

## **DID YOU KNOW?**

### **That one union should not do another Union's work**

As you know, UUP represents all the faculty and staff at Fredonia. CSEA represents the laborers and secretaries, among other titles. Each union is concerned with preserving and protecting their bargaining unit work. It is very important that in these times of reduced staffing and tight budgets, you are aware that you cannot do the work of CSEA employees. The easiest, clearest example is moving furniture, painting walls, or anything else that falls squarely and exclusively outside of UUP.

We know that you are trying to be helpful, but it is to the detriment of the Unions, and can result in unnecessary litigation.

If you are uncertain about whether the work is appropriate, please feel free to contact us.