

## CAMPUS EQUITY NOW!

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Read the Echo at  
<http://uupinfo.org>



## Negotiations Update

*It has been 19 months since the expiration of the Agreement between United University Professions and the State of New York. UUP has been ready to negotiate with the Governor's Office of Employee Relations; scheduled meetings have however been relatively few and sporadic.*

*UUP has encouraged chapters to have petition drives whereby members sign a petition to be submitted to the campus president in order that the president make a request to Chancellor Johnson to ask the state to settle.*

***We are asking that you read and sign the petition inserted into this newsletter, and return it via campus mail to the UUP office in EJ Brown Hall.***

*Below is the text of the petition:*

Our union, United University Professions, is currently working on our behalf to negotiate a

fair and equitable contract with SUNY and the State. These negotiations began in July 2016 and have not yet resulted in a tentative agreement.

Our work is critical to assuring that our students receive the quality education they deserve. UUP is working to negotiate a contract with SUNY and the State which appropriately recognizes the invaluable contributions we make.

We support UUP's efforts to negotiate a fair and equitable contract. Such an agreement should:

- Include equitably distributed on-base salary increases which recognize the invaluable service we all provide to SUNY and our students;

(continued on page 8)

## Union Membership and Free Speech

By Joe Petrick, Alfred UUP Chapter President

In 1977 the Supreme Court unanimously ruled in the case of *Abood v. Detroit Board of Education* that unions had the right to collect agency fee (i.e. union dues from members of collective bargaining units who did not join the union) – but, the justices ruled, unions could not use dues to engage in political activity. On February 24 the Supreme Court of the United States will be hearing a case named *Janis v. AFSCME*. Simply put, Janis is claiming that his free speech rights are being abridged by having to pay dues to a union with whose political positions he does not agree. The case follows *Friedrichs v. California Teachers Association*, a case in which the court

was evenly split owing to the passing of Justice Antonin Scalia. Logically, it would seem that neither Friedrichs nor Janis (or any of the (continued next page)

### LABOR UNIONS:

THE FOLKS WHO BROUGHT YOU THE WEEKEND.  
CHILD LABOR LAWS, OVERTIME,  
MINIMUM WAGE, INJURY PROTECTION,  
WORKMENS COMPENSATION INSURANCE,  
PENSION SECURITY, RIGHT TO ORGANIZE . ETC.

other plaintiffs in cases making similar arguments) have a case, because unions of public service employees are prohibited from using dues for political activity. Nothing prevents fee payers from expressing their First Amendment rights independently of a union, but the Supreme Court has prohibited unions from expressing political opinions using dues collected from bargaining unit members.

*Janis* would in essence reverse the *Abood* decision, at least as regards to collecting agency fee. It is anticipated that conservative justices will rule in favor of *Janis*, and thus public sector unions will lose the money accrued from those who do not sign union cards. Further, members of public service unions will have the ability to opt out of union membership, and accrue the amount that had been previously deducted from their pay. Opting out of union membership does not however mean that employees no longer have the rights that they had as members of a bargaining unit. For example, non-union workers will still have the right to fair representation, meaning that the union would continue its obligation to represent those who were not members if they had problems with their employers (This requirement also essentially resulted from a Supreme Court decision, 1944's *Steele v. Louisville & Nashville Railroad*).

The loss of ability to collect agency fee is absurd, for two reasons:

- In 1977 the Supreme Court ruled unanimously that agency fee should be collected; forty-one years later the Court may rule that it should not, as if something other than the political views of its members had changed, and
- Employees who leave unions effectively become “free riders” who will enjoy at least some of the benefits of being in a collective bargaining unit without paying dues or becoming members.

Is free riding fair? A passenger cannot fly on an airplane without having to pay airfare, no matter the political position of the airline. Drivers cannot drive the New York Thruway without paying tolls, no matter their feeling about the political structure or laws of New York State. Yet it is anticipated that conservative justices will rule that agency fee payers should be exempt because they desire independence from the political position of a union that cannot use the dues of either agency fee payers or members for political activity.

What is the basic political position of union such as United University Professions? What does UUP advocate? In short, using VOTE-COPE funds -- voluntary contribu-

tions which are NOT taken from dues – UUP advocates for more support for the State University of New York (see for example the testimony given to the state legislature in this issue). In sum, bargaining unit members in SUNY who might oppose the “political” position of their union would presumably endorse the idea that the state should not support the same system of public higher education which affords them their livelihood.

Many New York State public sector employees engage in collective bargaining through the will of the state. Although the Civil Service Employees’ Association (CSEA) has a history dating from 1910, UUP and other public sector unions organized in response to what is known as the Public Employees Fair Employment Act (informally known as the Taylor Law), which was promulgated during the administration of Governor Nelson Rockefeller in large part in response to a 1965 New York City Transit strike. The state required that state employees organize, including those in SUNY, and UUP was eventually formed in 1973. It is not required that SUNY faculty and professional staff join the union, but they have had an organization engaging in collective bargaining on their behalf, as well as the required duty of fair representation and other advantages.

Is it the case that *Janis v. AFSCME* is just a lone individual trying to defend his right to free speech against whatever “political” views of the bargaining unit to which he belongs? *Janis v. AFSCME* is just one of many court cases supported by conservative groups funded to a great extent by the Koch brothers. Their goal is to “defang and defund” public service unions (for more information, see <https://www.theguardian.com/us-news/2017/aug/30/rightwing-alliance-unions-defund-defang>). Conservative groups fighting against public service unions include The Freedom Foundation and the State Policy Network. Some of the tactics these groups engage in include mass mailings and phone banking aimed at members of bargaining units, asking workers to give up their union memberships. One presumes that their efforts are attempts at making a better climate for business, which at its most extreme would roll back protections workers have won over decades, such as worker safety, regulated work days and hours, wage protections, and who knows, prohibitions against child labor. Rolling back the ability of workers to collect agency fee, at least in the case of public service employees in the State of New York, violates the spirit if not the letter of the Taylor Law, and as such works against ensuring public order as set by the state. It’s as if conservatives want to foment chaos and ... anarchy.

**The opinions expressed in this newsletter are those of the authors and are not necessarily those of United University Professions.**



## Check Out Your 'Members Only' Negotiations Web Portal

for the most up-to-date information on UUP's contract talks with the state

### It's Easy and Available NOW!

From the UUP home page

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

(look for the box, near top right)



or by direct link at

**<http://uupinfo.org/negotiations/index.php>**

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross Current 34667.90 YTD 46,679.90				Fed Taxable Gross 1234.66 34,667.89							
Advice # 123456789 Advice Date 09/10/2013		Pay Start Date 09/10/2016 Pay End Date 09/24/2016		Net Pay 1,357.90													
Department ID 39766		NYS EMPLID HI234 6678				Pay Rate 67,890.11											
EARNINGS										TAX DATA							
		Current		YTD				Federal		State		NYC		Workers			
		Hrs/Days		Earnings		Hrs/Days		Earnings									
Regular Pay Salary Employee		3,466.79		45,879.90						Marital Status 4		4					
Location Pay		58.79		679.90						Allowances 2		0					
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										Current		YTD					
										Fed Withholding 3,466.79		1,234.56					
										Medicare 45,879.90		3,466.79					
										Social Security 3,466.79		1,234.56					
										NY Withholding 45,879.90		3,466.79					
BEFORE TAX DEDUCTIONS																	
		Current		YTD						AFTER TAX DEDUCTIONS		Current		YTD			
Regular Before Tax Health		458.79		1,234.56													
Supplemental Ret. Annuity Prog.		679.90		5,879.90													
TIAA Retirement Before Tax		58.79		1,234.56								34.56		458.79			

**The Members-Only site is password-protected. To access the site,** use the **last five digits** of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as NYS EMPLID.

## On UUP's Legislative Agenda

*Below is an excerpt of testimony given by UUP President Fred Kowal given to Senator Catharine Young, Chair of the Senate Finance Committee and Assemblymember Helene Weinstein, Chair of the Assembly Ways and Means Committee. In large part the testimony details UUP's legislative agenda for the 2018-2019 fiscal year.*

Chairperson Young, Chairperson Weinstein, distinguished members of the Senate Finance Committee and Assembly Ways and Means Committees, thank you for allowing United University Professions (UUP) the opportunity to testify on the 2018-19 Executive Budget for higher education.

I am UUP President Dr. Frederick E. Kowal. UUP is the nation's largest higher education union. We represent more than 42,000 academic and professional faculty and staff serving hundreds of thousands of students and patients at the academic institutions, the health sciences centers and public teaching hospitals directly administered by the State University of New York (SUNY).

### **Funding for Faculty and Professional Staff**

*To ensure that the education SUNY students receive is of the highest quality, State funding is needed to attract and retain full-time, tenure track faculty and professional staff.*

Today, a college degree-much like a high school degree was in the 1950s and 1960s-is necessary to compete and excel in an ever-changing global economy. A strong investment in higher education by the state is needed for CUNY and SUNY to continue to provide the quality education our public higher education systems are known for.

SUNY state-operated campuses are still feeling the effects of a series of scathing state funding cuts that took place during the Great Recession; aid dropped from \$1.36 billion in 2007-08 to \$694 million this year-that's a decrease of more than 50 percent, or a third of its core operating budget.

Enrollment continued to grow as state support for the University decreased, leaving SUNY with drastically decreased numbers of full-time faculty, larger class sizes, and limited courses-cut due to budget deficits at the campuses. Students began finding it difficult to graduate on time, and graduate at all.

Full-time faculty was hit hard by the budget cuts. The University employed more than 10,000 full-time faculty to

instruct 185,000 students at the turn of the century. Today, there are just over 8,000 full-time, tenure-track faculty to teach over 222,000 students. Because of inadequate resources, campuses were forced to rely on hard-working part-time academic faculty for instruction to fill the gaps.

With increasing enrollments at SUNY's four-year colleges, campuses are in need of increased aid to hire more full-time faculty and maintain and provide necessary services for these students. It will be a strain for SUNY to meet this commitment under the proposed Executive Budget.

These problems will only become more evident and more pressing with more students coming to SUNY through the Excelsior Scholarship program.

It is time for SUNY and the state to commit to an increase in the percentage of full-time faculty, who have more time to devote to student advisement and out-of-class interaction, which is essential to improving completion rates-especially for low-income students, students of color and first-generation students.

As "the union that makes SUNY work," UUP's mission is to provide a quality education that every SUNY student deserves. UUP firmly believes that a significant investment in SUNY is crucial to the survival of many of our campuses and to the viability of the entire system, now and in the future.

We welcome the Executive Budget's inclusion of added flexibility regarding the Performance Improvement Fund, allowing those dollars to be used for the purpose of hiring "new classroom faculty," but we need more.

We urge the Legislature to support this proposal and provide additional support for full-time, tenure-track faculty, which are crucial to the SUNY system's success.

### **Close the "TAP gap"**

*Add \$65 million to the budget to cover the full cost of the Tuition Assistance Program (TAP) for state-operated campuses.*

We look forward to working together with you to find a way to reduce the financial pressures being felt by our campuses, which are forced to deal with expensive proposition of providing the highest quality education to its students while keeping the lights and heat on, making emergency repairs and dealing with other day-to-day issues.

Closing the so-called Tuition Assistance Program gap, or "TAP gap," would go a long way in relieving some of the fi-



nancial stress on SUNY campuses statewide.

More than 40 percent of TAP students are enrolled at SUNY and the University is required to waive tuition above levels funded by the state through TAP, creating the "TAP gap"-the difference between SUNY tuition and the maximum TAP award. The maximum award is fixed at \$5,165 per student while tuition continues to increase. The TAP gap continues to widen as tuition increases. Currently, SUNY waives \$65 million in tuition to bridge the gap thus losing support critical to providing high quality education.

If the state assumed the full TAP cost, SUNY institutions would be able to use those crucial dollars to sustain educational quality and provide services that TAP students, indeed, all students, are entitled to.

### **Excelsior Scholarship**

*Provide additional state funding to reimburse SUNY's state-operated campuses for additional costs or revenue losses associated with the Excelsior Scholarship program.*

UUP has publicly expressed its support for the governor's Excelsior Scholarship. As I said previously, the program provides an avenue to higher education for thousands of students who lack the financial means or family income to attend public and private institutions of higher learning. SUNY now serves over 12,000 Excelsior Scholarship recipients.

UUP believes in the Excelsior Scholarship. But it is a plan that can only work if properly funded by the state. Put plainly, the scholarship program is unsustainable without a true financial commitment from SUNY.

With insufficient numbers of full-time, tenure-track faculty, increased class sizes, reduced courses and the potential for additional delays in on-time graduation-one of the factors that determines Excelsior student eligibility-SUNY needs a long-term financial commitment by the state for the Excelsior Scholarship program to survive and thrive.

Therefore, we ask that you provide additional state funding to reimburse SUNY's state-operated campuses for additional costs or revenue losses associated with the Excelsior Scholarship program.

### **Academic Medical Centers**

*Restore the \$78.6 million hospital subsidy cut from the proposed 2018-19 Executive Budget. Allocate an additional*

*\$74.4 million to return the hospital subsidy to its original level of \$153 million.*

*Support a SUNY proposal requesting the state pay \$36.1 million to cover the hospitals' debt service.*

I cannot overstate the importance of SUNY's state-operated public hospitals. Without them, hundreds of thousands of New Yorkers across the state would not have access to the high-quality health care they deserve.

These teaching hospitals, located in Brooklyn, Syracuse and Stony Brook, are known as hospitals of last resort. The facilities turn no one away, regardless of whether or not they can pay for care. Many patients with especially difficult, rare or hard-to-treat medical conditions are sent to SUNY's public hospitals, oftentimes referred by other hospitals and health care providers.

These are public, nonprofit hospitals with a simple but oh-so-important goal: to heal the sick. These facilities do not turn a profit and shouldn't be expected to do so. That is not their purpose.

SUNY's state-operated hospitals are also teaching hospitals. The hospitals provide an invaluable pipeline of doctors and medical professionals to New York City and the state. New York students account for 85 percent of first-year medical students at SUNY medical schools, and many graduates stay and practice in New York.

It bears repeating that our public hospitals are not operated by the City of New York, nor the counties or private health care conglomerates. These are state hospitals in SUNY; they are governed by state rules and staffed by state employees for the benefit of the citizens of New York.

The care, treatment and safety of the hundreds of thousands of patients served by these facilities is a direct state responsibility. It is an indisputable fact.

So we were more than surprised to see that the entire state hospital subsidy-\$78.6 million-was cut from the proposed Executive Budget. The subsidy provides the hospitals with crucial operating support.

The [Excelsior] scholarship program is unsustainable without a true financial commitment from SUNY.

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## On UUP's Legislative Agenda (continued)

The hospitals will surely face a stiff challenge to maintain high-quality health care without these state dollars, which represent the last true financial recognition that these facilities are dependent on state resources. Who will help them if the state abandons them?

The hospitals rely on the subsidy—which was at \$153 million before the Great Recession—to help offset the costs associated with caring for a large number of underinsured and uninsured patients, and funding the medical schools by more than \$200 million annually.

SUNY's academic medical centers are the only state entities that must cover employee fringe benefits and debt service costs, a total annual expense nearing \$500 million.

Cutting the hospitals' subsidy will weaken their ability to carry out SUNY's mission-codified in state Education Law—to strengthen "its educational and research programs in the health sciences through the provision of high quality general comprehensive and specialty health care, broadly accessible at reasonable cost."

The hospital subsidy must be restored in the 2018-19 state budget. Further, the union requests an additional \$75 million to bring the state subsidy back to its original level of \$153 million.

Finally, the union also supports a SUNY proposal that asks the state to pay \$36.1 million to cover the hospitals' debt service. Direct responsibility for debt service is an additional burden on the hospitals. A burden that other state-operated entities are not required to bear.

### DSH payments to SUNY's hospitals

*Approve legislation to compel the state Department of Health to release past and present DSH funds to the hospitals.*

*Approve legislation to force the state to meet mandates to match federal DSH payments with Medicaid dollars, and require it to pay all future DSH payments owed to the hospitals.*

Compounding the subsidy cut and debt service payments is the state's refusal to release federally mandated matching Disproportionate Share Program (DSH) entitlements to SUNY's three state-run hospitals. The state has also withheld matching Medicaid payments, which are required by law. UUP estimates that the hospitals are owed more than \$120 million, reaching back to 2016.

All other private, nonprofit and public hospitals in the state have received their full, up-to-date DSH allocations. SUNY's hospitals have not. This is unacceptable. Without these funds, the ability of SUNY's hospitals to care for the patients they serve will severely jeopardized.

In addition, the hospitals are also facing the prospective loss of hundreds of millions in federal DSH reductions. Those reductions will cause New York to lose \$339 million in federal funding if Congress fails to delay the cuts. The cuts will widen to a \$2.6 billion loss by 2025.

UUP believes legislation is necessary to compel the state Department of Health to release past and present DSH funds to the hospitals, and we respectfully request this. We also request that the legislature pass bills introduced by Senator Hannon and Assemblyman Gottfried (S2546 and A3126) which would force the state to meet mandates to match federal DSH payments with Medicaid dollars, and require it to pay all future DSH payments owed to the hospitals. We thank Senator Hannon and Assemblyman Gottfried for their support on this important issue.

**The hospital subsidy must be restored in the 2018-19 state budget.**

### Educational Opportunity Programs and Centers

*Restore \$5.3 million removed from the governor's Executive Budget proposal for the EOP, and add \$5.2 million in additional funding.*

*Restore a \$5 million cut to the EOCs in the Executive Budget, and add \$1.6 million in additional funding.*

Thank you for your continued commitment to and support of SUNY's highly successful opportunity programs, the Educational Opportunity Program (EOP), and the Educational Opportunity Centers (EOC). These are proven programs that clearly illustrate how funding for SUNY provide gateways to a college education- and often, good-paying jobs-for those who might otherwise be denied access. These programs change lives.

The EOP is a shining example of how state funding can and should be used for SUNY. The program's specialized advisement, counseling, tutorial services, and summer programs help students thrive.

EOP students often come from the state's most economical-

ly disadvantaged areas, and are mostly underprepared for college work when they enter the program. Yet, the EOP graduation rate exceeds 65 percent, which tops the national average for public higher ed colleges and universities. A full third of our state-operated campuses have EOP graduation rates ranging from 70 to 88 percent.

This is a highly sought-after program; SUNY annually receives more than 30,000 applications for just 2,500 available EOP seats.

The EOCs are equally as important, providing invaluable college preparatory education and vocational training to economically disadvantaged New York students. They want to go to college and get a good job, but they aren't prepared for either. For them, the EOCs are an avenue to success.

Therefore, we urge you to fully restore the \$5.3 million added to the EOP 2017 allocation but removed from the governor's Executive Budget proposal, and to increase EOP funding to support more students in need. We also urge you to fully restore a \$5 million cut to the EOCs in the Executive Budget.

UUP believes it would be wise to fund the EOP and EOCs by an additional \$5.2 million and \$1.6 million, respectively, to fund SUNY's planned expansion of the programs to two-year colleges. The added funds would allow that expansion without undermining existing programs at four-year schools.

### **Addressing the need for more diversity in faculty at SUNY**

*Allot \$5 million to establish an EDP-linked pipeline program to recruit and educate future teachers from underrepresented, economically disadvantaged communities and encourage these students to pursue teaching careers in New York state.*

*Increase funding to \$5 million for the Faculty Diversity Program; allot an additional \$2.5 million to create a mentoring and cultural awareness program on campuses with Faculty Diversity Program faculty.*

The growing teacher shortage has exacerbated a longstanding lack of diversity in pre-K-12 teaching. This program will encourage greater diversity in teaching, providing crucial role models to all students while improving student success.

SUNY has long wrestled with the lack of diversity in its faculty and professional staff at campuses across the

University. We propose two programs that encourage greater diversity in pre-K-12 in teaching and at SUNY.

The first proposal would provide resources to help the EOP work with teacher education programs to do targeted recruitment of high school students for careers in elementary and secondary teaching. Focused support services would be provided for EOP students to ensure student retention and success in teacher education programs.

There is a need to increase diversity in SUNY faculty. Just over 79 percent of academics and professionals with known race/ethnicity at SUNY are white, while nearly 21 percent were identified as non-white.

The state's 2018-19 Executive Budget includes \$422,000 for the Faculty Diversity Program, which provides partial salary support to SUNY state-operated campuses for a limited number of new assistant professor level appointments. Faculty appointed under this grant must submit a three-year spending plan and itemized budget for an active research program.

UUP requests an increase in funding to \$5 million for the Faculty Diversity Program. Further, we request an additional \$2.5 million to create a mentoring and cultural awareness program on campuses with academics hired through the Faculty Diversity Program.

Funding provided through these appropriations would be allocated to each campus to further develop programs that will increase cultural awareness and acceptance. These programs will help foster more welcoming environments where grantees will want to stay after the conclusion of their three-year research program.

### **Clean Energy**

*\$10 million to further develop clean energy technology programs at SUNY's tech sector colleges*

The governor saw the potential for New York to become a renewable energy leader in 2016 when he created the Clean Energy Opportunity Program for SUNY. The \$15 million program was designed to help SUNY meet the growing green economy demand for sustainability education, job training and certification programs.

State dollars would be used to hire new faculty, develop new academic programs, and purchase new equipment at our tech sector colleges. The programs would give students the training and skills necessary to work and succeed in green energy technology fields.

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## On UUP's Legislative Agenda (continued from previous page)

The governor was right in positioning New York to be a green-tech leader, and we believe this program will produce job-ready graduates set to enter the clean energy field.

Therefore, we request \$10 million to further develop clean energy technology programs at SUNY's tech sector colleges.

### Buffalo Teaching Health Care Fellows

*Budget \$15 million to create the Buffalo Teaching Health Care Fellows program.*

SUNY Buffalo's Health Science Center faces the difficult challenge of providing high-quality medical training for its residents without its own clinical hospital.

The proposed Buffalo Health Care Teaching Fellows program would provide the intensive teaching and guidance that residents should experience during their residencies. The program would also provide necessary accountability and continuity to ensure high-quality medical education.

This program would convert Academic Scholars to Teaching Health Care Fellows. Under the plan, these fellows, who would be permanent SUNY employees, would focus on training residents and would have a 20 percent cap on clinical work. This would free up the Teaching Fellows to focus on training residents in the skills they will need to provide high quality care, primarily in outpatient settings.

### Protect Retirees

*Reject Executive Budget proposals to cap the state's reimbursement of Medicare Part B premiums, and eliminate state reim-*

*bursement of increased Medicare Part B costs for higher-income retirees under IRMAA.*

The promise of a secure retirement is a strong tool in recruiting and retaining a highly qualified SUNY workforce. Often, SUNY's hard-working employees develop innovations and efficiencies that can positively impact their agencies years after they retire.

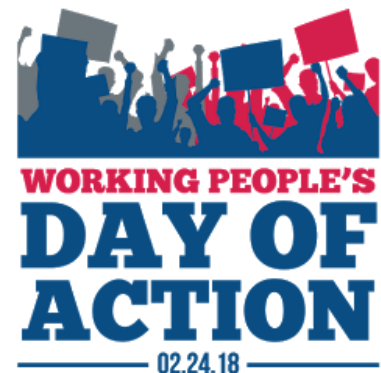
This is why we urge the Legislature to reject Executive Budget proposals to cap the state's reimbursement of Medicare Part B premiums; and eliminate state reimbursement of increased Medicare Part B costs for higher-income retirees under IRMAA.

### Conclusion

In conclusion, on behalf of the entire UUP membership, I'd like to thank you for the opportunity to address you today.

UUP recognizes that this is a financially challenging year for the state, and many difficult decisions have been and will have to be made.

However, over the years, you have been the strongest advocates we have for the University and for its students. As always, we will greatly appreciate any help that you can provide to our hospitals and academic institutions.



### Negotiations Update, continued from page one

- Expand family leave benefits to better assure that we will not face income insecurity when we take leave to bond with a new child or care for a critically ill family member;
- Maintain affordable and high quality health benefits;
- Provide appropriate compensation for the professionals among us who are required to work, or remain available to work, hours beyond the normal work week; and,
- Improve job security for our full-time and part-time contingent colleagues who are not in tenure-track positions.

The time is NOW. Our working conditions are our students' learning conditions. Please join us in supporting these goals. Communicate your support for these goals and for reaching an agreement now to SUNY administration and the State.



Alexandra Hoffman has been elected by the Alfred Chapter UUP Executive Board as the chapter Officer for Contingents.

A native of Hornell, New York, Alexandra earned a BA from California State University, Los Angeles, and the MS from Long Island University Palmer School of Library and Information Science. She holds the rank of Senior Assistant Librarian in the Hinkle Memorial Library.

The Officer for Continents is the member of the chapter Executive Board acting as liaison for adjunct, part-time, and other employees represented by the bargaining unit who are not eligible for continuing or permanent appointment. The Officer for Contingents also serves as a delegate to the UUP Delegate Assemblies.

The Alfred Chapter of UUP welcomes Alexandra to her role on the chapter Executive Board!



Alexandra Hoffman

***uup* Are You a Member?**

<b>Thomas P. DiNapoli</b> <b>New York State Comptroller</b>		<b>JOHN DOE</b>		<b>Total Gross</b> <b>YTD</b>		<b>Fed Taxable Gross</b> <b>YTD</b>	
<b>Advice #</b> 123456789 <b>Advice Date</b> 07/12/2009		<b>Pay Start Date</b> 07/13/2009 <b>Pay End Date</b> 07/27/009		<b>Current</b> 3456.78 <b>YTD</b> 45,678.90		<b>1234.56</b> <b>34,567.89</b>	
<b>Department ID</b> 1234				<b>Net Pay</b> 1,234.56			
<b>Pay Rate</b> 78,910.11							
<b>EARNINGS</b>							
<b>Current</b>		<b>YTD</b>		<b>TAX DATA</b>			
<b>Hrs./Days</b>	<b>Earnings</b>	<b>Hrs./Days</b>	<b>Earnings</b>	<b>Federal</b>	<b>State</b>	<b>NYC</b>	<b>Yonkers</b>
Regular Pay Salary Employee	3456.78	45,678.90	45,678.90	4	4		
Location Pay	56.78	678.90	678.90	2	0		
				<b>TAXES</b>			
				<b>Fed Withholding</b>		<b>Current</b> 3,456.78 <b>YTD</b> 45,678.90	
				<b>Medicare</b>		<b>Current</b> 34,567.89 <b>YTD</b> 456,789.01	
				<b>Social Security</b>		<b>Current</b> 3,456.78 <b>YTD</b> 45,678.90	
				<b>NY Withholding</b>		<b>Current</b> 34,567.89 <b>YTD</b> 456,789.01	
<b>BEFORE TAX DEDUCTIONS</b>							
<b>Current</b>		<b>YTD</b>		<b>AFTER TAX DEDUCTIONS</b>		<b>Current</b>	
<b>Hrs./Days</b>	<b>Earnings</b>	<b>Hrs./Days</b>	<b>Earnings</b>			<b>YTD</b>	
Regular Before Tax Health	456.78	1,234.56	1,234.56				
Supplemental Ret. Annually Prep.	678.90	6,789.01	6,789.01				
TIAA Retirement Before Tax	56.78	1,234.56	1,234.56				
				<b>UUP Member 26P</b>		<b>34.55</b>	
						<b>456.78</b>	

## 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.**

## Membership has its privileges!

*Your union is steadfast in its fight for better contracts, safer working conditions, fair pay, advocacy, and upholding the labor rights of the dedicated women and men proudly working in the education and health care industries on a daily basis.*

**But your NYSUT membership does so much more!** It also provides you with the opportunity to enjoy the benefits of more than 40 endorsed programs & services offered by NYSUT Member Benefits. Look to Member Benefits for crucial insurance programs along with a variety of travel, entertainment & shopping options.



These programs can be purchased on a voluntary basis and provide you with a trusted advocate ready to assist you with any issues or concerns.

That is why we encourage you to always look for the “Endorsed by NYSUT Member Benefits” logo before you or your loved ones make any purchasing decisions.

Visit ***memberbenefits.nysut.org*** or call **800-626-8101** for specific information about this program.

## Newly endorsed Member Shopping Program available for use!



We heard the requests of the NYSUT membership and spent months diligently researching new member shopping program options. The NYSUT Member Benefits Corporation is pleased to announce that the Purchasing Power Member Shopping Program is now available for use by eligible NYSUT members.

Purchasing Power is an online shopping option that offers another way to purchase brand-new, brand-name products and pay for them over time through the ease of payroll deduction or ACH withdrawals. Eligible NYSUT members can enjoy access to products such as computers, appliances, jewelry, furniture, televisions, electronics, travel packages and much more.

While Purchasing Power is not a discount program, it can save you money and stress compared to high-interest credit cards or rent-to-own stores. As always, you are encouraged to shop and compare before making any purchasing decisions.

Visit ***nysutmbc.purchasingpower.com*** or call **800-537-3135** to learn more.



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.

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### Give to VOTE/COPE

Money from union dues cannot be used for political purposes. In order to fund legislative advocacy, UUP depends on voluntary contributions made to VOTE/COPE. Your one-time or recurring contribution will enable UUP to continue to advocate for the State University of New York. Please consider clipping and submitting the contribution form below!

**UUP VOTE/COPE Voluntary Contribution • United University Professions • P.O. Box 15143, Albany, NY 12212-5143**

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_

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

Campus \_\_\_\_\_ Department \_\_\_\_\_ Non-SUNY Email \_\_\_\_\_

### AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One)      \$1      \$2      \$5      \$10      Other \$ \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_



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**Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>**

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