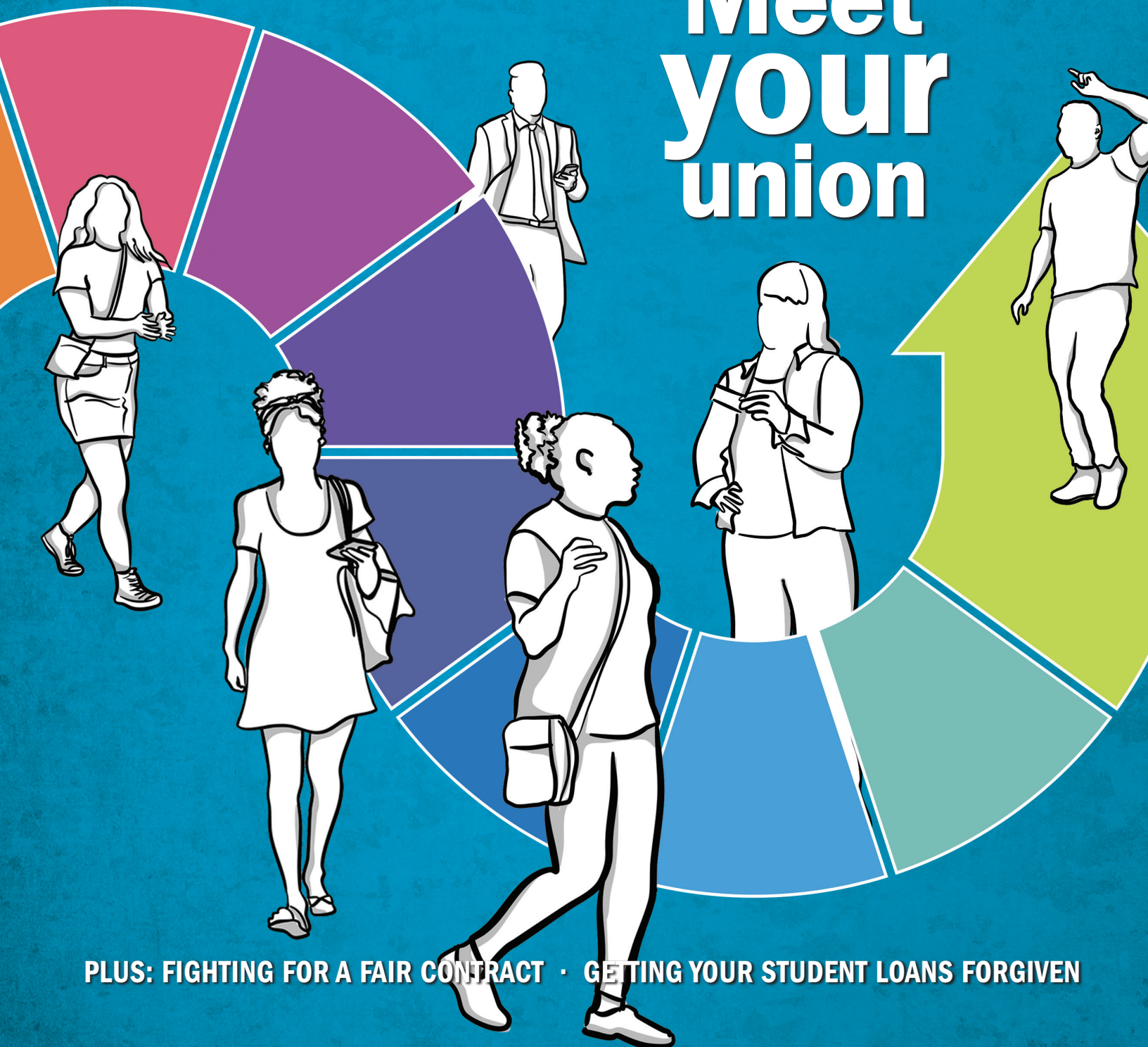


THE ECHO



Spring 2023

Meet your union



PLUS: FIGHTING FOR A FAIR CONTRACT · GETTING YOUR STUDENT LOANS FORGIVEN

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

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.

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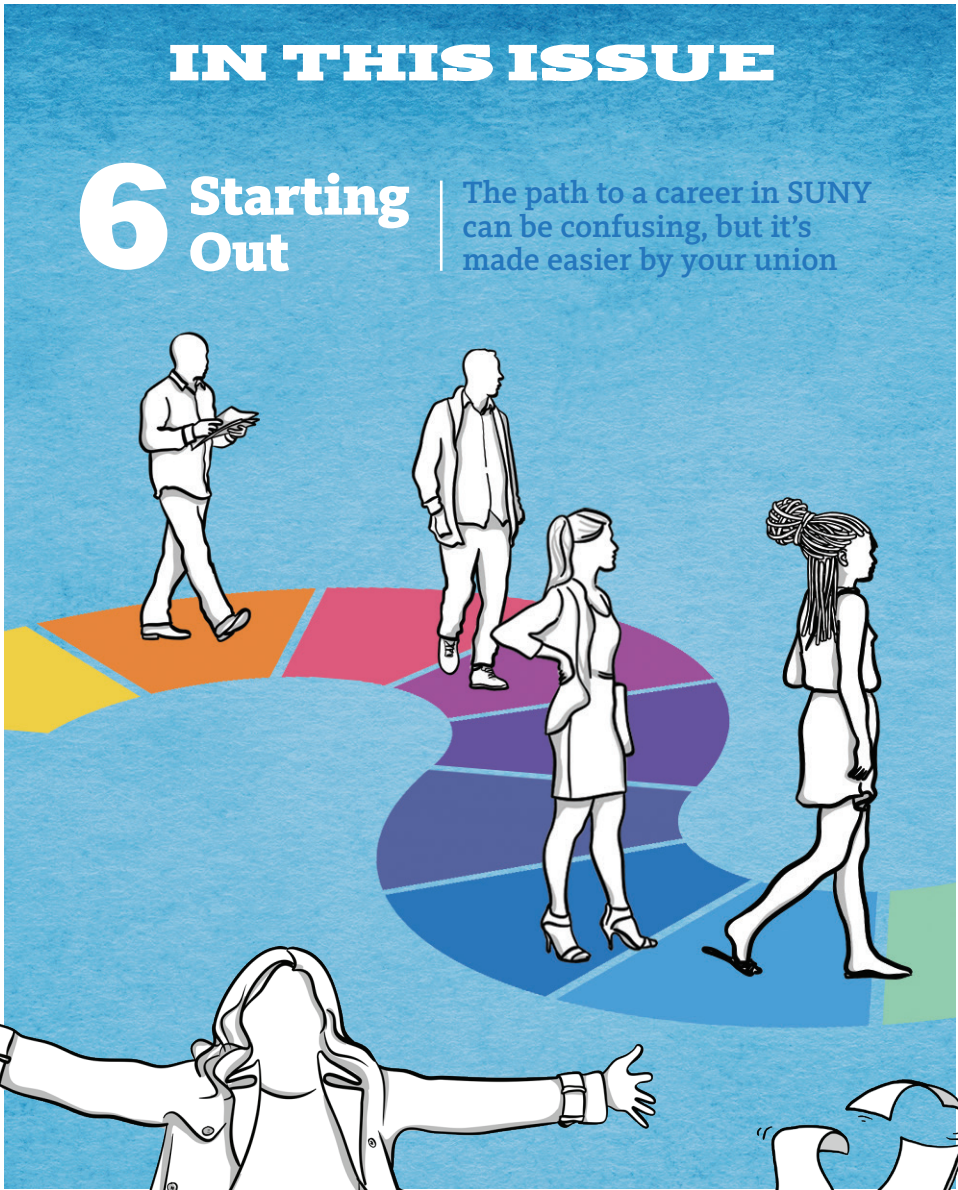
» UUP MEDIA AND PUBLICATIONS

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Student debt dismissed:
How the PSLF can reduce or eliminate your student loans

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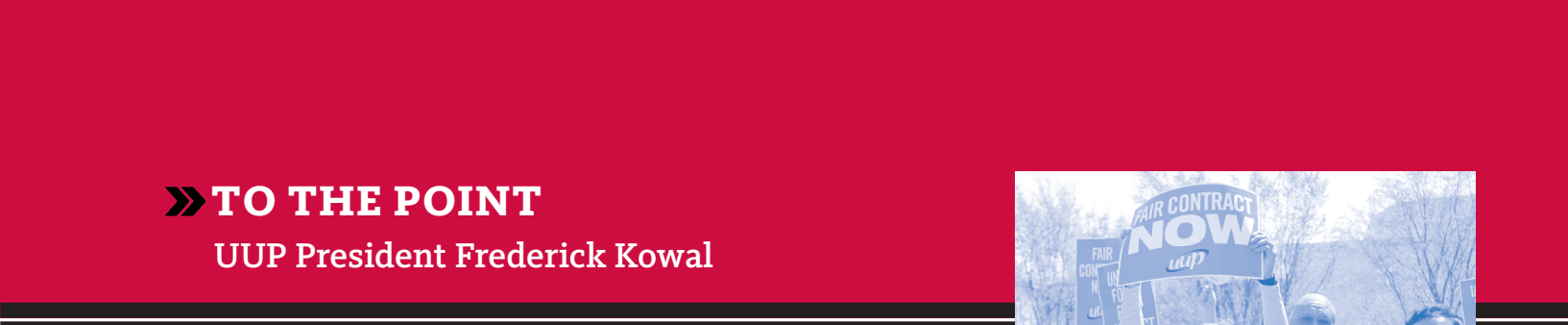
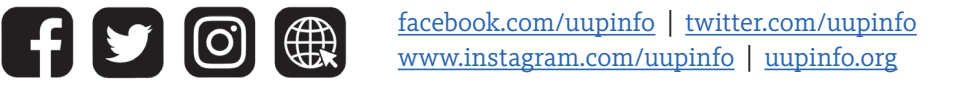
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FOLLOW UNITED UNIVERSITY PROFESSIONS ON SOCIAL MEDIA



» TO THE POINT
UUP President Frederick Kowal

UUP needs a fair contract now!

When UUP talks about a fair contract, we mean a contract that sustains the strongest terms and conditions of employment for UUP's members, strengthens those that need updating and adds new provisions that keep up with changing times.

That's what UUP is doing right now: negotiating the best possible contract with the state that we can. Our union will not settle for less.

UUP members sent that message to the state loud and clear with a rally April 21 at the University at Albany campus that drew more than 700 members.

"When we demand fair pay, job security, health benefits, telecommuting, these are demands, as a union," UUP President Fred Kowal told the crowd. "We do not ask, we do not plead, and we sure as hell don't beg. We demand, because we are UUP!"

» See the video from the rally [HERE](#).



How our union works

**Welcome to UUP.
Now find out how it works for you.**



If you are already a UUP member, we are happy you have joined the union. We think you'll find this special issue of *The Echo* helpful.

If you're not yet a member of UUP, but you're reading this because a colleague showed it to you, that probably means you are member of the bargaining unit represented by UUP. You're one of the many thousands of SUNY employees for whom UUP bargains a contract.

So please, join UUP by signing a membership card. That's the most important way you can tell the state that you are committed to your union. This is a case of strength in numbers. The more people from the bargaining unit who join UUP, the stronger this union will be. The highest possible membership means that UUP is better positioned to provide you with on-the-job protections and terrific benefits. The state takes note of how many people in the bargaining unit sign a membership card, because that indicates an involved, committed and concerned bargaining unit. As a member you will pay dues to UUP. Those dues will go right back

to you through our union's constant work to achieve protections, benefits and a strong contract.

Membership also affords you some specialized rights. Only members can vote on a proposed contract, run for chapter or statewide office or become a delegate to the UUP's statewide policy-making gathering, the Delegate Assembly. Membership gives you a voice in UUP. We hope you start reading this issue as a future member of this union, and that you finish reading this issue as a new member of UUP.

This special issue of *The Echo* is the first of a series of four issues that will explain the basics of what UUP has negotiated for all of us, and will also explain the advantages of joining UUP. You see good explanations of why the state budget matters to UUP and what we suggest you do once you pick up a "new hire kit" for new SUNY employees.

You'll also find explanations of some of the terms, abbreviations and acronyms you might hear during orientation. And you will learn who's out there to help you if you ever need assistance.

So welcome to our union. We look forward to having you.

Getting started

You've just been hired as a SUNY employee who is represented by UUP.

There's a lot to know, not only about your new job, but also about your benefits, your retirement plan choices and your union.

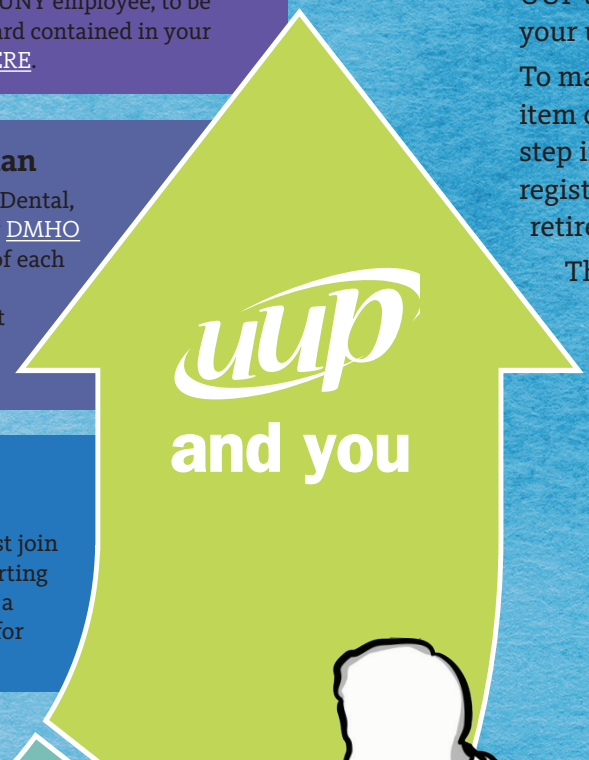
Or, maybe you've just decided to join UUP and you want to learn more about your union.

To make this easier, start with the first item on Page 4 and follow the step-by-step instructions for joining UUP, for registering for benefits and selecting a retirement plan.

The easy suggestions here will tell you how to do all these things, and how to contact your UUP chapter on your campus.

8 Your single most important right as a UUP member is your right to vote on whether to approve UUP's contract with the state. **Only members can vote on the contract.**

9 Get to know your chapter
Your campus UUP chapter is your best starting point for information, advice, help and involvement with your union. Go [HERE](#) to learn how to contact your chapter.



4 Sign up for medical insurance
In most cases, you are automatically enrolled in medical insurance once you become a SUNY employee. If you are part time, you may also be eligible for health insurance, because UUP negotiated health coverage for many part-time employees. Your insurance is handled through the New York State Health Insurance Program (NYSHIP). To register for NYSHIP, go [HERE](#). To find out if you qualify, go [HERE](#).

5 Sign up for vision coverage
Your vision coverage is provided by [Davis Vision](#). However, once you become a SUNY employee, to be enrolled you must fill out the yellow card contained in your UUP new hire kit, or sign up online [HERE](#).

6 Sign up for a dental plan
Coverage is provided by Delta Dental, and there is a choice of [PPO](#) or [DMHO](#) plans. (Click links for an explanation of each plan.) If a plan is not specified on the yellow card or online [HERE](#), the default is to the PPO plan. However, you can opt into the DMHO any time.

7 Decide upon your retirement plan
If you work full time, you must join a retirement plan within 30 days of starting at SUNY. Part-time employees can join a retirement plan at any time. Go [HERE](#) for an explanation of retirement plans.

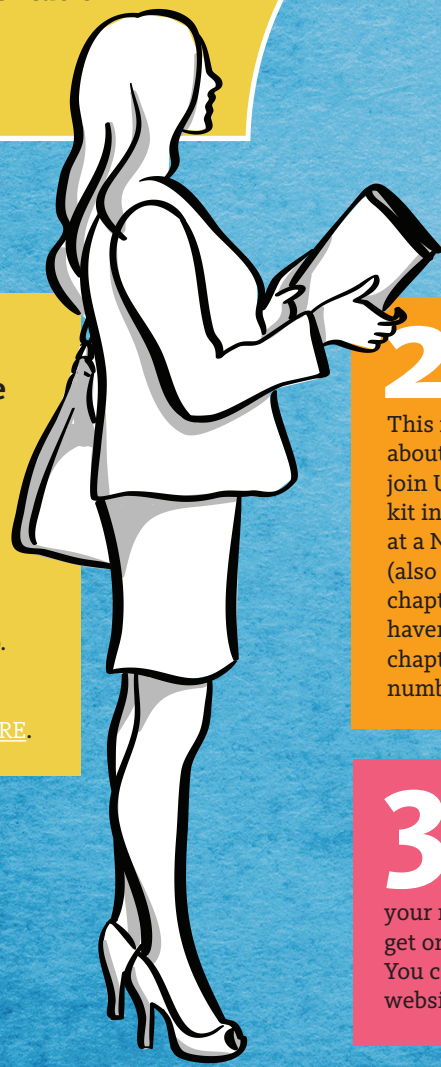
8 Know your rights
UUP has negotiated all the rights you enjoy as a member. See Page 14 for more of those.



1 Attend a New Employee Orientation
Learn about UUP benefits at a New Employee Orientation. Your campus orientation may include a talk by a UUP representative about the benefits of membership. Or, attend a virtual New Employee Orientation. To register for one click [HERE](#).

2 Get your New Hire Kit
This is packed with information about UUP, UUP benefits and how to join UUP. You may get your new hire kit in one of several ways: in the mail, at a New Employee Orientation (also known as a "NEO") or at your chapter office on campus. If you haven't gotten one, contact your chapter office. Find the phone number and chapter address [HERE](#).

3 Sign your membership card
Your membership card is in your new hire kit, but you can also get one at your chapter office. You can also join UUP through its website by going [HERE](#).



It's as easy as...

1 Attend a NEO

Your campus may hold an orientation for new employees, but UUP also regularly offers virtual New Employee Orientation (NEO) sessions. It's good to attend both. The campus orientation will tell you how your campus runs. The UUP NEO will explain benefits you get because UUP represents you. Go to the UUP website (uupinfo.org) to register for a NEO, or click [HERE](#).

<https://bit.ly/NEOwebinar>

2 Pick up your New Hire Kit

By the time you read this, someone will probably have handed you a UUP New Hire Kit, but if not, contact your campus UUP chapter office. Don't know where that is? Go [HERE](#).

The New Hire Kit explains the structure of UUP and the benefits you get because UUP represents you, and it includes a membership form so that you can join UUP. To find your local chapter's contact info, go [HERE](#).

<https://bit.ly/UUPChapters>



3 Sign your membership card

The fastest way to join UUP is sign up online by clicking [HERE](#). Membership affords you some great opportunities (we'll get to those soon) and the more people in the bargaining unit who sign up as members of UUP, the stronger your union becomes. Membership sends a strong message to the state that you care, that you are involved and that you want to see UUP thrive.

So please either sign up online, or by filling out a membership form. Look for the membership form in your New Hire Kit, sign it and get it back to your chapter office on campus, in person or by mail. Thank you.

<https://bit.ly/JoinUUPtoday>

4 Sign up for your health insurance coverage

Your health insurance as a SUNY employee represented by UUP is through the New York State Health Insurance Program, and the plan for UUP is known as the Empire Plan. UUP does not set the bi-weekly rates for health insurance coverage. But UUP does negotiate what share of the cost of Empire Plan Coverage that UUP-represented employees will pay, as well as how much their co-pays, deductibles and co-insurance maximums will be. For more information, go to the SUNY benefits page [HERE](#) or contact your campus HR/Benefits office. Find out how to contact that office [HERE](#).

7 Choose your retirement plan

You've just started your new job at SUNY, and now we're telling you that you also have to pick your retirement plan? Yes, you do. If you are full time, **you must join a retirement plan within 30 days**. If you're part-time, you can join a retirement plan at any time. But you generally cannot switch retirement plans once you choose one, so make this decision carefully.

The SUNY webpage [HERE](#) explains the different plans and who's eligible to join which one.

What's in it for me?

Your New Hire Kit contains:

- A letter of welcome from UUP President Fred Kowal
- UUP Benefits Guide booklet – which explains many of the benefits references listed below
- Membership registration card
- Benefit Trust Fund Group Term Life Insurance Beneficiary Card
- UUP Benefit Trust Fund enrollment card
- Benefit Trust Fund DeltaCare USA (DHMO) Enrollment Card
- A VOTE-COPE voluntary contribution card – VOTE-COPE is a political action fund that supports candidates who favor public education, and participating in VOTE-COPE is entirely voluntary. UUP union dues is NOT used for political action.
- An article about your union which is titled: “A primer: What is UUP?”
- An explanation of the Taylor Law, a New York state law that governs how the union's contract with the state is enforced.
- Several information sheets that explain additional benefits which are voluntary, and which are available to UUP members for a fee.



Thomas P. DiNapoli State Comptroller		JANE M. DOE		DEPTID 10001		Total Gross	Fed Taxable Gross
Advice #	32916007	NYS EMPLID	N01234567	Pay Start Date	03/30/2023	Current	3,004.96
Advice Date	04/26/2023	Pay End Date	04/12/2023	Retirement System	ORP/VDC	YTD	27,110.64
						Net Pay	1,616.00
						Pay Rate	78,559.00
						Federal	30.00
						State	30.00
						NYC	0.00
						Yonkers	0.00
						Tax Status	S
						Allowances	0
						Medicare	163.29
						Social Security	137.75
						NY Withholding	15.00
						UUP VOTE COPE	15.00
						UUP Member 26P	10.00
						UUP Hybrid Legal Services	10.00
						Morrisville Ag Tech Fund	15.00
						UUP DeltaCare USA	15.00
						UUP Group Term Life Insurance	15.00
						UUP Health Insurance	15.00
						UUP Dental Vision	15.00
						UUP Life Insurance	15.00
						UUP Disability Insurance	15.00
						UUP Short-Term Disability	15.00
						UUP Long-Term Disability	15.00
						UUP Health Savings Account	15.00
						UUP Flexible Spending Account	15.00
						UUP Dependent Care	15.00
						UUP Child Care	15.00
						UUP Tuition Reimbursement	15.00
						UUP Student Loan Repayment	15.00
						UUP Professional Liability	15.00
						UUP Cyber Liability	15.00
						UUP Directors & Officers	15.00
						UUP Employment Practices	15.00
						UUP Intellectual Property	15.00
						UUP Non-Compete	15.00
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SUNY Budget and you



Making sausage: How SUNY is funded ... or not

You're going to hear a lot about the SUNY budget. It's a year-round concern for UUP, which works hard to get SUNY as much money as possible in the state budget each year.

Money flows into SUNY several ways: from the state budget, from student tuition and even from the federal government. But most SUNY funding comes from the state.

The state funding first goes to the central SUNY administration, which then divides it among the campuses. UUP does not represent the employees at the SUNY community colleges, but they also get a share of that state money.



» Ways you can influence the process

You can affect the budget process to help SUNY, your students, and your colleagues. Start by joining UUP; the more members, the better. Get involved in talking to lawmakers about the budget; UUP calls this effort "advocacy" and it matters. UUP and campus chapters work year-round meeting with lawmakers in their district offices and in Albany. Many voices make a difference. Add yours.

Why it matters to you

As someone who has chosen to work in public higher education or at a SUNY teaching hospital, you've made a special commitment to students and patients. The state budget matters to UUP and UUP members.

Strong funding for SUNY means there are smaller classes and more faculty and staff. It means that there are enough academic advisors, counselors and financial aid staff. It means that health services are there for students, without long waits. It means that patients can be seen in the ER quickly, and clinics and other community services can reach people who can't always reach the hospital.

Strong funding means that science labs have up-to-date equipment, that students have access to the technology they need and the experiences that enrich lives: trips abroad, concerts on campus, special forums, exhibits, talks and events.

All this takes money. That's why member advocacy — and your advocacy — is so important.

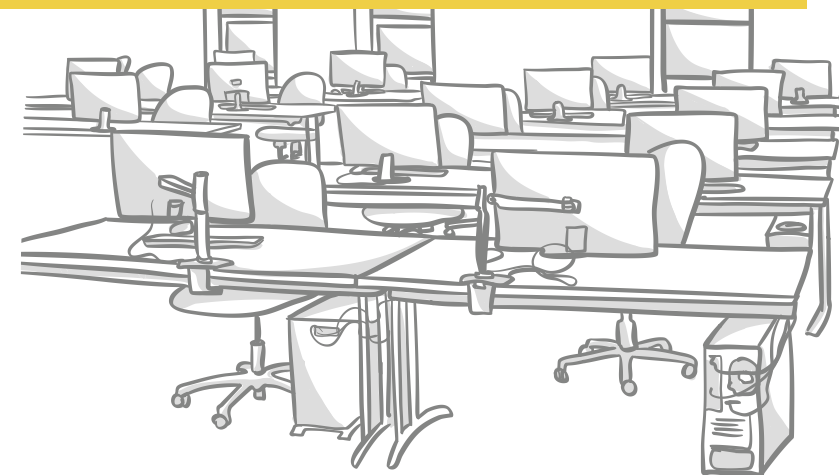


» Action Days

Sometimes, UUP is out there in public, holding rallies and news conferences to demand full funding for SUNY. Other times, UUP is in lawmakers' offices, making the case for why they should support a stronger SUNY in the state budget.

Both types of events unfold on UUP Action Days, when our union speaks up to help every member have the best-funded campus possible.

There are many ways to help on Action Days. Watch the UUP website (uupinfo.org) for announcements. Watch for announcements from your campus UUP chapter on upcoming events. And remember: there is strength in numbers.



UUP across NYS



Who is UUP?

United University Professions is a public-employee union which represents 37,000 employees at 29 state-operated campuses of the State University of New York. These employees work in dozens of different jobs.

This collective group of UUP-represented employees is known as the bargaining unit, and UUP is authorized by state and federal law to negotiate with New York state for a contract and other terms and conditions of employment on behalf of these employees.

UUP has been doing this since 1973.

Members of the bargaining unit perform a diverse range of jobs throughout SUNY. They teach students, they work in the three SUNY hospitals as medical staff and they help students with financial aid, health care needs and academic and mental health counseling.

They care for livestock at SUNY colleges with agricultural programs, and they care for crops grown as part of these programs. They help wildlife biology professors teach outdoor labs, and they conduct research in campus labs in the areas such as engineering, computer science and medicine.

<https://bit.ly/YouAreUUP>

And where is it...?

United University Professions covers the statewide SUNY system, from major university centers to specialized schools, and also the SUNY system administration.

UNIVERSITY CENTERS

University at Albany • University at Buffalo • Binghamton University
Stony Brook University

STATE-OPERATED CAMPUSES

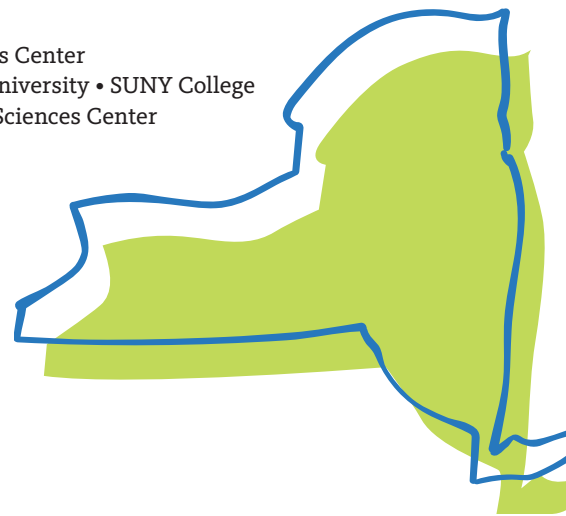
SUNY Brockport • SUNY Buffalo State University • SUNY Cortland
SUNY ESF • SUNY Farmingdale • Empire State University • SUNY Fredonia
SUNY Geneseo • Maritime College • SUNY New Paltz • SUNY Old Westbury
SUNY Oneonta • SUNY Plattsburgh • SUNY Polytechnic Institute
SUNY Potsdam • SUNY Purchase

HEALTH SCIENCES CAMPUSES

University at Buffalo Health Sciences Center
SUNY Downstate Health Sciences University • SUNY College
of Optometry • Stony Brook Health Sciences Center
Upstate Medical University

TECHNOLOGY CAMPUSES

Alfred State College • SUNY Canton
SUNY Cobleskill • SUNY Delhi
SUNY Morrisville



Vital contacts

• YOUR CAMPUS UUP CHAPTER LEADERSHIP

Start here, and if you need more help, your chapter leaders will know where you should go. This is an excellent starting point for all questions UUP. Find your chapter location, leaders and phone numbers [HERE](#).

• YOUR UUP STATEWIDE OFFICERS

There are five statewide officers, who are elected to three-year terms by delegates from the membership of UUP. Your chapter leaders are still a good place to start for basic questions or problems, but the statewide officers are also here to help members. They are:

UUP President Fred Kowal, at fkowal@uupmail.org

Two statewide vice presidents represent UUP academics and professionals: Carolyn Kube, vice president for professionals, at ckube@uupmail.org and Alissa Karl, vice president for academics, at akarl@uupmail.org

The statewide secretary-treasurer oversees the union's finances and budget and chapter elections.
Jeri O'Bryan-Losee, at jobryan@uupmail.org

The statewide membership development officer holds a part-time elected position to work with chapters to grow UUP's membership.
Patrick Romain, at promain@uupmail.org



• LABOR RELATIONS STAFF (LRS)

Jeremy Ginsburg: NYSUT staff director for UUP

Labor Relations Specialists —

William Capowski: Maritime, New Paltz, Optometry, Purchase
Michelle Couture: Albany, System Administration, Cobleskill, Empire State

Jamie Gullian: Alfred, Brockport, Geneseo, Morrisville

Matt Kibler: Buffalo Center, Fredonia

Tammy Mays: Farmingdale, Old Westbury, Stony Brook HSC

Chris Sielaff: Binghamton, Cortland, Delhi, Oneonta

Nicholas Whitman: Buffalo HSC, Buffalo State

Kathleen Briggs Renadette: Canton, Oswego, Plattsburgh, Potsdam

Brent Underwood: ESF, Polytechnic, Upstate Medical

Lisa Willis: Downstate HSC, Stony Brook

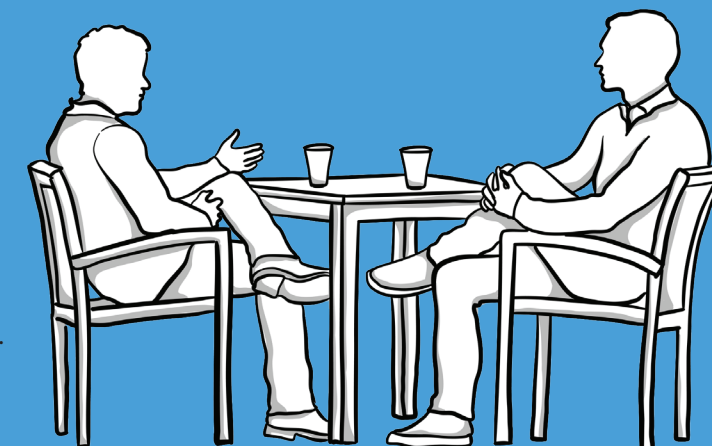
For Labor Relations staff contact information, go [HERE](#).

A helping hand: Who is an LRS?

Labor Relations Specialists are employees of NYSUT, UUP's statewide affiliate union. They are experts in the UUP contract with the state, and also experts in the interpretation of the Taylor Law (see top right).

Ten Labor Relations Specialists represent the 32 UUP chapters, with each LRS representing a group of chapters in one of 10 regions.

Jeremy Ginsburg is the NYSUT Staff Director for UUP, and he supervises the 10 Labor Relations Specialists assigned to the UUP chapters.



What is the Taylor Law?

The Taylor Law is formally known as the **Public Employees' Fair Employment Act**, and it is a labor law that governs most public employees in New York.

The four core parts of the Taylor Law state that public employees have the right to organize and be represented by a union; that governments—be they state or local—should negotiate with recognized unions; that there will be a way to resolve labor disputes; and that public employees will not go on strike.

Your rights

{and how you got them}



Basic rights of UUP members

UUP is a democratic organization that welcomes participation by all members. The UUP officers and staff work with you, the member. Here's a rundown of your other basic rights:

The right to be active in your chapter

Your first and most important right as a member is your right to be active in your chapter. Activism and involvement start at the grassroots level, with the chapter.

Through their chapter, members can: provide input on what the union should negotiate for in a new contract; represent their colleagues by holding elected office as a delegate or chapter officer (chapter elections happen every two years); vote in

union elections—including electing statewide and chapter officers; and address campus issues by helping their chapter advocate for state and federal funding and policies that will help their colleagues, patients at SUNY's public teaching hospitals, and SUNY as a whole.

The right to a fair contract

You are protected by the terms and conditions of the contract that UUP has negotiated for you with the state.

UUP is recognized by the state and federal governments as the legal representative of the SUNY employees in the UUP bargaining unit. The negotiation of a fair contract with the state, which establishes the terms and conditions of your employment, is the union's most important obligation. Only UUP members can vote to accept a proposed contract.

UUP's most recent contract expired in July 2022, but its protections and terms and conditions of employment remain in place during the ongoing negotiations for a new contract.

The right to a safe workplace

A safe workplace is one of the core tenets of the labor movement. Both UUP and SUNY have policies that protect you from discrimination and harassment. UUP members also have the right to a workplace in which machinery and chemicals are safely used by properly trained people.

Your rights are bargained by UUP

Voting on the proposed UUP contract with the state is your first and most important right as a UUP member. The contract sets out the terms and conditions under which you will work at SUNY.

UUP's first and most important responsibility is to negotiate that contract. Sometimes, the contract expires before UUP and the state reach a new agreement. If that happens, most of the previous contract stays in effect until a new agreement is reached. UUP is negotiating a new contract right now.

In exceptional circumstances, such as the coronavirus pandemic, UUP and the state may meet to negotiate special terms and conditions of employment during an emergency. One recent example: At the beginning of the pandemic, UUP negotiated the right for most members to telecommute.

FIGHTING FOR OUR CLIMATE IS FIGHTING FOR OUR STUDENTS.

The time for action is now. We must act to combat the global climate crisis. UUP believes SUNY and New York state should lead the way toward renewable and sustainable energy sources.



UUP SUPPORTS FIGHTING THE GLOBAL CLIMATE CRISIS.

All is forgiven

Send your student loan into the sunset

Can UUP help get my student loans forgiven? What is PSLF?

In answer to the first question: Yes, UUP definitely can help you get your student loans forgiven. In answer to the second question: Well, you're going to hear a lot of acronyms in the world of student loan repayment, and you'll hear this one more than any other: PSLF. That stands for "Public Service Loan Forgiveness." If you are a SUNY employee and you have outstanding federal student loans, you qualify for this federal program that can help you achieve forgiveness on the balance of your student loans after 10 years of timely payments.

There are more details than what you've just read here, of course, but that's the gist of it. The main takeaway here: If you work for SUNY, and you have outstanding federal student loans, you qualify for forgiveness of those loans within a decade of enrolling in the program.

How do I get it?

The easiest way to get help enrolling in Public Service Loan Forgiveness is to attend one of the regularly scheduled free virtual clinics that UUP offers. To register for a clinic, go [HERE](#) and select the drop-down menu under "student debt clinic" to see upcoming dates for UUP. Statewide Secretary-Treasurer Jeri O'Bryan-Losee runs these informative, helpful clinics. UUP members have had more than \$9.2 million in student loans forgiven through these clinics.



Did you know that all UUP members qualify for
**PUBLIC SERVICE
LOAN FORGIVENESS?**



**UUP MEMBERS
HAVE ALREADY
HAD MORE THAN
\$8 MILLION
IN FORGIVENESS!**

Virtual PSLF clinics held every payday.

Presented by your Statewide Secretary-Treasurer Jeri O'Bryan-Losee, jobryan@uupinfo.org

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

Upcoming UUP Virtual Student Debt Clinic Webinar Dates:

Wednesday, June 7 • 11:30 a.m. - 1 p.m.

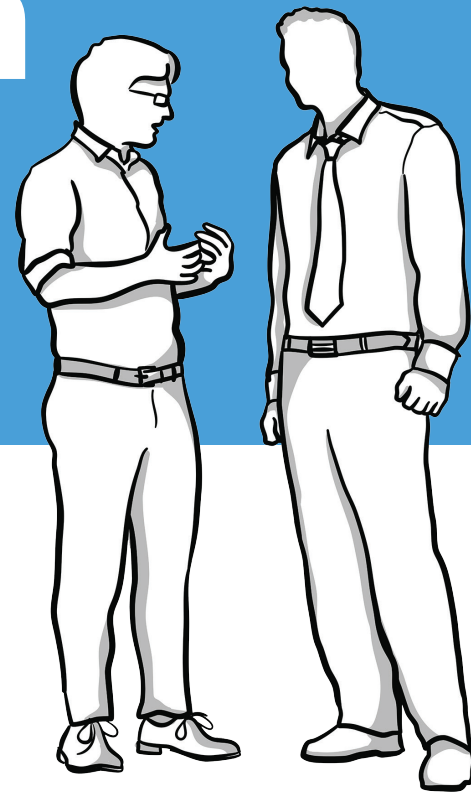
Wednesday, June 21 • 5:00 p.m - 6:30 p.m.



Register through the UUP Events Calendar
UUPINFO.ORG/CALENDAR/

Your union contract

{and how you get it}



THE UUP CONTRACT with New York state sets the terms and conditions of your employment with SUNY, and negotiating that contract is one of the most important tasks your union does for you. In turn, voting on that proposed contract is one of the most important tasks UUP members will do for their union. Only members can vote on the contract.

Our Negotiation Team

The UUP president appoints the UUP Negotiations Team. The team represents all UUP members, and team members are drawn from the many different types of SUNY employees in the UUP bargaining unit. So whether you are full time or part time, whether you work in a SUNY hospital or in a technical program at a campus, whether you are a professional or an academic, tenure-track or contingent, you have someone on the Negotiations Team speaking up for you.



NYS's Negotiation Team

The state's negotiations team consists of a chief negotiator, who works with the following people...

From the New York State Governor's office of employee relations:

- Director
- Acting deputy counsel
- Assistant director, Contract Negotiations and Administration Unit
- Acting director, Employee Benefits Management Unit
- Employee relations associate, Employee Benefits Management Unit
- Acting director, Research Unit

From SUNY:

- Associate vice chancellor and chief counsel for Employee Relations
- Assistant vice chancellor and senior counsel for Employee Relations
- Associate vice chancellor for University-wide Human Resources
- Director, University-wide Human Resources

STAY CONNECTED!

UUPConnect is the newsletter that collects union happenings, current events and issues that affect you, your field and your career each week.

From Supreme Court decisions to issues in education, from changes in the health care profession to the latest news from the SUNY system, UUPConnect keeps you connected.

To receive UUPConnect in your in box, email UUP Communications Director Mike Lisi at UUPconnect@uupmail.org.



As small colleges struggle, so do their towns

This is becoming a sadly familiar story in many college communities around the country: As enrollments shrink and small colleges merge or close, how do the communities around these campuses always easily, as this story explains.

[Read more HERE.](#)

At last: A focus on diversifying medical

In a topic related to that of encouraging diversity in the mental health professions, a new focus also on the difficulties of increasing the number of physicians of color in the United States.

This also has been an important issue for UUP, which promoted the idea of the Pre-Medical Educational Opportunity Program at SUNY, and which backed the state's decision to create that program.

Want to get rid of your student loans?

If you work for SUNY, and have federal student loans, you are eligible to apply for the federal Public Service Loan Forgiveness program. And if you're a UUP member, you don't have to go it alone; your union will guide you through the application process.

Attend a free, virtual UUP clinic on PSLF and Income-driven Repayment Plans, led by statewide Secretary-Treasurer Jeri O'Brian-Lopez, and get the help you need.



KEEPING YOU CONNECTED.
www.uupinfo.org

HEAR THE VOICE

THE OFFICIAL PODCAST OF UNITED UNIVERSITY PROFESSIONS

Hosted by UUP President Fred Kowal, *The Voice Podcast* features interviews with state and national newsmakers on a wide range of in-the-news topics, like reproductive rights, gun violence and gun safety, the climate crisis and student debt.

The Voice Podcast is available on all major podcasting platforms, including Apple Podcasts and iTunes, Google Podcasts, Spotify.com and Audible.com.

You can also listen to The Voice podcast on UUP's podcast hosting website at: <https://thevoiceuup.buzzsprout.com/>.

SYSTEMIC RACISM IN BUFFALO

Fred Kowal speaks with three leaders of Buffalo's Black community about systemic racism in Buffalo and the impact of the racially motivated May 14 mass shooting in Buffalo.

Guests include: Janique Curry, vice president of the Buffalo chapter of the National Action Network; Dr. Henry-Louis Taylor Jr., founding director of the Center for Urban Studies at the University at Buffalo and a professor of Urban and Regional Planning at the UB School of Architecture and Planning; and Pastor James Giles, co-founder of Back-to-Basic Outreach Ministries in Buffalo and leader of the Buffalo Peacemakers.

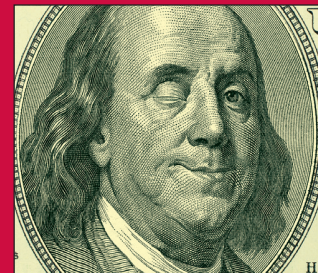


ENVIRONMENTAL JUSTICE, ELECTRIC CARS AND A GREENER SUNY

From finding new homes for desks and other surplus items at SUNY to electric cars, New York's Climate Leadership and Community Protection Act and the federal Inflation Reduction Act, this episode is fully focused on the environment.

Environmental Advocates NY Executive Director Peter Iwanowicz and Sue Fassler, director of sustainable operations at SUNY ESF, discuss the positive impacts both measures can have on the environment and how they advance environmental justice for low-income areas, communities of color and Tribal communities.

Fassler is a UUP member who co-chairs UUP's statewide Environmental Issues and Advocacy Committee.



GET YOUR STUDENT LOANS FORGIVEN UNDER PSLF

Under the Public Service Loan Forgiveness program, borrowers who work in nonprofit or governmental jobs for 10 years or more and meet other program requirements can get their remaining student loans forgiven.

Sound simple? Navigating the PSLF program has been anything but easy.

In this episode, UUP statewide Secretary-Treasurer Jeri O'Bryan-Losee talks about the PSLF waiver. O'Bryan-Losee runs UUP's virtual student debt clinics, which have helped thousands of our members get more than \$8 million in student debt forgiven through PSLF. O'Bryan-Losee has had \$74,000 in student loans forgiven under PSLF.

ADDRESSING ABORTION RIGHTS IN A POST-ROE WORLD

Guests are state Sen. Cordell Cleare, state Assemblymember Jessica González-Rojas and UUP statewide Vice President for Academics Alissa Karl. Cleare and Gonzalez-Rojas are prime sponsors of the Reproductive Freedom and Equity Program. If approved, the bill would set aside \$50 million to fund grants to help women access safe abortion services—including women traveling to New York from states where abortions are illegal. Cleare is also sponsoring a bill that would require SUNY to offer abortion services at all of its campuses.

Kowal also speaks with VPA Karl (left), who is also the liaison to UUP's Women's Rights and Concerns Committee.



WHY IS CHILDBIRTH DEADLIER WHEN YOU'RE BLACK?

Much research has shown how maternal and infant mortality is dependent on one's race. A recent report showed in California, the wealthiest black women die at twice the rate as wealthy white women. Poor Black women die at the highest rates of any population groups, along with indigenous women.

More needs to be done to rectify this serious situation, resulting from decades of systemic racism and neglect. Kowal talks with talks with Dr. Camille Clare, chair of the Department of Obstetrics & Gynecology at SUNY Downstate Health Sciences University, and a professor of Obstetrics and Gynecology in the College of Medicine, and Sarah Miller, a co-author of the National Bureau of Economic Research Study and an Assistant Professor of Business Economics and Public Policy at the Stephen M. Ross School of Business at the University of Michigan.



MENTAL HEALTH, ADDICTION AND RECOVERY

UUP President Fred Kowal talks with former Rhode Island Congressman Patrick J. Kennedy, one of the nation's most respected voices on mental health equity, parity, addiction and recovery.

Kennedy, the son of Sen. Ted Kennedy, talks about his efforts to bring about more understanding and acceptance of people with mental illness, substance abuse issues and other brain disorders.

Kennedy also talks about his struggles with addiction; he's been sober since 2011 after years of addiction to alcohol and prescription pain medications.



THE OFFICIAL PODCAST OF UNITED UNIVERSITY PROFESSIONS



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Working for your quality of life.



Work/life balance



Fair raises



Child and elder care



Job security



Telecommuting

Dignity, respect and agency in our workplaces.



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