank you, whether you’ve been a member for years, or just signed a union card yesterday.”

He reiterated that commitment in a letter

mailed recently to every UUP bargaining unit member, in which he stated, “We are energized, and we are defiant. We will never quit on our members, no matter what.”

IMPORTANT NUMBERS, CONTACTS

For those who are already members of UUP, nothing changes. UUP members will remain UUP members, and they do

“If you are not a member of UUP,
we hope you will consider joining.”

— Tom Hoey

Membership Development Officer



HOEY

not have to renew their membership. However, UUP encourages members to update their information and recommit to their union, using a form recently mailed to them or at <https://uuphost.org/join/>

Members with questions about membership can email membership@uupmail.org; information about the *Janus* decision can be found at <https://bit.ly/2N3UM38>

UUP's *Janus* hotline, 518-640-6678, is also available. The line is staffed from 9 a.m. to 4 p.m. Monday through Friday.

“By calling the hotline, you will get an immediate response and honest answers,” said UUP Secretary-Treasurer Jeri O'Bryan-Losee.

“If you are not a UUP member, we hope you will consider joining,” said statewide Membership Development Officer Tom Hoey. “And if you are a member, but are considering withdrawing your membership, we hope that you will talk to one of the people ready to listen before you take that step.”

MEMBERS BECOME ACTIVISTS

Members ready to talk about UUP with their colleagues are hundreds strong throughout the state. They range from the union's five statewide officers and

brand-new unionists to longtime chapter activists who see unprecedented threats to the labor movement.

Khadija Sikriti, an academic and physician at Brooklyn's Downstate Medical Center, was a student leader in her home country of Bangladesh, so it was easy for her to respond to the many opportunities that UUP's organizing campaign offered.

A member for two years, Sikriti has tried to participate in every UUP activity that has come her way, from advocacy days in Albany, to training in how to talk with and engage other people in her chapter through NYSUT's Member Organizing Institute. She has since put that training to use through one-to-one conversations with fellow chapter

members at their homes.

“When you are united, you feel stronger together,” Sikriti said. “I found from the very first that the union made me feel like family.” That feeling was reinforced, she said, when a call from Hoey sent a strong message: Her help mattered to UUP.

Ramona Santa Maria, a member for 19 years, is an associate professor at Buffalo State and her chapter's elected representative for part-time contingents. She comes by her knowledge of the contingent's life through personal experience—she was a part-time contingent or lecturer at Buffalo State for about a decade before she landed a tenure-track faculty job. She

has undergone training in how to effectively talk to lawmakers during advocacy efforts, and she also went through the Member Organizing Institute.

Members sense the urgency, Santa Maria said.

“I think that with the new members, they realize that without the union, they stand to lose a lot,” she said. “There are



SANTA MARIA

to all

so many budget cuts everywhere; there is so much instability in higher ed. Our chapter meetings? They're suddenly packed.

"This is the first time in years that we've been able to get department reps, building reps, to sign up," Santa Maria added. "*Janus* made us wake up—I think it made everyone wake up."

Jude Jayatilleke, a professional at Buffalo State, participated in every UUP Chapter Action Project training, and serves as his chapter's membership development liaison and also as the elected steward for professionals. He has participated in AFT training in membership development.

The chapter has revived the department rep system, and now boasts more than 120 reps, he said.

UUP's statewide organizing plan is "definitely helping," Jayatilleke said. But before that, the CAP program reaped results at Buffalo State, where chapter members took the energy provided at CAP training and used it to organize nearly 100 projects, funded primarily through a three-year CAP grant from UUP's state affiliate, NYSUT.

The idea that members respond to a sense of shared effort was illustrated recently at Empire State College's Coordinating Center in Saratoga Springs, where longtime UUP activist Reynolds Jones is chapter secretary and a past two-term vice president for professionals. He underwent CAP training and is now engaging other members in one-to-one conversations about the union.

He praised the statewide organizing effort, acknowledged that it cannot reach everyone and noted that super-rich anti-union forces, such as the Koch brothers, have been playing a game of chess—one careful, patient move at a time—and that

see **ORGANIZING**, page 10

Janus v. AFSCME Council 31: What happened?

On June 27, the U.S. Supreme Court ruled in favor of the plaintiff in *Janus v. AFSCME Council 31*. With its 5-4 decision, the court ruled that fair share fees (called agency fees in New York state) can no longer be collected from bargaining unit members who have not joined the union. The decision became effective immediately.

Q: I'm an agency fee payer. Will dues still be deducted from my paycheck?

A: No. However, fee payers (nonmembers) can join or rejoin UUP at any time. If you or your colleagues have questions about the value of your union membership, call UUP's dedicated membership information line at 518-640-6678 to speak to a statewide officer or a UUP staff member.

Q: I'm a member. How does this court ruling affect me?

A: In terms of your existing membership, very little. Our contract stays in place. We move forward. We unite and organize. We build our strength and fight against the injustice of this decision. We remain Union Strong.

Q: What will the long-term impact of this decision be on me and UUP?

A: Unless our union remains strong, it will become increasingly difficult to effectively represent all bargaining unit members. Our power to negotiate contracts, salary increases and benefits will shrink, as will our ability to defend our colleagues on the job, and to successfully advocate for SUNY—our students, our patients, and our University. For this reason, we encourage everyone to talk with your colleagues about staying Union Strong.

Q: Who is really behind the attacks on unions?

A: This is the latest attempt by corporate CEOs, the mega-rich, and wealthy special interest groups aligned with union-busting billionaires to break, split, damage and ultimately decimate public sector unions nationwide. Their goal is to eliminate our right to unite as a labor union.

Q: Can this actually happen?

A: It's happening now. Anti-union groups are using direct mail and phone campaigns—and even visiting union members at their homes—to urge workers to drop their union membership. These anti-union actions ultimately impact everyone. You, your family, and your community. We will fight back, uniting with our union for our families and our communities.

The union is for all of us, and it will take all of us to keep our union—and all that it stands for—strong and able to sustain the impact of the U.S. Supreme Court ruling for *Janus*. We can do it together!

**If you haven't joined, please consider joining now!
For more information, contact UUP at 1-800-342-4206.**

ORGANIZING ...

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unions for too long played checkers, by reacting quickly to individual attacks, without a strategy.

Jones saw the power of give-and-take between the union and its members during his chapter's recent successful effort to save the job of a member who had very possibly been targeted for nonrenewal



because he had cancer. The member not only kept his job, but also earned permanent appointment in the resolution of his case.

"It generated a lot of support," Jones said of the chapter's

response. It almost certainly created some new activists.

ONE UNION, MANY VOICES

The insights of these activist members highlight the fact that historically, most unions did not do a great job at organizing their members, Kowal said.

"For too long, unions took their bargaining units for granted," he said. "Many unions, including UUP, fell into this trap. The realization that the agency fee system was about to change was a wakeup call—and one that, in the long run, will serve us well.

"We had to rethink our approach, and to remind people that they have a stake in their union," Kowal added. "People needed to feel that dealing with UUP is a two-way street. It cannot be the union telling people what it's going to do for them—it can, and must, be our members telling us what they need, and how they can help us achieve that."

Why join, and why remain a member?

For starters, unions offer workers a voice on the job, and their help and ideas are welcome and needed. Changes and improvements in work conditions can only happen when the union presents a united front, as it did recently in its negotiations for a new contract with the state.

UUP did not rush this process. Instead, it gathered as much information as possi-



AMY SHELDON

VANESSA BORUM OF THE ALBANY CHAPTER SIGNS A MEMBERSHIP/RECOMMITMENT CARD FOLLOWING A ONE-TO-ONE CONVERSATION WITH UUP ORGANIZER DAVID THOMAS.

ble from members, and the union based its negotiations on what it heard at the chapter level. And the results were good: paid family leave as a negotiated right, across-the-board raises, minimum base salaries for academic contingents are just a few of the new benefits. A strong union is also crucial to the enforcement of contract provisions.

While UUP is organizing around the new six-year agreement—with great success—the idea of seeking out members' ideas and concerns is not limited to negotiations. It's part of the union's action plan to turn the *Janus* decision into a tool for making this union the strongest it's ever been.

In addition to the extensive training that activists have received in one-to-one outreach to their colleagues, other organizing efforts include:

- Newly hired and highly skilled organizers, who will help chapters reach members and retain them. The organizers are assigned to regions and are working with chapter leaders and representatives to reach as many potential members as possible through "one-to-one" conversations and other outreach efforts under the direction of UUP Organizing.

- A statewide tour of listening sessions

conducted by UUP Communications and UUP Research, in which members are invited to speak frankly about their ideas, opinions and concerns. UUP is trying to visit the remaining chapters over the next several months.

- A new Social Media Squad comprised of UUP activists throughout the state. The squad is always looking for new members. To get involved, contact UUP Communications/Research Associate Amy Sheldon at asheldo@uupmail.org

EMPIRE STATE STEPS UP

The intent of the *Janus* case, bankrolled by anti-union billionaires and well-financed corporate interest groups, was to weaken unions by robbing them of the financial resources needed to negotiate fair and equitable contracts for bargaining unit members, and to provide on-the-job protections for members.

The *Janus* decision was the outcome of a decades-long process by the elite that has long targeted unions. And that's no surprise, because unions are among the last bastions for workers' rights in a half century that has seen a shockingly low increase in wages for workers while wealth has increased for corporations and a small percentage of individuals.

Bring it! UUP prepared for anti-union attacks

BY MICHAEL LISI

The attack on public sector unions in New York state emerged from the shadows in July when out of nowhere, a new group calling itself New Choice NY launched a brazen public campaign to get unionists to quit their unions.

Seizing on the U.S. Supreme Court's June 27 ruling in *Janus v. AFSCME Council 31* (see related story, page 8), the group unveiled a website with blatantly false information to trick members into leaving their unions. Quick research showed that New Choice NY is an outgrowth of Americans for Fair Treatment, a newer Oklahoma nonprofit linked to anti-union organizations like the American Legislative Exchange Council (ALEC) and the State Policy Network, a ring of 156 far-right think tanks and tax-exempt groups in the U.S., Canada and England.

Also in July, NYSUT members were targeted by the Mackinac Center for Public Policy, a Michigan anti-union think tank with financial ties to U.S. Education Secretary Betsy DeVos. Mackinac, which boldly espouses

restricting academic freedom and privatizing education, has received donations from billionaire union busters the Koch brothers and known anti-union advocates like the Bradley Foundation, the Scaife Foundation, and DonorsTrust.

NYSUT lashed back with texts to members unmasking the group, and a Facebook ad campaign exposing DeVos and her "anti-union friends."

"We expected these attacks and we're ready for them," said UUP President Fred Kowal. "These groups couldn't care less about working families, and we must out them at every turn. They are hell-bent on breaking unions, and they will stop at nothing to accomplish their task."

STEALTH NO MORE

Still reveling in the *Janus* ruling, anti-labor groups have begun an overt nationwide effort to undermine unions. Campaigns targeting public sector workers to opt out of union membership are underway in California, New York, Pennsylvania and Washington state. It's the next step in a decades-long process by corporate CEOs and billionaire elites to rob working fami-

lies of their collective voice on the job and at the bargaining table.

Cloaked by ambiguous titles such as the Heritage Foundation, the Liberty Justice Center, the Commonwealth Foundation, and the Center for Union Facts, these dark money groups receive millions each year from billionaire corporates and ultra-rich elites like the Koch brothers, Searle Freedom Trust, and the Ed Uihlein Family Foundation, among many others.

One example: Mackinac—which has undertaken a \$10 million anti-union campaign—has created a website, MyPayMySay.com, targeting public sector union members. The site has an online union opt-out form for members to fill out, and promises to send forms to unions and the member's employer. UUP will only process opt-out requests personally filed by members.

Other anti-union groups have mailed fliers, sent unsolicited emails, and targeted unionists on social media with provocative, misleading posts. Anyone who responds positively to the messages gets a phone call or a visit from a representative.

"We're confident that our members

see **BRING IT!**, page 25

In exchange for agency fees, public sector unions negotiated and enforced a contract for everyone in the bargaining unit, and it also represented everyone in the bargaining unit in disciplinary cases and other matters pertaining to their terms and conditions of employment.

Now, under *Janus*, public sector unions must continue to represent all employees in their bargaining units, including those who pay no fees or dues to help cover the cost of that representation.

In response, New York state has recently enacted laws to help buffer public sector unions against the effects of *Janus*. One effect of those new laws: UUP is no longer required to represent nonmembers during disciplinary or due-process proceedings.

"We know that there are groups out there trying to persuade public sector

union members to drop their membership," said Tom Tucker, statewide vice president for professionals. He noted New Choice NY, an organization that absolutely does not care about individual union members; its goal is to weaken and dismantle public sector unions. If any UUP member is contacted by such an organization, UUP will be glad to speak with that member.

Jamie Dangler, statewide vice president for academics, warned, "You will not get accurate or complete information from groups such as New Choice NY, which do not have your best interests at heart, and which are dedicated to destroying the union movement. If you are contacted, and wish to discuss what you have been told, call UUP. We care about you, and we can help."

This is a difficult time for the American

labor movement, but UUP members should feel optimistic about the future of their union, Kowal said. Protecting the rights that UUP members have worked so hard to achieve, and which they so richly deserve, will not be easy, but it can be done.

"This is your union," Kowal said in the aftermath of *Janus*. "You are part of a vibrant effort, one that is dedicated to continuing this important work. We just got a whole lot stronger, and we hope you will help us remain so."

"To those who have wavered about joining," Kowal added, "I say, we welcome everyone in our bargaining unit, where there is room for diverse opinions and ideas, through a democratic system that starts with the chapter leadership and extends to statewide elections. We welcome you, and we want to work with all of you."

Oh, the humanities!

UAlbany, Stony Brook see cuts to liberal arts programs

BY DARRYL MCGRATH

This was not the way a university wants to make headlines.

On a Friday in October 2010, the University at Albany announced major cuts to its humanities programs. The university “deactivated” theater, French, Italian, Russian and Classics, meaning it stopped admitting majors and minors to those programs. News outlets here and abroad picked up the story; more than one made an ironic reference to the UAlbany slogan at the time, “The World Within Reach.”

Stunned faculty and students asked how a major research university could do this, even during a recession that had seen brutal funding cuts to SUNY. An online petition gathered more than 13,000 signatures in a month; the final printed version would be two inches thick. The Modern Language Association, the American Association of University Professors and others decried the decision.

But the deactivations went through anyway. The fact that some of the damage has since been undone—students can again major in theater and minor in the languages, although Classics never returned—has not eased the bitter memories of that time for the affected faculty, many of whom felt forced into retirement. If it happened once, it might happen again, is the feeling.

The debate about the role of humanities in SUNY continues. Chancellor Kristina Johnson stated in a speech at Fulton-Montgomery Community College in April that higher education must include a combination of technology and the humanities, and she praised the humanities for their emphasis on communication and critical thinking.

Her remarks, however, come as another university center in the SUNY system appears to be duplicating the 2010 cuts at UAlbany. This time, it is Stony Brook University that has announced plans to deactivate its theater program and several

languages, including Russian. Approximately two dozen lecturers or nontenured junior faculty in the deactivated programs have been nonrenewed.

“Our impression is that Stony Brook is gearing up to become a STEM university,” said Kevin Moriarty, the UUP chapter president there.

As higher education advocates continue to talk about why the humanities are part of any well-rounded college education, students, parents and employers talk about college educations that have marketable values. New models of online, for-profit degrees offer higher education stripped to the bare essentials: practical and technical. There was, until a few weeks ago, at least one for-profit program in the United States that had taken this concept to the extreme. Under this nonaccredited model, students trained first and then paid their “tuition” out of the job they landed in a very specific technical field. It was a concept that more resembled a certificate program than a college education, and the fact that it folded after a year for lack of sustained enrollment does not mean that someone else won’t try to refine this model.

And opposition to the humanities continues at mainstream colleges and universities, as has been recently noted in *The New York Times*, the *Chronicle of Higher Education* and other publications. One campus of the University of Wisconsin has announced plans to suspend 25 programs, several of them in science, arts and humanities and social sciences; another campus of the same university has proposed dropping 13 majors, most of them in liberal arts, in favor of programs perceived as more marketable.

This spring, as the UAlbany Theatre Program prepared to graduate its first students since the restoration of the major, *The Voice* examined the aftermath of the cuts, an upheaval that left some faculty members disillusioned, but which galvanized others to become activists.

Member activism followed UAlbany humanities deactivations

BY DARRYL MCGRATH

Mary Beth Winn remembers two emotions from the day almost eight years ago when she learned the French program at UAlbany would be deactivated: shock and betrayal.

“We were the most directly affected, and we were almost the last to know,” Winn said of the sweeping cuts to Humanities, which caught up the French Studies program to which she had devoted her career. In the same move, the university also “deactivated” Italian, Russian, Classics and theater. The seven colleagues who joined Winn in a recent discussion about the cuts had also taught in the affected language programs.

“We thought we were faithful, devoted and loyal members of a community,” Winn said, as the others listened intently and nodded. “I thought I had devoted myself to this place.

We had a very thriving department; we had a growing major.”

Instead, she learned about the deactivations in a hastily called meeting with administrators on a Friday in

October 2010. The news came as a shock; none of the affected professors had realized what was coming. Winn eventually retired as a result of the deactivations, feeling unwanted and betrayed.

“I still feel that way,” Winn said.

WITHOUT WARNING

The deactivations meant that students could no longer major or minor in the five programs, and no more students will be admitted to graduate degree programs in French. The university did not fire any faculty, but tension spread through the affected departments, with a concern that



AMY SHELDON

even tenured professors could be forced out through a process known as retrenchment, which the university could have used to reduce faculty because it had reduced the programs. Talk of affected professors finding other places on campus to teach went nowhere. The message soon became clear: Those who could leave should. Some, such as Brett Bowles, did leave; he is an associate professor of French studies at Indiana University. A few stayed, and salvaged a job, but not a full academic career.

Eventually, five language professors retired and two left. Because of seniority rules governing retrenchment, senior faculty might have been able to keep their jobs, but at the cost of seeing younger colleagues lose theirs. Two tenured professors in French, one in Russian and one in Italian were able to stay.

“Sure, the faculty were badly treated by the administration, but in the end the big losers were UAlbany students and the university itself,” recalled Jean-Francois Briere, now retired, who headed the department of languages, literatures and cultures in 2010.

MAKING DUE IN DIMINISHED ROLES

Those who were able to stay, such as Cynthia Fox, an associate professor in the French program, or Timothy Sergay, an assistant professor of Russian, Slavic and Eurasian studies, now teach in programs so diminished—even though the minors in the languages have been restored—that they liken their work to that of language instructors, not professors. Sergay, for example, is the only remaining Russian professor. In its heyday, the Russian program had eight full-time faculty, a master’s degree and a well-regarded Certificate in Russian Translation that prepared people for careers in federal service—the National Security Agency, the CIA, the FBI.

The theater major came back in 2014—not as its own department, as before, but in combination with the music



FOX

see HUMANITIES, page 14



WINN

HUMANITIES ...

continued from page 13

department. Classics never returned. A student can technically again major in French, Italian or Russian, but only through a process akin to an elaborate independent study, known as a “student-initiated interdisciplinary major.” The student-initiated interdisciplinary major is for “highly motivated students,” according to a description on the UAlbany website that reads more like a warning, and requires two faculty sponsors.

Despite the changes in the language programs, UAlbany’s new strategic plan emphasizes interdisciplinary work, said Jordan Carleo-Evangelist, a spokesperson for the campus.

“A major focus at UAlbany now and moving forward is the value that we provide as a comprehensive, public research institution—a place where you can come to learn computer engineering or cybersecurity while also pursuing interests in the humanities and liberal arts, or vice versa,” Carleo-Evangelist said in a written response to questions. “The broader point is that we do not accept that a natural tension exists between investing in high-demand programs like engineering and health sciences and supporting robust humanities programs. It is possible to do both well, and that is what we aspire to.”

The challenge, he added, “... is to be creative about these interdisciplinary academic and research partnerships to maximize their value for our students.”

Changes in the humanities at two other university centers in the SUNY system reflect the uneven treatment of a discipline long considered the core of a college education. In an action that eerily reflects UAlbany’s cuts of nearly a decade ago, Stony Brook University recently announced plans to deactivate theater and several languages, including Russian.

But at Binghamton University, students are now enrolled in a Russian major approved by the State Education Department last year. Binghamton also offers majors in French, Spanish, Italian, German, Russian, Chinese, Japanese,

Korean, Hebrew, Arabic, Greek and Latin, as well as instruction in Yiddish and Turkish. Binghamton also has just started a Humanities Research Immersion for freshman, and has three other research institutes devoted to cultural and historical topics in the humanities.

“The humanities are integral to teaching and research at Binghamton, and we are committed to supporting and strengthening them,” Donald Nieman, Binghamton’s executive vice president for academic affairs and provost, said in a written statement.

A SURGE OF ACTIVISM

The UAlbany deactivations sparked tremendous activism in the Albany Faculty Senate and the UUP Albany Chapter, which led to new candidates running for chapter leadership positions

Fox eventually served as vice chair and chair of the Senate; Jim Collins, another UUP activist, also served as Senate chair.

By 2012, the chapter started to look very different. New activists who eventually served as officers included Collins, Bret Benjamin and Paul Stasi, who all served as vice president for academics; Collins and Benjamin also served as president. Eventually, Philippe Abraham and Tom Hoey served successively as vice presidents for professionals. Eloise Briere, a French professor, became the assistant vice president for academics, and is now a UUP delegate. Abraham and Hoey became statewide UUP officers; Abraham is now NYSUT secretary-treasurer.

The chapter also created two new assistant vice president positions, for professionals and academics, and established six-year term limits for officers.

LASTING LEGACY, BUT CONTINUING LOSSES

A new generation of activists at the chapter credits that upsurge in activism with lasting and constructive changes. The memory of the deactivations lingers. Faculty who did not even work on the campus in 2010 know about them. The tone could be described as watchful,

coupled with a determination to never again be blindsided.



the chapter, like the Senate, as part of governance. What’s been particularly exciting is that we’re not dependent on the memory of that event to keep that activism in place. Now, we’ve got a lot of people involved who are involved for different reasons.”

Benjamin, who was part of those early changes, described the chapter as “far stronger than it was before those cuts.”

But the humanities, he said, “have not recovered at the university since then.”

Benjamin teaches in the English department, which has seen stunning losses. In 2010, the department had about 30 full-time faculty. Next fall, it will be down to about 20, and it no longer has specialists in Shakespeare, Victorian novels or Milton. Those professors retired, and are not likely to be replaced. Without experts in what Benjamin called “the core, canonical British literature,” UAlbany risks its national standing as a major research university.

Instead, the last eight years have seen what Benjamin calls “a slow reconfiguration of the university,” in which what money was available to hire new faculty went mostly to technical areas, such as the new colleges of Engineering and Applied Sciences, or Emergency Preparedness, Homeland Security and Cybersecurity.

“As a unionist, I don’t begrudge those hires, but I think it’s paramount for the university to understand the need for a comprehensive balancing of units,” Benjamin said. “It’s not the engineers’ fault; they should have faculty, too. But there’s got to be a balancing.”

A theater program back from the brink

BY DARRYL McGRATH

It is the dress rehearsal for the final production of the University at Albany Theatre Program's 2017-18 season.

The Studio Theatre in the Performing Arts Center is illuminated only by stage lighting, which dims the seating area but throws a bright, clear glow on the actors.

You can sense the readiness in the air. Students huddle on the sidelines; others call out directions from the balcony and the rear of the theater. They sound serious, professional and charged up; this is an entirely student-run production, and their demeanor reflects that responsibility.

The performance is "Fresh Acts," a production of student work modeled on professional play development festivals. Students wrote these plays—most of them one-act productions—and students were the directors, performers and stage managers. The stories tell real-life experiences—asking someone to the prom, selecting a life partner, accepting something different and scary about yourself—but each story comes with a twist. In the prom-date play, for example, the setting is a Catholic high school, the student working up the courage to "prompose" to her best female friend is a lesbian, and the would-be couple is mentored by the ghost of a long-ago lesbian student at the school. The writing in the play is sharp and the on-lookers' laughter is genuine, even though they know the lines.

"'Fresh Acts' was something I was excited to start here," said Kate Walat, an assistant theater professor and artistic director of "Fresh Acts," who joined the faculty in 2016. "I think that's rare, that student works and new work get that kind of production slot. We're already committed to next year. It's saying that I believe in our students."

DEEP CUTS; ONE RESTORATION

If there is a happy ending to the drastic cuts in humanities at UAlbany eight years ago—and there are many faculty who



DARRYL McGRATH

KATE WALAT, RIGHT, AN ASSISTANT PROFESSOR IN UALBANY'S THEATRE PROGRAM AND ARTISTIC DIRECTOR OF "FRESH ACTS," A FESTIVAL OF NEW PLAYS BY STUDENTS, CONSULTS WITH STUDENT DIRECTOR THINH LE DURING THE FINAL DRESS REHEARSAL FOR THE PERFORMANCE.

would be pressed to cite one, depending on which axed program they worked for in 2010—it can be found in theater.

Theater was one of five programs that UAlbany abruptly deactivated in October 2010, meaning that it stopped admitting majors and minors. But theater is the only one of those programs that UAlbany rebuilt, by restoring the major as well as the minor and hiring a number of new faculty.

Karla Kash, an associate professor in her first year at UAlbany and director/producer of the Theatre Program, notes signs of support from Elga Wulfert, dean of the UAlbany College of Arts and Sciences, who presided over the 2010 cuts. Wulfert has asked the Theatre Program to develop a five-year plan; she has approved 10 new classes; and the program has eight full-time faculty members. As of this spring, Theatre had 55 majors and about 73 minors, and just graduated its first seven students since the theater major returned in 2014. There is reason to believe that the Theatre Program may again be its own department.

The other programs from the 2010 cuts—French, Russian, Italian and Classics—did not fare as well. The languages lost faculty and never regained their ma-

jors except through a complex procedure that requires faculty sponsors. Classics did not survive the deactivations; the program no longer exists at UAlbany.

A TIME TO BUILD

Kash said the Theatre Program's restoration held a strong appeal when she interviewed for her job.

"I like to build—that was something I had done in my last job," she said. "I asked a lot of very specific questions to make sure I was coming back into something that was being supported."

Theater students know about the general turmoil of the last eight years, if not the details. A selection of students who spoke about the program during the "Fresh Acts" rehearsal said the recent past did not directly affect them.

"I don't think it scared me," said Serena Zajac, a theater minor who started at UAlbany in 2015 and was a playwright for *Fresh Acts*. "It was a new opportunity; I was able to see it grow."

Other students spoke of the benefits of working with their peers, solving production problems on their own and pulling off a performance in what they consider

see THEATER, page 27

YES!

Kowal fires up delegates to organize, mobilize chapter members

BY AMY SHELDON

Statewide UUP President Fred Kowal looked around a room filled with union delegates and an air of expectation.

“We are ready. Are you ready to join me?” asked Kowal at the 2018 Spring Delegate Assembly. More than 300 delegates responded with a resounding, “Yes!”

Kowal referred to the organizing work UUP was undertaking as a decision on the U.S. Supreme Court case *Janus v. AFSCME Council 31* loomed. The Supreme Court rendered its decision June 27, making it illegal for unions to collect mandatory fees from bargaining unit members who don’t sign a union card. Organizing is just one of many ways that UUP prepared for the fallout of the decision.

But delegates showed their support of the current leadership’s decisions and actions by re-electing two statewide officers and six Executive Board members. The Delegate Assembly also provided workshops and committee meetings, many of which focused on organizing.

FAILURE IS NOT AN OPTION

Kowal reminded delegates of the union’s recent victories and the coming challenges.

“The forces behind *Janus* are highly trained in union crushing and are bankrolled by the richest men and women in the United States,” Kowal said. “Their goal is simple—to destroy us and all unions to ensure that their grasp on the wealth of our nation is unimpeded by organized labor.”

“We fight for our principles—the right to organize, the right to collectively bargain, the right to defend those accused through due process, and the right to a livable income and basic economic support such as health benefits—because we are the defenders of the American creed



TUCKER



GLEASON



HARTSHORN



KUBE



DANGLER



MELENDY



TORRES



ZUBROW

of opportunity and community, based always in justice,” Kowal added.

Kowal referenced the movie “Apollo 13,” a personal favorite, with a quote by NASA Flight Director Gene Krantz when he said, “failure is not an option,” in the face of anti-union forces.

As part of a joint UUP-AFT program, the union now has seven regional organizers serving the chapters. The organizers have been working with chapter leaders to build rank-and-file teams of member organizers, who will in turn have one-to-one conversations with members about why the union matters. DA attendees had the opportunity to meet their regional organizers during the two-day convention.

Kowal also updated delegates on the status of contract talks just weeks before a tentative deal was reached with New York state (see related story, page 4).

Kowal spoke of the union’s recent legislative victories, including restoring funding to SUNY’s hospitals and the Educational Opportunity Program.

“We in UUP fight not just for our members’ jobs,” Kowal said. “We fight for the principle that health care is a right, not to

be surrendered by those who are the weakest and poorest in our society simply because of the political whims of the few and powerful.”

Kowal closed by encouraging members to be “lifelong educators in the citizenry of an enlightened republic” and “revolutionaries in the way we think about teaching, research and learning.”

“We are educators, with the power to instill in our students the virtues of citizenship,” Kowal said. “They must make the journey, but we must be their guides.”

OFFICERS, BOARD ELECTED

UUP delegates re-elected Vice President for Professionals Tom Tucker and Vice President for Academics Jamie Dangler to their statewide positions and voted to re-elect six members on the Executive Board.

The candidates ran unopposed. The more than 300 delegates elected the candidates by acclamation May 5; statewide Secretary-Treasurer Jeri O’Bryan-Losee cast a single vote for each winner on behalf of delegates.

Elected to the Executive Board were



KAREN L. MATTISON

ABOVE, SHIRLEY PATTERSON, LEFT, AND HAZEL WILLIAMS OF THE DOWNSTATE MEDICAL CENTER CHAPTER, DISCUSS A RESOLUTION DURING THE 2018 SPRING DA IN ALBANY.

LEFT, NEW PALTZ CHAPTER DELEGATE KIERSTEN GREENE ADDRESSES DELEGATES DURING A PLENARY SESSION.



KAREN L. MATTISON

Alfred Chapter member Ray Gleason, Kim Hartshorn of Plattsburgh, and Carolyn Kube of Stony Brook HSC.

Also elected were Tom Melendy of Buffalo HSC, Idalia Torres of Fredonia, and Ezra Zubrow of Buffalo Center. Executive Board members, Tucker and Dangler will all serve three-year terms.

WORKLOAD CREEP AND THE POST-JANUS ERA

Statewide vice presidents Dangler and Tucker led meetings for their respective constituencies.

Dangler discussed how academics can fight workload creep at the chapter level.

She also encouraged members to

form a committee or work group to get people involved and to use tools—such as the chapter workload survey—to ask members what they’re experiencing and to mobilize members around the issue.

“It’s so important that we inform, involve and activate members around the issue of workload creep,” Dangler said. “We never want members to think that UUP can’t help them with their workload concerns because that simply isn’t true.”

Tucker focused on advice for professionals in a post-*Janus* era.

“Obviously, we have concerns; we can’t say enough how important that is,” he said of the recent U.S. Supreme Court decision.

see **SPRING DA**, page 18

A budget for hard times

BY DARRYL McGRATH

UUP’s \$9.1 million operating budget for 2018-2019 reflects the challenges that unions face in an anti-labor climate, but also the steps that UUP is taking to face those challenges.

“We prepared the budget for the possibility of an adverse *Janus* outcome,” Jeri O’Bryan-Losee said of the first budget whose development she has overseen in her newly combined role of statewide secretary-treasurer.

Delegates approved the annual budget at the union’s 2018 Spring Delegate Assembly, May 4-5, in Albany.

O’Bryan-Losee referred to the U.S. Supreme Court case of *Janus v. AFSCME Council 31*, which overturned the right of public sector unions to collect fees in lieu of dues from people in the bargaining unit who have never signed a membership card. The decision eliminates the mandatory payment of fees for nonmembers, which could cost public sector unions untold millions in lost revenue. This could effect the union’s ability to negotiate and enforce contracts and provide members with services and representation.

This situation drove UUP’s cautious approach to spending that is laid out in the budget.

“We have always made fiscal responsibility paramount in this union,” UUP President Fred Kowal said. “And we have been readying ourselves for *Janus*, by cutting costs and really examining expenses. I think that members can be very confident that we have made their interests our top priority.”

Delegates more than a year ago authorized the union to shift \$1 million from its Reserve Fund into its operating budget, to cover extraordinary expenses associated with contract negotiations that had already gone on nearly a year at that time. UUP and the state reached a settlement just after the 2018 Spring DA, and if the tentative agreement is ratified, UUP will move the balance of that emergency withdrawal back into the Reserve Fund, O’Bryan-Losee said.

O’Bryan-Losee previously served on and co-chaired the statewide Finance Committee. She said that the experience of overseeing the first budget in her new officer’s role reinforced that UUP’s budget development process works from the ground up, with input from chapter treasurers and the Compliance/Audit Committee, and close review by the Finance Committee and statewide Executive Board.

SPRING DA ...

continued from page 17

He urged professional delegates to be on the lookout for signs that management may interpret the *Janus* decision as the OK to take advantage of UUP members.

Among the issues he alerted delegates to watch for in their chapters: an increase in workload; a slowdown in performance program reviews; or other indicators that management has adopted a “wait-and-see” attitude about the effects of *Janus* on UUP membership on campuses.

“If you see any of this, we want to be aware of it,” Tucker told the delegates. “One of the things I’m worried about now is internal dynamics.”



KAREN L. MATTISON

GETTING DOWN TO BUSINESS

In other business, delegates:

- Attended workshops titled “One on One Organizing,” “Organizing Around Issues” and “Smart-phone Photography Basics.” Delegates were encouraged to bring what they learn at workshops and committee meetings back to their chapters to educate fellow members.

- Adopted a resolution urging AFT to work in coalition with other national unions to amend the Fair Labor Standards Act to eliminate the exclusion of teachers from the minimum salary threshold.

- Agreed to press AFT and NYSUT to declare a day of solidarity for striking teachers. The resolution was submitted by the statewide Committee on Active Retired Membership.

- Donated more than \$1,200 as part of the Scholarship Committee’s fundraisers to support UUP’s scholarships for SUNY undergraduate and post baccalaureate students.



AMY SHELTON

ABOVE, UUP EXECUTIVE BOARD MEMBER DARLEYNE MAYERS OF FARMINGDALE TAKES NOTES ON A DISCUSSION WITH DONOVAN LORDE OF DOWNSTATE MEDICAL, CENTER. ALSO AT THE TABLE IS HARRY ESPAILLAT OF FARMINGDALE.

LEFT, ANGELLA FORDE OF STONY BROOK HSC, LEFT, AND ELILIANA MARTINEZ OF OLD WESTBURY STAND BEHIND A SELFIE FRAME PROCLAIMING SUPPORT FOR THEIR UNION.

BELOW, CHAPTER PRESIDENTS BILL TUSANG OF COBLESKILL, LEFT, AND STEVE HINKLE OF MORRISVILLE DISCUSS TECHNOLOGY ISSUES DURING A DA COMMITTEE MEETING.



DARRYL MCGRATH



KAREN L. MATTISON

FROM LEFT, ALBANY CHAPTER WEBMASTER JANNA HARTON, DELEGATE BRET BENJAMIN AND CHAPTER PRESIDENT AARON MAJOR SHOW OFF THEIR UUP JOURNALISM CONTEST AWARDS FOLLOWING A PRESENTATION AT THE SPRING DA. UUP PRESIDENT FRED KOWAL, RIGHT, HANDED OUT THE AWARDS. ALSO SHOWN ARE THE WINNING ENTRIES IN EACH OF THE SIX CONTEST CATEGORIES.

Chapters, members earn communications awards

BY KAREN L. MATTISON

Newsletter articles by Albany Chapter members Aaron Major, Bret Benjamin, Larry Wittner and others earned the chapter the union's 2018 Phillip H. Smith "Best of the Best" Communications Award for Writing Excellence.

The Smith award recognizes a UUP publication, article, editorial, website, or photograph/artistic design entered in the annual UUP Journalism Contest. Smith, who served as UUP president from 2008-2013, was instrumental in revamping UUP Communications. Winners in any category in the annual UUP Journalism Contest are automatically eligible for the Best of the Best Award. Winners are not eligible to receive the award in consecutive years.

Three Albany-area journalists judged the contest. One of the judges had this to say: "The writing displayed by the Albany Chapter was far and away the best in this contest, and is deserving of this honor. The articles were well written, insightful and timely."

Major, Albany Chapter president, was presented with a crystal award from UUP President Fred Kowal at a special awards ceremony during the Spring Delegate Assembly in May.

The Albany Chapter also received a First Award for Best Original Article, "The Hidden Cost of Free College," May 2017, by Major; a First Award for Best Editorial/Column, "A 1% Raise and a Precarious Future," November 2017, by Benjamin; an Award of Merit: General Excellence, *The Forum*, May 2017 and November 2017, edited by Paul Stasi; and an Award of Merit: Best Website, <https://uupalbany.org>, webmasters Janna Harton and Eric Torgerson.

CHAPTERS, RETIREES AWARDED

Also awarded for outstanding writing, photography, design and websites were:

Binghamton

First Award: Best Original Photo, "Reducing Your Carbon Footprint," April 2017, photographer Jonathan Cohen; Honorable Mention: General Excellence, *Connection*, April 2017 and November 2017, editors Malcolm Gunter and Lori Fuller; and Honorable Mention: Best Editorial/Column, "The Challenges Ahead," November 2017, Sean Massey.

Brockport

Honorable Mention: Best Original Photo, "... Families March for Science," May 2017, photographer Sara DiDonato.

Cobleskill

Honorable Mention: Best Website, <http://uuphast.org/Cobleskill>, webmaster Patricia Lepore Moody.

Cortland

First Award: Best Publication Design, *The Cortland Cause*, February 2018, designer Karla Alwes; and Honorable Mention: Best Original Photo, "Unions Matter/Group Photo," November 2017, photographer Toni Murray.

Farmingdale

Honorable Mention: Best Publication Design, *Unifier*, November 2017, designer Yolanda Segarra.

see **AWARDS**, page 21

Ritchie, Zweig awarded for advocacy

BY AMY SHELDON

You would think that with all that David Ritchie of Cortland and Michael Zweig of Stony Brook have done for their union, they would have little time left to do anything for their communities.

But this year's winners of the Judith Wishnia Advocacy Award are volunteers beyond the call of the labor movement. Come tax season, Ritchie can be found helping low-income residents of Tompkins County as a volunteer preparer. Zweig is a volunteer firefighter who also bakes homemade pies for donors to the annual blood drive in Southold, Long Island—an effort that he happens to chair.

The Judith Wishnia Advocacy Award, named for the longtime Stony Brook labor activist, recognizes UUP members for exceptional service and advocacy beyond standard union work.

Outreach Co-chairs Pamela Malone and Paula White presented Ritchie with the award at the 2018 Spring Delegate Assembly. Zweig was unable to attend, but will receive his award at the 2018 Fall DA.

“David and Michael are examples of the hard-working advocates that make this union great,” said UUP President Fred Kowal. “They fight to help make our union and our University stronger.”

RITCHIE: THERE FOR UUP

Ritchie is a long-time member of the Outreach Committee, known for his advocacy work in Albany and his local district.

“Year after year throughout the legislative sessions, in good weather and bad, Dave has been a regular,” said UUP member Henry Steck, who nominated Ritchie for the award.

Ritchie has also helped ready the next generation of labor activists and leaders. Cortland Chapter President Joseph Westbrook spoke of Ritchie's mentoring.

“Without Dave's companionship, I

likely would have declined to accept early advancement into a chapter leadership position,” Westbrook said.

At the DA, Ritchie spoke of the importance of recruiting new advocates.

“The closest leader you have—the one who is more impassioned—is yourself,” Ritchie said. “The next closest is the person you recruit. We need more advocates, and our job (is) to talk to them, show them, involve them, and bring them along.”

UUP Vice President for Academics and former Cortland Chapter president Jamie Dangler said it would be impossible to count the full list of picket lines and demonstrations in which Ritchie has participated.

“I'm not exaggerating when I say he is always there,” Dangler said.

Ritchie has been an active spokesperson for UUP, helping with initiatives such as the defeat of a New York Constitutional Convention. He is a long-time active member of the Labor-Religion Coalition of the Finger Lakes and the SUNY Librarians Association. In addition to his tax preparation service, he volunteered with the Solarize Tompkins Southeast Program that helped increase solar energy use and was eventually adopted as a model for New York state.

Jen Drake, Cortland Chapter vice president for professionals, said, “Dave helps to cultivate one of the most necessary resources for advocacy work of any kind: more hands, heads and hearts committed to the cause.”

ZWEIG: LIFELONG ACTIVIST

Zweig has dedicated his life to UUP, the labor movement and his community as the vice president for academics for 16 years at Stony Brook, co-founder of U.S. Labor Against the War (USLAW), and a volunteer for 27 years at the Southold Fire Department in Suffolk County.

Zweig was a member of the UUP Executive Board from 1996 to 2000 and has been a UUP delegate to AFT and NYSUT since the 1980s. He developed the Higher Education Labor Code of Conduct campaign with UUP, AFT and other higher education unions, and served as the chair of UUP's Labor and Higher Education

Committee from 1995 to 2015.

“I am honored to receive this award, especially as it is named for Judy Wishnia, my long-time Stony Brook friend, colleague and fellow activist,” Zweig said via email.

“I am happy that UUP is honoring Judy Wishnia's long history of broad social activism that links our union to the wider world by establishing an award to recognize UUPers in that tradition.”

Wishnia also sang Zweig's praises.

“Michael has spent his life fighting for workers and social justice,” said Wishnia. “He has helped make UUP the strong union it is today.”

Zweig founded and directed the Center of Working Class Life at Stony Brook University and organized “How Class Works” conferences to stimulate conversation on a range of topics.

“His conceptualization of the How Class Works conferences was unique in that it did not fall into traditional categories, but instead focused on the multi-dimensional life and experiences of the working class,” said Bill Fletcher Jr., former president of TransAfrica Forum and longtime labor activist.

Zweig co-founded USLAW in 2003, and now serves as one of five national officers and head of the New York City chapter. He organized the first visit to the U.S. by a delegation of six Iraqi union leaders from three major labor federations for a 26-day tour. He also led a visit to Iraq of U.S. union leaders and made later trips with videographer Jonathan Levin, which led to the production of two labor videos.

ABOUT WISHNIA

Wishnia was chair of the Committee on Active Retiree Membership for 10 years and is a longtime political activist. She earned UUP's Nina Mitchell Award for Distinguished Service and the Pearl H. Brod Outstanding Retiree Award. She continues to advocate on behalf of UUP and SUNY.



ZWEIG



RITCHIE

Union, state announce new tool: e-learning courses

BY AMY SHELDON

Have some free time? Improve your professional skills! The New York State/UUP Joint Labor-Management Committees announced a new professional development tool available to all UUP-represented employees: the Empire Knowledgebank (EKB) eLearning Program.

The program provides, at no cost to the employee or campus, thousands of eLearning courses, eBooks and short course videos on topics including professional and career development, certification preparation and continuing education in a variety of areas.

The courses can be accessed anytime and anywhere through the internet. Employees who want to use the service during normal business hours must request prior approval of the appropriate division, department or program staff.

"This is a wonderful opportunity for SUNY employees to add to their professional development," said UUP Secre-



tary-Treasurer Jeri O'Bryan-Losee. "We believe the wide variety of topics really does offer something for everyone,"

Course topics include desktop software, project management, leadership, management essentials, supervision, decision making, cloud storage and virtualization, IT service management, security, software development and web design.

If you're interested, fill out the application form at <https://on.ny.gov/2KzcKNz> and return it to the NYS/UUP JLMC by

Return applications to:

New York State/UUP Joint Labor-Management Committees
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13th Floor
Albany, New York 12223

Fax: 518.486.9220

Email: nysuuplmc@goer.ny.gov

mail, email or fax. Applications will be accepted on an ongoing, first-come basis. Once an application is accepted, users will be notified via email with access instructions. Because the number of EKB licenses is limited, any EKB license not used within 60 days of the issue date may be deactivated.

The program runs through March 31, 2019.

For questions, call (518) 486-4666 or email to nysuuplmc@goer.ny.gov

AWARDS ...

continued from page 19

Fredonia

Honorable Mention: Best Website, <http://uuphost.org/Fredonia>, webmaster Cynthia Dietzen.

Morrisville

Award of Merit: Best Original Article, "Morrisville Member/Women's March," October 2017, Rachelann Copland.

Oneonta

Award of Merit: Best Publication Design, *The Sentinel*, November 2017, designer Kerry Osterwald.

Stony Brook

First Award: Best Website, <https://www.uupsbu.org>, webmasters José Muniz and Theresa Kist.

UUP Retirees

First Award: General Excellence, *The Active Retiree*, Spring 2017 and Summer 2017, editor Jo Schaffer; Award of Merit: Best Editorial/Column, "Where Are We Going?" Spring 2017, Schaffer; Award of Merit: Best Original Photo, "Rally for Respect," Winter 2018, photographer Dave Ritchie; and Honorable Mention: Best Original Article, "... Vast Inequities in Retirement Pay," Spring 2017, Wittner.

Arbitrator says Cornell broke federal law during union election

An arbitrator in May ruled that Cornell University violated the National Labor Relations Act during an election for 2,500 teaching and research assistants, and ordered the university to post an official notice alerting the campus community to its malfeasance. Arbitrator Howard Edelman also rejected Cornell's attempt to bar a new election for the graduate employees for another 12 months.

As Cornell graduate employees went to the polls in March 2017 to decide if their union, Cornell Graduate Students United, should bargain on their behalf, the administration abused official mass communication channels to chill voters, in direct violation of a pre-election agreement and the National Labor Relations Act. The act prohibits communications and other actions that hinder free choice at an election.

Read more at <https://bit.ly/2KbPFNp>

Clinical practice recommendations raise concerns

BY DARRYL MCGRATH

UUP, its state affiliate NYSUT, and the Professional Staff Congress/CUNY have major concerns about recommended changes to clinical experience requirements that could make it more difficult for teacher candidates to complete their teacher education programs, especially for low-income candidates or those in rural areas.

The recommendations have been submitted to the New York State Board of Regents by the Clinical Practice Work Group, which the State Education Department formed last June at the direction of the Regents to examine field experiences and student teaching in teacher education programs. The work group includes members of all three unions.

The creation of the work group stemmed from a years-long effort by a number of stakeholders in teacher education programs and the state's teacher certification process, including UUP, to effect what those stakeholders saw as some needed changes in the state's teacher certification process. That effort convinced the Regents last year to make substantial changes to that process, including the student teacher performance assessment (edTPA) and other certification exams.

UUP URGES CAUTION

"We appreciate the effort made by the Clinical Practice Work Group," said Jamie Dangler, UUP's statewide vice president for academics, after the May meeting during which the Regents had an initial discussion on the work group's recommendations. The Regents have not yet taken any action on the recommendations.

However, Dangler added that "the work group has provided very important goals to aspire to, but we will urge the Regents and SED not to act on these recommendations until they fully determine their impact across diverse teacher ed programs. We also need to know whether

these will actually deter future teachers from completing their programs."

At issue are three specific recommendations by the Clinical Practice Work Group, which would:

- Increase the number of field experience hours prior to student teaching from 100 hours to 150 hours;



- Require professional development for student teacher supervisors; and
- Require university-based teacher educators to participate in program development and have at least three years of teaching or related experience "in the last five years."

UNFUNDED MANDATE

"The recommendation to increase field experience hours to 150 could increase transportation costs to students, who often have to travel considerable distances to the schools they do their observations in," Dangler said. "There are also implementation obstacles. Teacher ed programs are already having difficulty finding enough clinical placements to meet current needs, especially those that send students to rural districts for clinical observation. This increase may make it impossible for them to accommodate requirements for all students in their programs."

And these added hours could force teacher education programs to revise their curricula, because the field experience requirement is embedded in academic courses. Programs might need to replace course material they have determined to be essential to add more observation hours. "That may be okay for

some programs, but not for others," said Dangler. "There are 23 different teaching specialties that teachers are licensed for in New York state. Each college program has specific professional requirements and standards that determine how best to incorporate field experience into the overall curriculum." And programs will likely need more faculty to supervise candidates in the field—which is an unfunded mandate.

The recommendation that supervisors participate in program development is equally troubling. Teacher educators involved in clinical supervision are often adjuncts or retirees who supervise teacher education students in P-12 schools far from their campus. "We're not sure what this recommendation would actually require, but it will be impossible for many student teacher supervisors to participate in program development at the campuses."

As for the recommendation that supervisors have teaching experience within the last five years, Dangler believes it "basically puts an expiration date on someone's professional qualifications. What other field does this?"

WANTED: MEMBER INPUT

UUP, in partnership with NYSUT and the PSC, are urging the State Education Department and Board of Regents to do a feasibility study that would assess the impact of the work group's recommendations on the wide variety of teacher ed programs before they take action.

Read a joint letter to Commissioner MaryEllen Elia and the Regents at <https://bit.ly/2LfNf0L>

"The Clinical Practice Work Group has provided us with an important starting point," Dangler said. "The next logical step would be to systematically assess implementation issues and the implications of unfunded mandates to make sure there are no unintended, negative consequences on specific programs and students. UUP is certainly willing to be a partner in this next step."

State court rules for students

Judge overturns ‘dumbed-down’ teacher certification process for charters

BY DARRYL McGRATH

A state judge has ruled that the SUNY Charter Schools Committee illegally approved a special and far easier teacher education and certification process for charter schools, in a decision that stands as a major victory for NYSUT and several of its locals, including UUP.

The ruling means that the state must immediately stop approving applications to use the new process in SUNY-authorized charter schools, and the two plans that have already been approved cannot continue.

NYSUT President Andy Pallotta and the United Federation of Teachers had sued SUNY on behalf of all the affected NYSUT locals over the special teacher ed and certification policy, which the Charter Schools Committee of the SUNY Board of Trustees approved almost a year ago.

The New York State Board of Regents and the State Education Department had filed a companion lawsuit that also opposed the special certification.



The SUNY Charter Schools Institute is prohibited from crafting any more regulations “which fail to meet the minimum standard of teacher certification as determined by the Commissioner of Education and the Board of Regents,” according to the decision of Acting Supreme Court Justice Debra Young.

A DUMBED-DOWN SCAM

The decision, Pallotta said in a statement released by NYSUT, “is a victory in our fight to ensure excellence in education at all schools.”

“This was an impossible situation, and

one that UUP and our expert practitioners in our membership could not let stand,” UUP President Fred Kowal said. “We are grateful to our members who spoke up, who rallied and who lent their expertise to our protests.”

UUP, NYSUT and other locals had described the special certification process as a bewildering “dumbing down” of the state’s nationally renowned strict standards for teacher certification. Assembly-member Deborah Glick, chair of the Assembly’s Higher Education Committee and one of many prominent critics of the new process, had called the Charter Schools Committee’s action “a scam.”

STUDENT TEACHING SIDELINED

Pallotta noted that the special process would have allowed charter school teachers to be certified with as little as one month of coursework. It was never clear if the new process required any student teaching. The standard teacher certification process for all other teacher education programs in the state requires a

see COURT, page 27

New accreditation option available to teacher ed programs

BY DARRYL McGRATH

Teacher education programs in New York can now choose to be accredited by a new program that several SUNY teacher education programs favor, following a vote by the New York State Board of Regents at its May meeting.

The vote comes after a public-comment period following preliminary approval in January of a plan to allow institutions of higher education to work with other accrediting agencies that are recognized by the Council for Higher Education Accreditation. This opens the door for accreditation by the newly formed Association for Advancing Quality in Educator Preparation, or AAQEP. Formerly, the only accrediting body accepted by the state was the Council for the Accreditation of Educator Preparation, or CAEP.

“Teacher education programs will now have a choice in their accreditation programs,” said Jamie Dangler, UUP’s vice president for academics. “UUP took a strong position, supporting the addition of AAQEP. As a result of the substantial feedback from our members, we were able to make a convincing argument to

the Regents that this is a productive step for these programs.”

UUP joined NYSUT and the Professional Staff Congress/CUNY in making that argument through a joint letter that the three unions submitted in December to Regents Chancellor Betty Rosa and State Education Commissioner MaryEllen Elia. In that letter, the unions outlined longstanding problems with CAEP.

UNIONS MAKE THEIR CASE

The unions cited poor communication with participating teacher education programs, a lack of clear guidance, and CAEP’s delayed responses to urgent questions.

The Regents’ approval of an accreditation option is another indication of how far the Regents have come in listening to input from practitioners and faculty on issues affecting teacher education and teacher certification, a change that has been especially notable under Rosa’s leadership. UUP has worked steadily with the Regents to address issues that the union believes have hampered teacher education programs, including concerns that UUP has had about the certification tests, and the Regents have incorporated several of UUP’s suggestions in its evolving policy on those tests.



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

Adam McLain, an assistant biology professor at SUNY Polytechnic Institute, was part of a team of scientists that recently discovered a new species of lemur in Madagascar. Lemurs are small, endangered primates that are found only in Madagascar, an island nation off the southeast coast of Africa, and the nearby Comoro Islands.

The discovery of the new species, which is known as Groves' dwarf lemur and which is smaller than a squirrel, received national attention in academic and scientific journals.

McLain earned his B.A. from Virginia Tech in 2002, his master's from Hunter College/CUNY, and his Ph.D. from Louisiana State University in 2013.



McCLAIN

Rolf Quam, a paleo-anthropologist and an associate professor at Binghamton University, is part of a discovery that has rewritten a long-accepted timeline for modern humanity.

Quam, undergraduate director in the university's department of archeology, was on the team that found a fossilized jawbone in a cave in Israel, and he coauthored the study that announced the finding earlier this year. The jawbone is believed to be between 175,000 and 200,000 years old, which would move the human migration from Africa back by at least 50,000 years.

The team found the jawbone in 2002, but the painstaking process of freeing it from the surrounding rock, and cleaning and dating it, took 15 years.



QUAM

The Ghana Think Tank, an arts and activism organization co-founded by Purchase College associate professor of Art+Design **Christopher Robbins**, was recently awarded a grant from the John S. and James L. Knight Foundation for its project "American Riad." The \$135,000 grant is part of the Knight Arts Challenge, which funds ideas that engage and enrich Detroit through the arts.

The public art project—designed to combat social isolation—has transformed three buildings into apartments and small businesses that serve the neighborhood's needs, while preserving the North End's rich history.

Robbins earned his MFA from the Rhode Island School of Design.



ROBBINS

BRING IT! ...

continued from page 11

will contact us with questions regarding *Janus* and are savvy enough not to share their personal information with these sketchy organizations," said UUP Membership Development Officer Tom Hoey. "Those groups would be free to sell and distribute your personal information, it or use to further their own goals."

The Empire Center for Public Policy, an established Albany-based conservative think tank, also has tight ties to union busters. The center's executive director, Tim Hoefer, is on Americans for Fair Treatment's board of directors, according to a June 27 *Philadelphia Inquirer* story. Sourcewatch.com reports that the Empire Center has received donations from the Bradley Foundation, DonorsTrust, and Donors Capital Funds.

WRONG

Ken Girardin, an Empire Center policy analyst, took aim at UUP in the center's May 29 NY Torch blog about the union's tentative contract with the state. Girardin wrongly claimed that UUP "has an interest in minimizing the time" members have to review the new six-year agreement—implying it would be easier for UUP to win ratification by limiting members' access to the contract.

The contract—and a detailed synopsis of the pact—have been available to members on the UUP website since late May. Kowal, the union's statewide officers and Negotiations Team members traveled to every campus in June and July to present

the contract to members. A copy of the contract was mailed to all eligible union members in July. The ratification vote process takes place over a month-long period, from early August through early September.

"These organizations are masters at deception," said UUP Vice President for Professionals Tom Tucker. "But our members are smart, and they do not take kindly to outside agitators telling them what to do."

"We offer straight talk," said statewide Secretary-Treasurer Jeri O'Bryan-Losee. "We offer the truth."

SPN SPIN

The State Policy Network, of which the Empire Center is an affiliate member, has also been hard at work post-*Janus* to crush organized labor. SPN has organized a multistate effort to reach five million teachers and other public sector workers affected by *Janus*, according to a June 30 story in *The Intercept.com* (<https://bit.ly/2MSejne>). SPN has \$80 million to wreak havoc on labor.

In a rambling, wildly slanted June 1 letter to donors, (<https://bit.ly/2JfACAO>) SPN CEO Tracie Sharp said that SPN is working to "curb the abuses and undue political influence of government unions" by working to get more than 1 million unionists to leave their unions by 2020.

"Bring it on," said Kowal. "Unions like UUP are expecting these attacks and we are well prepared to repel them. We will never stop fighting to preserve our members' collective voice."



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COURT ...

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minimum of 40 days of student teaching, and the Regents have discussed the possibility of increasing that requirement, as part of a movement in education that recognizes the value of extensive clinical experience in the classroom during a future teacher's preparation.

For UUP, the special certification was an outrage because the union had worked for the last five years with NYSUT and the Professional Staff Congress/CUNY to address design flaws in the tough new certification exams implemented by the state in 2013. The unions and their private-college partners had just succeeded in getting the Regents to correct some of those flaws when the Charter Schools Committee adopted a separate process for a subset of future teachers that circumvented the extremely high standards all other future teachers faced.

"Our teacher education practitioners have always supported a certification process that makes sure the most highly qualified teacher candidates enter classrooms as new teachers," said Jamie Dangler, UUP's vice president for academics, who led the union's effort to address the design flaws in the certification exams. "And the best way to ensure that is to have everyone meet the same high standards. Our members should be very proud of their role in helping to overturn this inadequate certification process."

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THEATER ...

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as close to a real-world experience as they will ever get in college.

At almost the same time in April as these students relished the excitement of staging their own production, UAlbany's last doctoral student in French defended her dissertation. Although the Ph.D. program in French had been eliminated in 2010, all students registered in degree programs that suddenly no longer existed had to be allowed to complete their degrees, according to Jean-Francois Briere, now retired, who chaired the UAlbany department of languages, literatures and cultures during the cuts.

A CALL FOR BALANCE

Nancy Newman, chair of the department of music and theatre, who was also at UAlbany when the 2010 cuts occurred, confirmed Kash's comment that theater might once again be its own department. The music and theater budgets remain separate.

"My feeling is, restore theater fully, and restore the languages, too," Newman said. "The school went through a financial crisis; it's been resolved. With our huge emphasis on an international education, bring back those languages. We have an opportunity to restore those, to right the ship."

Newman said she has indicated as much to senior administrators, pointing out that revitalizing the language programs could only benefit the university. So far, she has not heard any indication that UAlbany plans to fully restore French, Russian and Italian.

"Make a splash out of it and recommit to theater and languages," Newman recounted the way she put her appeal to administrators. "That would give us some positive press."



NEWMAN



DARRYL McGRATH

KARLA KASH, AN ASSOCIATE PROFESSOR IN HER FIRST YEAR AT UALBANY AND DIRECTOR/PRODUCER OF THE THEATRE PROGRAM, SAID THE THEATRE PROGRAM'S RESTORATION HELD A STRONG APPEAL WHEN SHE INTERVIEWED FOR HER JOB.



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