

Connection

Binghamton Chapter, United University Professions

From the Chapter President

Fair Compensation During the “Pause” in Hiring

*by Sean Massey
Women, Gender, &
Sexuality Studies*

In February, the Provost sent out a memo to all Deans indicating there would be a hiring “pause” resulting from uncertainties about the state budget. The memo indicated that searches for vacant tenure track or visiting professor lines, as well as for all other “non-critical” staff positions, will not be authorized for the next seven months and that any positions that become available due to retirement, termination, or any number of other reasons, will remain empty.

At the last Labor Management meeting, we expressed some concern about how those units experiencing attrition during this pause are meant to address workload issues. Assuming that all our departments, programs and units are already operating efficiently, the loss of positions will mean that other staff will be expected to make up the gap in labor that is created. Either that, or existing workloads will have to be reduced. It is not fair labor policy for faculty or professional staff to be expected to fill in



those gaps without being compensated for the extra work.

Luckily, there is a procedure in place to address this concern. If you or any other employee is assigned additional work, responsibilities, or are asked to teach an additional course section as a result of this pause in hiring, your supervisor or chair is expected to complete either the “Professional Employee Promotion/Reclassification/Salary Increase Request Form” (professional staff) or the “Extra Service Request Form” (faculty) available on the Human Resource website and receive approval for a temporary salary increase to compensate for those extra duties or service. Ac-

cording to administration “every effort should be made to receive approval prior to work beginning.”

If this request is not approved, the duties or service comprising your existing workload will need to be modified or reduced to make room for the additional duties or service. If you have any questions about the process of requesting a temporary salary increase due to an increase in duties, please feel free to contact me or Human Resources.

Form:

<https://www.binghamton.edu/human-resources/forms/>



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The opinions expressed in this newsletter are those of the authors or of the Binghamton Chapter and are not necessarily the opinions of United University Professions.

The editor welcomes letters and other comments of interest to the Binghamton Chapter.

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From the Vice President for Academics

Not Adjunct, but Central: Why UUP Fights for Our Contingent Faculty

by Benita Roth
Sociology

As those of you who have read the latest UUP Negotiations Bulletin know, one of the sticking points that UUP and the state of New York are discussing is the state's refusal to establish minimum salaries for part-time contingent faculty, otherwise known as adjuncts. In fact, there is a UUP survey for part-time and full-time contingent faculty, that at the time of my writing this article, is still live; to participate follow the link at the end of this article. I urge all contingent faculty to take it. There is also a fact sheet for contingent employees, both academic and professional. Even if you teach one course, you are represented by UUP and can become a member and have input into what state and local UUP does, not to mention vote on a contract when negotiations bring one about. Sign up online, so you can be counted.

A recent fact sheet issued by UUP on contingent faculty in SUNY shows how significant their role is. The percentage of contingent faculty has increased over the last 10 years, so that three out of every five academics are contingents; at some SUNY campuses they represent over half of the faculty. Part-time contingent faculty are particularly hurting financially; UUP estimates that half of part-time academics earn less than \$275 a week.



Contingent faculty are hired to teach students. To do so they are required to prepare syllabi and handle all the bureaucratic requirements that goes along with putting together a class. They hold classes, labs, office hours and grade student work. Those are the basic tasks of teaching. Here is what they are not paid to do, but are asked to do anyway: in some departments/programs they are expected to sit on committees and attend meetings; in some departments/programs they are asked to represent the department/program in various university or college committees; in some departments/programs they organize events for departments/programs; in some departments/programs they serve on search committees, and the list goes on. I'm not questioning whether it is wise to include all teaching faculty in department/program decisions. I'm saying we don't pay contingent faculty for the time they spend helping our departments and programs do the work of governing and perpetuating themselves.

Contingent faculty's labor is essential to the running of this university and their pay is unconscionably low. In fact, contingent faculty at Binghamton are paid varying amounts of money, which shifts from department to department, and school to school. Some departments here have pay floors, so that they won't pay adjuncts less than what some nationwide campaigns have suggested, which is generally \$5000 a course. You can do the math on what that means for a PhD teaching a 3/3 load; it's not exactly a princely sum.

More recently, Service Employees International Union (SEIU) have purposefully shocked the academic world by advocating for a \$15,000 per course minimum, hoping to jumpstart a national conversation about the way in which higher education has become completely dependent on cheap academic labor to fulfill its teaching goals. Here at BU, there are many departments and programs that

pay less than \$5000 per course. In this once and future state of budget crisis, we unfortunately see some in management asking chairs and program directors to help balance their budget by paying contingent faculty less.

In March 2015, UUP Binghamton put together an issue of the newsletter with articles by contingent faculty. It is instructive to look at what these UUP members said. Kim Evanoski, a past social worker adjunct for CCPA, wrote "(t)he adjuncts I know are talented, committed professionals. They teach, like me, because they believe in helping their professional and business communities. They observe needs and fill gaps to benefit students, faculty, administrators, businesses and organizations alike."

James Parisot, then a graduate student in sociology and now a PhD, is an adjunct at Temple and Drexel Universities. He wrote about how "adjunct faculty are forced to support a model of edu-

cation that puts them at a disadvantage . . . given the hope of so many to pursue a lifetime career in higher education."

How we treat contingent faculty is more than a question of finances, because finances can be re-arranged. When there is political will, there is a way to finance that will. How we treat adjuncts is both a professional issue for academics and a moral one, with the latter not an optional element of the equation. We at UUP want BU to be a premier public university, but we insist and will continue to insist that we will not achieve that goal unless we treat all the people who work at this university fairly and with respect. Fair treatment and yes, even respect, can be measured, and one of those measures has to be money. We want to see our contingent faculty paid what they are worth and treated like the highly educated and valuable employees that they are. We fight for that.

Visit the following links for more resources:

UUP Survey: <https://www.surveymonkey.com/r/UUPAcademicContingents>

Contingent Fact Sheet: <http://uupinfo.org/reports/reportpdf/ContingentKnowYourRights.pdf>

UUP Sign Up: <http://uupinfo.org/communications/uupdate/1516/160112.php>

Role of Contingent Faculty: <http://uupinfo.org/academics/pdf/CEWbyNumbers.pdf>

Adjunct Pay Goals: <https://www.insidehighered.com/news/2015/02/09/union-sets-aspirational-goal-adjunct-pay>

March UUP Newsletter: http://www.uuphost.org/binghamton/wp-content/uploads/2015/03/March_2015_UUP.pdf.

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Resolution in Support of Campus Activism

The following resolution was passed by the Chapter at the March 14, 2018 Chapter Executive Committee meeting. It has been forwarded to Statewide UUP and the Binghamton University Faculty Senate for consideration.

Whereas, many institutions of higher education have a long and grand tradition of being sites of passionate political discourse and civic engagement around issues of social justice;

Whereas, since the early 1900s, the concept of “academic freedom” has been used to provide some amount of protection for those challenging injustice on college campuses;

Whereas, United University Professionals (UUP) believes educators and institutions of higher education have the obligation to help nurture new generations of democratic voices, with the skills and confidence to stand against threats to liberty, democracy, and equality;

Whereas, recent shifts in the political climate at the national, state, and local levels have led to an increase in anti-science, anti-academic, and anti-public education rhetoric contributing to a rise in overt threats to racial, gender, sexuality, and economic justice;

Whereas, worker rights and our ability to organize are similarly under siege from these same forces;

Whereas, these threats have led many of our members, and their students, who are also members of traditionally marginalized groups, to feel unsafe on campus and in our residential communities;

Whereas, many of our members, and their students, are engaged in efforts to oppose these threats — on and off campus, in and outside the classroom — including calling for action by campus administration;

Whereas, many campus administrators have been slow to respond to these threats, or have failed to respond altogether — responding with empty rhetoric, issuing calls for unity based on false equivalencies, or most often prioritizing rhetoric over action — rather than immediately condemning these threats, calling out hostile actors, and formulating and implementing policies to address these threats;

Whereas, some campus administrators have even gone as far as to require that professional staff engage in surveillance and reporting of members and students who have attempted to resist these threats; and

Whereas, some members and students who have organized or engaged in activism to oppose these threats, or who have mentored students who have done so, have reported subsequent hostility from and, for some, retaliation by campus administrators;

Therefore, be it resolved that the Binghamton Chapter of UUP asks that the Delegates to the 2018 Spring Delegate Assembly of the United University Professions direct UUP President Fred Kowal to send a letter to New York State Governor Andrew Cuomo and to SUNY Chancellor Kristina Johnson requesting that they both do the following:

- Issue public statements and encourage SUNY Presidents and administrators to issue similar statements, condemning all attacks on academic freedom, civic engagement, political dialogue; and that condemn and prohibit any efforts to limit or curtail peaceful protests and activism on SUNY campuses.
- Issue public statements, and encourage SUNY Presidents and administrators to issue sim-

ilar statements, in support of, and in solidarity with, efforts across SUNY campuses to organize, educate, and speak out against any and all forms of discrimination and injustice; and that also support and encourage all faculty, staff, and students who attempt to utilize the knowledge gained through their education, and from their experience as scientists and researchers, to educate our campus and local communities, as well as the larger society, about threats to democracy and to the well-being of our communities posed by the increasingly pervasive anti-science and anti-diversity rhetoric.

- Issue public statements, and direct SUNY Presidents and administrators to issue similar statements, prohibiting the use of campus resources (both fiscal resources and campus personnel), or the creation or continuation any administrative policies, that attempt to limit, counter, or disrupt peaceful efforts to confront injustice on and off SUNY campuses; or that are intended to track or surveil, for the purpose of reprimand or reporting to law enforcement, any SUNY student, faculty, or staff member who participates in these efforts.

Therefore, be it further resolved that the President of the Binghamton Chapter of United University Professionals send a letter, including this resolution, to the Binghamton University Faculty Senate asking them to stand with UUP in solidarity around these issues by issuing a similar resolution to the SUNY Faculty Senate, also to be sent to Governor Cuomo and Chancellor Johnson.

Where We are With Part-Time Faculty

by Donald Kunkel
Information Technologies

Several staff on campus are part time employees. Here on campus there are many current part time positions that have longevity. We continue to see a steady stream of new positions posted as 90 and 95 percent.

The positives to taking a part time position can seem enticing at first. These positions can end their day early. Initial benefits packages for 90 and 95 percent positions are initially the same. However, there are some challenges associated with doing 95 percent of a job. The issue begins with the task of taking 5 percent out of a job. In many



cases employees end up working as long as a full-time employee.

Often these positions are running tandem with full time jobs of

the same description. It's difficult to work alongside a full-time staffer doing the exact same job.

The largest deterrent to taking a 95 percent position is the loss of benefits. In many instances (as noted) temporary positions have continued for several years. By year ten 39 days of vacation and 39 days of sick time are lost. By year 15 a total of 138 days of vacation and sick time has been lost. Sick time accrual is important as it can lower the retirement rate of insurance cost.

This is an ongoing issue one that we will continue to advocate.

What to do about Snow Days

by Sean Massey
Women, Gender, & Sexuality Studies

It's been a snowy winter. Twice this semester administration has canceled classes. For our members who are faculty, this means that we don't have to show up to teach those classes and have the choice to either brave the weather in order to work in our campus offices, at our favorite coffee shop, or we can just stay home and work from there (i.e., grade that giant stack of student papers, finish that grant application, or get to that revise-resubmit you've been putting off) — cuddled in a nice blanket with our two cats and nice cup of tea. For members who are professional staff, things are quite different. Their

choices are limited to braving the weather and coming to work or staying home and charging one of their vacation days.

Dateline notifications for these "Snow Days" typically look like this: "Due to the impending storm, all classes are canceled today. Employees are to report to work as usual, but to use their discretion" or like the one sent out on March 5 "With an impending snowstorm in the Metro NY region and students attempting to return to campus from winter break, administrators felt it prudent to cancel classes for the safety of the student body. Employees are expected to report as usual on Wednesday, but to use their discretion." So, apparently, if you are professional staff and your "discretion" suggests you should

stay home rather than risk injury or death in a weather-related accident on the highway, however, if you choose to do so, SUNY will charge your accumulated leave time. Although this is how it's been for years—it's also completely unfair.

On one hand, faculty and professional staff have different professional obligations. Our professional staff members have professional obligations that require them to staff an office, or to make sure campus systems can function. Our faculty members have different obligations that, other than in class time, aren't tied in the same way to a physical location or hours of operation. Another difference is that faculty do not accrue vacation time or holiday time. So, they have nothing to charge if they decide to stay home.

It's also relevant that decisions to cancel classes are made at the local level, by campus administration, while the decision to close campus, is made by the Governor in Albany. And even when the decision is made to close campus, there are contractual obligations and guidelines regarding the reporting of "essential personnel."

These discrepant policies result in concerns about fairness and equity among our members and suggest that the safety of our professional employee is not a priority for SUNY. The response I've received so far to my inquiries have been that nothing can be done, that it's out of the hands of local administration.

Right after classes were canceled in March, faculty received a

Dateline notification encouraging them to "consider weather-related travel delays for student absences." Faculty are being given some latitude and encouragement to be flexible with students. Perhaps managers and supervisors can be allowed similar flexibility, similar discretion, in allowing professional staff to work off-campus. Yes, professional staff have professional obligations but these obligations do not always mandate a particular location or time; those are determined by the need of their department, program, or unit. And many of those obligations change when classes are canceled.

Indeed, there are numerous examples of administration's willingness and ability to be flexible

regarding expectations for on-site reporting. When professional staff travel to conferences or trainings they are continuing to fulfill their professional obligations off-site but are not required to charge their leave time. Some professionals (e.g., facilities and IT employees) are even expected to work off-site when there are problems with campus systems. As mentioned earlier, faculty, who also have professional obligations, often have the flexibility to work remotely. It seems that similar consideration should be given when the safety of our professional colleagues is at stake.

We will be continuing to advocate on this issue at the future Labor Management meetings.

Retirees' Corner

What Do You Do When You Retire

by Fran Goldman
Asian and Asian American Studies

As some of you know, after 35 years at Binghamton University I retired for health reasons in September 2017. As with most retirees, I had a lot of questions and some apprehension and called Kim Avery in Human Resources for answers. Some of these included the transition from Empire to Medicare as primary, a process I found very difficult since it took me until February to get Medicare noted as primary medical coverage. I have spoken to others and this does not seem to be unusual.

I was also curious as to our drug plan and found that although it does stay the same it is now managed by Silver Script administered by CVS Caremark Part D (#1 on the menu instead of #2). Another surprise was that because I have an-



other drug plan, Medicare charges \$54 per month for the Part D. I was assured by Medicare, that this was something that Congress added for those of us who are fortunate to have other drug plans. Additionally, if your income was over a certain threshold you are required to pay additional monthly Medicare charges. This will change if and

when your income goes below a certain point. Kim was extremely patient and helpful in replying to my questions and getting me signed up for Medicare and ensuring that my Empire Plan benefits were in place. In fact, she went above and beyond and came to my house with all the paperwork for me to sign since I was unable to get to campus.

Kim Avery suggested I contact the UUP Statewide Benefits Office to become a UUP Retiree member. The yearly fee is \$50, which not only continued my association with UUP but also provided the life insurance benefit. Through the UUP Benefits Office I was able to sign up for the 18-month Cobra plan that provides the same dental and eye benefits that I had as an active employee for \$43.50 per month. Not sure what happens after this time but I am positive I will find out.

I was reminded that as a retiree, I could become a member of UUP's Committee on Active Retired Membership (COARM). This organization has elected members at each chapter and Binghamton University's representative is Bob Pompei. COARM engages in political outreach activities on behalf of UUP and seeks ways to better communicate with retirees.

There are several methods to

remain connected to BU and that is through the BU Retirees group that meets for lunch on the first Thursday of each month at Little Venice and has invited speakers. This month's speaker was President Stenger who spoke about the Pharmacy School and other projects that are extending BU's presence in Binghamton and Johnson City. I have also joined Lyceum, the organization has classes and speakers

on a variety of topics and is a nice place to continue learning and meet other BU retirees and community members.

All in all, I am finding that there are activities that keep retirees in touch with BU. I am sure that further conversations with our Retirees Delegate, Bob Pompei will help me find other ways to still keep connected.

\$215,000 Grant to Provide Non-traditional Area Students with Access to Higher Education

by Julianna Klein

Thanks to a \$215,000 Performance Improvement Fund Grant from the SUNY Excel Grant Fund Program to Binghamton University, the Broome County Higher Education Access, Retention, and Success Program (BC HEARS) is extended, helping more students in the area to pursue their education over the next two years.

BC HEARS, which was set to end in July 2018, will now continue into 2020. BC HEARS was founded in 2016 by Dr. Elizabeth Carter, Director of BC HEARS and President of the Catholic Schools of Broome County. The program is a partnership between Binghamton University, SUNY Broome and the Broome County Promise Zone. BC HEARS helps non-traditional students in various situations: Binghamton University students, SUNY Broome students and members of the community. The program allows students to access education and complete their degrees — whether that means helping a stopped-out student or community member earn their associates or bachelor's degree, helping a trans-

fer student earn their associate degree or assisting a member of the community in acquiring their high school equivalency diploma.

Cory Rusin, BC HEARS Student Success Coordinator at Binghamton University, said that the program allows students to access not only education, but other resources as well.

"BC HEARS assists multiple student populations: Binghamton University and SUNY Broome students who dropped out before receiving their degree; Broome County community members interested in completing their high school equivalency and/or who are interested in pursuing higher education; and it also facilitates reverse transfers," said Rusin. "We provide tutoring to community members, with undergraduate and graduate students serving as volunteers, tutors and interns."

The program provides individuals with a number of services, including coaching, mentoring, tutoring and workshops. With student success coordinators at Binghamton University, SUNY Broome, and in the community, individuals receive tailored one-on-one support

to overcome barriers and complete their educational goals. In addition, through partnerships with community organizations, participants connect with outreach programs and resources for wrap-around support.

"As a program, BC HEARS believes that everyone should have the same level of opportunity to reach personal goals and increase their own understanding of quality of life," said Lucia Pfizenmaier, BC HEARS's Student Success Coordinator for Community Outreach. "Equality means that we all have the specific and diverse resources that we need to create our own pathway towards that quality of life. It relates to diversity as we are all different and we need varying types of resources to be successful at it. Providing a program based on equality means that we learn what the community needs and work alongside them to achieve it. It is an approach that understands that we should all be given the means to fulfill our individual and communal dreams."

Since their inception in July 2016, BC HEARS noted the successful graduation of 133 students with their associate's or bachelor's

degrees, and enrollment/re-enrollment of 69 students into their program of study. In the Broome County community, HEARS provided academic support to enable the successful graduation of two students with their high school equivalency diploma, enrolled 10 students in a TASC (Test Assessing Secondary Completion) program for them to work on preparing and completing their high school equivalency, and expanded educational opportunities for 31 students already enrolled in TASC classes through the use of in-class tutors and workshops. Additionally, 21 TASC participants also received one-on-one tutoring from Binghamton University or SUNY Broome students.

BC HEARS has received several local grants, including funding from the Stephen David Ross University and Community Projects Fund in collaboration with

the Center for Civic Engagement and Fleishman Center for Career and Professional Development and United Way of Broome County's Binghamton-Broome Anti-Poverty Initiative grant program. The grants provide BC HEARS with funding to support professional development and empowerment workshops for community members.

Nationally, BC HEARS is the 2018 recipient of NASPA's *Outstanding Undergraduate Adult Learner Program* through the Adult Learners and Students with Children knowledge community. The award will be presented to BC HEARS at the 100th annual NASPA conference in Philadelphia this March.

BC HEARS also works to support students financially recognizing the constraint income and financial aid eligibility can have on student retention and comple-

tion. In all, BC HEARS provided financial support to 12 students at Binghamton University or SUNY Broome in the form of \$1,000-\$2,000 scholarships for the Winter and Spring 2018 semesters, totaling just over \$16,000.

"Working in partnership with SUNY, the community, and each other as a staff has allowed BC HEARS to be truly successful in facilitating positive outcomes for educational access, retention and success in Broome County," said Erin Marulli, Assistant Director and Student Success Coordinator at SUNY Broome. "We are excited about what the grant extension will allow us to do moving forward."

For more information about BC HEARS, visit <http://www.binghamton.edu/student-affairs/hears>, or email hears@binghamton.edu.



UUP Beat the Winter Blues Event

On February 21, our chapter hosted the annual “Beat the Winter Blues” event in the Mandela Room. Over 150 members attended and enjoyed good food and the music of the Harpur Jazz Ensemble Chamber

Group. UUP’s Vice-President for Academics Jamie Dangler, joined us and spoke about the challenges we are facing in the coming months with contract negotiations and the looming *Janus* decision from the

U.S. Supreme Court expected this summer and emphasized the need now more than ever to build up our membership and to show our solidarity and tenacity.





Binghamton Rallies for a Fair Contract

UUP negotiators have been working around the clock on our behalf, advocating for fair wages, comprehensive and affordable benefits and job security and equity for all our members. However, we're now approaching two years without a contract. Although much has been accomplished in these negotiations, critical issues remain unresolved and increasingly, there is the sense that SUNY isn't making these negotiations a priority. It is now even more critical that we as UUP stand together and show our

commitment to each other, to the principles of fairness and equity and demand that SUNY respect the importance of the contributions we make to this institution and that we are this institution.

On March 1, UUP Chapters across the state held rallies to show our solidarity in demanding both fairness and respect for the work we do. The Binghamton Chapter added our voice to a chorus of voices across the state, standing together in front of the Couper Administration building with signs and chants

of "RESPECT!" and "FAIR CONTRACT NOW!" Images of our solidarity are now spreading across the state and these efforts will continue until an agreement is reached.

I encourage you to watch for other events and rallies and do your best to participate. Until then, if you are on Facebook, a profile "frame" has been created to help get our message across to your friends and colleagues. You can access the frame from my personal Facebook page.



The Importance of Membership

Our chapters membership trends have been going in a positive direction. Currently, our chapter has 1,913 members and since December 2017, our rate of academic and professional staff signing memberships cards has increased from 81 to 83 percent. But we need to do better.

There are still 334 employees on campus who have not signed membership cards. If you are one of those employees and you are reading this newsletter, let me tell you what the union does for you:

Salary

Annual salary increases don't happen simply because our employer decides we are worth more, they happen because UUP negotiators go nose-to-nose with SUNY at the bargaining table and argue for those increases and fair wages.

Benefits

Insurance isn't cheap and the costs keep increasing. UUP works to make sure you have good comprehensive health, life and disability insurance coverage, great retirement options, and we

hold the line against increases in cost.

Job Security

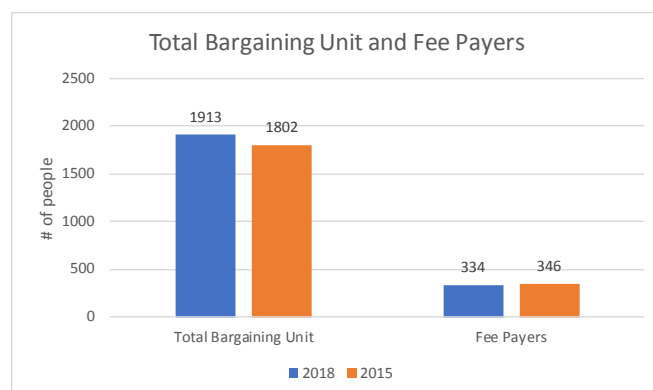
UUP fights to preserve tenure and permanency and for a fair process in evaluations, promotions, renewals and salary increases. When things get difficult, UUP is there by your side to make sure management plays fair.

Now imagine a world in which you had to do all these things by yourself. Where you had to stand alone against a massive institution beholden to the swirling political agendas in Albany. Imagine trying to ask to be paid what you're worth in these tough financial times, with a legislature that has paid corporate lobbyists whispering in their ears, hundreds of other priorities to consider, and a constituency that doesn't always consider public higher education to be a priority.

That's why we have unions; to level the playing field and to be taken seriously.

United University Professions is your champion, working to make sure we have the very best salary, benefits package, job protections and working conditions that are possible. Sometime this takes a while; sometimes longer than we'd like. But our demand is always simple and always the same — respect for the work we do!

That's why we need you as a member. That's why we need you to sign a membership card today; to show that the academic and professional staff of SUNY stand together in our demand for fair wages, good benefits, just treatment and respect. Sign today!



PLEASE RETAIN FOR YOUR RECORDS

You are not a member of the union until the UUP Administrative Office receives your signed membership application. All Professional Services Negotiating Unit members pay an agency fee equal to union dues, even if they do not join the union.

Signing this card will not change the union deduction from your paycheck, but it entitles you to:

- vote on the collective bargaining agreement;
- attend union meetings;
- hold union office;
- elect union leaders on your campus and choose your representatives at the state and national levels;
- upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs; and
- maintain membership after retirement and be eligible for benefit programs.

Date Signed and Mailed: _____

UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
(800) 342-4206

UUP Membership Application (It Doesn't Cost More to Join)

Last Name _____ First _____ MI. _____ Phone () _____
Street Address _____ Birth Date ____/____/____ E-mail _____
City, State, Zip _____ Home Phone _____
SUNY Department _____ SUNY Title _____
Signature _____ Campus _____ Gender _____ Date _____

Annual membership dues in United University Professions are 1 percent of employee's basic annual salary for employees at or above the minimum salary negotiated for the bargaining unit; nine-tenths of 1 percent of employee's annual salary for employees earning less than the minimum salary negotiated for the bargaining unit.

Payroll Deduction Authority for UUP Membership

TO THE COMPTROLLER OF THE STATE OF NEW YORK: I am a member of or apply herewith for membership in United University Professions and I hereby authorize you to deduct from my salary and to pay over to United University Professions on a biweekly basis the above-stated dues in said organization. Such authorization is made in accordance with the provisions of Section 6a of the Finance Law. You are further authorized to make any adjustments in said deduction as may be certified to you from time to time by UUP. I hereby authorize United University Professions to act as my exclusive representative for the purpose of collective bargaining and in the administration of grievances. I understand this order may be revoked at any time by written notice to you to discontinue deductions for membership dues.

BE SURE YOU HAVE SIGNED THIS CARD and mail to UUP, P.O. Box 15143, Albany, N.Y. 12212-5143
Dues paid to United University Professions may qualify as business expenses and may be deductible in limited circumstances subject to various restrictions imposed by the Internal Revenue Code.



Support the political action fund of UUP and NYSUT

Give to VOTE-COPE

VOTE-COPE is the nonpartisan political action fund of UUP and its affiliate, NYSUT. It coordinates the voluntary contributions of members and makes contributions to UUP/NYSUT-endorsed candidates and to UUP/NYSUT-supported general campaign committees.

Dues money is not used for political action.

Contributions to VOTE-COPE are not tax deductible.

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UUP VOTE-COPE Voluntary Contribution

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Last Name _____ First _____ MI _____

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Effective no earlier than _____ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with Federal, State, and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One) \$5 \$10 Other \$ _____

Signature _____ Date _____

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