

**September /
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The Bullhorn

The Importance of Elections on November 4 By Fred Kowal, UUP President



Fredrick E. Kowal
Photo by El-Wise Noisette

Electing pro-education, pro-labor candidates in this year's election is vital for UUP and organized labor across the state.

That's why it's so important for UUP members to volunteer to work with the union to help get these candidates through the September primaries and elected in November. There are a number of important races—especially in the state Senate—that will determine whether we elect a legislature that supports public education, SUNY, and other issues of importance to UUP members.

There is no way that I can overstate the importance of this election to all of us in UUP and all of us who work in SUNY. It's vital that you vote in a primary and in the general election November 4. These elections will go a long way

toward determining what happens with SUNY's budget next year and, down the road, our collective bargaining agreement [the next "UUP contract"].

We need to be there to show that we are strong and we are proud to be part of this union and the work that it does on behalf of our students, each other and our state university system.

See related article on page 3

The Meaning of Labor Day By Randi Weingarten, President, American Federation of Teachers

The very first Labor Day was created to acknowledge and honor working people who aspired to the American dream and fought for a better life for themselves and their families.

Together, each and every day, we build on the work they began decades ago. As a union that is 1.6 million members strong, we are immensely proud of who we are, and we thank you for the work you do. Our union is at the intersection of two vital societal movements—creating educational opportunity through strong public schools, and advancing economic opportunity through the labor movement and sound economic policies. We not only teach our kids, heal our

Continued on page 2



Randi Weingarten in Lynn, MA in April 2014
Photo by Marilyn Humphries

families, and keep our communities strong, we engage, mobilize and challenge ourselves and our communities to fight for a better nation.

As a union, we are fighting back against the relentless attacks on our jobs, our families and our communities. We are fighting back—whether it's against Campbell Brown's efforts to strip teachers of their due process rights and pit teachers against parents; corporate hospital chains seeking to enrich themselves at the expense of patients and healthcare professionals; politicians like Kansas Gov. Sam Brownback, who never met a public school, public service or public employee he didn't want to eliminate; or those saddling students with debt, ripping them off and "Wal-Martizing" the higher education workforce.

The austerity hawks, the privatizers and the deprofessionalizers know that there's a growing disconnect between what they are peddling and what the American people want. And the only way they can keep their power is by demonizing and marginalizing us. There's no doubt they will outspend us—as they will in this coming election. But our strength and the strength of the labor movement has never been our dollar power—it's been our people power.

This is our fight. But fighting back only gets you so far; we must fight forward to move forward, and that means never being afraid to both engage in conflict and find common ground, particularly with our communities, those we serve and one another. Together, by being member-mobilized, community-engaged, solution-driven and, yes, a

little bad ass, we can reclaim the promise of America. We can create a nation fueled by democracy, justice and opportunity for all, instead of for the very few.

These are uncertain times—at home and abroad. Right now, I am in Israel on a study mission committed to seeking peace and security for this region of the world. On this Labor Day, let's remember what this day is really about and recommit ourselves to the task before us—creating a more just world.



Randi Weingarten in Austin, TX, March 2014
Photo by Bob Daemmerich

New York State AFL-CIO Issues Endorsements for November 4 Elections



New York State AFL-CIO President Mario Cilento addressing UUP members and other unionist at a rally on the steps of the Department of Education in Albany, August 11, 2014

The New York State AFL-CIO has endorsed a slate of more than 200 candidates for statewide, legislative, and congressional seats in November's midterm election. The powerful federation, which represents 2.5 million workers and retirees from public and private sector and building trades unions across New York, declined to issue an endorsement for the state's gubernatorial race at its Aug. 18 endorsement convention. New York State United Teachers (NYSUT) has also passed on backing a candidate for governor in November.

UUP and NYSUT are affiliated with the New York State AFL-CIO. As a union, UUP does not endorse candidates. However, UUP's statewide officers and more than 20 UUP members were part of a delegation of over 400 NYSUT members that participated in the endorsement convention, and voted for candidates to endorse.

"We approve of the list of candidates that the New York State AFL-CIO has chosen to endorse, and UUP will work to support those candidates," said UUP President Fred Kowal.

The federation has endorsed 26 Congressional candidates, 63 state Senate candidates and 147 candidates for state Assembly; it will review endorsements for three Assembly seats after September primaries.

To support candidates, the federation will contact members at home through member mailings, flyers, phone bank operations, and a "labor-to-neighbor" program, where union members visit area members to talk about specific races.

Regardless of whom you choose to support, be sure to take the time to vote on Election Day, November 4!

View complete list of 2014 NYS AFL-CIO endorsements for Congress, visit:

<http://nysaflcio.org/new-york-state-afl-cio-announces-endorsements-for-congress/>

View complete list of 2014 NYS AFL-CIO endorsements for state Assembly and Senate, visit:

<http://nysaflcio.org/new-york-state-afl-cio-announces-endorsements-in-state-senate-and-assembly-elections/>

Spotlight: Anne R. Roschelle, Sociology Vice President for Academics

By Emily Breen, Chapter Intern



Professor Anne Roschelle has been molding the minds of SUNY New Paltz college students for the past fifteen years. Born and raised in Glenn Cove, LI, she is no stranger to hard work. She received her undergraduate degree in sociology from SUNY Albany. She then proceeded to obtain a Master's in sociology, also from SUNY Albany, followed by a Master's in education from the University of Maryland and finally a Ph.D. in sociology from SUNY Albany. She taught at two other colleges before coming New Paltz.

Annee spent one-and-a-half years teaching at Skidmore College and the following five at the University of San Francisco. She taught sociology-based courses focusing on gender, race and poverty. At the University of San Francisco her classes also focused on welfare reform and homelessness. These courses evolved into the ones she now teaches at SUNY New Paltz. Dr. Roschelle describes her decision to be a sociology professor as a sort of epiphany that she had during her junior year of college. She describes being lost and uncertain about which life path to take. She recalls looking up at her college sociology professor and thinking: Hey, I could do that. "It was not that this professor was particularly good or interesting, but I loved sociology and it seemed like a great job. Besides, I never really fit into the mold of mainstream corporate America, and wanted to find a career that fit my sensibilities," she says.

In addition to being a sociology professor, Annee has an exciting interdisciplinary team-taught course in sociology and Latin American & Caribbean Studies, together with her New Paltz colleague, Luz Porras. They received a School of Liberal Arts and Sciences funding award, initiating a spring semester course on campus and summer study abroad program in Antigua, Guatemala. This spring the two professors will be teaching a course entitled Inequality, Gendered Violence and Migration in Guatemala. The two-week summer study abroad program consists of a three-credit course, Human Rights in Guatemala, also co-taught by Professors Roschelle and Porras.

Annee is very involved in the New Paltz UUP chapter. Her involvement with UUP made a lot of sense to her, given her activist background. Before this year, she had never been involved in labor matters, focusing instead on issues such as poverty, reproductive rights, race, and gender inequality. When she was asked to step in following an unexpected resignation of one of the key officers, she felt that she had a responsibility to help. She took on the key role of Chapter Vice President for Academics.

"As Vice President for Academics, I feel that my main role is to protect and mentor junior faculty and advocate for them, as well as for midrange and senior faculty," she stated. She believes that UUP has done an excellent job focusing on the needs of adjuncts, so she sees it as her duty to serve as a voice for the full-time faculty and their concerns. "When people have difficulty navigating reappointment, tenure and promotion, I provide support and advice when asked," she explained. She has firm ideas on what UUP ought to do.

"We need to continue to fight for family leave beyond the federal legislation, as well as to get more faculty excited about and involved in the union," Dr. Roschelle explained. Another challenge is the lack of an historical memory about the important role that unions have played during the last 150 years.

Tenure is also disappearing, which poses major problems. This needs to be addressed through public outreach and raising awareness. Yet another way to strengthen UUP is by backing people running for elected office who are committed to supporting SUNY and public higher education.

Higher Education Delegates Put Contingent Faculty Front and Center at 2014 American Federation of Teachers Convention



**AFT President
Randi Weingarten**

American Federation of Teachers (AFT) President Randi Weingarten kicked off the AFT national convention in Los Angeles, July 11, by outlining a bold plan to both fight back and fight forward to reclaim the promise of America and create economic and educational opportunity for all.

In her keynote to more than 3,500 delegates, Weingarten outlined the coordinated attack facing working people, unions, public education and public services—by those who starve public institutions, criticize public institutions, demonize workers and unions, marginalize those who fight back, and peddle private alternatives.

Delegates ensured that improving the lives and working conditions of contingent faculty would remain a top priority for the union's work in higher education. In the convention's Higher Education Committee, delegates prioritized two resolutions dealing directly with contingency to bring to the convention floor. On the floor, the convention passed a resolution calling for the end to the exploitation of and reliance on the contingent academic labor system in higher education (full text follows on p. 6) and another calling for public service loan forgiveness to be broadened to include more contingent faculty.

Additionally, delegates passed resolutions out of this committee supporting a National Mobilization for Equity (nationalmobilizationforequity.org) and calling on the Integrated Post-Secondary Education Data System (IPEDS) to collect more information on the employment of part-time and contingent faculty. While these latter two resolutions did not make it to the convention floor for votes, the AFT's Executive Council is expected to affirm them.



**The Rev. Dr. William Barber II
President, North Carolina NAACP**

Contingency was also a main focus of the Higher Education divisional meeting, where AFT's partnership with the Freelancers Union to provide health insurance and other benefits for adjunct faculty were announced. This collaboration promises to help provide a safety net and professional network for all contingent faculty, regardless of their affiliation with the AFT. Delegates also heard from contingent faculty leaders from Oregon and Michigan about how they achieved important gains for their members through organizing and collective bargaining.



**Delegate Carol Rietsma (Biology)
at the AFT Convention**

All in all, delegates left Los Angeles inspired and ready to fight forward to address the very real problems facing contingent faculty, their students, and their institutions. We are looking forward to building on the momentum started by the hard work of our members in order to reclaim the promise of higher education.



L.A. Voices at the AFT Convention

Ending the Exploitation of and the Reliance on a Contingent Academic Labor System in Higher Education

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

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

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

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

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

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

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

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

WHEREAS, the exclusion of three-quarters of faculty from permanence, shared governance and the full protection of academic freedom weakens the entire college or university, and the weakening of shared governance has contributed to the undermining of academic quality as administrators attempt to seize control of the curriculum from faculty; and

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

WHEREAS, while contingent faculty are among the most talented and dedicated of educators, their working conditions affect student learning conditions: Contingent faculty's lack of access to equitable pay and benefits, lack of job security, lack of access to professional supports, and lack of access to a voice in their workplace and profession place constraints on the quality of the education they are providing; and

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

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

WHEREAS, if we are to reclaim the promise of higher education and provide a high-quality college experience for all students, we must begin with a fundamental reinvestment in the higher education instructional staff,

RESOLVED, that the American Federation of Teachers reaffirm its commitment to ending the practice of contingent employment as the normalized state of employment for faculty, as well as to improving the lives of contingent faculty by ending the rank exploitation of the majority of the higher education instructional workforce; and

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

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

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

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

RESOLVED, that the AFT will continue to work with and mobilize its affiliates to increase funding for instruction and student support services and ensure that these funds are used to build a stable and professional faculty corps and expand access for contingent faculty to healthcare, retirement and unemployment insurance; and

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

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

Edie Windsor is 2014 AFT Women's Rights Award Recipient

By Mariah Brown '15, Chapter Intern



AFT honored Edie Windsor for her longtime activism for women's rights by presenting her with the 2014 AFT Women's Rights Award. Windsor was successful in overturning the Defense of Marriage Act (DOMA) in 2013 in the case *United States v. Windsor*. Windsor is a champion in the LGBTQ community for her efforts in achieving equal rights for married gay couples.

In the landmark case, the U.S. Supreme Court ruled 5-4 that by limiting the definitions of "marriage" and "spouse" to heterosexual couples, the DOMA was unconstitutional, in that it violated the Fifth Amendment's Due Process Clause, resulting in "a deprivation of the liberty of the person protected by the Fifth Amendment."

Edie Windsor
AFT Women's Rights Award Recipient

AFT President Randi Weingarten sat down with living legacy Windsor for an up-close interview. They discussed her forty-three years of marriage, her six-year fight all the way to the U.S. Supreme Court and her triumph over laws discriminating against same-sex couples. Windsor humbly accepted the award and credited her efforts of service to those who have a right to love, free from injustice.



Thea Spyer, left, poses with Edith Windsor in the 1960s at The Cloisters, in Washington Heights, New York City



Thea and Edie decades later. Photo: thinkprogress.org

A moving video of the conversation was shown at the 2014 AFT Convention in Los Angeles, which Edie Windsor was unable to attend. To see the video, visit YouTube. <http://www.youtube.com/watch?v=iu3sfbbbkNI>



Edie Windsor accepting the AFT Women's Rights Award

Spotlight: Lori Nutting, School of Business, Chapter Secretary

By Emily Breen '16, Chapter Intern



Lori Nutting

Lori Nutting is a recent addition to UUP and the SUNY New Paltz community. Hired just last fall as Assistant to the Dean of the School of Business, Lori has been quick to adjust to the campus environment. She hails from Connecticut, having been born in Norfolk and raised in West Hartford. Ms. Nutting received her undergraduate degree from Keene State College, where she majored in business and minored in art history. She then proceeded to obtain her MBA from Mount St. Mary College.

Lori Nutting has a diverse background and variety of work experience. During her college career she was a resident advisor. Immediately after the completion of her graduate degree, she worked as a resident director at Marist College for the summer. The program was called STEP, and its mission was to give inner-city children a college experience. Subsequently, Lori was the Assistant Director of Campus Activities at the College Center of Vassar. She later worked for an advertising agency in Poughkeepsie for seven years and then ran her own consulting firm.

As Assistant to the Dean of the School of Business, Lori's responsibilities include planning, coordinating and managing all events related to the School of Business. Examples include the Hall of Fame, Business Plan Contest, debates, and the investment competition. Currently Lori is working on an event called the Soiree at the Dorsky Museum, set for the end of September.

Outside of work, Lori maintains a busy life. She is an avid reader, whose hobbies also include hiking, swimming, and gardening. Ms. Nutting lives in Pleasant Valley with her two teenage children, who she says keep her very busy.

Lori holds the key position of UUP Chapter Secretary at New Paltz. Last spring she volunteered to replace Lucy Walker, who was promoted to a management confidential position. As UUP's new Chapter Secretary, Lori's prime responsibilities include taking Executive Committee meeting minutes and Labor-Management meeting notes. Her goal in being a part of UUP is to get more involved and give back to a place she describes as being very warm and welcoming. She also describes the UUP very positively. "This UUP chapter is definitely very active and strongly defends its constituents' interests," she states.

Lori Nutting sees this as the perfect opportunity to get more involved in the New Paltz community. "I felt at this point that I had been at New Paltz long enough, that I was starting to feel comfortable. I had got my feet wet, so I wanted to branch out," she explains. She says she is ready to address the current issues on campus and play an active role in the College community.



Labor-Management Notes, May 12, 2014

By Jeff Pollard, Chapter Vice President for Professionals

Administration Attendees: VP for Administration & Finance Michele Halstead, Director of Faculty Services Jodi Papa, Provost Philip Mauceri, Chief of Staff Shelly Wright

UUP Attendees: Chapter President Peter D.G. Brown, VP for Professionals Jeff Pollard, NYSUT Labor Relations Specialist William Capowski

1. Parking. Can the Plattekill Parking lot #18 be reopened until construction on the new science building resumes? This item is moot, since construction has resumed.

2. On-Call/Recall: UUP would like to give the administration an update relating to the several SUNY Presidents who have identified, or are in the process of identifying, UUP bargaining unit positions that are eligible for on-call and/or recall. [postponed from April 3 meeting]

Capowski cited a number of colleges across the SUNY system that are indeed identifying positions which are eligible for on-call/recall. Here is a brief summary:

Cobleskill – president has identified a list of positions

Cortland – president has identified a list of positions (mainly IT related)

Fredonia – incomplete, will have approximately 50 titles that are eligible to on-call/recall provisions when done

Upstate Medical – will have a large list of position titles identified

Albany – is still talking about this topic in Labor-Management

Buffalo State – still in talks

University of Buffalo – has a class action grievance pending at Step 2

Delhi – has a class action grievance at Step 2

New Paltz – has an individual grievance at Step 2

Oneonta – has a class action grievance at Step 2

System Administration – has an individual grievance at Step 2

Capowski said he was bringing this up to let the administration know this can be revisited.

3. Appointment and Reappointment: UUP would like to discuss certain appointment, reappointment and promotion procedures. [postponed from April 3]

Brown noted that the chapter's VP for Academics, Anne R. Roschelle, wanted to raise this issue. The contract states that an applicant who receives what they deem to be negative feedback from a reviewer can enter a response to that feedback into their dossier before it goes to the next step in the review. UUP wants to make it clear that members have this chance to respond immediately to any negative feedback, rather than to wait until the process is completed.

Mauceri referred to guidelines that go out with an announcement in the fall. He agreed to see whether this policy is stated in the guidelines. If not, it could be included there and in the Faculty Handbook. Brown thanked him for this clarification, which will ensure that members know about this process going forward.

4. Consultants: At our Labor-Management meeting on March 6, 2014, UUP inquired as to which consultants the College had hired in the areas of Academic Affairs, Enrollment Management, External Affairs (Communication & Marketing, Development and Alumni Affairs), Facilities, Finance/Administration and Student Affairs. We specifically requested information about initial and annual licensing costs. Two months later, we received the names of only four consultants, two of whom who were used in connection with searches and two others that appear to be relatively minor. Please provide UUP with a ranked list of the thirty highest-paid consultants contracted by the College in the past two years, dating back to May 1, 2012.

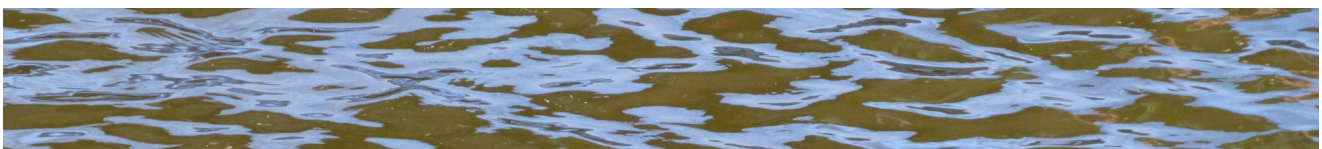
Halstead provided a listing of the thirty consultants with the largest contracts hired by the College over the last 3 years. She explained some of the charges. For instance, the Counseling Center is funded from the Student Activity fee. We do not need to hire a full-time psychiatrist, so we have a psychiatrist come out a few hours a week to meet with staff psychologists and write prescriptions for students whenever warranted. These services benefit students directly and are paid for by the Student Activity fund.

5. Lectureships: In view of the Administration's inability to provide evidence that an excessive 5/5 course load for lecturers has any academic value, UUP asks why SUNY New Paltz should not bring its lectureships in line with those at other comprehensive SUNY colleges.

Brown remarked that SUNY New Paltz is the only SUNY comprehensive college to require a 5/5 teaching load for lecturer positions. He asked why we are doing this, if indeed we are a student-focused institution. Mauceri replied that 70% of the lecturers on our campus are not teaching a 5/5 load. Our faculty utilization policy defines teaching a class as only 20% of an FTE, so lecturers need to carry a 5/5 load to be classified as full-time. Some departments have other pressing needs, such as running labs or advising, thus many lecturers are not teaching a 5/5 load.

Brown stated that UUP is hearing there is pressure from department chairs and deans for lecturers to teach a 5/5 load. Mauceri replied that such directives were not coming from his office. He agreed to ask the deans if this is true, and if so, to ascertain whether there might be an unexpected increase in enrollment driving a need to add sections. This is not a policy per se, but possibly a response to increasing enrollment in certain areas.

Brown reiterated that UUP is hearing from at least one department chair that there is great pressure to have all lecturers at a 5/5 teaching load. Brown warned that such an excessive teaching load leads to burnout. Faculty need to have time for scholarship and to keep abreast of changes in their fields. Mauceri replied that he had not seen this as problematic. In reviewing reappointment packets for lecturers, he sees wonderful SEI's and a love of teaching. The lecturer role does not require research, and they are expected instead to just be teaching. Brown asked if Mauceri had talked to any of our lecturers about their teaching loads. Mauceri replied that he could be more objective by just reviewing lecturers' dossiers, instead of talking to them.



Time for Adjunct Administrators

By Jason King and Christopher McMahon, St. Vincent College



Christopher McMahon is Associate Professor of Theology.

The cost of colleges has been going up. This is not a surprise. It is disturbing, in part, because more and more people need a college degree to get by in today's society. Several studies demonstrate that college graduates earn far more money, have better benefits, and enjoy greater job satisfaction than those who only have a high school diploma.

For Catholic colleges and universities, it is also disturbing as they must, in some way, shape or form, embody God's commitment to the poor and vulnerable in society. Originally, Catholic colleges and universities in the United States arose to deal with immigrants and their integration into society. Now they find different ways to serve those in need in our society. It is no easy matter though, for even with the rise in tuition these institutions often struggle to pay the bills.

One of the key ways that colleges and universities have attempted to cut the rising costs of tuition is to cut "cost of instruction," in other words, faculty salaries. Some argue for reducing the number of full-time faculty positions, and others want to get rid of faculty altogether. A closer look at the overall costs associated with higher education, however, reveals that increases in faculty salaries have not been the primary culprit. Faculty numbers have kept pace with student enrollment. Moreover, full-time faculty members have more and more been replaced with adjunct faculty, who are then paid a set stipend far below the full-time salary and are ineligible for health benefits and retirement. It keeps the actual "cost of instruction" down.

The rise in the "cost of administration" has had a much bigger impact on tuition costs. The number of administrators has far outpaced that of rising student enrollments by over 200%. In fact, as the number of full-time faculty members has decreased, the ranks of administrators have increased by 28%. For every 1 faculty member there are 2.5 administrators.

Also, in his book on administrative bloat, *The Fall Of The Faculty*, Johns Hopkins Professor Benjamin Ginsberg reports that although student-faculty ratios fell slightly between 1975 and 2005, from 16-to-1 to 15-to-1, the student-to-administrator ratio fell from 84-to-1 to 68-to-1, and the student-to-professional-staff ratio fell from 50-to-1 to 21-to-1. Ginsberg concludes: "Apparently, when colleges and universities had more money to spend, they chose not to spend it on expanding their instructional resources, i.e. faculty. They chose, instead, to enhance their administrative and staff resources.

In order to save money, we think that the time has come to adopt an approach to administration that mirrors the growing trend in the area of instruction: we need to hire adjunct administrators. This move would greatly reduce the cost of colleges and universities. Administrators would not be full-time but just receive a stipend for whatever task they were hired to complete. Just think . . .

Colleges could hire adjunct administrators to run meetings. They would be more professional and efficient, and there would be fewer of them, as the institution would have to pay for each meeting.

Twice a year, institutions could hire an adjunct administrator to put together the schedule of classes. At the end of each semester, the adjunct administrator could complete assessment reports.

Every five years, one could hire an adjunct administrator to craft a strategic plan. Every ten years, an adjunct administrator could be hired on a fee-for-service basis to run the reaccreditation steering committee.

There could be an adjunct administrator to perform all the ceremonial functions of standing on stage, and perhaps even adjunct “speech-givers”.

Those who work in institutional advancement could just work on commission as “adjunct fundraisers.” This would incentivize them to bring in more money.

Imagine the potential savings! There would be no large salaries or benefits to pay to administrators. There would be no expectation of ongoing employment, so, if an administrator asked for more money or gets too old, institutions could just move on to hire someone new (or more congenial)!



Jason King is Chair of the Theology Department.

Some might argue that only competitive salaries will attract the best people in administration. Additionally, some might say that people in the Office of Institutional Advancement need to have a deep commitment and a familiarity with the institution in order to be effective fundraisers over the long haul, or that those who represent the college in public ought to have a deep and lived knowledge of the community of scholars they represent. Moreover, institutional decisions should be made by long-term employees who have significant institutional ties and commitments. But are these concerns enough to outweigh the potential economic benefits? Maybe we should ask the adjunct professors their opinion.

This article first appeared in the March 31, 2014, issue of *Catholic Moral Theology* and is reprinted here by kind permission of the authors: <http://catholicmoraltheology.com/time-for-adjunct-administrators>. Jason King is currently chair of the Theology Department at St. Vincent College in Latrobe, PA, where Christopher McMahon is Associate Professor of Theology.

Deficit Reduction Program

The final extraction for the first year of the Deficit Reduction Program was drawn from the payroll period beginning May 22, 2014 (the June 18 paycheck reflected the final deduction for the first year). Members saw the difference in their paychecks in July and August. The extraction for the first year of the DRP totaled 5 days' pay.

Extractions for the final four days of the DRP will begin in September, 2014, and continue through the academic year. The final extraction for these last four days will be drawn from the payroll period beginning May 21, 2015 (the June 17, 2015, paycheck will reflect the final deduction). This will complete the two-year Deficit Reduction Program required by the State, as specified in the 2011-2016 Agreement Between United University Professions and the State of New York.

Seven out of the nine Deficit Reduction Days will be repaid to all bargaining unit members at the end of the contract period, beginning on June 30, 2016, spread out in equal amounts over 39 payroll periods. Employees who separate from service prior to the full repayment for the reduction will be paid the balance of money owed at the time of their separation.

Labor-Management Meeting Notes, September 11, 2014

By Lori Nutting, Chapter Secretary

Administration Attendees: Human Resources Director Dawn Blades, VP for Administration & Finance Michele Halstead, Provost Philip Mauceri, Director of Faculty Services Jodi Papa, Chief of Staff Shelly Wright

UUP Attendees: Chapter President Peter D.G. Brown, Chapter Secretary Lori Nutting, VP for Academics Anne R. Roschelle, Officer for Contingents Beth Wilson, NYSUT Labor Relations Specialist William Capowksi

1. Performance Evaluations. Please provide a list of all UUP bargaining unit members whose last performance evaluations were completed August 31, 2013, or earlier. What are the plans and time-table for getting to full compliance with this requirement?

Blades is working on a list of the evaluations that have been completed. It is still in process. There are two scheduled performance programs workshops for the fall. Halstead mentioned that in her division there were issues with late evaluations, but that problem has been cleared up once the notices were sent. Brown said that he appreciates the administration's efforts in this endeavor and would be happy to help nudge those members who still need to evaluate their subordinates.

2. Drescher Leaves. How many College employees applied for Drescher leaves for the coming year by the July deadline set by the administration? Is the administration satisfied with this level of applications? What steps might be taken by the College to increase the applicant pool?

Brown noted that a new procedure is in place. He inquired how well it is working and how many people had applied this year. Mauceri replied that five faculty members had applied. Papa thinks that the paperwork is almost ready for Brown's signature. He and Mauceri agreed that it should be publicized in *The Bullhorn* to help get the word out about the Drescher application process.

3. Deactivation of Programs. What programs, if any, are currently being considered for deactivation or other downscaling? If a program were to be deactivated, what procedures would the College use in this process? What criteria are considered in the event the administration considers a program for deactivation?

Mauceri said that there are no programs that are being deactivated. There have been lower enrollments in certain programs. Lines might be reallocated or redistributed to other locations that need additional faculty lines. He also wants those lower enrolled programs to come up with a plan to turn things around. Wilson described how one department over the summer had been told it needed to practically justify its existence, which was very disconcerting. Roschelle suggested that the reallocation process should be better explained to departments.

4. Chancellor's Advisory Committee (CAC) panel. The Agreement between UUP & NYS calls for the College President and the Chapter President to create a panel of no less than 9 professional staff (unclassified employees--UUP faculty and/or staff), but an odd number, by mutual agreement. See 33.5 in particular. The UUP Chapter would like to briefly discuss Article 33 of the Agreement between UUP and NYS and our joint interest in having the CAC

panel established for those instances when it is needed.

Brown said we need a panel of people to put the CAC panel in place. Wright addressed this subject; she looked back in her notes and the last time there was a case needing a panel was in 2009. She distributed copies of those people on the panel, in the hopes that we could utilize the past members (who still are employed) to send a letter asking them to be on the panel again. Brown will review the letter and list of past members. Roschelle suggested that there should be a workshop for department chairs on how to appropriately provide constructive criticism related to tenure appointments, as well as a workshop on how to mentor colleagues.

5. College Committee on Professional Evaluation. Will the College President's designees to the College Committee on Professional Evaluation remain the same, or does the administration wish to appoint any new members?

The President does want to keep the same people on the Committee.

6. Start-Up NY. What progress has the College made in its Start-Up New York efforts? What significant developments have occurred in the past four months?

Wright said there have been a lot of conversations with different companies, but they have not found the right partnership with the right company yet. Concerns have been that it would need to benefit the College, faculty and students. There is not a lot of suitable property or space available on campus, which also impacts this issue. She mentioned that there might be more properties that could possibly be identified as appropriate. Brown asked if the School of Business had been brought into the Start-up NY purview. Wright replied in the negative, saying the ideas were still more on a global level. No company has submitted a Start-Up NY application to the College.

A spontaneous discussion of parking issues followed the formal agenda. Halstead said that the College often takes a count at different points of the day and week to poll what lots are full. There are plans to add more parking on the southern end of campus. Roschelle suggested a shuttle from the more distant parking lots to the academic buildings. In view of competing concerns by students and staff, UUP members were urged to address their concerns to the Parking Committee.



A Woman's Place is in Her Union—That's Power!

**By Lydia Johnson, Stony Brook/LI/Suffolk County Chapter President,
Coalition of Labor Union Women (CLUW)**

Back in the early 1800s, to have women form political groups was considered radical and controversial. Unions were rare, and women worked long days and still were not guaranteed a living wage.

What are some of the issues that affect working women today? Workers' rights, fair wages, dignity in the workplace, paid leave, equal pay for equal work, access to affordable child care.

We do have one freedom today that we did not have then—freedom to organize and form unions: the freedom to organize the unorganized, determine common concerns and develop action programs to deal effectively with the objectives. We need to promote affirmative action and strengthen the role of women. Our involvement in political and legislative processes is vital to our goals. There were many influential women who organized labor unions that paved the way for us today.

In 1825 the first all-women's labor union was formed. The United Tailoresses of New York was founded and led by the determination of Lavinia Waight and Louise Mitchell. They were seamstresses protesting against having to work sixteen hours a day and wages that were declining, not to mention the poor environment in which they spent those long hours.

During the 1830's the Lowell Mills factory was the first to employ young women who would live away from home and be supervised around the clock by the mill. This was a technique used to impress the parents of these young women. It did not take too long before other factories adopted the same idea, creating fierce competition and lowering wages from 67 to 50 cents a day, while increasing output. Young workers demonstrated by walking out on three separate occasions, but gained nothing. Known to be an organizer and a tough one, Sarah Bagley organized the Lowell Female Labor Reform Association. The association prompted legislative hearings to investigate labor conditions, resulting in the mills shortening their work day.

In Troy, NY, Kate Mullany was only 19 years old in 1864 when she realized the need for organizing a laundry union. Women were still working long hours using harsh chemicals and dangerous heavy machinery in the factory. Kate called a strike that was successful and was supported by men's unions. The collar laundry standards improved, benefits were offered, and the laundry workers were able to organize and lead other women.



**Mary Harris Jones
1837-1930**

Mary Harris Jones, "the grandmother of all," had a reputation for being an agitator. Women called her "mother" because she encouraged wives and children of mine workers to demonstrate on behalf of their husbands and fathers. She organized a crusade of children and marched to the home of Teddy Roosevelt, protesting child labor in mills and mines. It was reported that Eleanor Roosevelt walked into a sweatshop located in a tenement building and observed little children sitting at tables, tired, fatigued, working in physical danger and earning very little. As a member of the Consumer League, she collected data of the conditions and brought about legislation to



Lydia Johnson

end sweating work and prohibit bad working conditions, as well as promoting equal pay for equal work.

In 1929 a 13-year-old Polish girl, Rose Schneiderman, worked closely with Eleanor Roosevelt to transform her awareness of labor issues into a core belief about unions and their ability to improve people's lives. Rose organized the first women's local of the United Cloth and Hat Makers Union and became vice president of the New York Women's Trade Union League (WTUL). She saw that women and labor needed both fair wages and dignified working conditions—thus the phrase “bread and roses.” Rose was aided in getting her message

across by Pins and Needles, an immensely popular musical about labor conditions, politics and international relations.



Clara Lemlich

After escaping from Ukraine in 1903, Clara Lemlich resided in New York and worked in the garment industry. With her courage and charisma, she promoted working women's rights by encouraging meetings to discuss striking the shirtwaist industry. Out of these meetings she initiated the 1910 uprising of over 20,000 workers, who protested against low wages and poor conditions, such as locked exits in high-rise buildings that housed these factories. The uprising led to union contracts for workers in most of the garment factories.

One holdout was the Triangle Shirtwaist Factory, where, one year after the uprising, a fire took the lives of 146 garment workers. The fire victims were mostly young immigrant women, who were trapped behind the locked exits or leapt to their deaths. Clara Lemlich spent the rest of her life engaged in progressive causes.

Linda Chavez-Thompson, a second-generation Mexican American, began working in the Texas cotton fields at age ten with her parents. She left the cotton fields as a young woman and became involved in organizing. Her passion for organizing took her to the AFL-CIO, where she became the first woman of color and first Hispanic elected as an officer of the Federation. She rose through the ranks to become vice president of the



Linda Chavez-Thompson



**Addie Wyatt,
1924-2012**

American Federation of State, County and Municipal Employees (AFSCME) in 1988. She focused on building bridges between the labor movement and minority workers, as well as working closely with community groups. Ms. Chavez-Thompson continues to use her influence to strengthen the labor movement through legislative political action and education programs within the AFL-CIO.

Another trailblazing leader was the Rev. Addie Wyatt. She was the international vice president of the United Food and Commercial Workers in Chicago and a staunch advocate for the inclusion of women and minorities within the labor movement. Her passion for advancing the rights of working women found expression in her co-founding of the Coalition of Labor Union Women (CLUW) in 1974. Sister Wyatt was appointed to the United States Commission on the Status of Women by Eleanor Roosevelt. She stood on the picket line with fellow UFCW workers in Chicago for five months to demand fair

wages and affordable health care. As a Chicago meat packer, she rose to the highest ranks of the American labor movement and was the first African-American woman to lead a local labor union and serve as a vice president of an international union. Sister Wyatt, who died in 2012, fought for all races, gender, and ethnicity, believing that dignity and respect belong to all.

President Barak Obama's first executive action upon taking office was the signing of the Lilly Ledbetter Act. In

1979 Ms. Ledbetter was hired at the management level by the Goodyear tire factory in Alabama. Being the only woman at her level, she faced prejudice and sexual harassment. She tried to keep a positive outlook and focused on her responsibilities. Many years later she was anonymously notified that she was making thousands of dollars less than the men in her position doing exactly the same work. Having a family to care for, she was encouraged to confront the situation by filing sex discrimination charges against Goodyear. She won, and then lost on appeal.



Lilly Ledbetter

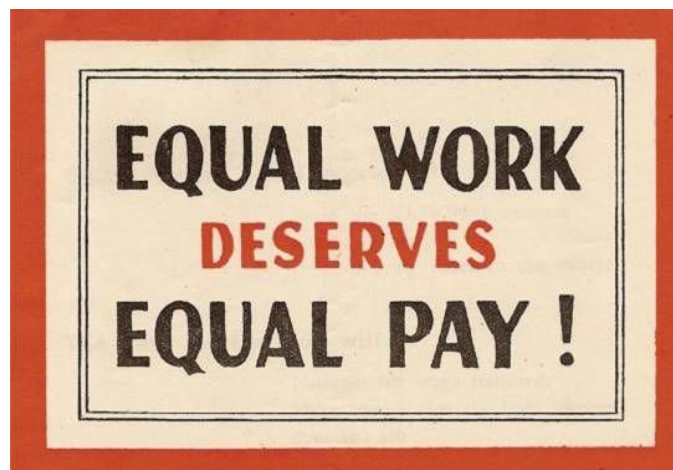
After eight years the case made it to the Supreme Court, where Ledbetter lost again. The court ruled that she should have filed the suit within 180 days of her first paycheck. Remember now, for all those years she was unaware of the unequal treatment. Supreme Court Justice Ruth Bader Ginsburg urged Ledbetter from the bench to fight back.

Where are we today? I sat in on a telephone town hall with former speaker of the house Nancy Pelosi on fair pay, paid leave, health care and access to child care. This was held during the 5th anniversary celebration of the Fair Pay Act, and yet women are still being paid 77 cents to every dollar a man is paid. Our president calls this the “mad men era.” One obstacle to closing the pay gap is workers' lack of access to salary information within the workplace. We need to speak up and feel comfortable challenging the situation, and not settle for working harder and putting in longer hours for lower pay.

Paid maternity leave is also a big issue. Compared to parental leave in other countries around the world, we are far behind. Sweden provides parents with an entitlement of 13 months paid leave per child, with the cost shared between the employer and the state. We have no such law—we need to get caught up! There are four countries with no nationally mandated paid time-off for new parents: Liberia, Papua New Guinea, Swaziland and the United States. We merely have twelve weeks of unpaid parental leave. Some individual states, like California, provide paid family leave.

Our great women leaders, the ones mentioned and many others, if they were here they would say: Speak out, be heard, organize in your community! Young people can start now to speak out for change. We must do better! Nancy Pelosi said at the end of the conference: “Don’t agonize, but organize! If women succeed, America succeeds.”

As a Coalition of Labor Union Women chapter president, I invite you to visit our web site cluw.org and join our movement of empowering women.



Spotlight: Emily Breen '16, Chapter Intern

By Mariah Brown '15, Chapter Intern



Emily Breen

Emily Breen is a junior at SUNY New Paltz, currently studying psychology with a concentration in biology, for which the school cleverly coined the term “psychobiology.” She is most excited about her major choice, because she wants to become a physician’s assistant upon graduation in May 2016.

Emily’s past professional experience makes her a force to be reckoned with. She interned and now volunteers at the New York Public Research Interest Group (NYPIRG). She worked for NYPIRG for a year, where she served as an environmental protection leader, collaborating with fellow interns. Emily started out as a volunteer in the fall of 2013 and began interning in spring 2014.

“NYPIRG has taught me a lot of relevant skills, such as how to effectively organize, run meetings, write up articles. I gave a speech in front of about 300 people, and I was able to do that well. I feel I took a lot away from NYPIRG, and I am really looking forward to applying those skills now with my internship with UUP.”

The skills Emily is most excited about applying to *The Bullhorn* are her writing and interviewing skills. She plans to promote *The Bullhorn* by using social media sites, such as Facebook and her professional networks.

Emily is originally from Staten Island, but moved to Garwood, NJ, a small town 25 miles outside NYC when she was ten. With a desire to broaden her horizons and leave her small town, Emily decided to venture to school outside of her home state and come to New Paltz.

Some of her passions include reading. “I read about thirty books this summer,” Emily said. She also enjoys going to the beach, spending time with friends and traveling. This summer she studied abroad in Prague for five weeks. Emily is a foodie with a passion for many different cuisines. Her favorite restaurant in New Paltz is Main Course, where she loves their salads.

What Emily is hopes to gain from her UUP internship is to further her professional experience and build upon the skills she has acquired through her NYPIRG experience. When asked about her thoughts on interning for UUP, she said, “I hope to help UUP with whatever they need, because they’re a really great organization that engages in many important issues.” Emily comes from a family of teachers and personally connects to the mission of UUP and the work they do. She cannot wait to go full steam ahead with the internship and looks forward to the many challenges ahead.



Spotlight: Mariah Brown '15, Chapter Intern

By Emily Breen '16, Chapter Intern



Mariah Brown

Mariah Brown comes from Brooklyn. Her siblings include a twin brother, two older brothers and two older sisters. She is currently a senior at SUNY New Paltz, double majoring in journalism and Black Studies. Mariah knew early on that she wanted to be a journalist. Her choice of major evolved from a love of writing and a strong desire to communicate.

Mariah's intellectual pursuits at New Paltz have been both diverse and fulfilling. She has been heavily involved in on-campus student activities and organizations during her three years at the College. She continues to write for Fahari Libertad, an on-campus magazine for African American and Latino students, and is also a contributing writer for the New Paltz Oracle. She has written on a variety of topics, such as equal rights for the LGBTQ community, the importance of women in society and hyper-sexualization in media. She is involved in First World Graduation, which celebrates the achievements of students of color on campus.

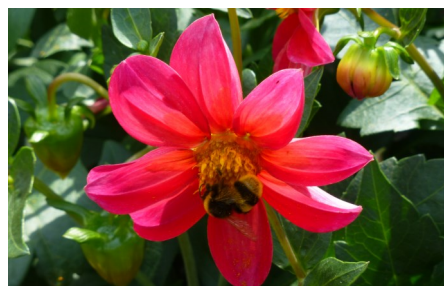
Her UUP internship is Mariah's third one so far. She previously interned for the Apollo Theater, and just this past summer she landed a coveted internship at Downtown Magazine NYC in Manhattan. Mariah greatly enjoyed this internship, a rare experience from which she acquired invaluable skills. "I was all over the city interviewing people, coordinating fashion shoots—I did it all," she said when asked about her job responsibilities.

Mariah also likes to keep busy in her downtime. Her hobbies include swimming, hiking, and running. She likes going out to different restaurants, testing out different cuisines and unique culinary experiences. Overall Mariah is a very friendly and outgoing person.

Mariah's hard work is not going to slow down with her impending graduation. She has big plans for the future. Her ultimate goal is to become a travel writer. She wants to acquire a deeper understanding and appreciation for what different cultures have to offer. She hopes to accomplish this through writing different travel destination editorials.

Naturally, Mariah is looking forward to her work with UUP. "The skills I am most excited to use in the UUP internship are my organizational, analytical, writing and social media skills." She is ready to dive right in and make her last year as a SUNY New Paltz student and budding journalist really count.

Mariah has grand plans that are inevitably going to be a challenge. However, given her talent, dedication and confident demeanor, I have no doubt that Mariah will be successful.



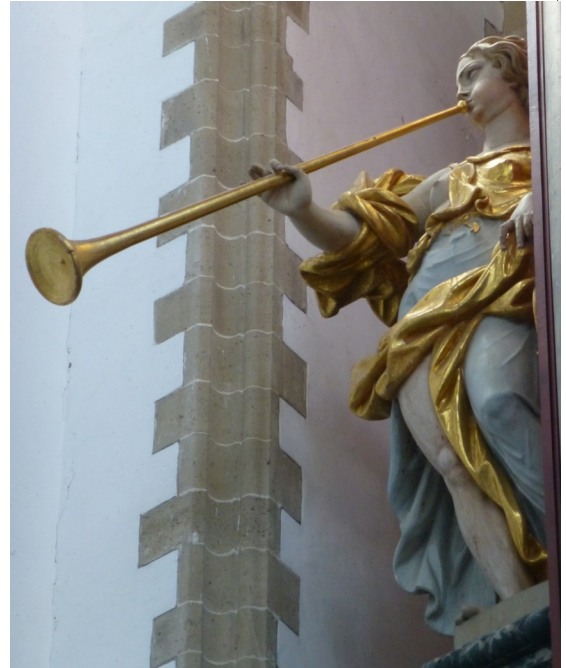
Tooting our *Bullhorn*

At the UUP Delegate Assembly in Albany on May 2, 2014, the New Paltz Chapter again won an armful of top awards for its newsletter/magazine, *The Bullhorn*.

For the third straight year, *The Bullhorn* won First Award in the category of General Excellence. Citations were given to Chapter President Peter D.G. Brown as Executive Editor and Chapter Intern Ryan Randazzo '14 as Managing Editor.

The First Award in the category Best Layout, Use of Graphics & Photos went to Chapter Intern Jaime Burns '13 for her article in the May 2013 issue titled "Tentative Agreement: Debate and Discussion."

The First Award in the category of Best Editorial or Column went to Brown for his article in the September 2013 issue titled "Adjuncts: Losers?"



***Bullhorn* Editor Peter Brown with UUP President Fred Kowal**

Donna Goodman, Beth Wilson and Peter Brown



UUP loud, strong in NYC Labor Day parade, September 6

By UUP



UUP President Fred Kowal said he wanted UUP to march in the 2014 New York City Labor Day Parade to demonstrate the union's strength to politicians, candidates, unionists and anyone who was watching.

Mission accomplished, and then some.

More than 300 UUP members, along with family members and friends, marched proudly up Fifth Avenue, joining thousands of unionists from New York City and across the state in the parade.

Members fell in behind UUP President Fred Kowal and the union's statewide officers, chanting and waving signs that said "Speak Up for Workers" and "Labor Works for You." They smiled, waved and even blew kisses on a sweltering, humid day with temperatures in the mid-90s.

There were no complaints, only gritty determination as members, wearing red UUP shirts, marched 17 blocks up the sun-drenched avenue, handing pencils to parade goers who cheered as they walked past.

"We're showing our strength, our solidarity, and our willingness to literally take to the streets in defense of the work that we do," said Kowal.

"This is a sign of where UUP is going," Kowal said. "We displayed a political strength and activism that we haven't shown in a really long time and we need to."

Members were certainly fired up about putting UUP's strength on display on such a huge stage.



Foreground L-R: UUP President Fred Kowal, gubernatorial candidate Zephyr Teachout and VP for Professionals J. Philippe Abraham



L-R: Mariah Brown, Phyllis Sturm, Iglu Ozler, Brian Obach and Beth Wilson



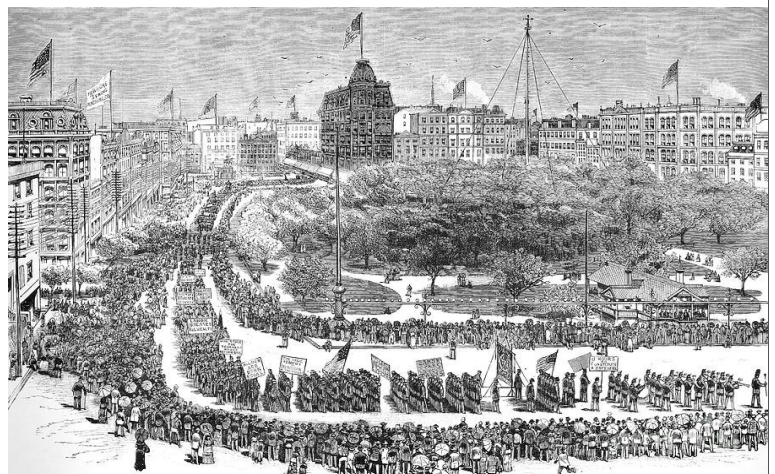
Tens-of-thousands of unionists marching up Fifth Ave.



Mariah Brown, Brian Obach and Peter Brown



L-R: New Paltz UUP Members; Phyllis Sturm, Donna Goodman, Jeff Pollard, and Beth Wilson



The first Labor Day Parade in New York City in 1882 at Union Square

UUP Contingent Concerns Committee Labor-Management Meeting Notes, April 30, 2014

By Beth Wilson, Vice President for Contingents

Present for the Administration: Provost Philip Mauceri, Human Resources Director Dawn Blades, and Director of Faculty Services Jodi Papa.

For UUP CCC: Chair Beth E. Wilson, CCC Members Barbara Heiles and Alan Dunefsky.

1. Adjunct office space/facilities. Follow-up on distribution of the lockers installed in Old Main; identification of other potential spaces to use as adjunct offices (in OM, and elsewhere).

The spaces identified for other adjunct offices will open up as some of the ongoing construction projects are completed. Potential shared adjunct spaces will be converted as the overall space situation is relieved.

2. Increased job security for long-term adjuncts. Continued discussion of the possibilities for offering two one-year contracts to select, long-term adjuncts as a way of offering greater job security; are there additional possibilities to recognize the value of these employees to the College, by creating a seniority list for hiring, for example?

No specific agreements or understanding were reached on this issue.

3. Course scheduling for adjuncts. Is there a new administrative policy removing the long-standing practice of scheduling courses/course times at the department level? Formerly, the department chairs were able to schedule classes for some adjuncts at times that would not conflict with their other obligations (whether classes at other institutions, or regular full-time professional employment. It appears that these needs are not being addressed (or it will be much more difficult to do so), if the scheduling is concentrated in the deans' offices.

The Provost said that there was no new administrative order putting control of making departmental schedules in the hands of the deans. He was uncertain what had taken place in the particular instance reported.

4. Insurance benefits for 2-course adjuncts. We have a concern that any faculty in the UUP bargaining unit teaching two courses (regardless of number of credits, length of course, or nature of the course) receive health insurance, and seek clarification on the administrative practice in this regard.

The administration affirmed its long-standing policy to designate any adjuncts teaching 2 courses, regardless of the number of credits in each, as being benefits-eligible. This is a liberal reading of the Agreement language, for which UUP expressed its appreciation.

5. Contractual salary increases for part-timers. Will the administration continue to follow the 'Lavallee policy' in applying the upcoming 2% + pro-rated portion of the \$250 salary increase negotiated in the statewide Agreement for 2014 to adjunct per course rates? What will the new 'base rate' for 3 credit courses be after these increases?

The administration said that it will be applying only the contractually negotiated percentage increase to the base adjunct rate. Only adjuncts on the payroll for the stipulated dates will receive both the percentage raise plus the pro-rated portion of the \$250 on-base increase.

6. Adjunct salary compression. As a result of the long-standing 'Lavallee policy', increasing the base rate of compensation for adjuncts in step with the contractually negotiated salary increases, there has been a concomitant increase in salary compression—adjuncts who have been teaching here for many years make, in most cases, exactly the same amount as a newly hired adjunct. Is there any way for the administration to address this structural imbalance, especially given the lack of on-base DSI in the current Agreement?

The Administration has no plans at this time to make additional raises available to adjuncts.

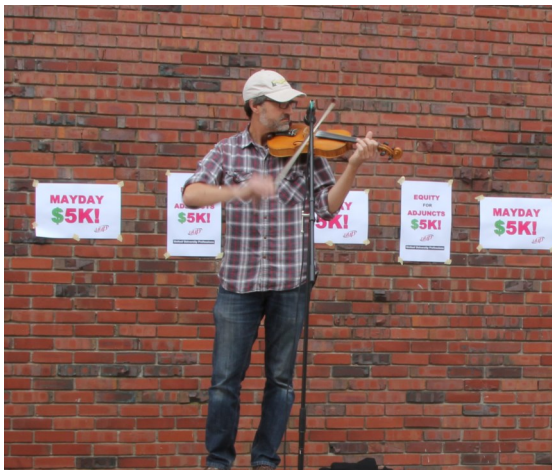
May Day Rally
Celebration of International Workers' Day
Rally for Students and Workers' Rights
May 1, 2014



Professors Kate McCoy (Educational Studies) & Kiersten Greene (Elementary Education)



Professor Karanja Keita Carroll (Black Studies)



Jeff Crane: adjunct, artist, musician, ski instructor



Barbra Heiles (Math)





As NYSUT members, you work hard every day!
Shouldn't buying what you want be easy?

Well, now it can be... The Member Shopping Program powered by PayCheck Direct allows eligible NYSUT members to purchase what they want now and pay interest-free over 12 months. Choose from either 12 or 26 payments via automatic checking account withdrawals.

Through PayCheck Direct, all eligible NYSUT members have access to thousands of name-brand products such as appliances, computers & tablets, electronics, furniture, jewelry & watches, home & garden items, children's toys, and recreation & fitness items.

PayCheck Direct offers a 30-day in-home trial on many products; flexible return policy; no interest fees, credit checks, down payments, or finance charges; and toll-free customer service representatives located in the U.S.

NYSUT members are encouraged to shop and compare prices before making a purchase with this program and consider it as an alternative to using their credit card. Please note that PayCheck Direct will have access to certain information from NYSUT's membership files to verify levels of eligibility for those NYSUT members that choose to participate in this program.

**For more information about PayCheck Direct,
 call toll-free 866-441-9160 or visit memberbenefits.nysut.org.**



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.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller				JOHN DOE				Total Gross		Fed Taxable Gross			
Advice #		123456789		Pay Start Date		07/13/2009		Current	3456.78	1234.56			
Advice Date		07/12/2009		Pay End Date		07/27/009		YTD	45,678.90	34,567.89			
Department ID				1234				Net Pay 1,234.56					
EARNINGS								Pay Rate 78,910.11					
Current		Earnings		YTD		Earnings		TAX DATA					
Hrs./Days				Hrs./Days				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		Earnings		YTD		Earnings		AFTER TAX DEDUCTIONS					
Regular Before Tax Health		456.78				1,234.56							
Supplemental Ret. Annually Prog.		678.90				5,678.90							
TIAA Retirement Before Tax		56.78				1,234.56							
								UUP Member 26P				34.56	456.78

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member." If it says "UUP Agency Fee," then you are included in the Professional Services Negotiating Unit, but are *not* a member of the union.

UUP Membership Entitles You To:

- Vote on collective bargaining agreement
- Hold union office
- Attend union meetings
- Elect union leaders on your campus and choose your representatives at the state and national levels
- Maintain UUP membership after retirement and be eligible for benefit programs
- Upon separation of service, obtain Associate Membership with NYSUT and be eligible for benefit programs

Please contact your chapter officers for a membership card.

Join the UUP

Who can become a member of the UUP?

To be eligible to join UUP, one must be an employee of the State University of New York and belong to the Professional Services Negotiation Unit (PSNU, also called the o8 Bargaining Unit).

I am on the faculty at New Paltz / part of the professional staff / a librarian, so I am automatically a member of UUP, right?

No. By legislative action, UUP has "agency fee," meaning that all individuals who are classified as being members of the "Professional Services Negotiating Unit" pay a fee to the union if they are not actually members. The fee is equal to the dues charged UUP members, because Fee Payers receive many services from the union even though they are not members. Nonetheless, unless one signs and returns a membership application form to UUP Central, one can not vote in UUP elections, run for office within UUP or participate fully in UUP policy making. In short, if you don't sign the card, you are not a member of UUP.

What do I need to do in order to join?

You can obtain a membership application by contacting the Chapter Office, Lecture Center 6A and speaking with Chapter Assistant, Mary Thompson. You may also download the Membership Application (in PDF Format) from the UUP Central website, www.uupinfo.org, by clicking "Welcome/Join," and "How to Join UUP?" The form may be completed, SIGNED, and mailed to UUP, PO Box 15143, Albany, NY 12212-5143.

October 2014

SUN

MON

TUE

WED

THU

FRI

SAT

1

12 Noon
Workshop for
Contingents on
retirement
LC 6A

2

11:30 – 12:45
Workshop for
Academics
Getting to
Tenure
CSB 110

3

4

5

6

7

8

11:30 AM Exec.
Committee
Meeting
JFT 1010

2PM Workshop
for UUP
Supervisors
SUB 418

9

12:30 PM
Labor
Management
Meeting

10

11

12

13

14

15

10 AM
Workshop for
Profess. SUB 418

12:30 - 2PM
Luncheon for
Dept. Reps
CSB 110

16

17
Fall Delegate
Assembly
Albany

18

Fall Delegate
Assembly
Albany

19

20

21

22

23

24

25

26

27

28

29

11:30 AM
Exec.
Committee
Meeting
JFT 1010

30

31

November 2014

SUN

MON

TUE

WED

THU

FRI

SAT

1

2

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4

5

11 AM-2 PM
Teach-In on
Family Leave
Honors
Center

6

11:30-12:45
Workshop for
part-timers on
(re)appointment
CSB 110

7

12 Noon –2 PM
Workshop for
part-timers on
(re)appointment
JFT 1010

8

1 PM-2PM
Workshop for
Professionals on
leaves
SUB 418

9

10

11

12

13

14

15

16

10:30 AM Labor
Management
Meeting

2 PM Workshop
for UUP
Supervisors
SUB 418

18

12 Noon
Exec.
Committee
Meeting
CSB 110

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Chapter Committees 2014– 2015

Affirmative Action Committee

Karanja Keita Carroll, Black Studies, 257-2721, carrollk@newpaltz.edu (chair)
Eve Tuck, Education Studies, 257-2958, tucke@newpaltz.edu
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Committees are open to all academic and professional members of UUP, whether full-time, part-time or retired. It is a great way to get involved, to improve our College community, to strengthen our union and to meet colleagues from other departments.

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The Executive Committee meeting on September 17, 2014

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