

## CAMPUS EQUITY NOW!

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View the Echo online at <http://uupinfo.org>



## Negotiations Update

After nearly a year of extensive preparation, UUP's Negotiations Team exchanged conceptual contract proposals with the State of New York on July 15, 2016. The proposals outline the sections of the NYS/UUP contract and the issues each party is seeking to discuss during negotiations.

The UUP and New York State proposals are posted on the new Members Only section of the UUP website. The Members Only site is password-protected; use the last five digits of your employee ID as your unique pass-

word to enter the site. Your employee ID can be found in the center of your pay stub, listed as NYS EMPLID.

Once you enter your NYS EMPLID, you will automatically go to a second page. There, you will be asked to select your campus from a drop-down menu, and enter your five-digit Department ID. Your Department ID can also be found on your paystub, in the box just left of the NYS EMPLID.

(continued on page 2)

## Membership Luncheon, January 17

The annual meeting of UUP members will take place in the Allegany Room of the Central Dining Hall on Wednesday, January 17, from 11:30 AM to 1 PM. Statewide UUP Vice-President for Professionals Tom Tucker and Statewide UUP Secretary-Treasurer Jeri O'Bryan-Losee will attend the meeting and will discuss items including, but not limited to the following:

- Contract negotiations
- UUP's legislative agenda
- Janus v. AFSCME Supreme Court Case

Alfred Chapter UUP officers will also be available to discuss items relating to the chapter.

Please RSVP to Elaine Burns at: [alfreduup@alfredstate.edu](mailto:alfreduup@alfredstate.edu), or call extension 4186. We much appreciate your contacting us in advance to ensure that there is enough

food and seating. We look forward to seeing you there!



Tom Tucker, UUP Statewide Vice-President for Professionals

## Contingent Survey

A new UUP survey seeks information on the experiences and work conditions of part-time and full-time SUNY contingent academic employees.

The direct link for the survey is <https://www.surveymonkey.com/r/UUPAcademicContingents>.

The survey was written and is being distributed by the union's Contingent Employment Committee to gather detailed information about hiring, workload, working conditions, compensation and other aspects of working as a SUNY contingent employee.

The results of the survey will be used for future initiatives and reports on how to best support contingent academics.

"UUP urges its contingent members to take the survey," said UUP President Fred Kowal. "Our union is dedicated to supporting and protecting the rights of contingent employees, and the information from this survey will be crucial in helping us in those tasks."

The 65-question survey is anonymous; it does not ask for personal information. However, the survey is detailed and should take between 20 and 30 minutes to complete. The survey isn't formatted for mobile devices, but smartphones can be used to take and submit the survey.

### Negotiations Update (continued from page 1)

If you are using an **electronic pay stub or electronic payroll records**, your department ID may be listed as Department Code, Campus Code, or Agency Code. Campuses use different terminology for department ID numbers.

The graphic below shows you where to find your NYS EMPLID (red circle) and your Department ID (green circle) on a **printed pay stub**.

We are committed to communicating with the membership about contract negotiations to the extent possible as negotiations proceed. We have created the members-only web portal to facilitate this communication. This is your contract, and we want members to be informed, involved and active at every stage of the process. Please continue to check the UUP website, and the new members-only section in particular, for periodic negotiations updates. Please tell your UUP co-workers about this site and encourage them to use the last five digits of their employee ID to check for updates.

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
				Current YTD	3456.78 45,678.90	1234.56 34,567.89	
Advice # 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 98765		NYS EMPLID N12345678		Pay Rate 67,890.11			
EARNINGS				TAX DATA			
Current		YTD		Federal		State NYC Yonkers	
Hrs./Days	Earnings	Hrs./Days	Earnings				
Regular Pay Salary Employee	3456.78		45,678.90	Marital Status	4	4	
Location Pay	58.78		678.90	Allowances	2	0	
				Add. Amt.			
				TAXES		Current YTD	
				Fed Withholding		3,456.78	1,234.56
				Medicare		45,678.90	34,567.89
				Social Security		3,456.78	1,234.56
				NY Withholding		45,678.90	34,567.89
BEFORE TAX DEDUCTIONS				AFTER TAX DEDUCTIONS		Current YTD	
		Current	YTD				
Regular Before Tax Health		456.78	1,234.56	UUP Member 26P			
Supplemental Ret. Annually Prog.		678.90	5,678.90				
TIAA Retirement Before Tax		56.78	1,234.56				
						34.56	456.78

## Chapter Action Project

As UUP members—including Residence Director Zac Barbis of Alfred State (at left, below, with computer), Alexandra Hoffman, Librarian at Alfred State (at foreground table, right, below) and Christina Stankewicz from Alfred State (not pictured) —prepare for the one of the greatest single challenges that unions have faced in the history of the American labor movement, they can take heart in knowing that they are part of a national movement of strength and solidarity that will not be broken.

UUP President Fred Kowal delivered that message about the looming U.S. Supreme Court decision that could upend nearly a century of accepted labor practice in the country as he addressed 150 of the union's newest activists at the third Chapter Action Project conference. Kowal's remarks prompted applause and a standing ovation from an audience already geared up for two days of sharing ideas about organizing, mobilizing and member engagement.

CAP is a three-year plan to help the union move from the traditional paradigm of service to one of organizing. The organizing model is a "bottom up" approach that puts the success of the union squarely in the hands of the members, many of whom have stepped up to

organize, engage and activate their colleagues at the chapters.

The Cooperstown CAP conference was the final training session to be funded through NYSUT, UUP's statewide affiliate, which also provided labor relations staff to run workshops. UUP intends to continue training a core group of activists who will, in turn, take their ideas and their organizing skills back to their chapters. Those activists will be needed, as the U.S. Supreme Court prepares to hear oral argument in *Janus vs. AFSCME Council 31*. *Janus* is the latest case to challenge the agency fee system, by which members of a bargaining unit who do not sign membership cards are required to pay fees in exchange for their union's obligation to represent them through collective bargaining and in disciplinary cases.

UUP is now encouraging projects that focus on membership development, in light of the realistic concern that the *Janus* case could end the agency fee system and the loss of fees equal to dues collected from non-members.

Watch the UUP website for more opportunities to help your chapter with membership development projects and ways to train as chapter activists.







Contingent  
Academic  
Employees:



Take Your Survey!  
<http://bit.ly/2xIVwcI>

## Your Opinion Counts!

A new 65-question survey seeks information on the experiences and working conditions of SUNY's part-time and full-time contingent academic employees.

**The survey was written and is being distributed by the union's Contingent Employment Committee** to gather detailed information about hiring, workload, working conditions, compensation and other aspects of working as a SUNY contingent employee.

It should take about 20-30 minutes to complete.

Survey results will be used for future initiatives and reports on how to best support and improve conditions for contingent academics.

The survey isn't formatted for mobile devices, but smartphones can be used to take and submit the survey. Hard copies of the survey are also available from UUP; contact VPA Jamie Dangler at (800) 342-4206 for details.



## BY THE NUMBERS

### CONTINGENT EMPLOYMENT AT SUNY STATE-OPERATED CAMPUSES AND HEALTH SCIENCES CENTERS

40%

More than 40% of UUP members are contingent employees, i.e., having no path to permanency.

25%

Roughly 1 in every 4 professionals and 3 in every 5 academics are contingent.

60%

#### Professionals:

50%

More than half of part-time, temporary professionals earn less than \$17,000 a year.

50%

More than half of part-time, temporary professionals work half-time or greater.

#### Academics:

33%

The percentage of part-time contingent faculty has increased over the last decade. Today, part-time academics comprise more than one-third of the faculty at the majority of SUNY's state-operated campuses.

50%

Part-time academics comprise more than 50% of the faculty at several SUNY state-operated campuses.

50%

Half of part-time academics earn less than \$275 per week.

33%

1 in 3 part-time academics earns less than \$200 per week.

20%

1 in 5 part-time academics earns less than \$175 per week.

100%

SUNY is overly dependent on its part-time academics and professionals—those with the lowest pay and the least job security.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.  
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# Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE		Total Gross		Fed Taxable Gross							
Current		3456.78		1234.56		YTD		45,678.90		34,567.89					
Advice #		123456789		Pay Start Date		07/13/2009		Net Pay 1,234.56							
Advice Date		07/12/2009		Pay End Date		07/27/009									
Department ID		1234		Pay Rate		78,910.11									
EARNINGS															
Current		YTD		TAX DATA		Federal		State		NYC		Yonkers			
Hrs./Days		Earnings		Hrs./Days		Earnings		Marital Status		4		4			
Regular Pay Salary Employee		3456.78		45,678.90		678.90		Marital Status		4		4			
Location Pay		56.78		678.90		678.90		Allocations		2		0			
								Add. Amt.							
TAXES															
								Fed Withholding		3,456.78		1,234.56			
								Medicare		45,678.90		34,567.89			
								Social Security		3,456.78		1,234.56			
								NY Withholding		45,678.90		34,567.89			
BEFORE TAX DEDUCTIONS															
Current		YTD		AFTER TAX DEDUCTIONS		Current		YTD							
Regular Before Tax Health		456.78		1,234.56											
Supplemental Ret. Annuity Prog.		123.45		567.89											
TIAA Retirement Before Tax		56.78		1,234.56											
UUP Member 26P												34.55		-50.76	

## 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.**



**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 \_\_\_\_\_



## NYSUT Member Benefits... more than just insurance!

***As an additional benefit to NYSUT members and their families, your union membership allows you to participate in more than 40 programs & services endorsed by NYSUT Member Benefits.***

These offerings include crucial products that you may already purchase such as life, auto & homeowners insurance, unbiased financial services and expert legal advice. But your NYSUT membership also allows you to participate in a variety of shopping, travel and personal programs that can help you save on everyday purchases and those special occasions.



**Our endorsed shopping/travel/personal programs offer savings on numerous online purchases, including:**

**Theme Park & Movie Tickets  
Hotel & Vacation Discounts  
Car & Truck Rentals**

**Office Supply Discounts  
Retail Store Discounts  
Concerts & Sporting Events**

**Electronics Discounts  
Ski Tickets  
Car Buying Service**

Participation in Member Benefits-endorsed programs also gives you a trusted advocate ready to assist you with any issues or concerns with any of our programs.



### **Member Appreciation Month coming in February 2018!**

As a show of thanks to the more than 600,000 NYSUT members that comprise this labor union, NYSUT Member Benefits will once again be holding our annual Member Appreciation Month celebration in February 2018.

Special prize drawings will be held each day of the month. To be eligible to win, you must be a member of our voluntary MAP Alert email service.

Sign up any time through the end of February 2018 to be eligible to win... but if you join MAP by January 31, 2018, you'll have the most chances to win!

To learn more about Member Benefits-endorsed programs & services, visit ***memberbenefits.nysut.org*** or call **800-626-8101**.



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.

Chapter Officers			
Joseph Petrick	Chapter President	<a href="mailto:petricja@alfredstate.edu">petricja@alfredstate.edu</a>	587-4311
Elaine Burns	Chapter Assistant	<a href="mailto:alfreduup@alfredstate.edu">alfreduup@alfredstate.edu</a>	587-4186
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Linda Panter	VP for Academics	<a href="mailto:panterlk@alfredstate.edu">panterlk@alfredstate.edu</a>	587-3212
Karen Young	Wellsville Campus VP	<a href="mailto:youngkk@alfredstate.edu">youngkk@alfredstate.edu</a>	587-3182
James Buell	Treasurer		
Dilan Gilluly	Secretary		
Jennifer Guthrie	Membership Development Officer	-	
Zachary Barbis	Affirmative Action Chair	-	
Gary Moore	Officer for Retirees	-	
Mark D'Arcy	Delegate		
Earl Packard	Delegate	-	
Ray Gleason	Delegate	-	
Regina Pollard	Delegate	-	
Patrick Domaratz	Labor Relations Specialist		
Chapter Office	Rooms 221-222 EJ Brown Hall	<a href="mailto:alfreduup@alfredstate.edu">alfreduup@alfredstate.edu</a>	587-4186

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

Alfred UUP Chapter Office  
 EJ Brown Hall  
 Alfred State College  
 Alfred, NY 14802

