

# UUP ESC NEWS: EXCELLENCE IN UNITY



STATE UNIVERSITY OF NEW YORK  
EMPIRE STATE  
COLLEGE

## President's Message

Brothers and Sisters,

I hope everyone's fall semester is going well!

We have accomplished much in the last five months, including an updated and current website and a chapter office that is open daily from 10 AM until 1 PM. I trust that you have noticed better communication coming from the chapter leadership, and feel comfortable contacting our Saratoga Chapter Assistant Kate Yaddaw if you have any questions. In addition, dozens of members have stepped forward to do the work of our union by serving on chapter and statewide committees.

But there's still much more to do. There are committees with room for more member volunteers, especially our Affirmative Action and Membership committees. Please consider serving in this important role! In addition, we continue to look for members across the state to become involved in UUP's outreach activities by working with local groups in your region. Please drop me an email if you are interested in any of these activities.

A few weeks ago I attended Empire State College's Student Academic Conference in Queens. The range of student presentations was nothing short of amazing. They included a student who has worked in the fashion industry for over 20 years presenting on how social media is affecting that industry; a Chancellor's Award student who, along with her mentor, is working for NEW, an organization helping train women for the skilled trades; a presentation on shy children in the classroom; another on trainings for intervention by the police when someone is having a mental health crisis; yet another by our student paraprofessionals on classroom strategies; I saw a first look at a student playwright's work; and much more. Hosted by our Van Arsdale Center, the involvement of their students, faculty and staff was tremendous.

Members Kate Spaulding, Sean Broesler and Stephen Flynn, together with their students, presented their own *Sandy Stories*--how labor helped rebuild New York after Hurricane Sandy. Kate said the message after Sandy was loud and clear: "Labor, we need you!" And Labor delivered!

As I watched one extraordinary presentation after another, I could not help but think that you would not find students such as these anywhere but at Empire State. The merging of student experience, drive, and creativity with freedom and mentoring could only happen here. I was proud of our students, the faculty mentoring and instructing them, and the professionals who support them in more ways than can be counted. We work in an amazing place and should all be proud to work here.

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***Message from President Continued from Page 1***

There's another sense of pride that needs developing as well: pride for being part of UUP. Not only do we fight for job security and benefits for our members, but we fight for equality, fairness and social justice. I have spoken with too many members who feel like they are in a fight all by themselves, and that's not true. We should all feel connected by our common membership in this great union and our role in the labor movement.

If we can build a connectedness to each other, to our chapter, to United University Professions, and to the labor movement, we will never feel as if we are in the fight alone. It is only by working together that we can accomplish change. We must stop equating the union with only the union leadership. We are all the union. And being a proud union member is a pride that can be worn all day, every day throughout our work. Whether at a center or at a distance, we can make sure that our work not only reflects pride in our students and pride in the college, but pride as UUP members as well.

Obviously an important part of our union is the negotiated contract. But the terms and conditions of employment, rights and responsibilities outlined in the contract are only part of being in UUP. The other parts are caring about our members and their work, caring about the struggles our brothers and sisters face at other campuses, caring about our brothers and sisters in other unions, and caring about non-union workers fighting for fair wages, adequate benefits, and safe working conditions.

As we fight against stripping education funding and the attempts to dismantle workers' rights both here and across the globe, know this for sure--we will only survive by staying together. Take a look at UUP's history: <http://uupinfo.org/history/index.php>

As you do, I hope that you feel a sense of pride in your union. When you hear the words "the union" you will feel a sense of connectedness. We will change the language, and the nuance behind it, from "the union" to "our union." And that's something to be proud of.

In solidarity,  
Pamela

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## **UUP Individual Development Awards**

### **UUP Individual Development Awards (IDAs) Available Soon**

The college and chapter have received notice of our allocation for the IDAs, and a joint labor management committee has been formed to begin the process.

Many thanks to John Beckem, Roni O'Green and Lisa D'Adamo-Weinstein for service as your UUP chapter representatives; and to Alan Mandell, Mary Morton and Katherine Jelly, who are serving as management representatives; and to Janay Jackson for her administrative support for the process.

The committee will soon begin accepting applications—look for announcements on ESC News and the chapter website.

**"Where there is UNITY there  
is always VICTORY!"**

*Publilius Syrus*

## From Vice President for Professionals Reynolds Jones

Sisters and Brothers,

Happy holiday season to all of you. I hope that all is going well for everyone. I have had the pleasure of assisting several of you in the last few months and am always pleased to talk to any of you who contact me.

In the last few months I have attended a statewide Delegate Assembly for UUP, where I am a delegate, a co-chair of SOUL (Sexual Orientations United for Liberation) and a member of the Statewide Task Force on Emerging Issues of Diversity. I believe that the union is moving forward in a very positive manner. President Kowal, the new UUP Statewide president is determined to rebuild the union's strength and become a moving force for the membership in New York State.

I have also attended several members' meetings with chapter president Malone, including one at Labor and two in Saratoga. It was a great pleasure to meet you all, and let me also thank all of you who have written to me or contacted me by phone. Please do not hesitate to contact me if you need any help that the union may be able to provide.

In solidarity,  
Reynolds  
[rjones.uup@gmail.com](mailto:rjones.uup@gmail.com)

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## From Vice President for Academics John Lawless

I hope the term is going well for everyone. I have been busy over the past couple months working with Vice Provost Dr. Marjorie Lavin to make some updates to Part IV of the Faculty Handbook and working with Dr. Mitch Nessler on the Undergraduate and Graduate SALE. In terms of the Faculty Handbook, the key edit (highlighted below) was made on page 51.

**"The purpose of these consultations is information gathering by the CPC from important constituencies in the environment of the mentor, who are not otherwise represented in the process. Information from these consultations *with key professional employees* will be summarized and attributed in the CPC report."**

The term *key professional employees* was added to ensure that the CPC report will only reflect the conversation with professional employees listed in the previous paragraph and not with the Dean. The Dean and the CPC reports do not reference each other.

Dr. Nessler and I have been looking over the data for the SALEs and we are trying to eliminate redundant questions. In addition, we are examining the SALE's language for graduate studies. Once we are finished examining these two issues we will share the outcome with the college community.

Lastly, the ESC UUP Chapter has established an Academic Concerns Committee. I have three people that have expressed interest and would like to have a few more people. If you are interested or would like to discuss this, send me a quick email at [john.lawless@esc.edu](mailto:john.lawless@esc.edu)

Have a wonderful Thanksgiving holiday.

John  
[john.lawless@esc.edu](mailto:john.lawless@esc.edu)

# A financial safety net for NYSUT members & their families

Long-term care insurance pays for services that aren't covered by Medicare or traditional health insurance but are important when you can't fully take care of yourself.

You may think it's unnecessary since you have no plans of ending up in a nursing home or requiring assistance for basic daily activities. The fact remains, though, that none of us can predict what's going to happen in the future.

This is where long-term care insurance comes into play – helping to pay the high cost of custodial care and other long-term care expenses that a long-term illness or injury can bring.

That's why the NYSUT Member Benefits Trust is excited to be back in the long-term care business with the endorsement of New York Long-Term Care Brokers.

**With this endorsed program, NYSUT members and their eligible family members have the opportunity to receive a 5% to 10% discount on various plans.**

With regional representatives throughout New York state and beyond, eligible individuals have access to long-term care insurance plans from multiple highly-rated insurance companies – including the New York State Partnership for Long-Term Care.



For information 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.

And with Americans living longer than ever today, the need for a financial safety net has never been greater. Through this endorsed program, eligible individuals can get a long-term care insurance plan designed with their specific needs in mind.



And don't automatically discount the cost of this type of insurance as it may be far more affordable than you may think.

If you or a loved one has been previously declined for long-term care insurance, you may still be insurable with a different company.

NYLTCB represents numerous long-term care insurance companies – all with different medical underwriting guidelines. Make sure to ask your long-term care insurance specialist for more details.

We encourage you to look into the cost of a long-term care plan tailored to your specific needs.

For more information about this endorsed offering, please contact **NYLTCB toll-free at 888-884-0077**. You can also contact Member Benefits with any questions at **800-626-8101** or visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org).



## UUP Productivity Enhancement Program

### Eligible UUPers can **SAVE \$** on 2014 Health Insurance Costs

UUP members, who accrue vacation leave, can save up to \$500 on their share of 2014 health insurance costs.

The Productivity Enhancement Program (PEP) allows eligible full- and part-time UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a credit to be applied toward the employee share of NYSHIP premiums on a biweekly basis. But you have to act fast: **The deadline to enroll for the 2014 plan year is Nov. 29, 2013.**

Eligible full-time employees with an **annual salary of \$62,998 and below**, and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who opt to enroll in the Productivity Enhancement Program for the 2014 plan year, will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

Eligible full-time employees **earning more than \$62,998 and below \$90,022** and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who opt to enroll in PEP for the 2014 plan year, will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

**At the time of enrollment, employees must:**

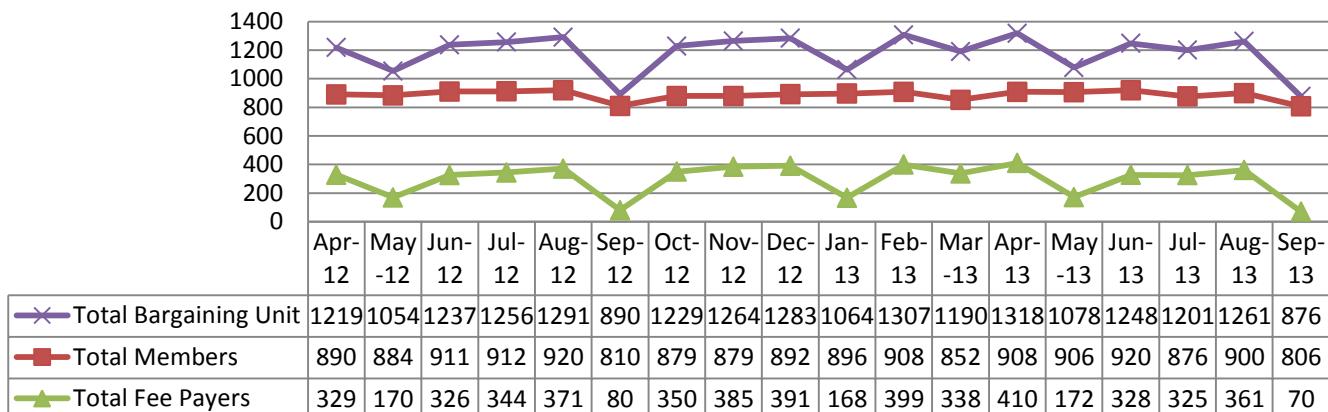
- Be an employee covered by the 2011-2016 New York State/UUP Collective Bargaining Agreement;
- Be employed on a Calendar Year or College Year basis;
- Be a full-time employee with an annual salary below \$90,022 OR a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
- Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

PEP is a negotiated benefit in the 2011-2016 bargaining agreement between UUP and NYS. Employees are required to submit a separate enrollment form for each year in which they wish to participate.

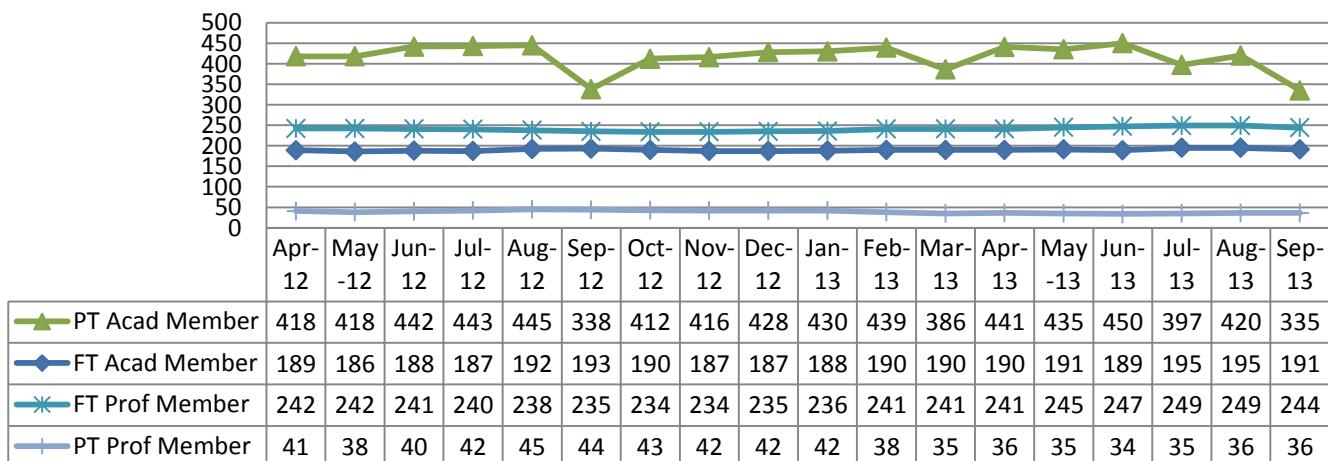
**Contact your campus Human Resources Department or go to <http://bit.ly/1b9sAmF> for more information and an enrollment form for the 2014 plan year.**

## UUP ESC Member Data (as of 10/09/13)

## UUP ESC Bargaining Unit 18-month History



## UUP ESC Members 18-month History



Newest UUP ESC Members -  
**WELCOME!**

“The Union is not a fee-for-service organization, It is a FAMILY.”

Sue Carney  
APWU, Director of Human Relations

Tara Hall  
Kathleen Cole  
Daniel H Inouye  
Sara Maxine Marcus  
Dara B Caruana  
Maria T Ivanova  
Edward S Schneiderman  
Alfredo Medina Jr.  
Cordell F Price  
Joseph A Bottega  
Alesia Olsen  
Francis Paul Adorno  
Benjamin J Ogle  
Arthur M Brum  
John F Cline  
Laura E Sheras

Xujun John Feng  
Cassandra R Chambliss  
Elisa Sciortino  
Luis J Camacho  
Ross Garmil  
Regina V Talley  
Kate M Kallal  
William G McDonald Sr.  
Shelly Stam  
Kevin Coffey  
Erika Hess  
Jill E Crombie-Borgos  
Anne McDonough  
Dennis Harms  
Tracy H Zappola

## Benefit News

Submitted by Karen LaBarge

### Finding Discounts and Services

Many of us are aware that UUP members are eligible for special discounted memberships at BJ's Wholesale Club, for example, but did you know that discounts also are available from more than a dozen other companies? From cell phones to tires, you are bound to find an offer that you can't refuse!

Take a moment to check out all that is waiting for you at <http://uupinfo.org/benefits>. Under the **Benefits tab**, click on "**Special Offers**." Select "**Empire State**" as your Institution Name and then enter your Department ID (located at the top left corner on your pay stub). You'll be surprised where you can save on services that you use every day.

### Benefit Spotlight: SUNY Perks

When you view the **Discounts and Services page**, you'll see an offer for **SUNY Perks**, which is an employee discount program for UUP members. Members can save 75 percent or more off apparel, electronics, travel and more. One especially tempting offer: \$25 restaurant certificates for only \$5!

Just enter your zip code to find deals near you (for example, under the Restaurants tab, click on "**See all Restaurant Certificates**" and enter your zip code into the Find a Restaurant box). You can even invite family members to join. Registering is easy (I just signed up, too!).

It is a great time to take advantage of these savings.



For additional information about any of these benefits, visit <http://uupinfo.org/benefits>.

### Retiree Committee



#### To all ESC Active Retirees:

There are a number of ways that retirees can continue to help and support our UUP ESC Chapter.

**Please join me in helping to form a small active retiree committee** to explore how we can contribute to the success of our Chapter efforts.

Please contact me at [jay.gilbert@esc.edu](mailto:jay.gilbert@esc.edu)

Jay Gilbert, UUP Member  
Retired Academic  
Hudson Valley Center

### Committee Members Needed

## UUP ESC Chapter Committees

# Your Union Needs You!

Your Union Needs You!

## Professional Concerns Committee

Identify & discuss issues of concern to Empire State College professionals.

Contact VPP Reynolds Jones at [rjones.uup@gmail.com](mailto:rjones.uup@gmail.com).

## Affirmative Action Committee

Assist in monitoring campus Affirmative Action programs & policies; recommend actions designed to implement & enforce Affirmative Action goals. Contact Pamela Malone at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com).

## Legislative Committee

Plan & coordinate activities that inform legislators of Chapter or UUP needs; educate the Chapter membership about legislation of interest to UUP Legislative Committee and coordinate the annual Vote/Cope. Contact Pamela Malone at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com)

## Contingent Concerns Committee

Work to encourage & promote membership & activities of contingents; make recommendations with regards to organizational structures wherein contingents work. Contact Contingent Officer Martin Knowles at [martin.knowles@esc.edu](mailto:martin.knowles@esc.edu).

## Grievance Committee

Advise members of their rights under the contract, represent them in grievance hearing and assist the Grievance Officer in processing grievances. Contact Grievance Officer David Puskas at [david.puskas@esc.edu](mailto:david.puskas@esc.edu).

“Alone we can do so little; TOGETHER we can do so MUCH.”

Helen Keller

## Academic Concerns Committee

Identify & discuss issues of concern to Empire State College academics.

Contact VPA John Lawless at [jlawless64@gmail.com](mailto:jlawless64@gmail.com).

## Communications Committee

Work on the newsletter, website and other forms of communication with members. Contact Alec Meiklejohn at [alec.meiklejohn@esc.edu](mailto:alec.meiklejohn@esc.edu).

## Safety and Health Committee

Identify & review safety-related issues affecting employees; recommend plans for the correction of such matters.

Contact Pamela Malone at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com).

## Membership Committee

Assist in recruiting new members; organize membership drives; maintain up-to-date lists of members; and disseminate literature to the membership. Contact Pamela Malone at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com).

## Get Involved!

Consider Joining  
a Chapter  
Committee

## Fall 2013 Delegate Assembly



Submitted by Maureen Kravec

The statewide UUP Fall Delegate Assembly, held on October 4-5 in Saratoga Springs, drew 325 delegates from SUNY institutions across the state.

At its Delegate Assemblies, UUP conducts its statewide business. DA's are held three times per year—in the Fall, Winter and Spring. Statewide UUP committees hold meetings, and delegates receive important information at the plenaries, vote on resolutions, and elect statewide officers. Full, part-time and contingent, and retired academics and professionals participate.

The topics discussed included a new initiative to expand legislative outreach beyond Albany to state representatives' home districts; plans to support the SUNY medical campuses, and proposals to improve the situation of part-time employees.

Several of our members reported their impressions. President Pamela Malone attended meetings of the Outreach Committee, Elections and Credentials Committee, meeting of Chapter Presidents and VPs for Academics and Professionals, Academic and Professional Delegates combined meeting, and Friday night and Saturday morning Plenaries. She also served as a mentor at the New Delegates' luncheon. She states: "This was a very energetic DA! New plans for legislative efforts and the outreach committee were discussed at both the Outreach and Plenary sessions. I am learning so much about the tremendous amount of work put forth by Elections and Credentials in planning the DA, getting the materials prepared for attendees, registering delegates and making sure everything at the DA is according to proper procedures. Contract implementation was a large focus of the Presidents and VP meeting as well as the combined VP and delegates meeting. Lastly, everyone should be aware of the SUNY initiatives and report to the chapter leadership concerns and activity regarding Open SUNY, Coursera, Shared Services and Seamless Transfer. It was very exciting to chat with new delegates at the luncheon--especially those from our chapter! We had so many new delegates who have great ideas and are ready to work for the members, the chapter and UUP!"



*Fall 2013 Delegate Assembly Continued from Page*

Reynolds Jones, Vice-President for Professionals, said, "The DA is newly invigorated. I have been attending DAs for nearly a decade as a delegate for the ESC Chapter and I believe UUP President Fred Kowal has brought new energy to the organization and a fresh vision that will help us as we push forward into uncertain landscapes ahead." Despite battling the flu, Reynolds attended the Chairs meeting, the Presidents and Vice Presidents meeting, and the Taskforce on Emerging Issues of Diversity Meeting, and the plenary. He also chaired the SOUL Committee (formerly the LGBTQ Committee). He stresses the importance of a strong union in these times when "higher education faces enormous changes -- the drop in tenure-track jobs has been dizzying. Contingent faculty are taking it on the chin, often making barely more for training the next generation of programmers, doctors, and managers than they would make as fast food managers -- sometimes making less. Yet, as a union we move forward to the struggle with bright eyes and great hope. Ultimately, I believe we will win."

Delegate Cynthia Rybaltowski commented on the union's discussion of "Open SUNY": the Combined Professionals and Academics meeting presented by Jamie Dangler and Philippe Abraham left me with a concern. I believe that the Open SUNY concept has raised many concerns for faculty and Jamie is receiving a great deal of input. My concern is that professionals also get feedback to the VPs about Open SUNY impact on their campus and office." She concluded, "We need to encourage members to voice questions or issues."

Delegate Janet Aiello-Cerio, who attended the DA as a non-voting observer, states, "I enjoyed the sessions that I attended a great deal. In particular, I learned a lot from the Grievance Committee Hearing, as it was very interesting to hear about what is common at other campuses. The policy discussion was particularly interesting to me... I LOVE that stuff! I enjoyed the New Delegate Luncheon, as well, and really liked that Pamela Malone made a point to walk around and introduce herself to all of the new delegates, offering them the opportunity to ask her questions. I asked many, many questions of Pamela, and of colleagues from Registration to the Vendor Fair, and everyone was pleasant, helpful and willing to educate me. I came away feeling very lucky to work for Empire State College, as the horror stories I heard about other campuses were really scary!"



**MARK YOUR CALENDAR!**

**WINTER DELEGATE ASSEMBLY**  
**February 2-3, 2014**

## Unionism: The radical and the practical, from our industrial roots until today.

Submitted by Reynolds C. Jones, VP Professionals, UUP ESC Chapter

### Part 1: Early Development of the Industrial Union

Historically, organized Labor was a very radical thing around the globe. From the beginnings of the Industrial Revolution forward, wealthy people (capitalists) exploited the work (labor power) of the common man (workers) to turn raw materials into finished goods, in order to sell those goods and make a profit, to increase their preexisting wealth and continue the cycle over and over.

It could be argued that to many of those owners, the workers who spun their wool, wove their cloth, lathed their boards and so forth were not really fully human. They were parts of the production of goods that was the basis of the period economy, and no more. As much labor as they could give was to be wrung from them for as little recompense as was possible.

Immediately prior to the writings of Adam Smith (commonly considered the father of modern capitalism) the Physiocrats, French economists, strongly asserted that all wealth derived solely from the value of land, land development, and agriculture. Anne-Robert-Jacques Turgot (1727–1781), the last major Physiocrat, was still alive in 1776 when Smith published *The Wealth of Nations*. Smith changed beliefs about how economics worked, but even he posited entrepreneurial capitalism, not industrial capitalism or corporate capitalism, and even warned against the Joint Stock Corporations which were the period predecessors of modern business models in his seminal work itself.

The Industrial Revolution stripped out the successes of the entrepreneurs and decimated the middle class in every industrializing nation. The north of England was not alone in becoming a wasteland of broken dreams and ruined hopes, nor were the English Luddites the only ones who in futile desperation rose, not so much against their governments but against the technology that was replacing their value in the processing of work.

It was in that environment that Karl Marx grew up, became educated and promulgated a more modern theory of the relationship between capital and labor. Marx was a radical, who could not abide the thought of 8 year olds fighting in the rendering plants over scraps of rotten meat or the exploitation of their parents in factories that paid so little that the children were reduced to such an estate to start with. Marx wrote extensively, the *Communist Manifesto* and *Das Kapital* being his two best known works. *Das Kapital* in particular, a dense mass of closely reasoned writing that examines economic theory as it was then composed and asserts the importance of work, the “capital of the laborers” in the center of production. Using a version of the Hegelian dialectic, Marx also argued that there have been a progression of economic systems over time, the new gradually eclipsing and replacing the old through a repeated process of thesis/anti-thesis - synthesis, usually augmented by violence, as those who have fared best under a prior system resist changes that are not to their benefit, and may even maintain pockets of older systems in oceans of newer ones. Marx asserted that this was how capitalism had beaten out feudalism and further asserted that it was how new more egalitarian systems (which we call Marxist) would displace capitalism. Those systems, he asserted, were socialism and eventually communism and were, according to his theories, inevitable because of the use and immiseration of the common man by the elite capitalists.

Indeed, at the time capitalists were working their employees 12 and 14 hours a day and using force to suppress any sign of revolt. The workers, who in some countries were the children of the middle class of prior generations, were being worked, quite literally, to death. The trade unions of the time, which tended to be skilled unions descended from the medieval guilds, and structured like them, were of little value to unwashed and uneducated workers, exhausted from their labors and barely fed.

So arose the Industrial unions. Those unions, in Europe, were often at least Socialist and sometimes unabashedly Communist. Strikes were massive and often violent affairs and several efforts at overthrowing Capitalist regimes (which reads as all regimes at the time) occurred, some of them barely turned back.

It was during this time that Marx put an indelible stamp on unionism, at least in Europe, that marked it as a radical expression of principle or desperation. This stamp particularly took root on industrial unions - whose members were the most downtrodden and whose leadership often were doctrinaire Marxists.

(Continued next issue with a brief look at unionism in the United States and how it developed.)

## Family Leave/Work-Life Services



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### WHAT YOU NEED TO KNOW

To support our members' efforts to balance their family and work needs, UUP has compiled a guide that outlines options to address family leave needs and identifies programs and services that can assist professionals and academics as they attempt to balance work and family life.

Our goal is to bring together "everything you need to know" to explore possibilities and identify services available to you as a UUP member.

The guide is not intended to address all circumstances or individual issues; it does however, provide a comprehensive picture of possible options and benefits UUP members can access. Members are advised to seek additional information from their UUP chapter officers and/or campus Human Resources departments.

**uup** **United University Professions**  
The union that makes SUNY work

President Frederick E. Kowal, Ph.D.

Vice President for Professionals J. Philippe Abraham

Vice President for Academics Jamie F. Dangler

Secretary Eileen Landy

Treasurer Rowena J. Blackman-Stroud

Membership Development Officer Edison Bond Jr.

PO Box 15143  
Albany, NY 12212-5143

518.640.6600  
800.342.4206  
Fax: 518.640.6698

### UUP's Family Leave/Work-Life Services Guide

Covers the following general areas:

- Options for using leave accruals for birth, adoption, foster care, care of sick relatives and domestic partners, and elder care
- Possibilities for flexible work arrangements
- Options for addressing the "tenure clock" timeline (continuing and permanent appointment)
- New York State Work-Life Services Program
- Support services from New York State United Teachers

The updated guide can be found under Report/Guides

at [www.uupinfo.org](http://www.uupinfo.org)

### UUP Working for You

UUP takes an active role in advocating for state employee programs that facilitate work/family balance, including the Employee Assistance Program, Dependent Care Advantage Account, Health Care Spending Account, onsite day care centers at SUNY campuses, NYS-Balance resource and referral service, NYS-Ride, and pre-retirement planning seminars.

UUP's ad-hoc Family Leave Committee compiled information for this guide. The committee has worked to advance possibilities for paid leaves for birth, adoption, elder care, and care of sick relatives and domestic partners.

- Work-life Services are provided through UUP/NYS Joint Labor/Management Committee funding <http://worklife.state.ny.us/index.html>.
- UUP is a member of the New York State Paid Family Leave Coalition <http://www.timetocareny.org>.

UUP's Family Leave/Work-Life Services can be found under Report/Guides at

[www.uupinfo.org](http://www.uupinfo.org)

## UUP ESC Executive Board Meeting Minutes

July 2013 (Minutes approved at the 10.31.13 Executive Board Meeting)

Pamela Malone, John Lawless, Reynolds Jones, Alec Meiklejohn, Dave Puskas, Cynthia Rybaltowski, Gennaro Bonfiglio, Michelle Paine, Tamu Chambers, Martin Knowles, Kristina Delbridge, Barbara Ellis, Steve Levine, Frank Vander Valk, Donna Carey, Miriam Russell, Sharon Szymanski, Richard Wells, Maureen Seidel

1. Motion to Adopt the Agenda – John Lawlesss, second Dave Puskas, motion carried.
2. Officers Reports
  - a. President – Pamela circulated her report via email.
    - i. Pamela offered thanks to Richard and Sharon for newsletter article.
    - ii. There is now a chapter office at 111 West; the chapter assistant position, 15 hours per week has been posted.
    - iii. Reminder to share the shaper website with members [www.uupescchapter.com](http://www.uupescchapter.com)
    - iv. Information regarding recipe fundraiser shared
    - v. VOTE/COPE – encourage participation, even \$1 per check
    - vi. Email lists are being cleaned up and set up in UUP gmail account
    - vii. Pamela hopes to visit all centers by fall
    - viii. Use of esc email vs. gmail clarified
  - b. VP Academics – John Lawless circulated his report via email
    - i. Reps are asked to speak with membership at Centers to see what issues are arising.
    - ii. An Academic Concerns committee is being formed; please forward interested names.
    - iii. Feedback on SALE questions is sought.
  - c. VP Professionals – Reynolds Jones circulated his report via email.
    - i. 5 members for a Professional Concerns Committee are being sought.
  - d. Contingents – Martin Knowles is familiarizing himself with CDL and their concerns and plans to form a committee. He may be informed of concerns as they arise at [martinknowles@earthlink.net](mailto:martinknowles@earthlink.net)
  - e. Secretary – Jane Cudmore – no report
  - f. Treasurer – Donna Carey circulated her report via email.
    - i. Donna is getting the full UUP fiscal policy manual online.
    - ii. Travel voucher spreadsheet will be circulated to all
    - iii. SEFCU balance is \$20,553
    - iv. Reminder to submit vouchers in a timely manner
    - v. Clarification of the reimbursement policy for child care, meals, etc.

Resolution to return to a single signature on checks – Donna Carey, second Miriam Russell, passed.

### Chapter Committees

Motion to add Communications Committee, Steve Levine, second Reynolds, motion carried.

Motion to add Bylaws Committee, Dave Puskas, second Reynolds Jones, motion carried.

Motion to appoint Jim McMahon Membership Chair, Reynolds Jones, second Michelle Paine, motion carried.

***UUP ESC Executive Board Meeting Minutes Continued***

We discussed the Chapter Committees and had the following volunteers:

- Membership- Chair Jim McMahon- this was voted on previously.
- Communications Committee: Kathy Farrell, Maureen Kravec, Jane Cudmore, Reynolds Jones, Barbara Ellis and Alec Meiklejohn.
- Professional Concerns Committee: Reynolds Jones, Jim McMahon, Michelle Paine, Donna Carey
- Contingent Concerns Committee: Martin Knowles, Kristina Delbridge and Miriam Russell
- Academic Concerns Committee: John Lawless, Frank Vander Valk, Sharon Szymanski, Richard Wells
- Grievance Committee: David Puskas
- Affirmative Action Committee: Tamu Chambers
- Safety and Health Committee: Cindy Rybaltowski, Steve Levine
- Legislative Committee- Tamu Chambers, Barbara Ellis, Reynolds Jones, Jim McMahon

Motion made by Alec to appoint all committee members as noted above (with exception of grievance and membership). Steve seconded. Vote- all in favor.

Motion made by Michelle Paine to appoint David Puskas as grievance chair for both Professionals and Academics, John Lawless seconded. Vote- all in favor.

Motion made by Steve Levine to accept center reps as Pamela shared. Alec Meiklejohn seconded. Vote- all in favor.

Jay Gilbert made proposal for of ad hoc active retiree committee be created. Motion made by Jay to create the Ad Hoc Retiree Committee with the appointment of Jay Gilbert as a member. David Puskas seconded. Decision that we can investigate and develop ways for this committee to support the chapter and that a “charge” would be developed once committee formed, if approved. Vote- all in favor.

Pamela brought our attention to the action plan and asked that we provide feedback to her. Likewise, she informed us that she is planning to visit the Centers-the chapter assistant will schedule this. More information will follow.

Also in the packet are the Bylaws. A “clean” copy was made available for the vote. Discussion found that Line 526 needed to be fixed to Contingent Concerns Committee. Motion made by David Puskas to accept the bylaws with the changes made earlier (on copy enclose) and on line 526. Steve seconded, discussion regarding 9.1- REP for Part-Time should be changed to “Officer for Contingents. Friendly amended granted/accepted so that 9.1 is correction and made part of the motion. Vote- All in favor.

Final bylaws will be posted on the website.

Pamela then brought our attention to the May Day Manifest. Motion made by Reynolds Jones to show support by endorsing the May Day Manifesto. Richard seconded. No discussion. Vote- all in favor. Pamela will endorse on May Day website.

John Lawless recognized how wonderful the last 2 days have been and thanked her for all the hard work she had done to make this retreat such a success. Pamela indicated that it was not simply her victory and thanked all of those who had helped to make it such a success, recognizing UUP and NYSUT’s generosity as well.

Motion made to Adjourn at 3:05 p.m. by John Lawless.

***UUP ESC Executive Board Meeting Minutes Continued***

***Report of the President  
To The Executive Board  
July 9, 2013***

In the 5½ weeks since taking office as President, I have been working towards building a strong infrastructure for our chapter. We have started and in some cases, completed the following:

- **Chapter Office:** Established an office at 111 West Avenue in Saratoga. UUP IT Director Laura Kirch set up the computer and printer in the office on July 8, and we will be stocking it with office supplies.
- **Chapter Assistants:** A search is currently underway for a chapter assistant based at the chapter office in Saratoga for 3 hours per day--thereby establishing office hours for the members. The position, represented by the Communications Workers of America, is currently being posted internally. If no internal candidates are identified, it will be posted externally using free sources. Cindy Rybaltowski, Samantha James, Phil Ortiz and I are members of the search committee.
- **Chapter website:** Available at [www.uupescchapter.com](http://www.uupescchapter.com) (although it's still available from the UUP website), the website posts current news, events and displays important links. Many thanks to Kathy Farrell for her hard work on the website.
- **Chapter contact information and member emails:** We are in the process of establishing an email list that can be edited in Gmail. We have a Gmail email that will be posted more often once we have a chapter assistant in Saratoga--that email is [uupescchapter@gmail.com](mailto:uupescchapter@gmail.com). In addition, we can receive mail at UUP ESC Chapter, 111 West Avenue, Saratoga Springs, NY, 12866. Our office phone is 518-580-4094 directly, or members can call the main ESC line (518-587-2100 or 800-847-3000) and we are extension 2571. "UUP Office" shows up if you search for it in the directories on many phones at the college.
- **Chapter newsletter:** A new edition was mailed to members in early July. Many thanks to the contributors--with special thanks to Richard Wells and Sharon Szymanski for their article "Why Unions?" **Please encourage your members to read this important article!**
- **Communications Committee:** The Executive Board will be asked to approve the establishment of a Communications Committee and appoint and appoint initial members to the committee. This committee will create the newsletters and manage content between the newsletter and the website, among other responsibilities.
- **Leadership Training:** Established first Chapter Executive Board meeting with workshops for new chapter leaders. Vice President Jones and I attended UUP's New Chapter Leaders' workshop in June, where we heard about strategies for labor management, UUP's legislative plans, member engagement, and more.
- **Labor Management Meetings:** These monthly meetings have been set until June, 2014, along with planning meetings with the officers mid-month.

In addition, the officers and I have been working on developing strategies, addressing individual member issues, and assessing the impact of SUNY initiatives on our members. At our June labor management meeting, we stressed our desire to work with management cooperatively and respectfully. Unfortunately, our two requests for information from management (for a copy of a recent HR audit and for information on late programs/evaluations for professionals) were denied. It is clear that we need to build a different relationship with management, and the officers cannot do this alone. We need a strong, interested and involved membership behind us.

***UUP ESC Executive Board Meeting Minutes Continued***

***Report of the President  
To The Executive Board  
July 9, 2013***

The membership can see the minutes from our meetings, and we need to know that our members will be updated and aware. We need for management to know that our members read the information and are aware of any difficulties. Telling management “we will report that to the membership” must mean something!

In your packets you have Vote Cope and Membership Card brochures. Please use the Vote Cope card for yourself if you have not signed up yet; if you have, please ask someone else to do so. In our July membership list, we had 1181 members and only 107 Vote Cope contributors (9%). **Let's try and double that by the next EB meeting—even \$1 per paycheck is a valued and worthwhile investment.** Center representatives—brochures have been mailed to you.

Our Chapter Assistant Liza Reiger contacts new fee payers on a regular basis. Center reps will receive today their list of fee payers at their centers. Please continue to work on getting these employees to sign their membership cards. Remind adjuncts that if they went off payroll and are back, they need to re-sign the form. There are some chapters near 100% membership rates—let's join them!

For both Vote Cope and Membership drives, feel free to contact Liza at [Liza.Alamo.UUP@gmail.com](mailto:Liza.Alamo.UUP@gmail.com) if you need assistance with member contact information or would like to send letters to our members.

By the next board meeting, we will have up- to date emails and a system for keeping them updated. We will send emails to the membership asking them to review items available on the website. It is imperative that we create interest around our chapter and union issues--and you can help by talking to your colleagues and generating buzz for the union.

By the end of the fall semester, I hope to visit each center for a membership meeting. I also hope to coordinate meetings with local legislators, along with members from the centers, to discuss important UUP issues. You will hear more about this in the next few months.

Finally--and I know you have heard this many times from me already in the last month and a half--we have to remember to work together. Please join a committee and encourage others to do so. Please send your ideas for better ways to conduct our union business as well as concerns about the membership. Please encourage struggling members to reach out to the union, and let them know they are not alone. Although miles separate our members, our bonds do not.

In solidarity,



Pamela Malone  
UUP ESC Chapter President

***UUP ESC Executive Board Meeting Minutes Continued******Report of the Vice President for Professionals  
To The Executive Board  
July 9, 2013***

Immediate goals include formulating an ongoing Professional Concerns Committee. A request for volunteers have been made and some have been secured. It is my expectation that the committee will consist of 5 members and will generally meet by phone or video conference via the net (such conferences can be held for free in Google+ or (less well) Skype).

I have and now check regularly a second gmail account at [rjones.uup@gmail.com](mailto:rjones.uup@gmail.com). Originally opened two years ago, its been mostly dormant, but will be a method of contacting me for members. I use college email as sparingly as possible for UUP purposes, although the college has always been agreeable enough on that issue.

For the first yearly print edition of the newsletter I served as pre-layout editor, while President Malone served as prepress editor. It remains our intention to publish 4 times a year, one print and 3 online editions. I am going to put together a series of articles written by different professionals around the college in various positions. My thinking was initially having one person from each major professional “area” at the centers write a brief article describing what their responsibilities are. I am doing this because I would like to feature one professional position per issue, so that all members know what specific professionals handle as central parts of their jobs. Examples of center based titles would be Assistant to the Dean, Director of Academic Review, Director of Academic Support, and Technician. Professionals in Saratoga are grouped into functional offices instead of job titles. I would like to do the center based titles first, and then the functional offices and various professional titles at the Coordinating center.

Ideally we would focus on the college wide implications of the titles first, and then touch on the center’s “flavor” that a particular professional is influenced by; because as any professional knows, no two people at two different centers have exactly the same job description or even close to the same one. Each center’s imprint is on their employees and that affects the jobs that they perform as well. If you would like to volunteer to write an article about your particular job please contact me. This is a way of letting all the people in the college know what we are doing.

Finally, getting all of the committees functioning again and all of the various positions filled for the Chapter still requires work, and in some cases elections which I will, according to our bylaws, oversee together with the VP of Academics.

***Report of the Vice President for Academics******To The Executive Board******July 9, 2013***

As noted in the newsletter, there are many changes happening at Empire State College. The concerns that come across my desk focus on two issues, workload and the SALE. We will continue to work with mentors and administration to address issues of workload as they arise. I am meeting with Dr. Nesler, Vice President of Planning and Institutional Effectiveness, on July 18 to discuss the Undergraduate and Graduate SALEs (Educational Planning, Mentor, & End of Study). We are examining the last 3-4 years of data to examine reliability and validity. In addition, we will propose changes to increase student participation and increase relevance for students across the college.

I would like to begin an Academic Concerns committee. This committee would meet on a monthly basis to discuss faculty concerns pertaining to “conditions and terms of employment.” I would like to use this committee to identify those issues that might need to be presented in Labor Management meetings. I am asking the center representatives to ask their respective centers if any faculty would like to join this committee. If anyone would like to join the committee they can contact me via email, [john.lawless@esc.edu](mailto:john.lawless@esc.edu), or by phone 315-793-2250.

Lastly, I would like to visit each center to hear how things are going. I will be contacting the Faculty Chairs from each center to find the appropriate time to visit each center.

***UUP ESC Executive Board Meeting Minutes Continued******Report of the Treasurer  
To The Executive Board  
July 9, 2013***

The fiscal year end for UUP is August 31, 2013. All expense reimbursement vouchers for this year must be submitted to my attention by August 15, 2013 for processing for year-end submission. I have attached a copy of the Expense Reimbursement Policy that is part of the Fiscal Policy Manual. We have requested an electronic copy of this document for distribution or web access. Please note that all vouchers should include an original signature along with original copies of receipts. If you are traveling via car and are requesting reimbursement for EZPASS fees, you must include a print out of your EZPASS statements with amounts highlighted or noted.

Our SEFCU balance as of today with clearance of all pending checks processed to date is \$20,553 with \$2809 in our Share Draft account and \$17,744 in our Mint Share account.

The attached report is a breakdown of our Quicken file which includes an overview of our spending categories for the last fiscal year from September 1, 2012 through today, July 9, 2013. Please let me know if you wish to have any more detail then this broad overview of spending and I am happy to provide this at each Executive Board Meeting.

The end of the year audit package will be due just following the August 31, 2013 closing date. There is a short window for completion of this package in the fall. The bank confirmations are historically due by September 21<sup>st</sup> with audit package due by first week of October.

Please be reminded that the expense reimbursement form gives everyone the option of contributing to either the Scholarship Fund or VOTE-COPE. The UUP College Scholarship Fund provides funding aid to both undergraduate and post baccalaureate students attending SUNY campuses. VOTE-COPE is the Voice of Teachers for Education - Committee on Political Education, the non-partisan political action arm of New York State United Teachers and its affiliates. Funded entirely by voluntary contributions from members, VOTE-COPE is used to help union-backed candidates and campaign committees that support education and labor.

VOTE-COPE helps strengthen political action programs at all levels — national, state and local. To help on the local level, VOTE-COPE provides rebates to participating unions for local political action.

VOTE-COPE funds, by law, are kept separate from those of NYSUT. Decisions on the use of VOTE-COPE contributions are made by a statewide committee. VOTE-COPE solicits and accepts only voluntary contributions. Contributions to VOTE-COPE are not tax deductible.

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**Upcoming Events**

- ❖ **Deficit Reduction Leave for UUPers** – Wednesday, November 27<sup>th</sup>
- ❖ **Thanksgiving is Thursday**, November 28<sup>th</sup>
- ❖ **Deficit Reduction Leave for UUPers**- Friday, November 29<sup>th</sup>
- ❖ UUP Event at the Capital (West) – Tuesday, January 7<sup>th</sup>
- ❖ Chapter Executive Board Session – Friday, January 24<sup>th</sup>
- ❖ UUP Delegate Assembly – Sunday, February 2nd – Monday, February 3<sup>rd</sup>
- ❖ NYSUT Higher Ed. Lobby Day – Monday, February 24<sup>th</sup> – Tuesday, February 25<sup>th</sup>

**Visit our website for a complete listing of Upcoming Events:**

**[www.uupescchapter.com](http://www.uupescchapter.com)**

## Downstate Rally

Submitted by Alec Meiklejohn

In the late morning of September 12, Jim McMahon and I walked up Clarkson Ave. in Crown Heights Brooklyn, between the massive edifices of Kings County and SUNY Downstate University Hospitals. The enormous size of these two medical complexes gave us a visceral sense of the role they play in the health and well-being of the residents of Central Brooklyn, and in the economic fabric of the community. And it helped us feel what an impact the proposed closing of SUNY Downstate will have on all the people who depend on it for their lives and livelihoods, including the thousands of UUP members who work there.

Jim and I were on our way to join in a protest against the closing, organized by the SUNY Downstate Coalition of Faith, Labor and Community Leaders, which is comprised of Brooklyn-area religious and community organizations and unions representing SUNY Downstate employees.

We went to support our fellow UUP members and the literally hundreds of thousands of New York City residents who will be affected. But it's more than just support – this is a battle we are very much involved in. All of us at SUNY are feeling the impacts of the wide-ranging attack on the public sector and the public employees who make it work.



***Downstate Rally Continued from Page 17***

The importance of SUNY Downstate is hard to overstate. A few facts among many:

- It cares for nearly 400,000 patients each year, thousands of whom require life-saving specialized treatment offered only at the medical center.
- It is a medical school where more than 1,700 students—many of them people of color—study to be doctors, nurses, and other health care professionals each year.
- More than 80 percent of Downstate graduates live in New York and practice in New York City. One in every three doctors in Brooklyn is a Downstate graduate.
- It is a center for pioneering medical research. Downstate is the birthplace of magnetic resonance imaging; the first human MRI studies were performed at Downstate.

***Why would you want to close such a vital public resource?***

A logic that conceives government and the public sphere as nothing but cost burdens and barriers to private gain has taken deep root in our political culture. The determination of the Cuomo administration to wreak this damage on the people of the city in the name of public cost-savings and the promotion of private-sector alternatives is a stark demonstration of how far this has gone. At a time when we need the resources of government mobilized on our behalf, what we get instead are demands for cuts and give-backs that drive us deeper into a hole that we did not dig.

***Other voices need to be heard.***

At the protest one speaker after another stepped forward from a broad range of churches and synagogues; community groups and politicians; and unions including CUNY's faculty union (PSC CUNY), the state workers' Professional Employees Federation (PEF), and of course UUP as well as NYSUT. They all spoke of the importance of the medical complex to their constituents and their determination to fight not only to keep it open but to bring more resources to it. I was asked to speak briefly to express the support of the Empire State College chapter, which I was more than happy to do!

We left the rally glad that we took part. Each event like this renews your feeling that you are not alone, that others are in the same boat and are finding ways to reach out, join together, and fight back. There will be more actions - we'll be back, and I hope more of us will be able to come along and add our voices to the chorus.



**Editorial Policy:** Opinions expressed in *Excellence in Unity* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its Empire State College Chapter, who are not liable for any errors or inaccuracies.



## Union Membership

### “And what have our unions done? What do they aim to do?

To improve the standard of life, to uproot ignorance and foster education, to instill character, manhood and independent spirit among our people, to bring about a recognition of the interdependence of man upon his fellow man.

We aim to establish a normal work-day, to take the children from the factory and workshop and give them the opportunity of the school and the playground.

In a word, our unions strive to lighten toil, educate their members, make their homes more cheerful and in every way contribute an earnest effort toward making life the better woth living.”

Samuel Gompers (McClure's Magazine Feb. 1912)

### ARE YOU A MEMBER?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE					
Advice #	123456789	Pay Start Date	09/10/2013	Current	3456.78	1234.56	
Advice Date	09/10/2013	Pay End Date	09/24/2013	YTD	45,678.90	34,567.89	
Department ID	1234						
<b>EARNINGS</b>	Current		YTD	<b>TAX DATA</b>	Federal	State	NYC
	Hrs./Days	Earnings	Hrs./Days	Earnings			Yonkers
Regular Pay Salary Employee		3456.78		45,678.90	4	4	
Location Pay		56.78		678.90	2	0	
				<b>TAXES</b>	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	
<b>BEFORE TAX DEDUCTIONS</b>	Current		YTD	<b>AFTER TAX DEDUCTIONS</b>	Current	YTD	
Regular Before Tax Health	456.78		1,234.56				
Supplemental Ret. Annually Prog.	678.90		5,678.90				
TIAA Retirement Before Tax	56.78		1,234.56				
				<b>UUP Member 26P</b>	34.56	456.78	

### 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.*

**Join  
UUP  
Today!**

“Employers and Employees alike have learned that in UNION there is STRENGTH, that a coordination of individual effort means an elimination of waste, a bettering of living conditions, and is in fact, the father of prosperity.”

Franklin D. Roosevelt  
US President

CONNECT With Your Chapter!



## EMPIRE STATE COLLEGE CHAPTER

**Chapter Office Location:**

111 West Avenue  
Saratoga Springs, NY 12866

**Hours:**

Monday - Friday 10:00am - 1:00pm

**Phone:**

(518) 580-4094 or Ext. 2571

**E-mail:**

[uupescchapter@gmail.com](mailto:uupescchapter@gmail.com)

**We're on the Web!**  
**[www.uupescchapter.com](http://www.uupescchapter.com)**

## CHAPTER LEADERSHIP: CHAPTER OFFICERS

**We are here for our members! Please do not hesitate to contact us!**



**Pamela Malone, President**

Contact Pamela at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com)



**John Lawless, Vice President for Academics**

Contact John at [jjlawless64@gmail.com](mailto:jjlawless64@gmail.com)



**Reynolds Jones, Vice President for Professionals**

Contact Reyn at [rjones.uup@gmail.com](mailto:rjones.uup@gmail.com)

**Martin Knowles, Contingent Officer**

Contact Martin at [martin.knowles@esc.edu](mailto:martin.knowles@esc.edu)

**Jane Cudmore, Secretary**

Contact Jane at [jane.cudmore@esc.edu](mailto:jane.cudmore@esc.edu)

**Donna Carey, Treasurer**

Contact Donna at [donna.carey@esc.edu](mailto:donna.carey@esc.edu)

**David Puskas, Grievance Officer**

Contact Dave at [david.puskas@esc.edu](mailto:david.puskas@esc.edu)

## UUP ESC Chapter's Purpose

*Scripted from our Chapter Bylaws:*

**The purpose of the ESC Chapter shall be:**

- To promote the aims of UUP
- To improve the terms and conditions of employment
- To defend the civil, professional, and human rights of those it represents
- To promote mutual assistance and cooperation among the members of UUP
- To advance education in a democracy and democracy in education
- To promote the principle of unity and collective bargaining in higher education
- To monitor local compliance with the Agreement between UUP and the State of New York
- To promote **public higher education, academic excellence, and to strengthen the college and university community.**

The Chapter will organize and support activities associated with its campus responsibilities as a union and shall cooperate with other Chapters, UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.



UUP Empire State College Chapter  
111 West Avenue  
Saratoga Springs, NY 12866



**RECIPIENT NAME  
STREET ADDRESS  
ADDRESS 2  
CITY, ST ZIP CODE**