

The Official Newsletter
of United University
Professions Buffalo
Center Chapter at the
University at Buffalo.

UUP NOW!



ISSUE 2 WINTER 2016

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WELCOME

Thank you for taking the time to read our new UUP Buffalo Center Chapter Newsletter, UUP NOW! The Communications Committee decided to start a seasonal newsletter for our members. We hope to provide you with important and useful information. If you are interested in submitting an article, or assisting in any fashion, we welcome your ideas or contributions.

- UUP Buffalo Center Chapter
Communications Committee

UPCOMING EVENTS

■ **February 11, 2016**
Breakfast with the President
8:30 am – 10:00 am
UUP Office (108 UB Commons)

■ **TBA**
Membership Meeting
We will notify you as soon as
We finalize a date, time and
place

■ **February 16, 2016**
Chapter Board Meeting
12:00 pm – 2:00 pm
UUP Office (108 UB Commons)

■ **March 8, 2016**
Chapter Board Meeting
12:00 pm – 2:00 pm
UUP Office (108 UB Commons)

Please note: For your convenience, Morton Lane Federal Credit Union will be at the UUP office (UB Commons, suite 108) every Monday, from 11:00 am – 3:00 pm. They will be here to answer your questions about the credit union, its products and services. If you're not already part of the credit union, you can join during your visit. They will also have loan applications, direct deposit forms and other materials, but no cash transactions.

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United University Professions (UUP), a state-wide local of New York State United Teachers (NYSUT), is the bargaining unit for faculty and professional staff members employed by the State University of New York (SUNY) at all of its campuses and health sciences centers. In this capacity, UUP negotiates the employment contract between those members and the State of New York and represents those members and their interests throughout the life of the contract. The contract describes the terms and conditions of members' employment, including salaries, performance programs and evaluation processes, conditions governing disciplinary actions, minimum and maximum salaries for each salary level (SL), health benefits, grievance procedures and a wide range of other rights, including parking at a minimum fee, tuition-free courses, and Individual Development Awards. The UUP Benefit Fund also FUNDS and monitors dental insurance and vision care programs, which are administered by the state. The union studies many aspects of our working life and recommends improvements, attempts to correct problems, address injustices, and assure that all members receive rights and due process guaranteed by the contract and by the Taylor Law. It also support a broad range of political actions through members' voluntary contributions to Vote COPE, the NYSUT Political Action Committee, which funds lobbying efforts on behalf of public education at all levels. The union also sponsors many projects here at UB, such as voter registration drives, Take Our Daughters to Work Day, career development workshops, and scholarships for SUNY students.

MESSAGE FROM THE PRESIDENT



Dear UUP Colleagues,

Last year was one of greatly enhanced growth and membership activity on the state and campus levels. Our chapter instituted new and regularly scheduled informational and educational events, took our programs directly to your departments via invitational road shows and a series of lunchtime events in our offices in 108 Commons, initiated our new website and newsletter, and has engaged in greatly enhanced political outreach on a local and statewide level to bring our concerns to our local and state legislators.

Let me pause here to remind you that absolutely no dues money is used for lobbying or any other political action. Financial support for political activity comes only from money voluntarily contributed by our members to *VOTE-COPE*, NYSUT's non-partisan political action fund. Details here: <http://www.nysut.org/resources/special-resources-sites/legislation/vote-cope>

This year and in years to come, we confront a significant *challenge to the very existence of public employee unions*. This challenge has been posed by national anti-union organizations and right wing activists in a number of legal cases making their way to the Supreme Court.

The court heard the current case, *Friedrichs vs. the California Teachers Association*, this month. Should the Friedrichs' plaintiffs win this case (and it appears to have the support of the most conservative Supreme Court justices), it will bode very ill for public unions including UUP and NYSUT, of which UUP is a statewide chapter.

UUP, like all other public unions in New York State, charges union dues to members. This money is used for contract negotiation and enforcement, defense of the Taylor Law, full-time labor relations specialists, legal advisement and representation, in a wide range of situations, and many other benefits to members.

Non-members reap virtually all the benefits of union membership, including those in the negotiated contract, so the law long has held that they, too, must pay the same fee. This money is what we use to operate the union – none of your local officers or state delegates is paid, by the way.

If the Friedrichs' plaintiffs have their way, non-union members would derive the benefits of unionization without having to pay for them. This would, of course, seriously reduce union operating funds and our ability to protect, serve and represent you.

At the same time, it will support the political goals of the one-per centers who have become increasingly wealthy from their ongoing demands that American wages be lowered. Remember, the vast majority of American workers haven't seen a real [raise in 35 years](#). Click that link to research and charts from the Economic Policy Institute and see for yourself.

Remember, too, that your labor, not their capital, is the source of all wealth. The question is always one of to whom this wealth accrues.

The Friedrichs case is so important to the efforts of largely right-wing conservative, anti-union individuals, that if the Supreme Court votes in their favor, UUP fee payers will begin to receive email from groups congratulating them on no longer having to pay union "dues" (and of course, receive whatever benefits the depleted union will be able to offer).

These groups are also likely to ask our *members* to support their continued efforts to divest them of their union rights and are even likely to suggest that union members quit the union and thus give themselves a one-percent "raise." Of course, they would prefer that you negotiate your labor contracts individually, as *if* there would be no consequence to you from such an action.

MESSAGE FROM THE PRESIDENT CONTINUED

The Friedrichs decision is expected at the end of this Supreme Court term. We are working constantly on contingency plans and will keep you posted as this case moves forward.

One of our strongest efforts is directed at getting UUP fee payers (including many, many adjunct faculty members) – most of whom think they already are union members – to sign union cards and become members to insure that they will continue to benefit from union membership whatever happens with Friedrichs. This will continue to be our focus going forward.

To discuss this and any other questions you may have, please call or write us, visit our office at 108 The Commons, attend our Taco Tuesday and Stir Fry Friday lunchtime meetings in the UUP office, or any of our breakfast-time traveling roadshows, which offer information and discussion opportunities at to various departments at their request.

We also invite you to our regular Breakfast with the President events in the UUP Commons office, where officers and delegates will be available to address your concerns and answer questions.

The next Breakfast with the President will take place Thursday, February 11 at 8:30 a.m. and we hope to see you there.

Remember that unions are a right, not a privilege. In the 20th century, unions built the middle class, made this country great, and continue to protect your right to speak, and still have a job the next day.

Please stay in touch. We are here for you.

Above all, remember, **united we bargain, divided we beg.**

Tom Tucker, president
Buffalo Center Chapter
United University Professions



Fall 2015 Membership Meeting



Chapter President, Tom Tucker and chapter mascot Coco Donovan

JOB CREEP. HOW TO RECOGNIZE IT AND WHAT TO DO

Over the past few years, a number of members have told us that jobs they have been doing for years and which long have been defined and recognized as “their jobs,” are being expanded, often to include duties previously assigned to other employees.

Their concern is not that old duties and responsibilities have been replaced with new ones. It is that they have been assigned *additional* duties on top of the work they already do. Such new duties can take up a considerable amount of time and often extend their workday and workweek.

When members object, they may be ignored or are told their “professional obligation” requires them to do whatever additional work is assigned. This is an inaccurate reading of the UUP/NYS contract and there are ways to deal with this.

SUNY has, in the past, said a full-time workweek for a UUP professional employee is 37.5 hours long on average.

This means that the duties cited in a member’s performance program should take about that much time to accomplish. Although in some cases a workweek may be longer than that, when all are averaged, the length should be 37.5 hours.

You may occasionally have to work a longer week to support office operations, during an emergency situation or during a particular part of a semester, for instance. This should be an exceptional situation, however. If it occurs frequently, or if you are at any time required to work weeks at a time with no days off, you are entitled to compensatory time off, or in some cases, a promotion and a raise.

If the excessive workload is temporary – i.e., you do another employee’s job as well as your own while that person is off sick or has left and not yet replaced -- you may be entitled to extra service pay in lieu of time off.

Your performance program defines your professional obligation and it cannot be arbitrarily expanded because the office is short staffed or there is just more work to be done unless you receive comp time or financial remuneration (both of which recognize the exceptional nature of these duties).

If you are dealing with such a situation, let us know so we can discuss it with you and tell you how you can get comp time, etc., and/or reduce your workload.

IMPORTANT: The contract calls for you to ask for comp time **BEFORE** you do the extra work. Some supervisors are more casual than others in this regard and okay comp time after the fact, but we can advise you how to make this request appropriately. If the request is refused or ignored, let us know, and we will assist you. If necessary, we also can negotiate a resolution through Employee Relations.

Please note that your confidentiality is insured and the union will take no action without your explicit permission. Certainly our members can and do pitch in to resolve staffing problems when necessary. That is what professionals do. The issue here is whether this generosity is voluntary or required, occasional or frequent or whether these extra duties suddenly are folded into your existing official duties.

We encourage you to stand up for yourself as an employee of the state of New York and UUP member. The quality of your work life can affect your physical and mental health. If that quality is threatened, please let us know, even if you just want to talk about the situation.

So if you find yourself required to work longer and longer hours on a regular basis, or are denied comp time or another resolution, don’t assume the problem will resolve itself. It may, of course, and you have the choice not to act, but you should know the consequences of inaction. ***If you delay too long, you could lose your legal right to file a complaint and the new duties may become yours permanently, despite the difficulty they present for you.***

Contact me at pdonovan@buffalo.edu or 628-0604 or Tara Blumberg, our NYSUT labor relations specialist (UUP is a statewide local of NYSUT) at tsinger@nysutmail.org or 634-7132.

Pat Donovan, grievance chair for professionals
UUP Buffalo Center Chapter
pdonovan@buffalo.edu

BULLYING AND WHAT TO DO ABOUT IT

Bullying is not mentioned in our labor contract, which means the union cannot file a grievance over such behavior. It is, however, a violation of the NYS Workplace Violence Prevention Act and UB's policy on violence in the workplace.

The NYS Department of Labor (DOL) enforces a violation of the state law. UB's Employee Relations Office (ER) enforces a violation of the UB policy.

The state law: <https://labor.ny.gov/workerprotection/safetyhealth/workplaceviolence.shtm>

The UB policy: <http://www.buffalo.edu/administrative-services/policy1/ub-policy-lib/workplace-violence-prevention.html>

If you are confronted with bullying – which may include a number of different behaviors – please let us know and we will explain the complaint process to you and help you understand what evidence you may need to bring to the table if you decide to file a complaint with Employee Relations.

Or, if you prefer, you can contact Employee Relations immediately. If not satisfied, you can file a complaint directly with the DOL.

Bullying behaviors – which by definition are repetitive -- can and do make victims emotionally and physically ill. They also corrupt the relationship among work colleagues, have a negative effect on productivity and can pose serious health consequences even for those who only witness it.

Bullying is wrong, illegal, and should not be tolerated. Don't put up with it. Help ensure a safe workplace by standing up for your rights.

If you are bullied because of your age, sex, race, ethnicity, national origin or physical abilities, you may also be able to file a complaint with the UB Office of Equity, Diversity and Inclusion (EDI) and if not satisfied, file with the US Equal Employment Opportunity Commission (EEOC) or the NYS Department of Human Rights.

For further information, call grievance officers Pat Donovan (professional employees) or Paul Zarembka (academic employees) or Tara Blumberg.

Patricia Donovan, grievance chair for professionals

THE CONTRACT FOR THE NYS BALANCE RESOURCE/REFERRAL SERVICE HAS ENDED

The contract for the NYS-Balance resource and referral service, negotiated and jointly funded by the NYS and its public sector unions, **expired on December 31, 2015**. The work-life services affected **are the Employee Assistance Program, Worksite Child Care Centers, Flex Spending Account, NYS-Ride, and Pre-Retirement Planning**. All are designed to increase employee productivity and morale by improving the quality of work and life for employee.

These services are negotiated in each new labor contract but typically expire before the end of that contract.

If you need information or assistance related to resources and referrals under these plans, please contact the NYS Employee Assistance Program (EAP) at (800) 822-0244 (24/7) or nyseap@eap.ny.gov. You will be connected with an EAP coordinator who will be able to provide you with customized resources and referrals for a wide range of issues including work, family, daily life, finances, health and wellbeing, mental health, addiction, and stress. A list of EAP coordinators is available at [EAP Coordinator Directory](#)

You also can contact UB's EAP Office directly at 716-645-4461 or ub-eap@buffalo.edu
The UB EAP office website is at <https://www.buffalo.edu/administrative-services/employee-assistance.html>

BUFFALO CENTER CHAPTER SURVEY OF ACADEMICS REGARDING CONTRACT NEGOTIATIONS

We are about to negotiate a new labor contract with New York State. To identify issues of greatest importance to our faculty members, the chapter sent out a quick survey to 1416 academic UUP members at UB. We did not survey academic agency fee payers, who are not members and so cannot vote on the contract, or retired academic members, who will not be directly affected by negotiated contract changes.

The idea here was to try to pull responses from “silent” members by making the survey very simple. The survey results are below.

The item ranked highest in importance by respondents was, “greater percentage increases in salary,” cited by 36 percent of respondents. The second ranked choice was “discretionary salary increases going on base,” cited by 26 percent of respondents. Note that the 36 percent total for “greater percentage increases in salary” is roughly equal to the total percentage of respondents who gave their highest rankings to one of the following: “paid family leave,” “pay equity,” or “stronger protections against non-renewals,” Each of these options were selected by about 12 percent of respondents.

Forty-nine members specified “Other” (that is, a different preference) but only nine ranked it first in importance and only three ranked “other” second.

No write-in items were consistently mentioned but health insurance was cited 11 times by respondents who assigned it varying degrees of importance. Although suggestions varied widely, some were mentioned more frequently than others. An open-ended final question resulted in 49 comments. Again, no shared focus came forth, but some excellent suggestions were made. All will be given to the negotiations team and will be discussed within our chapter leadership.

Submitted by: Paul Zarembka, negotiations officer/grievance chair for academics

Just for background, what is your status?								
Answer Options							Response Percent	Response Count
tenured							65.3%	130
tenure track/non tenured							16.1%	32
non-tenure track							18.6%	37
answered question								199
skipped question								2
Regarding the upcoming contract, please rank up to 6 of the following options in order of importance to you, whether or not you would be personally affected:								
Answer Options	1	2	3	4	5	6	Rating Average	Response Count
Discretionary salary increases going on base	47	46	34	15	22	9	2.69	173
Paid family leave	21	20	40	37	35	8	3.43	161
Stronger protections against arbitrary non-renewals of the non-tenured, including adjuncts	21	18	25	45	42	15	3.69	166
Greater percentage increases of salary	68	57	25	19	4	3	2.11	176
Pay equity	23	35	35	28	30	10	3.23	161
Other - which you will be asked to describe on the next screen	9	3	12	9	9	42	4.57	84
answered question								191
skipped question								10



UUP's Negotiated Gains

Did you know?

In the most recent contract with New York state (2011-2016), UUP secured the following:

- A \$1,250 on-base salary increase over the life of the contract, in addition to across-the-board salary increases.
- A \$500 on-base, one-time payment for reaching continuing or permanent appointments.
- UUPers in fundraising, lecturer and Division III Athletic titles get a one-time, on-base \$500 payment when they complete seven years on the job.
- On-call/recall provision that expands the positions eligible for compensation. The provision requires employees be given 30 days notice if they are put on-call by campus administrations.
- The right to file class-action grievances.
- Expansion of “no discrimination” protection for all veterans.

- Use of up to 15 family sick days for adoption and foster care.
- A reduction to four semesters for part-time professionals to receive a term appointment.
- Steps for evaluations for professionals, including up-to-date performance programs, are subject to the grievance procedure.
- Eligibility for early permanent appointment for professionals in all six salary levels.

UUP has worked to achieve these—and other—gains throughout its 42-year history, such as:

- 1973:** The right for women to work once they became pregnant.
- 1974:** Permanent appointment for professionals.
- 1978:** Minimum salaries for full-time employees and a benefits package for part-timers.
- 1979:** \$5,000 term life insurance paid by UUP.
- 1982:** A statewide employee assistance program, and grant programs for professional development and study leaves for librarians.
- 1984:** A \$100,000 study on the promotion and classification of professionals in SUNY.
- 1986:** Winning an age discrimination case that ended the forced retirement of tenured faculty at age 70.
- 1987:** First on-call rate for returning to work.
- 1990:** Domestic partner and day care coverage.
- 1999:** A 15% tax deferral of clinical-practice income as employees in Tiers I and II.
- 2003:** A \$500 achievement award for employees with continuing or permanent appointments.
- 2005:** Winning a grievance that forced SUNY to pay minimum salaries to Geographical Full Timers.
- 2007:** Increases in discretionary pay, location stipends and Benefit Trust Fund payments.



United University Professions

The union that makes SUNY work

President Frederick E. Kowal, Ph.D.

COMPUTER MISUSE

With the increased reliance on electronic devices to perform our jobs, keep track of friends and family members and interact with one another, there are certain pitfalls that accompany such reliance. What follows are offers of advice to you from labor arbitrators in this electronic age. In the past 10 years, labor arbitrators have heard a number of computer misuse cases. At a recent conference, the panel gave the advice below. As they explained to the audience, you may not agree with each conclusion, but it comes out of the cases they have heard and in that context, worth considering.

1. Social Media is not social.

Relationships with others develop at work. And some employees consider social media as a way to interact with other people, inside and outside of work.

But as to the employer, social media is really "asocial" in that it's more about the person. The risk of discipline (for racial or sexual harassment, bullying, threats, disloyalty, loss of productivity, etc.) is high when employees use social media to say things they would not say in person.

One arbitrator advised the union reps in the audience: Tell your members to just stay off social media, when it comes to work.

2. Water Coolers & Bars

The computer has taken the place of what employees once said around the water cooler or in the bar after work. Many employees don't see the difference.

But the difference is obvious to arbitrators. **The face-to-face conversations always evaporated.** Even in reconstructing them, you couldn't pin down everything that was said. **But the ones on the computer can be found and they probably last forever.**

3. If it's out there available to one, it's available to all.

Some users may have an expectation that their communication is private, but the recipient always has the option to republish it. One arbitrator put it this way: there is always one person who is going to re-tweet, forward, take a screen shot, etc. of what you say on the internet. It is sometimes hard to know who your friends are.

Another panelist told the audience: **When you engage in social media, you assume the risk of what follows.**

4. Drawing the line

The lines of what is disciplinable or unprotected *versus* what is free speech (in the public sector) or a right of privacy (in both public and private sectors) is evolving. The Supreme Court has recognized that it's both what technology can do and what the cultural norms are.

In addition, employers typically ask the arbitrator to interpret a rule, while weighing the interests of the employer and employee. This latter point is rife with conflicting positions. An employer asks employees to use their personal cellphones for work. Another employer provides the cellphones and allows some personal use. One employer prohibited the use of all cellphones except during breaks. Is there a distinction between employees who use a public Wi-Fi or the employer's internet?

In that regard, arbitrators want evidence on how the technology works. For example, an employee uses the company internet to view porn on his personal cellphone during work time. Another employee sees it and complains. Under a company policy, it is probably a violation. But all of the panelists want to know how the internet works; how can the company retrieve it from their own system and not just rely upon the complaint?

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SUNY ADJUNCTS DESERVE BETTER



Bentley Whitfield, Farmingdale

"I received SUNY's Excellence in Teaching Award."



Rebekah Tolley, Albany/Oneonta

"I have a master's in fine arts and I've exhibited worldwide."



William Lee, Cortland

"One hundred ninety-two students took my course in one semester."

Adjuncts make up one third of the faculty at SUNY and many have advanced degrees. However, their compensation falls far short of matching the important work they do.

Many are paid so little, they struggle to make ends meet.

Many others are forced to find employment at different colleges to earn a living wage.

Yet students pay more than ever before.

It's an economic injustice that can no longer be tolerated.

Stand with adjuncts in their fight for equitable treatment.

Share the ad—<http://goo.gl/DvTLkF>—on Facebook and Twitter.



United University Professions

President Frederick E. Kowal, Ph.D.

#adjuncts



UUP Membership Meeting



Fall 2015 Department Rep. Meeting



Stirfry "Fryday"



UUP Members at our Membership Meeting in November

RECENT GRIEVANCE AND IMPROPER PRACTICE ACTIVITY ON BEHALF OF MEMBERS OF THE BUFFALO CENTER CHAPTER

A list of current or recent legal activity on behalf of our members by the Buffalo Center Chapter over contract violations and violations of the Taylor Law:

- Several cases of work creep and work overload have been reported over the past year. These have been resolved either within the department or by UB Employee Relations (ER) and/or SUNY Employee Relations at the request of UUP and there are pending cases at various stages of resolution. If documented workload increases are not settled, the chapter may file an improper practice charge against UB under the Taylor Law.
- A class action grievance was filed on behalf of members of the Buffalo Center UUP Chapter when some employees were required to use their vacation accruals to cover time they were forced to take off during a recent South Campus power outage. *Status: Affected members have had their accrued vacation days returned to them.*
- The chapter has filed a grievance against UB for unilaterally selecting which holiday would be named a second floating holiday for the upcoming year. This is a violation of the contract, which requires consultation with UUP in selecting this floater. This is the second such dispute over this issue in the past few years, but the first was settled without a grievance. *Status: The Step One grievance hearing will take place the week of January 26.*
- A professional member denied permanent appointment. *Status: Member has an appeal pending before the NYS SUNY chancellor.*
- A grievance was filed on behalf of a member who claims a violation of academic freedom. *Status: We are waiting for an answer following a Step One grievance hearing.*

- A class action grievance was filed against the university for assigning faculty titles to a large number of professional employees, thereby denying them rights and benefits that accrue only to members of the professional staff. *Status: We have a tentative agreement for one group of the aggrieved employees who will be given appropriate state professional titles and have vacation accruals and other benefits returned to them retroactively. The resolution of our complaint over additional titles is pending.*

N.B.:

Some pending cases are not cited so as not to impede the settlement process.

Many of our members' complaints, including some that represent contract violations or violations of the Taylor Law, are resolved on the campus level before going to grievance or improper practice charge.

We are always available for confidential discussion and counsel regarding work issues, contractual or not, and meet regularly with individual members or groups of members to discuss ways in which they can address their concerns within their departments, through Employee Relations, the Office of Equity, Diversity and Inclusion, or federal and state agencies responsible for enforcing violations of various state and federal laws outside the purview of our contract.

Patricia Donovan,
grievance chair for professionals

POLITICAL OUTREACH

Now that the calendar has flipped to January, a flurry of political activity will be coming out of Albany. Governor Cuomo just signed and/or vetoed bills that were passed by both the Senate and the Assembly last session and the Governor will release his state of the state legislative priorities and state budget framework in the early days of January 2016.

Budget season (the time during which we can work to influence our senators and assembly members to make room for our needs in the final budget) runs from early January until the budget is approved on April 1. Yes it has been on time the past few years, so NOW is the time for UUP members to get involved, become educated on the issues we face and work as a team to address our needs and concerns to our elected officials.

I will send out details and meeting dates over the next few months. Until then, please open the attached document to learn of UUP's concerns as we head into the legislative session. These items were defined by the UUP Fall Delegate Assembly as our legislative priorities. We will of course adjust and adapt as we learn of the Governor's wish list for the 2016 session.

<http://blog.timesunion.com/capitol/archives/244448/uup-offers-priorities-for-coming-year/>

Please note that contract negotiations are ongoing and separate from our legislative priorities. UUP is hard at work on both campaigns.

Tim Tryjankowski
UUP member since 1994
Buffalo Center Chapter Political Outreach Chair



Political Outreach Coordinator, Tim Tryjankowski, talking to a fellow UUP member at the EOC Roadshow.



Board members Pat Donovan, Karen Dunn, Maureen Kanaley and LRS Tara Singer-Blumberg at the Buffalo Center Membership Meeting.



Law School Roadshow.

WHAT HAVE YOU DO FOR ME LATELY?

“What Have You Do For Me Lately?” is more than a hit mid 80s song by Janet Jackson, it is also a question asked by UUP members of the union’s Buffalo Center.

Sure, we are all aware that the contract covers such issues as raises (or lack thereof), vacation and sick time; but there are many more rights and benefits UUP has fought for, on your behalf over the years.

Among them are:

- Adherence to all aspects of our contract by UB and SUNY – which is something we constantly monitor and enforce.
- Proper procedures for faculty tenure and professional permanent appointment, which we also monitor and regularly defend.
- Low cost health care.
- Generous vacation and sick leave.
- Presidential Sick Leave.
- Tuition-free SUNY courses for members.
- The right of employees to donate vacation days to fellow employees who are sick and out of accruals in order to keep them on payroll and continue their health insurance.
- Low cost parking.
- Many specific job protection rights (a partial list):
 - Personal advocacy and legal action on behalf of adjunct faculty/part time staff.
 - Timely and accurate performance programs that define official job directives and present additional work added without compensation or the removal of some existing duties.
 - Training money.

- The right to appeal certain personnel decisions at the campus level to the chancellor.
- The right to officially appeal an unsatisfactory evaluation.
- Proper payout of vacation time and comp time upon leaving the institution.
- The right of professionals to fight for a raise and/or promotion outside of their departmental/division hierarchy.
- Resolution of workplace problems with or without resorting to improper practice charges through the Public Employees Relations Board (PERB) or grievances through the union itself.
- Legal defense in some instances.
- Personal advocacy and intervention on your behalf by our grievance officers and NYSUT labor relations specialist in the case of contract violations and other abuses.
- Personal representation and protection in the case of disciplinary actions.
- Retirement benefits.
- Transfer rights to other SUNY institutions, and the right, in most cases, to take years accrued toward permanent appointment with you.

Submitted by: Kenneth Kern,
membership development officer



Friedrichs v. California Teachers Association

The U.S. Supreme Court agreed in June to hear the *Friedrichs v. California Teachers Association* case. The lawsuit claims that workers who enjoy union benefits and protections shouldn't have to pay for them if they choose not to—even though unions are required by law to provide protections for everyone in the workplace.

UUP disagrees.

Here's the TRUTH:

- ✓ Corporate CEOs and wealthy special interest groups are trying to manipulate the U.S. Supreme Court by filing *Friedrichs*, a lawsuit intended to rob economic opportunities for working families.

The TRUTH about *Friedrichs*

- ✓ Billionaire corporate elites are attempting to destroy public sector unions and take away the rights of workers to speak up as a group and negotiate protections for their families.
- ✓ *Friedrichs* is designed to destroy the financial security of unions. This case is being pushed by right-wing, anti-union organizations that oppose the Voting Rights Act, among other progressive policies.
- ✓ *Friedrichs* is a part of a long-term scheme by corporate CEOs and wealthy elites to erode political power from the unions by siphoning off members.
- ✓ Unions do **NOT** use fees for political activities. Anyone who tells you that is **LYING**. It is illegal for unions to use fees for political activities.
- ✓ Only voluntary donations to political action funds—like NYSUT's VOTE-COPE nonpartisan fund—are used for political activities. This is how the law protects the free speech and Constitutional rights of bargaining unit members who disagree with the union for political reasons.



United University Professions

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President Frederick E. Kowal, Ph.D.