

# THE FORUM

March 2011

Your UUP Albany Chapter Newsletter

Issue 117



## Special Issue: Chapter Elections

Information Corner	1
Election Information	1

## Candidate Statements

### Chapter Officers

President 2

Vice President for  
Academics 3

Vice President for  
Professionals 4

Secretary 5

### Assembly Delegates

Academics 5

Professionals 9

## Information Corner

Welcome to the 2011 "Election Edition" of *The Forum*. All candidates of record who are running for officer or delegate positions were given an equal opportunity to submit their statements for publication, as required. Officer candidates are allowed to have statements up to 300 words. Delegate candidates are allowed statements up to 150 words.

You are receiving a copy of this newsletter because you are a "duly signed" member of UUP. The UUP Albany Chapter is pleased to present to you this opportunity to meet the candidates through their statements, and encourage you to participate in this year's election. Elected officers and delegates will serve a term beginning on June 1, 2011 and ending on May 31, 2013.

## Election Information: What happens when?

Chapter election ballots will be mailed out from UUP Central office on February 23-25, 2011 to individuals who were duly entitled to vote as of December 30, 2010. **Ballots must be received (not postmarked) by 5:00 pm at the UUP Central Office no later than Wednesday, March 23, 2011 at 5:00 pm.** Ballots will be counted from March 23-26, 2011. Results of elections will be sent to Chapter Presidents as soon as practicable after the election. Any candidate running for office can call the Chair of the UUP Elections & Credentials Committee, David Kreh or UUP Statewide Secretary Eileen Landy at (518) 640-6600 to make an appointment to observe the counting of any election in which they are a duly nominated candidate.

## Candidates for President

Eloise Briere

Why wouldn't I quietly retire following the 'deactivation' of the French Program where I have taught at all levels for the last 27 years? Like the other professors in my Department who are also being deactivated, like the part-timers and professionals whose jobs are threatened, I am convinced that I can make a difference by listening to, and acting on behalf of the 1,740 UUPers who earn their living at UAlbany. I ask for your vote, not because I have experience serving UUP, but because the lessons of the last 140 days have convinced me that re-energizing UUP is crucial. The collective potential of UAlbany's faculty and professionals was reduced to silence by the veiled labor actions of October 1, 2010. My goal is to give UUP the voice it has not used by tapping into member expertise, and solidarity with other groups, for the benefit of all. I have experience as Chair of my Department, as elected President of the International Council of Francophone Studies and organizer of its two world conferences (Tunisia, Louisiana) and as a member elected to the MLA's National Executive Committee, Francophone Division. This is the leadership I will bring to the UUP Presidency.

For too long our union's business has been carried out by the same core group. Asking for a change in the leadership of that group is not about revolutionary change, but about change with continuity. I will bring new vision and vigor to the Presidency, the Vice-Presidential candidates, Jim Collins and Tom Hoey will bring more than 30 years of experience with UUP at all levels. Asking for a change in the leadership of UUP is recognizing that the status quo is insufficient to meet the demands we will all be facing in the coming months.

Candace A. Merbler

I have been honored to serve you as UUP Albany Chapter President for 10 years, and am seeking reelection to another two-year term. As a 31 year employee of UAlbany, I am keenly aware of all issues facing our Chapter membership, including having personal experience as a professional employee, holding my MLS, and classroom teaching experience. Beyond local campus issues which we address every day, the entire SUNY system is currently amidst a financial crisis. This is not just a local problem, but a statewide problem. We must work together through common coalitions to work against cuts to SUNY, and insure a future for all of our students, as well as a sound working environment for all of our employees.

Working as part of a team with Ivan Steen and Philippe Abraham for several years, we have made dozens of visits to the Legislature to represent UAlbany. I have accompanied over 50 EOP students on visits to Assembly and Senate members where individual stories were told about what SUNY means to them, and what would happen without it. As I have mentioned at several meetings and through emails, getting involved in talking to or visiting your legislators is critical if SUNY is to survive this battle. Now is the time for us to work together as one union, not separately to protect individual interests.

We have a strong and diverse Chapter Executive Committee. As a team at Labor/Management, Ivan, Philippe and I have worked hard to achieve numerous successful accomplishments to benefit our members. As your President, I have worked hard to earn your respect and have represented you responsibly.

A united front will allow us to overcome the challenges ahead. I humbly ask that you allow me to continue to represent you.

## Candidates for Vice President for Academics

### James Collins

I ask for your vote as our union chapter's Vice President for Academics because our university and university system are in crisis, and in such times our union needs leadership with democratic commitments as well as experience.

I have served on the Albany UUP executive committee for over 15 years, chairing and co-chairing various chapter committees (Membership, Part-Time Concerns, Peace and Justice). In light of the fiscal assault on UA and SUNY, last year I worked with fellow UUP members to accomplish several priorities:

educate chapter members on the economic crisis facing UAlbany through public forums;

strengthen and energize the chapter Executive Committee, which has weakened under twenty years of revolving presidents and vice presidents; and

build alliances with other organizations and unions on campus and in the wider community, allies we need in the struggle for accountable decision-making by the UA administration and due process for UA employees.

Having worked as a faculty member at the University since 1990, I recognize the dramatic erosion of funding for UA and SUNY that has occurred since 1990 and how it has worsened our working conditions. I also recognize that many people at this university are committed to a valuable ideal: providing high quality public education for a broad spectrum of New York's citizens. That ideal is clearly in danger.

Our UUP chapter needs new leadership, committed to democratic union practices, capable of mobilizing for the challenges we face. My priorities as a Vice President will be those of the *Union Democracy Slate*: We must strengthen membership involvement in our union and resist the pressure to cut and downsize our university. I am proud to stand with Eloise Briere and Tom Hoey as candidates for President and Vice President.

### Ivan D. Steen

I ask you to re-elect me to the office of Vice President for Academics for what would be my last two-year term. I have been on the faculty of the University at Albany for more than forty-five years, and I now hold the position of Vincent O'Leary Associate Professor of History. Under the terms of that appointment I continue to direct a graduate program and a research center and am responsible for placing and supervising both undergraduate and graduate interns, among other commitments. I retain my office and have access to all departmental and university equipment and services. This appointment is expected to continue for two more academic years after the current one. Following that, I will be fully retired, and will not seek election as a chapter officer.

My more than thirty years of active UUP experience will be of great value in dealing with the crises we face. Throughout those years I have attended virtually every UUP Delegate Assembly, NYSUT Representative Assembly, and AFT Convention. I am a senior member of the UUP Outreach Committee, and have met with state legislators regularly for three decades. I have given testimony before legislative committees and the SUNY Board of Trustees and have appeared before administrative law judges. My continuing service on the NYSUT Committee of 100 and my past service on the NYSUT PAC, have enabled me to establish excellent relationships with NYSUT staff and K-12 teachers. I have been honored with UUP's Nina Mitchell Award and NYSUT's Community Service Award. I previously served as President of the Albany Chapter for twelve years, and I have been Vice President for Academics for nearly ten. I have worked closely and cooperatively with the current chapter leadership, and I hope to continue to do so for the next two years.

## Candidates for Vice President for Professionals

### **J. Philippe Abraham**

These are very troubling times and a lot hangs in the balance; these elections are about overcoming the difficult situation facing us all as public employees and as an institution, with the best possible outcome. My candidacy is anchored in my 22 year commitment to serve my UAlbany sisters and brothers and a firm belief in the core values of unionism. My dedication to this community harks back to my UAlbany student leadership roles, 31 years ago. Through those activities, I have proven that I can work with and for the benefit of everyone.

I am an experienced professional who has also taught at UAlbany, hence am able to relate to and understand teaching as well as non-teaching faculty. In that same vein, I add not only diversity of thought, but ethnic and cultural diversity to my leadership team: I am a naturalized U.S. Citizen, fluent in French, Spanish and Haitian Creole. My pedigree as a UUPer includes service at the statewide and national level, including the Negotiations Team for the current contract, chairing the Affirmative Action committee, and two terms as an elected member of the statewide Executive Board.

Our solidarity and unity should be our compass as we move forward, not divisiveness. Knowing when to use quiet diplomacy and when to employ pressure is key to achieving successful outcomes. The current leadership team has a proven track record of doing precisely that. Candy and Ivan and I are part of a team with the experience and long-cultivated relationships across organizations and groups to weather the storms.

I am proud to run on my two-term record and of having worked with the current team to advance the cause of the members of the UUP UAlbany family.

I am asking you to reelect me as your Vice President for Professionals.

### **Thomas Hoey**

Having served almost 16 years as your professional delegate and executive committee member, I have never missed any of the 47 Delegate Assemblies at which you elected me to represent you. I have tried to get the chapter's executive committee to publish attendance, as UUP Central does at the NYSUT and AFT conventions, but have been rebuffed on this and other items that would show accountability. I am also in favor of holding more efficient and effective executive board meetings. As your vice president, I would have guidelines and procedures published that would help our members with the different situations that come up in a lifetime of working for the university. Members having a wedding, birth, or death in their family would have a friendly union resource to know what they are entitled to and what options different courses of action would give them. Recently I went to a retirement seminar put on by Human Resources, and found I should have gone 20 years ago! I would push to see to it that all new employees have the chance to attend retirement planning seminars before they choose the plan that locks them in for a lifetime. But the most important change I would work for is the development of a more active, democratic union -- one that can guarantee job security and maintain a thriving university. We need to get new members involved to bring us the energy that a strong, vibrant union needs. Now is the time to get new leadership in our chapter and to guarantee that your dues money is well-spent. I am proud to stand with Eloise Briere, Jim Collins, and the Union Democracy slate to build our union, defend our jobs, and protect the university. Vote for the union leadership you deserve!

## Candidate for Secretary

**Carol H. Jewell.**

Clear, concise communication is one of the keys to understanding each other and working well together toward common goals. The role of Secretary of the Executive Committee, then, requires attention to detail, consistency, keen listening ability, and good writing skills. I believe I have all of these attributes. I have been a member of the Professional staff at the University at Albany for over 25 years, working in the Cataloging Department of the University Libraries, in positions requiring a keen eye for details. I have served as Chair of the Disability Rights and Concerns Committee for our Chapter since 2002, I am Chair of the GLBTQ Rights and Concerns Committee for our Chapter, and I serve on the UUP Statewide counterpart of those Committees. For several years, I was Editor of our Chapter newsletter, *The Forum*. I have served as your Chapter Secretary since 2005. I am also a Professional Delegate, and I am running again for that position. Please re-elect me your Executive Committee Secretary and I will do my best to keep you informed.

## Candidates for Academic Delegate

**Bret Benjamin.** UAlbany, and the SUNY system stand on the frontline in the battle over state-funded public education. UUP, the nation's largest higher education union, occupies a pivotal position in this struggle from which faculty and staff at UAlbany must collectively assert a vision for the public research university. We must 1) oppose the UA administration's deactivation of academic programs, insisting on budgetary and governance transparency; 2) resist the Chancellor's efforts to privatize the SUNY system; and 3) insist that the state restore funding to SUNY. These are profound challenges. To be successful, we need a more engaged UUP chapter, able to mobilize members and build strong alliances with unions and campus groups such as Save Our SUNY. I stand on the Union Democracy Slate, and I am proud to support the candidacies of Eloise Brière for President, Jim Collins for Academic VP, and Tom Hoey for Professional VP.

**Lee Bickmore.** As a member of the UAlbany faculty for over 20 years, I've developed an increasing appreciation and respect for the indispensable role of the union at both the state and campus levels. The union can and should be much more than just a seat at the negotiation table or a place to file grievances. It should be a proactive advocate for all its members, build meaningful coalitions, and insist on fuller transparency as the campus deals with its current budget crisis. As one of over a dozen members running under the "democracy slate" I pledge to redouble my own efforts to insure that our local UUP chapter build a strong, interactive bond with its members so it can be a more effective advocate for them.

**Eloise Brière.** As a delegate to UUP's statewide Assembly, I am eager to join forces with fellow UUPers to seek solutions to the daunting challenges imposed by NYS budget cuts, the threats to the labor movement and the continual defunding of public education. We need to stand together as a union in face of the defunding of SUNY and to stem the erosion of its educational mission. The solution is not to cripple the work of its educators and professionals through 'deactivation' and other means. With fellow-UUPers I will work to find solutions that protect the interests of our members in the face of these unprecedented threats. Mindful of the need to provide quality education to the children of New York's taxpayers, I will work with our chapter's delegates to the State-wide Assembly as we seek solutions that will strengthen UUP and regenerate SUNY.

**James Collins.** I ask for your vote as an academic delegate in our UUP chapter because I believe that our union needs experienced leadership with grassroots commitments. My involvement in academic unions and organizing efforts now extends over several decades; my priorities as a delegate – serving on the chapter Executive Committee and at UUP statewide assemblies – will be those of the *Union Democracy Slate*. We must strengthen membership involvement in our union and resist the pressure to cut and downsize our university. The University at Albany and SUNY as a system are under assault by corporate and political forces out to destroy unions and the very existence of public institutions (e.g., public schools, healthcare, or social security). In these times, we need a strong, engaged union that can fight for our jobs, articulate the heterogeneous interests of our members, and forge a shared commitment to public higher education.

**Cynthia Fox.** I have been on the faculty at UAlbany for over twenty years and am a member of the French Studies Program whose deactivation is pending. The events on campus of the past several months and a central administration that is unwilling to fight for the restoration of state funding have convinced me that it is time to stand up and be counted. I believe a strong union with an engaged membership that is willing to build alliances with other campus groups is our best hope for preserving UAlbany as a comprehensive public research university, for assuring that the citizens of New York State continue to have access to a first-class, affordable education, and for protecting the rights of state workers. I am running on the Union Democracy slate and proudly support the candidacies of Eloise Brière for President, Jim Collins for Academic VP, and Tom Hoey for Professional VP.

**Ronald Friedman.** I am an associate professor of Psychology, who has been teaching at UAlbany for 5 years. I have been active in UUP as part of the peace and justice committee, working to raise awareness regarding the costs of war to public education and social services. I believe that our state government has reneged on its responsibility to offer an affordable, high-quality college education to all New Yorkers. Turning the tide against this short-sighted disinvestment from higher education will involve organizing a grassroots movement—including faculty, staff, students, and community members—to defend our students and our profession. Albany UUP can play a vital role in this movement, yet the current leadership has proven unable to effectively mobilize its own members, much less to collaborate with like-minded groups. As an academic delegate, I will work to change this and to help build a powerful UUP-led campaign to restore funding to SUNY.

**Sally Knapp.** I am very alarmed by the demonization of public employees and the assault on public sector unions. I am willing to serve again if otherwise there would be an insufficient number of academic delegates.

About me:

- Delegate from Albany Chapter since 1993.
- Human and Civil Rights Committee, statewide, member (1999- present), chair (1999 – 2007)
- Disability Rights and Concerns Committee member (1992- present), chair (1996-2001).
- *Disability Access at SUNY Campuses: 10 Years after the ADA.* A Report from United University Professions' Disability Rights and Concerns Committee. 2004. Author. <http://www.uupinfo.org/reports/disability.pdf>
- *Restoring the Rights of State Employees.* A Report from United University Professions' Human and Civil Rights Committee United University Professions. 2003. Co-author with Laudelina Martinez. <http://www.uupinfo.org/reports/civilrights.pdf>.
- Retired 2002 after 35 years as a librarian at University at Albany
- UUP Outstanding Active Retiree Award, September 26, 2006.

**Michael Knee.** It is an honor to serve UAlbany as an Academic Delegate, and I am seeking re-election for a third 2-year term. As an Academic Delegate, I am a member of the Executive Committee, and I serve as the chapter's webmaster. As webmaster, I received an Honorable Mention Award at the Spring 2010 Delegate Assembly in the best chapter Website competition. I have also served as a Department Representative for over 20 years. I have attended and participated at several Delegate Assemblies, and at the statewide UUP level, I currently serve on the Veterans Affairs Committee and Technology Issues Committee. I am sure that you are aware that public higher education in New York is facing extreme challenges; that is why we need stability in our chapter leadership. I support Candy Merbler for President, Ivan Steen for Vice President for Academics, and Phillippe Abraham for Vice President for Professionals.

**Deborah LaFond.** Member of UAlbany and UUP for 15 years. Equal access to quality public education is a necessity!!! TOGETHER we can mobilize a democratic campaign to counteract the many negative campaigns to further destroy public education, destabilize public sector employees and lessen support for quality student education. THIS MUST CHANGE!

HOW? "Many Hands Make Light Work!" We must value the labor of those committed to student's education, and value a higher level of education and democracy in society. We need visionary leadership and every union member's voice to articulate the necessity of public education. A vote for the leadership of Eloise Briere, Jim Collins and Thomas Hoey, will ensure intelligent and creative strategies, and promote collaborative support within this university and beyond.

If we haven't been active before, for whatever reason, now is the time to join hands with all those who have worked tirelessly in the union, to broaden to a more collaborative and democratic response to the crises facing us.

**Gail Landsman.** I am Associate Professor Emerita of Anthropology and a recipient of the Chancellor's Award for Excellence in Teaching. I have been an academic delegate for five years, serving on our local chapter's Peace and Justice Committee and the statewide UUP Disability Rights and Concerns Committee. I am running for re-election in order to work to protect the principles of quality and accessible public education. I am deeply concerned about the erosion of support for public education and the vilification of the state workforce. It is important that as a union and as a university we do not resign ourselves to having education funded primarily by corporations to serve the interests of corporations, but rather create alliances with other groups - including students, unions, and alumni - to demand public education that is adequately funded by the State of New York for the people of New York.

**David A. Lewis.** I have been a member of the UAlbany family and UUP since 2003; I am currently the UUP Department Representative for Geography and Planning. Given the extraordinary circumstances, I believe we must be more engaged [as a union] and respond to the challenges collectively. While Wall Street continues to hand out record bonuses and generate record profits, the attack on public sector workers and institutions has been relentless over the past four decades and recently amplified. Blaming unions for budget deficits and national economic woes is a thinly veiled union busting tactic designed to eliminate one of the last progressive voices for ordinary citizens. As real wages decline across the board, we must stand up. Only an active, educated, and unyielding collective action can ensure a more progressive and prosperous future. We must get active or be pushed aside. I ask for your vote.

**Paul Stasi.** The state's responsibility to provide for its citizens has been consistently undermined by the decades long defunding of public education and the vilification of public employees. Our union needs to be at the forefront of the battle to preserve the right of the citizens of New York to affordable public education and to the job security that only comes with the collective bargaining power of the union. I am standing on the Union Democracy Slate and I support the candidacies of Eloise Brière for President, Jim Collins for Academic VP, and Tom Hoey for Professional VP because I believe their leadership will allow us to strengthen our ties to the students and parents who share our interests. Only by mobilizing our collective will can we hope to restore state funding to SUNY, defend the jobs of faculty and staff and fulfill the university's public mission.

**Barry Trachtenberg.** The current financial crisis has been used by those who hope to privatize state government as an excuse to attack its public employees and to eliminate funding for much-needed state programs. The UUP must be at the forefront of the struggle to protect access to education and the rights of state workers. We must build alliances with other organizations (such as Save Our SUNY), keep the pressure on the University administration to protect our academic mission, and demand that the state legislature fund the SUNY budget fully.

I am proud to be a part of the Union Democracy slate (<http://uniondemocracy.net/>). We need strong local governance at UAlbany and I'm confident that under the leadership of Eloise Briere, Jim Collins,



and Tom Hoey, the staff and faculty who make UAlbany run will be well defended.

**Jogindar Uppal.** I have been faithful member of the UUP and also on the executive committee since the formation of the union. I have served as chair, Membership Committee and was recognized by the statewide UUP for getting the largest member of members signed for the Albany campus. I also served as Vice President (Academics) for four years. I also organized well attended UUP seminars on promotions and continuing appointment for several years.

**Larry Wittner.** I have served on the Albany UUP executive committee for over thirty years and, also, have been VP for Academics and a 2010 recipient of statewide UUP's award for distinguished service to the union. Right now, I am Professor of History emeritus, having taught at SUNY/Albany from 1974 to 2010. I believe that, unfortunately, the current top officers of Albany UUP have shown themselves incapable of coping with the severe challenges to our university posed by the NYS government and, especially, by the administration on our campus, which is implementing a disastrous plan for program deactivation and faculty/staff retrenchment. However, I am confident that the Union Democracy slate ([www.uniondemocracy.net](http://www.uniondemocracy.net)) – headed by Eloise Brière, Jim Collins, and Tom Hoey – will bring new vigor to our union, thereby rallying our members and securing allies for a public campaign that can effectively defend tenure, job security, and academic integrity.

## Candidates for Professional Delegate

**John A. (Jack) Gendron.** I have been a member of the UUP Albany chapter serving the past four years as a Delegate and as a member of both UUP Statewide EOP and LGBTQ committees along with the Albany chapter's LGBTQ committee. I will continue to work in creating a cooperative environment between the University and its employees. Working daily as a professional at UAlbany with other professionals in many different student service departments offers me an excellent understanding of both the members' and campus needs. As a delegate, I will continue to support and bring these concerns to the forefront at the University as well as continue to support the professional goals of all UUP members.

**Thomas Hoey.** One could easily say that things look terrible at this moment in time: upheaval in the Middle East, union busting in Wisconsin, and budget cuts called for by our unfriendly Governor. In reality we are just in a cycle that has become anti-union and that will eventually change when the working class realizes it is being taken advantage of. As union leaders, the most important thing we can do is to mobilize our members to demand secure, fair, and safe working conditions. Working with the candidates in the Union Democracy slate has brought new energy into my life and will bring a new energy to our chapter and campus. Eloise Briere, Jim Collins, and I can and will lead us all into an awakening of UUP activism. For the sake of our union, our jobs, and the university, please vote!

**Maciej Kucharczyk.** I would like to ask you to vote for me as a write-in candidate for Professional Delegate for the Albany Chapter of UUP. I had missed the deadline to be nominated and just found out I could run as a write-in candidate. I have been at the Albany Chapter for 6 years and have served on the UUP Statewide Finance Committee for the past 4 years. I am encouraged by the Union Democracy Slate and its efforts to get new people involved in the union and will be happy to work to make our union stronger this contract year. We need to fight program and budget cuts and have the state restore funding to our University. I will work for a fair and open union that encourages its members to be involved and to work together in making this chapter of UUP the best in the state.

**Marty Manjak.** For 17 years I have had the opportunity and privilege of working with a broad range of University professional employees. This experience has given me a comprehensive understanding of the concerns and challenges facing professional staff.

We work hard to provide the infrastructure and services that support the academic and research missions of UAlbany, but, as each year we are expected to do more with less, we struggle to balance our commitment to professional and institutional excellence with our obligations to our families, our communities, and our personal sense of dignity and fair play.

The issues of work load and “mission creep” will become more intense as the campus wrestles with another round of proposed budget cuts.

As your professional delegate, my primary duty will be to advocate for the resources, conditions, and considerations necessary to make us both proud and productive employees of the University at Albany.

**Greta Petry.** I am running for professional delegate. Our members have rights. I expect them to be treated with respect. As chapter Grievance Chair and a member of the statewide Grievance Committee, I work for justice for our members. UUP was successful – with CSEA and PEF - in fighting the furloughs last spring. We were effective in fighting the privatization of SUNY last year.

To paraphrase economist Paul Krugman, unions are made up of working-class and middle-class people, and are one of the few counterweights to the power of the wealthy. That's why collective bargaining rights are under siege in Wisconsin.

The deactivations are an attack on tenure. The humanities are the last thing that should be cut. The most effective way we can fight the cuts is to meet with our state legislators and tell them to restore funding to UAlbany and to SUNY.

**Patrick Romain.** I am asking that you reelect me as a Delegate.

In light of the current fiscal climate, we need to have experienced UUPers fighting on behalf of our members. I have been a union activist for the past 20 years. I have chaired or co-chaired numerous committees on the local and statewide level, including Affirmative Action and Legal Defense.

My activities on your behalf include speaking to legislators and other elected officials against the current trend to not fund SUNY adequately.

I want to continue to serve you. Please allow me to continue being an advocate for you.

(Candidates for Professional Delegate continued p. 12)

## New financial education services offer something for everyone

If you're looking for information on financial services available to you as a NYSUT member, NYSUT Member Benefits may have something just for you. Considerable efforts have been put forth in creating new printed material as well as new presentations. Both in-service and retiree members can benefit.

**403(b) Field Guide.** This booklet covers all aspects of 403(b) plans and includes information pertinent to members not yet contributing to a 403(b) plan, those who are contributing, those nearing retirement, and those already enjoying retirement.

To get the free guide, you can view and print a copy from the Member Benefits website, [www.memberbenefits.nysut.org](http://www.memberbenefits.nysut.org), hit the "Contact" option on the site to send an e-mail request, or call **800-626-8101** for a copy to be sent to you.

**403(b) Provider-Specific Workshop.** Member Benefits contracted with the provider of its endorsed Financial Counseling Program, Stacey Braun Associates, Inc., to conduct these workshops upon request from local leaders. The workshop covers detailed information on five 403(b) providers chosen by the local leader from a list of 10 popular 403(b) providers. Workshops review the features of each plan, comparing fees and benefits. These workshops are designed for in-service members.



Workshops have a registration fee of \$20 per participant and a minimum requirement of 30 participants. A local could schedule this workshop as a webinar for a fee of \$250.

Workshops will not address specific questions pertaining to an individual's 403(b) plan. Members with questions regarding personal 403(b) accounts or other financial planning issues will be directed to speak with their 403(b) adviser or their financial planner. For those who don't have an adviser or planner, information on the endorsed Financial Counseling Program will also be available.

**Financial Planning Puzzle Workshop.** Today's economy has clarified the need for a financial plan; unfortunately, for many, beginning a financial plan remains a daunting task.

This two-hour workshop, designed for in-service members, outlines the process, covering cash management, risk management, savings, retirement and estate planning.

**The Challenging Times of Financial Management – The Retirement Years.** Financial planning doesn't stop at retirement. This one-hour presentation discusses the various investment options you may face during retirement along with helpful information regarding your 403(b) plan, Social Security benefits, income taxes and more.



*For information about these programs or about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits.*

*Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.*

(Candidates for Professional Delegate, continued from p. 10)

**Robert See.** Having served you for 2 years as a delegate, and before that as the Co-Chapter Communications Coordinator, I have become familiar with the workings of UUP both chapter and statewide. One of my important accomplishments has been to make the chapter more green and save money by having material emailed instead of unnecessary printing. As a newer member I see the importance of getting younger members involved with our union and having open fair elections. This year we are lucky to have a candidate's forum but only by a very close vote, which I supported. We have much to do as a union this contract term and we need to have a united front against program and budget cuts. I am asking for your vote to continue my work with UUP and the Albany Chapter.

**Betty Shadrick.** I solicit your support in my re-election bid as Professional Delegate to the Albany Chapter of UUP. We are living in challenging times. We are challenged by the unsettling fiscal climate facing our campus and dismayed by the recent attacks by the state of Wisconsin to limit the right to collective bargaining and to dismantle union representation. Times like these demand a delegate equipped and willing to serve with sound reasoning, tempered with commitment and passion. I desire to be that voice of advocacy for you; to speak persuasively to your concerns and issues. Thus, I earnestly seek your vote in re-electing me as your Professional Delegate.

In solidarity,

Betty P. Shadrick, Ph.D.

UUP Albany Chapter  
University at Albany-SUNY  
LCSB 51  
1400 Washington Ave.  
Albany, NY 12206

Office Phone:  
(518) 442-4951

**Fax:**  
(518) 442-3957

E-mail:  
[uupalb@albany.edu](mailto:uupalb@albany.edu)  
or  
[albany@uupmail.org](mailto:albany@uupmail.org)

Chapter Website:  
<http://www.albany.edu/uup/>

Statewide Website:  
<http://www.uupinfo.org/>

## Chapter Officers

President	Candace A. Merbler	<a href="mailto:cmerbler@uamail.albany.edu">cmerbler@uamail.albany.edu</a>
VP Academics	Ivan D. Steen	<a href="mailto:oralhis@albany.edu">oralhis@albany.edu</a>
VP Professionals	J. Philippe Abraham	<a href="mailto:pabraham@uamail.albany.edu">pabraham@uamail.albany.edu</a>
Secretary	Carol H. Jewell	<a href="mailto:cjewell@uamail.albany.edu">cjewell@uamail.albany.edu</a>
Treasurer	Alison B. Olin	<a href="mailto:abs@albany.edu">abs@albany.edu</a>
Part-Time Concerns Rep	jil hanifan	<a href="mailto:jeh81@cnsunix.albany.edu">jeh81@cnsunix.albany.edu</a>
Grievance Chair	Greta Petry	<a href="mailto:gpetry@uamail.albany.edu">gpetry@uamail.albany.edu</a>
Newsletter Co-Editors	jil hanifan Anne Jung KellyAnn Fitzpatrick	<a href="mailto:jeh81@cnsunix.albany.edu">jeh81@cnsunix.albany.edu</a>

EDITORIAL POLICY: The opinions expressed in *The Forum* are those of the writers and the University at Albany Chapter of UUP and do not necessarily reflect the position or policies of United University Professions.