

November/  
December 2015



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**Message from the Chapter President**

**Beth E. Wilson**



Membership means more than signing a card...

The thing that makes us a UNION is when we work TOGETHER. The first step is to be a signed up member—but we need each other for so much more, especially given the difficult political climate being created by the infamous Koch brothers and other groups hostile to organized labor.

We are undertaking a serious membership drive, beginning this month. Membership in our union requires that our bargaining unit members sign a membership card—unless and until we have such a signed card in hand, you’ll be what we call an ‘agency fee payer’. That means that the 1% payroll deduction equivalent to UUP dues will still

be taken from your paycheck—but you’ll have no input on the new negotiations process, nor will you have a vote on the ratification of our next Agreement with the State (or in Chapter elections, for that matter).

Statewide President Fred Kowal has set a challenging goal of 99% signed members in our bargaining unit by next March. More signed members means we will have greater pull, greater credibility at the bargaining table as we head into negotiations. But signing up agency fee payers is only the first step...most of you are already full members of UUP. But have you done anything more than just sign the card?

I would like to challenge all of you to become more active, engaged members of the union. Of course UUP serves its members in times of need, helping to navigate rough waters when there are issues with supervisors or the administration, and filing grievances when necessary. In addition, we have negotiated benefits and programs like the Drescher leaves and Individual Development Awards—but all of us union members we all need to contribute to the common good as well.

I’ve drawn up a list of various ways that you can become a more active member—informing yourself about union issues and activities, and joining with your fellow unionists to make us all stronger. I’ve tried to arrange these in order, roughly, from least to most involved. Where do you fall on this scale?

First,

## SIGN THE MEMBERSHIP CARD

And then support your union brothers and sisters by...

- Contribute to VOTE/COPE (or increase your contribution, if you're already making one!)
- Contribute to SEFA – designating the UUP Scholarship Fund as the beneficiary of your gift (see info on p. x of this Bullhorn)
- Identify yourself as a UUP member when working/volunteering in other community groups/events. Wear a UUP shirt or ball cap with pride!!
- Attend Chapter meetings, workshops, and social events
- Participate in rallies, parades/marches that are announced by the Chapter – your public presence makes all of us stronger!!
- Visit legislators in their local offices with other members to advance issues on the UUP legislative agenda
- Join us on legislative lobby days in Albany in the Spring!!
- Volunteer to work on a UUP committee – share your knowledge and experience with others to help your fellow members. (Did you know that union service is considered as institutional service by the administration??)
- Take part in the membership drive. Help us sign up agency fee payer as full members—and ask them to get involved!
- Become an active, union-friendly member of Faculty Governance – we have many common issues!!
- Attend a Delegate Assembly as an observer, to learn more about how UUP functions, the work of statewide committees, and to network with other unionists from across the state.
- Become a member of a statewide committee addressing issues of concern to you.
- Run for a delegate or officer position in local chapter elections – and then help guide the course of our chapter and our union as we seek to recognize the dignity and value of the work we all do every day.

Don't just sign a membership card and take the work of your union for granted—come work with us and become an engaged, active member. Together, we can make a profound difference!!

Don't forget:

**WE ARE THE UNION**

In solidarity,

Beth E. Wilson

UUP-New Paltz Chapter President



## **CHAPTER MEETING**

**with special guest UUP President Fred Kowal**



### **HOW CAN YOU SUPPORT/ENGAGE/ACTIVATE YOUR UNION?**

Come meet with your chapter leaders and fellow members over drinks and hors d'oeuvres to discuss issues of concern to us all – upcoming negotiations, the challenges ahead, what the union can/should be, and an array of ways that you can take part, to share your voice and to become more empowered in our workplace.

Please RSVP to Chapter Assistant Mary Thompson ([thompson@newpaltz.edu](mailto:thompson@newpaltz.edu); x2770) at your earliest convenience.

**THE TERRACE**

**THURSDAY, DECEMBER 3**

**4:30-6:30 PM**



**United University Professions  
New Paltz Chapter**

## UUP Labor-Management Meeting Agenda

### Wednesday, September 23, 2015

### 10:30 a.m.

**For the Administration:** President Don Christian, Michelle Wright (VP for Admin), Michelle Halstead (VP for Finance), Stella Deen (Interim Provost), Dawn Blades (HR), Jodi Papa (Academic Affairs).

**For UUP:** Beth E. Wilson (President), Kevin Saunders (VP for Professionals), Anne Roschelle (VP for Academics), Lori Nutting (Secretary), Bill Capowski (NYSUT Labor Relations Specialist)

**Expanded Investment and Performance Fund.** There was a due date at the end of August from the Chancellor's office for the campuses to make initial, brief proposals for funding through this new, performance-based funding. Could the administration share with us what is being proposed by New Paltz?

\*President Christian reported that a proposal was sent in on 8/28, the summary paper is due 10/7. They are requesting \$1.42 million which will be allocated to expanding the EOP program, Study Abroad options for EOP students, new leadership programming, creating facilities for the EOP program and increasing philanthropic opportunities for economically disadvantaged students.

**Lack of promotion/salary increase for professionals with increased performance programs; use of local titles.** We have been receiving a number of complaints/concerns from members that their performance programs have been increased over time, but without concomitant recognition via promotion or salary increase. In some instances, local titles are being used/changed that seem to confuse matters (cf. 'Assistant Deans', etc.). We would like to discuss the Administration's rationale for its local title decisions, and how these have been impacting some departments structurally.

\*Dawn agreed that there is a lack of attendance issue, and would like to brainstorm ways in which to increase attendance. She also suggested letting her know which units might need a conversation to increase their attendance at educational workshops. She also mentioned that they had looked at examples of local titles vs. budget titles and will follow up with more information at the next meeting.

**Continuation of discussion of scheduling extra service classes for professionals.** We discussed this issue on several occasions last academic year, but without firm resolution. Could the administration consider allowing professionals with obligations that cause them to work regularly outside core hours to teach courses during core hours?

\*The President said the policy is not to allow professionals to teach during the core hours. It was an issue of fairness and equity. The focus needs to be on the professional obligation.

**Fredonia Faculty Handbook.** [http://www.fredonia.edu/humanresources/FINAL%20HARP%20EFF%208\\_1\\_2015.pdf](http://www.fredonia.edu/humanresources/FINAL%20HARP%20EFF%208_1_2015.pdf)

This link leads to the latest faculty handbook from SUNY Fredonia; in particular, we would like to begin looking at the newly-negotiated provisions in Section V, covering contingent faculty (part- and full-time), to see if similar policies could be adopted at New Paltz.

\*Dawn reviewed Section V; some parts are contrary to the contract. Beth pointed out that the provisions in the statewide Agreement present the floor for terms and conditions, and that campuses may provide greater provisions for UUP members if they elect to. Dawn asked Beth to email her and Jodi the specific items in Section V that the UUP want to focus on; we will revisit the particular issues in upcoming labor-management meetings.

**Ongoing process of review of salary inequities.** Where does this process, previously discussed in Labor-Management, stand? What are the criteria being applied to make these decisions? How many individuals have received salary increases as a result of the administration's review?

\*Anne reviewed her suggestion from last spring about the President and Tanhena discussing the data and informing the campus about their progress. It was agreed that much of the confusion stems from lack of information being provided to the faculty. Stella suggested posting it in the next Provost Report as well as reviewing the process. Don said he could mention it at the next faculty meeting.

**Salary stagnation for junior faculty and recently hired professionals.** We have received many complaints from members hired circa 2007-2010, who as a result of the current Agreement, received three years of 0% increases on base, and who were often promised at the time of hiring that DSI would provide a mechanism for increasing their salaries. With the implementation of DSA (not on base), these employees have experienced significant salary stagnation. Does the Administration have any plan to address the impact of these circumstances on this cohort of employees?

\*The administration is aware of the issue, campus wide, not just faculty and professional. President Christian stated that if he had \$1M in dependable, recurring funds he could seriously address this issue, and reiterated his support for extension of the "rational tuition increase" policy. At this time, they are uncertain about future budgets and cannot commit to future obligations.

**Provost's Search.** We would like an update on the status of the Provost's search, and to know when the search firm involved will be seeking faculty union input.

\*Anne requested earlier reminders/alerts for the meetings with the search firm. Beth requested time for UUP to discuss their thoughts with the Search firm, Shelly Wright suggested (Beth & Anne) meet with the search committee directly, or perhaps arrange a conference call with them to discuss our concerns.



## UUP Labor-Management Agenda

### Tuesday, October 13, 2015

### 3:00 pm

**In attendance:** Administration: Michelle Halstead, Interim Provost Stella Deen, Dawn Blades, Jodi Papa.

UUP: Beth E. Wilson, Kevin Saunders, Anne Roschelle, Lori Nutting, Bill Capowski, Ed Felton, Amanda Merritt, Mike Mallory, Rendesia Scott

**1. Art Dept .5 IST line increase requests.** In informal discussion recently with Interim Provost Deen, we learned that at least one of the half-time Art Dept. studio technicians was to be made full-time. Could we receive clarification as to which position this involved? Also, what are the criteria being used by the administration to determine when/whether other half-time tech positions will be converted to full-time?

\* The full-time position was created for the tech in the Digital Fabrication lab, due to safety concerns, and a consultant was involved in making the decision. Ed spoke about the duties for each of the IST positions, workload creep and the fact that the part-time designation is no longer adequate. There have been line requests made by the Art Department, and Michele Halstead confirmed that they have been received; however the Interim Provost would like a report from each unit regarding the conditions and needs, to have the information together more comprehensively for her review. Ed will provide all the reports and information to the Dean with the most urgent positions to be prioritized, which will be reviewed by the Provost.

**2. Streamlining lecturer reappointments.** A number of years ago, UUP brought forward the question of streamlining/tailoring the reappointment process for full-time, non-tenure track lecturers. What resulted was a refined set of guidelines tailored specifically for these qualified rank teachers; there was, however, no actual reduction of the amount of paperwork required in the reappointment process. We would like to discuss the possibility of having a much-streamlined process for lecturers, for example to require only a c.v., annual reports, SEIs and class observations since the last reappointment, along with departmental/dean level recommendations.

\* A proposal with the suggested items to be streamlined will be put together and revisited. Interim Provost Dean expressed concern that lecturers needed to demonstrate continuing professional and course development, and that streamlining might deprive them of this.

**3. Procedures for administrating family leave.** A number of members have reported confusion about the administrative issues arising when they need to take family leave—whose responsibility is it to decide when and how many adjuncts can be hired to replace a full-time faculty member on leave, who will take over that member's advisees, etc. At times the responsibilities seem divided between Academic Affairs and the department chair in question; regardless, often many of these details fall to the member seeking to go on leave (which may or may not be appropriate). We would like to have some clarification from the administration on these procedures, and ultimately have some guidelines (or a flowchart, or

something) posted on the HR website to assist employees who are trying to navigate this process.

\*The Provost stated that it is the chair's responsibility to find coverage for the person going on leave. Beth mentioned that this policy is not clear to the faculty or chairs. Jody and Dawn asked for specific units so that they can address the issue. Beth suggested that a statement on the HR website would be helpful. Dawn said that the Benefits website has the information, but many of the issues have to be dealt with on an individual basis; also, she was concerned about posting information on the website as they have multiple bargaining units, not only UUP. Dawn said she would be happy to remind the HR department to convey that the Chair or supervisor is responsible to find coverage. Bill has been asked to put together a workshop on leave to educate the membership in November.

**4. Support for Black Studies.** Due to significant recent turnover, the Black Studies Dept. has been reduced to one full-time, tenured professor. What are the administration's plans for finding replacements for the three full-time lines at the core of this department that are currently vacant? How does the administration plan to address concerns regarding decreasing enrollment in the major/minor, and to encourage continued student engagement in this important discipline?

\* The loss of full-time faculty in the department coincided with completion of a self-study recommending significant curricular changes to its program. The results of the review were discussed in May with the Chair and Dean. The Interim Provost assisted Major with putting together a steering committee to identify full time candidates to wave in as visiting asst. professors to work with the current faculty to revise the curriculum. Since the process has been slow, they are looking at hiring a tenure track position. Rendesia stated that Major Coleman is looking for replacement of the two lines that were there prior, a visiting professor might not be as invested in the revitalization of the department. The Provost noted that hires for visiting lines could happen more quickly, as a search is not required. A visiting professor also has the opportunity to apply for a tenure track position. Beth suggested a tenure track search launched now for a fall hiring. The Provost stated that it is the administration's plan to rebuild the Black Studies dept.

**5. Clarification: core hours vs. professional obligation.** In recent conversations with a number of our professional members, it appears there is a good deal of confusion over the way the College holds its professionals to work during 'core hours', versus the way a professional obligation is described in the Agreement. How would the administration define the difference between these two related, but fundamentally different?

\*Ran out of time – will be added to next L/M meeting





# 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>

## Spotlight: Amy Cheng, Professor of Art By Emily Breen '16, Chapter Intern



Born in Taiwan, Amy Cheng grew up in Brazil, Oklahoma, and Texas. She received her BFA in Painting from the University of Texas at Austin and her MFA in Painting from Hunter College, City University of New York.

Amy originally went to college intending to be a journalist. “The University of Austin has a very serious campus newspaper. I volunteered for it when I was 17 years old. It was really intimidating to have to go out and talk to people and write about topics I knew nothing about. So I changed my major to Art, thinking I would use my graphic ability to pursue commercial art, but I fell in love with painting instead.”

Before being hired by SUNY New Paltz in 1997, Cheng taught at Bard College, Hunter College and Princeton University. In addition to teaching drawing and painting courses at the College, she has taught a variety of courses such as Contemporary Ideas in Painting, BFA Seminar, The Creative Process, and Special Topics Courses. “I really enjoy teaching the students and working at the College. I come from a middle-class background myself and am a product of public education. Therefore, I feel I relate well to the students here. The Art Department is very large and very strong, so it is a pleasure to work here.”

Professor Cheng is a member of the UUP. “I am generally pro-union. I think the union is very important. The union movement established the 8-hour workday and the 5-day work week. This protects workers. I think we are in a time right now where unions are under attack. This is also a time when there is an increase in income inequality. This puts working-class people at a major disadvantage. I am very happy and proud to be a UUP member.”

When asked how she balances her dual role as full-time professor and artist, she said, “It is hard, but I am very committed to being a working artist. From my experience, if you are not professionally active you are not as good a teacher, because you have less to bring to the classroom. People become artists mainly because they have to. It’s not something that you choose, since it is an impractical decision. Time in the studio for me is time where I can find equilibrium in my life.”

In addition to her artistic passion, Cheng also loves literature, specifically 19<sup>th</sup>-century British literature. Some of her favorite authors are Jane Austen, Anthony Trollope, Thomas Hardy and George Elliot. In addition to painting in her studio, for the past fifteen years Amy also has been working on public art commissions (<http://amychengstudio.com>).

“Public art is something that, in the last ten years, has been gaining momentum throughout the

country, and possibly internationally. Art in the subway stations is an example of public art. If you go to any federally-funded or even some state- and city-funded buildings, they are legally required to put aside a tiny percentage of their overall budget for art. They put out a national or international call for qualification from artists. You submit your artwork to a blind jury and compete to be shortlisted,” she explained.

When asked if she has any final words, she said, “One of the greatest pleasures of teaching is that it puts you in contact with young people. When people are college-age, they are very impressionable. They have not been around very long and seen very much. As a result, the things they come in contact with are likely to have a big impact. I remember that period of my life, but as you age you lose that. Nothing can have as much impact as it did in that period of your life. I feel that I get to vicariously experience that again through my students.”



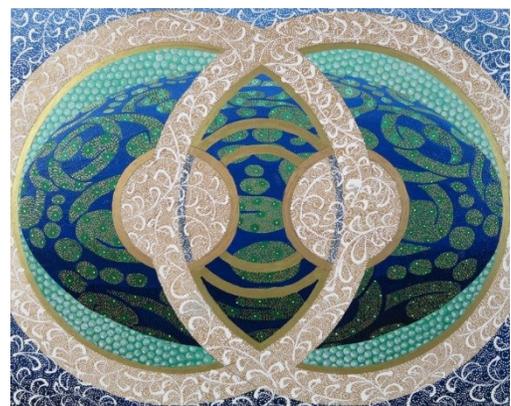
Amy Cheng, Public Art:  
Ceramic Tile Mural, Chicago



Wood Panel Mandala



Amy Cheng, Public Art:  
Mosaic column, Seattle



*Density Fluctuations*, oil on wood

# November 2015

SU	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
			Executive Cte. Meeting 12 p.m. UUP Office, LC6A	Professionals Workshop: How to Get to Permanent Appointment		
8	9	10	11	12	13	14
15	16	17	18	19	20	21
	2-4 p.m. Workshop on Performance Programs for Supervisors SUB 6 p.m. Screening of Education Inc. – LC100 Panel discussion, including Kevin Cahill					
22	23	24	25	26	27	28
		4 p.m. Labor Management Meeting				
29	30					

# December 2015

SUN	MON	TUE	WED	THU	FRI	SAT
		1	2	3	4	5
				4:30-6:30 p.m. Chapter Meeting College Terrace		
6	7	8	9	10	11	12
		4:30-7 p.m. End of Semester Party Bacchus	12 p.m. Executive Cte. Meeting JFT 1010			
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

## Spotlight: Barbara Heiles, Adjunct Faculty, Mathematics

### By Emily Breen Chapter Intern '16



Heiles at the 2015 Labor Day Parade in NYC

Photo Credit:: Natalia Keogan

Barbara Heiles has been a resident of the Hudson Valley since she was three years old. Her father worked for IBM. Heiles obtained her undergraduate degree in psychology from Binghamton University. She completed her masters in mathematics at SUNY New Paltz. She attributes her radical shift from Psychology to Mathematics to her evolution as a person. Heiles notes that she completed her psychology degree at Binghamton because she was uncertain about her career goals, and found psychology to be interesting, enjoyable, and easy. Years later, dissatisfied with her chosen field of study and in a search of a way to challenge herself, she decided to pursue a masters in mathematics.

Barbara Heiles has been an adjunct instructor in mathematics at the College for the past 11 years. Previously she was a graduate instructor for SUNY New Paltz while in the master's program. She taught a summer semester at a community college in Connecticut, as well as a semester at Vassar College across the river. Additionally, she taught middle school/ high school mathematics. In between teaching, she also held an office job. Heiles currently teaches pre-calculus, and a general education course entitled *Paths and Graphs*.

Heiles currently teaches pre-calculus, and a general education course entitled *Paths and Graphs*.

“There are three major challenges facing adjuncts and lecturers at the College: Respect, Money, and Job Security. There’s not this feeling that we are competent teachers, on the level of the full-time faculty. We may be classified as part-time employees, but this is not part-time work. Some of us have to teach. When you find what you’re passionate about, that’s the thing you have to do. I’ve tried working in an office, I’ve tried other things, but teaching is the only thing I am passionate about. Some of us are willing to work for low pay, because being an educator is who we are,” she stated.

She additionally notes that adjunct faculty in some departments have to make their own photocopies, buy their own paper, and print out their school materials at home. However, other departments, for example the math department, allow their adjuncts full printer, photocopier, and paper access. “It’s not every department, because many departments are really great about this. But some departments do not recognize that they hired adjuncts to do a job that requires access to paper, printers, and photocopiers, which is just outrageous,” she stated.

For adjunct faculty and lecturers there is zero job security. “You do things in the hopes that you will still be working, but up until recently I would always say well if I have a job next semester, but you never know. In the bad years they would sit us down one by one, and they would say, we are

probably going to have to fire all the adjuncts. That made us feel really awful, and in the end they wound up hiring most of us anyway, but still it's an emotional roller coaster," she stated.

As a result of the lack of job security, adjuncts are unlikely to speak up, when they are being treated unfairly. Heiles notes that another major feature of the Contingent Concerns Committee is serving as a place for adjuncts to voice their concerns. The union is an entity that can step up and speak up for an adjunct who is unwilling or unable to fight for their rights on their own. She additionally states that "people are afraid, and that is why there is a lack of adjunct involvement within UUP."

Heiles is a UUP member and the elected VP for Contingents in the New Paltz Chapter, representing part-time adjuncts and professionals in dedicated labor-management meetings. "One of the biggest concerns we hear about from our adjuncts is the lack of office space, and secure places to store their belongings while in class. We brought this issue to the part-time labor-management meetings, and as a result there is now locker space available for us in Old Main," she stated, "and we continue to bring the issue of providing properly equipped office space to the administration as they plan new buildings and renovate spaces for departments in older ones. We're the ones always asking 'Where will the adjunct offices be?'"

She is a strong supporter of unions. She notes the importance of member involvement within the union. "The union only has as much power as its membership. We are only as strong as the collective. I do not understand people who complain about the bargaining, who have washed their hands of all involvement in the bargaining process. If I am going to complain, I should be a part of the process to make things better," she stated.

In her free time, Heiles enjoys reading and watching science fiction. She also does volunteer data entry for Mohonk's research center and volunteer book-repair at her local library. Her family recently adopted two cats named Mahogany and Vera from the Dutchess County SPCA. Barbara Heiles notes that one of her greatest joys has been sharing the books that she loves with her son, as he has grown up. Currently her big family project is helping her son get into college.



## UUP teacher ed talk resonates with Regent

In a sign of UUP's expanding role in the effort to change the state's flawed teacher certification process, Regent Kathleen Cashin plans to ask the Board of Regents to consider corrective action on a specific list of complaints about the process.

Cashin co-chairs the Regents' Committee on Higher Education with Regent Charles Bendit. She has had numerous conversations about the certification process with UUP Vice President for Academics Jamie Dangler and teacher preparation faculty from around the state.

At an Oct. 14 panel discussion at SUNY New Paltz, Cashin joined teacher preparation faculty and staff from SUNY and private colleges, as well as from K-12 districts that work with student teachers, in a dialogue about a multitude of problems with t

he state's four certification exams. The discussion was the latest in a series of meetings UUP has convened around the state since last spring for small groups of teacher preparation faculty and staff to speak directly to Regents.

"This is very informative for me," she said. "I'm very grateful you came to tell me first-hand. I want to leave here with a plan."

Based on input from the educators who met with her she plans to relate the concerns she heard to the full Board of Regents as

quickly as possible. Suggestions Regent Cashin heard from students and educators include:

- Seeking a major change to the educative Teacher Performance Assessment, or edTPA;
- Revising the cost of the exams;
- Giving back oversight of curriculum to faculty; and
- Reviewing all of the new certification exams, not just the edTPA, because teacher preparation faculty and staff have reported problems with all of them.

Regarding the edTPA, panelists talked of talented students who could not be certified, in what amounted to years of excellent work dismissed by one anonymous and unaccountable Pearson scorer.

"What we have here is a whole institution of people who determine that one candidate is ready, and Pearson, who is determined that one scorer is right," said Julie Gorlewski, right, a teacher preparation professor at New Paltz and a member of the UUP statewide Task Force on Teacher Education. "It's one of the most frustrating experiences of my life."

Panelist Chris Whitaker, the SUNY New Paltz certification advisor in the teacher preparation program, echoed the feelings of many in the room when he said there should be no more "safety net" extensions that allow students alternative paths to certification. The Regents have granted two so-called safety nets, the latest of which allows alternatives to the tests up to June 2016. SED needs to fix the exams, not delay their use for certification, he said.

Said Whitaker, "The fact that we've had a safety net program in place for two years tells us it isn't working."



Jamie Dangler, UUP VP for Academics and Julie Gorlewski, UUP Teacher Ed Task Force.

## 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.



### Are you ready to answer these questions?

**What would happen if you suddenly died? Have you ever considered what would happen to your spouse and/or children? Take a few moments and answer these questions now:**

- 1) Would your loved ones be able to afford their current home?*
- 2) Could your loved ones continue to pay regular bills and maintain their medical coverage?*
- 3) Would your loved ones be able to plan for your final funeral expenses?*

If your answer to the above questions is “No” or “I don’t know,” consider enrolling in the NYSUT Member Benefits Trust-endorsed Term Life or Level Term Life Insurance Plans. Both of these plans allow you to select the plan and benefit amount that best meets your specific needs.

Visit the NYSUT Member Benefits website at [memberbenefits.nysut.org](http://memberbenefits.nysut.org) or call **800-626-8101** for specific details about these plans.

The Issuance of a Certificate of Insurance or payment of benefits will depend upon the answers given in the application and the truthfulness of those answers. Additional underwriting requirements may be needed.

Member Benefits has an endorsement arrangement with its endorsed insurance provider of 7.61% of earned premiums for these programs. All such payments to Member Benefits are used solely to defray the costs of administering its various programs and, where appropriate, to enhance them. The Insurer pools the premiums of Member Benefits participants who are insured for the purposes of determining premium rates and accounting. Coverage outside of these plans may have rates and terms that are not the same as those obtainable through Member Benefits. The Insurer or Member Benefits may hold premium reserves that may be used to offset rate increases and/or fund such other expenses related to the plan as determined appropriate by Member Benefits. Member Benefits acts as your advocate; please contact Member Benefits at 800-626-8101 if you experience a problem with any endorsed program.



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.

**Executive Committee 2015-2016**

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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 <b>1,234.56</b>			
Advice Date	09/10/2015	Pay End Date	09/24/2015				
Department ID	1234			Pay Rate	56,789.10		
<b>EARNINGS</b>							
				<b>TAX DATA</b>			
Regular Pay Salary Employee		Current	YTD	Federal	State	NYC	Yonkers
Hrs./Days	Earnings	Hrs./Days	Earnings				
	3456.78		45,678.90	4	4		
Location Pay	56.78		678.90	2	0		
				<b>TAXES</b>			
				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	
<b>BEFORE TAX DEDUCTIONS</b>							
		Current	YTD	<b>AFTER TAX DEDUCTIONS</b>			
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		34.56		456.78
				<b>UUP Member 26P</b>			

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