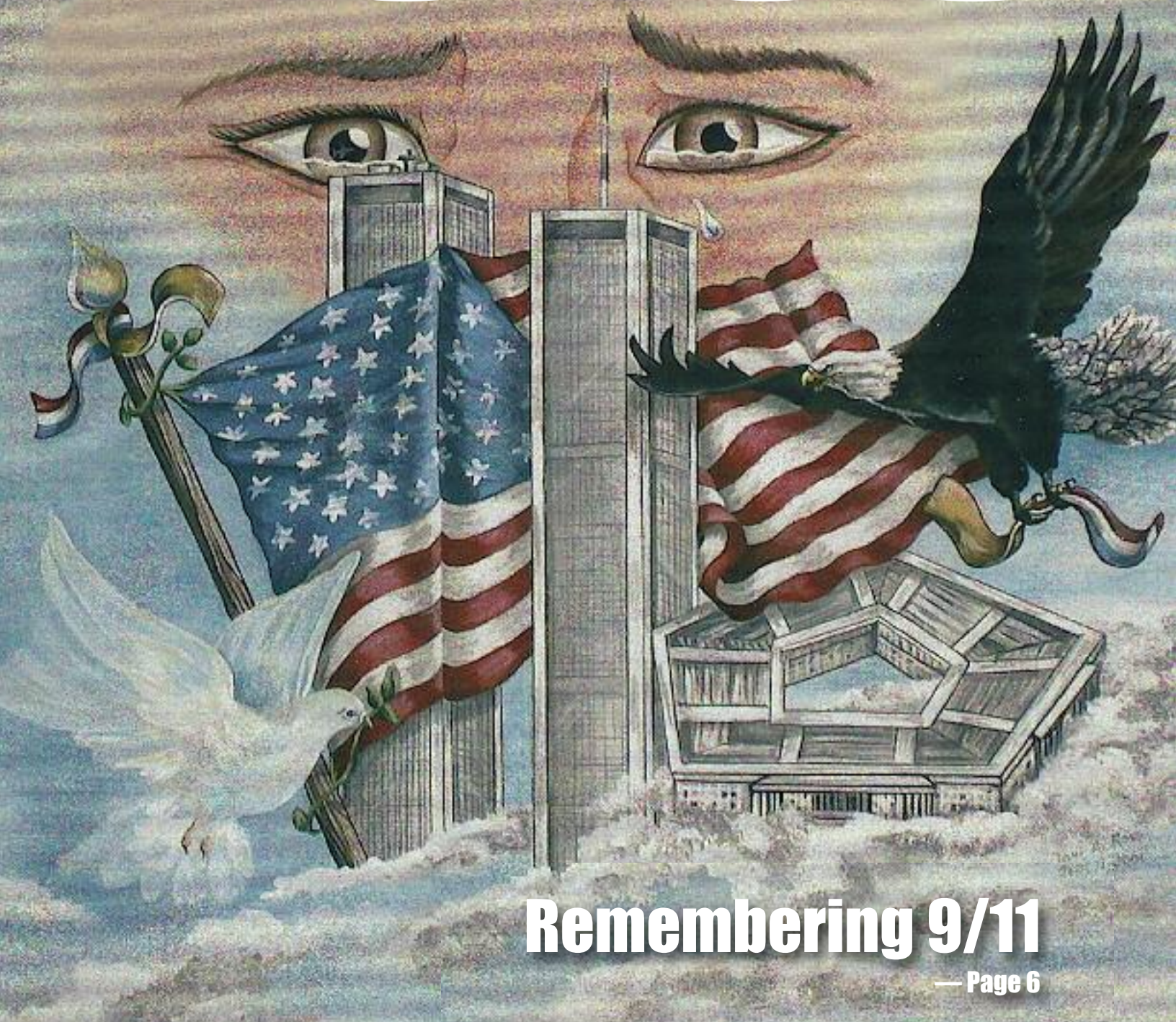


THE

voice

September 2011



Remembering 9/11

— Page 6

**ALSO
INSIDE:**



4 — UUP advocacy pays off

VOTE!

9 — Delegates to elect VPP



11 — Negotiations update

WHAT'S INSIDE

this issue



COVER ILLUSTRATION
BY TONI A. ROSE

On the cover:

6 Remembering 9/11

The Voice this month shares the personal accounts of four UUP members who were in Manhattan in the days immediately following 9/11—and whose lives were forever changed on that fateful day 10 years ago.

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 e-mail your letters, limit them to 300 words, and include your name and daytime phone number for verification. E-mail letters to UUP Director of Communications Denyce Duncan Lacy at ddlacy@uupmail.org or send them to her attention at: *The Voice*, United University Professions, P.O. Box 15143, Albany, New York 12212-5143.

4 Capitol corner

Member advocacy helped the union to again stave off NYSUNY 2020 legislation, but similar legislation is looming.

Also: Upstate, Downstate acquire neighboring hospitals.

9 Special election for statewide VPP

Delegates to the 2011 Fall DA this month will elect a vice president for professionals. The successful candidate will fill the unexpired term of John Marino, who took over in July as NYSUT associate director of staff assigned to UUP.

ALSO:

- 3 To the point: Speaking out
- 10 Labor notes
- 10 UUP earns labor awards for communications efforts
- 11 Negotiations update
- 12 Members first
 - New Leaders Orientation
 - Scholarship honors leader's late daughter
 - Summer school for union women
 - Spotlight shines on UUPers
- 16 Proposed constitutional amendments
- 19 Chapter presidents at a glance
- 20 NYSUT RA attendance report
- 21 Union Benefits



**FOLLOW UUP ON
FACEBOOK AND TWITTER!**

Go to **UUPinfo.org**
to sign up today.

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

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

UUP STATEWIDE OFFICERS



PHILLIP H. SMITH
President



J. PHILIPPE ABRAHAM
Acting Vice President
for Professionals



FREDERICK G. FLOSS
Vice President
for Academics



EILEEN LANDY
Secretary



**ROWENA J.
BLACKMAN-STROUD**
Treasurer



EDWARD H. QUINN
Membership
Development Officer

UUP COMMUNICATIONS DEPT.

DENYCE DUNCAN LACY
Director of Communications

KAREN L. MATTISON
Publications Specialist

DONALD FELDSTEIN
Media Relations Specialist

MICHAEL LISI
Communications Specialist

LUCAS WILLIAMS
Website Specialist/Technology Associate

ANGELL M. LAW
Communications Assistant

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



AFTCN

Communication is key

If you used a computer, watched television, read a newspaper, drove on a highway, or rode the Long Island Rail Road last year, chances are you saw UUP advocacy in action.

We placed TV and newspaper ads, put up billboards and LIRR transit posters, ran a micro-website called SaveSUNY.org, and earned news coverage across the state as we fought for and against issues impacting UUPers.

And if you read *The Voice*, you got detailed breakdowns of those issues, as well as intriguing “big picture” stories about the effects of state budget cuts on SUNY, its teaching hospitals and its students. You also read interesting stories about our members in action at work, at home and with the union.

Kudos to UUP’s Communications Department for that.

Led by Director of Communications Denyce Duncan Lacy, our communications staff snared a number of prestigious awards last month in competitions sponsored by the International Labor Communications Association (ILCA) and the American Federation of Teachers Communicators Network (AFTCN). Communications Specialist Mike Lisi won the Max Steinbock Award—ILCA’s top prize—for a story titled “Speaking Up for SUNY” in the January 2010 issue of *The Voice*. You can read more about the awards earned by Lacy, Lisi, Media Relations Specialist Don Feldstein and Publications Specialist Karen Mattison later in this issue.

I’m very proud of the Communications Department for carrying out two of my most important initiatives as UUP’s president: to open up communications with members and to let them know what UUP is doing to help and protect them.

CHANNELS OF COMMUNICATION

We’ve developed several outlets to deliver those messages, starting with the magazine you’re reading right now. You can also get UUP updates online via

Facebook and our Twitter feed, which can be accessed via our website, at www.uupinfo.org.

Speaking of our website, look for it to undergo a major overhaul in the coming months. Our new webmaster, Lucas Williams, came on board in August and he’ll be making the site more interactive and easier to navigate. If you have any ideas about what you’d like the website to include, call Lucas or share your ideas with him via e-mail at lwiliam@uupmail.org.

While you’re at it, feel free to e-mail or call me or any of the UUP staff. We’d relish the opportunity to answer questions and help in any way we can. And please, take a moment to tell us a little about yourself: where you work, what you do and how we might do more for you.

CONTRACT UPDATES ON WEB

As you may know, UUP’s contract with New York state expired July 1; most of its provisions remain in place until a new accord is reached under the Triborough Amendment to the state’s Taylor Law. We were scheduled to hold our first meeting with the state’s bargaining team on Aug. 25.

Rest assured we’ll be keeping you informed every step of way through postings on Facebook and Twitter, and news bulletins on our website. The website is where you’ll find detailed information on contract negotiations, so keep checking back for the latest news.

9/11: 10 YEARS AFTER

Ten years ago this month, I was scheduled to fly to Buffalo for a meeting, but the flight was canceled.

It wasn’t an ordinary cancelation, not by a long shot. Then again, it wasn’t an ordinary day.

I was set to fly on Sept. 11, 2001.

I’m sure all of you remember where



MICHAEL LISI

President Phil Smith communicates with chapter leaders during the union-sponsored New Leaders Orientation in June.

you were and what you were doing that fateful morning a decade ago, as television and radio newscasters broadcasted the unthinkable. That day, 2,977 ordinary people were killed, as were 411 emergency workers who died trying to fight fires and save lives. The America we knew just 24 hours before was gone, forever changed by those heinous acts of terrorism.

It is appropriate to remember the sacrifices made and the ongoing sacrifices that continue to be made as a direct result of the Sept. 11 terrorist attacks. In this issue of *The Voice*, four UUPers who were in Manhattan in the days immediately following 9/11 share their experiences and their thoughts on the 10th anniversary of the worst-ever terrorist attack on U.S. soil.

A NEW START

It’s a new academic year and we’ll be facing many challenges, some we’ve seen before and some that we haven’t seen.

As always, we’d love you to get involved. If you’ve been thinking about stepping into a leadership role at your chapter, it’s a great time to make that move. Now more than ever, we need energetic, dedicated unionists to help us take UUP to the next level.

Oh, and by the way, best wishes on the start of a new academic year.

Hard work pays off

Advocacy takes sting out of NYSUNY 2020

In the closing hours of the legislative session in late June, the Legislature approved a watered-down version of NYSUNY 2020, notable to UUP for what it did not contain: no differential tuition, no public/private partnerships, no sale or lease of campus properties.

The original proposal—promoted under the guise of an economic development package—would have allowed differential tuition rates at SUNY’s four University Centers in Albany, Binghamton, Buffalo and Stony Brook, as well as the establishment of public/private partnerships.

What the legislation did include was maintenance of effort language requiring that state support for SUNY cannot be cut from the previous year’s level. That precludes future budget cuts for SUNY, although that provision could be disregarded if the governor declares a fiscal emergency. The new law also allows an annual \$300 undergraduate tuition increase in each of the next five years. UUP earlier declared its support of a rational tuition program in principle.

HOW WE GOT THERE

So how did UUP avert what would have been a disaster for both SUNY and the union? UUP mobilized its resources as the original NYSUNY 2020 plan surfaced, including using the media to deliver its advocacy message.

The NYSUNY 2020 plan proposed by the University at Buffalo called for an annual tuition increase of 8 percent to help fund some of the construction costs associated with the relocation of its medical school.

“By seeking tuition and fee increases to implement their plans, UB administrators have made it clear that buildings are more important to them

than students,” UUP President Phil Smith said in a news release that fired the first salvo against the plan. He stressed that the NYSUNY 2020 proposals advanced by both the Buffalo and Stony Brook campuses would severely restrict student access by sharply boosting tuition.

Additionally, UUP chapter presidents and members from UAlbany, Cortland, Potsdam, Plattsburgh and Canton helped spread the union’s message to the public through letters to the editor printed in their respective local newspapers. The letters asked state lawmakers to vote against NYSUNY 2020 and in favor of extending the millionaire’s tax, so that part of the revenue could be used to restore budget cuts to SUNY.

“Potsdam and SUNY’s other four-year comprehensive colleges would be harmed by this proposal (NYSUNY 2020),” Potsdam Chapter President Laura Rhoads wrote in her letter that appeared in the *Watertown Daily Times*. “Once state lawmakers saw that SUNY had another revenue source via differential tuition, they would probably channel state dollars away from SUNY.”

Other letters from UUP leaders appeared in daily newspapers in Albany, Plattsburgh, Ithaca and Cortland, including one from Greta Petry of UAlbany, who shared her personal experience with SUNY.



UUPers used letters to the editor—such as this one by Jamie Dangler in the *Cortland Standard*—to speak out against NYSUNY 2020 and further cuts to the state university.

“My sister and I both studied humanities at Oswego State. My two brothers wanted to be engineers,” she wrote in her letter to the *Albany Times Union*. “None of us had money for college. My two brothers went to Stony Brook, a university center, for the same tuition Oswego State charged. SUNY leveled the playing field. They are both engineers.”

“If differential tuition existed today, my brothers would have been denied access to Stony Brook and to their careers.”

UUP members also sent nearly 1,200 letters, and nearly 2,000 signed an

online petition via the union's website and its advocacy micro-site (www.savesuny.org), urging lawmakers to reject NYSUNY 2020.

"Tuition increases should benefit only students, not the private partners of UB and Stony Brook or the state," the online letter read. "If the state truly believes that the UB and Stony Brook plans provide real economic benefit, then the state—not the students—should pay."

ADVOCACY DAYS ADDED

UUP stepped up its legislative outreach, scheduling a pair of advocacy days in Albany late in the session, including one June 14 just as lawmakers were about to vote on NYSUNY 2020.

"We're concerned about student accessibility. NYSUNY 2020 is an attempt to deconstruct SUNY," Oneonta Chapter President Bill Simons said during one of the legislative visits. "Tuition dollars must be kept for students and not used for construction," added UAlbany's Marty Manjak.

Overall, 124 UUPers visited the offices of all but three of the Legislature's 210 members, holding 578 meetings during eight advocacy days over the course of the legislative session.

The passage of the scaled-back NYSUNY 2020 legislation proved that UUP's campaign had achieved its short-term goal.

"This legislation should demonstrate to all of us that advocacy works," Smith said. "The bill does not reflect provisions that UUP opposed since the first UB 2020 legislation was introduced several years ago."

This victory does not mean the union can let down its guard.

As *The Voice* went to press, UAlbany and Binghamton presented their NYSUNY 2020 plans.

Binghamton is proposing to tap some of its reserve funds—money derived from student services—to help pay for construction of a health and natural sciences building.

"These reserve funds should be used to directly benefit students and not for

building construction, which should remain a responsibility of the state to fund," Smith said. "UUP will be closely monitoring the situation."

FINANCIAL AID CONCERNS REMAIN

Even though lawmakers listened to union members and rejected differential tuition, UUP has concerns about the annual tuition increase in place for the next five years.

The union had asked that any rational tuition plan include an increase in the maximum Tuition Assistance Program (TAP) award to reduce the impact on lower- and middle-income families. The legislation provides that students who currently have a portion of their tuition covered by TAP will continue to pay the same percentage share of their tuition. But the additional funds will not come from the state through TAP, but from tuition revenue collected by SUNY.

"This arrangement reduces the amount of tuition funds available to teach students and hire faculty," Smith said. "Plus it unfairly places the burden on students and families who are able to pay the cost of tuition for those who can't afford it."

Smith declared that the state is responsible to cover financial aid and should do so by increasing TAP awards.

"The state should not be able to walk away from its responsibility to fund TAP," he said.

THE GOOD AND THE BAD

Lawmakers also approved a bill making same-sex marriage legal in New York state, something UUP has long advocated.

Still looming is the governor's proposal for a new Tier VI pension retirement system; it has not yet come up for a vote. UUP opposes and will continue to fight the Tier VI proposal, which would reduce benefits for future public employees.

"We know advocacy works," Smith said. "And UUP will keep up the fight to ensure that SUNY remains a premier system for students and our members who work there."

— Donald Feldstein

Two SUNY hospitals acquire neighboring medical facilities

SUNY state-operated hospitals in Syracuse and Brooklyn have grown with the acquisition of nearby hospitals.

So have the ranks of UUP.

The acquisitions of Syracuse's Community General Hospital by Upstate Medical University and the Long Island College Hospital (LICH) by Brooklyn's SUNY Downstate Medical Center have brought more than 700 new members to UUP's bargaining unit.

"This is clearly a win-win for all of us and the community," said Upstate Chapter President Carol Braund.

"We welcome and look forward to working with them," Downstate Chapter President Rowena Blackman-Stroud said.

In July, Upstate Medical University assumed ownership and operation of Community General Hospital, which has been renamed Upstate University Hospital at Community General. Nearly 1,000 employees who had worked for Community General are now employees of Upstate Medical. Of those, about 270 are new members of the UUP bargaining unit.

"For some of these employees, this is their first exposure to union membership," Braund said. Nurse managers, anesthesia, respiratory therapy, radiology, social work and some clinical pathology staffers

see **HOSPITALS**, page 21



We are not healed

By Michael Lisi

Ten years later and the pain remains.

And the images are forever etched in our minds.

Images of two hijacked commercial airliners ramming the World Trade Center that sunny morning of Sept. 11, 2001. Images of grayish billowing smoke followed by the towers' collapse, first the North, then the South.

Images of thousands of disheveled, disoriented New Yorkers covered in a white soot that seemed to attach itself to everything. Images of anguish: thousands of missing person posters papered across lower Manhattan. Images of heroes aboard United Airlines Flight 93 and at the Pentagon.

And the indelible image of the World Trade Center's jagged iron skeleton jutting up from the smoldering heaps of rubble.

We haven't forgotten. We *can't* forget.

"How can you possibly work there and forget?" said Laura Terriquez-Kasey, a Binghamton UUPer and a member of the Metro New York 2 Disaster Medical Assistance Team that was at Ground Zero two days after the attack. "Five, 10, 20 years, it impacts you every day."

"Every time they recovered a body, everything stopped and everyone was quiet," said David Scholl, an Upstate Medical University UUPer who was deployed to Ground Zero as a member of the New York Air National Guard 174th Fighter Wing. "It was very solemn and so quiet. All the equipment stopped. It brought tears to my eyes."

Scores of UUPers like Scholl and Terriquez-Kasey went to New York City in the aftermath of the attacks and were left forever changed by their experiences.

Here are four of their stories.

The worst by far

Laura Terriquez-Kasey saw the havoc Hurricane Katrina wreaked with her own eyes.

She's seen destruction caused by floods, tornados and earthquakes.

But nothing, nothing comes close to the total devastation caused on Sept. 11.

"To this day, the odor in the air, everything that occurred is still with me," said Terriquez-Kasey, a clinical assistant professor and a longtime emergency response nurse who's been teaching at Binghamton University since 2000. "It's very hard to describe to people the tremendousness of this."

Terriquez-Kasey, who joined the Metro New York 2 Disaster Medical Assistance Team just three months before the Sept. 11

attacks, was sent to Manhattan Sept. 13 to set up an emergency response unit—a triage tent at the American Express building just a half-block from Ground

Zero—to assist medical staff in treating survivors.

They began providing medical and emotional care to firemen, police and construction workers as the rescue quickly turned into a recovery effort. And while her years of experience as an emergency response nurse

served her well, there were times that Terriquez-Kasey couldn't help but be overwhelmed.

"The people who were responding were in total shock; it was a grieving shock," she said. "The police officers were having a very hard time coping with what they had to deal with. And we

were grieving tremendously for all the losses. There were many a time someone just sat crying on my shoulder, such a profound sadness."

Terriquez-Kasey returned to Binghamton and began developing what is now the graduate level Disaster Nursing Certificate Program—a direct result of her experiences at Ground Zero. The program is designed to better prepare emergency responders to handle emergency situations.

"Disaster response and issues have changed dramatically since Sept. 11, but that's probably the only good thing that came from (the attacks)," she said.

One thing's for sure: The sickening shock and horror she felt days after the attacks have subsided, replaced by a numbness that will never go away.

"You feel it inside," she said. "To this day, you feel it."



A horrible way to die

It's the chaos that Henry "Hank" Dondero remembers most.

Dondero, a retired dentist who's taught dentistry at SUNY Farmingdale since 1979, spent weeks in the wake of Sept. 11 volunteering with the New York City's Medical Examiner's Office to identify the remains of 9/11 victims.

Routes to the office, at First Avenue and 30th Street, were blocked off after the attacks, which made getting there impossible without city-issued credentials and the occasional police escort.

"You'd pass so many checkpoints," Dondero said. "When you went down 30th Street at night, they had generators running lights. It was like you were at an Italian feast. But it was all business; you

were there to do something."

For Dondero and dozens of other forensic dentists, their business was to examine and identify recovered remains using dental records, police and eyewitness reports, and data from companies at the Twin Towers. As part of the World Trade Center Dental ID Team, he worked eight- and 12-hour shifts in the weeks after the attacks; the dental unit ran 24 hours a day until October 2001 and closed in June 2002.

Dondero, who oversaw shifts as a "tour commander," estimated that he was responsible for about 100 of the more than 600 identifications made by the unit.



DONDERO

It was a gruesome task, especially in the first few days after Sept. 11.

"You go through a gamut of emotions," he said. "First, you see someone so mutilated and think, 'Look what happened to this poor S.O.B.' The next emotion is self-

serving, 'Thank God it's not me.' Then you move past it and say, 'There is someone I can help by doing this job.'

"It's something I would have loved to have *not* done, but I'm glad I did it," Dondero said

Dondero said he attends a 9/11 memorial service each year at Farmingdale. And each year, he wears the dental unit jacket issued to him by the Medical Examiner's Office.

"You can't forget," he said.

Lost, not found

He couldn't save anyone, or help identify human remains, or carry debris from the ruins of Ground Zero.

But UUPer Bruce Jackson had a camera. He also had a mission.

Jackson, a University at Buffalo distinguished professor of American culture, knew that the mementos and memorials to those lost in the World Trade Center attack would soon begin to fade, victims to Mother Nature and time. They must be preserved, caught on film and kept for posterity.

"It's the stuff that disappears that often tells us about a moment in time," said Jackson, who shot more than 1,000 photos on film while spending a few days in the city about two weeks after the attacks. "I tried to show what the survivors were doing at that point, and there were still people who were hopeful that loved ones would turn up."

Through his lens, Jackson captured the hope, sadness, grief and loss that New Yorkers at Union Square and nearby neighborhoods felt in the weeks after 9/11.

He walked through Manhattan, photographing the thousands of smiling faces peering from missing person posters taped to lamp posts and building walls, on bus stop shelters and fire alarm boxes



BRUCE JACKSON

'Street memorials' such as this lined the sidewalks of lower Manhattan in the weeks following 9/11.

in the days and weeks after the attacks.

Below the photos were urgent notes hastily scrawled, silent screams from thousands of grieving family members pleading for any information on the whereabouts of loved ones who went to work on Sept. 11 and never came home.

In one photo, a Superman action hero next to a small U.S. flag is perched over a sign that reads, "You are our brothers too, and we are proud of you!" A missing person poster for Judy Fernandez, who worked on the North Tower's 104th floor is in another photo; the weatherworn poster is ripped across the woman's face.

Jackson's photos were exhibited in October 2001 on the Mainstage Wall of the university's Center for the Arts. They will be displayed again in 2013, when he debuts a photographic retrospective at

Buffalo's Burchfield Penney Art Center. Jackson said he's also used the photos as teaching tools in field work and while working on documentaries with students.

The photos echo the anguish felt in New York City in the weeks following Sept. 11. They're also a constant reminder that everything is different now.

"The consequences of 9/11 are far greater than I could have imagined wandering around Manhattan looking at those sad posters of missing children and mothers, and smelling that air mix of death and electrical fire," said Jackson.

"We're a more insular country than we were in 2001," he continued. "The added security has eroded civil liberties. And now we're facing an astonishing budget crisis because we've been fighting wars on borrowed money."

New York, New York

David Scholl was wearing his U.S. Air Force camouflage uniform the first time he visited New York City.

It was Sept. 12, 2001.

Scholl, plumbing facilities manager at Syracuse's Upstate Medical University, was part of the New York Air National Guard 174th Fighter Wing—which made him certain he'd get the call to help aid rescue efforts at the World Trade Center.

The 174th's original mission—to set up a base camp to treat thousands wounded in the attacks—was scrubbed when rescue teams quickly realized there were few survivors. Instead, he spent the next 10 days assigned to a security detail at and near Ground Zero.

Welcome to New York.

"The first night we did security near a residential area about four blocks away (from Ground Zero) and it was pitch black because there was no power in the city," said Scholl, who retired from the 174th in 2006. "You couldn't see anything without a flashlight."

Scholl and his security team spent a



Above, UUPer David Scholl, left, and others from the 174th Fighter Wing take a break from the horrors of 9/11.

Below, left, Scholl says he was amazed at the destruction he viewed from a building adjacent to Ground Zero.

Below, right, an office desk of a neighboring building is covered by soot that blanketed the city after the towers fell.

few nights sleeping under the Triborough Bridge, where the rats were the size of cats, he said, laughing. While on the job, they caught a pair of Michigan-based photographers dressed as firemen trying to sneak in to Ground Zero for a closer look, he said.

"Something struck us funny about

these two—the captain was very young and the firefighter was very old," he said. "So the cops cuffed them and left them there to show anyone else who wanted to sneak in what would happen to them."

But the laughs were few and far between during those days, especially at Ground Zero, which Scholl described as a "war zone." He was able to get a bird's-eye view of the site from a nearby building.

"What was really eerie was that you could see all the damage to the surrounding buildings," he said. "There was a unique, putrid-type smell in the air and there was this white dust that people were covered in."

These days, Scholl said he feels a mix of pride and sadness when he thinks about 9/11 and his experiences at Ground Zero.

"In Iraq, our soldiers are dying to protect what we started to do back then. A lot of those soldiers were kids in school in 2001, and they're doing what my generation was doing: fighting for the flag and our freedom. And that's a good thing."

DAVID SCHOLL PHOTOS



Delegates to elect vice president for professionals

A special election to fill the unexpired term of UUP Vice President for Professionals will be the first item of business Saturday, Sept. 24, during the 2011 Fall Delegate Assembly.

Pamela Malone Empire State College

Dear fellow UUP members,

It is with great enthusiasm that I submit this statement of candidacy and ask for your support and vote for United University Professions Vice President for Professionals. Fulfilling the obligations of this office will be a challenge for any candidate, but I possess the leadership and organizational skills required to successfully serve the professionals of our union.

I have been serving the professionals of Empire State College for many years, including as our Vice President for Professionals. I am also on our statewide Negotiations Team and have talked with many of you at meetings and Delegate Assemblies. Through these experiences I have learned about the needs of professionals in areas other than administrative offices, and our rights and vulnerabilities beyond those described in Appendix A-28 of our contract.

My ability to analyze problems, determine their scope, and identify appropriate solutions—and the fact that I'm not afraid to listen and learn—make me a well-qualified and effective choice for vice president. I am confident that I can incorporate these strategies at the statewide level.

I will draw heavily upon my professional experience, particularly at Empire State College, to perform the duties of UUP VP for Professionals. Since ESC is geographically disbursed across the state, I am familiar with the trials of uniting local groups—often with

conflicting practices and concerns—towards a common goal. I understand the challenges that representing chapters across the state will present, and will use the successful approaches that I have learned in communication, training and leadership to promote unity and further our cause.

During my time at Empire State I have held positions of increasing responsibility, and the skills I have learned will prove to be valuable assets to the VP for Professionals office. Specifically, I will utilize my:

- Leadership ability;
 - Understanding of supervision and management's responsibilities according to the UUP contract;
 - Ability to obtain promotions for professional staff and increase staffing;
 - Extensive experience in developing and conducting trainings across a variety of topics and delivery methods;
 - Ability to compile and analyze data to determine needs and priorities;
 - Experience in supporting the incorporation of common policies, procedures and needs to local practice.
- Should I earn your votes and become the Vice President for Professionals, I will work hard to:
- Work with each campus to identify needs, priorities, unique challenges and appropriate methods of motivating members;
 - Establish lasting working relationships with the UUP



MALONE

officers and Executive Board, chapter leaders, and within the labor movement;

Develop goals and objectives for our professionals that fit into the goals of UUP as a whole.

The UUP delegates will soon be faced with the extremely important task of electing our next Vice President for Professionals. Should I be selected to serve UUP members in this capacity, I pledge to use all of my skills and experience to represent professionals, strengthen our union, and serve our members.

Everyone reading this knows of the difficulties UUP and other unions are facing. We must act in unity to preserve our strength, protect the rights of our members, and sustain the role of labor unions in this country.

My leadership style is best described by a quote from Cesar Chavez: "You are never strong enough that you don't need help."

Our professionals perform a wide range of duties and it is impossible to represent them all without drawing from the extraordinary talent and expertise of our members. Together we can identify and act upon the challenges we face and the opportunities we can realize.

I am asking for your vote not just because you know that I can do the job, but because I know that we can.

Need more information? Visit United Across New York at <https://sites.google.com/site/maloneforvpp/> or e-mail me at pmalone.uup@gmail.com.

Thank you for your support!

J. Philippe Abraham Albany

Sisters and Brothers,

I am currently serving as the Acting Vice President for Professionals (VPP) and am asking for your vote at the upcoming Fall DA to serve as your elected VPP.

In approving my appointment, UUP's Executive Board placed its trust in a 22-year dedicated and hard-working UUP activist. Those years of experience allow me to be familiar with the Executive Board and its operational procedures, the challenges confronting UUP as an organization, and the issues professionals face in their day-to-day work. As a team player, I am already collaborating with the other officers on behalf of the professionals.

Some of my experience includes: three terms as VPP at UAlbany; two terms as a statewide Executive Board member; member of the Negotiations Team for the 2007-2011 contract; chair or co-chair of statewide committees and member of countless others at the campus level; member of the SUNY-wide Faculty Senate and the UAlbany Senate; advocate for public higher education with our NYS elected officials, and classroom experience.

My UUP experience has allowed me to transition smoothly into my current position, understanding and appreciating the responsibilities of the VPP and what has already been accomplished. I am using my insights acquired over the years in my effort to retool the office, make it more nimble and better able to address current and future challenges.

The process of actively soliciting input from our chapter leaders and members is under way. I thank those of you who have already responded to my e-mail. If you grant me your vote and elect me as the VPP, I promise that inclusion, two-way communication, and continuing to strive to get professionals recognition for their contributions and increased exposure will be the hallmarks of my service as VPP.

The feedback and suggestions received to date have identified several common issues for our members. Those include concerns in the following areas: union rights, career building and campus governance. Therefore, I will collaborate with my fellow officers, chapter leaders and the labor relations staff to explore



ABRAHAM

how best to address these and future issues. Here are examples of topics that I would like to develop into templates, presentations or campus workshops:

Union Rights—to increase the utilization of the statewide labor/management arena to address professionals' issues.

Career Building—investigate the feasibility of using UUP's resources and future joint labor/management monies to assist professionals.

Campus governance—utilizing my experience to encourage greater participation in the governance structure.

I am excited at the prospect of joining with other members of UUP's leadership for another year, as we forge ahead to achieve great successes for all of our members. I am inspired, energized and already working hard to make a difference for us!

As your VPP, I pledge to continue to work tirelessly for all of our members within UUP and our affiliates: NYSUT, AFT and NEA. I humbly ask for your vote.

For more detailed information and my vision for the office, please visit my website, www.philippeabraham.com.

UUP members mark Labor Day

Labor Day, the annual national holiday to honor the contributions of the American worker, is being observed with activities by several UUP chapters.

The Oneonta Chapter is having its annual Labor Day luncheon and meeting. It features an open forum where members can ask about upcoming contract talks and the budget outlook for SUNY.

"The Labor Day program is a vehicle for recruiting new UUPers, energizing current members, sharing information, and increasing UUP's visibility on

campus and in the community," Oneonta Chapter President Bill Simons said.

Also on Labor Day, UUPers from the Upstate Medical, Cortland and ESF chapters are set to march in the annual Labor Day parade at the New York State Fair in Syracuse.

Downstate Medical Chapter members will also be on the march, taking part in the annual New York City Central Labor Council parade. The parade takes place Sept. 10—the Saturday following Labor Day—in midtown Manhattan.

— Donald Feldstein

AFT Secretary-Treasurer Cortese to retire

After more than four decades as a labor and education leader, AFT Secretary-Treasurer Antonia Cortese has retired.

"Toni's fierce dedication on behalf of our members, her expertise on education issues, and her commitment to advancing children's issues both here and abroad have laid a strong foundation for our union," said AFT President Randi Weingarten. "Her invaluable contributions will be greatly missed, but we wish her and her family the best in her well-earned retirement."

Cortese—who was a NYSUT vice president from 1973 to 2004—first



CORTESE

became involved in the union shortly after starting her career in Rome, N.Y., as a fourth-grade teacher and school social worker. She served as an AFT vice president from 1974 to 2004 and as executive vice president from 2004 to 2008, and has been in her current position since 2008.

NYSUT President Dick Iannuzzi hailed Cortese as a trailblazer.

"Who we are as NYSUT is the direct result of the tireless work of NYSUT's founding officers," he said. "Toni blazed the trail and created the path we are all able to walk down as we chart a course forward. Her work for NYSUT and the AFT has set a high standard we can only hope to achieve."

Take the AFL-CIO's 'Real or Not' quiz

AFL-CIO leaders have come up with a unique way of letting people know the extent of anti-family, anti-worker legislation proposed by lawmakers around the country.

They'll quiz you.

Dubbed "Real or Not," the eight-question quiz challenges visitors to www.realornotquiz.org to see if they can guess which bills have been proposed.

The intro reads: "You've heard about the bald-faced attempts by state legislatures to



eliminate collective bargaining, turn down job-creating funds from the federal government—while 25 million people are unemployed or underemployed—and empty public schools of teachers. We're talking, as one governor eloquently put it, 'bat-crap crazy.' See if you can guess which loony legislation is real and which one we made up."

Stick around until the end of the quiz to find out how to hold lawmakers accountable.

— Karen L. Mattison

UUP communications win eight awards

Communications Specialist Mike Lisi told UUP's story—and won a prestigious international labor award in doing so.

The International Labor Communications Association (ILCA) Max Steinbock Award honors the best labor story written in the previous year. It is named after a longtime ILCA president.

Lisi's winning entry, "Speaking up for SUNY" (January 2010), right, describes the impact that state budget cuts have had on students,

parents, faculty and staff on SUNY campuses.

In all, UUP's membership magazine *The Voice* and advertising campaign brought home four ILCA awards, including two first-place honors and one third-place finish.

And in late July, the AFT Communicators Network (AFTCN) announced its list of communications award winners, and UUP won three first-place awards and one second-place award in the national competition.

"We are very proud of Mike for helping UUP spread the word that SUNY cannot withstand further cuts and still maintain its mission of offering a quality, affordable education for all New Yorkers," said UUP President Phil Smith. "Mike and the rest of our award-winning Communications team have proven themselves time and again as outstanding writers, editors, producers and graphic artists."

ILCA

The union's 30-second TV ad, "What do you say?" earned top honors for electronic media. The ad featured students, parents and business owners



see **AWARDS**, page 18

UUP, state set to begin contract talks

UUP was contacted by the state in July to begin the process of contract negotiations.

As *The Voice* went to press, UUP and state negotiators tentatively scheduled Aug. 25 as their first meeting date.

UUP President Phil Smith and Chief Negotiator Jamie Dangler of Cortland held a joint meeting Aug. 11 of the union's Negotiations Team, Negotiations Committee and chapter presidents to provide information about the negotiations process and to address questions from chapter leaders.

As negotiations proceed, chapter leaders will be provided with updates for distribution to members, and information will be regularly posted to the UUP website (www.uupinfo.org). Click on the "2011 Negotiations Information" link under Latest Information on the right hand side of the UUP home page.



Above, from left, are Team members Bob Rees, Alfred; Jamie Dangler, Cortland; Mike Lyon, Upstate; and Jason Torre, Stony Brook. The Team met at UUP headquarters going over the union's top priorities. At right, Carolyn Kube of Stony Brook HSC, right, discusses a contract article, as Pat Ghee of Buffalo State looks on.



KAREN L. MATTISON PHOTOS

Meanwhile, the Team continues to meet to discuss specific strategies on a number of issues previously outlined by the membership. UUPers should feel free to contact

Dangler at contract@uupmail.org for further information or to submit questions or comments.

— Karen L. Mattison

Unions seek R-E-S-P-E-C-T

"Don't you think we deserve respect?" UUP President Phil Smith asked nearly 1,500 unionists as he addressed a June labor rally at the Capitol in Albany. "Our members at SUNY teach a lot of valuable lessons. Among them is respect. But how can we educate our students about respect if we ourselves are not respected?"

Members from UUP, the Public Employees Federation (PEF), NYSUT and other unions

attended the rally organized by PEF.

The rally—one of a dozen conducted across the state the same day—came in response to the threatened layoffs of state workers if state employee unions didn't reach an agreement on terms and conditions of new labor contracts with the state.

PEF later reached agreement on terms of a tentative five-year contract.

— Donald Feldstein



DONALD FELDSTEIN

UUP President Phil Smith at a June rally says hard-working UUP members deserve respect.



JOHN LAWLESS OF EMPIRE STATE is the chapter's newly elected vice president for academics. He shared a number of issues during the two-day orientation at UUP headquarters.



KIM HARTSHORN OF PLATTSBURGH has attended several UUP-sponsored training workshops before being elected this spring as chapter vice president for academics.



JEFFREY MILLER OF NEW PALTZ was elected chapter vice president for academics in May, and was intent on learning all he could during the two-day training for new chapter leaders.

Learning to lead in challenging times

From state budget battles and bitter contract negotiations, to fighting to protect members in the classroom and on the job, Bill Simons has faced his share of challenges over the years.

So it made sense to see Oneonta's longtime chapter president offering advice to new and returning UUP leaders during a panel discussion on what to expect as a new leader, one of several seminars held during the union's two-day New Chapter Leaders Orientation in June.

"You don't have to be an expert on everything," said Simons. "You have good people around you. Keep calm in the eye of the storm."

"My advice is to persevere," added Buffalo Center Chapter President Mike Behun. "Work around the impediments you face."

Simons and Behun were two of a handful of seasoned UUP chapter officers who led the June 20-22 orientation; 15 new chapter presidents and vice presidents representing 13 campuses attended the event.

A mix of former and first-time leaders

were there, including David Ramsey (Cobleskill), Walter Kim Hartshorn (Plattsburgh), Carol Gizzi (Stony Brook HSC) and Peter Brown (New Paltz). Fred Kowal, UUP's former statewide membership development officer and

(Buffalo HSC), Dean Reinhart (Buffalo State), John Lawless (Empire State College), Solomon Ayo (Farmingdale), Jeriluanne O'Bryan-Losee (Morrisville), Jeffrey Miller (New Paltz), Maureen Curtin (Oswego) and Michael Walker (System Administration).

"We need strong, younger individuals to take over for the people who have accomplished so much before us," said Reinhart, Buffalo State chapter's new vice president for professionals. "We need to find people who will lead the union into the future."

LEARNING THE ROPES

New leaders took part in breakout sessions for chapter presidents and vice presidents and got an overview of the union's contract with New York state. But the highlight was the panel discussion, where veteran UUP leaders talked about their experiences as chapter leaders and shared strategies and words of wisdom with new leaders.

Purchase Chapter President John Delate led the discussion, which featured Behun, Simons, Farmingdale Chapter President Yolanda Pauze, Upstate Medical University Chapter



Among the chapter leaders stepping into new roles, from left, are: Jeri O'Bryan-Losee, Morrisville vice president for professionals; Peter Brown, New Paltz Chapter president; Michael Walker, System Administration secretary-treasurer; and Andrew Koenig, Buffalo HSC vice president for professionals.

Executive Board member, was also at the presentation; he's back as Cobleskill chapter president, a post he held through most of the 1990s.

A number of new faces also attended: Mark D'Arcy (Alfred), Andrew Koenig



SOLOMON AYO OF FARMINGDALE pointed out the issues he will address as his chapter's newest vice president for professionals. Ayo shared his expertise recently on a DA panel for professionals.



MARK D'ARCY OF ALFRED was elected this spring as vice president for academics after having served the chapter as part-time concerns representative.

Maureen Curtin was elected in May as Oswego Chapter vice president for academics after having served as chapter membership officer.



MICHAEL LISI PHOTOS

President Carol Braund, Stony Brook Chapter President Arty Shertzer, and Rob Compton, Oneonta's vice president for academics, as panelists.

"It's been a great learning experience, learning about the challenges we'll face and how to handle those issues for our members," said Ayo, Farmingdale's new vice president for professionals. "You realize that you're not alone out there."

That's why union leaders are tapped to teach the forum, said UUP President Phil Smith.

"The orientation for new leaders is best led by people who have walked in those same shoes," he said. "Our people have been there before and they are the best teachers."

— Michael Lisi



Cobleskill VPP David Ramsey and Chapter President Fred Kowal, right, review orientation materials. Kowal is no stranger to union leadership, having served as statewide membership development officer in the 1990s.

New field staff directors, LRSs to serve UUP

Recent retirements and reassignments have changed the makeup of the NYSUT labor relations/field services staff assigned to UUP.

The following people comprise the union's labor relations team:

Director of Staff Susan Bloom

Jones was promoted in January following the retirement of Martin Coffey. Jones has worked for NYSUT for nearly 33 years and served as a labor relations specialist (LRS) at UUP since July 1998.

Associate Director of Staff John

Marino stepped into the job in July after 11 years as UUP's elected statewide vice president for professionals. He brings to the job a vast knowledge of the UUP contract, as well as hands-on experience with negotiations and grievance procedures.

Following the retirement of LRS and former UUP member Jack Procita, and the reassignment to K-12 of LRS Heather Sponenberg, UUP welcomes three new LRSs. **Patrick Domaratz** is assigned to the UUP chapters at Brockport, Geneseo and Morrisville; **Lynda Larson** is assigned to Farmingdale, Old Westbury and Stony Brook HSC; and **Peter Ludden** is assigned to ESF, Oswego, Upstate Medical and Utica/Rome.

They join **Maureen Seidel** (Albany, System Administration, Cobleskill and Empire State College), **Lisa Willis** (Brooklyn HSC and Stony Brook), **Kathy Falcetta** (Canton, Plattsburgh and Potsdam), **Bill Capowski** (Maritime, New Paltz, Optometry and Purchase), **Tara Singer-Blumberg** (Buffalo Center and Fredonia), **Ed Giblin** (Alfred, Buffalo HSC and Buffalo State), and **Darryl Wood**, a former UUP member and Binghamton Chapter president, (Binghamton, Cortland, Delhi and Oneonta).

— Karen L. Mattison

Scholarship honors leader's late daughter

Twenty-five years after tragedy struck her family, Upstate Medical University Chapter President Carol Braund finds her smile again every year when a high school student accepts the scholarship named after her late daughter.

Pamela Braund was just five days away from starting college at Penn State, where she planned to pursue her dream of becoming a teacher. But that dream and her life ended tragically Aug. 19, 1986, when she was killed in an auto accident.

Though her life was cut short, her name and spirit live on a quarter of a century later in the form of the scholarship that bears her name. The Pamela Braund Memorial Scholarship was first bestowed in 1987, and is awarded annually. The one-time \$1,000

scholarship goes to a graduating senior from Fayetteville-Manlius High School—Pam's alma mater—pursuing a major in education at a four-year college.

Braund proudly attends the annual ceremony at the high school where the scholarship award is presented.

"I have found that meeting the recipient and learning where they are going to school and what area they want to teach helps briefly to fill the huge void in my life that losing a child can create," she said.

Braund recalls how the accident devastated her family, and had a profound impact on her friends and their families.

"The outpouring of emotional support



Pamela Braund's memory lives on through an annual scholarship to a high school senior pursuing a career in teaching.

and financial support was incredible," Braund said. "As we became aware of the extent of the giving from friends, business acquaintances and professional friends, we talked about how to best use these gifts in a way that would

reflect Pam's great love of people."

In the months following Pam's death, Braund said her family and friends talked about the teacher that her daughter aspired to become, and the impact she might have had on public education.

"It became clear that a positive way to acknowledge our huge loss would be to establish a scholarship to be given to someone that might become the teacher that she had wanted to be," she said.

— Donald Feldstein



BRAUND

SPOTLIGHT SHINES ON UUPERS

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.

DOUG SKOPP,

a distinguished teaching professor of history at Plattsburgh, published the fictional novel *Shadows Walking* (CreateSpace, December 2010), after 20 years of research on two topics of personal interest: the ethics of



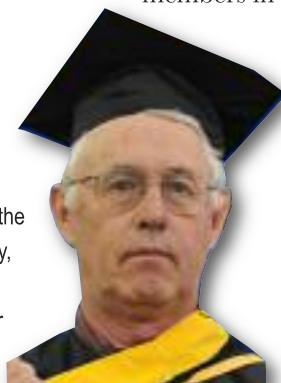
public life and World War II. One reviewer called *Shadows Walking* "a well-researched and plausible story of an average man and his decent into evil."

Skopp donated the proceeds of several books purchased during the union's annual Silent Auction, held to benefit the UUP College Scholarship Fund. Skopp is a member of UUP's Scholarship Development and Selection committees.

DANIEL FAY,

a professor of accounting at Canton with more than four decades of service to the college and community, recently received a Chancellor's Award for Excellence in Faculty Service, which provides systemwide recognition for consistently superior professional achievement.

Fay has been a board member of the SUNY Canton College Foundation for more than 20 years. He has helped create student scholarships through two endowment funds, and is a founder of the college's Investment Club, which analyzes and recommends investments for the College Foundation.



JOSEPH DAMRATH,

an associate professor at SUNY Alfred, recently received the Chancellor's Award for Excellence in Teaching, which recognizes mastery of teaching techniques and superb skill in teaching.



Damrath—a practicing attorney since 1981—teaches business law, estate planning, the legal environment of business, and ethics in leadership/management.

He has been a Hornell City Court judge since 1989, and was named a distinguished jurist by The Center for Dispute Settlement in Rochester.

— Karen L. Mattison

UUPers learn about labor, leadership at summer school

Linda Veraska and Ruth Meyerowitz had never been to summer school before.

Both were glad they went this summer.

Veraska, the System Administration Chapter's part-time concerns representative, and Meyerowitz, a Buffalo Center Chapter member, used some vacation days in July to attend the United Association of Labor Education's Northeast Regional Summer School for Union Women. The theme of the 36th annual summit was "Fired Up for Change!"

The women chose to attend the five-day program, held July 17-22 on the Rutgers campus in New Jersey, to learn more about the labor movement, to sharpen their leadership skills and to learn new techniques to get more UUPers involved in the workings of the union.

"I know one thing that I will do is to reach out, one-on-one, to members to get them to become involved," said Veraska, program officer for Turkey in SUNY's Office of Global Affairs. "That was a big take-away for me. It's all about personal connections; that's the most effective way to get people involved."

WELL WORTHWHILE

"It was fabulous," said Meyerowitz, an American studies professor at UBuffalo. "I've wanted to go since I saw a film about Bryn Mawr

summer schools (for workers) held in the 1930s, so I was really excited about this opportunity to do more leadership training. It was great because I learned techniques to involve more faculty in the union."

Each year, the seminar brings together rank-and-file union women to learn more

WOMEN ONLY

That the event was solely for women made a difference; the gathering allowed participants to discuss issues unique to them. Veraska and Meyerowitz said they were intrigued and inspired by the "war stories" told by a female plumber, one of just five females in a union of about

the struggles we go through are the same."

Other topics covered included dealing with intergenerational issues in unions, and a fundamental shift that's pushing unions to focus more on organizing and mobilizing members rather than the traditional role of a service organization.



PHOTO COURTESY OF RUTH MEYEROWITZ

UUPer Ruth Meyerowitz, front row, second from left, poses with several women attending the United Association of Labor Education's Northeast Regional Summer School for Union Women.



VERASKA

about the labor movement and develop skills to make them more active, effective union leaders and members.

More than 100 women from across the Northeast went to the Summer School, most of them from non-education unions such as the Transport Union Workers of America and the American Federation of State, County and Municipal Employees. It was a very diverse group of women, which made being there even more beneficial, Meyerowitz and Veraska agreed.

"It was a different kind of union environment and I really enjoyed it," Meyerowitz said.

4,000 members.

"Hearing about her struggles gave you courage," said Veraska. "She reminded me of the courage that women need to have on a daily basis."

At the summit, Veraska and Meyerowitz took part in several seminars dealing with issues facing unions, such as educating the media about what unions do and fighting stereotypes that union members are overpaid and overcompensated.

MORE THAN BOOK SMART

"I learned as much outside just talking to people as I learned inside the classroom," Veraska said. "We're different in so many ways, but

A memorial commemorating the 100th anniversary of New York City's tragic Triangle Shirtwaist factory fire was also held. The women were given names of one of the fire's 146 victims, which were read during a candle-lighting ceremony at the end of the program.

The memorial spurred Veraska to go to the public library and borrow a book about Frances Perkins, a champion of organized labor in the 1930s and 1940s.

"It was a fantastic experience and I'd do it again," Meyerowitz said of the Summer School. "It wasn't a vacation, it was work. But it was fun."

— Michael Lisi

Nine proposed amendments to come before Fall DA

In accordance with Article XIII of the UUP Constitution, UUP bargaining unit members are hereby notified that the following constitutional amendments will be on the agenda of the 2011 Fall Delegate Assembly, set for Sept. 23-24.

**Proposed Constitutional Amendment to Elect a Chapter Affirmative Action Representative
(Submitted by the Old Westbury Chapter)**

ARTICLE VII: CHAPTERS— Section 2. Structure of the Chapters. Lines 350 – 360.

Current

Section 2. Structure of the Chapters.

- b. Each Chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, a Secretary and a Treasurer, or a Secretary/Treasurer, a Grievance Chairperson, a Part-Time Concerns Representative, a designee for Affirmative Action, and such other officers as shall be specified in the Chapter By-Laws, who, with the exception of the Grievance Chairperson, and the designee for Affirmative Action, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

Substitute

Section 2. Structure of the Chapters.

- b. Each Chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, a Secretary and a Treasurer, or a Secretary/Treasurer, a Grievance Chairperson, a Part-Time Concerns Representative, an Affirmative Action Representative, and such other officers as shall be specified in the Chapter By-Laws, who, with the exception of the Grievance Chairperson, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

**Proposed Constitutional Amendment to Elect a Chapter Vice President for Contingents
(Submitted by the Albany, Cortland, New Paltz and Oneonta Chapters)**

ARTICLE VII: CHAPTERS— Section 2. Structure of the Chapters. Lines 350 – 360.

Current

Section 2. Structure of the Chapters.

Each Chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, a Secretary and a Treasurer, or a Secretary/Treasurer, a Grievance Chairperson, a Part-Time Concerns Representative, a designee for Affirmative Action, and such other officers as shall be specified in the Chapter By-Laws, who, with the exception of the Grievance Chairperson, and the designee for Affirmative Action, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

Substitute

Section 2. Structure of the Chapters.

Each chapter shall have, as officers, a President, a Vice President for Academics, a Vice President for Professionals, a Vice President for Contingents, a Secretary and a Treasurer, or a Secretary/Treasurer, a Grievance Chairperson, a designee for Affirmative Action, and such other officers as shall be specified in the Chapter By-laws, who, with the exception of the Grievance Chairperson, and the designee for Affirmative Action, must be elected in accordance with the provisions of Article VIII, Nomination and Election Procedures, of this Constitution, and provided that any Chapter may designate, in its By-Laws, other positions as elective;

**Proposed Constitutional Amendment to Make the Vice President for Contingents the Fourth Chapter Delegate
(Submitted by the Albany, Cortland, New Paltz and Oneonta Chapters)**

ARTICLE VII: CHAPTERS— Section 3. Chapter Representation to the Delegate Assembly. Lines 387 – 390.

Current

Section 3. Chapter Representation to the Delegate Assembly.

- d. Additional delegates and alternates shall be elected by and from the Chapter membership according to category;
- e. Notwithstanding any other provision of this Constitution to the contrary, no Chapter shall have fewer than two delegates.

Substitute

Section 3. Chapter Representation to the Delegate Assembly.

- d. The fourth delegate shall be the Vice President for Contingents elected by and from the contingent members, provided the chapter is entitled to an additional representative from the academic or professional category that the Vice President for Contingents also represents.
- e. Additional delegates and alternates shall be elected by and from the Chapter membership according to category;
- f. Notwithstanding any other provision of this Constitution to the contrary, no chapter shall have fewer than two delegates.

**Proposed Constitutional Amendment to Create a Contingent Category of Membership
(Submitted by the Albany, Cortland, New Paltz and Oneonta Chapters)**

ARTICLE III: MEMBERSHIP—Section 2. Categories of Membership. Lines 82 – 87.

Current

Section 2. Categories of Membership.

Membership shall be of either of two categories, “academic” or “professional”;

- a. “Academic” members shall be those persons with academic rank;
- b. “Professional” members shall be those persons with professional rank.

Substitute

Section 2. Categories of Membership.

Membership shall be of either of one of the two singular rank categories, “academic” or “professional,” or one of either of the two dual categories, “contingent academic” or “contingent professional.” The categories of “academic” and of “professional” are mutually exclusive. Contingent members shall be accorded both the rights for contingents and the full rights as either academic or professional members under this Constitution in keeping with the nature of their rank.

- a. “Academic” members shall be those persons with academic rank.
- b. “Professional” members shall be those persons with professional rank.
- c. An additional category of membership, “contingent” members shall be reserved for all UUP bargaining unit members appointed to any position which does not prescribe eligibility for continuing or permanent appointment, including all such qualified academic rank titles listed in the SUNY Policies of the Board of Trustees, Article II (k), namely “Lecturers,” “Visiting,” “Clinical” and other similar designations, and all such similar professional titles.

Proposed Constitutional Amendment to Add Two Contingent Members to the Executive Board

(Submitted by the Albany, Cortland, New Paltz and Oneonta Chapters)

ARTICLE V: EXECUTIVE BOARD—Section 1. Composition. Lines 220 – 230.

Current

Section 1. Composition.

There shall be an Executive Board consisting of the officers and thirteen additional persons elected by and from the body of the Delegate Assembly. In addition, the Chair of the Committee on Active Retired membership shall serve as a nonvoting member. Total membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution. No more than two members of the entire Executive Board may be from the same Chapter.

Substitute

Section 1. Composition.

There shall be an Executive Board consisting of the officers and fifteen additional persons elected by and from the body of the Delegate Assembly. In addition, the Chair of the Committee on Active Retired membership shall serve as a non-voting member. Total membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of academic and professional membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution, and no fewer than two contingent members, as defined in Article III, Section 2 of this Constitution, one employed part-time and one employed full-time at the time of the election. No more than two members of the entire Executive Board may be from the same chapter.

**Proposed Constitutional Amendment to Change the Name of the Part-time Concerns Committee
to the Contingent Employment Committee (Submitted by the Albany, Cortland, New Paltz and Oneonta Chapters)**

ARTICLE X: COMMITTEES—Section 1. Standing Committees. Lines 904 – 908 and 992 – 1003.

Current

Section 1. Standing Committees.

The Standing Committees of this organization shall be the Committees on Negotiations, UUP Outreach, Membership, Finance, Grievance, Elections and Credentials, Affirmative Action, Active Retired Membership, Part-Time Concerns, Solidarity, and Women’s Rights and Concerns.

- i. The Committee on Part-Time Concerns shall encourage membership and activity of part-time academics and professionals; shall report to the President, the Executive Board, and the Delegate Assembly with respect to the treatment of part-time academics and professionals, their issues and concerns; shall recommend policies and programs to meet the needs of part-time academics and professionals; shall work with other committees as directed by the Executive Board; may consider other matters referred to it; and draft proposals to ensure fairness and equity for part-time academics and professionals throughout SUNY and in the activities and policies of UUP and its affiliates.

Substitute

Section 1. Standing Committees.

The Standing Committees of this organization shall be the Committee on Negotiations, UUP Outreach, Membership, Finance, Grievance, Elections and Credentials, Affirmative Action, Active Retired Membership, Contingent Employment, Solidarity, and Women’s Rights and Concerns.

- i. The Contingent Employment Committee shall be composed of the elected chapter Vice Presidents for Contingents as well as other members appointed at the discretion of the UUP President; shall encourage membership and activity of contingent members; shall report to the President, the Executive Board, and the Delegate Assembly with respect to the treatment of contingent academics and professionals, their issues and concerns; shall recommend policies and programs to meet the needs of contingent academics and professionals, shall work with other committees as directed by the Executive Board; may consider other matters referred to it; and draft proposals to ensure equity and fairness for contingent members throughout SUNY and in the activities and policies of UUP and its affiliates.

Proposed Constitutional Amendment to Extend Sustaining Membership (Submitted by the New Paltz Chapter) ARTICLE III: MEMBERSHIP—Section 1. Classes of Membership. Line 38.

Additions are **bolded and underlined**;
Deletions are ~~bracketed and lined through~~.

Section 1. Classes of Membership.

b. iii. Sustaining membership shall be open as well to any person in good standing on a term appointment who has been involuntarily terminated or whose appointment has been involuntarily non-renewed, such membership to extend for two years from the date that the member is separated from employment.

Proposed Constitutional Amendment to Change Chapter Name (Submitted by the Brooklyn HSC Chapter) ARTICLE VII: CHAPTERS—Section 4. Types of Chapters and Institutions. Lines 397 – 398.

Additions are **bolded and underlined**;
Deletions are ~~bracketed and lined through~~.

Section 4. Types of Chapters and Institutions.

Health Sciences Centers, including: ~~Brooklyn HSC~~ **Downstate Medical Center**, Buffalo HSC, Stony Brook HSC, and Upstate Medical University;

Proposed Constitutional Amendment to Change Determination of Representation to Executive Board (Submitted by the Stony Brook Chapter) ARTICLE V: EXECUTIVE BOARD—Section 1. Composition. Lines 222 – 223.

Additions are **bolded and underlined**;
Deletions are ~~bracketed and lined through~~.

of the Committee on Active Retired membership shall not be included in determining Chapter representation on the Board. Total membership on the Executive Board shall reflect the approximate whole-number ratio by the categories of membership on the rolls of United University Professions. The Executive Board shall include no fewer than one member from each of the five types of Chapters, as defined in Article VII, Section 4, of this Constitution. No more than two members of the entire Executive Board may be from the same Chapter.

Section 1. Composition.

There shall be an Executive Board consisting of the officers and thirteen additional persons elected by and from the body of the Delegate Assembly. In addition, the Chair of the Committee on Active Retired membership shall serve as a nonvoting member[-] **; the Chair**

AWARDS ...

(continued from page 8)

warning that state budget cuts to SUNY threaten quality and access, and put an undue burden on students and working families. The ad aired on broadcast and cable TV stations in Albany, Binghamton, Buffalo, Long Island, New York City and Syracuse prior to the April 1 deadline for enactment of a new state budget. UUP Director of Communications Denyce Duncan Lacy oversaw production of the ad campaign.

Also awarded in the annual competition

were Media Relations Specialist Donald Feldstein and Publications Specialist Karen L. Mattison.

AFTCN
Communicators Network

Feldstein earned a first-place award for Best News Story. “The work never stops: Professionals provide

continuity at SUNY campuses” (March 2010) told the stories of a dozen UUP members who work around the clock to keep the University running smoothly all year long. In the same category, Mattison picked up a third-place award for a November 2010 article on the “One Nation March” in Washington, D.C.

AFTCN

UUP earned top honors for Best News Article for the same piece that won Lisi the Steinbock award, and another first place for Best Profile for Lisi’s article “UUPer brings Grammy gold to Purchase” (February 2010).

The union also won first place for Best PR Activity for the 2010 TV and print ad campaign “What do you say?” and second place in that category for its “Don’t be Fooled by the Act” newspaper and billboard campaign opposing the Public Higher Education Empowerment and Innovation Act. Both ads were edited and directed by Lacy.

— Karen L. Mattison

On the front line

Below are your
chapter presidents
and how to reach them.



Albany
Candy Merbler
(518) 442-3564



Alfred
Ray Gleason
(607) 587-4658



Binghamton
Jim Dix
(607) 777-2480



Brockport
Gary Owens
(585) 395-2547



Buffalo Center
Michael Behun
(716) 645-7739



Buffalo HSC
Ray Dannenhoffer
(716) 829-2540



Buffalo State
Rich Stempniak
(716) 878-5732



Canton
Dave Butler
(315) 386-7516



Cobleskill
Fred Kowal
(518) 255-5358



Cortland
Jamie Dangler
(607) 753-2484



Delhi
John Taylor
(607) 746-4079



Downstate Medical
Rowena
Blackman-Stroud
(718) 270-1519



Empire State
Jacqui Berger
(716) 686-7831



ESF
John View
(315) 470-6670



Farmingdale
Yolanda Pauze
(631) 420-2180



Fredonia
Acting President
Idalia Torres
(716) 673-3461



Geneseo
Tabitha Buggie-Hunt
(585) 245-5112



Maritime
Barbara Warkentine
(718) 409-7370



Morrisville
Jim Engle
(315) 472-0130



New Paltz
Peter D.G. Brown
(845) 257-3492



Old Westbury
Kiko Franco
(516) 876-3345



Oneonta
Bill Simons
(607) 436-3498



Optometry
John Picarelli
(212) 938-5784



Oswego
Steve Abraham
(315) 312-3307



Plattsburgh
Dave Curry
(518) 564-4245



Potsdam
Laura Rhoads
(315) 267-2260



Purchase
John Delate
(914) 251-6328



Stony Brook
Arty Shertzer
(631) 632-8948



Stony Brook HSC
Carol Gizzi
(631) 444-1405



System Admin.
John Leirey
(518) 320-1470



Upstate Medical
Carol Braund
(315) 422-5028



Utica/Rome
Rafael Romero
(315) 792-7207

Report of attendance to NYSUT RA

In accordance with UUP policy, a report of attendance of elected delegates to affiliate conventions is distributed to all bargaining unit members.

Below is the attendance report from the 2011 NYSUT Representative Assembly held April 7-9 in New York City.

Meeting Codes
GS = General Session
Brkft = Breakfast
Comm = Committee
Ele=Election

Attendance Codes
X = Present at Session
LA = Late Arrival
LC = Left Convention
EX = Excused

Name	Chapter	GS1	Brkft	Comm	GS2	GS3	Ele	GS4
Abraham, J. Philippe	Albany	X	X	X	X	X	X	X
Alleyne, Edward	Stony Brook HSC	X	X	X	X	X	X	X
Altschuler, Bruce	Oswego	X	X	X	X	X	X	X
Anderson, Virginia	Brooklyn HSC	X	X	X	X	X	X	X
Axlerod, Harvey S.	Buffalo Center	X	X	X	X	X	X	X
Behun, Kimberly	Buffalo Center	X	X	X	X	X	X	X
Behun, Michael	Buffalo Center	X	X	X	X	X	X	X
Bello, Diane L.	Stony Brook	X	X	X	X	X	X	X
Bentley, Patricia	Plattsburgh	X	X	X	X	X	X	X
Berger, Jacqueline	Empire State College	X	X	X	X	X	X	X
Bird, Judith	Farmingdale	X	X	X	X	X	X	X
Blackman-Stroud, Rowena	Brooklyn HSC	X	X	X	X	X	X	X
Bond Jr., Edison	Brooklyn HSC	X	X	X	X	X	X	X
Bouey, Ora James	Stony Brook HSC	X	X	X	X	X	X	X
Bradford, Peter G.	Buffalo HSC	X	X	X	X	X	X	X
Braund, Carol	Upstate Medical Univ.	X	X	X	X	X	X	X
Brown, Peter D.G.	New Paltz	X	X	X	X	X	X	X
Curry, David	Plattsburgh	X	X	X	X	X	X	X
Delate, John	Purchase	X	X	X	X	X	X	X
Drescher, Nuala McGann	Buffalo State	X	X	X	X	X	X	X
Drummond, Edward	Stony Brook HSC	X	X	X	X	X	X	X
Ekanayake, Nandika N.	Brooklyn HSC	X	X	X	X	X	X	X
Ermakovics, Albert	Buffalo Center	X	X	X	X	X	X	X
Fallek, Maryann	New Paltz	X	X	X	X	X	X	X
Fiumano, Kathleen M.	Upstate Medical Univ.	X	X	X	X	X	X	X
Floss, Frederick	Buffalo State	X	X	X	X	X	X	X
Formato, Michael	Buffalo Center	X	X	X	X	X	X	X
Forrest-Glotzer, Janie L.	Oneonta	X	X	X	X	X	X	X
Franco, Candelario	Old Westbury	X	X	X	X	X	X	X
Galutz, Dianne M.	Cortland	X	X	X	X	X	X	X
Hain, John H.	New Paltz	X	X	X	X	X	X	X
Haines, Joyce	Empire State College	X	X	X	X	X	X	X
Harper, Sandra	Brooklyn HSC	X	X	X	X	X	X	X
Hines, Charles	Stony Brook HSC	X	X	X	X	X	X	X
Hoey, Thomas	Albany	X	X	X	X	X	X	X
Houston, Frederick	Brooklyn HSC	X	X	X	X	X	X	X
Hoyte, Cheryl	Brooklyn HSC	X	X	X	X	X	X	X
Inventasch, Harvey	Cortland	X	X	X	X	X	X	X
Janik, Del	Farmingdale	X	X	X	X	X	X	X
Janik, Vicki K.	Farmingdale	X	X	X	X	X	X	X
Johnson, Lydia	Stony Brook HSC	X	X	X	X	X	X	X
Kasprak, Robert	Optometry	X	X	X	X	X	X	X
Kreh, David	Cortland	X	X	X	X	X	X	X
Lamendola, Joseph	Canton	X	X	X	X	X	X	X
Landy, Eileen	Old Westbury	X	X	X	X	X	X	X
Lehrer, Susan	New Paltz	X	X	X	X	X	X	X
Livingston, Martha	Old Westbury	X	X	X	X	X	X	X
Maertz, Barbara T.	Farmingdale	X	X	X	X	X	X	X
Mahoney, Margaret	Upstate Medical Univ.	X	X	X	X	X	X	X
Manning, Tina Maria	Stony Brook HSC	X	X	X	X	X	X	X
Maraviglia, Frank	ESF	X	X	X	X	X	X	X
Marino, John	Stony Brook HSC	X	X	X	X	X	X	X
Matthews, Thomas	Geneseo	X	X	X	X	X	X	X
Mayers, Darleyne E.	Farmingdale	X	X	X	X	X	X	X
McAteer, Charles F.	Stony Brook	X	X	X	X	X	X	X
McNitt, F. Glenn	New Paltz	X	X	X	X	X	X	X
Melendy, Thomas E.	Buffalo HSC	X	X	X	X	X	X	X
Melton, Angela	Brooklyn HSC	X	X	X	X	X	X	X
Merbler, Candace	Albany	X	X	X	X	X	X	X
Morganti, John B.	Buffalo State	X	X	X	X	X	X	X
Morrissey, Gerda	Fredonia	X	X	X	X	X	X	X
Morrissey, Thomas	Fredonia	X	X	X	X	X	X	X
Naseem, Abdul W.	Farmingdale	X	X	X	X	X	X	X
Nelson, Malcolm	Fredonia	X	X	X	X	X	X	X
Nichols Jr., Robin R.I.	Upstate Medical Univ.	X	X	X	X	X	X	X
Pembroke, Maria	Upstate Medical Univ.	X	X	X	X	X	X	X
Puretz, Susan	New Paltz	X	X	X	X	X	X	X
Quinn, Edward H.	Stony Brook	X	X	X	X	X	X	X
Relan, Nand K.	Stony Brook HSC	X	X	X	X	X	X	X
Ritchie, David G.	Cortland	X	X	X	X	X	X	X
Rosow, Stephen J.	Oswego	X	X	X	X	X	X	X
Schaffer, D. Jo	Cortland	X	X	X	X	X	X	X
Schneider, Robert	Brockport	X	X	X	X	X	X	X
Sherzter, Arthur M.	Stony Brook	X	X	X	X	X	X	X
Silverstone, Allen E.	Upstate Medical Univ.	X	X	X	X	X	X	X
Silverstone, Barbara J.	Upstate Medical Univ.	X	X	X	X	X	X	X
Smiles, Michael	Farmingdale	X	X	X	X	X	X	X
Smith, Patricia	Old Westbury	X	X	X	X	X	X	X
Smith, Phillip H.	Upstate Medical Univ.	X	X	X	X	X	X	X
Southerton, Kathleen	Stony Brook HSC	X	X	X	X	X	X	X
Stempniak, Richard	Buffalo State	X	X	X	X	X	X	X
Tang, Chi-Ming	Geneseo	X	X	X	X	X	X	X
Tang, Jasmine K.Y.	Geneseo	X	X	X	X	X	X	X
Thomas, Yvonne A.	Brooklyn HSC	X	X	X	X	X	X	X
Tucker, Thomas J.	Buffalo Center	X	X	X	X	X	X	X
Urbanski, Henry	New Paltz	X	X	X	X	X	X	X
Van Hall, Dawn M.	Cortland	X	X	X	X	X	X	X
Wardlaw, Roosevelt	Buffalo Center	X	X	X	X	X	X	X
White, Paula S.	Brooklyn HSC	X	X	X	X	X	X	X
Wildrick, L. Eric	Purchase	X	X	X	X	X	X	X
Williams, Benjamin	Stony Brook HSC	X	X	X	X	X	X	X
Wishnia, Arnold	Stony Brook	X	X	X	X	X	X	X
Wishnia, Judith	Stony Brook/Retired Delegate	X	X	X	X	X	X	X
Wolfskill, Hillary	Stony Brook	X	X	X	X	X	X	X
Wolfskill, Pamela	Stony Brook	X	X	X	X	X	X	X
Zarembka, Paul	Buffalo Center	X	X	X	X	X	X	X
Zinser, Deborah	Plattsburgh	X	X	X	X	X	X	X
Zweig, Michael	Stony Brook	X	X	X	X	X	X	X

Retiring? Temporary COBRA coverage an option

If all goes as planned, today's active UUP members will be tomorrow's retiree members.

But planning for retirement isn't always easy; there are any number of potential pitfalls that could affect the cost or amount of coverage. Often overlooked: COBRA benefits.

With COBRA (the Consolidation Omnibus Budget Reconciliation Act), eligible retirees can receive the same level of health, dental and vision benefits they had as an active member, for up to 18 months—as long as they act quickly. A member's decision to take advantage of COBRA benefits must be made within 60 days of the date they receive their COBRA notices from the state Department of Civil Service for health benefits and from UUP for dental and vision benefits. Those notices are mailed out the last week of the month the retiree's employment coverage ends.

"Many of our members don't realize that COBRA coverage is available to them as retirees," said Doreen Bango, UUP manager of Member Benefits and Services. "Many think the program is only for people who have no medical coverage after losing their job or some other qualifying event. Knowing what's out there could end up saving them some money."

Group health coverage for COBRA participants is usually more expensive than coverage for active employees, since



the employer often pays a portion of the premium for active employees. COBRA participants generally pay the entire premium. However, COBRA coverage is ordinarily less expensive than individual health, dental and vision coverage.

Get more on COBRA at <http://1.usa.gov/r0dk5b> or by calling Civil Service at (800) 833-4344.

DENTAL AND VISION

Recently retired members may want to use their COBRA notices as a signal for what to do regarding dental and vision coverage, Bango said. UUP sends out a summary of the available dental and vision plans, as well as enrollment deadlines and eligibility.

For example, UUP dental and vision programs are only available to UUP members who sign up to continue their membership as a retiree. The \$34 annual fee also entitles retirees to \$1,000 of life insurance coverage, accidental death and

dismemberment insurance of up to \$1,500, discounted programs and services, and dozens of benefits programs offered by UUP's affiliates, NYSUT and AFT.

MORE TIPS FOR RETIREMENT

Thanks to UUP, members not yet retired but looking for information are only a click away from helpful resources. Go to www.uupinfo.org, pull down the Benefits tab at the top of the home page, and scroll down to Retirement.

The site offers easy access to: a pre-retirement checklist; information on continuing health, dental and vision coverage in retirement; Medicare coverage; and tips on estimating the value of sick leave credit.

Also on the site are UUP retiree membership applications and retiree beneficiary cards.

In addition, the union's statewide Committee on Active Retired Membership produced a booklet, "Organizing Your Vital Records" that is also available at www.uupinfo.org. Find it under Reports/Guides on the left hand side of the home page. The booklet includes health care proxy and living will forms, which may make it easier for family members to manage the difficult decisions about treatment options and other health care wishes.

Contact the UUP Benefit Trust Fund at (800) 887-3863 for more information.

— Karen L. Mattison

HOSPITALS ...

(continued from page 5)

would likely comprise the new UUP membership, she added.

Community General began discussions with Upstate in May 2010 after breaking off merger talks with Crouse Hospital. Community General faced the possibility of closure or bankruptcy after years of losing money and a decline in patients.

Like Upstate, Downstate has acquired

another campus. In late May, Downstate assumed control over neighboring Long Island College Hospital. Its new name is SUNY Downstate Medical Center University Hospital of Brooklyn at Long Island College Hospital.

Blackman-Stroud said the takeover means about 450 employees who worked for LICH—residents and attending physicians—are

now in the UUP bargaining unit.

They were formally welcomed into UUP during a "meet and greet" in mid-July at the former LICH campus. Several UUP statewide officers attended the event.

LICH had also been stung by financial problems and faced the possibility of closure prior to its acquisition by SUNY.

— Donald Feldstein

Apple hired as retiree services coordinator

Walter Apple has been hired as UUP retiree member services coordinator. He replaces Anne Marine, who retired in April after 12 years of service to the union and its retiree members.

Apple comes to UUP most recently from a temporary position at Regeneron Pharmaceuticals, where he worked as an



APPLE

administrative assistant in human resources. Prior to that, Apple worked for nearly two decades at Aetna, starting out as a claims benefits

consultant before working his way up to senior customer service representative. In the latter role, he served as concierge for eight direct accounts, as a mentor to representatives to increase performance, and as a liaison for the company's benefits, eligibility and technical divisions.

"Walter comes to UUP with 18 years of customer service experience in health care and dental," said UUP President Phil Smith. "He also is knowledgeable in COBRA, HIPAA, the Family and Medical Leave Act, and short- and long-term disability regulations.

"He will be a great asset to our members who are looking toward retirement and to those who are currently retired."

Committee on Active Retired Membership (COARM) Chair Judy Wishnia and COARM Southern Tier Region Chair Jo Schaffer were involved in the interview process.

— Karen L. Mattison

10 reasons to visit the NYSUT Member Benefits website

The world in which we live today is vastly different than that of 25 or 30 years ago when it comes to gathering information. Gone are the days of having to pour through printed manuals to find the knowledge you seek.

The Internet allows us to access an almost unlimited amount of data at the click of a mouse; it's important, therefore, to know where to go to quickly gather information that will help you make the best decisions for you and your family.

Are you aware of the many features on the NYSUT Member Benefits website designed to improve your life and that of your loved ones?

The following are 10 reasons why you should check out the Member Benefits website—memberbenefits.nysut.org—to get the most out of your NYSUT membership.

1. Legal Services: For a small annual fee, the Legal Service Plan provides personal legal advice and letters written on your behalf; participants are also entitled to receive a simple will, health care proxy, living will, and durable power of attorney.

2. Insurance for Members: Get details about a variety of insurance plans available for you and your family, including life, disability, and personal property and liability such as auto, home and more.

3. Financial Services: Learn more about our endorsed financial counseling, online banking, mortgage services, credit report monitoring and credit counseling services.

4. Discounts & Travel: Members enjoy savings through one or more of our highly regarded endorsed discount



programs, including vacation packages, car and truck rentals, airline flights, hotels, theme park admissions and various online shopping opportunities.

5. MAP (Member Alert Program) Sign-up: Join the free MAP e-mail service and be among the first to find out about new program offerings, updates and more.

6. Payroll & Pension Deduction: Use payroll or pension deduction for NYSUT Member Benefits-endorsed programs to enjoy convenience, additional coverage and/or discounted premiums.

7. Member Center: This password-protected area of the website contains information for NYSUT members only. Get access to special discount codes, website links and print-and-go discounts.

8. New Members: New members can find out details about the special programs and services available to them.

9. My Program Participation: Members can look up their individual information about the voluntary insurance, financial and legal programs they participate in.

10. Additional Member Services: Members have access to free workshops and presentations along with helpful consumer guides designed to make them better informed consumers.

Questions? Contact Member Benefits at memberbenefits.nysut.org or at (800) 626-8101 for detailed information about each of the above features and much more.

For information about this program or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Travel help just a call away

Welcome back wishes from the UUP Benefit Trust Fund to all of our new and returning members and their families. I hope you enjoyed your summer.

During my campus visits this year, I had several requests to inform you about a great benefit that is free to eligible active and retiree members.

The program, Assist America, is a worldwide emergency travel assistance program that you have access to as a UUP member through the Unum Group. Should a medical emergency occur while traveling—for business or pleasure, in a foreign country or just 100 miles or more from home—you, your spouse and your dependent children are just a phone call away from help.

At any time of the day, all you need to do is contact Assist America to receive professional and experienced medical care.

It is easy to access this assistance. Simply put your Unum emergency travel assistance card in your wallet before you leave. The card contains toll-free numbers in the U.S. and overseas, as well as an e-mail address for medical services. It also



Doreen M. Bango, Manager,
Member Benefits & Services



includes your personal reference number.

Also, don't forget to visit Assist America online (www.assistamerica.com) for the latest in travel alerts, articles and other relevant travel information. Type in your reference number for access to:

- Assist Alert, an e-mail that notifies you about the latest U.S. State Department travel warnings;
- articles and pre-trip information about the

country to which you'll be traveling; and

- *The Traveler*, an informational bulletin on security, medical and travel-related issues.

To receive an Unum emergency travel assistance card like the one above, call the UUP Benefit Trust Fund at (800) 887-3863 or e-mail your request to the fund at benefits@uupmail.org.

AFT+ offers plans to protect pets

Pet lovers need worry no more—there are two AFT+ Member Benefits programs that will help keep pets happy and healthy, and more money in members' pockets.

For as low as \$11.95 a month, AFT+ pet insurance can protect members against large, unexpected veterinary expenses. Policies include older pets, accident-only coverage and more.



For more information, call (866) 473-7387.

AFT+ also offers a Pet Assure veterinary care benefit. Members can save 25 percent at participating veterinarians on preventative care, shots, lab work, surgery, X-rays, medications and more.

All pets are covered, including exotics and horses, and there are no exclusions for older pets.

For more details, call (888) 789-7387 and use Code UP2003.

Information on these and other AFT+ programs can be found on the AFT+ website at www.aft.org/benefits.

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

Scholarship Program 800/887-3863

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. OptumHealth
(Psych/Sub Abuse Pre-certification)

Press 4. United HealthCare/Medco (Prescription Prgm.)

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

HMO Participants Call your HMO

Retirement Systems (Pensions)

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

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

Optional Retirement Programs

ING 800/677-4636

TIAA-CREF 800/842-2776

Metropolitan 800/638-5433

VALIC 800/448-2542

Tax Deferred Retirement Savings

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

NYSUT 800/342-9810

Member Benefits 800/626-8101

AFT 800/238-1133 x8643

Workers' Compensation/SS Disability

Fine, Olin & Anderman 866/362-4887

Flex Spending Account

Dependent Care Advantage Acct . . 800/358-7202

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

NYS Dept. of Civil Service 800/833-4344

New York State/UUP Joint

Labor/Management Office 518/486-4666

NYS Tax Information

Pensions/Annuities 800/225-5829



United University Professions
P.O. Box 15143
Albany, N.Y. 12212-5143

NON-PROFIT ORG.
U.S. POSTAGE
PAID
PERMIT NO. 103
ALBANY, N.Y.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross	
						Current YTD	3456.78 45,678.90	1234.56 34,567.89	
Advice # Advice Date		123456789 07/12/2009		Pay Start Date Pay End Date		07/13/2009 07/27/009		Net Pay 1,234.56	
Department ID 1234						Pay Rate		78,910.11	
EARNINGS									
Current		YTD		TAX DATA					
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers		
Regular Pay Salary Employee	3456.78		45,678.90	Marital Status	4	4			
Location Pay	56.78		678.90	Allowances	2	0			
				Add. Amt.					
						TAXES		Current	YTD
				Fed Withholding	3,456.78	1,234.56			
				Medicare	45,678.90	34,567.89			
				Social Security	3,456.78	1,234.56			
				NY Withholding	45,678.90	34,567.89			
BEFORE TAX DEDUCTIONS									
Current		YTD		AFTER TAX DEDUCTIONS		Current		YTD	
Regular Before Tax Health	456.78	1,234.56		UUP Member 26P		34.56		456.78	
Supplemental Ret. Annually Prog.	678.90	5,678.90							
TIAA Retirement Before Tax	56.78	1,234.56							

CHECK PAY STUB TO MAKE SURE

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

UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership card.