

**September/October
2016**



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The Bullhorn

UUP IN NYC LABOR DAY PARADE!



**By Elizabeth Chase,
Chapter Intern '16**

United University Professions had an outstanding presence on September 10th in New York City for the largest Labor Day parade in the country! Of the thousands of Union members from all professions in the parade,

more than 200 UUP members from across the SUNY system came to march with us.

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story continued on page two

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and the creativity by carrying a nearly fifteen-foot tall puppet of Mother Jones, the historic union organizer.

She was constructed by Amy Trompetter of the Blackbird Theatre in Rosendale, NY who also played trumpet alongside New Paltz freshman and drummer Nolan Lotter who said; "We played Bread and Roses as well as Union Maid for everyone to march to". Dozens of marchers held signs promoting a "Fair Contract Now!" and to "Put the Public back in Public Higher Ed!". As UUP passed Trump Tower on Fifth Avenue we stopped to pose with Hillary campaign signs- making it overtly obvious who the unionists want to represent our country and the future of fair labor.



WHO WAS MOTHER JONES?

By Elizabeth Chase, Chapter Intern '16

“Pray for the dead, and fight like hell for the living!” was the mantra Mother Jones lived her life by. When Mary Harris “Mother” Jones lost her husband and all four children, she turned her attention to her previous craft of dressmaking in Chicago. Sewing dresses for the wealthy, and watching the working classes struggle inspired her participation in the fair labor movement. She’s best known for the touring she did with unions across the country fighting for the fair treatment of workers- including coal and copper miners, steelworkers, railroad workers and many more. She was also one of the cofounders of the IWW (Industrial Workers of the World) which promotes fair labor conditions for workers as a whole, regardless of individual union. She advocated for the wives of workers to participate in strikes, marches and protests alongside their husband because “You don’t need a voice to raise hell! You need convictions and a voice!”. Her involvement in the labor movement led to being arrested several times and developing into a symbol for the fair labor we still advocate for today.



UUP-New Paltz Chapter Mother Jones puppet in the 2016 NYC Labor Day Parade



Mother Jones marching for workers' rights

What does 'Union' Mean to YOU??

When we talk about being in a union, it's more than just a figure of speech. Being 'in union' means joining in common purpose with others who have similar concerns. Where UUP is concerned, we are legally defined as the entity responsible for (among other things) bargaining the statewide Agreement for our members, providing representation in grievances, servicing our members through the Benefits Trust Fund, and so on. But being a union is much, much more than just providing these basic (and yes, essential) services.

Union is about understanding the common ground between your day-to-day working life, and the experience of your fellow workers. Our university is a very complex place; reflect for a moment (whatever your job may be) how many other people you are dependent upon to do your job, day-to-day. What would be the number? I think most of us could imagine that number, but realistically you probably need to double or triple it for a more credible estimate.

Do you use a computer? How many IT people does it take to keep the many online systems and resources like email and BlackBoard running, or to maintain/update/troubleshoot the classroom and/or office computers that you use? Have you ever recommended that a student seek assistance for advising, counseling, or disability resources? You can see that the count grows quickly.

The common ground we share, as workers in the university setting, is the desire for fair and equitable working conditions—as the old motto tells us, 'an injury to one is an injury to all'. It is this commitment to support one another that truly makes the union strong; and a reason why we need as many of our members as possible to take a step (or in some cases a

Working with the union means meeting other members from departments, or with job descriptions that you've never really encountered in your usual course of activity on campus. Listening to their concerns means they also listen to you – and out of this process, true solidarity is born.

How can you plug in, you may ask?? Well, there are many ways....

1. Attend our Chapter meetings and other events whenever you can. We have been scheduling two full chapter meetings each semester—one at lunch hour, the other at the end of the day in the 'cocktail hour', in order to maximize the number of members who can attend at least one of them. In addition to the Chapter meetings, there are workshops and other events, at least some of which should be of direct interest to you, whatever your job description!

2. Volunteer to be a department rep (and when you do, be sure to follow through by sharing important information with your colleagues when asked, and to pass along word of potential issues you know about to the union leadership).

3. Join a local UUP committee, and help develop the overall program of the Chapter. You have your choice—Women's Rights and Concerns, Contingent Concerns, the new Chapter Action Project team—just get in touch with me, and I'm sure we can find some way for you to take part!!

4. Consider running for a delegate position in the upcoming Chapter elections that will take place this Spring. As an elected delegate, you can play a role on our Chapter Executive Committee, and even vote at the statewide Delegate Assembly, which is the ultimate decision-making body for UUP. We will be distributing more information about the election process near the end of the semester—so be on the lookout!

At the end of the day, no single one of us makes this place work—it's all of us, TOGETHER that does it. I understand that we're all kept very busy by the daily demands of our professional obligations to the College, but if YOU can carve out just a little time to join with us, and to become more active in the union, you'll be helping yourself AND your union brothers and sisters.

In union,

Beth



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		09/10/2015		Net Pay 1,234.56			
Advice Date 09/10/2015		Pay End Date 09/24/2015		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		Marital Status		4 4	
Location Pay		56.78		678.90		Allowances		2 0	
						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. Annuity 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 application.



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's Executive Committee cordially invites EVERYONE to attend:

Fall Chapter Meetings

WHEN: Wednesday, October 12, 2016

TIME: 12 pm to 1:30 pm

WHERE: The Terrace

(Lunch will be served)

AND

WHEN: Thursday, October 20, 2016

TIME: 4:30pm to 6:00pm

WHERE: The Terrace

(Beer/Wine and Hot/Cold hors d'oeuvres will be served)

With a discussion of upcoming Chapter workshops and other activities, and an open mic to air your concerns and your ideas for how to improve our union.

Please come join us!!

**Please RSVP to
Mary Thompson at
thompson@newpaltz.edu
x2770**



INCOME STRATEGIES for the UNDEREMPLOYED ADJUNCT

by Rebekah Tolley

We often think of unemployment benefits for those who recently lost their job and are without income. However, unemployment benefits are not just for those who are unemployed. New York State is one of 20 or so states who also have a benefit program for those who are underemployed. Adjunct's salaries fluctuate with changes of pay, changes of employer, and we often teach more courses in one semester than another, or have no employment during parts of the year. Because of these employment changes, we don't always have as much employment at one point as we do in another, which helps to make a case for benefits.

Adjuncts may be eligible to apply for partial benefits during the school year, so long as they are not working more than 3 days a week or earning more than \$425/week. (And have earned at least \$1900 in one calendar quarter, and have worked in at least two quarters). Additionally, once you are qualified for partial benefits you will have full benefits when you are not working during the summer. Regardless of one's particular situation, adjunct faculty should apply to find out if they are eligible, as the application is not onerous and is easily completed online at <https://applications.labor.ny.gov/Individual/>.

Potentially hundreds of adjuncts at each SUNY campus may be eligible for underemployment benefits even while they are working during the school year. Many adjuncts are of course also eligible for food stamps, medicare, etc. How ironic to be working for a state that compensates you so little, you are eligible for one, if not more, of its assistance programs. Those teaching one or two, and even three courses in some cases cannot only supplement their low income with the partial benefits year round, but can also help to pressure the university to pay us adequately and with more stable contracts.

More adjuncts applying for benefits for which they are eligible, puts pressure on the university to raise wages and supply more stable contracts since they are responsible for paying premiums for unemployment.

Under the Taylor Law, we may not be able to walk out, but this is one way we can effect change if the hundreds of us who are eligible apply. Many adjuncts report that they tried applying for unemployment over the summer when they were out of work and were denied, so they gave up. This is a common mistake.

It is much more difficult to apply over the summer months due to a specific law that was designed to prevent educators from "double dipping". NYS law 590.10 currently prevents educators from applying for unemployment over the summer months if they have reasonable assurance of re-employment in the fall for at least 90% of what they were employed in the past. This law was originally intended to prevent educators who were otherwise employed full time and earning a full income during the school year from collecting unemployment income during the summer months as well.

Unfortunately, it now serves to hurt adjuncts who truly have no income or employment over the summer months, and are not paid nearly enough during the school year to get by. NYSUT, UUP, and PSC along with other unions have been working to get this law changed.

So is summer an impossible time to apply? Not necessarily, more and more adjuncts have been successful, but it is certainly more difficult if you are required to supply documentation in order to satisfy the law. Some states, including New York, are now more familiar with the working conditions of adjuncts and it has become easier, but why wait until summer when it's more difficult to apply?

Once you qualify for benefits you can continue to collect for your benefit year (so long as you are not earning more than \$425/week) so you are better off applying for benefits now, and then you will receive full benefits during the summer months when you are not working.

But let's say you don't get around to applying before summer and you realize you are about to be without income again. So what does "Reasonable Assurance" mean anyway, and do I have it? "Reasonable assurance" could be in the form of a letter that must specify which courses you will teach. If the specific courses are not listed in your letter then it does not count as "reasonable assurance".

If your course assignments for the fall are any less than 90% of what you had in the spring then you are eligible because you do not have reasonable assurance of as much work as you had in the past. For example, if you taught two courses in the spring and are only assigned one course in the fall, you are eligible to apply.

“Reasonable assurance” could also be your name in a course schedule to teach the following semester. However if your course is under enrolled and may not run, you can use this evidence to prove you do not have reasonable assurance. If you have had a class cancelled in the past, this can also be used as evidence of lack of reasonable assurance.

This shouldn't be difficult as many adjuncts are constantly looking for, and actively applying for full-time or better paying positions. You will also need to attend three mandatory sessions at a local state career service center throughout the year where they will review your CV, make sure you have resources you need, and ensure that you are looking for work.

To initially file, it's important to recognize that the intake questionnaire is designed for those who became recently unemployed and there is not a separate one for those still working part-time. According to NYS Department of Labor website: You will be asked to enter the date of your last day worked. Enter the last day you physically reported to work, regardless of whether this was your part-time work. You will also be asked to enter information about your last or most recent employer. The last or most recent employer is where you most recently reported to work regardless of whether this was your part-time employer. If it was your part-time employer, and you will continue to work part-time, enter “lack of work” as the reason for separation. You must keep a record of your work searches while on unemployment.

UUP needs YOU

We have one vacant officer position, which we will need to fill by appointment of the Executive Committee for the current academic year.

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 our VP for Contingents!

We also need members to join the **Contingent Concerns Committee!**

If you are interested in either being a member of the committee or the VP for Contingents positions, or would like to know more about them, please contact Chapter President Beth E. Wilson at x2783 or

September 2016

SUN

MON

TUE

WED

THU

FRI

SAT

1

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10

Executive Committee
Meeting 11:00am-
12:30pm

UUP Office

Labor Day
Parade

11

12

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23

24

Labor-Management
Meeting
3:00pm
HAB 903

25

26

27

28

29

30

1

Department Reps
Luncheon

Wooster
Conference Room
12-1:30pm

UUP Delegate Assembly
at the Desmond in Albany

October 2016

SUN	MON	TUE	WED	THU	FRI	SAT
					30	1
					UUP Delegate Assembly at the Desmond in Albany	
2	3	4	5	6	7	8
			Executive Committee Meeting 11:00am- 12:30pm			
9	10	11	12	13	14	15
			Chapter Meeting 12-1:30pm The Terrace			
16	17	18	19	20	21	22
				Chapter Meeting 4:30-6:00pm The Terrace		Professional Workshop 11:30-12:30pm CSB 110
					Labor- Management Meeting 3:00pm HAB 903	
23	24	25	26	27	28	28
29	30	31	1	2		
				Contingents Workshop 1- 2pm, 1907 Old Main		



Black Lives Matter vigil in front of Elting Library on Main Street, New Paltz on Sept. 25th. Many UUP members turned out in support!



ONE MORE ROUND of INDIVIDUAL DEVELOPMENT AWARDS!!

We have recently learned that although the 2009-2016 Agreement between the State and UUP expired on July 2, 2016, funding for all NYS/UUP Joint Labor-Management Committees' programs is extended through March 31, 2017. This means we will have one final round of IDA grants to make, for activities taking place between those two dates.

Keep your eyes open for more information regarding the application process, deadlines, etc. soon!!

CHAPTER OFFICERS:

President	Beth E. Wilson, Art History
Vice President for Academics	Anne R. Roschelle, Sociology
Vice President for Professionals	Kevin Saunders, Academic Computing
VP/Officer for Contingents	(vacant)
Secretary	Linda Suszczynski, Accounting Services
Treasurer	Douglas Koop, Physics
Grievance Officer	Peter D.G. Brown, Languages, Literatures & Cultures, ret.
Affirmative Action Officer	Rendesia Scott, Business

ACADEMIC DELEGATES:

Beth E. Wilson, Art History	Douglas Koop, Physics
Peter D.G. Brown, Languages, Literatures & Cultures, ret.	Abigail Robin, Women's, Gender & Sexuality Studies, ret.
Anne R. Roschelle, Sociology	Susan Puretz, Physical Education, ret.
Glenn McNitt, Political Science , ret.	Stephen Pampinella, Political Science
Alexandra L Cox, Sociology	Karl Bryant, Sociology
Kiersten Greene, Teaching and Learning	John Hain, Secondary Education, ret.
Spencer Salend, Special Education, ret.	Carol Rietsma, Biology, ret.

PROFESSIONAL DELEGATES:

Michael Malloy, Environmental Health & Safety	Donna Goodman, Development, ret.
Amanda Merritt, Education	Wayne Lempka, Dorsky Museum
Edward Felton, Art	Christian Speedling, Center for International Programs

NYSUT LABOR RELATIONS SPECIALIST:

Bill Capowski
914-592-4411
wcapowsk@nysutmail.org

CHAPTER ASSISTANT:

Mary Ann Thompson x2770

CHAPTER INTERNS:

Elizabeth Chase

Alexandria Griffiths



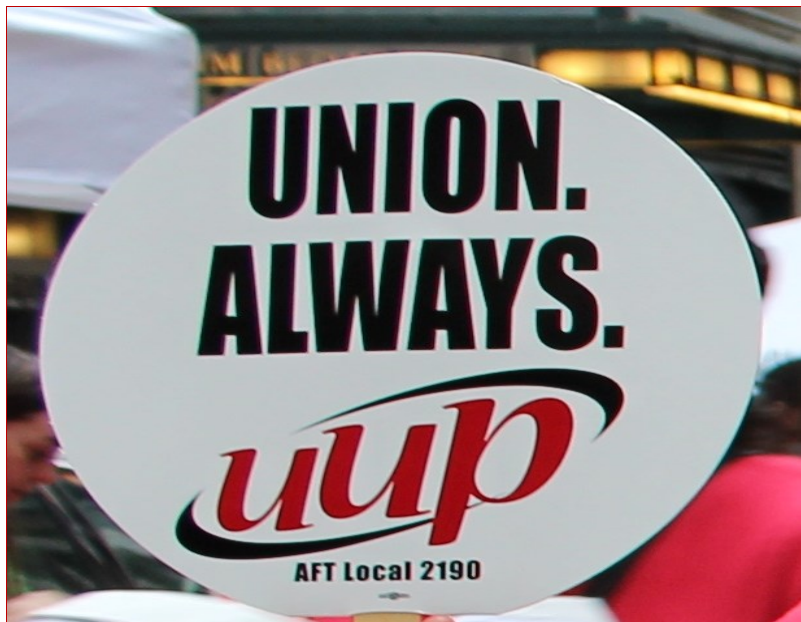


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Elizabeth Chase, Alexandria Griffiths
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We're on the Web!

www.newpaltz.edu/uup

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The Bullhorn: **Beth E. Wilson, Executive Editor**
Elizabeth Chase, Managing Editor
Alexandria Griffiths, Layout Editor

Editorial Policy: Opinions expressed in *The Bullhorn* are solely those of the writers and do not necessarily reflect the positions or policies of the UUP or its New Paltz Chapter, who are not liable for any errors or inaccuracies.

Would you like to write for *The Bullhorn*? We welcome your mail, editorials and articles on work, research, leisure, recreation, health and other topics. Please email bwilson@uupmail.org.