



# The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991  
[WWW.UUPHOST.ORG/CORTLAND](http://WWW.UUPHOST.ORG/CORTLAND)

## Inside this issue

From the President.....1-2

Meet Our Newly-Elected Executive Officers.....3-4

From the Editor...5

Executive Board Members.....5

WANT to PICK the NEXT PRESIDENT? .....6

Contract Financial Provisions, 2015..7

Save the Dates.....8

## From the President

**Joe Westbrook, President**  
Facilities PDC



## Planning and Preparations for Contract Negotiations

Circle connotations include continuity and equilibrium. Our lives include many cycles, both familiar and welcome. And then there is the five year term of the Agreement between United University Professions and the State of New York. There is a skewed perspective to this circle, viewed obliquely from the perspective of having been accepted nearly 1.5 years after its current term retroactively began and now terminating a mere 3.5 years after ratification. Regardless of its apparent wobble, now is the fixed point within the curve where we begin the process of planning and preparation for our next contract.

Planning and preparations rest on a three legged negotiations triangle: the Negotiations Team, the Negotiations Committee and the Ad-Hoc Committee. UUP's 2011-2016 current contract runs from July 2, 2011 to July 1, 2016.

UUP's Vice President for Professionals Philippe Abraham will be serving as UUP's Chief Negotiator for our upcoming contract negotiations. Abraham will lead UUP's 18-member Negotiations Team, which will represent the union in negotiations with the state of New York for a new contract. The Negotiations Team meets and bargains directly with their counterparts on the New York Team. Phillippe has pledged to work tirelessly to secure the best deal possible for our members. This team will be dedicating a massive amount of effort to complete their task.

The Negotiations Committee is composed mainly of Chapter Presidents and roughly represents the composition of our Delegate Assembly in terms of Academic and Professional representatives. Members of the Negotiations Committee also include a part-time Academic and a part-time Professional. The charge of the committee is to prepare proposals for negotiations and submit the tentative agreement to the membership for ratification. This committee has a role that is crucial to the success of the negotiations. The committee has three scheduled meetings. On Wednesday September 30<sup>th</sup>, it will have an initial meeting with the Negotiations Team. On Wednesday December 16<sup>th</sup>, the entire negotiations triangle will convene. From Wednesday January 19<sup>th</sup> through Friday January 21<sup>st</sup> the Committee will meet with the Negotiations team to review member input and develop proposals.

The Ad-Hoc Committee is composed of at-large members from each campus, preferably one academic and one professional. Their role is to solicit input from members through a variety of venues, including open meetings at every chapter, a contract survey and member suggestion forms. The Ad-Hoc Committee also reports the results of their efforts to the Negotiations committee, Negotiations team and UUP membership.

It is essential that you understand the negotiations process and provide input. To that end, this fall UUP Cortland will sponsor three contract negotiations meetings. The first on Tuesday, September 29th at 11:45 in the Corey Union Function Room will feature a presentation on Contingent Matters: How the UUP-NYS Contract and SUNY Policies Impact FT and PT Contingents which will be a local presentation by Jamie Dangler and Jaclyn Pittsley and will include a focused dialogue emphasizing contingent, adjunct and part-time concerns. The second, on Tuesday, October 6<sup>th</sup> at 11:30 in Brockway Hall Jacobus Lounge, will be on the negotiations process by Labor Relations Specialist Darryl Wood. Topics covered by his presentation will include the bargaining process, the composition of the Negotiations Team and the Negotiations Committee, Taylor Law requirements and Triborough provisions. He will also prepare our members on how proposals and other input can be submitted. Finally, he will outline how updates, timetables, and the ratification process will occur. Following Wood's formal presentation, he will encourage questions, comments, and proposals.

The third, on Thursday October 22 at 11:30 in the Corey Union Exhibition Lounge, will be a presentation by the statewide negotiation team. The presentation will discuss the entire negotiation process and the shaping of the agenda. The team will respond to questions and listen to your ideas, thoughts and concerns in order to formulate goals for the contract.

Due to the subject matter all of these meetings are offered to those currently represented by the UUP bargaining unit. It is crucial to be aware that only UUP members will vote on the tentative agreement. Check your pay stub now if you are unsure of your status. If you haven't signed a membership application, please visit the Union Office at B5 Moffett or ask any board member. Express your voice by shaping and voting on your contract. Look for upcoming emails to register for these events.



# UUP Cortland Chapter 2015 Annual



## Welcome/Welcome Back PICNIC

**Friday, September 11, 2015**

**4:00-7:00 p.m.**

**Yaman Park - Pavilions I & II - Adjacent to Playground**

**Catered by *\*\*M&D Deli Central\*\****

*Menu: Chicken Spiedies with Peppers and Onions, Pulled Pork BBQ, Grilled Portabella Mushrooms, Potato Salad, Broccoli Salad, Marinated Veggie Salad and Fruit Salad Rolls, Assorted Desserts, Soft Drinks & Beer*

**Please RSVP by email at [uup@cortland.edu](mailto:uup@cortland.edu) no later than this Thursday, September 4<sup>th</sup> and pay at the picnic.**

**Please include your Name, Department, Family/Guest Name and Children Ages. Thank you.**

**PRICE: \$6.00 FOR ADULTS (12 AND ABOVE);**

**\$3.00 FOR AGES 6 - 11;**

**5 AND UNDER & NEW MEMBERS ARE FREE**

## Meet Our Newly-Elected Executive Officers

**Joe Westbrook,**  
President  
Facilities, PDC



### President

I am pleased to represent our Union by returning to the Executive Board. This term I serve as your President. The Board and I have planned an ambitious agenda of meetings and I encourage you to participate whenever possible. There will be three Executive Board meetings this semester that are purposefully not scheduled on the standard first Thursday of the month in 305-306 Corey Union in order to enhance opportunity for you to attend. Haven't signed your membership application? We will have cards available for you at every event. Unique to agendas this year will be a focus on planning and preparations for the upcoming contract negotiations with the State of New York. Sharing your thoughts and ideas will enhance the quality of the work of our statewide Negotiations Team. I serve on the Negotiations Committee, whose purpose includes preparing proposals for negotiation. Much of this work is time sensitive, occurring throughout the fall and then passing on to the statewide Team. UUP is an organization that truly belongs to you. UUP offers you the opportunity to work with your colleagues in preserving and enhancing the quality of our working lives. I invite you to join us by taking an active role on the Cortland campus. The Executive Board and I promise to work hard to facilitate your needs. Come visit us and learn how you can advance the goals of our Union to secure fair wages, benefits and working conditions as well as maintain the integrity of affordable public education. I thank you for your support.

### Vice President for Academics

Hello! I'm your Vice President for Academics. I'm a librarian here at Cortland, joining the campus a decade ago. I've been VP for two years, and it's been an incredible learning experience.

The other union officials are here to help. Whether you have questions about a policy or benefit, or you're making a difficult life choice, or you're running into trouble on the job, we are happy to sit down with you to explore your options. In many cases, another perspective might reveal a solution you might not find otherwise.

Please get in touch with us!

**Dan Harms,** VP for  
Academics, Library



**Jen Drake,** VP for  
Professionals, ASAP



### Vice President for Professionals

With negotiations soon to begin for our 2017 contract, there has never been a better time to get involved in your union! UUP needs you more than ever, both to share your priorities for and concerns about the upcoming contract, and to help create a visible, active UUP presence on campus and in your community.

I hope to see you at the member events and meetings listed here in the Cause, and also that you will reach out to me or your other chapter officers if you have more specific job-related concerns. I look forward to the chance to listen and see how UUP might be able to help improve the quality of your worklife!

You will also be hearing from your chapter leadership about the many opportunities available to play a more active role in our chapter; I hope you will find at least one small, satisfying thing worth doing that will help move our chapter and union forward.

On that note, I'd like to encourage you to by all means ask what your union can do for you-- AND ALSO what you can do for your union!



## Officer for Contingents

Jaclyn Pittsley,  
Officer for Contingents



As a contingent employee and your Officer for Contingents, I continue to work for more equitable pay and more job security for contingent employees. Currently, UUP Cortland and SUNY Cortland have agreed to issue year-long contracts to Part-Time Lecturers whenever possible. We are in discussions about part-time salary. I urge you to become involved in your own terms and conditions of employment by attending the first meeting of the Contingent Employment Committee on Friday, September 4, 2015, from 3-4pm in Moffett B-5. We are gearing up to celebrate Campus Equity the entire month of October this year! Events will include a special Union Matters “Contingents Matter in the Contract” and the Fourth Annual Part-Time Recognition Luncheon. I need your help, whether you can help a lot or just a little, to continue to improve our terms and conditions of employment.

As the newly appointed co-chair of the UUP statewide Contingent Employment Committee, I will continue to make our needs known and be very vocal in letting everyone know contingent employees and their issues need to be tackled in this contract.

Rickie McClure,  
Treasurer

## Treasurer



Welcome to a new school year everyone. Believe it or not, it is time to begin negotiating a new bargaining agreement with the state. This is the time to share your ideas and concerns with your brothers and sisters. As treasurer of the Cortland Chapter, it is my responsibility to ensure that our budget reflects the needs and interests of our members. Please become engaged in your union in any way you can and share with us your ideas for the future direction of our Chapter of UUP.

## Secretary

Rebecca Bryan,  
Secretary



Welcome back! This fall brings the anticipation of contract talks with the State of New York. We want to hear from you, our valued members that make a difference daily on our campus and across the system. As FDR once said “Democracy cannot succeed unless those who express their choice are prepared to choose wisely. The real safeguard of democracy, therefore, is education.” We need to stand together for public higher education and let our collective choice for access and equity be heard. I will do my best to serve you in my role as your new chapter secretary and statewide delegate. I will be on campus Monday-Friday and I hope you’ll contact me if there’s anything I can do for you.

### IT’S YOUR NEWSLETTER!

We welcome articles and letters submitted by members of the SUNY Cortland Community. Please share your thoughts with us— we want to hear from you! Opinions expressed in *The Cortland Cause* are those of the individuals and are neither endorsed by nor represent the views of UUP.

Please note: The Cortland Cause will generally not print anonymous submissions. We reserve the right to edit submissions for grammar, space limitations, accuracy, etc. Send contributions to the Chapter Office, [uup@cutland.edu](mailto:uup@cutland.edu) and to the editor, Karla Alwes, [karla.alwes@cutland.edu](mailto:karla.alwes@cutland.edu)

Karla Alwes,  
English

## From the Editor



Much change occurs in a school year. One of those changes for our UUP Chapter at Cortland this past year came when Bill Buxton, Chapter President and passionate supporter of education in the State of New York, retired from the position at the end of the spring semester to devote more of his time to his own students in the Literacy Department of SUNY Cortland. We will remember Bill's quiet yet always cogent defense of the public schools of New York State. When we listened to Bill speak publicly regarding the issue of quality education for New York's students, which he spoke of as constituting one of the givens of life, as well as that of a quality working environment for New York's teachers, we saw a speaker who realized the essentiality of education, and we watched as he thoughtfully invoked the words that said it all. The readers of *The Cortland Cause* have had the opportunity to read the words that Bill has spoken so eloquently and forthrightly at New York venues of discussion on the current state of education. As we have seen in his words so many times, he leaves neither child nor teacher nor remnant of quality behind in his attempts at obtaining equity for us all. And we are grateful.

Joseph Westbrook takes over as Chapter President, continuing the cycle of change. Joe is excited about the position of president (see his introductory piece elsewhere in the newsletter.) The UUP membership looks forward to having Joe at the head of the Chapter, and are excited to work with him. He has publicly invited members to speak with him, and it is an invitation that should not be overlooked if you are a member who needs advice or answers to your questions. We are grateful to Joe for taking on this important position.

Much change. Change informs our lives as members of UUP and as members of the SUNY Cortland community. As you go through the changes of the year, share your thoughts and ideas with *The Cortland Cause*. You will see that we are all a part of the whole, even as we recognize and appreciate the individual.

Welcome and welcome back.

### UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017

All extensions below start with 607-753-####

**PRESIDENT:** Joe Westbrook (Facilities) 5517  
**VICE PRESIDENT for ACADEMICS:** Daniel Harms (Library) 4042  
**VICE PRESIDENT for PROFESSIONALS:** Jennifer Drake (ASAP) 2361  
**SECRETARY:** Rebecca Bryan (Physical Education) 4561  
**TREASURER:** Rickie McClure (ASAP) 4309  
**OFFICER FOR CONTINGENTS:** Jackie Pittsley (English) 4306

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**1st ACADEMIC DELEGATE:** Jamie Dangler  
**2nd ACADEMIC DELEGATE:** Anne Wiegard (English) 4896  
**3rd ACADEMIC DELEGATE:** David Ritchie (Library) 2818  
**4th ACADEMIC DELEGATE:** Henry Steck (Political Science) 4807  
**5th ACADEMIC DELEGATE:** Ross Borden (English) 2320  
**6th ACADEMIC DELEGATE:** David Kreh (Library Emeritus)  
**7th ACADEMIC DELEGATE:** Jaclyn Pittsley (English) 4306  
**8th ACADEMIC DELEGATE:** Rebecca Bryan (Physical Education) 4561  
**9th ACADEMIC DELEGATE:** Nancy Kane (Performing Arts) 539-3095  
**10th ACADEMIC DELEGATE:** Joseph Rayle (Foundations and Social Advocacy)  
**11th ACADEMIC DELEGATE:** Sally Dear-Healey (Soc.&Ant.) 4762  
**12th ACADEMIC DELEGATE:** Harvey Inventasch (Edu. Emeritus) 321-253-8579

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**2nd PROFESSIONAL DELEGATE:** Jennifer Drake (ASAP) 2361  
**3rd PROFESSIONAL DELEGATE:** Dianne Galutz (Admin. Computing Emeritus)  
**4th PROFESSIONAL DELEGATE:** Dawn Van Hall (Retired/Library)  
**5th PROFESSIONAL DELEGATE:** Jo Schaffer (Emeritus) 753-7245  
**6th PROFESSIONAL DELEGATE:** Marc Dearstyne (Tutorial Program) 4808  
**7th PROFESSIONAL DELEGATE:** Ben Patrick (Admin. Comput.) 5511  
**8th PROFESSIONAL DELEGATE:** John Driscoll (Emeritus) 315-380-5055

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# Pick the Next President!

Dave Ritchie,  
Outreach Committee



# Register for the Primary HERE!



## WANT to PICK the NEXT PRESIDENT?

**REGISTER (to vote) by Oct. 9 as Democrat or Republican!**

You can pick your favorite Presidential candidate next April 19 in the NYS PRIMARY! You have 16+ Republican names OR 4 Democrat names to pick from (as of late August) – and your primary vote directly affects the number of delegates each candidate gets in the summer 2016 Conventions for those political parties! But you must be **registered BY OCTOBER 9** in one of those two parties for the primary vote. Note that AFTER the primary on April 19, you may re-register in another party or as a non-affiliated voter for the November 2016 election, although you can vote for ANY candidate in the general election no matter how you're registered.

UUP will be assisting you in registering or RE-registering by having registration forms available for you to fill out at the:

- (a) STATE FAIR LABOR DAY PARADE in SYRACUSE (10am gather @ Iroquois Village, free fair admission after marching in the parade)
- (b) LABOR DAY PICNIC in Ithaca's Stewart Park (11-3pm, free grilled items, dish-to-pass if you can but not required),
- (c) UUP Welcome! Welcome Back! Picnic (Sept 11, 4-7pm, great food and collegial conversations, Yaman Park) in Cortland,
- (d) various tabling events on the Cortland campus throughout the year – LOOK for them!, AND
- (e) UUP-Cortland Office, B-5 Moffett Hall, and in the rack outside the door! Fill one out, fold it, and IF you give it to us or slip it under the door after hours, then UUP will mail it to reach the Election Office in your county by Friday October 9 IF you do it by 4pm Tuesday, October 6! But don't wait – do it now!

BONUS: UUP will save you the stamp, and mail it in to your county election office if you leave it with us!

UUP will continue to promote voter registration beyond October 9, because the two upcoming November elections, 2015 and 2016, may be watershed moments in American political philosophy and control! And because encouraging voter participation is the "civil" thing to do.

Joe Westbrook,  
President  
Facilities, PDC

## Contract Financial Provisions, 2015

You may have noticed changes to your paycheck. If not, I'm pleased to share the following good news with you:

First, the Deficit Reduction Program has ended and that has resulted in a bump upward in our members' pay. Secondly, the 2011-2016 Agreement between UUP and the State of New York provides for the following salary increases and discretionary awards in 2015:

-- UUP bargaining unit members who were on payroll June 30, 2015 will receive a 2% salary increase on July 1 (calendar year and college year employees) or September 1 (academic year employees).

-- An additional \$500 will be added to base salary of incumbents as of June 30, 2015 (pro-rated for part time employees) through the Chancellor's Power of SUNY Award, to be paid no later than December 31, 2015. At this time we do not know the exact date this payment will be made. It will be retroactive to July 1, 2015 or September 1, 2015, depending on the employee's professional obligation and whether or not the employee is active on the payroll at the time of payment. Employees who worked at least one semester during the 12-month period commencing July 1, 2014 and whose employment expires prior to July 1, 2015 shall be eligible for the payment if they are re-employed and active on the payroll on the effective date of payment.

PLEASE NOTE: The Part-Time Employees Contract Fast Facts document at the following link provides information about the pro-rata formula for distribution of the \$500 base increase to part-time employees:

<http://uupinfo.org/negotiations/pdf/PartTimeFastFacts.pdf>

-- Lastly, 0.5% of payroll will be allocated to Discretionary Salary Awards (DSA), to be distributed at the discretion of campus presidents. DSA will not be added to base salary. It will be paid no later than December 31, 2015. On each campus a specific portion of the DSA pool will be earmarked for part-time employees.

For Full-Time Professionals, the following has been emailed by Human Resources on May 19, 2015:

The Professional Faculty Affairs Committee (PFAC) held open forums and conducted a survey regarding the distribution of Presidential Discretionary Awards (PDA) to full-time faculty. Based upon the report of the PFAC, the Cabinet agreed that this year, all eligible full-time professionals will be considered for an equal dollar amount discretionary award.

All professionals are still required to complete an Individual Annual Report (IAR) as a means to highlight contributions and successes and submit them to immediate supervisors for use in the departments' annual reports. IAR's are due June 12, 2015. The supervisor's supplemental rating form is no longer required.

A letter to Full-Time Professionals from President Erik J. Bitterbaum dated May 19, 2015 includes specific information and procedures.

For Full-Time Academics (including Librarians), the following has been excerpted from a letter from President Erik J. Bitterbaum to full-time Professional Staff dated February 24, 2015:

Performance-Based Adjustment. PDA funds will be used to recognize individual performance in accordance with the following criteria as defined in the guidelines: Mastery of Subject Matter, Effectiveness in Teaching or Librarianship, Scholarly Ability, Effectiveness of University Service, Continuing Growth, and Academic Advisement.

Librarians who submit applications for performance-based PDA should include evidence of their Effectiveness of Teaching and Librarianship to support their applications. Various forms of evaluation may be submitted, as outlined in the Library Personnel Committee Policies and Procedures. Evidence of Scholarly Ability and Service is also required. Individuals in non-tenure track positions should focus their applications on activities that are directly relevant to their primary duties at the College.

The full letter includes more specific information and procedures.

**UUP Cortland Chapter**

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uup@cutland.edu

We're on the Web!

See us at:

**UUPHOST.ORG/CORTLAND**

**Become a Department or Building Representative**

Want to get more involved with UUP? Please consider becoming a Department or Building Representative!

We still need "reps" for many campus departments and/or buildings, and we would welcome your participation. Contact the Chapter Office (ext. 5991, uup@cutland.edu) to express interest or to find out more!

**ARE YOU RECEIVING CORTLAND UUP CAMPUS E-MAIL POSTINGS?**

If not, here's how to sign onto the "UUP List" Cortland campus e-mail list – be sure to sign on so you don't miss important announcements and messages from UUP!

1. Login to your webmail via MyRedDragon
2. On MyRedDragon home page, mid-right, see "E-Mail Options." Under that, click on Manage your Mailing List Memberships
3. Pop-up will request that you enter your username and password again (same as you use to sign into webmail)
4. On the page that comes up, click on Manage My List Membership
5. The next page is "Mailing List Management Service" – on this page you can voluntarily subscribe/unsubscribe to various campus e-mail distribution lists. To sign onto the UUP list, click Subscribe by "UUP List".

**Save the dates**

**Union Matter Chapter Meetings**

Sept. 29, Oct. 6, 22 & 29, Nov. 19, Feb. 16, Mar. 23, Apr. 19

**Executive Board Meetings Schedule**

Sept. 3 & 16, Oct. 1, Nov. 5 & 16, Dec. 3 & 18, Feb. 4, Mar. 3, Apr. 7, May 5

**Labor Management Meetings Schedule**

Sept. 16, Oct. 14, Nov. 11, Dec. 9, Jan. 20, Feb. 17, Mar. 16, Apr. 13, May 11

**HOLIDAY GATHERING**

Dec. 11

***Are you a UUP member?***

**JOIN TODAY so you can vote! Member and Fee-payer dues are the same.**

Go to [www.uupinfo.org](http://www.uupinfo.org) and click on "Join UUP" at the top (right) of the home page. Or simply contact the Cortland Chapter Office to request information or a membership application form (campus ext. 5991, e-mail [uup@cutland.edu](mailto:uup@cutland.edu))

Alan G. Hevesi New York State Comptroller		JOHN DOE		Fund Alloc. Fund Transfer	
Address: 12345678		Pay Start Date: 02/16/2025	Regulating Unit: 999	Current YTD: 3456.78	1234.56
Advice Date: 07/13/2025		Pay End Date: 05/29/2025	Reference System: TRAILER	45,678.90	34,567.89
Department ID: 1234				<b>Net Pay 1,234.56</b>	
EARNINGS		Code:	Rate:	YTD	
Payable Pay Type: Employee	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:
Location: NY	3456.78	45,678.90	678.90		
TAX DATA		Married Status:	Federal:	State:	Local:
Payable Pay Type: Employee	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:
Location: NY	3456.78	45,678.90	678.90		
BEFORE TAX DEDUCTIONS		Current:	YTD:	Current:	YTD:
Payable Pay Type: Employee	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:
Location: NY	3456.78	45,678.90	678.90		
AFTER TAX DEDUCTIONS		Current:	YTD:	Current:	YTD:
Payable Pay Type: Employee	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:	Rate/Day:
Location: NY	3456.78	45,678.90	678.90		

Check your most recent paystub to find out if you are a member. If it says "UUP Fee Payer" you are not yet a UUP member.