

# Special MAYDAY Edition

2016 SPRING  
UUP ESC NEWS:  
EXCELLENCE IN UNITY



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## A Time to Reflect, A Time to Fight

*Pamela Malone, President*

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Sisters and Brothers,

Welcome to another May Day edition of our chapter newsletter, *Excellence in Unity*. There are actually two very important dates this week: Workers Memorial Day is April 28 and International Workers' Day on May 1.

On Workers Memorial Day, a day to “mourn for the dead, fight for the living” (AFL-CIO), we remember those who have suffered and died on the job and renew our fight for safe working conditions. At Empire State College, we

have much work to do. There is a tremendous need for improved safety and security, and healthier workplaces. As a New York State agency, we are covered under Public Employee Safety and Health Bureau (PESH) which incorporates standards equal to or above the United States Occupational Safety and Health Act (OSHA). We would like our chapter to be effective in organizing around health and safety at the college—and we need your help. Please contact me if you would like to be involved in our chapter work in this area.

For more information regarding Workers Memorial Day and PESH, here are some useful links:

<http://www.aflcio.org/Issues/Job-Safety/WorkersMemorialDay>

[http://www.labor.state.ny.us/workerprotection/safetyhealth/dosh\\_pesh.shtml](http://www.labor.state.ny.us/workerprotection/safetyhealth/dosh_pesh.shtml)

On May 1, we celebrate International Workers' Day, and I'm pleased that for the third year, we are focusing our May Day newsletter on the plight of our part time and adjunct members. They are truly the most vulnerable among us, and have little or no job security. As enrollment at the college has declined, we have heard from members losing their classes—and in some cases, their eligibility for health insurance. We are all feeling the worry of what's going to happen next at the college with all of the changes, and our members without job security feel that stress the most. There are many actions underway to help the situation of part time and adjunct academics across higher education, within UUP, and at our chapter. We can and must continue this work.

We have made ground for our part time members in many ways—they are eligible for health insurance if teaching 2 courses (or the equivalent) or an income threshold; our part time members earn vacation and sick time; and they are able to become part of our bargaining unit at the equivalent of one course.

At the chapter level, we have urged management to encourage those who assign courses to be mindful of the 2 course requirement in order to limit or eliminate the number of members who lose their insurance in times of decreasing enrollment; we are actively obtaining names of part time members who are affected by the incorrect increase of their insurance contributions for the UUP class action grievance; and we regularly bring concerns of part time members to the labor/management table. And we will continue to do all of these things, and more.

But the overall precariousness of part time employment remains at Empire State (and across SUNY and the country). As does the incredibly low pay rates for our adjuncts. In this edition of the newsletter, you will find a lot of information on actions taken on behalf of this ever increasing group of our members. Please do not turn away from this information if you are not part time—we all need to be aware and assist our brothers and sisters across the college and beyond. Please review the AFT and NYSUT resolutions, and

think of how we can draw upon them at our chapter. Talk to your colleagues to see how we can increase the visibility of our part timers—many of whom are marginalized in the operations of the college. Share your ideas with our amazing Officer for Contingents Mary Helen Kolisnyk—she will welcome your ideas and support for our chapter initiatives.

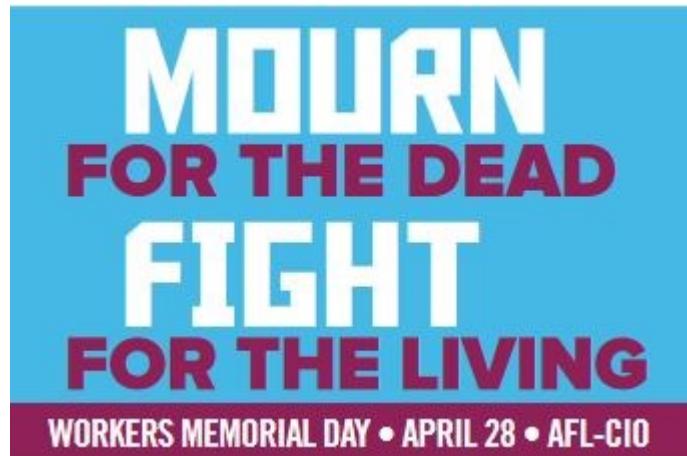
Remember, an injury to one is an injury to all. We can make a difference and we have! We collected well over 200 signatures to save our chapter office and we have not been asked to move again. We collected almost 200 signatures on a petition to protect our work space and pushed the issue with management at our last meeting, and believe they heard concerns—so please continue to send them to us! We have advocated for dozens of our members individually as well as for groups, departments and centers.

When we come together, it works! May you have a peaceful Workers Memorial Day and International Workers' Day, and I'll see you in the fight.

In solidarity,

*Pamela*

**May Day  
2016**



## **From the UUP Website at [www.uupinfo.org](http://www.uupinfo.org) under *Contract*:**

The UUP Negotiations Committee has unanimously approved the union's package of contract proposals—a necessary step before bargaining with the state can begin.

At top, Chief Negotiator Philippe Abraham leads an April 21 joint session of the Negotiations Committee and Negotiations Team.

Under the [UUP Constitution](#), the Negotiations Committee formulates negotiations proposals for presentation to the UUP president. Now that the Committee has accepted the union's proposals, the Negotiations Team, under the direction of UUP President Fred Kowal, can proceed with contract talks.

UUP's [current five-year contract](#) expires July 1.

The package of proposals, approved at the April 21 joint meeting of the Negotiations Committee and Negotiations Team, was developed in response to member input collected during UUP's fall 2015 information-gathering phase. Above, Polytechnic Institute Chapter President Linda Weber, left, and Purchase Chapter President Connie Lobur, both Negotiations Committee members, talk to each other at the meeting.

The Team and Committee met in January to assess the information and to identify contract priorities. The Team met frequently through April to develop contract proposals that reflect these priorities and to gather facts needed for negotiations.

Members can stay informed about contract negotiations by clicking on the [Contract link](#) on UUP's website or by [emailing Abraham](#).

**Keep up to date with negotiations! The UUP website is updated immediately when new information is available!**

**[www.uupinfo.org](http://www.uupinfo.org)**

## Faculty Review Procedure Updates

*Richard Wells, Vice President for Academics*

Dear Union Sisters and Brothers:

First off, I want to thank all who responded to the survey the chapter put out earlier this year, and all those who individually or at center faculty meetings and caucuses offered their concerns and concrete suggestions. In preparation for our negotiations with management about changes to the review procedures, as described in section IV and section VI, part A, in the Handbook, the procedures team and I have analyzed this feedback, and will continue to do so as it comes in. So please continue to discuss your concerns when you have the opportunity, and send any feedback either to me at [wellsrr1@gmail.com](mailto:wellsrr1@gmail.com) or the chapter office at [uupescchapter@gmail.com](mailto:uupescchapter@gmail.com).

The Faculty Handbook indicates that before beginning negotiations on these sections, the Chapter President and the College President or their designees must establish a charge for the negotiations committee as a whole (p. 57). In discussing the charge with management, the union's position was that the negotiated sections in the handbook needed to be opened for consideration in their entirety. Such a charge would best align with our goal, which is to revise the procedures in a way that not only accounts for the new academic structure of the college but protects faculty rights to a process that is fair and transparent.

After some back and forth with management, we now have a charge congruent with our position and goals. Please know that the Chapter's team has been working hard to prepare for negotiations, and will continue to do so.

In the meantime, some more general information and comment regarding the procedures.

- 1) The negotiations over the procedures in which the Chapter's team are taking part are *separate* from the statewide contract negotiations that will soon be underway. What we are looking at is very specific to the procedures laid out section 4 and 6A of the faculty handbook, with

section 4 covering review procedures for full-time faculty, and 6 A review procedures for part-time faculty. These sections are referred to as the “negotiated sections” of the handbook, and were the result of a local agreement between the ESC UUP chapter and ESC management.

- 2) We understand that there is uncertainty about the criteria for review, about the relative weight of the various areas of faculty obligation, about the definition of scholarship, etc. But we need to keep in mind that these criteria are not negotiated, but rather are the result of a local ESC interpretation of SUNY policy. So, while the chapter’s team cannot press for changes to these criteria, what we can do is work to ensure that the expectations around the criteria are communicated clearly and consistently.
  
- 3) Finally, *and perhaps most importantly*: **The negotiations over the review procedures are ultimately about protecting *due process*.** More specifically, it is about protecting a faculty member’s rights, which are:
  - i. To know who is being asked to provide input or comment on her/his candidacy for re-appointment, tenure, and promotion.
  - ii. To know who has in fact provided such input or comment.
  - iii. To know what has been introduced through such input or comment, in terms of oral or written evidence.
  - iv. To be heard, to respond to what has been presented and discussed regarding their review.
  - v. To receive appropriate notice (as per the contract) of non-renewal decisions.

In Solidarity,

Richard Wells

## Officer for Contingents Report

*Mary Helen Kolisnyk, Officer for Contingents*

Another May Day -- time to take stock of the labor movement, locally and more widely.

You've seen, I hope, Fred Kowal's response to the outcome of the Friedrichs v. CTA case. The outcome of this Supreme Court case, which threatened the financial security of public sector unions across the country, was announced on March 29, and the 4-4 split means that the previous lower court rulings in NY state are upheld. The upshot: the need for everyone in a legally constituted bargaining unit to pay for the protections their union provides for them has been affirmed.

Read UUP's response to the Supreme Court's decision here: <http://uupinfo.org/communications/uupdate/1516/160329.php>

But, as one person put it to me: "It'll be back." There are more cases like Friedrichs in the pipeline, supported by those who want to see all unions in this country disappear.

UUP needs to be ready.

So, with NYSUT's support, members from UUP chapters all across the state gathered in mid-March (before the Friedrichs decision) to initiate the Chapter Action Project. I attended, along with brother Gen-naro Bonfiglio, Chapter Rep from the Metropolitan Center. We started to think about what our chapter can do to raise UUP's profile and build its power. Our chapter is better-positioned than most, because of our statewide footprint, to connect with members at other SUNYs, so we are looking at ways to take advantage of that. More on the Chapter Action Project in a later newsletter.

Make sure you check out the resolution taken at the NYSUT RA in April on contingent employment, elsewhere in this newsletter.

I am an active member of 3 unions: as an NYU adjunct, I belong to UAW Local 7902; as a Barnard College lecturer, I belong to UAW Local 2110; as a part-timer at ESC, I belong to UUP.

Though I walked a picket line my first year of graduate school in Toronto, I never expected to find myself a union activist at this stage of my life. But after I started teaching at the Van Arsdale Center, I realized I needed to learn more about what unions look like from the inside. So, I volunteered with 7902 –

*Officer for Contingents Report Continued*

polling members over the phone on a possible strike vote. It was excruciating, for a while—the idea of a rap-sheet made me cringe! But: both of 7902’s two contracts have been settled ONLY after the prospect of a strike vote became real to the administration – so, it’s clearly work that needed to be done.

Barnard’s newly-organized adjuncts have just completed their first action, after encountering stony rejection from the college’s lawyer at their inaugural bargaining session: they held a ‘Teaching Awareness Week’ in the college quad, educating students about how the college treats the adjuncts delivering their education, and education all over the country. We’ve also got a great button, with a familiar college image on it big enough to draw students’ eyes if you wear it in class! So, a conversation essential to that college community is starting to be heard.

All of which is offered in this May Day newsletter as a challenge: as precious as your time is, nothing will improve for contingents if we don’t give some of it over to advocating for ourselves. The most satisfying result of my participating has been developing the skills needed to do a small sliver of the union’s work. And as I do it, my belief that it can make a difference also grows. It’s true that it’s only incremental but it’s also real, and the more we join in the work of the union together, the more real, the more forceful it can become.

We teach a book called *The Mind at Work* by Mike Rose at Van Arsdale. It’s a book largely about vocational education and hand work, but in it he makes a powerful point about the relationship between competence and agency that I think applies to union (and other) activism. He says that without a clear sense of what your own skill is – your competence - it is hard to believe you can be effective in the world – or, be an agent in it. He writes: “...to see only constraint, to not simultaneously understand possibility, is to miss the full sweep of what [you] know.” This, Rose says, is “the relation of skill to hope.”

Participating in my unions has brought me into contact with abilities I never knew I had, and they are leading to fuller involvement, a fuller sense that the union is ‘mine’ to work with. There is something each of us has that can benefit our union. Decide what you have, and make UUP yours.

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# Workers and Employers

*Moshe Adler, Van Arsdale*

## 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 1800's 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 3rd, 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 who was killed.<sup>5</sup> To this day who planted the bomb remains unknown. But seven labor

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<sup>1</sup> Accessed April 17, 2016: [http://en.wikipedia.org/wiki/Federation\\_of\\_Organized\\_Trades\\_and\\_Labor\\_Unions](http://en.wikipedia.org/wiki/Federation_of_Organized_Trades_and_Labor_Unions)

<sup>2</sup> 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)

<sup>3</sup> Timothy Messer-Kruse "Stirke or anarchist plot? The McCormick riot of 1886 reconsidered," *Labor History*, Vol 52, No.4 November 2011, 483-510 (accessed April 17, 2016)

<sup>4</sup> Accessed April 17, 2016: [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)

<sup>5</sup> Accessed April 17, 2016: [http://flag.blackened.net/lpp/haymarket\\_tragedy\\_cpl.html](http://flag.blackened.net/lpp/haymarket_tragedy_cpl.html)

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.<sup>6</sup>

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

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<sup>6</sup> John Bates Clark, “The Distribution of Wealth: A Theory of Wages, Interest and Profits,” New York The MacMillan Company, 1899, chapter 1. <http://oll.libertyfund.org/titles/clark-the-distribution-of-wealth-a-theory-of-wages-interest-and-profits>. Accessed May 17, 2016

*Workers and Employers Continued*

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.

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

The reception to his theory could not have been better. Unlike the workers of the 1800's, 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 \$42,500. No society can exist without ambulance personnel and paramedics either, but their median wage is only \$35,430. No society can exist without the work that fast food workers or supermarket workers do, yet those workers make \$19,920.<sup>7</sup>

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.

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<sup>7</sup> [http://www.bls.gov/OES/current/oes\\_nat.htm](http://www.bls.gov/OES/current/oes_nat.htm)

*Workers and Employers Continued*

On May Day 2016 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.

Moshe Adler teaches economics at the Harry VanArsdale Center for Labor Studies at Empire State College. His book Economics for the Rest of Us: Debunking the Science That Makes Life Dismal (The New Press, 2010), is available in paperback and as an e-book. Chinese and Korean editions are also available.

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## **UUP Service Awards 2015—2016**

### **5 Year—Membership & Service**

John M. Beckem II

Jane E. Cudmore

John J. Lawless

### **10-Year—Leadership & Service**

Jacqualine G. Berger

Kristina G. Delbridge

Julie A. Gedro

Joyce M. Haines

**Congratulations and Thank You!**

**contingent** *(kən-tin-jĕnt) adj. [L. contingens, pp. of *contingere*, to touch.]*

1 that may or may not happen: possible 2 happening by chance: accidental 3 dependent on or conditioned by something else—payment is contingent on fulfillment of certain conditions

## UUP Position Statement on Contingent Employment

*Adopted by the UUP Executive Board July 10, 2015*

### **I. Introduction**

The UUP Executive Board charged the UUP Contingent Employment Committee to develop a policy statement on contingent employment. "Contingent" employment is defined by the UUP Constitution as any appointment for which continuing appointment or permanent appointment is not prescribed (Endnote #1). At present, any contingent employee may be non-renewed or terminated without cause. UUP intends this policy statement on the use of contingent labor in SUNY to not only guide UUP's approaches to collective bargaining and legislative agendas, but also to influence state and national policy pertaining to contingent employment practices in higher education.

The casualization of academic labor is detrimental to the quality of education. More and more national attention and political discourse are being focused on the staffing crisis in higher education. From 1975 through 2011, 90 percent of all instructional appointments in American higher education have been in contingent positions (Curtis, 2 & 4). At present, 59 percent of UUP's Academic members are employed in contingent positions. Many problematic practices in higher education in the United States cannot be effectively mitigated without addressing contingent employment practices.

UUP's Delegate Assembly has a long history of protesting the practice of using contingency to erode tenure; for example, its 9/03/76 Position Statement protested the Regents' Plan that recommended "the abolition of tenure and job security by providing for the employment of more part-time faculty members, the lengthening of probationary periods, and the awarding of renewable contracts instead of tenure" (page 13 of the [Position Statements Manual, Archive Section](#)). UUP is making every effort to improve the terms and conditions of employment for its own members working in contingent positions, to support the call for adequate higher education funding in order to restore full-time positions and to transition part-time employees seeking full-time work into full-time positions, and to support efforts of the major higher education unions to reverse the national trend away from secure academic employment. UUP's position on contingent employment practices will guide important decisions UUP will make in the next decade, as it attempts to meet its fiduciary obligation to represent all members in the bargaining unit and to influence the policies of its affiliates.

### **II. Guiding Principles**

In keeping with its constitutional purpose "to defend the civil, professional, and human rights of those it represents," UUP recognizes the fundamental dignity of human labor. The civil, professional and human rights of UUP members are jeopardized by contingency. Just as importantly, UUP recognizes the universal right to quality education, in keeping with its constitutional purpose "to advance education in a democracy and to advance democracy in education." Education is not only an essential civil and human right, it is critical for a sustainable democracy. But first-rate education is jeopardized by the far-reaching consequences of contingent employment. A substantial body of research now shows that contingent employment practices have a negative impact on the quality of students' educational experience (Kuzar and Maxey). "Every accommodation that faculty must make in the face of insecurity, overwork, and lack of resources and office space diminishes the material conditions of the students' educational experience" (Moser 92). Precarious academic employment as the norm is an affront to the dignity of the professional work performed by educators and to the value of education itself.



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Contingent work has grown in our national economy as trade unions have been besieged. In academia, it has developed over decades and will not be mediated overnight; however, every year that the percentage of precarious workers rises, it becomes that much harder to reverse this destructive trend. UUP's "Report of the Task Force on Contingent Employees" (February, 2010) establishes the ways in which the contingent employees in UUP's bargaining unit are treated inequitably, and argues for a number of changes to the current terms and conditions of employment, as well as the structure of the union itself. Some of the report's recommendations have already been implemented. UUP continues to draw upon the rationales and recommendations within the report, as well as complementary policy statements recently published by AAUP ("Contingent Appointments and the Academic Profession") and AFT ("Reversing Course: The Troubled State of Academic Staffing ...") as it works to redress inequities. UUP played a key role in the passage of the resolution addressing contingent academic employment at the 2014 AFT Convention, "Ending the Exploitation of and Reliance on a Contingent Academic Labor System in Higher Education," which describes a comprehensive agenda for reform. UUP intends to rely on the following five principles to guide its planning and implementation of action plans to address the need for change.

### **1. First Principle: Equity.**

All UUP members deserve equitable treatment. All professional employees of a college or university, whatever their full-time equivalency, should be afforded equitable terms and conditions of employment commensurate with their qualifications. To the extent that UUP is able to collectively bargain the terms and conditions of employment, and/or to influence the laws and policies of the various agencies that govern higher education in general and that determine the local terms and conditions of employment for UUP's members, UUP has the following objectives:

#### **A. Equitable Compensation and Benefits**

UUP endorses the regularization of contingent labor with regard to wages with the salaries of Academic part-time employees determined on a pro rata basis in relation to the salaries of full-time employees whose work obligations are similar, as is generally the case for the Professional employees who are members of UUP. In situations where Professional contingent employees do not have parity with their peers' salaries, UUP will do what it can to rectify that inequity. Equitable benefits should also be provided to part-time employees.

#### **B. Equitable Academic Freedom and Due Process**

AFT defines academic freedom as "the right of faculty members, acting both as individuals and as a collective, to determine without outside interference: (1) the college curriculum; (2) course content; (3) teaching; (4) student evaluation; and (5) the conduct of scholarly inquiry" ([www.aft.org/position/academic-freedom](http://www.aft.org/position/academic-freedom)). The fact that contingent faculty are in essence at-will employees undermines the academic freedom of the faculty as a whole. In light of the essential role academic freedom plays in ensuring high-quality higher education, and in view of the fact that the majority of SUNY's classroom faculty are employed off the tenure track, it is clear that their collective accommodation to precarious employment is unacceptable. "When every move that contingent faculty make is a negotiation with the parameters of at-will employment, and when they constitute the vast majority of higher education faculty, the ramifications for the quality of higher education that all students deserve is obvious" (Eron 31). UUP supports the extension of the same due process rights in effect for continuing and permanent appointments to contingent employees who have served satisfactorily over the course of a probationary period to be mutually determined by the institution and the union. UUP supports job security enhancements, including but not limited to, progressively longer terms of appointment, and opportunities for conversion of positions held by current contingent employees to positions eligible for continuing or permanent appointment (tenure).

#### **C. Equitable Advancement Opportunities and Professional Support**

UUP supports the following best practices:

- a) when filling a vacant part-time position, offering additional assignments to current part-time employees who are doing the same kind of work and wish to obtain a higher FTE, up to and including conversion of the current part-time employee's position into a full-time position;
- b) as tenure-track positions become vacant or are newly created, giving part-time and full-time contingent employees performing similar work first consideration;
- c) providing realistic pathways for advancement for part-time and full-time contingent positions;
- d) ensuring that all faculty have access to resources they need to do their work properly.

#### **D. Equitable Participation in Faculty Governance**

UUP recommends that every member of the professional workforce be afforded full voting rights within departments and other campus governance bodies. Clearly, faculty governance cannot be "democracy in action" ([www.aft.org/position/academic-freedom](http://www.aft.org/position/academic-freedom)) if more than half of the faculty are not permitted to have a voice in decision-making.

#### **E. Equitable Opportunities for Union Representation**

Within the local, statewide, and national levels of all academic labor organizations, there should be designated seats

and offices for those members employed contingently, and internal organizing should be undertaken in order to mobilize contingents' political participation in union governance in proportion to the members in this category of employment.

As long ago as 2/01/92, UUP issued a Position Statement that:

Part-timers should have a fair voice within the union. To that end, there should be changes in union governance. Such changes might include, but would not be limited to, creating officer positions for part-timers, such as VP for Part-timers on the UUP Executive Board and VP for Part-timers on the Executive Board of each UUP chapter; greater representation of part-timers in the Delegate Assembly and on all the Standing Committees of the union. The effects of these changes should be that part-timers have a voice and representation more suitable to their numbers within and importance to the union ([Position Statements Manual, Archive Section 33](#)).

In another Policy Statement published that year, UUP commissioned research to answer this question: "How can the Constitution of UUP be amended to increase part-time participation and to better meet the needs of part-timers?" (page 33 of the Positions Statements Manual 33). The 2010 report of the Task Force on Contingent Employees sets forth several specific recommendations regarding union representation, a few of which have already been implemented. UUP has amended its Constitution to enfranchise the voice of contingent members by including a category of membership for contingents that enables them to be eligible to remain members after being non-renewed; by reserving a seat for a contingent member on its statewide Executive Board; and by providing an additional delegate seat to be occupied automatically by the Officer for Contingents elected at each chapter. In addition, the UUP president has appointed more than one contingent faculty member to each contract Negotiations Team since 2010.

As is often the case when an extreme imbalance of power has become historically ingrained, an affirmative action program may be necessary to restore balance to the equation. The 2010 task force report called for constitutional changes and reallocation of resources to instigate equitable representation of contingent members within UUP's governance, even if that means employing transitional steps that make it easier for people who are marginalized and economically disadvantaged to participate. UUP urges other unions to do likewise and to publicize ways that such members can be more effectively encouraged and empowered to become involved. "Pathways to leadership, both temporary and flexible or long-term and stable, must be transparently visible to participants" (Worthen 83) if unions are to form true communities of interest that include their contingent members.

## **2. The Second Principle: Every member is a whole member.**

Roughly 45 percent of all of UUP's members fall within the ever-expanding category of contingent employment, wherein the working conditions of part-time and full-time positions are categorically different from the working conditions extended to other employees; however, as we are all equally committed to the best interests of our students, UUP represents all of its members equally and to the full extent of its powers. Every UUP member is a full member of the union and the person should never be confused with the position he or she currently occupies or has occupied previously. Employees' abilities and the quality of work they do are not defined by the position they occupy. Every member is entitled to full representation by its union.

## **3. The Third Principle: Seniority.**

Honoring the principle of seniority has been recognized historically within the labor movement as the fairest way to make decisions about employment that validate expertise gained from practice. Honoring seniority "acknowledges that workers learn while working and that senior workers know something young workers don't know" (Worthen 109). Throughout academia, unions have insisted that this principle underlie contractual arrangements for the terms and conditions of employment. UUP accepts the principle of seniority. On 1/03/93, the Delegate Assembly adopted a Position Statement urging UUP "to advance the principle of seniority for part-time employees," and urging the Negotiations Committee to consider making the seniority principle "a top priority demand for future contracts for both academic and professional employees" ([Position Statements Manual, Archive Section 34](#)). The union supports policies that embody seniority with regard to contractual negotiations and employment decisions involving contingent workers. *The Agreement Between UUP and New York State* recognizes seniority for the purposes of retrenchment, and UUP contends that decision-making involving the appointment and renewal of appointments for contingent employees should likewise honor the principle of seniority.

## **4. The Fourth Principle: Solidarity.**

UUP has always abhorred and sought to redress divisive practices. UUP's Constitution articulates solidarity as one of its purposes—"to promote the principle of unity and collective bargaining in higher education" (Article II). We are all sisters and brothers, and an injury to one is an injury to all, whether that one be a Professional or an Academic, part time or full time, active or retired.

The essential work contingent employees do—often performing tedious and challenging teaching duties in introductory courses, taking on unpopular times in the teaching schedule or undesirable duties and shifts in our hospitals and other

venues in an attempt to prove themselves indispensable in the face of the ever present threat of non-renewal—creates an exploitation that unions must address. The exploitation of employees on contingent appointments gives management the leverage to drain resources from departments and programs, to overwork the shrinking core of tenure-eligible faculty, and to erode faculty governance, academic freedom and the institution of tenure. Thus, it is in the interest of all union members to protect the most vulnerable and exploited among us. UUP expects its non-contingent members to make common cause with their contingent colleagues.

#### **5. The Fifth Principle: Seek to Avoid Harm.**

In order to protect its members who are working contingently, UUP is committed to the fundamental principle of seeking as much as possible to prevent actions that will harm members. Actions that result in the loss of employment, compensation, or benefits by any of the members within its bargaining unit run counter to UUP's objectives. According to its *Founding Principles*, UUP opposes the non-renewal of Academic and Professional employees at the State University except those occasioned by retirement or termination for cause. Further, UUP strongly recommends that its members "not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity" (*Founding Principles*: 1973-2011, Retrenchment).

In addition, UUP condemns any legal but unethical actions undertaken by management to coerce employees, such as intimidating members into formally waiving their rights to appropriate working conditions in order to remain employed. It is UUP's view that stabilization of the workforce and conversion of the current workforce configuration to a predominantly "tenured" workforce should be accomplished through attrition, not through non-renewals or terminations. UUP is committed to a secure, financially just work environment for all workers.

#### **III. Conclusion**

To the extent that resources and local circumstances permit, UUP urges all of academia to prioritize improvement of the terms and conditions of employment for contingent workers, creating realistic pathways for them to secure more work, more equitably paid work, and work that is more secure. The diversity of positions and work obligations within the higher education profession does not justify depriving workers of fair wages, job security, advancement opportunities, and the other benefits traditionally awarded in exchange for a career in a difficult profession that requires years of post-graduate education and ongoing professional development. All college and university workers share the same mission. We work in concert to achieve sustainable first-rate educational experiences for all students aspiring to a higher education.

#### Notes

#1 Contingent status, the lack of eligibility for continuing appointment or permanent appointment, derives from the SUNY Board of Trustees Policies. Contingent Academics are those full-time and part-time employees in "qualified academic rank." This includes rank "held by those members of the academic staff having titles of lecturer, or titles of academic rank preceded by the designations 'clinical' or 'visiting' or other similar designations (BOT Policies, Article II, pg. 14)." Contingent Professionals are full-time and part-time employees who serve in professional titles listed in appendix A, B, and C of the SUNY Board of Trustees Policies.

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United University Professions

**SAVE THE DATE**

*presents:*

# A CONFERENCE *for Central New York Professionals*

**Who:** Central NY Professionals

**What:** Conference topics (to be announced)

**Where:** SUNY Cortland  
Corey Union  
Function Room

**When:** Tuesday, June 21 – 5 to 7:30 p.m.

**Dinner Provided**

**The event  
is free.**

**Space is limited;  
sign up early.**

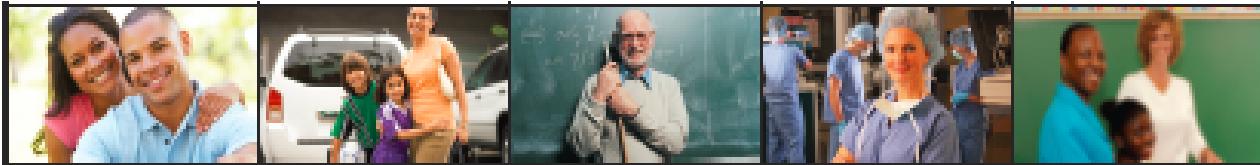
**RSVP  
by June 15**

**Register online at  
<http://bit.ly/13UmyXL>**

**Registration is now open!**

Please follow the link below:

<https://uuphost.org/myuup/Registration/PROF/RegForm.php>



## Save with NYSUT Member Benefits

The NYSUT membership is made up of a variety of diverse professionals within the education and health care industries -- joining together in support of those who depend on them. We salute these men and women for their dedication and the sacrifices they make on a daily basis to help improve the lives of others.

And we are proud to offer you -- the hard-working NYSUT member -- an opportunity to participate in the more than 40 endorsed programs & services offered by NYSUT Member Benefits.

Look to Member Benefits for crucial insurance programs such as auto, homeowners, life, disability, or long-term care insurance. Member Benefits also offers a variety of travel, entertainment & shopping options to help you with everything from daily purchases to those special once-in-a-lifetime excursions.

The following is just a sampling of the endorsed programs & services available to NYSUT members & their families:

- Homeowners Insurance
- Auto Insurance
- Legal Service Plan
- Financial Counseling Program
- Life Insurance
- Vision Plan
- ID Watchdog
- PayCheck Direct
- Car & Truck Rentals
- Wyndham Hotels
- Endless Vacation Rentals
- Buyer's Edge, Inc.



To learn more about Member Benefits-endorsed programs & services, visit [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call 800-626-8101.



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.

## AFT Resolution from the 2014 Convention

### ENDING THE EXPLOITATION OF AND THE RELIANCE ON A CONTINGENT ACADEMIC LABOR SYSTEM IN HIGHER EDUCATION

**WHEREAS**, American colleges and universities have long been recognized as world leaders in higher education, both in instruction and in research; and

**WHEREAS**, access to and success in higher education are more important than ever to ensure that students reach their fullest potential and that the United States continues to develop as a just society, a vibrant democracy and an engine of opportunity; and

**WHEREAS**, frontline academic workers—college faculty—are central to the mission of providing a high-quality education to students; and

**WHEREAS**, this promise demands that students be taught and mentored by faculty and staff who are well-prepared, professionally supported and guaranteed a voice in academic decisions; and

**WHEREAS**, this reputation is being undermined by the systematic dismantling of the structures that contributed to the system's efficacy and quality; and

**WHEREAS**, the premise of higher education is under attack by those who demand and pursue austerity, polarization, privatization and deprofessionalization; and

**WHEREAS**, state appropriations for higher education per full-time enrollment have been cut to their lowest level in 25 years, an ongoing disinvestment that disproportionately impacts institutions serving those who have traditionally been excluded from higher education; and

**WHEREAS**, state disinvestment has also led to an instructional workforce in which more than 75 percent of available jobs are contingent; and

**WHEREAS**, the exclusion of three-quarters of faculty from permanence, share governance and the full protection of academic freedom weakens the entire college or university, and the weakening of shared governance has contributed to the undermining of academic quality as administrators attempt to seize their ability to prepare for these courses; and

**WHEREAS**, contingent faculty face precarious employment situations from term to term; uncertainty about their prospects for being rehired, despite rehiring being a repetitive process that occurs every term; uncertainty or late notifications about what courses they will be teaching when they are rehired, which affect their ability to prepare for these courses; and

**WHEREAS**, while contingent faculty are among the most talented and dedicated of educators, their working conditions affect student learning conditions: Contingent faculty's lack of access to equitable pay and benefits, lack of job security, lack of access to professional supports, and lack of access to a voice in

their workplace and profession place constraints on the quality of the education they are providing; and

**WHEREAS**, polling data show that almost half of contingent faculty would prefer full-time, tenure-track positions; and

**WHEREAS**, the institutional practice of relying on a system of labor that exploits a large number of precarious faculty undermines the education and civic missions of our colleges and universities; and

**WHEREAS**, if we are to reclaim the promise of higher education and provide a high-quality college experience for all students, we must begin with a fundamental reinvestment in the higher education instructional staff, and we must demand an end to the reliance on an underpaid and under-supported contingent workforce:

**RESOLVED**, that the AFT will work with contingent faculty to organize local unions for the purpose of collective bargaining in order to improve their lives and working conditions; and

**RESOLVED**, that the AFT will conduct research on the impact of contingency on the lives of faculty, on academic institutions, on students and on the economy—where low wages not only prevent workers from contributing to economic growth, but also promote taxpayer subsidization for services that are accessible to those employed in stable jobs; and

**RESOLVED**, that AFT will continue to work with its affiliates and promote their successes in collective bargaining to bring about the elimination of contingency within the instructional workforce by advocating for faculty currently in contingent positions and all new faculty entering the workforce to achieve:

- Pay equity, including compensation for class preparation time and office hours;
- Equitable access to employee benefits;
- Access to and compensation for opportunities for professional development;
- Meaningful job security, including job security comparable to tenure, long-term academic appointment contracts or certificates of continuing employment, which guarantee the presumption of rehiring;
- Opportunities for career advancement, including conversion opportunities to full-time, tenure-track positions;
- Enforceable standards for the timely notification of teaching appointments;
- Protections for academic freedom, regardless of tenure status; and
- Full inclusion in and compensation for participation in all institutional work, including service, research and governance; and

**RESOLVED**, that the AFT will continue to work with and mobilize its affiliates to increase funding for

*AFT Resolution Continued*

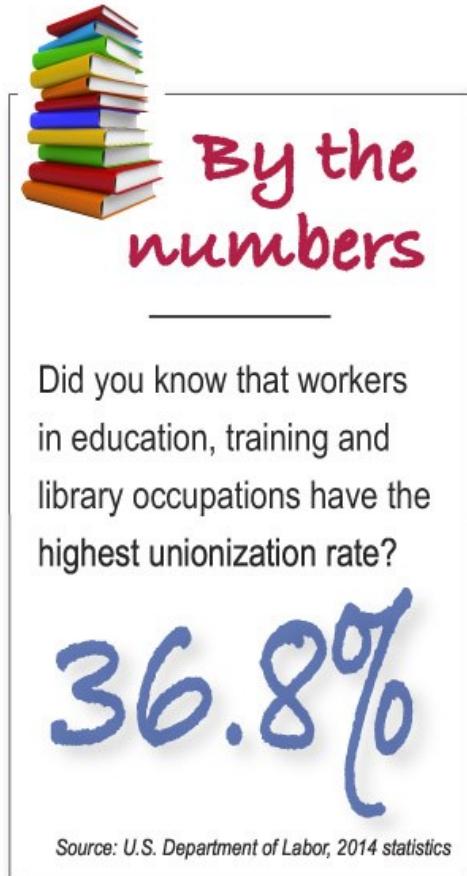
instruction and student support services and ensure that these funds are used to build a stable and professional faculty corps and expand access for contingent faculty to healthcare, retirement and unemployment insurance; and

**RESOLVED**, that the AFT will continue to engage in collective action with our affiliates, our members, our students and our communities to build a movement that educates people about the impact of contingency on the lives of teachers and their students and on the quality of education and effectively advocates for high-quality, student-centered public colleges and universities that are grounded by a stable, professional instructional workforce; and

**RESOLVED**, that the AFT will work toward these ends in unity with students, parents, faculty, staff and the community to reclaim the promise of higher education.

(2014)

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*Did you see this picture of Gennaro Bonfiglio (Metro) and our LRS Maureen Seidel on the cover of the Voice?*

*Gennaro and Contingent Officer Mary Helen Kolisnyk attended the CAP training in Cooperstown in March.*

*Stay tuned for more info!*

## **AFT Resolution Regarding Public Service Loan Forgiveness Program Eligibility for Part-Time Faculty**

**WHEREAS**, in order to receive credit for any year of public service to count toward the Department of Education's Public Service Loan Forgiveness (PSLF) Program, higher education academic faculty and professional staff must be employed at least 30 hours every week for eight months at a public institution; and

**WHEREAS**, employers who must certify these hours routinely and drastically underestimate them making it nearly impossible for any part-time UUP member to qualify for loan forgiveness; and

**WHEREAS**, part-time academics and professionals working the equivalent of a full-time obligation by combining appointments at more than one institution cannot qualify if employers underreport actual hours worked; and

**WHEREAS**, approximately 9,150 UUP academic and professional members are employed in part-time positions as of May 2014; and

**WHEREAS**, UUP's part-time members who do not or cannot prove they work the equivalent of 30 hours per week can never qualify for loan forgiveness no matter how many decades they are employed; and

**WHEREAS**, even the IRS has declared that in the case of adjunct faculty, institutions must count all hours "required" to be spent outside of the classroom for the purpose of determining full-time status for the purpose of eligibility for employer-sponsored healthcare under the Affordable Care Act;

**RESOLVED**, that the American Federation of Teachers actively promote the extension of eligibility for the Public Service Loan Forgiveness (PSLF) Program to part-time faculty, graduate employees, and staff working at colleges and universities, by seeking to change the eligibility requirements by either:

- Exempting part-time faculty, graduate employees and professional staff who work at nonprofit and/or public institutions of higher education from the requirement to work at least 30 hours per week; or if achieving this exemption proves to be impossible;
- Allowing part-time faculty, graduate employees and professional staff to qualify on a pro rata basis; and

**RESOLVED**, that the AFT to actively campaign to ensure that higher education employers adequately publicize the PSLF program and that said employers accurately and promptly report on the "employment certification" form the number of hours that "part-time" faculty, graduate employees and professional staff have actually worked.



## Member Alert Program (MAP)

*Karen LaBarge, Communications Committee Member*



### Congratulations to NYSUT Member Appreciation Month Winner, Constance Rodriguez!

During the month of February 2016, NYSUT celebrated its Member Appreciation Month by randomly selecting MAP Alert members to receive various prizes – from tech gear to gift cards – provided by program providers. The grand prize was a trip to Orlando, free car rental and Disney World tickets!

**What is MAP?** It is NYSUT's Member Alert Program email service that announces benefits updates and special offers on programs such as insurance, financial and legal services, and discounts on shopping and travel. Participants receive an email about once every three weeks.

The winner on February 18 was ... **Constance Rodriguez**, mentor with the Genesee Valley Region! Constance was awarded **15,000 Reward Points from Wyndham Hotels**. These points can be redeemed for a free night at any Wyndham Rewards Hotel, or placed toward other hotel offerings.

We asked Constance a few questions about the MAP Alert program and her prize.

#### **How did you learn about the MAP Alert program, and what made you want to sign up?**

*I've been using the NYSUT benefits program for a while, so it may have been an email or when I was looking for something on their website (<http://memberbenefits.nysut.org/>). Receiving the alerts sounded great to me, so I enrolled. I love a good deal and use NYSUT's program discounts whenever possible.*

*It was easy to sign up through their registration process, but once I did, I forgot about the contest. When I received the email that I had won the Wyndham points, it was great surprise.*

**Have you found the MAP Alert emails to be helpful? Would you recommend the program to others?**  
*Absolutely. I'd used the NYSUT rates for car rentals before I started receiving the email and the rates are by far the best. The MAP Alert is not one of those services that bombards you with email – so when an email does arrive, it's worth reading and checking out the offers.*

#### **What are you going to do with the reward points you've won?**

*My daughter Laura is a marathon runner and she's headed to Southern California soon to participate in the Orange County Marathon, raising money for Girls on the Run. To make her night before the race easier, I used some of the points to get her a hotel near the starting line. I won't be there to see this one, but did get to see her run a half marathon last fall in Omaha and hope to use more of the points to see her run again later in the year.*

**Quarterly prize drawings are going on now. To get in on the fun, join the MAP Alert service at <https://www.nysut.org/mbforms/signup.aspx>.**

# UUP Fact Sheet for Part-Time Employees

*Revised July, 2013*

## **Union membership:**

- Part-time employees are members of the collective bargaining unit represented by UUP. Employees who join UUP by signing a membership card are full UUP members. They receive a full vote in all union chapter elections and contract ratifications. They may hold any office in UUP and have all the same rights as full-time employees. [www.uupinfo.org/constitution/constitution.php](http://www.uupinfo.org/constitution/constitution.php) (Article III)
- The UUP constitution requires that every UUP Chapter have an elected Office for Contingents. The Officer for Contingents represents part-time and full-time UUP members who are not eligible for “tenure” (i.e. continuing appointment for academics, permanent appointment for professionals). [www.uupinfo.org/constitution/constitution.php](http://www.uupinfo.org/constitution/constitution.php) (Article VII)

## **Appointments:**

- Part-time employees receive appointment letters informing them of their compensation, the duties they are required to perform, and the type and duration of their appointments. In addition, part-time employee appointment letters identify benefits for which they are eligible (e.g. health, leave, and other specified benefits). [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 30.4 a and b)
- After 4 consecutive semesters, part-time employees should receive a “term” appointment. A “term” appointment entitles employees to a job for the period of time specified in their appointment letters. SUNY Policies of the Board of trustees [www.suny.edu/Board of Trustees/PDF/Policies.pdf](http://www.suny.edu/Board%20of%20Trustees/PDF/Policies.pdf) Article XI, Title D, Paragraph 2, Section (b): [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 30.1)

If they are not to be rehired when their “term” expires, they are entitled to at least 45 calendar day of notice prior to expiration of their current term appointment. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 32.1)

## **Compensation:**

- Part-time employees will be entitled to all across-the-board salary increases negotiated by UUP and to any other salary increases specified as applicable to part-time employees in Article 20 of the UUP contract.

## **Leaves:**

- Vacation leave is accrued by part-time employees who work on a calendar year (12-month professional obligation) or a college year (professional obligation that is less than 12 months and is not an “academic year” obligation). Academic year employees do not accrue vacation leave. The amount of vacation leave accrued by those with calendar year or college year obligations varies by the amount of work specified in the appointment letter. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 23.2)
- All part-time employees accrue sick leave. The amount accrued varies by the amount of work specified in the appointment letter. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 23.4)
- Calendar year and college year part-time employees are entitled to contractual holidays. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 23.5)

- Additional Sick Leave: The campus president has the authority to extend sick leave beyond the amount accrued at full pay, partial pay, or without pay. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 23.4g)
- The Sick Leave Donation Program is available for part-time employees. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Appendix A-45)

**Health Insurance:**

Part-time employees are eligible for full coverage in the New York State Health Insurance Program (NYSHIP), including prescription drug coverage, if they are

- Part-time **academic employees** who teach two or more courses in any one semester
- Part-time **academic employees** with professional obligations that are primarily other than teaching classes who are employed as a salary rate which would yield a total compensation of \$13,870 or more (increased to \$14,147 on 7/1/14 and to \$14,430 on 7/1/15).
- Part-time **professional employees** who are employed at a salary rate which would yield a total compensation of \$14,870 or more (increased to \$14,147 on 7/1/14 and to \$14,430 on 7/1/15).

Coverage is provided for 26 weeks (13 pay periods) for each semester. If they work two semesters, or 10 months, they receive a full year (52 weeks; 26 pay periods) of coverage. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 39.9, d, 2,3, 4, 5, and 6)

- Employees pay a share of the premium cost that varies based on one's annual salary. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (article 39.1, d)
- Part-time employees who do not qualify for the health insurance program are permitted to participate on a full premium cost basis at the group rate. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 39.9 , d, 7)
- The NYS/UUP Joint Committee on Health Benefits reviews benefit eligibility problems for part-time employees. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 41, I, 13)

**UUP Benefit trust Fund:**

- Part-time employees who are eligible for New York State Health Insurance Program also qualify for the UUP Benefit Trust Fund. This includes dental and vision benefits. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 40.4)

**Life Insurance:**

- All individual's represented by UUP, including part-time employees, receipt \$6,000 in life insurance coverage from UUP.

**Retiree/Dependent Health Insurance:** (UUP Contract, Article 39.10)

- Part-time employees may be eligible for lifetime health insurance after they retire if they
  - Are age 55 or older
  - Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY.
  - Are enrolled in the New York State Health insurance Program (NYSHIP) at the time of retirement.

*Fact Sheet for Part-Time Employees Continued*

Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in the Human resources Department) to determine their eligibility and the cost of their health insurance option in retirement.

**Disability Insurance:**

- All employees who are eligible for health insurance coverage are coveted by the SUNY disability insurance program after one year of service. [www.uuinfo.org/negotiations/agreement.pdf](http://www.uuinfo.org/negotiations/agreement.pdf) (Article 23.8)

**Pre-Tax Savings Program:*****Dependent Care Advantage Account***

- Part-time employees may elect to participate in the Dependent Care Advantage Account, a pre-tax savings plan for expenses related to childcare, elder care, or disabled dependent care. Participants are eligible for an employer contribution ranging from \$300-\$800, depending on annual salary. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 46); [www.flexspend.ny.gov](http://www.flexspend.ny.gov)

***Health Care Spending Account:***

- Part-time employees who are eligible for health insurance may elect to have a pre-tax medical spending account to pay for unreimbursed medical, dental and optical expenses, as well as other expenses permitted by the IRS. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Article 39.13) [www.flexspending.ny.gov](http://www.flexspending.ny.gov).

***Pre Tax Transportation Program:***

- Part time employees may participate in NYS-Ride which allows NYS employees to pay for eligible work related to public transportation expenses on a pre-tax basis. NYS-Ride purchase public transportation fare media (such as bus, subway, ferry, train and vanpool passes and fare cards) from transit authorities. Pre-tax purchases for eligible commuting expenses save money because no federal, state or city income, social security, or Medicare taxes are withheld from the amount you set aside, up to the pre-tax maximum of \$125 per month allowed by the IRS. To find out if you are eligible for the program, go to [www.nysride.com](http://www.nysride.com) or call 1-866-428-7781. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (Appendix A-44)

***Labor/Management Meetings:***

- Monthly Labor/Management Meetings for matters of interest pertaining exclusively to part-time employees are required at the campus. [www.uupinfo.org/negotiations/agreement.pdf](http://www.uupinfo.org/negotiations/agreement.pdf) (article 8.4b)

***Retirement/Pension:***

- Part-time employees are advised to consult with their campus Health Benefits Administrator (typically located in the Human Resources Department) to determine their eligibility for participation in the New York State Teachers' Retirement System, New York State Employees' Retirement System, or NYS Optional Retirement Program.

## Union Membership—Are you a Member?

**“And what have our unions done? What do they aim to do?**

To improve the standard of life, to uproot ignorance and foster education, to instill character, manhood and independent spirit among our people, to bring about a recognition of the interdependence of man upon his fellow man.

We aim to establish a normal work-day, to take the children from the factory and workshop and give them the opportunity of the school and the playground.

In a word, our unions strive to lighten toil, educate their members, make their homes more cheerful and in every way contribute an earnest effort toward making life the better worth living.”

Samuel Gompers (McClure's Magazine Feb. 1912)

## ARE YOU A MEMBER?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross	Fed Taxable Gross		
								Current	3456.78 1234.56		
Advice #	123456789	Pay Start Date	09/10/2013			YTD	45,678.90	34,567.89	34,567.89		
Advice Date	09/10/2013	Pay End Date	09/24/2013			Net Pay 1,234.56					
Department ID	1234			Pay Rate 56,789.10							
EARNINGS		Current	YTD	TAX DATA		Federal	State	NYC	Yonkers		
Hrs./Days		Earnings	Hrs./Days	Earnings		Marital Status	4	4			
Regular Pay Salary Employee		3456.78		45,678.90		Allowances	2	0			
Location Pay		56.78		678.90		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. Annually 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
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

***Please contact your chapter officers for a membership card.***

# Chapter Officers and Center Representatives 2015-2017

## CHAPTER OFFICERS

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## Upcoming Events

- ✿ May 4 @ 3:00 pm—Officers Conference Call
- ✿ May 12 & 13—UUP Executive Board Meeting
- ✿ May 13 & 14—UUP Spring Delegate Assembly
- ✿ May 18 @ 2:00 pm—Labor Management Meeting
- ✿ May 23 @ 11:00 am—Center Rep/Committee Chairs Conference Call

**Visit our website for a complete listing of Upcoming Events:**  
[www.uupescchapter.com](http://www.uupescchapter.com)

## CONNECT With Your Chapter!



### EMPIRE STATE COLLEGE CHAPTER

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## **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.

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