



The Cortland Cause

UUP CORTLAND CHAPTER, B-5 MOFFETT, CORTLAND, NY 13045, 607-753-5991
 WWW.UUPHOST.ORG/CORTLAND

2017 CORTLAND CHAPTER ELECTIONS CANDIDATE STATEMENTS

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Joe Westbrook Chapter President

Hello and thank you for reading my candidate’s statement for President of the Cortland UUP Chapter. I’m Joe Westbrook, Project Coordinator in the Office of Facilities Planning, Design and Construction, where I’ve practiced Architecture on campus for eleven years. I’ve been an area activist with the UUP since 2008. Most recently, I’ve served as the Cortland President for the last two years. As part of contract negotiations, I serve on the Negotiations Committee, which to date, has gathered and reported membership proposals to the Negotiations Team. This effort, like many efforts I’ve overseen during this term, continues, some with progress and gain, others with delay or loss and many in planning and growth. In all endeavors, I have remained engaged and done my best to represent, defend and advance issues important to our members, Chapter and Union. With your vote of confidence, I will continue to serve you.



Gregg Weatherby Chapter President and Academic Delegate

“Right to work” laws, legal challenges, antiunion sentiments, declining memberships--unions are facing what may be an “extinction-level event.” In order to survive, our union must be more resolute on the issues that have been plaguing us for decades. The successful resolution of contingent issues (equity, seniority, fair working conditions, and pathways to fulltime employment), as well as an unwavering support for job security and academic freedom will send a clear message that we are defenders of dignity, respect, and fairness for all workers. We must unceasingly protect the hard-won rights we now enjoy, and we must be ever vigilant for incursions into those rights. We must ensure that all members know, without a doubt, that we will fight for them and that we will communicate with them openly and honestly. We must at all times stand firm for workers’ rights, for human rights. We must model solidarity in all that we do. These are the actions we must take as a union to earn the support of all of our members and ensure success in the face of antiunion attacks.



I have been a vocal unionist and advocate for contingent rights. I was the recipient of the 2015 Fayez Samuel Award for Courageous Service, I am on the organizing committee for the Tompkins Cortland Community College Adjunct Association, and I am an active member of Tompkins/Cortland Labor Committee.

We need a strong union. Please vote for me for President and Academic Delegate.

Jaclyn Pittsley Officer for Contingents and Academic Delegate

As Officer for Contingents and Academic Delegate, I hope to continue working to achieve equity for contingent faculty. My primary goals are to achieve a salary increase for part-time faculty, and to preserve jobs for contingent employees already employed by the college. I was honored to be the special guest speaker at UUP's May 2016 *Cortland Works!* event, where I spoke about forming coalitions with our other unions on campus to fortify our mission in these times of anti-union sentiment. In October 2016, I planned and co-hosted the fourth annual UUP Part Time Recognition Luncheon to recognize long-serving part time employees. I helped develop and present the successful proposal for allocating across the board PDA awards to part-time employees, the final payment of which occurred in 2016. I have agreed to another term of service on the Lecturer Review Committee, where we hope to continue to improve terms and conditions for Full Time Lecturers. I have also served for two years as the co-chair of the UUP statewide Contingent Employment Committee and serve as a member of that committee, where we have been able to advise the current contract negotiations team on behalf of contingent employees. I appreciate your continued support in the fight for equity and parity for all contingent employees.



Daniel Harms Chapter Vice President for Academics

Our union faces challenges on a wide variety of levels – national, statewide, and local. We have a new administration that has proven itself to be hostile to workers and their rights, as well as additional challenges across the nation to academic freedom, tenure, and other institutions that are vital to education. Statewide, we are participating in a set of tough negotiations in which we hope to obtain a fair contract for all of our members. Locally, we face both disagreements and new opportunities to forge better relationships among everyone in our community.



Over the past two years, I have worked to make our campus better for all of us. I've taken on the important work of making fee payers members, and activating members to greater involvement. I've facilitated difficult discussions between members and management. I've disseminated crucial information about the challenges we face. I've marched with other union members to protest injustice, and built bridges with other organizations with whom we share common cause. It's been an honor to serve as your Vice President for Academics, and I hope to do so again for another two years.

Rebecca Bryan Chapter Secretary and Academic Delegate

Hello Brothers & Sisters. I have been serving our Cortland UUP Chapter as Secretary and Delegate for the last two years. I would be honored to continue serving you and our union as Chapter Secretary, Statewide Delegate, and Delegate to both NYSUT and AFT. As a Statewide Delegate, I currently serve on the Membership Committee and the Teacher Education Task Force Committee. For NYSUT and AFT I help represent Higher Education. This work is valuable and I have a passion for it. In all my union work the focus is on supporting and enforcing faculty and professional working conditions, fighting for a fair and just contract, and engaging and informing our membership. My goals are to connect more members to their union and find activities and events that support our union, the labor movement, and our community. I look forward to serving our chapter together and would be honored to continue to serve as your Chapter Secretary and Delegate. Thank you, Rebecca Bryan (Physical Education Department).



Jen Drake Chapter Vice President for Professionals

As your Chapter VPP and Professional Delegate, statewide VOTE/COPE Coordinator, statewide Grievance Co-Chair, and a member of your UUP Negotiations Team, I've had the opportunity to continue the work of urging our union to attend to the needs and concerns of all of its members: professionals and academics, contingent and permanent/tenure track, part-time and full time.

At no time has solidarity between these constituencies within our union been as critical as it is now, in the face of external threats such as right-to-work laws and anti-labor sentiment—and action—that now run rampant at the state and federal levels.

I am deeply invested in the work that UUP is doing to protect its members from these threats, as well as the internal threats of workload creep, erosion of our professionalism, and assaults to our earning power and job security, among others. I am also committed to finding new ways to demonstrate our solidarity and celebrate the work of professionals that is so central to the mission of SUNY.

As Ben Franklin is rumored to have said at a critical point in our nation's history, "we must hang together, or surely we will all hang separately." I hope through my work as VPP to help every Cortland chapter member feel welcome and empowered to become active in our union. I ask for your vote so that I may continue to serve you at our chapter and statewide.



Amy Russell Professional Delegate

As a new professional on campus with a plan for becoming a more active and engaged union member, I am asking that you support my run to become a chapter delegate.



My name is Amy Russell and I am the newest professional member of the Academic Support and Achievement Program, serving as a writing tutor and peer tutor trainer.

I am very grateful to be a member of the SUNY Cortland community, having joined the professional force here after previous professional experience on another SUNY campus. I know this campus is a special place – due in great part to the hard work and commitment of professional employees. My goal as a chapter delegate is to be available to my fellow professionals, to hear your concerns and your ideas, and then bring your voice to a larger, statewide audience.

Delegates play an important role in helping to enact changes that can improve our working experience and environment, while also protecting and preserving the elements of our experience that enable us to meet our professional responsibilities. With your support, I will take on the responsibility of maintaining this balance while representing you on and off our campus. Thank you!

William Skipper Academic Delegate

Many of you will know me. My name is William Skipper, and I am a faculty member in the Sociology/Anthropology Dept. I've taught at SUNY Cortland (both part and full time) since 1996, and have been involved to some extent in UUP activities of various kinds throughout that period. I believe firmly in the principles of collective bargaining and the need for professional staff and faculty to have dedicated, informed representation on this campus and in Albany. I'm familiar with most of the issues which members of UUP face, and, if elected an Academic Delegate, I will do my best to provide it.



Anne Wiegard Academic Delegate

I have been an academic delegate since 2005. During my current term, I have done my utmost to represent and advance the interests of all our members at the chapter, statewide, and national levels in the following ways and venues:

Served on the Cortland Chapter Action Project team, on the UUP Negotiations Team and the Statewide Executive Board;
 Attended chapter board and member meetings and statewide delegate assemblies;
 Attended NYSUT Representative Assemblies in 2015 and 2016;
 Attended the Joint NEA/AFT Higher Education Conference, March 2015, and the NEA Higher Education Conference, April 2016;
 Attended the NYS AFL-CIO Convention, August 2016;
 Co-planned and participated in the New Faculty Majority Congressional Briefing for Campus Equity Week, October 2015;
 Served on the Statewide UUP Contingent Employment and the Legislative Outreach Committees;
 Performed UUP legislative advocacy and NYSUT phone banking for 2016 elections;
 Picketed with workers at Verizon in Ithaca, with locked-out Honeywell workers in Green Island, NY, and with Momentive strikers in Albany County;
 Marched in the Labor Day Parades at the State Fair and in New York City;
 Participated in advocacy for access to unemployment benefits for contingent faculty that resulted in the Department of Labor's UIPL 05-17 released in December 2016;
 Wrote and presented the UUP Resolution passed unanimously by 2600 delegates at the AFT 2016 Convention: <http://www.aft.org/resolution/legislative-initiative-rectify-unfair-and-detrimental-employment-practices>;
 Presented on employment issues for MLA's annual conference for Administrators of English and Foreign Language Departments, June 2016;
 Presented at the international Coalition of Contingent Academic Labor Conference, August 2016.



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@cortland.edu
and to the editor, Karla Alwes, karla.alwes@cortland.edu

From the President

Joe Westbrook, President
Facilities PDC

The following are my notes from topics of interest to the Cortland Chapter from the 2017 Winter DA Chapter President's and Vice President's meeting held at the Saratoga Hilton Conference Center on Sunday January 29, at 2:30 p.m.



The Winter DA

Governor's Proposed Executive Budget

1. Excelsior Scholarship Program:
 - a. The program will not be a full scholarship program. It is only intended to cover the last dollars a prospective student is otherwise short in order to meet tuition. Pell, TAP, and other funding sources are taken first - then what's left is picked up by the Excelsior Scholarship Program. Again, it is for tuition only – nothing for fees, room and board. The program is only for full time students. Part time students do not qualify. So far, there is no identified funding source for the program.
2. Governor has proposed overall flat funding for SUNY:
 - a. Continue the millionaires' tax another year;
 - b. Proposals include offering only what he included last year in last year's budget. Items which were later added by the legislature, such as additional funding for the hospitals and Educational Opportunity Program/Educational Opportunity Center programs, have been cut, forcing negotiation of these items all over again;
 - c. Retirees: 3 rollbacks - again retreads from last year's proposal:
 - ii. Differential Health Care Premiums based on years of service;
 - iii. Eliminate state subsidies for Medicare Part D;
 - iv. Cap Medicare Part B Reimbursement.
3. UUP Legislative Agenda – SUNY pretty much on same page as UUP, possibly because SUNY leadership configuration is changing with Chancellor Zimpher leaving. Local note: Our Campus President has asked us to advocate for SUNY and UUP funding proposals. UUP proposals include:
 - a. \$50 million this year to begin multi-year restoration of the great recession cuts;
 - b. \$30 million to begin multi-year program to fund additional 1,500 FT faculty;
 - c. Enact a \$600 million capital program for critical hospital maintenance, including \$200 million for hospitals;
 - d. Restore proposed cuts to the EOP and EOC programs.
 - e. Require the Health Commissioner to fully fund the Federal Disproportionate Share (DSH) program match – without delay. Requiring borrowing at the local level adds unnecessary debt service costs;
 - f. Increased transparency, oversight and accountability of SUNY's research foundations, campus foundations and auxiliary corporations;
 - g. Restoration of state hospitals' subsidy to previous historic level of \$153 million annually;
 - h. End state policy of not funding state hospitals' debt service and fringe benefits.

NYS Constitutional Convention

1. UUP supports a NO vote, even though we are just at the start of this discussion. There are many factors working against a fair debate:
 - a. Voter turnout is expected to be very low in an off-election year;
 - b. Those in favor of a convention will include those out to change basic union rights;
 - c. Far from being a “people’s” convention, delegates are likely to be populated with special interests, including; lobbyists, lawyers and politicians. NYSYT will be collecting data on who is supporting and where the money is coming from;
 - d. In light of recent elections, such as Wisconsin, it’s possible to lose things such as: forever wild, no funding toward religious schools and collective bargaining. None of these changes could be made without a convention;
 - e. Basic civil rights and protections would be at stake.
2. Jamie Dangler will make a presentation at the Cortland Chapter Union matter Meeting in April.

Membership Report

1. Up around 2% since Chapter Action Plans began 18 months ago. The high mark was 92.6% during last summer;
2. Pilot organizing program is available for chapters struggling to launch effort;
3. Available soon: New Hire Kits for non-NYSHIP eligible members – 1 course contingents or professionals earning less than \$14 thousand annually;
4. Additional AFT grant is sought to continue funding after initial CAP funding ends in 18 months.

Contract Negotiations

1. The latest on UUP’s ongoing contract negotiations with the state have been posted to the UUP’s website (UUPinfo.org). A link to the updates is on a protected Members Only page. Non-members can follow a separate link to become a member. Only members have privileges to access the updates. You must be a member in order to vote on the contract. Your voice and voting right count, please participate.
2. Members are encouraged to support the Negotiations Team by:
 - a. Getting a “United for a Fair Contract” sign, button or sticker from your Chapter Office or Chapter Board Member;
 - b. Posting a “Fair Contract” sign on their office doors and in other prominent locations, such as bulletin boards and their office windows,
 - c. Putting a “Fair Contract” sticker on their cars and ask their family and friends to do the same;
 - d. Wear your “Fair Contract” button or sticker;
 - e. Wear red each and every Friday;
 - f. Attend Chapter Union Matters meetings to discuss the contract and other union issues.
3. Philippe Abraham and/or representatives of the Negotiations team will make a presentation at the March Union Matters membership meeting.

END OF NOTES

A day in the lives.....

Karla Alwes,
English



Since becoming president of the United States, Donald Trump has singlehandedly brought back the revolutionary 1960s, when hippies roamed the world and questions were asked and arguments were raised. With protests and marches every weekend so far, at this writing, we find ourselves recognizing the continuing importance of raising arguments and concerns that affect the fabric of ourselves as individuals and our country as a society. The following is a personal look at the first of the several political marches—in Washington DC last month, which several of us from SUNY Cortland attended.--editor

The Women's March held on Saturday, January 21, originated with a Hawaiian grandmother, Teresa Shook. Disappointed with the 2017 presidential election results, Shook went on Facebook to marshal some friends into marching in protest from the Lincoln Memorial to the White House. The invitation went viral, and the rest, as they say, is the Women's March on Washington 2017.

The day of the march began cloudy, foggy, and slowly. A traffic jam detained all travelers to the trains that would take us from Maryland to DC. The day was dark, but the crowds at the train station were bright with human energy and spirit, making up for any lost time.

As we walked within an impressive phalanx to the trains, homemade protest signs greeted us, printed with the various credos that would inform the rest of the day, such as: "Keep your small hands off my body"; "Repeal and replace Trump;" and, with a nod to the poet Dylan Thomas, "Rage! Rage! Against the dying of our rights!"

The train was packed with riders from Ohio, Massachusetts, Delaware, New York (many different cities in New York, including New York City). Many of the riders were wearing the emblematic pink "pussy hats," which the televised coverage was awash in, even when covering the event as it took place in other states and other countries. The cat-eared hats were created because of specific comments the newly-elected president made during his campaign.

As the thousands of women disembarked from the trains at the station, a man caught in the crowd said, loudly, but to no one in particular, "Man! These women aren't fooling around. I just want to get to work!" And then he took a selfie to memorialize his trip to work on that day.

All ages, ethnicities, cultures, rode the train to Washington, chanting and singing along the way. When we passed the football stadium parking lot filled with over 100 buses that had brought other women to the city, the train erupted in cheers. At least one of the riders—this writer—felt tears come to her eyes at that moment. A woman from Ohio, who had driven to the march with her two daughters, commented that it felt good "to be with like-minded people." Holding on to the strap (there were no seats left), I met a young woman from Rochester named Leah, who told me she had come "to share the excitement of making history for women."

"This is what democracy looks like" became the predominant chant of the day. The sea of protesters marched to Independence Avenue for the rally that would begin the event. The rally included mostly known and prominent speakers, including feminist writer Gloria Steinem, singer Madonna, women Congress members, including New York's Kirsten Gillibrand, as well as women from the Black Women's Caucus, and activist and filmmaker Michael Moore, who told the crowd to make "daily calls" to Congress, and gave the phone number to do so.

During the speeches, an announcement was made that the total number of protesters had reached 500,000; later that day the number (which was based on the trains' count of march passengers), reportedly reached close to 600,000. Like the march, the day itself, growing in numbers of people as the afternoon progressed, was a "surge," aptly stated Kathryn Kramer, a protester from the Art and Art History Department of SUNY Cortland.

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The rally that preceded the actual march went on for five hours, prompting many in the crowd to chant "March! March!" We had been standing during the rally because there was no place to sit in a crowd of this magnitude, and people were getting weary. The actual march got underway at approximately 3:00, with the apparently unfounded rumor circulating in the crowd that there were too many people to be able to organize a march and, thus, the march had been cancelled. Some believed the rumor and made their way out of the crowd.

The words spoken most during the day's events were: power, freedom, justice, democracy, resist. From those poignantly wonderful words, the theme of the day came: "and still I rise" (Maya Angelou). And we do.



Anne Wiegard,
English

Donations Sought for Our New Labor Library



The UUP Cortland chapter has just established a small library of books and materials related to labor: labor history, labor in American society, and the like. What else would one expect from a seriously academic union?

Flyers and fact sheets containing useful information about the terms and conditions of our employment have long been available at the UUP chapter office in Moffett. But now, colleagues who visit the chapter office are also greeted by books they may browse or borrow. This new collection contextualizes our union work in higher education within the larger labor movement and the world of work. Drop by and take a look. Relax and browse the collection.

Henry Steck,
Emeritus,
Political Science



We hope our little labor library will grow. We welcome donations. Often new retirees are overwhelmed with the arduous chore of disposing of books they have treasured for many years. The bookcase housing our little library has room for more books and periodicals. Please look around your office and personal library at home. Do you have any titles pertaining to relevant topics and issues that you no longer need?

If you have any materials you'd like to donate, contact Toni Murray at 753-5991 or just stop by the chapter office in Moffett B-5. Please call first to make sure Toni is available when you want to come by.



The Pursuit of Knowledge

Ralph Hesse,
Psychology

Critical thinking is the hallmark of education. When one educates he/she communicates information and data that are coherently connected to form ideas, theories, and concepts. These are then developed, matured, challenged, and re-formulated as we “test” such ideas in both practical and abstract ways. We hold sacred the method of “scientific reasoning” in order to solve problems and come up with new solutions. Educators honor scientific thinking, because it forces us to be humble but ever curious, striving for better ideas and better solutions.

Today, educators and scientists face an unprecedented threat to the very soul of the time honored “pursuit of knowledge”. The President and advisors of this current administration believe that facts can be dismissed, and that opinions can override information when information contradicts those opinions. Intellectualism and higher education are scorned by a significant portion of our nation...viewing them as some type of “liberal conspiracy”. It is our responsibility, more than ever, to confront people who believe that an ideology can bend and misrepresent science. The President of the United States (as well as most everyone else, for that matter) has access to hundreds of thousands of articles written for over forty years in the field of climatology...and the conclusion of 97% of the world climatologists is that global warming is indeed real, and to a large extent, facilitated by human activity. In light of such evidence the President of the United States has simply dismissed the data, and suggested that the idea of global warming is instead a hoax perpetuated by China. Let’s be clear. If you are faced with thousands upon thousands of informational studies that all point to the same conclusion and simply ignore it, that doesn’t make you a conservative or a Republican...that makes you a willfully ignorant fool. When willfully ignorant fools have the power to affect national policy, then that makes them a menace.

Every teacher, every professor, every educator has an absolute duty to teach every one of our students of the dangers of casting facts and scientific methodology aside when it leads to conclusions that one finds inconvenient. Skepticism? Certainly! Science and knowledge grow as we challenge what we believe with more rigorous studies and novel approaches. But simply dismissing what we know? Making up “alternate facts”? It wasn’t 24 hours after being elected that our President’s and his press secretary decided, emphatically, that his inauguration was the biggest ever. Did you see the side by side photos of Trump’s inauguration vs. Obama’s? How can one reasonably argue the visual evidence? But of course, the same person, when shown satellite photos comparing the extent of glaciers around the world a decade ago and today takes no notice of this either. Is this the way we should live? What would you do if your child has an X-ray that reveals that he/she has a tumor? State that X-rays are tools of godless liberals and refuse to have him treated?

I teach three courses this semester in psychology. I will emphasize to every student the importance of scientific methodology in our quest to understand behavior. And I will unapologetically let them know that we are currently led by a man (with the tacit support of the Republican Party) that represents a menace to our well-being because “knowledge” to them should be contradicted, bent, dismissed, or silenced, when such information fails to support their agenda. This letter is a plea to every educator to do the same, not because you are a liberal or a Democrat or a Conservative or a Socialist or a Republican. Because you are a teacher...and you know that an embrace of knowledge, science, and rational thought have advanced our world from the beginning of time, and that we will only survive if the next generation has respect for science and thinking. Our current administration has shown no respect for facts and knowledge. They make baseless claims, throw out terms like “alternate facts” invent conspiracies and, most recently, cite “massacres” that are fictional. We recognize that most politicians lie and bend the truth to some extent. But never, ever, in modern times has respect for facts and the pursuit of knowledge been so trivialized.

Stay Informed about Contract Negotiations

We are committed to communicating with the membership about contract negotiations--to the greatest extent possible--as negotiations proceed. This is your contract, and we want members to be informed, involved, and active throughout the process.

To facilitate this communication, **we have created a Members-Only web portal. Here is the link to the portal:** <https://uuphost.org/myuup/MembersOnly/check.php>. A link to the portal is also accessible via the UUP website; click on the "UUP Negotiations Information" box in the top right corner of the page.

Proposals exchanged between UUP and the State are posted in the new Members-Only section and updated as negotiations proceed.

The Members-Only section is password-protected; you need both your Department ID and your NYS Employee ID. On electronic pay stubs or electronic payroll records, the Department ID may be listed as "*Department Code*," "*Campus Code*," or "*Agency Code*." Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID". Use the last five digits of your employee ID as your unique password to enter the site.

Please do not publicly share or post information found in the Members-Only section; this information is confidential and intended for UUP members only.

In order to participate in the ratification vote for the new contract, employees represented by UUP must have signed up as full union members prior to the tentative agreement being reached. The date when the tentative agreement will be signed cannot be predicted. If you do not know whether you are a full member or an agency fee payer, look for the "UUP Member" line item on your pay stub in the "After Tax Deductions" box, or contact Toni Murray, our chapter assistant, who can check for you. You may sign up as a full member via the website, at www.uupinfo.org, by clicking on "Join UUP" and filling out the membership form online.

Philippe Abraham
UUP Statewide Vice President for Professionals

SAVE THE DATES**Executive Board Meetings Schedule**

March 7 & 21, April 4 & 17, May 2

Labor Management Meetings Schedule

March 29, April 12, May 10

Union Matters

March 28 – Contract Negotiations Update
 April 20 - Constitutional Convention in NYS
 May 8 - SUNY Cortland Works

UUP CORTLAND CHAPTER — EXECUTIVE BOARD 2015-2017

4-Digit phone numbers begin with 607-753-xxxx

EXECUTIVE OFFICER'S

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 (Retiree)
OFFICER FOR CONTINGENTS: Jackie Pittsley (English) 4306
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 David Kreh (Library Emeritus)
 Rebecca Bryan (Physical Education) 4561
 Joseph Rayle (Foundations and Social Advocacy)
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 Dianne Galutz (Admin. Computing Emeritus)
 Dawn Van Hall (Retired/Library)
 Ben Patrick (Admin. Comput.) 5511
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We're on the Web!


See us at:

<http://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@cortland.edu) to express interest or to find out more!



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	09/10/2015	Net Pay 1,234.56	
Advice Date	09/10/2015	Pay End Date	09/24/2015		
Department ID	1234			Pay Rate 56,789.10	
EARNINGS					
		Current	YTD	TAX DATA	
	Hrs./Days	Earnings	Hrs./Days	Earnings	Federal State NYC Yorkers
Regular Pay Salary Employee		3456.78		45,678.90	Marital Status 4 4
Location Pay		56.78		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					
		Current	YTD	AFTER TAX DEDUCTIONS	
				Current	YTD
Regular Before Tax Health		456.78	1,234.56		
Supplemental Ret. Annuity Prog.		678.90	5,678.90		
TIAA Retirement Before Tax		56.78	1,234.56	UUP Member 26P	34.56 456.78

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
- Maintain UUP membership after retirement and be eligible for benefit programs
- Hold union office
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels

Please contact your chapter officers for a membership application.