

April/May 2016



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RALLY FOR SUNY FUNDING



UUP held a rally to call for increased State funding of the SUNY system on March 29, as the New York State budget process was reaching its April 1 deadline. Despite a chilly early Spring breeze, upwards of 100 students and faculty stood together to demand the restoration of much-needed State support for its higher education system, which has not recovered since deep cuts taken after the financial crisis of 2008.

Chapter President Beth E. Wilson greeted speakers including active UUP members Donna Goodman, Joshua Simons, and Brian Obach, and a

story continued on page two



number of members of New York Students Rising (NYSR), who pointed out the connections between decreased State support and steadily increasing tuition rates, which has resulted in even greater student debt loads.

We will be looking to continue this activist presence on campus, as UUP strives to take its place in the public sphere. Have a look at Donna Goodman's article on the CWA-Verizon strike on page s 11-13 of this issue, and stay tuned for more information and possible group actions to support our brothers and sisters in their struggle. On campus and in the community, la lucha continua!!



Time to Care: **The State of Family Leave in New York**

New York State recently passed a *paid* family leave policy.



While it is a step in
the right direction...
...is it enough?

Join us for a short
film and open
discussion about this
new legislation.

What has changed?
Who is affected?
What does it mean
for SUNY?

Tuesday, April 26 @ 12:30-2:00pm

The Terrace

refreshments will be served

Hosted by the



Women's Rights and Concerns Committee

#uupWRCC

UUP's Executive Committee cordially invites EVERYONE to attend:

End of the Semester Party!!!

Celebrating all of the hard work we have and continue to accomplish as a union.

Enjoy some delicious food, drinks and great company!

Please come join us!!

**WHERE: Bacchus Restaurant
4 S Chestnut St, New Paltz, NY 12561**

WHEN: May 5th, 2016

TIME: 4:30pm - 7:00 pm

Please RSVP at your earliest convenience to

Mary Thompson
thompson@newpaltz.edu or x2770



United University Professions
New Paltz Chapter



Spotlight: Alexandra Cox, Assistant Professor in Sociology and Coordinator in the Concentration of Criminology

By Melanie Schneid '16, Chapter Intern

Alexandra Cox is an assistant professor in the Sociology department, and an active member of UUP. She grew up in Washington, D.C, and attended Yale University, where she majored in American Studies. While still an undergraduate, Cox became very involved with the criminal justice movement in and around campus. She started a group on campus called the Student Legal Action Movement which developed a campaign to reinstate financial aid to students who may lose it because of a drug conviction. She continued with her prison reform work by becoming a research assistant at the ACLU's Drug Policy Litigation Project, and took a job with the Drug Policy Alliance, an organization aimed at ending the drug war, in San Francisco. Cox received her Ph.D. in Criminology from Cambridge University in 2012, she has continued her advocacy work in juvenile justice and criminal defense, and focused her research on rural incarceration.



She found herself initially drawn into labor union work because of her experience with prison guard unions; often very powerful and conservative, these unions are often not very highly regarded in the prison reform community, which created some conflict for her own progressive orientation. She wasn't sure how to resolve this conflict, but through her work discovered that many of the prison guards were represented by CSEA and PEF, which also represent many workers on our campus. This realization led her to become involved with UUP, where she is currently an elected delegate and member of the chapter Executive Committee.

Cox believes that "we should not live in a world that relies on prisons to solve social problems," and that labor unions can contribute to realizing that social change. By collectively bargaining to improve working conditions, we can help reshape our economy to create more productive, sustainable jobs, so that there can be less of an emphasis on prisons as economic drivers in rural communities. Likewise, Cox understands that "if we have a strong union, we can be better teachers," improving the dynamics in academia for women, people of color, and others who have been historically marginalized.

Striving for diversity and equality is a central concern for Cox. She notes that she would like "this college to look like the state, and at the moment, it doesn't," given the relatively low percentage of students and faculty of color on campus. She believes that the union can have a major impact on this, by supporting serious and mindful steps by the Administration to increase diversity in its hiring practices, and by finding ways to create a welcoming and nurturing environment for all.

Working with the union, she hopes to build a strong base of young faculty that can create real progressive change. She wants to be able to make positive impact as a professor and within our campus community, and knows the union is an important vehicle to do just that.



GIVE TO

the UUP College Scholarship Fund through the State Employees Federated Appeal!

It's easy to do. When you receive the SEFA Pledge and Payroll Deduction Authorization form in your paycheck, simply enter **Charity #999-02156**.

Your donation will help SUNY undergraduate and post baccalaureate students fulfill their dreams of a college education. UUP College Scholarships are one-time awards of \$3,000.



For more information,
go to <http://www.sefanys.org>

UUP Labor-Management Notes
Monday, February 22, 2016
10:00 am

For the administration: Shelly Wright, Stella Deen, Jodi Papa, Michele Halstead, Tanhena Dunn

For UUP: Beth Wilson, Kevin Saunders, Anne Roschelle, Amanda Merritt, Bill Capowski

Follow up: Lecturer reappointment streamlining. The last information we received on this topic was that the question was being taken to the Deans and department chairs for their feedback. Has this feedback been received? How can we move this concept forward?

Interim Provost Deen reported that she had consulted with the Deans and department chairs, and that there was an 'absolute consensus' that the current process was an important way to give everyone an opportunity to promote better teaching. The chairs want an opportunity to see the lecturers' syllabi, and to give them feedback leading to continuing growth. Wilson countered by pointing out that this perpetual review, taking place with every re-appointment, sets a bar far above and beyond that expected of tenure-track professors, who are not subjected to any review of their teaching after achieving tenure. Wilson also pointed out that for long-serving lecturers, the review process being described doesn't really work that way, and is perceived by many lecturers as onerous and even condescending. Deen asserted that the department chairs and deans have a right to see what a full-time lecturer is doing, and that it should be a two-way conversation.

.5 IST transitions. We understand that some additional half-time art studio technicians have been transitioned to full-time. Could you tell us which one(s), specifically, have been upgraded? Also, is there a schedule moving forward of plans to continue this process with other .5 IST positions?

Wright reported that the studio techs in Wood, Ceramics, Metals, and Printmaking were being transitioned to full-time, primarily due to specific health and safety concerns. All four of the techs in these areas welcomed the opportunity to move from half- to full-time. The shift is ef-

fective immediately in Wood and Printmaking; the Metals tech would move to full-time as of March 1; and the Ceramics tech would move initially to .75, and then to full-time as of June 1. The areas of Sculpture and Painting are being evaluated by the chair to determine whether those positions needed to go to full-time.

Black Studies update. We appreciate the Administration's recent efforts to address the needs of the Black Studies department, especially its expediting of the tenure track search and hiring of someone to alleviate the administrative burden on Major Coleman. Does the Administration have plans for additional tenure track searches to replace the vacant positions in the department moving forward?

The current tenure-track in Black Studies has produced a strong pool of candidates, and the Administration anticipates hiring two new faculty members from this group. A search for a third tenure-track position will be undertaken next academic year, replacing the three lines vacated in the department by the two retiring faculty members and the one other departure.

Diversity hiring how is the Administration addressing the need for more diversity hiring? Are search committees being given training/instruction on implicit bias, for example?

Tanhena Dunn reported on her efforts to work with search committees, beginning with sharing various articles on topics such as implicit bias with search committee members at the beginning of the process. She also works with them to vet job descriptions, sometimes asking search committees to reconsider how the position is described/conceptualized. Dunn works to refine/rework the phrasing of interview questions to invite greater input from can-

didates, and helps the search committees to identify how to more broadly advertise the positions, thinking about networking via social media, etc. in addition to the more traditional avenues. She also encourages the development of relationships with the candidates, encouraging chairs to understand how best to accommodate candidates appropriately, so that New Paltz will be seen as intrinsically inclusive to people of varying ability, mothers needing time during the on-campus interview to pump, etc.

Academic-year contracts for adjuncts in 2016-17. Schedules for Fall 2016 are coming due now; have department chairs been asked to make projections for their need for adjuncts in Spring 2017 as well, in order to maximize the number of academic year contracts that are offered to adjuncts?

Jodi Papa affirmed that the Administration communicates its preference for department chairs to

offer academic-year contracts to adjuncts whenever feasible; if there are specific departments where this is not happening, they would like UUP to help identify them so the chairs can be spoken to on this practice.

Bill Capowski introduced another adjunct-related issue at this point, informing the Administration that UUP was pursuing a statewide class-action grievance on behalf of part-time employees who (counter to the MOU in the current Agreement) started being charged higher rates for health insurance premiums as of January 1, based on a practice of annualizing their salaries to determine which level of premium they should be paying. According to the MOU to the Agreement, the State is explicitly NOT supposed to be doing this for UUP-represented part-timers. The problem seems to have taken place system-wide, and will hopefully be resolved through this grievance process.

UUP needs YOU

We have two vacant officer positions, which we will need to fill by appointment of the Executive Committee for the coming academic year.

Secretary

Ever wish you could be a fly on the wall at our labor-management meetings? Or have an inside glimpse of the discussions at our Executive Committee meetings? Then maybe you should volunteer to be our Chapter Secretary, responsible for taking our official meeting notes/minutes!

VP for Contingents

Concerned about issues facing part-time adjuncts and professionals, and contingent full-time lecturers? Lead our Contingent Concerns Committee, and help organize our efforts on behalf of the most vulnerable members of bargaining unit by volunteering to be our VP for Contingents!

If you are interested in either of these positions, or would like to know more about them, please contact Chapter President Beth E. Wilson at x2783 or bwilson@uupmail.org.

UUP Labor-Management Notes

Wednesday, March 16, 2016

9:30 am

For UUP: Beth Wilson, Kevin Saunders, Mike Malloy, Bill Capowski

For the Admin: Don Christian, Michelle Halstead, Jodi Papa, Dawn Blades

Follow-up on core hours vs. professional obligation. When we discussed this topic in some earlier labor-management meetings, we shared some specific departments in which there were widely-reported issues with core hours being imposed on professionals whose regular obligation includes evening and weekend hours. Has the administration spoken with the supervisors in question?

We asked if there had been any progress in one particular area that we discussed at the previous meeting; Admin reported that the Dean in question had only been spoken to recently, and so we will need time to see if he changes his practice in response.

Workload creep/adjustments for increased volume of work. We have seen a number of cases in which a particular element in a professional's performance program has increased substantially in volume; given that the Administration does not recognize this, on its own, as a reason for a salary increase, how are supervisors being informed/trained to handle this situation? Shouldn't the performance program of the employee in question be adjusted/changed, removing or reducing some of the duties already there, in order to keep the workload at a stable level?

Saunders described situations for some professionals, in which a significant new volume of work was added (for example, when an IT professional has a new building come on line with x additional computer labs to service),

but that other duties were not being reduced to accommodate the load. Blades reiterated HR's position that an increase in volume does NOT involve a change in performance program; Capowski pointed out that the overall workload might be adjusted by reducing the frequency of other tasks.

Christian made the point that while we are very good at adding things, we seem to be not as good at taking duties away, given the current budget situation. He added that this situation makes it imperative that we re-think the way we do things, to find creative solutions that might enable us to drop certain things and refocus our energies on the new tasks at hand. Wilson agreed, pointing out that there needed to be greater cooperation between supervisors and their employees in organizing the work load. Blades reported that Anneliese Kniffen in HR was working to develop a supervisor training series, but that getting supervisors to attend continues to be an issue (especially as the one who really need the guidance seem to be the least likely to take advantage of this training). Further discussion raised the idea of developing a monthly brown bag for supervisors to exchange ideas and to address specific problems they were encountering with their peers.

Bulletin boards. Article 13 of the Agreement allows for UUP to post information on one bulletin board in each department on the campus. We would like to take advantage of this right more systematically than we have in the past. While there are a number of specifically UUP-designated bulletin boards in certain locations on campus, not every

department has one. What protocol would the Administration suggest as we ask our department reps to pursue this, in cases where there is no previously assigned bulletin board space (or possibly no bulletin boards at all)?

UUP needs to approve the material being posted; given fire hazard and other concerns, any new bulletin boards will need to be installed by Facilities. Admin asked UUP to provide more information on specific departments which currently have no bulletin board space provided for UUP material. Will be followed up at the next labor-management meeting.

Supervisors in some areas hostile to union membership/activity. As we have been undertaking a new membership drive, it has come to our attention that certain departments/areas on campus have supervisors who create an anti-union atmosphere for their subordinates. Given the Administration's recognition that union service should count as Service in our members' dossiers and applications for merit awards, etc., it seems contradictory that there are areas in which such union membership/work is actively discouraged. How can the Administration help to redress this situation?

President Christian's first response was to pointedly deny that union service ever counted as institutional service for purposes of reappointment/promotion dossiers. (This runs counter to our recollection of multiple conversations in the past, and we will follow up at a subsequent meeting.) According to Christian, "we recognize and support it, but it is not service to the College."

Regarding the anti-union atmosphere, Saunders pointed out that in some areas, members of the bargaining unit expressed reluctance to even sign a membership card. Wilson pointed out that while we did not have much in the way of documentation, when we hear so many employees in

certain areas expressing such skittishness about any involvement with the union, it's clear that something is going on. Christian agreed, and expressed some surprise that such negative messages were being promulgated. He stated assertively that he does not condone such anti-union messaging from supervisors, whether explicit or implicit.

Academic year contracts for adjuncts. Despite repeated assurances by the Administration that it would prefer to process one academic year contract rather than two single-semester contracts for adjuncts whose services will be needed in both Fall and Spring, there are some department chairs who will not issue academic year appointments. The adjuncts in these departments do not feel like they have much recourse in the situation, for fear of not being assigned work at all. How would the Administration recommend that we proceed in these cases? How may the department chairs be held accountable for this behavior?

Papa and Blades affirmed that the College's message to department chairs is that where feasible, adjuncts should be receiving academic year contracts, and agreed to follow up with the departments where that message seemed not to be getting through.



Verizon workers vow long strike

By Donna Goodman

The sidewalk in front of Verizon's Poughkeepsie store was packed with striking workers and their supporters on Wednesday, April 13, during a mid-day rally and picket line. Drivers on the busy highway honked non-stop in enthusiastic support of the workers.

Nearly 40,000 Verizon workers went on strike that morning from Massachusetts to Virginia, after 10 months of trying to negotiate with the company, and after working without a contract since August 2015. Three quarters of the striking workers, most of whom are technicians and customer service representatives, are represented by Communication Workers of America (CWA) and the remainder by International Brotherhood of Electrical Workers (IBEW).

Local actions began at 6 a.m. at Verizon's Newburgh garage. Future regional rallies will be held daily in Kingston, Middletown and Fishkill as well as Newburgh and Poughkeepsie.

A statement by the New York State AFL-CIO declared, "after 10 long months of negotiations, Verizon seems unwilling to settle a fair agreement. Verizon made \$39 billion in profits over the last three years — and \$1.8 billion a month in profits over the first three months of 2016 — but the company is still insisting on givebacks that would devastate jobs.

"The company wants to gut job security protections, contract out more work, freeze pensions, shutter call centers and offshore those jobs to Mexico and the Philippines. And that is just the beginning. Verizon has also refused to negotiate any improvements in wages, benefits or working conditions for Verizon Wireless retail workers who formed a union in 2014."

The policy that strikers found most galling was the temporary transfers out of their hometowns to work in some other Verizon location. CWA member Kenny Trainor, a father of two, said he can't be absent from his home for weeks



UUP Executive Committee Member Kiersten Greene and son Allen on the CWA-Verizon Picket line in Kingston.

at a time and has tried to get himself removed from transfer lists. "Verizon's transfer policies are a big hardship on families," he said. "The company doesn't care. They just expect me to get family and friends to help out. But three weeks isn't babysitting. Someone who's taking care of your kids for three weeks at a time is raising your kids." "The company doesn't care. They just expect me to get family and friends to help out. But three weeks isn't babysitting. Someone who's taking care of your kids for three weeks at a time is raising your kids."

Verizon has not budged since June, when negotiations began, and union members described the company's "last best offer" as no different from its very first, unacceptable, offer. What drove the workers to the picket lines was this ultimatum: unless the unions ratified a concessionary agreement by May 20, the company would assert the right to transfer workers to any Verizon location from Massachusetts to Virginia, away from their families, for up to two months at a time

Verizon is a giant information and technology company that was formed in 2000 as a result of break-ups and mergers of other telecommunications companies: AT&T, Bell Atlantic, and GTE. The company, which employs nearly 178,000 workers, operates in the northeast and mid-Atlantic states and supports services and networks in 150 countries. Verizon has assets of \$244 billion and in 2015 brought in \$131 billion in revenues. Its business is divided between its wireless and wireline divisions. Most of the striking workers are employed on the wireline side, which includes landlines and the fiber optic network. The company views the wireless side, which yields the highest profits, as its future. Workers in these jobs are largely not unionized and are paid less than those in the wireline side.



NYC Verizon Strike!

Dutchess County Executive Marc Molinaro addressed the large Poughkeepsie crowd, offering his support to the strikers, and thanking CWA for having supported him in his election campaign.

James Gescheidle, Executive Vice President of CWA Local 1120, called Verizon's refusal to negotiate with the workers "the face of corporate greed." The company, he said, is raking in more than \$1.5 billion dollars a month in profits, pays no federal income tax, and still wants more "flexibility" from its workers. He noted that the company had refused to consider union proposals for medical savings and instead wants to shift more healthcare costs on to retirees. More than raises in salary, he said, the workers want an end to the transfers. "Local workers are transferred from the Hudson Valley to Westchester, and then to Brooklyn and the Bronx." The company also wants to contract out more jobs.

Gescheidle predicted a long strike. "We want the public to know that we completely reject outsourcing of jobs. We need to keep jobs here in the Hudson Valley and in the United States. The company is turning what was once a career into just a job. Unions like CWA are protecting middle class jobs that are needed to bring everyone up." The strike is getting support from both private and public sector unions.

Rob Pinto, Chief Steward of CWA Local 1120, said: "Verizon is bringing in more than 1.5 billion in profits per month and wants to decimate our contract and our families." Repeating the most consistent message of the day, he said, "We're not going to give back. We're on strike against corporate greed."

The striking workers were unanimous in denouncing the greed of Verizon CEO Lowell McAdam, who makes nearly \$20 million a year.

The Verizon strike is the biggest U.S. work stoppage since 2011, when another Verizon strike lasted for two weeks. It is also significant in light of the decades-long decline of labor's power. While the strike remains a powerful tool in unions' struggles against management, its use has diminished for a variety of reasons: low union membership -- the lowest since 1954; the increase in corporations' holdings, so that closing down one plant or location does limited harm to the employer; companies' readiness to send jobs overseas; high unemployment rates and the availability of non-unionized strike breakers; laws and court judgments against strikes, which put strikers and union leaders in jeopardy of fines and prison; and anti-union sentiment among sectors of the public, who often don't support strikers, seeing the inconvenience strikes cause to consumers rather than the just cause of workers fighting for fairness at work.

Two dramatic exceptions to this trend were the 2005 New York City Transit Workers Union strike, led by Roger Toussaint, and the 2012 Chicago Teachers Union strike, led by Karen Lewis. The TWU strike yielded some benefits to the workers but landed Toussaint in jail, cost the union millions of dollars in fines and imposed penalties on members that have lasted to this day. The Chicago strike was immediately successful, but within a few short years the city administration began closing schools again, one of the key issues on which the strike was based. The CTU held a one-day job action on April 1 and is planning future ones.

UUP and other public sector unions have been mobilizing for months to protect public sector workers from court decisions that could prevent the unions from collecting dues from non-member fee payers.

Having won the recent Supreme Court case *Friedrichs v. California Teachers Association*, the unions expect to face more challenges, as dozens of cases are in the pipeline on the way to the Supreme Court. The Verizon strikers at Wednesday's rally were quick to assert their solidarity with public sector unionists.

Said Kenny Trainor, "Public and private sector unions are in this together. We're both fighting for the same thing. Public and private employers think they're in charge of everything." Rob Pinto agreed: "We're in it together. Friedrichs would have opened the doors to the demolition of unions, and Right to Work laws would have been front and center."

Dona Lansing, a Vice President of the Hudson Valley Area Labor Federation, gave a shout out on behalf of retired workers. "Retirees strong! We're here to support the active members!" Alex Deane of Citizen Action said, "We are proud to be here as a community organization to support Verizon workers who are on strike for dignity in the workplace. We'll be here for as long as it takes for Verizon to listen."

Important political figures are also supporting the strikers. Senator Bernie Sanders, who has been endorsed by CWA, walked the picket line in Brooklyn. Echoing the theme of the day, he thanked the workers for standing up to corporate greed. Zephyr Teachout, who is running for Congress in the 19th District, attended the morning rally in Newburgh. Hillary Clinton joined a rally in Manhattan.

To sign a petition to Verizon's CEO Lowell McAdam, asking him to negotiate with Verizon workers, and to find the locations of picket lines you can join, go to <http://nysaflcio.org/verizon-strike/>.

The Value of NYSUT Membership

You may not be aware that your NYSUT membership allows you to enjoy the benefits of the more than 40 programs & services endorsed by NYSUT Member Benefits, including a variety of quality, competitive insurance plans.

Member Benefits strives to provide the highest-quality programs for NYSUT members and closely scrutinizes all proposals from reputable vendors before any endorsements are given.

While we work continuously to maintain quality benefit programs at competitive prices, you are encouraged to shop and compare before making any purchasing decisions.

MetLife Auto & Home®



Call MetLife Auto & Home to learn about the special savings and discounts you may be eligible for.

1-866-NYSUT-22

If you are looking for potential savings on your auto or homeowners insurance, consider enrolling in the NYSUT Member Benefits Trust-endorsed MetLife Auto & Home Insurance Program.

This program offers special group rates on personal property and liability coverage not available to individual MetLife policyholders. NYSUT members can choose from a variety of coverages that include auto, homeowners, boat, renter's, and much more.

Policyholders can earn extra discounts for good driving, multiple policies and anti-theft devices. MetLife Auto & Home recently raised the multi-policy discount on its homeowners insurance with auto from 7% to 15%. The multi-policy/multi-product discount on auto insurance with home remains at 8%.

Visit the NYSUT Member Benefits website at memberbenefits.nysut.org or call **800-626-8101** for specific details about this program or other Member Benefits-endorsed programs & services.

MetLife Auto & Home is a NYSUT Member Benefits Trust (Member Benefits)-endorsed program. Member Benefits has an endorsement arrangement of 5.5% of total premiums for this program. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.

Agency fee payers to NYSUT are eligible to participate in NYSUT Member Benefits-endorsed programs.



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.

April 2016

SUN	MON	TUE	WED	THU	FRI	SAT
					1	2

3	4	5	6	7	8	9
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10	11	12	13	14	15	16
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Getting to Tenure
Workshop
JFT 1010
@12:30-2:00pm

17	18	19	20	21	22	23
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Executive Committee
Meeting
The Terrace
@11:00am - 12:30pm

The UUP:
The organization
The Terrace
@12:30- 1:30pm

24	25	26	27	28	29	30
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Family
Leave Event
The Terrace
@12:30-2:00pm

May 2016

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7

Unemployment
Insurance for Adjuncts
UUP Office/LC 6A
@12:30pm –1:45pm

End of the Semester
Party at Bacchus
@4:30-7:00pm

8	9	10	11	12	13	14
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Labor-Management
Meeting HAB 903
@ 10:30am

Executive
Committee Meeting
UUP Office
@11:30am - 1:00pm

UUP Delegate
Assembly
Saratoga

15		17	18	19	20	21
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22	23	24	25	26	27	28
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29	30	31				
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Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross		Fed Taxable Gross	
				Current	3456.78	1234.56	
				YTD	45,678.90	34,567.89	
Advice #	123456789	Pay Start Date	09/10/2015	Net Pay 1,234.56			
Advice Date	09/10/2015	Pay End Date	09/24/2015				
Department ID	1234			Pay Rate	56,789.10		
EARNINGS							
		Current		YTD		TAX DATA	
Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State	NYC	Yonkers
Regular Pay Salary Employee	3456.78		45,678.90	4	4		
Location Pay	66.78		678.90	2	0		
				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	
		Regular Before Tax Health	456.78	1,234.56		Current	
		Supplemental Ret. Annuity Prog.	678.90	5,678.90		YTD	
		TIAA Retirement Before Tax	56.78	1,234.56		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 application.



Negotiations Committee OKs Contract Proposals

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

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.



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

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



Polytechnic Institute Chapter President Linda Weber, left, and Purchase Chapter President Connie Lobur, both Negotiation Committee members, talk to each other at the meeting.

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.

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](#).

Executive Committee 2015-2016

CHAPTER OFFICERS:

President	Beth E. Wilson, Art History	x2783	bwilson@uupmail.org
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Secretary			
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