

THE

# voice



Winter 2020

## UUPers ask for greater investment in SUNY

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### ALSO INSIDE:



6—UUP members get grants  
to promote teaching



10—UUP member John Shea  
talks with *The Voice*



11—Lawsuit calling for return  
of agency fees is rejected, appealed

## Correction

An article on the Safe Schools Summit held at the University at Albany (*The Voice*, Fall 2019) misidentified a photograph of UUP member Tammy Ellis-Robinson, an assistant professor in the division of special education and educational psychology and methodology at UAlbany.

*The Voice* regrets the error.

Ellis-Robinson, correctly pictured at right, presented the workshop, “Special Needs’ Populations: Challenging Before, During and After a Crisis.”

Read the full story here: <https://uupinfo.org/voice/fall/Fall2019VoiceWeb/#/6>



ELLIS-ROBINSON

### LETTERS POLICY

*The Voice* welcomes timely letters about university and union issues, politics and other events relevant to UUP’s concerns. All letters are subject to editing for length, accuracy and clarity. Please type or email your letters, limit them to 300 words, and include your name and daytime phone number for verification.

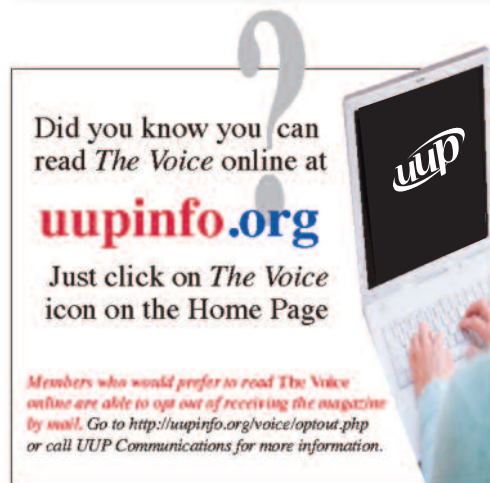
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## THE Voice

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Contact UUP at P.O. Box 15143, Albany, New York 12212-9954. Telephone (518) 640-6600 or toll-free at (800) 342-4206. UUP’s Internet site is [www.uupinfo.org](http://www.uupinfo.org). UUP is Local 2190 of the American Federation of Teachers (AFL-CIO) and is affiliated with NYSUT and the National Education Association.

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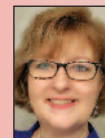
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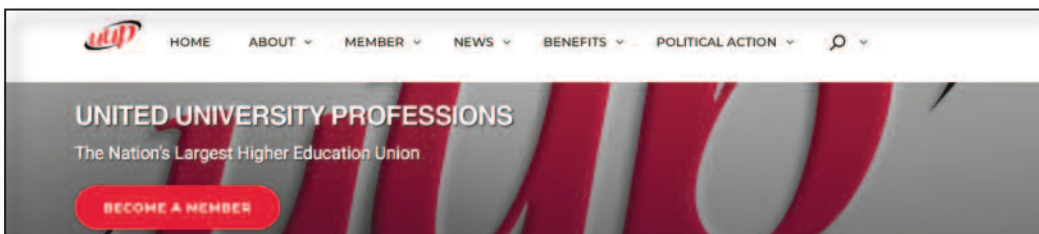
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- VP for Academics Jamie Dangler named NYSUT Higher Ed Professional of the Year: <https://uupinfo.org/communications/uupdate/200126.php>
- Get the latest on NY25, your union’s plan for SUNY and New York state: <https://uupinfo.org/NY25/>
- Share your thoughts on SUNY’s new initiative to expand online education: <https://uupinfo.org/negotiations/onlineed.php>

### UUP MEDIA AND PUBLICATIONS

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DARRYL McGRATH  
Communications Specialist

ANGELL M. VILLAFANE  
Communications/Research Assistant

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



AFTCN

# It's time to make SUNY a priority

Once again, the governor's proposed Executive Budget does not deliver when it comes to SUNY. And, once again, our work is cut out for us.

We will take our message—that the time is now to invest in, and make a true commitment to, SUNY for today and the future—and to bring it directly to state legislators, in their district offices and their offices in Albany.

I ask every UUP member to join us in this important task. We all need to speak out in a strong, singular voice and demand that the state make a real commitment to our University.

That's the message we took to lawmakers at five public hearings conducted by the Senate Higher Ed Committee late last year across the state on the cost of public higher education and the role SUNY must play in addressing the challenges we face as a society: keeping our world-class University affordable and accessible for all, combating climate change, and expanding health care education and services.

## FIGHTING FOR FAIRNESS

I was joined by dozens of our members—academics and professionals, doctors and researchers—at those hearings. They shared a similar story: huge Great Recession-era cuts followed by years of flat state spending on SUNY have left our cash-strapped campuses struggling to provide the services our students and patients need and deserve.

We have done more with less for too long. This cycle must end.

Like never before, we must speak out for SUNY—even as SUNY fails to advocate for itself. It became clear that Chancellor Kristina Johnson wasn't going to campaign for SUNY when, in her State of the University System address and during a recent budget hearing, she downplayed the urgent budget crisis across campuses.

That's why we're working with our union colleagues and student and community allies to identify progressive revenue streams to bolster public higher ed in New York. The growing number of billionaires in New York and the soaring stock market

point to the opportunity for the state to find innovative ways for those with the capacity to pay to ensure our state's future is bright for all of us.

## FLAT BUDGET—AGAIN

State funding to SUNY is essentially flat in the 2020-21 Executive Budget, and there is no direct base aid support to campuses. The governor's touted 3 percent increase for higher ed is mostly for fringe benefit increases, bonded capital cost increases, and a proposed Excelsior Scholarship expansion.

Amazingly, there is no dedicated funding for campuses to close the TAP Gap—an initiative UUP members, students and many legislators pushed hard for in 2019. The chancellor ignored the issue in her January address.

Instead, campuses must make due with an extension of SUNY's rational tuition plan—a \$200-per year undergraduate tuition hike through 2024-25—for mandatory operating costs, hiring new faculty and expanding course offerings, among other initiatives. We are not in favor of extending this tuition hike as it is presently proposed, since it will only add to the rapidly growing TAP Gap. Let's fix that problem first before we talk about adding to the cost students must bear at SUNY!

It is a social injustice to dispossess our campuses of the necessary resources to meet the many needs of our TAP-eligible students.

Fortunately, our friends in the state Assembly and Senate understand how the TAP Gap impacts our campuses and our students. I am hopeful that our strong advocacy will help resolve this issue this year.

## MAKING IT MATTER

UUP members will also be pushing for the restoration of an \$87 million subsidy for SUNY's three public teaching hospitals—which was cut from the state budget two years ago.

Our nonprofit hospitals desperately need



MICHAEL LISI

PRESIDENT FRED KOWAL ADDRESSES MEMBERS ATTENDING A RECENT UUP DELEGATE ASSEMBLY IN ALBANY.

these dollars to help offset costs as they care for large numbers of underinsured and uninsured patients while educating New York's future doctors and medical professionals.

We oppose a newly proposed Capital Matching Grant Program, which would create an unneeded system of haves and have-nots among campuses. Campuses that can afford the required match of state funds will get new buildings; those that can't, won't.

Other budget proposals—status quo for SUNY's opportunity programs and a commitment to provide state Medicaid funds to match federal Disproportionate Share Hospital funding for the hospitals—aren't guaranteed. We'll be watching them closely.

There's more, and to get the details read about UUP's legislative agenda in this issue of *The Voice*.

Our work has just begun. Working together, we can create the positive change that our students, our patients, our members and our University need and deserve. I want you to be part of that positive change. Join us. We need you.

Now let's get to work.

# Invest in SUNY

## UUP outlines a bold approach to #Fund SUNY Now!

BY DARRYL McGRATH

**W**ith a deficit of at least \$6 billion dominating the state's budget negotiations, UUP is turning to an entirely new plan for bringing desperately needed revenue into the cash-strapped SUNY state-operated campuses: Tax the rich.

It's a take-charge approach to a funding crisis that has not improved since the Great Recession a dozen years ago. UUP is now reviewing several bills before the Legislature that would either introduce new taxes, raise existing taxes, or remove tax loopholes and exemptions. The goal? To ask that the state's richest residents pay a fair share of the cost of running the state.

UUP has been getting that message out in every way possible: through testimony before lawmakers, at a major advocacy day in Albany and at a news conference in which lawmakers and unionists presented a united front on the funding crisis in New York.

### UNIONISTS, LAWMAKERS STAND TOGETHER

Kowal joined dozens of others committed to funding increases as a lead speaker during that Feb. 10 news conference in the Legislative Office Building, as UUP, NYSUT and other unions explained why New York's ultra-rich residents should pay more taxes.

"Our state's leaders must embrace every step necessary to create a tax system that requires those who have benefited from a growing economy to pay more for the privilege of living in the greatest state in this union, and for many of them, for living in the greatest city in



MICHAEL LISI



DARRYL McGRATH

ABOVE, UUP PRESIDENT FRED KOWAL, CENTER, MAKES THE CASE THAT NEW YORK'S ULTRA-RICH RESIDENTS SHOULD PAY MORE TAXES—AND THAT SOME OF THE NEW REVENUE GO TO THE STATE'S PUBLIC COLLEGES, UNIVERSITIES AND HOSPITALS.

LEFT, GENESEO UUP MEMBER ALAN WITT, LEFT, DESCRIBES BUILDING CONDITIONS AT HIS CAMPUS—WHERE THE LIBRARY IS ABOUT TO BE CLOSED FOR FOUR YEARS FOR RENOVATIONS AND ASBESTOS ABATEMENT—IN A MEETING WITH STAFF TO SEN. JULIA SALAZAR (D-BROOKLYN).

the world," Kowal said. "To not take up the challenge of fixing the regressive tax system in New York this year will mean that our leaders are surrendering to the inevitable decline of our institutions of public higher education."

UUP had embraced the idea of new revenue streams well before the show of strength exhibited at the news conference, as it became clear in the Executive Budget proposal that SUNY campuses will once more face flat funding, and that the SUNY hospitals will again have to live without their state subsidy if Gov. Andrew Cuomo's proposal prevails. The loss of the subsidy is a broken promise by the state, which guaranteed years ago that in exchange for the hospitals assum-

ing the cost of their fringe benefits, the state would provide a compensatory subsidy. That subsidy used to be \$150 million, then it dropped to \$87 million, and then, two years ago, it disappeared from the budget.

### UUP: AN ADVOCATE FOR SUNY

The hearing was remarkable for the notably pointed questioning that lawmakers directed at SUNY Chancellor Kristina Johnson. In an astonishing example of how not to advocate for the University, the chancellor proposed that campuses pay \$1 out of their own budgets for every \$2 spent on construction.

In his testimony Feb. 4 on higher education funding, Kowal endorsed "the



# Support the political action fund of UUP and NYSUT

## Give to VOTE-COPE

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

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creation of new sources of revenue to fund SUNY and CUNY and to reverse a decade of disinvestment,” as lawmakers from the Senate Finance and the Assembly Ways and Means committees listened.

All but one of the five bills that Kowal cited in his testimony would either remove loopholes in the state’s tax law or increase taxes on advantages enjoyed by affluent New Yorkers, such as luxury apartments in New York City that are not primary residences.

Whether any of those bills make it to the governor, and whether he would sign any that did, cannot be predicted. But the nearly one dozen lawmakers and New York City government leaders who stood with UUP, NYSUT and other unions at the news conference said that working people in the state are sacrificing too much. They described public school buildings and university campus buildings in deplorable condition, roads pitted with potholes, and a general decline in public services in cash-strapped municipalities—even as residents pay shockingly high property taxes.

### **FAIR-SHARE TAXES SUPPORTED**

NYSUT cited a poll conducted by Hart Research Associates that showed that 92 percent of New York voters in a sample size of 1,000 registered voters support new taxes on the ultra rich, in the face of the state’s \$6.1 billion budget shortfall. Even so, lawmakers urged their union partners in this effort to stay the course during what could be a difficult budget season.

“I am asking the billionaires and millionaires to spend pennies—pennies—on the dollar,” said state Sen. Robert Jackson, a Democrat from the 31st District in Manhattan, as he held up a dollar bill. “I say onward. We walk. If we walk, we run. If we run, we win.”

At NYSUT’s annual higher education advocacy day Feb. 8, Kowal spoke to faculty, staff and students from SUNY, CUNY and the SUNY community colleges as they prepared to meet with lawmakers, and he reminded them of the higher purpose of their efforts.

“It’s vitally important that we do this work, because what it comes down to is, what kind of state do we want for our

children and grandchildren?” Kowal asked. “I think what you need to pose to them is a way out, because this is not sustainable.”

Listening to Kowal’s remarks were two new young UUP members, participating in their first advocacy efforts in Albany: Alex DeSha, a professional from the Buffalo Center Chapter, and Alan Witt, an academic and delegate from the Geneseo Chapter. Both have been active in the union for about two years.

“I got appointed as [UUP chapter] political coordinator, and I felt I needed more seasoning, more experience, so I felt I should be here,” Witt said.

DeSha is a Kentucky native who has seen coal companies largely break the labor union movement for miners in his home state. Yet he remains a solidly committed unionist. He believes labor can be strengthened, despite the attacks he witnessed against coal miners.

“I think that organized labor is the only valid vehicle for change in our society,” DeSha said. “I have this vision of what New York can be, and we’ve got to find it.”

# Promoting teachers

## Small grants equal big ideas

BY DARRYL McGRATH

A chance at a small grant that could change the teaching profession for the better galvanized SUNY's teacher education faculty and staff around the state to turn their imaginations loose and dream big.

The results of those big dreams have just been announced, and the winning ideas are as boundless as the enthusiasm of their creators. For grants ranging from \$1,000 to \$1,200, UUP members will help enthuse the next generation of teachers, offer support to new young educators already in the classroom, and encourage teaching assistants to take the next step toward full professional certification.

The money to do all these projects originated with a National Education Association Great Public Schools Grant to NYSUT, which is UUP's statewide affiliate. NYSUT in turn made more than \$10,000 available for UUP-supported projects. Jamie Dangler, UUP's statewide vice president for academics and the officer liaison to the union's statewide Teacher Education Committee, put out a call for grant proposals.

The results, Dangler said, demonstrate the passion that UUP's teacher education faculty feel for their profession. And even more importantly, several of the newly funded projects will help ensure that the most underrepresented group in teaching—low-income teaching candidates of color—gets a boost from future colleagues.

"I'm not at all surprised that our members in teacher education so resoundingly answered this call to submit grant proposals, or that their project ideas were so compelling," Dangler said. "Several teaching specializations suffer from terrible shortages of qualified candidates. In New York, UUP has been at the forefront



ANDREW WATSON

FORMER UUPER DIANA SUKHRAM, NOW ACTING DEAN OF EDUCATION AT OLD WESTBURY, RIGHT, IS WORKING WITH UUP MEMBERS ON AN EXCEPTIONAL EDUCATION GRADUATE FAIR THAT WILL HELP NEW AND PROSPECTIVE TEACHERS MEET CERTIFICATION REQUIREMENTS AND PROVIDE THEM WITH CONTINUING ED OPPORTUNITIES. THE EVENT IS FUNDED THROUGH NYSUT'S NEA GREAT PUBLIC SCHOOLS PROGRAM.

of the effort to address these shortages and to help diversify the next generation of teachers. These grants, none of which is more than \$1,200, could have an effect that is far greater than their dollar amount."

### REACHING FUTURE TEACHERS

The grants will be used to: host high school students on campuses; provide workshops and retreats; introduce prospective students to teacher ed programs; and provide materials for those already in the profession. Central to several of the 10 UUP grants awarded to date is the goal of instilling an interest in teaching into high school students, and a belief that teaching is an attainable goal. One such example is the \$1,189 that Oswego teacher education faculty and staff will use for a project that will introduce students in Syracuse high schools to the idea of teaching as a career.

"This is a way to get high school kids who think they want to be teachers to campus. This will fill in the gap between,

'I'm a high school student,' and 'Some-day, I'm going to be a teacher,'" said Pat Russo, director of the Center for Urban Schools in SUNY Oswego's School of Education, as she described the Oswego grant project that she devised with her teacher ed colleague Nicole Brown, and Carrie O'Connor, a Syracuse high school teacher.

UUP has encouraged such regional cooperative efforts between teacher ed programs and K-12 schools for several years. Under the Oswego plan, Oswego students in the Teacher Opportunity Corps program, which focuses on increasing teacher candidates from underrepresented groups—including low-income populations of color and young men—will work with high school students on projects that will help identify potential teacher education candidates.



RUSSO

## TEACHER SHORTAGE CRISIS

According to NYSUT, State Education Department officials estimate that New York will need about 180,000 new teachers by the end of the decade. Shortages will be especially urgent in impoverished districts and in nearly 20 specializations, including music and art education, English language arts for middle- and high school students, special education, and health and physical fitness. And there is a tremendous need for a more diverse teaching profession. Federal data from the U.S. Department of Education show that black and Latinx teachers are rarities; 14.4 percent of K-12 students are black and 21 percent of students are Latinx, but only 6.4 percent and 7.5 percent of teachers are black or Latinx, respectively.

UUP and NYSUT attribute the decline in enrollment in teacher ed programs at least in part to a dramatic redesign of the state's certification process. Some of the new certification exams, which New York began to use in 2013, were so poorly designed that not only top-performing students sometimes could not pass them, but neither could some nationally recognized professors of education who took the exams to evaluate their new design. UUP was at the fore of convincing the New York State Board of Regents to make badly needed changes to the certification process two years ago, but that rocky rollout resulted in many teacher ed students never completing or even starting the certification process. Many of those once-promising future teachers either sought teaching jobs in other states, or never entered the teaching profession.

## SUPPORTING NEW, FUTURE TEACHERS

And sometimes, new teachers feel overwhelmed, which is why too many of them leave the profession in their first few years. Some of the grants, such as those awarded to members of the Binghamton and Empire State College chapters, and the two awarded to the Old Westbury Chapter, will be used to either support new teachers, encourage teaching assistants to aim for their teaching certification, or provide information to teachers now in the classroom who need help with continuing education opportunities or who have initial certification and need to

see **TEACHING**, page 11

## Grants at a glance

The following are among the UUP grant applications accepted through NYSUT's NEA Great Public Schools grant program:

**ALBANY—\$1,200:** Partnership with Albany, Schenectady, Troy, Cohoes and Hudson school districts. Travel budget for HS students to come to UAlbany for one-day career development institute. The institute will have two tracks, targeting current SUNY undergraduates to move into graduate degrees, and high school juniors from local urban districts to apply for undergraduate admissions.

### **BINGHAMTON—Grant 1—\$1,200**

- Creating targeted workshops to mutually benefit Southern Tier school districts and Binghamton University's Department of Teaching, Learning and Educational Leadership.
- Visits to community agencies and organizations to increase diversity in the education workforce while capturing local talent, such as: Broome County Urban League, YWCA/YMCA, Lee Barta Community Center in Binghamton, American Civic Association, Family Enrichment Network, Head Start, BOCES, and New Visions.

**Grant 2—\$1,200:** Partnership with Union-Endicott Central School District. Development of new Teacher Induction Program, with recruitment for graduate teacher ed programs.

**BROCKPORT—\$1,200:** Funding to support approximately 200 students attending the Careers in Education Conference at Brockport March 19.

**BUFFALO STATE—\$1,150:** Regional Recruitment Fair, targeting HS students in Western NY. Draw on partnerships between Buffalo State and area schools.

### **EMPIRE STATE COLLEGE—\$1,000**

- Campus presentations in Western NY, the Capital Region and NYC, targeting teaching assistants to enter the teaching profession.
- Collaboration with area school districts on presentations to HS juniors and seniors.

**NEW PALTZ—\$695:** Yonkers HS student visitation day to learn about New Paltz teacher education programs and teaching careers.

**OLD WESTBURY—Grant 1: Exceptional Ed—\$1,200:** Exceptional Ed Graduate Fair and Networking Opportunity to draw educators from neighboring school districts who need continuing ed opportunities for their careers, as well as teachers with initial certifications who need to meet professional certification requirements.

**Grant 2: Childhood Ed—\$1,145:** Partnership with Freeport and Uniondale School Districts, for instructional materials to enhance an existing school-based mathematics and literacy methods course project based on a community of practice framework. Teachers, college course instructors, and preservice teachers come together to study and reflect on effective teaching and learning practices and how best to serve future elementary school teachers.

**OSWEGO—\$1,189:** Partnership between SUNY Oswego's School of Education and Syracuse Central School District's Urban Teacher Prep Career and Technical Education program. Teacher candidates in SUNY Oswego's Teacher Opportunity Corps program will engage in mentoring activities with SCSD HS students in the Urban Teacher Prep CTE program.



DARRYL MCGRATH PHOTOS

## A lifetime of service comes full circle back to UUP

BY DARRYL MCGRATH

**F**rances Brisbane knows that it's never too late in life to give back to those who helped you get started.

In her case, however, the giving back has been going on for nearly 50 years.

Brisbane began her career at Stony Brook HSC in 1972—a year before UUP formed—but she's only been a UUP delegate since last year. To proudly sport the green ribbon on her Delegate Assembly badge that identifies her as one of the union's newest activists is to also celebrate a distinguished career that has come full circle, from brand-new professor to senior administrator and dean of the Stony Brook University School of Social Welfare, and then back to an updated version of the academic role that got her started at Stony Brook.

As one of UUP's most distinguished and beloved members, Brisbane is also a standout supporter of NYSUT's political action fund VOTE-COPE, a philanthropist, an innovator and a role model who has never forgotten the mentor who guided her through the first phase of her academic career.

### VOTE-COPE POWERHOUSE

At the 2019 Fall DA, NYSUT President Andy Pallotta recognized Brisbane for her VOTE-COPE contributions, which

she has steadily increased over the years. Never one to seek personal acclaim, she asked that *The Voice* not publish the exact level of her generosity. Suffice to say that she is one of the union's staunchest supporters of VOTE-COPE.

"I just believe that if we have the ability to influence the political system to help the union do its work, that's very important," Brisbane said. "So, I said, 'I really want to give.'"

The story of how Brisbane tried to retire, was persuaded to stay, and ended up rejoining UUP some 25 years after she was promoted to a position that took her out of the bargaining unit, is also the story of a woman who has been doing the unexpected for most of her career.

"Frances Brisbane is an example to us all," UUP President Fred Kowal said. "She broke barriers and stood as a role model to hundreds of students, always with that same quiet, steady approach that has distinguished her wonderful career at Stony Brook. Now, she is giving back to UUP. She would never describe herself as a humanitarian for her generosity and the mark she has left on so many lives, but we certainly can."

### HONORING A MENTOR

Brisbane made news in 2018 when Stony Brook announced that she had pledged \$1 million to the university, part of which would be used to advance the

education of the custodial staff on campus. That portion of her gift was named the Owens-Brisbane Wellbeing and Educational Advancement Endowment for Health Sciences Custodial Staff.

The name honors Brisbane's mentor, the late Elsie Owens, who was a powerhouse in her own right. She was a custodian at Stony Brook when Brisbane met her, but she was also the president of the NAACP chapter in Brookhaven, Long Island. Eventually, Owens would earn her undergraduate and master's degrees, and become a social worker. A health center and a street in Brookhaven are named for her, and her 2006 obituary in *The New York Times* paid tribute to her work as a civil rights activist.

But in 1972, Elsie Owens was still a custodian when she spotted Brisbane arriving for her interview for a faculty position. Owens saw a highly educated black woman (Brisbane is an Ivy League-trained academic with a doctorate in organizational psychology) about to meet with a white selection committee.

Any one of Brisbane's accomplishments at the time would have made her stand out as a female candidate, and especially as a black female candidate. But Owens—politically astute and a keen observer of her workplace—knew that the academic world at that time could fairly be described as an insider's club. She flagged down Brisbane, pulled

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.

**Cristina Casa-Levine**, an associate professor in the dental hygiene department at SUNY Farmingdale, has been named American Dental Hygienists Educator of the Year.

The award honors full-time dental hygiene faculty members who contribute to, and are dedicated to, providing high-quality education to dental hygiene students. Faculty are nominated by their peers, and only one professor from across the country is selected to receive the annual award.

Casa-Levine earned her associate and bachelor's degrees in dental hygiene from SUNY Farmingdale, her master's in health services administration from SUNY Institute of Technology, and her doctorate in educational leadership from the University of New England.

She joined the full-time faculty at SUNY Farmingdale in 2014.



**Thomas Hegna**, an assistant professor of geology and environmental sciences at SUNY Fredonia, has identified a new species of blind crustacean preserved in 23-million-year-old amber found in the southern Mexican state of Chiapas.

The discovery was significant because it sheds light on a little known group with a poor fossil record—the amphipod crustaceans, also known as beach fleas.

Hegna is a member of the Crustacean Society, the Palaeontological Association, the Paleontological Society, and the Geological Society of America.

Before joining the Fredonia faculty in 2019, Hegna taught at Western Illinois University.

More information on the find can be found at <https://bit.ly/3ar6sts>

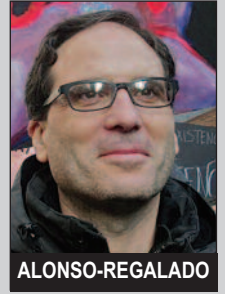


**Jesús Alonso-Regalado**, a University at Albany librarian, is one of 10 public, school, college and university librarians to win this year's "I Love My Librarian" award.

The honor comes with a \$5,000 prize, a plaque and a travel stipend to attend the award ceremony during the American Libraries Association's Midwinter Meeting and Exhibits in January.

Alonso-Regalado is a subject librarian for the departments of history; Latin American, Caribbean and Latinx studies; and languages, literatures and cultures.

He has been with the University Libraries for 14 years, and worked prior to that at the Library of Congress. He received his master's degree of library and information sciences at the University of Pittsburgh.



her aside and gave her some quick pointers on what to expect, which Brisbane credits with helping her land the job.

"I learned more from Elsie than she learned from me," Brisbane recalled. "I often say that what people do is not an indicator of what they can do, or what they know. Her advocacy skills were dynamite."

### REMEMBERING THOSE IN NEED

Brisbane's tenure as dean was marked by innovations that reflected her own path as a woman of color who broke through barriers. She developed several certificate programs and seminars that addressed such topics as cultural competence and the effects of poverty and substance abuse. She also developed a program focused on so-called compassion fatigue in professional and at-home

**"I just believe that if we have the ability to influence the political system to help the union do its work, that's very important."**

— **Frances Brisbane**  
**Stony Brook HSC**

caregivers, and a conference titled, "Counseling and Treating People of Color: An International Perspective," which has been given in locations around the United States and in several other countries for more than 30 years. Her list of recognitions at the federal and state level is considerable and includes a presidential award for volunteer service.

Following Brisbane's 2015 retirement as dean, Stony Brook appointed her vice president for health sciences workforce diversity and as a professor in the school

of social welfare. (Brisbane said of her attempted exit, "I tried to retire. They wouldn't let me.")

### HER UNION MOMENT

Now, she is relishing her newfound union activism.

Brisbane had grown up in a union household, but her real awakening occurred

when she was a student at Columbia University. When the nurses at a nearby hospital—where Brisbane was doing her field work—went on strike, Brisbane sympathized but worried that she would be dismissed from her graduate program if she didn't cross the picket line to get to her assignment.

"They said, 'Don't worry about it; we've got you covered. That's not going to happen,'" she recalled. "And I believed them. I went from being a bystander to walking the picket line."

## John Shea

### Stony Brook Chapter

Many years ago, John Shea got a phone call from then-Stony Brook University President Shirley Kenny, who told him that she was looking out the window of her campus office and watching students running by carrying spears and bows and arrows.

"I hope they're yours," she said.

They were. Shea, a professor of anthropology, a UUP member for 26 years, and a master craftsman of stone tools, has been teaching a class on primitive skills for most of his career. Primitive skills draw on the technologies our ancestors used tens and even hundreds of thousands of years ago in everyday life: crafting tools out of stone; making fire and building weapons from materials found in nature: wood, stone, tree pitch and plant fibers.

The term "primitive" erroneously suggests that it's easy to master these skills. In fact, as Shea's students learn, it's very difficult to start a fire in the rain. But Shea has seen hundreds persevere in this unique form of problem-solving, and then succeed.

*The Voice* caught up with Shea as he prepared to start a sabbatical, which UUP members have the right to request through the UUP contract with the state.



**Humanities courses have especially suffered in the underfunding of public higher education. You have written that primitive techniques "draw the sciences and humanities together." Can you really make a case that the study of primitive techniques can involve the humanities?**

Absolutely. The only reason science and the humanities got separated was the professionalization of the university, meaning the professors went from being a Jack of all trades, or a Jill, to this division between the sciences and the humanities. What I can do is inoculate the kids against that division—if you're going to make a boomerang, try painting it.

**Have you ever had to rely on your own knowledge of primitive skills in the field?**

Yes, multiple times. Usually in Africa, it's not whether a disaster will happen, or when a disaster will happen; it's, a disaster *will* happen. I've been in situations where I've had to make fire; I've been in situations where I've had to make shelter. Or find people who are lost, who sometimes didn't even realize they were lost, and we had to find them before the hyenas came out. Most of the survival stuff is just looking at a situation, thinking what could go wrong, and making sure you take counter measures in advance.

**What types of students take your primitive skills course?**

All kinds. One of the alumni is down at Fort Bragg doing Green Beret training right now. The course attracts everyone—art majors, history majors. When the flag goes up for enrollment, that class fills up immediately. We'll sit around in a circle talking, and we get all kinds of perspectives. I've even had a Native American from the Shinnecock Tribe learn how to make arrowheads from me.

**What will you be doing on your sabbatical?**

I'm going back to [my home in] New Mexico, and I'm working on a book. It will be called, "The Unstoppable Species." It's about human evolution from a survival and archeology perspective—or, how we managed not to die.

— DARRYL McGRATH

# Agency fee repayments case rejected, appealed

BY MICHAEL LISI

**U**UP and other state public employee union members won the first round of a class action lawsuit that seeks retroactive repayment of agency fees paid by nonmembers in lieu of dues.

Round two is set to begin.

U.S. Southern District Court of New York Judge Katherine Polk Failla ruled Jan. 3 to dismiss the suit, *Seidemann et al v. Professional Staff Congress Local 2334 et al*, just one of many attempts by anti-union forces to break unions financially.

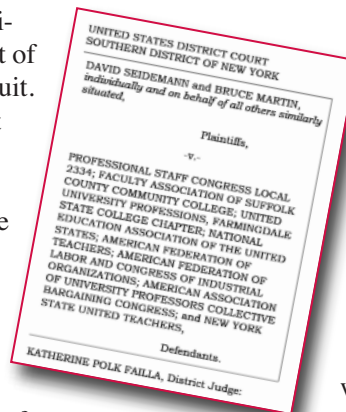
UUP, NYSUT, AFT, NEA, and the American Association of University Professors Collective Bargaining Congress are also named in the suit, filed by lead plaintiffs David Seidemann and Bruce Martin—who taught at CUNY and SUNY Farmingdale, respectively.

On Jan. 20, Seidemann and Martin

appealed Failla's decision to the U.S. Court of Appeals Second Circuit. They seek repayment of agency shop fees paid before the U.S. Supreme Court's June 2018 decision in *Janus v. AFSCME Council 31*, which barred public unions from collecting agency fees from non-members. A hearing date hasn't been set.

Union leaders believe the plaintiffs' claim is unwarranted and note that similar lawsuits in other states have been unsuccessful.

"Judges across the country have been very consistent in ruling in favor of the unions because of the good-faith defense," said UUP President Fred Kowal. "That's what happened in this case. We will fight



this appeal, and we will win."

Similar lawsuits were filed in several states following the *Janus* decision. In *Janus*, the Court overturned the long-standing ruling in *Abood v. Detroit Board of Education* that unions could collect fees in lieu of dues from members of the bargaining unit who do not sign union cards. Those fees-in-lieu-of-dues withholdings stopped immediately after the *Janus* ruling.

In the initial lawsuit, Failla "held that UUP and the other unions could not be required to repay agency fees collected prior to the decision in *Janus*, as the unions were entitled to rely in good faith on prior U.S. Supreme Court decisions that found agency fees constitutional," Kowal said.

The district court decision can be read at <https://bit.ly/2FN2hKc>

## TEACHING ...

continued from page 7

attain their full professional certification.

At Old Westbury, teacher education faculty and staff plan an "Exceptional Education Graduate Fair" with one of the two grants awarded to the chapter. This one, for \$1,200, will be used to tell students at the fair about the college's exceptional education and learning department, and careers as teachers of special education.

"We're grateful for the \$1,200," said Diana Sukhram, a former UUPer who recently became acting dean of education. "That will enable us to provide some written materials. We're hopeful that we'll get a good turnout."

At Buffalo State, the Teacher Education Unit has just created a Recruitment and Retention Committee, and the grant awarded for a proposal designed by that committee will be used to host a regional recruitment fair on campus in March. The fair will specifically aim to attract high school students in Western New York. The college's Urban Teachers Academy, which works with the Buffalo Public Schools to



HASHEY

develop new teachers for that high-needs district, will have a strong presence at the recruitment fair.

"The idea behind this was to give prospective students a better idea of what to expect; to give them a closer look," said Andrew Hashey, an assistant professor in the exceptional education department. "Any way that we can build partnerships and sustain them, we see as an opportunity to say, 'Here's what teachers do.'"

Binghamton Chapter members will use their grant to host four half-day retreats for teachers in their first through third years in the Union-Endicott Central School District. Known as a "new teacher induction program," the retreats will offer support in a profession where it's easy to feel overwhelmed, especially at the beginning.

Working with Union-Endicott was the natural extension of a strong partnership already in place, in which the Binghamton faculty and staff confer often with teachers and leaders in the district. Many

future teachers from Binghamton do their student teaching at Union-Endicott and "we're really grateful for the support to some of these ideas we've had," said Andrea Decker, director of field education at Binghamton's department of teaching, learning and educational leadership.

Anyone working in teacher education can well remember what it was like that first year or two in the classroom, said Jenny Gordon, an

associate professor at Binghamton.

"I just remember some of it as being the one that it all fell upon—that the buck stopped with me," she recalled. "It's a pretty overwhelming feeling.

It's wonderful, too, exhilarating, but it's also a huge responsibility."



DECKER



GORDON

# On the front line

Below are your UUP chapter presidents and how to reach them.



**Albany**  
Aaron Major  
aaronmajor@gmail.com



**Alfred**  
Joe Petrick  
joepetrick@hotmail.com



**Binghamton**  
Sean Massey  
uupbing@impactvalidity.com



**Brockport**  
Alissa Karl  
akar1@uupmail.org



**Buffalo Center**  
Ken Kern  
kkern@uupmail.org



**Buffalo HSC**  
Philip Glick  
pglick@uupmail.org



**Buffalo State**  
Fred Floss  
flossfg@adelphia.net



**Canton**  
James Hamilton  
jhamilton3@twcnyny.com



**Cobleskill**  
Bill Tusang  
wtusang@uupmail.org



**Cortland**  
Jaclyn Pittsley  
jpittsley18@yahoo.com



**Delhi**  
Kelly Keck  
kkeck@uupmail.org



**Downstate Medical**  
Rowena Blackman-Stroud  
rblackma@uupmail.org



**Empire State**  
Pamela Malone  
pmalone.uup@gmail.com



**ESF**  
Matthew Smith  
msmith52@esf.edu



**Farmingdale**  
Vicki Janik  
vjanik@uupmail.org



**Fredonia**  
Christopher Taverna  
ctaverna@gmail.com



**Geneseo**  
Wes Kennison  
wkenniso@rochester.rr.com



**Maritime**  
Barbara Warkentine  
synodus@aol.com



**Morrisville**  
Steve Hinkle  
shinkle64@yahoo.com



**New Paltz**  
Beth E. Wilson  
bwilson@uupmail.org



**Old Westbury**  
Martha Livingston  
mlivings@uupmail.org



**Oneonta**  
David Lincoln  
dlincoln@uupmail.org



**Optometry**  
Kim Oliver  
lbsaunders72@gmail.com



**Oswego**  
Bill Canning  
wcanning@uupmail.org



**Plattsburgh**  
Kim Hartshorn  
whartsho@uupmail.org



**Polytechnic Institute**  
Maarten Heyboer  
mhupoly@gmail.com



**Potsdam**  
John Cote  
hornadylever@yahoo.com



**Purchase**  
Joseph Germani  
joseph.germani@purchase.edu



**Stony Brook**  
Ed Quinn  
edward.quinn@stonybrook.edu



**Stony Brook HSC**  
Carolyn Kube  
spetkovsek@gmail.com



**System Admin.**  
Mike Walker  
michaelwalker19@gmail.com



**Upstate Medical**  
Rich Veenstra  
veenstrard@verizon.net



## UUP MEMBERS: Take the **Workplace Conduct** Survey!

<https://www.surveymonkey.com/r/WorkplaceConductUUP>

### Your Opinion Counts!

A new 15- to 20-minute survey seeks information on workplace conduct among SUNY employees.

The survey was written and is being distributed by UUP to gather detailed information about UUP members' experiences regarding workplace behaviors and interactions among SUNY employees that affect members' job satisfaction and success.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for UUP members.

While a version of this survey is available for smartphones, the survey may ask you to type explanations and/or lengthier responses. As a result, it is easier to complete on a tablet or personal computer. Type in the link above or scan the QR code for instant access.



Questions about the survey can be directed to statewide Vice President for Academics Jamie Dangler at [jdangler@uupmail.org](mailto:jdangler@uupmail.org) or at (800) 342-4206.

# Research: 'No adverse employment effect' from minimum

BY DARRYL MCGRATH

**A** better minimum wage, which addresses one of the last stubborn hold-outs in an otherwise record-setting national economic boom—that of wage increases that for a long time lagged far behind overall growth—is finally getting the attention it deserves.

And along with that focus comes some surprising discoveries about the urban myths that were for so long used to block mandated increases in the minimum wage.

Among the leading myth-busters to make headlines as New York prepared to implement its next incremental increase of the minimum wage, including the expansion of \$15-an-hour pay in five New York City boroughs, are:

- Research indicates that minimum



wage increases do not cause job loss; and

- Wage increases in counties on a state border adjacent to a state where wages have not increased at the same rate, or at all, do not cost jobs in the higher-paying counties.

The second finding is of particular interest in New York, where researchers at the Federal Reserve Bank of New York found that while wages had increased for leisure and hospitality workers in New York along the Pennsylvania border—in keeping with New York's plan to continue lifting its minimum wage—those

increases coincided with steady employment growth in those New York border counties.

*The New York Times* did its own analysis of the Federal Reserve's data that led to the Fed's conclusion, and reported in November that its findings generally supported the Fed's research.

Business for a Fair Minimum Wage, a national network of business owners and executives that supports increased minimum wages, reported similar findings in late 2019. Among the sources the group drew upon: several studies by the Institute for Research on Labor and Employment at the University of California, Berkeley, which “significantly advanced the research on minimum wage employment effects” by comparing all neighboring counties in the country on different sides of a state border with different minimum wages. The research, done between

## UUP welcomes LRS, executive assistant

UUP has a new labor relations specialist assigned to the Central New York Region, and has hired an executive assistant in UUP Administration at headquarters.

Michelle Couture came on board in early January to replace Susan DeCarlo, who recently retired as a NYSUT LRS assigned to UUP. Delegates to the 2019 Fall Delegate Assembly in October passed a resolution thanking DeCarlo for her enthusiastic service to UUP, and her unwavering dedication to public higher education and unionism.

Couture is assigned to the Environmental Science and Forestry, SUNY Poly and Upstate Medical University chapters of UUP. She



COUTURE

brings an extensive knowledge in collective bargaining and contract enforcement, grievance processing, and member representation.

Before joining NYSUT, Couture was a UniServ director for the National Education Association in New Hampshire. She was also a field organizer for NEA-New Hampshire and a Belmont

High School English teacher.

She earned her bachelor's degree in English education and her master's in teaching writing from Plymouth State University, and a master's in curriculum and instruction from Notre Dame College.

## BACK ON BOARD

UUP in December welcomed back Tina Dukette, née Ryczek, a former administrative assistant in the UUP Benefit Trust Fund, as



DUKETTE

executive assistant to UUP Secretary/Treasurer Jeri O'Bryan-Losee. She replaces Chrys Westcott, who retired in January.

After leaving UUP in 2015, Dukette was a legal assistant in legal estate and estate planning with Saunders Kahler in Utica, where she prepared, maintained and organized real estate transactional and legal documents. Prior to UUP, Dukette was a legal secretary for Whiteman Osterman & Hanna in Albany, and a customer service rep for The Hartford in New Hartford, Oneida County.

“Having Tina back is a natural fit,” said O'Bryan-Losee. “Her energy and knowledge of UUP from her time in Benefits adds an invaluable layer of experience in her new role.”

## LEAD online training available

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

Workshops can be taken in learning tracks by theme; they are designed for chapter leaders who assist members directly, for prospective chapter leaders, or as individual workshops that are of interest to individual members. The workshops can be accessed from the UUP website at [www.uupinfo.org](http://www.uupinfo.org); look for LEAD Institute under Member/Opportunities, and then click on the specific workshop.

## wage increase

1990 and 2006, found “no adverse employment effects from higher minimum wages,” as Business for a Fair Minimum Wage reported.

The Berkeley researchers stated in the abstract of the study that “traditional approaches that do not account for local economic conditions tend to produce spurious negative effects” by not taking into account local variations in employment trends that have nothing to do with minimum wage policies.

That’s good news for workers in states where minimum wage increases have been mandated by law—and frustrating news for workers in states that have steadfastly refused to advance their own minimum wages above the federal minimum, which remains stuck at \$7.25 an hour.

At last count, 29 states and Washington, D.C., had minimum wages above the federal standard, which suggests that this battle has a long way to go yet.

## Help Puerto Rico recover from earthquakes

The AFT Disaster Relief Fund is accepting donations to aid Puerto Rico following the wave of earthquakes and tremors that recently shook the island, leaving the people and infrastructure devastated once again.

Members wishing to donate should fill out the online form at <https://www.aft.org/puerto-rico-earthquake-relief> or mail a check made out to AFT Disaster Relief Fund to: AFT Disaster Relief Fund; 555 New Jersey Avenue, NW; Washington, D.C. 20001. Please note “PR Earthquake Relief” on the memo line.

“Our union family in Puerto Rico—the Asociación de Maestros de Puerto Rico—has been working tirelessly to check in with members, their families, students and communities during these desperate times,” said AFT President Randi Weingarten. And on a recent trip to Puerto Rico, AFT Executive Vice President Evelyn DeJesus met with the island’s secretary of education and helped hand out first-aid kits, Operation Agua water filters, solar-powered lights and other needed supplies.

“The people of Puerto Rico are once again feeling helpless after a major natural disaster has struck their home—and they need us. Island residents are still dealing with the aftermath of Hurricane Maria; and these recent earthquakes have undone many of the repairs made in the last two years,” Weingarten said.

“Please consider making a contribution to the disaster relief fund,” urged UUP President Fred Kowal. “Every penny counts.”

Checks will be deposited electronically; contributors may see a debit on their account rather than a check deposited through their bank.



Workshops are available on demand by selecting a workshop link from the menu. They include: Performance Programs: How to Use Them to Your Advantage; Permanent Appointment:

Freedom after Seven Years of Indentured Servitude; Dealing Effectively with Difficult People; Grievance Investigation, Filing and Presentation; Introduction to Collective Bargaining; Member Engagement; Motivating Members to Action; and The Path to Continuing Appointment.

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

## Porter scholarship deadline is March 31

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

The program also awards 10 grants of \$1,000 each to AFT members—including UUP members—to assist in their continuing education and/or to fund proposed ideas about the role union

members can play in collectively reclaiming the promise of a more just society for all.

Student scholarships are based on academic achievement, commitment to community services and school-related activities, demonstration of leadership, work experience, recommendations, special talents and skills, an essay and a commitment to advancing the interests of working people and building unions. The scholarship must be used within six years of the date the award is made.

To continue to receive the scholarship after the first year, recipients are expected to maintain a minimum cumulative 2.75 GPA. Further, the recipient must show continuing enrollment and satisfactory progress toward a degree.

Since its inception in 1993, the Robert G. Porter Scholars Program has awarded nearly \$600,000 to AFT members and their dependents to further their education and to help achieve the goals of AFT-affiliated unions. The scholarship program honors the late AFT secretary-treasurer, who served from 1963 to 1991.

Porter was a union activist who dedicated his life to championing the rights of working people, promoting civil rights and ensuring that the union was a vehicle for fostering the professionalism of its members.

The application deadline for students and members is midnight March 31. Winners will be notified by June 30.

For more information, go to <https://bit.ly/2m8W1WR>



PORTER

# ELECTION

Candidate statements due March 13

## UUP to elect officers, Executive Board members

BY KAREN L. MATTISON

**D**elegates to the 2020 Spring Delegate Assembly will elect three statewide officers and eight Executive Board members. The Spring DA is scheduled for April 24-25 in Albany.

Delegates will cast their ballots to elect a president, secretary/treasurer, membership development officer, and eight Executive Board members. All elections are for three-year terms.

If the membership ratio of academics to professionals remains the same as the present ratio, of the 11 people to be elected, six must be academics and five must be professionals. If the ratio changes, elections will be adjusted accordingly.

In accordance with DA policy, candidates running for statewide elective positions may have statements printed in *The Voice*, which is mailed to all bargaining unit members.

The following provisions apply:

- Candidates may submit a statement of up to 500 words and a photo for publication. If a candidate submits a lengthier statement, it will be set in smaller type to give all candidates equal space.
- Send statements and photos to the attention of UUP

Director of Media and Publications Michael Lisi. They must be received at the UUP Administrative Office, P.O. Box 15143, Albany, N.Y. 12212, no later than 5 p.m. Friday, March 13. Email versions may be sent to Lisi at [mlisi@uupmail.org](mailto:mlisi@uupmail.org) (please CC to [kmattiso@uupmail.org](mailto:kmattiso@uupmail.org)).

- Statements will be published by order of election and in alphabetical order in even-numbered years and reverse alphabetical order in odd-numbered years.

- Candidates are urged to submit statements and photos by email.

**Note: UUP policy prohibits the use of UUP or state equipment or resources (including email) to produce or distribute campaign material for UUP elections.**

Statements will be published in the Spring 2020 issue of *The Voice* and online at [www.uupinfo.org](http://www.uupinfo.org)

Copies of the policy on the distribution of campaign material can be found at chapter offices, or by contacting Secretary/Treasurer Jeri O'Bryan-Losee at [jobryan@uupmail.org](mailto:jobryan@uupmail.org), at (800) 342-4206 or at [uupinfo.org/elections](http://uupinfo.org/elections).

## UUP Policies and Procedures for Distributing Campaign Literature



To provide equal and uniform access to all candidates for the distribution of campaign literature, UUP will use the following policies and procedures in the conduct of its elections.

Equally important, the following policies and procedures ensure members' privacy and fulfill UUP's obligation to conduct fair and honest elections.

All duly declared candidates shall have equal access to appropriate membership information, to mailing privileges and to publications of UUP in accordance with procedures issued by the UUP Constitution and Governance Committee.

Duly declared candidates may request mailing labels of members' last known home addresses for distribution of campaign

literature. Candidates shall sign a statement governing the use of mailing labels and limiting their use to UUP elections.

Such signed statements shall be submitted to the Office of the Secretary/Treasurer of UUP, which shall check eligibility and the parameters of the mailing labels. All declared candidates may obtain mailing labels by contacting the UUP Secretary/Treasurer's Office in writing (or by email) using the form on page 17. Such requests must specify the category(ies) of eligible members for whom they wish labels. Candidates will cover the cost of labels and mailing.

Mailing labels will include only UUP delegates in good standing as of the certification date for eligibility to participate in a given election.

Candidates must specify in their formal requests which categories of eligible members they wish to receive their mailings. Officers and/or Executive Board:

- All Elected Delegates, including Contingents, (Regular and Retired)
  - Regular Elected Delegates, including Contingents, Only (Academic and Professional)
  - Retired Elected Delegates, including Contingents, Only (Academic and Professional)
  - Contingents Only (Academic and Professional)
- All Academic Elected Delegates, including Contingents, (Regular and Retired)
  - Regular Academic Elected Delegates, including Contingents, Only
  - Retired Academic Elected Delegates Only
  - Contingents Only (Academic)
- All Professional Elected Delegates, including Contingents, (Regular and Retired)
  - Regular Professional Elected Delegates, including Contingents, Only

- Retired Professional Elected Delegates, including Contingents, Only
- Contingents Only (Professional)

UUP will not be involved in any other distribution of campaign literature for candidates, except for official publications that provide for candidate statements on an equal and uniform basis.

UUP and NYSUT provide a variety of lists and labels of members' home addresses necessary for UUP to conduct its programs and business. Candidates may not access or use these in the distribution of campaign literature, except for the printed list available in the Chapter Office provided by the Constitution and Governance Committee and/or the Leadership Directory.

In election years, UUP will publish these policies and procedures in *The Voice* or *The Echo* and post them on the UUP website prior to the election cycle. A copy will be in each Chapter Office and upon request to the Secretary/Treasurer.

The Secretary/Treasurer and the Constitution and Governance Committee will be responsible for implementing these policies and procedures. Questions should be directed to the statewide Secretary/Treasurer.



## Statewide Elections for Officers and/or Executive Board

Print Name \_\_\_\_\_ ☐ Academic ☐ Professional

Phone Number \_\_\_\_\_ Email Address \_\_\_\_\_

Address (Include Street, City, State, Zip) \_\_\_\_\_

I am a candidate for \_\_\_\_\_ Date Requested \_\_\_\_\_

Indicate the categories of eligible **Delegates** for labels. (Check All Boxes That Apply)

- |                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                  |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> <b>All Delegates</b> (Active and Retired) <ul style="list-style-type: none"><li><input type="checkbox"/> Active Delegates Only (Academic and Professional)</li><li><input type="checkbox"/> Retired Delegates Only (Academic and Professionals)</li></ul> | <input type="checkbox"/> <b>All Academic Delegates</b> (Active and Retired) <ul style="list-style-type: none"><li><input type="checkbox"/> Active Academic Delegates Only</li><li><input type="checkbox"/> Retired Academic Delegates Only</li></ul>             |
|                                                                                                                                                                                                                                                                                    | <input type="checkbox"/> <b>All Professional Delegates</b> (Active and Retired) <ul style="list-style-type: none"><li><input type="checkbox"/> Active Professional Delegates Only</li><li><input type="checkbox"/> Retired Professional Delegates Only</li></ul> |

Send Labels: ☐ Certified, Return Receipt (USPS) ☐ Overnight (USPS or UPS)

I certify that I have read, understand, and agree to the provisions of UUP's Policy for Distribution of Campaign Literature in UUP Elections. I request labels in accordance with UUP Policy. I understand that each set of labels of names and home addresses, provided by UUP, is limited to use in a UUP election.

Print Name \_\_\_\_\_ Signature \_\_\_\_\_ Date \_\_\_\_\_

**Please send this request to UUP using one of the following:**

Email

Mail

Fax

jobryan@uupmail.org

PO Box 15143, Albany, New York 12212-9954

1-866-812-9446



UUP wants to know what you think about the union's official print publication, *The Voice*, and the online publication, *The Echo*. Please take a few minutes to complete this anonymous survey, even if you don't generally read them, at <https://www.surveymonkey.com/r/UUPReaderFeedback>

If you prefer to take the hard-copy version, below, please fill it out and mail it to UUP, P.O. Box 15143=9954, Albany, N.Y. 12212, attn: Karen Mattison

## UUP Readership Feedback

### 1. Do you typically read *The Voice* or *The Echo*? Select which is most accurate.

	Read most of the articles generally	Read some articles in some issues	Read an occasional article	Generally only skim issues	Do not even skim most issues
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify; feel free to add pages for additional comments) _____					

### 2. Do *The Voice* and *The Echo* cover news and topics that interest you?

	Always	Frequently	Occasionally	Rarely	Never	Don't Know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 3. The length of the articles in *The Voice* and *The Echo* generally is ...

	Just Right	Too Long	Some Too Long; Some Too Short	Too Short	Don't Know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### 4. Do you find *The Voice* or *The Echo* useful overall?

	Very Useful	Moderately Useful	A Little Useful	Not Useful	Don't Know
<i>The Voice</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>The Echo</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____					

### 5. In *The Voice* and *The Echo*, how important to you is news about ...

	Very Important	Moderately Important	A Little Important	Not Important
Economy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Higher Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Labor Issues/Events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
National Politics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Budget/Legislative Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Pensions/Retirement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
NYS Politics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Terms/Conditions (of Employment)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Union Organizing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Chapter Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Member Benefits/Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
UUP Statewide Activities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Workplace Issues (e.g., workload)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (please specify) _____				

**6. Please select the 3 topics you would most like to read about in *The Voice* and *The Echo***

- Economy ☐
- Higher Education ☐
- National Labor Issues/Events ☐
- National Politics ☐
- NYS Budget/Legislative Issues ☐
- NYS Pensions/Retirement ☐
- NYS Politics ☐
- Terms/Conditions (of SUNY Employment) ☐
- Union Organizing ☐
- UUP Chapter Activities ☐
- UUP Members ☐
- UUP Member Benefits & Services ☐
- UUP Statewide Activities ☐
- Workplace Issues (e.g., workload, safety) ☐
- Other (please specify) \_\_\_\_\_

**7. Please select all the topics you do not want to read about in *The Voice* and *The Echo*.**

- Economy ☐
- Higher Education ☐
- National Labor Issues/Events ☐
- National Politics ☐
- NYS Budget/Legislative Issues ☐
- NYS Pensions/Retirement ☐
- NYS Politics ☐
- Terms/Conditions (of SUNY Employment) ☐
- Union Organizing ☐
- UUP Chapter Activities ☐
- UUP Members ☐
- UUP Member Benefits & Services ☐
- UUP Statewide Activities ☐
- Workplace Issues (e.g., workload, safety) ☐
- Other (please specify) \_\_\_\_\_

**8. Do you feel you have an opportunity to contribute to (e.g. letters, commentary, etc.) ...**

- |                        | Yes                      | No                       | Don't Know               |
|------------------------|--------------------------|--------------------------|--------------------------|
| <i>The Voice</i>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <i>The Echo</i>        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify) |                          |                          |                          |

**9. Do you read the *The Voice* online at [www.uupinfo.org](http://www.uupinfo.org)?**

- | Every Issue              | Most Issues              | Some Issues              | Rarely                   | Never                    |
|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

**10. Do you access past issues of the *The Voice* or *The Echo* online? Select which is most accurate.**

- |                        | Weekly                   | Monthly                  | Yearly                   | Once or Twice            | Never                    |
|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| <i>The Voice</i>       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| <i>The Echo</i>        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Other (please specify) |                          |                          |                          |                          |                          |

**11. Do you receive emails (or any other communications) informing you that *The Echo* has been posted online?**

- Yes ☐ No ☐ Unsure ☐ Never Heard of *The Echo* ☐

**12. Are you a UUP Member or Non-Member?**

- UUP Member ☐ Non-Member ☐ Don't Know ☐

**13. Are you a ... (Select all that apply)**

- Academic ☐
- Professional ☐
- Full-Time SUNY Employee ☐
- Part-Time SUNY Employee ☐
- SUNY Retiree ☐
- Other (please specify) \_\_\_\_\_

**14. Which is your SUNY campus type?**

- University Center ☐
- Comprehensive College ☐
- Health Sciences Center ☐
- Specialized College ☐
- Technology Sector College ☐
- Other (please specify) \_\_\_\_\_

**15. Do you have any opinions regarding the format of the online version of *The Voice* or *The Echo*?**

Feel free to recommend a different format.

**16. Please provide any additional thoughts, opinions, feedback, or suggestions on your union's publications *The Voice* and *The Echo*.**

# What Do You Do When They Come For You?

## KNOW YOUR RIGHTS



### Disciplinary Rights: Article 19 of the UUP Contract

UUP representation is provided to all UUP dues-paying members holding term, permanent or continuing appointment. The first step UUP members should take with any disciplinary action is to contact their UUP chapter leadership, who will contact your UUP/NYSUT representative. Refer to Article 19 of the UUP contract for additional disciplinary and other rights that you have:

<http://uupinfo.org/contract>

United University Professions  
PO Box 15143, Albany NY 12212-9954  
518.640.6600 800.342.4206  
fax: 518.640.6698 [www.uupinfo.org](http://www.uupinfo.org)



## KNOW YOUR RIGHTS

### Interrogation Rights

If you believe that you are the target of disciplinary action during an investigative interview, ask for a representative and invoke the following rights:

- 1) You should ask the subject matter before questioning, and have the ability to confer with your representative privately before questioning begins;
- 2) To have your representative present during the interview to provide assistance; and
- 3) To offer statements or evidence to prove or support your version of the incident.

**Note:** Refusal to answer questions before asserting your rights to a representative could result in discipline for insubordination. Speak to a UUP chapter representative for details.

### Suspension or Reassignment Rights

If you are about to be suspended without pay or temporarily reassigned, request a UUP representative be present, and be aware of the following rights:

- 1) You can only be suspended or reassigned if your continued presence at work represents a danger to persons or property or would severely interrupt operations. In such case, a written Notice of Discipline (NOD) must be served to you no later than 10 days after suspension or reassignment; or
- 2) You can be suspended or reassigned if you have been charged with the commission of a crime. The NOD must be served to you within contractual timelines (Article 19.7 (a)(2)).

### Disciplinary Rights

If you are being disciplined, you have the right to request representation, and:

- 1) Details of charges against you must be outlined in a written NOD;
- 2) You must be served a copy of the NOD by certified mail or personal service; and
- 3) You have 10 working days to file a disciplinary grievance to challenge the charges outlined in the NOD.

**Note:** Additional information may be obtained from your UUP chapter representative.



AMY SHELTON

### Upstate Chapter

THE UPSTATE MEDICAL UNIVERSITY CHAPTER SCHEDULED FOUR STUDENT DEBT CLINICS JAN. 23, SO THAT MEMBERS WORKING ALL SHIFTS COULD TO TAKE ADVANTAGE OF THE POPULAR WORKSHOP LED BY STATEWIDE SECRETARY/TREASURER JERI O'BRYAN-LOSEE, RIGHT. CHAPTER MEMBERS MELISSA GRIFFIN, LEFT, AND SUE FREEMAN TOOK TURNS SIGNING FOR CLINIC PARTICIPANTS.

### Veterans remembered

STONY BROOK CHAPTER MEMBER KEVIN MORIARTY, FAR RIGHT, JOINS OTHER VETERANS MARCHING IN THE 2019 VETERANS DAY PARADE IN NEW YORK CITY. UUP'S VETERANS COMMITTEE DONATED A WREATH.



ROB TRIMARCHI

### Cobleskill Chapter

ONE OF SEVERAL COBLESKILL CHAPTER MEMBERS CHECKS IN FOR THE UNION'S ANNUAL 'END OF THE YEAR' DINNER IN DECEMBER.



### Labor on the move

UUP MEMBERS MEET WITH LABOR WRITER JANE McALEVEY AT A RECENT BOOK SIGNING IN NEW YORK CITY FOR HER BOOK, *A COLLECTIVE BARGAIN: UNIONS, ORGANIZING, AND THE FIGHT FOR DEMOCRACY* (ECCO PRESS, 2020). PICTURED, FROM LEFT, ARE CLAUDIA SHACTER-DECHABART, EMPIRE STATE COLLEGE; McALEVEY; STATEWIDE MEMBERSHIP DEVELOPMENT OFFICER TOM HOEY; ANDREW SOLAR-GRECO, STONY BROOK; BETH E. WILSON, NEW PALTZ; AND JENNIFER JOKINEN AND LIZ MONTEGARY, BOTH OF STONY BROOK. KNEELING IS JACQUELYN DONNELLY, STONY BROOK.



# MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



## UUP Member Services Trust—Voluntary Programs

**Aflac** is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.

**Liberty Mutual** offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.

**MetLaw** (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

**MetLife Group Universal Life** offers one policy with two benefits: A life insurance policy with a savings plan.

**UUP Member Services Trust Voluntary Dental and Vision Plans** include coverage for:

- UUP retiree members
- Part-time employees who are UUP members
- Surviving spouses of UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)

**Mid-Island Mortgage Corp.** offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals. Both programs offer significant savings and flexible finance options for home purchases or refinances.

**Real Estate Advantage Program** through Daniel Gale Sotheby's International Realty offers rebates paid at closing on the sale and purchase of a home, apartment or condo.

**Retiree members** receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

**Trupanion** enrollees can customize their deductible for pet insurance, and receive up to 90% of costs for new, eligible illnesses and injuries; coverage in the U.S., Canada and Puerto Rico.

## UUP Member Services Trust—Discount Programs

**Apple**—Discounts vary

**AT&T**—20% off your monthly bill

**BJ's Wholesale Club**—\$15 off annual membership and one month free

**Brooklyn Nets**—Up to 50% off ticket prices

**Enterprise Rental Car**—Discounted vehicle rentals

**Goodyear**—10% off all tires, maintenance and repairs

**hp Academy**—Discounts vary

**Mirabito Fuel**—Home heating and gasoline savings

**Planet Fitness**—Classic and PF Black Card plans with no start fee and no commitment

**\*\*Sprint**—5% off your monthly bill

**The Walking Company**—15% off exclusive footwear brands; chapter-based wellness programs

**TicketsatWork**—Discounts and special access to theme parks, shows, hotels, and more

**\*\*Verizon Wireless**—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories

*\*\* UUP Retired Members are not eligible for these benefits.*



Doreen M. Bango, Director  
Member Benefits & Services

# Member ‘totally grateful’ for negotiated, retiree benefits

BY KAREN L. MATTISON

**F**or Purchase Chapter member Jean Kyff and her husband, UUP’s negotiated and retiree benefits have been a godsend.

“I am totally grateful to UUP for the Centers of Excellence,” said Kyff, who retired in 2011. “When I was working, I had no idea how this benefit would impact me in retirement. It’s been invaluable.”

Kyff’s husband, David, was diagnosed with prostate cancer in 2009. He was told the cancer was caught early, and that the couple had many treatment options. They took some advice from a friend and got a second opinion at Memorial Sloan Kettering Cancer Center in Westchester—one of the negotiated Empire Plan Centers of Excellence available to UUP members and their families for cancer treatment, organ and tissue transplants, and infertility.

That advice changed their lives: Sloan physicians discovered that the cancer was more aggressive than first believed, and the subsequent—and ongoing—treatment is covered in full.

Kyff credits the strength of UUP at the bargaining table with securing a first-rate health insurance package that has undeniably saved her husband’s life. He is two years into a drug trial that has kept his cancer in check, and he continues to see an oncologist every month at Sloan.

“It’s nothing short of a miracle,” said Kyff, a longtime chapter secretary and executive board member. “People should be grateful for their negotiated benefits. I thank God every day.”

Kyff also told *The Voice* that she recently re-enrolled in the voluntary retiree dental



PURCHASE CHAPTER RETIREE JEAN KYFF AND HUSBAND, DAVID, TOAST TO HIS IMPROVED HEALTH, AND GIVE THANKS TO UUP FOR NEGOTIATING QUALITY HEALTH BENEFITS.

**“I am totally grateful to UUP for the Centers of Excellence. When I was working, I had no idea how this benefit would impact me in retirement.”**

**— Jean Kyff  
Purchase Chapter**

plan administered through the UUP Member Services Trust Fund, when the plan was enhanced to cover implants at 50 percent. And she calls the union’s voluntary retiree vision program “a godsend.”

“It’s wonderful to be able to get a new pair of glasses every year, especially if you want progressive and non-glare lenses,” Kyff said. “Without a vision plan, people may be forced to keep their frames until they wear out.”

To be eligible for union benefits in retirement, bargaining unit members must have five years of continuous membership, or continuous membership for the length of SUNY employment prior to retirement, whichever is less.

Annual dues of \$50 allow retiree members to participate in several UUP, NYSUT, AFT and NEA discount and voluntary benefits programs.

A list of UUP’s voluntary and discount benefits can be found on page 22.

## CONTACT INFORMATION

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

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

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

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

Laser Vision Correction

(Client Code 7512) ..... 800/584-2866

**UUP Member Services** ..... 800/342-4206

**UUP Retiree Services** .... 800/342-4206 x638

**Empire Plan** (Select menu option) ..877/769-7447  
**Press 1.**

United HealthCare (Medical/Surgical)

HCAP (Home Care Advocacy Prgm./Equip./Supplies)

MultiPlan (Basic Medical Provider Discount Program)

MPN (Chiropractic/Physical Therapy Managed Prgm.)

Benefits Mgmt. Prgm. (MRI Pre-certification)

Infertility Treatment (Centers of Excellence)

**Press 2.** Empire BlueCross and BlueShield  
(Hosp./Inpatient/Nursing/Transplant Pre-certification)

**Press 3.** Mental Health and Substance Abuse

**Press 4.** Prescription Program

**Press 5.** NurseLine (Info/Educ./24-hour Support)

**HMOs** ..... Call your specific HMO

**Retirement Systems (Pensions)**

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

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

Optional Retirement Programs

Fidelity ..... 800/343-0860

TIAA ..... 800/842-2776

VALIC ..... 800/448-2542

VOYA ..... 800/584-6001

**Tax Deferred Retirement Savings**

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

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

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

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

**Workers’ Compensation/SS Disability**

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

**Flex Spending Accounts**

Dependent Care Advantage Account

Health Care Spending Account

Adoption Advantage Account

NYS-Ride ..... 800/358-7202

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

**New York State/UUP Joint**

**Labor/Management Office** ..... 518/486-4666

# WHAT'S INSIDE

this issue



COVER PHOTO  
BY DARRYL McGRATH

## On the cover

**4**—UUPers talk with lawmakers about ways to invest in SUNY. Pictured on the cover is System Administration Chapter President Michael Walker, left, with Buffalo-area Assemblymember Karen McMahon (D-Williamsville).

## 6 Promoting teachers

UUP members across the state receive grants to help new and prospective teachers. The grants are funded through NYSUT's NEA Great Public Schools program.

## 11 Federal court rejects bid to return agency fees

UUP and other union members won the first round of a class action lawsuit that seeks retroactive repayment of agency fees paid by non-members in lieu of dues. Round two is set to begin.

## ALSO:

- 3** To the point
- 8** Profile: Stony Brook HSC Chapter member Frances Brisbane
- 9** Spotlight shines on UUPers
- 10** Member snapshot: Stony Brook Chapter member John Shea
- 12** Who's who: UUP chapter presidents
- 13** Take the Workplace Conduct Survey
- 14** Labor notes
- 16** Statewide elections: policies and procedures
- 18** Tell us what you think
- 20** Know your rights
- 21** Snapshots from the chapters
- 22** Union benefits