Agency Fee Payer

Some UB employees – faculty and professional staff – think they are members of UUP, but are not. Others think there is no benefit to joining the union, since they pay the dues anyway and the union negotiates on their behalf and represents them in labor disputes. Therefore, they do not sign a union card and are not UUP members.

In either case, the employees who have not signed a union membership card are called “agency fee payers.” They pay union dues, but are not union members.

You can tell if you are an agency fee payer by looking at your pay stub. The “After Tax Deductions” box will indicate if you are a “UUP Member” or "UUP Agency Fee" payer.

If you are an Agency Fee payer, although you pay the same dues as everyone else, you:

• Cannot vote on the UUP contract
• Cannot hold union office
• Cannot elect union leaders on your campus
• Cannot choose your union representatives at the state and national levels
• Have no voice regarding union resolutions or policies of UUP, of the New York State United Teachers, or of the American Federation of Teachers
• Since you are not permitted to join UUP or NYSUT after retirement, it also means that when you retire, you will no longer receive any union member benefits provided to you by UUP, NYSUT, or AFT (e.g. Davis vision, dental care, various discounts, auto insurance, life insurance, long term care, catastrophic care, etc.).

If you are an Agency Fee payer, and want to become a UUP member, please contact Kristen Rinker at krinker@buffalo.edu or 645-2013.