

# UUP ESC NEWS: EXCELLENCE IN UNITY

## MAYDAY

### 2014 BULLETIN

**Pamela Malone**

Chapter President

**Richard R. Wells**

Vice President for Academics

**Reynolds Jones**

Vice President for Professionals



STATE UNIVERSITY OF NEW YORK



EMPIRE STATE  
COLLEGE

## President's Message

Sisters and Brothers,

Welcome to the special May Day edition of your chapter newsletter! The first of May is not just about flower baskets and spring. It is an important day for labor, from International Worker's Day to highlighting the need for immigration reform. With the growing Mobilization for Equity movement, May Day is also a time to spotlight the inequity of compensation for adjuncts in higher education.

Our colleagues at Van Arsdale are participating in a May Day rally in New York City today, and through the outstanding efforts of the Communications Committee we are publishing this special edition of our newsletter. Activities are happening across the state and country.

This newsletter contains important information regarding part timers at our chapter. I encourage everyone to read the information closely and become part of the movement. Part timers can and should familiarize themselves with their benefits, utilize them, and share information about both benefits and concerns with their colleagues and the chapter. Full time members must understand issues particular to their part time brothers and sisters.

At our membership meeting at All College in March, I said "we are only as strong as our most vulnerable member." Our part time members are without tenure and are given very short notice if their contract is not renewed. We must join in solidarity so our part timers are able to voice their concerns and work towards change. We must realize that a concern of one is a concern for all. Full time or part time, we must work together.

Today is your day. Celebrate your work and the work of all of our members, and have a Happy May Day!

In solidarity,

A handwritten signature in cursive script that reads 'Pamela'.

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## Message from Martin Knowles Officer for Contingents

Sisters and Brothers,

This May Day brings another round of support for the effort to raise the salaries for contingent faculty with the MAYDAY 5K rallies that are being held around the country and that UUP has endorsed (<http://uupinfo.org/communications/uupdate/1314/140428.php>). Peter Brown at SUNY New Paltz is spearheading this initiative and is one of the primary authors of the Mayday Declaration (<http://www.uuphost.org/newpaltzwp/adjuncts/articles-on-contingent-concerns/mayday-declaration>). This campaign welcomes the support of everyone, whether they are students, members of the general public or teachers, regardless of their employment status. I will be attending the rally at noon on the New Paltz campus and perhaps I will see you there!

There is a growing awareness around the country of the inferior wages and benefits that contingent (part time and adjunct) faculty have been putting up with in the higher educational system. More than three quarters of the instructional workforce at universities and colleges is now contingent labor, compared to just under a fifth 40 years ago. The piece work pay rate for adjuncts is abysmal. This past January saw a report on this topic issued by the US House Committee on Education and the Workforce Democratic Staff (<http://educationvotes.nea.org/2014/02/09/the-low-paid-highly-educated-worker-on-college-campuses/>). There we read that the story of contingent faculty “is another example of the shrinking middle class and another data point in the widening gap between rich and poor.” In a timely article in this week’s online Atlantic Monthly (<http://www.theatlantic.com/business/archive/2014/04/the-adjunct-professor-crisis/361336/>), we read about how adjuncts are subsidizing a student’s education by essentially donating their time.

The percentage of part time and adjunct faculty at Empire State College is even greater, standing at around 80%. Our chapter is interested in learning more about the experiences of contingents at ESC and we have prepared a survey for all contingents that is intended to give us a flavor of the work life for part timers and adjunct at our college. We hope to bring this information to the broader UUP committee on contingent affairs and contribute to the ongoing discussion on how we can bring about positive change for this essential workforce. Please spread the word that the survey is out and please encourage all contingent members to participate!

In Solidarity,

Martin Knowles



## ESC Part-Time Employees – UUP Members

You are IMPORTANT!

Chapter Leadership would like to get to know **you** better and learn about the unique issues that **you** face.



A short Survey (Survey Monkey) will be forwarded to you via your email that will enable Chapter Leadership to develop strategies, shape the labor/management agendas and identify areas of need for all ESC Part-Time Employees.

**Please check your email and take a few minutes to complete the Survey!**



## Benefits News

*Submitted by Karen LaBarge*

**Focus on Vision Care for Part-timers** Eligible part-timers and dependents have access to a variety of services through Davis Vision coverage. Beyond the annual comprehensive eye exam and one pair of prescription eyeglasses (or contact lenses for an additional charge) that are offered, members also can take advantage of the Laser Vision Program, as well as a mail-order replacement contact lens service.

### Laser Vision Correction

Davis Vision offers this program at a discount through a network of credentialed surgeons. By using the laser vision program in-network providers, members save up to 25 percent on the provider's regular rate or 5 percent off any advertised rate. More information can be found at <http://www.davisvision.com/Laser-Vision-Correction/> or by calling 1-800-584-2866 (enter client code 7512). UUP also has negotiated a \$200 per eye reimbursement regardless of the provider used. Claim forms can be accessed at <http://www.davisvision.com> or by calling 1-877-923-2847.

### LENS123

This service provides a fast and convenient way to purchase replacement contact lenses at significant savings. Members can learn more about the program at <http://www.lens123.com> or by calling 1-800-LENS123.

### Who is Eligible?

Active employees of the Professional Services Negotiating Unit (PSNU) who are **not** eligible for enrollment in the New York State Health Insurance Program (NYSHIP) are eligible to purchase dental and/or vision coverage through the UUP Member Services Trust Fund. For details, go to [www.uupinfo.org](http://www.uupinfo.org); on the Benefits tab, select "Part-Timers" to view plan highlights and enrollment forms.

## Contingent Workers in Academia: Trying to Survive in a Brave New World

*Submitted by Alec Meiklejohn, Professional Staff & UUP Communications Committee*

***“It’s the end of work as we know it. In the future, organizations’ competitive success will hinge on a highly unlikely suspect: workers who aren’t employees at all.”***

From a 2013 report by Accenture – the world's largest management consulting and outsourcing company

In this May Day Bulletin, and in the full spring newsletter to follow, we are focusing on the situation of contingent workers in the academic workplace. The conditions of adjunct instructors in particular have attracted increasing attention in recent years, drawn by the dramatic rise in their use by colleges and universities, by the scandalously low wages they are paid, and by the increasing visibility of efforts to improve their situation, including increasing union organizing. Public perception is finally catching up to a reality that has been developing for many years.

As the somewhat giddy prognosis in the quote above indicates, the rise of contingent work is by no means restricted to the academic realm. As many one third of all workers across the economy today are considered contingent in some form – and even for many "permanent" employees, the long-term prospects for secure employment at a given firm have fallen steadily over the last 3 decades.

In public universities and colleges, these trends have been accompanied by a comprehensive dis-crediting of government. Ideologically the public sphere, and the public workers who provision it, are portrayed as parasites on the dynamic private economy, where true efficiency and innovation are to be found. Financially, sustained anti-tax campaigns since the Reagan administration have succeeded in so constricting public resources that state support for SUNY's budget, for example, has fallen from 90% in 1988 to 30% this year.

Adjuncts have become tokens in the institutional response to these funding changes, and in the process they have seen the very nature of the job transform.

At one time the image of the adjunct was of an individual, primarily employed in some other capacity, who earned extra money and indulged a love of teaching by providing specialized instruction to a university which lacked the relevant expertise. Both sides won, and the students got the benefit of taking a course and interacting with an expert who would not otherwise be available to them.

But times have changed, the ranks of adjuncts have expanded far beyond that specialized core, and today the US Department of Education data shows that an astonishing 75% of higher education teaching staff are contingent - a figure that includes graduate student instructors and part-time faculty as well as adjunct instructors.

University and college operating budgets are now built around this increasingly-exploited host of the partially-employed, even while the number of tenured faculty positions continues its gradual and steady decline. Concurrently, we have seen the rise of a "corporate model" in academia, in which the benefits of the "efficiencies" and "cost-savings" of private industry are promoted as the best way to provide "educational services" to the universities' "customers" in today's challenging market environment.

*Contingent Workers in Academia Continued from Page 4*

Low-cost and "flexible" labor is a key ingredient of most corporate models of course, and a growing wave of studies and articles are bringing to light the "challenging environment" that confronts adjuncts today:

- ❖ **Low wages** – Accurate figures are just beginning to be gathered. A recent survey by the Coalition on the Academic Workplace of 20,000 contingent faculty employees found a median pay of \$2,700 per course, with some variation based on degree held. Pay at ESC does seem to vary within that range, certainly not much beyond. In addition to payment per course, ESC includes a kind of “academic piece-rate” system of paying a (small) fee per student. While its roots lie in the independent study model that helped define the college's unique educational approach, this payment model is also vulnerable to abuse in an environment where the contingent workforce is used to maintain policies of academic austerity
- ❖ **Few or no benefits** – In the same CAW survey, "Most part-time faculty respondents who had health benefits from any source received them from a source other than their academic employer." (p. 13). At ESC, part-time faculty receive benefits, as do adjuncts who teach 2 or more courses in a term. This is entirely due to their inclusion in the UUP union contract, and is one of many indicators of the difference that a union can make for these and other workers.
- ❖ **Reduced institutional support and inclusion, limited opportunity for advancement and professional development** – The examples here are legion – no office space, exclusion from governance processes, little or no support for academic/professional activities, no career ladder, *extremely* low pay increases over time.
- ❖ **Conflicts in meeting student needs** – One of the most difficult conflicts adjuncts face is how to reconcile their manifest dedication to teaching and learning with the demands on their time of trying to make ends meet and the knowledge that they simply aren't being *paid* for the extra time they may spend on students' needs – or if you consider that they are being paid for this work, then it's at or near poverty wages. This is not an individual problem. In fact the Council for Higher Education Accreditation is concerned enough about this issue to have sponsored a 2013 study on “how changes in faculty composition and the support faculty receive from their institutions and programs may be related to issues such as instructional quality, student learning outcomes, and meeting institutions' academic missions.” (CHEA Report, p. 5)

For at least a period of time the significance of these problems was reduced by the portrayal of contingent faculty as either the moonlighting specialists mentioned above or young people still in or fresh out of graduate programs and on their way to better days. However, just as the reality of minimum-wage work in the economy no longer fits the image of high-schoolers getting their first job experience and some spending money for the prom, so the actual composition of the adjunct work force is both older and more dependent on this work than the popular image implies. In fact, the CAW survey cited above found that more than 70% of the 20,000 part-time faculty respondents were between the ages of 36 and 65. Only 1% were 25 or under.

In many respects ESC has stood against the corporate imperative, holding to a vision of liberal education that was built deep into its roots in the educational ferment of the 1960s and the liberal traditions that fertilized them. But at the same time we need to recognize that our college is also among the most intensive users of contingent academic labor.

*Contingent Workers in Academia Continued from Page 5*

In 2010 the UUP's Task Force on Contingent Employees produced an extensive report on the situation throughout SUNY. ESC was included as one of the case studies at a comprehensive college. At that time (not so long ago) "80% of ESC academics [were] part time," (p. 31) divided between faculty on fractional lines and adjuncts. Conditions for adjuncts were cited as problematic for several reasons:

1. They are paid on a "per-student" basis, so their pay can vary significantly between instances of teaching the same course. This contrasts with the situation at other SUNY campuses where minimum enrollment requirements determine whether a course will run. The report likens this "per-student" approach to piece-work payment systems in industries such as garment manufacturing, where it was, and is, an essential feature of sweatshop operations.
2. The 4-credit base for the typical course means that ESC adjuncts are paid at a lower per-credit rate than for the SUNY norm, which is based on 3-credit courses.
3. ESC adjuncts face even greater uncertainty than those in other SUNY schools due to the fact that they often don't know how much they will be paid until after the term begins, following the add-drop period.

It is sobering to contemplate how practices that arose originally out of the special and unique mission of our college can begin to take on other, less desirable features as the environment around us changes. But our history and values as an institution are also resources to draw on to navigate the complex and difficult reality that faces us.

There are no easy answers for fixing things, but on this May Day devoted to the conditions facing contingent employees, we can look at a few things that might point the way forward.

First is to recognize the importance of organization and representation. As shown in the CAW survey, on key measures such as salary, health and retirement benefits, and access to resources on the job, the presence of a union brings measurably higher outcomes for employees. Unionized adjuncts are also more likely to be paid for class cancellations, for attending departmental meetings, and for holding office hours, and they also have greater job security than their non-unionized counterparts.

At ESC we are fortunate in having a union that includes all faculty – part-time, adjunct and full-time – and professional employees as well. Around the country, new initiatives at building representation are growing and taking root. The Coalition on the Academic Workplace (whose valuable study is cited above), the Coalition on Contingent Academic Labor, CUNY Contingents Unite, AdjunctNation.com, and The New Faculty Majority are examples of new formations that provide information, resources, and organizational networking to contingent workers. Unions such as the American Federation of Teachers (UUP's parent organization), the National Education Association (NEA) and the Service Employees International Union (SEIU) are all mounting active organizing campaigns in higher education.

This May Day, broader themes of support for immigrants' rights and for low-wage workers resonate with our chapter's focus on the needs of contingent academic employees. All of these groups are suffering in their own way from the plague of contingency, "flexibility," and cost reduction that is undermining the employment and earnings prospects of vast numbers of US workers.



*Contingent Workers in Academia Continued from Page 6*

So we are not alone. We have many existing and potential allies among the 99%. The recent vote of the SUNY Student Senate to support a pay rate for adjuncts of \$5000 per course indicates how students have made the connections between adjuncts' concerns, their immediate situation as students, their longer-term interests as they enter the job market after completing their education, and the demands of economic justice on what kind of country we are going to be in the coming years.

The student vote highlights one of the most important measures needed to improve the situation of adjuncts – economic parity which links their compensation more closely to the rates paid to regular faculty, thereby reducing the low-ball economics that underpins the continual expansion of their use. Other components of parity include greater employment security, paths for advancement within the institution and profession, and recognition of the non-instructional components of the job.

For all this to become a reality, we will have to face the funding issue head-on. As long as "there is no money," we will be forced into the position of parceling out the sacrifices rather than improving the situation for our members, our students, and ultimately the citizens of the state, which SUNY was established to serve. Whether from a tax structure that reflects the realities of our increasingly unequal economic landscape or from increased use of the resources commanded by government at the national level, the process of emptying the public purse will have to be reversed.

As we move on from May Day and begin to look toward the next round of contract negotiations we need to focus on how to make connections with the broader public around these issues, and to connect our concerns with those of the many working people in the state who are facing their own struggle to provide for their families and their future.

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**Sources:**

Coalition on the Academic Workforce (CAW), *"A Portrait of Part-Time Faculty Members"*, June 2012 available at [http://www.academicworkforce.org/CAW\\_portrait\\_2012.pdf](http://www.academicworkforce.org/CAW_portrait_2012.pdf)

The Council for Higher Education Accreditation (CHEA), *An Examination of the Changing Faculty: Ensuring Institutional Quality and Achieving Desired Student Learning Outcomes*, January, 2014 available at [http://www.chea.org/pdf/Examination\\_Changing\\_Faculty\\_2013.pdf](http://www.chea.org/pdf/Examination_Changing_Faculty_2013.pdf)

United University Professions Task Force on Contingent Employees, Report, February, 2010. Available at <http://uupinfo.org/reports/reportpdf/TFCE%20Report.pdf>

**Organizations representing contingent academic labor:**

Coalition on Contingent Academic Labor	<a href="http://cocalinternational.org/">http://cocalinternational.org/</a>
CUNY Contingents Unite	<a href="http://cunycontingents.wordpress.com/">http://cunycontingents.wordpress.com/</a>
AdjunctNation.com	<a href="http://www.adjunctnation.com/">http://www.adjunctnation.com/</a>
The New Faculty Majority	<a href="http://www.newfacultymajority.info">http://www.newfacultymajority.info</a>

**Union Higher Education organization resources:**

AFT Higher Education division	<a href="http://aft.org/yourwork/highered/">http://aft.org/yourwork/highered/</a>
NEA Higher Education Advocate	<a href="http://www.nea.org/advocate">http://www.nea.org/advocate</a>
SEIU Higher Education division	<a href="http://www.seiu.org/division/public-services/higher-ed/">http://www.seiu.org/division/public-services/higher-ed/</a>

## Information Regarding Bargaining Unit Criteria for Part-Time Employees

March 14, 2003

Joseph B. Moore, Ph.D., President  
Empire State College  
State University of New York  
One Union Avenue  
Saratoga Springs, New York 12866-4391

Dear Dr. Moore:

This letter memorializes the understandings achieved between Empire State College and United University Professions regarding membership in the State University Professional Services Negotiating Unit.

First, we agreed that the following two (2) provisions will be implemented as soon as practicable, but not later than the close of business on June 29, 2003 for persons who provide the stipulated service on or before that date.

Empire State College, State University of New York, State of New York shall include in the State University Professional Services Negotiating Unit all persons who perform, or are anticipated to perform, any group instructional assignment between any July 1 and June 30. For this purpose, we further agree that a group is comprised of six (6) or more students.

Empire State College, State University of New York, State of New York shall include in the State University Professional Services Negotiating Unit all persons who perform, or are anticipated to perform, any combination of six (6) or more individual evaluations or individual tutorials assigned between any ~~September 1~~ and ~~August 31~~. For this purpose, we further agree that groups of five (5) or fewer students will be counted as individuals

JULY 1  
and  
JUNE 30

*Joseph B. Moore*  
*for the State*

Second, we agreed that a study phase would begin upon my receipt of your endorsement of this letter. The study phase may continue thereafter until no later than the close of business on June 30, 2004. All persons who perform any combination of a maximum of five (5) or fewer individual evaluations or individual tutorials will be included in data collected during the study. This study will include the names, assignments, locations, and direct compensation, as well as other data necessary to accomplish the intent of our agreement regarding our examination and review of the incidence, work assignments, and compensation and rate of return of such persons.

Third, we agreed that, upon subsequent mutual agreement after completion of the study phase, we anticipate that persons at Empire State College who perform any combination for a maximum of five (5) or fewer individual evaluations or individual tutorials between any July 1 and June 30 shall not be included in the Stipulation of Settlement - In the Matter of the State of New York (Governor's Office of Employee Relations) and United University Professions (PERB Case No. CP-751) dated August 2002.

Fourth, we agreed that persons performing two (2) concurrent instructional group assignments are included in the meaning of Article 39.12c of the **Agreement Between the State of New York and United University Professions**. Furthermore, we agreed that such



*Information Regarding Bargaining Unit Continued from Page 8*

instructional group assignments are included in the meaning of Articles 23.2c and 23.4c of the **Agreement Between the State of New York and United University Professions**.

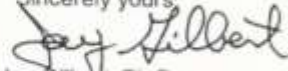
Fifth, upon receipt of your confirmation of the terms specified in this letter, United University Professions agreed to withdraw the request for documents cited in the letter issued May 10, 2002 <sup>letter</sup>, and our several mutual agreements for extensions. This understanding represents the full resolution of these issues between the parties.

This understanding pertains solely to Empire State College, State University of New York, State of New York for certain individuals who meet the specified criteria. This understanding is not intended by either party to have any wider application than the specific and limited use provided herein, and does not reflect any agreement or acknowledgement by either party as to any other matter. And, we agreed that we each retain all rights otherwise available.

I will appreciate your confirmation of these agreements for my records. Your signature will indicate your confirmation.

If you agree, please sign, date, and return a copy of this letter before the close of business on Monday, March 17, 2003.

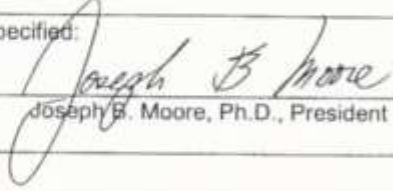
Sincerely yours,

  
Jay Gilbert, Ph.D.  
President

c: William Scheuerman, President, UUP  
Moses Musoke, Grievance Officer, ESC UUP Chapter  
Martin J. Coffey, Labor Relations Specialist, NYSUT/UUP  
Tina Kaplan, Director of Staff, NYSUT/UUP  
Joyce E. Elliott, President's Designee for Employee Relations, SUNY- ESC  
William C. Ferrero, Vice President for Administration, SUNY- ESC

Agreed as specified:

Signature:

  
Joseph B. Moore, Ph.D., President

Date: 3/17/03


# SOLIDARITY FOREVER

tune: *Battle Hymn of the Republic*

words by Ralph Chaplin


## VERSE

G



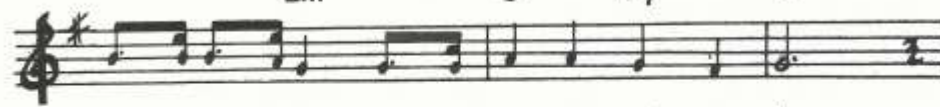
When the u - nion's in - spir - a - tion thru the work - er's blood shall run, There can

C G D7 G



be no pow - er great - er an - y - where be - neath the sun, yet what force on earth is weak - er than the

Em C D7 G



fee - ble strength of one, but the u - nion makes us strong.

## CHORUS

G C G



Sol - i - dar - i - ty for - ev - er, Sol - i - dar - i - ty for - ev - er.

Em D D7 G



Sol - i - dar - i - ty for - ev - er, for the u - nion makes us strong.

2. They have taken untold millions that they never toiled to earn,  
But without our brain and muscle not a single wheel could turn.  
We can break their haughty power gain our freedom when we learn  
That the union makes us strong. CHORUS
3. In our hands is placed a power greater than their hoarded gold,  
Greater than the might of armies magnified a hundred fold.  
We can bring to earth a new world from the ashes of the old,  
For the union makes us strong. CHORUS

## What is May Day?

*Submitted by Moshe Adler, Part-Time Faculty*

### Workers and Employers and May Day

#### Workers

How should people balance their lives between work, tending to their responsibilities (for themselves, for their families, and for their communities), and sleep? The answer that workers all over the world agreed on in the late 1800s gave each equal weight: eight hours of work, eight hours for our familial and civic responsibilities, and eight hours for sleep.

But this is not how it was. The working day extended from sunrise to sunset. In 1884, the convention of the Federation of Organized Trades and Labor Unions (it would change its name to the AFL in 1886) resolved that unless Congress passed an eight-hour day law by May 1, 1886, the Federation would call for a general strike.<sup>1</sup> Congress did not pass the eight-hour law, and strikes and rallies occurred in many towns, including in Chicago, where some 80,000 workers marched in protest.<sup>2</sup>

The eight-hour workday was only one of the workers' struggles at the time. In February 1886 the molders of the McCormick tractor factory were out on strike for higher pay,<sup>3</sup> and on May 3<sup>rd</sup>, just two days after the general rally and strike for the eight-hour day, two McCormick strikers who were challenging strike-breakers were killed by the police.<sup>4</sup> A protest against this police brutality took place in Chicago's Haymarket on May 4; when the police attacked this rally as well, a bomb went off among the policemen, one of whom was killed.<sup>5</sup>

To this day who planted the bomb remains unknown. But seven labor leaders -- Albert Parsons, August Spies, Michael Schwab, Samuel Fielden, Louis Lingg, George Engel, and Adolph Fischer -- were sentenced to death, not because they were involved in the bombing but because they supposedly "aided abetted and encouraged" the unknown bomber. Four of the seven were hung; the sentences of two were commuted to life in prison; and one committed suicide.

Workers the world over were enraged by the defeat of the struggle for the eight-hour day and the hangings of the Chicago labor leaders and ever since they commemorate the struggle on May 1st. In honor of the spilled blood of the workers they carry red flags.

#### Employers

The workers' resistance was put down by the police and after May Day 1886 what employers sought was a way to eliminate resistance before it even started. One obvious solution would have been to improve working conditions; but this solution did not interest them. What they wanted instead was to convince workers that they had no reason to protest -- not because their working conditions were good, but because they were fair. In 1899, John Bates Clark, a professor of economics at Columbia University, explained the challenge that employers faced:

*The indictment that hangs over society is that of "exploiting labor." "Workmen" it is said, "are regularly robbed of what they produce. This is done within the forms of law, and by the natural working of competition." If this charge were proved, every right-minded man should become a socialist; and his zeal in transforming the industrial system would then measure and express his sense of justice.*

Workers who worked from sunrise to sunset and made only a meager living knew that they were exploited; they experienced it first-hand. But Clark had another agenda.

*If we are to test the charge, however, we must enter the realm of production. We must resolve the product of social industry into its component elements, in order to see whether the natural effect of competition is or is not to give to each producer the amount of wealth that he specifically brings into existence.<sup>6</sup>*

The resolution that Clark himself invented was this: in a market system, Clark claimed, every worker gets paid exactly the value of what she or he is worth.

***What is May Day? Continued on Page 14***



## May Day Events

Submitted by David Puskas, Grievance Officer


## MAY DAY 2014

### LABOR RIGHTS, IMMIGRANT RIGHTS, JOBS FOR ALL

### RALLY AT CITY HALL 5:00 PM THURSDAY MAY 1

Raise the Minimum Wage | Defend the Scaffolding Law and on the Job Safety | Pass the NYS Dream Act | Universal Pre K for All NY families | Tax the 1% - Tax Wall SL - Make them pay their fair share

**BEFORE MAY DAY, AT MAY DAY, AFTER MAY DAY**  
Low Wage Workers, Building Trades Workers, Immigrant Workers,  
Private and Public Sector Workers, Union and non union



Sponsored By Labor Rights, Immigrant Rights, Jobs for All

(Official Endorsing/Participants List as follows)

AMBA 400	Borough of Manhattan	Local 100 RWB	NYC-CLM 401
NYC 212 AHS 001	Green NY Labor Rights Coalition	Local 1175 BSA	NYC 212 AHS 001
1000 BSA	Health Day	Local 120 SPW	Two Workers Alliance
2000 BSA	UMW 600/600/600	Local 121 RWB	Union Local 100
400 Local 1175	Joint Council #18 Teachers	Local 122 RWB	UPWA International Workers
600 BSA	La France	Local 123 RWB	UPWA Local 1000
6 Philip Rudolph Institute	Local 124 RWB	Local 124 RWB	United Auto Workers Local 10
400 BSA	Local 125 RWB	Local 125 RWB	United Federation of Teachers
Green for People's Community	Local 126 RWB	Local 126 RWB	Local 126 RWB
1100 BSA	Local 127 RWB	Local 127 RWB	Local 127 RWB
2000 BSA	Local 128 RWB	Local 128 RWB	Local 128 RWB
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For More Info, Please Contact: Labor Rights, Immigrant Rights, Jobs for All  
30 OLIV ST., 15th Floor, NY NY 10008 | 917-488-2915 | LDRW2014@GMAIL.COM

“There is no power in the world that can stop the forward march of free men and women when they are JOINED in the SOLIDARITY of human brotherhood.”

Walter Ruther

## PSC/CUNY SUPPORTS EQUITY FOR ADJUNCTS, CUNY'S LOW-WAGE WORKERS.



Fair Contracts, Fair Wages and Job Security for All Working People—including adjunct faculty!

Together We Fight! Together We Win!

As part of a national mobilization, academic unions are demanding a minimum starting salary of \$5,000 per course, job security, health insurance, and decent working conditions for adjuncts. We're making a special effort to be visible on May Day, the international workers' day of action.

We stand in solidarity with other low-wage, precarious workers, and our partners in the labor movement. Stand with us!

[psc-cuny.org/mayday2014](http://psc-cuny.org/mayday2014)[mobilize4equity](http://mobilize4equity)[mobilize4equity.tumblr.com](http://mobilize4equity.tumblr.com)

# Renew SOLIDARITY


*May Day Events Continued from Page 12*

"The people UNITED will never be divided."

Cesar Chaves

**INEQUALITY FOR ALL**

**FREE Admission**



inequalityforall.com

Contact  
**Jerry Lotierzo**  
for more info

315-243-9823  
or email  
jlotierzo@twcny.ny.com

**Special FREE Screening of the  
Documentary Film by Robert Reich  
"Inequality For All"**

**Thursday, May 1st at 7:00 pm  
at The Palace Theatre  
2384 James Street**

Followed by a panel discussion.  
The gap between the rich and the  
rest of us continues to grow.  
Find out what you can do!  
**Free Parking**

## Co Sponsors

**We Are New York**  
**CNY Alliance for Retired  
Americans**  
**CSEA, Central Region 5  
SUN**  
**1199SEIU United Healthcare  
Workers East**  
**SEIU Local 200 United  
Central NY Area Labor  
Federation, AFL-CIO**

**Greater Syracuse Labor  
Council, AFL-CIO**  
**Labor Council for Latin  
American Advancement  
NYSUT**  
**Democracy Matters**  
**Sierra Club**  
**United Steel Workers  
NYSARA**  
**Workers Center of CNY  
ArtRage Gallery**

**The SUNY New Paltz Student-Labor Coalition Presents**

# May Day 5K\*

**Celebrate International Worker's Day  
Rally for Student and Worker Rights**

**Student and Labor Leaders Addressing:**  
Adjunct Job Security & Compensation • Lecturer Workload  
Campus Policies on Family Leave • Student Loan Debt  
Support for Women's, Gender, and Sexuality Studies  
Quality Public Education • and much more.

**May 1 • 12 - 1 PM**

**Academic Concourse  
Outside Humanities Building\*\*  
SUNY New Paltz**

**Sponsored by:** United University Professions (UUP) New Paltz Chapter  
CSEA NY Students Rising (NYSR) NY Public Interest Research Group (NYPIRG)  
Amnesty International Students for Justice in Palestine  
Hudson Valley Activist Newsletter

**\*\$5,000 minimum starting salary demanded  
per course for all adjuncts and lecturers**

**\*\*Rain location: Lecture Center 102**

### Directions:

83 to 690 East to Teall Ave. Proceed  
North on Teall - Approx 1 Mile (4<sup>th</sup> Light)  
Turn Right on James St. for 1/2 mile. The  
Palace Theatre will be on the RIGHT,  
2384 James Street.

### Parking:

- 25-30 Spots behind the Theater
- Behind Pomco Insurance -  
after 5:30 pm
- Street Parking on James & other  
Streets
- Free after 6:00 pm

### Free Parking Available



**CELEBRATE the Working Class**



*What is May Day? Continued from Page 11*

The reception to his theory could not have been better. Unlike the workers of the 1800s, many of today's workers who are working hard and yet are unable to care for their families believe that the fault is theirs. They believe that the work they do is unworthy, either because it does not require higher education or because it does not require special skills.

Truck driving does not require a high level education or a lengthy development of skills, yet no society can exist without truck-drivers. But the median wage of tractor-trailer drivers who experience great stress on the job and are away from their families for extended periods of time is \$38,700. No society can exist without ambulance personnel and paramedics either, but their median wage is only \$31,270.<sup>7</sup> No society can exist without the work that electrician apprentices do, yet those workers can barely support themselves let alone their families.

Society as a whole is a team, as is every part of it. The contribution a person makes either to society as a whole or to a particular project cannot be measured by the education or skill an individual person has, nor by the job title he or she holds. No building can be built without electricians, but neither can it be built without a financier. It cannot be built without carpenters and plumbers, but it also cannot be built without the real estate agents who will eventually rent or sell it to clients, or without the architects or the engineers.

When it comes to work, we are all members of the same global team. But when it comes to the distribution of the fruits of our common labor, we are being cheated out of our fair share.

**On May Day 2014 we demand laws that govern the distribution of power and the distribution of pay in the workplace. We demand worker participation in management and a maximum top to bottom pay ratio of eight to one, so that the highest paid manager earns no more than eight times the lowest paid employee.**

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1 Accessed April 27, 2014: [http://en.wikipedia.org/wiki/Federation\\_of\\_Organized\\_Trades\\_and\\_Labor\\_Unions](http://en.wikipedia.org/wiki/Federation_of_Organized_Trades_and_Labor_Unions)

2 Accessed April 27, 2014: [http://en.wikipedia.org/wiki/Haymarket\\_affair#cite\\_ref-How\\_May\\_Day\\_Became\\_a\\_Workers\\_Holiday-resolution\\_18-0](http://en.wikipedia.org/wiki/Haymarket_affair#cite_ref-How_May_Day_Became_a_Workers_Holiday-resolution_18-0)

3 Timothy Messer-Kruse, "Strike or anarchist plot? The McCormick riot of 1886 reconsidered," *Labor History*, Vol. 52, No. 4, November 2011, 483–510 (accessed April 27, 2014) <http://www.tandfonline.com/doi/pdf/10.1080/0023656X.2011.632552>

4 Accessed April 27, 2014: [http://en.wikipedia.org/wiki/Haymarket\\_affair#cite\\_ref-How\\_May\\_Day\\_Became\\_a\\_Workers\\_Holiday-resolution\\_18-0](http://en.wikipedia.org/wiki/Haymarket_affair#cite_ref-How_May_Day_Became_a_Workers_Holiday-resolution_18-0)

5 Accessed April 27, 2014: [http://flag.blackened.net/lpp/haymarket/haymarket\\_trajedy\\_cpl.html](http://flag.blackened.net/lpp/haymarket/haymarket_trajedy_cpl.html)

6 John Bates Clark, "The Distribution of Wealth: A Theory of Wages, Interest and Profits," New York: The Macmillan Company, 1899, chapter 1, (accessed May 26, 2009), <http://www.econlib.org/library/Clark/clkDW1.html>

7 Accessed April 27, 2014: [http://www.bls.gov/OES/current/oes\\_nat.htm](http://www.bls.gov/OES/current/oes_nat.htm)

# MAYDAY

**A time to renew solidarity and celebrate the working class**

**A time to remember past struggles and demonstrate our hope for a better future**

**A day to remember that an injury to one is an injury to all**

**A day of solidarity between workers of all nationalities**

**Editorial Policy:** Opinions expressed in *Excellence in Unity* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its Empire State College Chapter, who are not liable for any errors or inaccuracies.



**NYSUT Member Benefits is excited to announce the endorsement of the member shopping program powered by PayCheck Direct for roll-out this spring 2014.**

This program – part of the national retail powerhouse Bluestem Brands, Inc. family, which also includes Fingerhut and *Gettington.com* – allows individuals to purchase what they want now and pay interest-free over 12 months.

Through PayCheck Direct, NYSUT members & their families will have access to more than 7,000 name-brand products such as appliances, televisions, computers, electronics, furniture, and much more.

Members would have the option of paying for any items they purchase interest-free over a 12-month period; bi-weekly payments would be made via automatic checking account withdrawals.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or

finance charges; and toll-free customer service representatives located in the U.S.

As part of this endorsement, PayCheck Direct will mail merchandise catalogs to the NYSUT membership four times per year.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card.

We are excited to be launching this new program in spring 2014! Join our MAP (Member Alert Program) Alert email service to be among the first to learn more about this program (visit the Member Benefits website for sign-up instructions).

You can also visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) in the coming weeks for details on how to use this service or call 800-626-8101 with any questions.



For information about contractual endorsement arrangements with providers of endorsed programs, please contact NYSUT Member Benefits. Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.

Mar./Apr. '14



## EMPIRE STATE COLLEGE CHAPTER

CONNECT With Your Chapter!

**Chapter Office Location:**

111 West Avenue  
Saratoga Springs, NY 12866

**Hours:**

Monday - Friday 10:00am - 1:00pm

**Phone:**

(518) 580-4094 or Ext. 2571

**E-mail:**

uupescchapter@gmail.com

We're on the Web!  
[www.uupescchapter.com](http://www.uupescchapter.com)

## CHAPTER LEADERSHIP: CHAPTER OFFICERS

**We are here for our members! Please do not hesitate to contact us!**



**Pamela Malone, President**

Contact Pamela at [pmalone.uup@gmail.com](mailto:pmalone.uup@gmail.com)



**Richard R. Wells, Vice President for Academics**

Contact Richard at [wellsrr1@gmail.com](mailto:wellsrr1@gmail.com)



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**David Puskas, Grievance Officer**

Contact Dave at [david.puskas@esc.edu](mailto:david.puskas@esc.edu)

## UUP ESC Chapter's Purpose

*Scripted from our Chapter Bylaws:*

**The purpose of the ESC Chapter shall be:**

- To promote the aims of UUP
- To improve the terms and conditions of employment
- To defend the civil, professional, and human rights of those it represents
- To promote mutual assistance and cooperation among the members of UUP
- To advance education in a democracy and democracy in education
- To promote the principle of unity and collective bargaining in higher education
- To monitor local compliance with the Agreement between UUP and the State of New York
- To promote **public higher education,**  
**academic excellence, and**  
**to strengthen the college and university community.**

The Chapter will organize and support activities associated with its campus responsibilities as a union and shall cooperate with other Chapters, UUP, UUP affiliates, and other appropriate organizations in furtherance of these objectives.



UUP Empire State College Chapter  
111 West Avenue  
Saratoga Springs, NY 12866



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