

# FredUUP

November/December 2019  
Volume 11, Issue 2



United University  
Professions

Fredonia Chapter  
Newsletter

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## Events

Dec. 4, 2019  
Executive Board Meeting

Dec. 4, 2019  
Pre-Retirement Workshop

Dec. 5, 2019  
Supervisor Training

Jan. 17, 2019  
UUP Member Luncheon



Christopher Taverna, Chapter President  
Melissa Hooper, Chapter Vice-President for Professionals  
Cynthia Smith, Chapter Vice-President for Academics

## **President's Message**

I am writing this message to you in early December, as the cold winds bring snow to our corner of Western New York. Thanksgiving has passed and we are faced with the rapidly approaching end of the semester as well as the end of the decade. Now is a time to reflect, yes, but also a time to look towards the future.

Recently several representatives from Fredonia went to the Fall Delegate Assembly, which was a great experience and opportunity for our campus to connect at a broader level with our colleagues at other chapters and at the state level.

At the beginning of December we had two successful and well attended events, a Pre-Retirement Workshop and a Supervisor Training. I'd like to thank Walt Apple, UUP Retiree Member Services Coordinator, for his informative presentation and our Officer for Retiree Concerns, Joy Bilharz for organizing the Pre-Retirement Workshop and thanks to Labor Relations Specialist Tara Singer-Blumberg and Human Resources Director Jennifer Costa for co-presenting the Supervisor Training.

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However you choose to celebrate this holiday season, I hope you take some time off to reflect, recharge, and return to campus reinvigorated and ready to face 2020 with unity and strength.

I am grateful for every one of you. Together we make our union strong!

In Solidarity,

Christopher C. Taverna  
President, UUP Fredonia Chapter

## Supervisor's Training Dec. 5, 2019



Attendees at the training.



Tara Singer-Blumberg and Jennifer Costa

Human Resources Acting Director, Jennifer Costa and NYSUT/UUP Labor Relations Specialist, Tara Singer-Blumberg held a workshop on Thursday, December 5<sup>th</sup> geared for the training of supervisors of UUP employees. They covered what supervisors and employees need to know, their rights, restrictions, and important Contract provisions. Approximately 30 people attended.



## Pre-Retirement Workshop Dec. 4, 2019



Attendees at the Workshop.



Walter Apple, UUP Retiree Benefits Coordinator

Joy Bilharz, Officer for Retirees and Walter Apple, Retiree Benefits Coordinator held a Pre-Retirement workshop on Wednesday, December 4<sup>th</sup>. The material covered included: preparation for retirement, continuation of UUP benefits such as dental and vision coverage, and negotiating Social Security. There was plenty of time for questions. Approximately 45 people attended the informative workshop.

## Jabot appointed SUNY Distinguished Teaching Professor

Dr. Michael Jabot, a faculty member at Fredonia since 2001, was appointed a SUNY Distinguished Teaching Professor by the SUNY Board of Trustees at its Nov. 20 meeting.



Dr. Michael Jabot

Congratulations Dr. Michael Jabot!

To read the entire article [Click here](#).

## UUP 2016-2022 Contract – hard copy available

The current contract between United University Professions and the state of New York runs from 2016-2022.

A digital version of the contract is available here:  
<https://uupinfo.org/contract/pdf/20162022NYSUUPAgreement.pdf>



If you would like to have a hard copy sent to your campus address, please [request one here](#).



## Cancer Screening Expanded

by Labor Relations Specialist, Tara Singer-Blumberg

This is a legal benefit for State workers. An amendment to Civil Service Law Section 159-b to expand the right of public employees to have a paid, excused leave of his or her duties (without charge to accruals) for a sufficient period of time, not to exceed four hours, to undertake a screening for cancer of any kind. This expands the 2007 law which limited such leaves to breast cancer and prostate cancer screening. UUP employees, should notify their supervisor in advance of their absence. Additional medical documentation will not need to be submitted.

## Membership Ice Cream Social



Swag table at the Ice Cream Social

Approximately 40 people showed up to enjoy ice cream, cookies and conversation at our ice cream social held on Tuesday, October 8, 2019 between 12 noon and 3:00 pm in the Williams Center, Horizon Room. Members of our Chapter Executive Board were available for members to meet.

## Paid Leave Workshop

Tara Singer-Blumberg, Labor Relations Specialist and Heather Martin, Acting Assistant Director of HR, hosted a workshop on the different types of family leave available to UUP members on Tuesday, November 5, 2019, 12 noon - 2:00 pm in the Williams Center Room S204 ABC. Approximately 20 people attended.



### Fredonia Sick Leave Bank

Dear Colleagues,

UUP, in partnership with the Payroll Services Office, Human Resources, and other local bargaining unit representatives, is pleased to promote the Fredonia Sick Leave Bank for all Fredonia employees (Management/Confidential, UUP, CSEA, NYSPBA, and PEF).

The Fredonia Sick Leave Bank will allow an employee who is out of sick leave accruals for their own personal illness, to receive up to five (5) extra sick days from the Sick Leave Bank. These accruals can be used as either whole or half days in order to help remain in paid status during the time of absence.

Any Fredonia employee who accrues vacation days may donate to the Sick Leave Bank, including any vacation days over the 40 day maximum that may otherwise be lost (as of January 1st each year for UUP and M/C, or April 1st for CSEA, PEF and NYSPBA). Donations to the Sick Leave Bank can be made at any time throughout the year.

The Leave Donation Form can be found [here](#).

Please donate if you are able to.

If you have any questions regarding donating to the Sick Leave Bank, please contact the Payroll Services Office at x3775, or UUP office x3595, or email Susan Cortes at [Susan.Cortes@fredonia.edu](mailto:Susan.Cortes@fredonia.edu), or the UUP office at [uup@fredonia.edu](mailto:uup@fredonia.edu).

In Solidarity,  
Chris

# SAVE THE DATE!!

**January 17, 2020, 12:00 - 1:00 pm UUP Membership Meeting/Luncheon in the Horizon Room!**

## 2019 Fall Delegate Assembly

More than 300 delegates, 10 from Fredonia, attended the 2019 Fall DA on October 25<sup>th</sup> - 26<sup>th</sup> at the Hilton Westchester in Rye Brook, NY. Several changes to the UUP constitution were made. Pictured below left is UUP Statewide President Fred Kowal addressing the group. Pictured on the right is Junaid Zubairi, Lei Huang, Chapter President Chris Taverna, Idalia Torres, Reneta Barneva, Melissa Hooper and Anne Fearman.



## Spotlight shines on UUPers

Jill Reese, an associate professor of music education at SUNY Fredonia, recently released her book, *Navigating Music Learning Theory: A Guide for General Music Teachers*, through GIA Publications, one of the top publishers for resources in music education. This practical guide will help teachers incorporate innovative concepts and ideas of music learning theory in their instruction. It includes materials for balancing class and individualized instruction, a number of tools and opportunities for assessment and curriculum development, and more than 100 pages of lesson plans. The book is designed to help teachers develop and implement a robust music curriculum with engaging lessons to maximize the musical potential of each student. The project was supported by Reese's 2019 spring semester sabbatical.

**REESE**



Each year, hundreds of UUP members publish books and articles, and are recognized for accomplishments on campus and in their communities.

*The Voice*, volume 47, issue 1, page 13, recognized three members, one of which was **Jill Reese**, an associate professor of music education at SUNY Fredonia.

<https://uupinfo.org/voice/fall/Fall2019VoiceWeb/files/mobile/index.html#13>

# Your Union Contract At Work!



FAST  
FACTS

**Message from UUP President Fred Kowal**

## 2019 SALARY COMPRESSION ANALYSIS and DISTRIBUTION

The 2016-2022 NYS/UUP contract includes an historic agreement to establish four annual salary pools, each one-half percent (.5 percent) of total basic annual salaries at each campus, for distribution to eligible UUP-represented employees to address salary compression and inversion.

For the first time, the State has acknowledged that salary compression exists system-wide and has dedicated resources to begin to address it. While we anticipate that the extent of identified salary compression and inversion will significantly exceed the resources available to remediate it in the 0.5 percent compression pools, this represents a critical step in addressing a problem that plagues not just SUNY, but higher education nationally.

Generally, salary compression exists when the salaries of more experienced employees have not increased sufficiently relative to the salaries of colleagues hired later. Inversion occurs when new hires are recruited with salaries higher than those of more senior colleagues. The extent of salary compression and inversion will be measured by multiple regression analysis, a statistical technique that can measure the relationship between salary and several factors that potentially impact it.

The 2016-2022 contract established a joint NYS/SUNY/UUP executive-level committee to develop the guidelines and methodology for analyzing salary compression and inversion. The 2019 guidelines are now complete. These guidelines provide the

campuses with detailed instructions on how to complete the analyses and how to distribute the 0.5 percent pool to address compression identified in the analyses.

First, the guidelines identify the employee data necessary to complete the analyses. Much of this data is contained in existing payroll records. Some isn't. Campuses are responsible for reviewing the accuracy of data in existing records and for gathering and inputting data not currently in those records.

Generally, data for each employee includes such things as basic annual salary (excluding stipends, differentials, also receives, and prior DSI), state budget title, campus title for professionals, years of service in title, academic discipline, professional functional area, and a benchmark market salary for the employee's discipline or functional area. The guidelines contain additional detail about the data used for different types of academic and professional appointments and obligations.

Once data collection is complete, campuses must run regression analyses to identify the extent of compression and inversion among full-time and part-time academic and professional staff. These regression analyses are designed to analyze the different variables that may influence salary and isolate the extent to which the salaries of more experienced employees may be compressed or inverted relative to the salaries of less-experienced employees in their academic disciplines or professional functional areas.

over



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

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# Your Union Contract At Work!



FAST  
FACTS

Detailed instructions and hands-on training on how to conduct these regression analyses have been provided to the campus personnel running the analyses.

The data collection and analysis guidelines must be followed to the greatest extent possible. However, it is impossible to anticipate every campus-specific variation that may require campus-specific deviations. The UUP bargaining unit contains many different types of academics and professionals at different campus types (technology sector and comprehensive colleges, university centers, hospitals, medical schools, and specialized institutions). When campus-specific deviations must be made, they must be consistent with the overall intent of the guidelines and the objective of remediating salary compression and inversion. They may not be made on a person-specific basis and they must be cleared with SUNY at the state level.

Once the regression analyses are complete, each campus must determine the distribution of their 2019 compression pool consistent with the guidelines. Management discretion to determine how the pool will be distributed is expressly limited.

The compression pools must be used to address compression identified in the analyses. It is not appropriate to use the compression/inversion pool for any other purpose, including but not limited to merit, addressing perceived inequities not identified in the analysis, or providing for larger market-rate adjustments.

Campuses are strongly encouraged to provide proportional adjustments to everyone (whether academic or professional, full-time or part-time) who is identified in the regression analysis as compressed or inverted. Campuses have some limited discretion to make decisions as outlined below. However, these decisions may not be made on a person-specific basis.

## Campuses may choose to:

- Remediate certain departments/functional areas more rapidly to address retention beyond that which is achieved by a proportional distribution (however, no department may be excluded from remediation entirely);

- Establish a dollar threshold for full-time employees, prorated for part-time employees, of identified compression below which employees may not be remediated to better remediate highly compressed employees (if established, the threshold may not exceed \$2,500 and must be uniformly applied campus-wide);
- Exclude certain types of less senior employees to better remediate longer-term employees (visiting academics with less than four years of service and some types of part-time employees with less than two years of service).

- Exclude any full-time employee serving in their final year of service, who has been non-renewed.

Except for those employees identified above, individual employees with identified compression or inversion may not be excluded from remediation.

Once these decisions are made, campuses must notify the campus community of the method of distribution being used, including any deviation from proportional distribution. If non-proportional distribution is used, the method and rationale for more rapidly remediating particular departments and/or functional areas must also be provided.

Employees who receive salary compression adjustments are not disqualified from consideration for Discretionary Salary Increases (DSI) from the 0.5 percent DSI pool. Receipt of DSI also does not disqualify employees from eligibility for compression adjustments.

On behalf of the UUP team that worked with the state over the last year to develop the methodology and guidelines for distribution of our first-ever contract provision to address salary compression and inversion, I express my gratitude for your patience and understanding about the time it took to reach this point. UUP's goal has been to make sure the salary analysis at every campus is done as accurately as possible, given the variation in employee positions across our campuses and data limitations we encountered.

The 2019 distribution of compression/inversion salary adjustments will be followed by analysis of the outcomes. UUP, SUNY, and the state can reconvene executive-level discussions to review this year's process and make any needed improvements for 2020, 2021 and 2022.

## Student Debt Clinic was held October 9<sup>th</sup> in the Williams Center

Over 12 million people in the United States are struggling to make their monthly student loan payments, and millions more see economic and personal opportunities pass as they prioritize paying down their debt.

Many of these people may qualify for free federal programs that can help reduce their monthly payments and eventually lead to student loan forgiveness, but these lifeline programs are significantly under-enrolled. In an effort to help our members get access to these programs, United University Professions and the American Federation of Teachers hosted a Student Debt Clinic in Fredonia on October 9th to provide information on how to enroll in Income-Driven Repayment plans and Public Service Loan Forgiveness. Managing student loan debt is the first step in taking on the inequities which plague our system of higher education .

### UUP Fredonia Chapter Labor Management Minutes

Date: September 10, 2019

Time: 2:00 – 3:00 pm

Location: President's Conference Room



**Present:** For UUP: Christopher Taverna, President; Cynthia Smith, Vice President for Academics; Jefferson Westwood, Secretary (had to leave part way through the meeting); Derrik Decker, Treasurer; Lei Huang, Affirmative Action Officer; Janet Mayer , Grievance Chair (Professionals); Junaid Zubairi , Membership Development Officer; Gregory Cole, Officer for Contingents; Joy Bilharz, Officer for Retirees; David Torres, Amenities Officer; Tara Singer Blumberg, NYSUT Labor Relations Specialist.

**For Management:** Dennis L. Hefner, Interim President; Michael Metzger, VP for Finance and Administration; Jennifer Costa, Acting Director of Human Resources; Kevin Kearns, Interim Provost & VP for Academic Affairs.

**1. Welcome & Approval of Minutes:** Minutes of the meeting of July 23rd meeting were approved.

**2 . Interim Director, Grants and Sponsored Research Position:** We are still looking. This is a challenge as faculty schedules are set for the semester. They might consider a professional. If we have anyone in mind, please forward the name.

**3. Non-renewed adjuncts:** This is still in the works. They will have data by next meeting.

**4. DSI:** Will be either an extra percentage or a flat dollar amount. It will not be merit based. Dr. Hefner will decide by end of the week.

**5. HARP Negotiations:** Cabinet will decide their team by the end of the week. Our team is in place. Jen expressed concern over the size of our team. Due to the reorganization of the School of Business we need an equivalency table of Titles. Kevin Kearns will produce an organization chart and a description of duties for the newly configured administrative positions within the School of Business. There was some discussion concerning the 2 year cycle for HARP and that it currently falls in cycle with UUP elections, which is not ideal.

The concept was discussed of making the HARP schedule a 3 year cycle. UUP has polled members as to HARP concerns but has yet to meet to review what members said. UUP will look at the member responses within the next two weeks.

**6. Transparency throughout A-28 process:** Some members are in the dark as to decisions in the chain. (Appendix O). Jen will look in to employees who have not been informed of the status of their application. Management agreed that people should know their status.

**7. Hours of Operation / Professional Obligation:** We stated that “professionals are not feeling trusted” to do their job. Kevin Kearns stated that supervisors may need to have training. Management is looking in to this. Tara offered to do a joint training.

**8. Chapter Leadership having access to new employees at point of hire:** Administration is getting more information on this topic. There is a meeting this week with I.T. and H.R. Administration will get back to us once information has been gathered.

**9: Supervisor Training:** Kevin Kearns and Tara are both exploring training requirements for supervisors.

**10: Pilot Reorganization of the School of Business:** All existing committees (5) requested permission to not meet again until after the reorganization. This was announced to the senate. In the fall an evaluation rubric will be created by the task force.

The pilot is for one year. President Hefner stated that the pilot will be evaluated after year one and will probably be extended into a second year. Part of the evaluation will be based upon finances.

**11. Issues with construction projects:** Construction is impacting the School of Music and has also created debris problems in Rockefeller.

The President stated that environmental testing occurs prior to construction. Specialists will remediate any detected hazards. Staff is not in danger with current construction dust.

**12. Policy Review Period:** We stated that there was a problem with the “Policy Dump” of many policies being sent out at one time with an expectation of imminent review.

Administration responded that this will now be changed to a 60 day review window. Janet Mayer will work with Mike Metzger to send out fewer policies at one time. Kevin Kearns said that the large number of policies was created due to an attempt to not send out policies over the summer.

**13. UUP meeting after all-campus meeting:** Chris Taverna requested having time for a luncheon for our members following the all-campus meeting. Dr. Hefner remembers a time when UUP had a lunch on the same day as the all-campus meeting. This will be incorporated in to the campus calendar.

**14: Funding for collective bargaining agreements at the state level:** Chris offered assistance from Fredonia UUP on the collective bargaining funding initiative at the state level.

President Hefner is pushing to get more state funding and is working with the Chancellor to get more funds for SUNY and Fredonia. The President would like to form a lobbying committee for the campus. He plans to do that this month.

**15. Added Item: Legionalla Update.** Dr. Hefner has received no communication about legionalla. Kevin Kearns has received one inquiry. The President states that heat and pollen are the root of legionella bacteria forming in cooling towers.

We have 5 buildings with 1000 parts per billion, which is a very small number. The college has a consultant working on the cause of the outbreak.

President Hefner stated that our cooling systems are self-contained, and not tied in to the air handling system. Therefore, no airborne bacteria can get into the building through the air handling system.

**16. Meeting Adjourned at 3:08 p.m.**

Respectfully submitted,  
Jefferson Westwood, UUP Chapter Secretary  
with assistance from Gregory Cole (thank you Greg!)

APPROVED at LM meeting of October 15, 2019



## **UUP Fredonia Chapter Labor Management Minutes**

Date: October 15, 2019

Time: 1:00 – 3:30 PM,

Location: President's Conference Room

**Present, for UUP:** Christopher Taverna, President; Jefferson Westwood, Secretary; Derrik Decker, Treasurer; Lei Huang, Affirmative Action Officer; Junaid Zubairi , Membership Development Officer; Gregory Cole, Officer for Contingents; Tara Singer Blumberg, NYSUT Labor Relations Specialist.

**For Management:** Dennis L. Hefner, Interim President; Michael Metzger, VP for Finance and Administration; Kevin Kearns, Interim Provost & VP for Academic Affairs.

- 1. It was agreed to add to the agenda the issue of chairs stipends going to base** (such as in the current re-org within the School of Business and for the merged departments in CAS.)
- 2. Approval of Minutes from September 10, 2019 meeting.** The minutes were approved with the addition of the following sentence at the end of item 15: "Therefore, no airborne bacteria can get into the building through the air handling system."
- 3. Q: How many adjuncts who were non-renewed have been brought back?** A: 190 left and 210 came back, for net increase of 20.
- 4. Issue: Administration informing chapter leadership of represented employee office locations at time of hire:** Response: Management has been in touch with Liesl Zwicklbauer at SUNY Central. Jennifer Costa in HR will send info on new hires regularly, every two weeks, to the UUP Chapter President and our Labor Relations Specialist.
- 5. Issue: Meeting after All Campus Meeting (perhaps at lunch):** Response: Management has approved for UUP to hold a luncheon for its members on January 17, the day of the all-campus morning meeting. Mr. Metzger will block rooms for this purpose, and include it in the campus master calendar.
- 6. How many of our members will be below the new FLS minimum salary threshold on 1/1/2020** and what does the campus plan to do to with these employees? (Current level is \$455/week, raising to \$684/week or \$35,568/year) Response: Management feels there are no employees currently in this situation. If there turn out to be any, management intends to raise the person(s) to the minimum. (This will avoid the requirement to pay overtime.)

- 7. Questions regarding Maxient and how student complaints about members will be handled.** Response: The reason for this system is so that there is a centralized system for handling and recording of student complaints. Training will be provided. Key people in each of the VPs areas will be designated to be responsible within their division. Students will be able to initiate their own complaint, but if a complaint comes in through another channel, it will still need to be entered into the system. Having such a system is now required by Middle States.
- 8. Question: How many employees still don't have completed Performance Programs and/or Performance Evaluations?** Response: 80 evaluations have been completed; 55 are outstanding. On programs, about 50 have been completed and about 80 are outstanding. Automatic reminders will be going out.
- Mr. Taverna pointed out that when an employee places a "comment" next to a particular item in the electronic performance program or evaluation, that comment ends up getting erased when the final document is acknowledged by both parties. Administration said they will look into it.
- 9. Issue: Moving of people with no notice/consultation (to new supervisors).** UUP expressed concern that this can have a negative effect on morale. Dr. Kearns indicated that none of this has happened that he knows of, but if it has, management would be happy to look into individual cases. UUP and management agreed it is not good to have surprises when it comes to being assigned a new supervisor.
- 10. Question: How will UUP be included in Confidential President Search?** Response: The campus is still awaiting guidance from SUNY Central. President Hefner feels we should err on the side of inclusiveness and that UUP leadership should have a chance to meet the finalists.
- 11. Added Item: Chair Stipends.** If chairs were in their second consecutive three year term, and then were returned to faculty ranks due to re-organization, they were supposed to get pro-rated stipends added to their base salary. It appears that this might not have been happening. Response: One case has already been fixed, and any others will be looked into.
- 12. Added Item: Appendix A-28 requests.** UUP requested an update. Response: There were a total of 11 applications that came in; of these, five were approved. Dr. Hefner indicated it was one more than the prior year.
- 13. Issue: Funding for collective bargaining agreements at the state level.** Coordinating this fall on within-SUNY advocacy for the SUNY budget request and the Governor's Executive Budget to start covering costs of collective bargaining agreements. Response: Albany is not currently sharing a great deal of information on this topic with the campuses. Bob Magna, former director of the budget for the Governor is now working for SUNY. Management feels this is a positive development. Bruce Simon recently met with him.
- 14. Meeting adjourned at 1:27 p.m. (early!)**

Respectfully submitted,  
Jefferson Westwood  
UUP Chapter Secretary

## UUP College Scholarship Fund opens 2020 application process

SUNY students are invited to apply for annual scholarships of \$3,000 offered by United University Professions, the union representing academic and professional faculty of the State University of New York.

**The application deadline for the scholarships is March 1, 2020.** Scholarship applications are on UUP's website, at <https://uupinfo.org/awards>.

**The UUP College Scholarship Fund awards scholarships to a maximum of four SUNY undergraduates** who excel academically and are dedicated to the goals and ideals of the labor movement. Applicants must be full-time students enrolled at SUNY state-operated schools and have a minimum grade point average of 3.75.

**Full-time graduate and professional SUNY students can apply for UUP's William Scheuerman Post Baccalaureate Scholarship.** The scholarship is named in honor of former UUP President William Scheuerman.

To apply, students must have at least nine credits and hold a cumulative grade point average of at least 3.95. Law and health science students must complete at least one full semester prior to applying for the scholarship. Applicants must show dedication to the labor movement's goals and ideals.

Applicants for both scholarships must demonstrate personal and academic achievement and display a strong record of community service. UUP awards the scholarships to students on a one-time basis, but there is no limit on the number of times a student may apply.

"UUP's Scholarship Fund is an excellent example of how UUP provides support to our students who are working toward their degrees," said UUP President Fred Kowal. "In addition to their academic achievements, the students we honor have made significant contributions in their communities and working on social issues."

The scholarships are funded by contributions from UUP members and their families.

UUP has awarded nearly 100 scholarships since the union's scholarship program began in 1988. Three of the undergraduate scholarships are given in honor of former UUP members and their families who generously supported the Scholarship Fund. Those members are the late Eugene Link of SUNY Plattsburgh; the late Robert Carter of SUNY Oswego and his wife, Katherine; and the late Gertrude Butera of SUNY Alfred.

Students can access, complete and download scholarship applications online on UUP's website, at <https://uupinfo.org/awards>.

For more information, contact UUP's Administrative Office at (800) 342-4206.



## Are You a Member?

Employee Information		Tax Data	
Employee Name:	John Doe	State:	N.Y.C.
Advise #:	123456789	Pay Start Date:	08/01/2015
Advise Date:	09/10/2015	Pay End Date:	09/24/2015
Department ID:	1234	Net Pay:	1,234.56
		Pay Rate:	56,789.10
EARNINGS		TAX DATA	
Hourly	Daily	Weekly	Monthly
Regular Pay	\$20.75	\$415.75	\$1,234.56
Leave Pay	\$20.75	\$415.75	\$1,234.56
BEFORE TAX DEDUCTIONS		AFTER TAX DEDUCTIONS	
Regular Before Tax Deduct.	405.75	1,234.56	405.75
Fed Withholding	50.00	1,234.56	50.00
Medicare	10.00	1,234.56	10.00
State	10.00	1,234.56	10.00
NY County	10.00	1,234.56	10.00
NY City	10.00	1,234.56	10.00
Other	0.00	1,234.56	0.00
		UUP Member 26P	

CHECK PAY STUB TO MAKE SURE

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

UUP Membership Entitles You To:

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

Please contact your chapter officers for a membership application.

**As a member of UUP, you could receive exclusive savings on auto and home insurance from Liberty Mutual.<sup>1</sup>**



**Join thousands of satisfied customers with Liberty Mutual Insurance.<sup>2</sup>**



**Discounted Rates**—You could save up to \$519.52 a year<sup>3</sup> on auto insurance and receive additional discounts on home insurance.



**Exceptional Service**—Whether you're in an accident or just need some advice, know we'll always be on call for you.



**Superior Benefits**—Enjoy a number of superior benefits, such as 24-Hour Claims Assistance, Accident Forgiveness<sup>4</sup>, Roadside Assistance<sup>5</sup> and Better Car Replacement.<sup>TM6</sup>

**Contact me to set up an on-site visit, like an Ice Cream Social on campus! Your local Liberty Mutual representative will come and meet your members.**

**Patti Mady**  
Relationship Manager  
**585-613-3861**  
**[patricia.mady@libertymutual.com](mailto:patricia.mady@libertymutual.com)**

**For a free no-obligation rate quote call 800-225-8281 for a local representative in your area.**

This organization receives financial support for offering this auto and home benefits program.

<sup>1</sup> Discounts and savings are available where state laws and regulations allow, and may vary by state. To the extent permitted by law, applicants are individually underwritten; not all applicants may qualify. <sup>2</sup> Based on Liberty Mutual Insurance Company's 2014 Customer Satisfaction Survey in which more than 81% of policyholders reported their interaction with Liberty Mutual service representatives to be "among the best experiences" and "better than average." <sup>3</sup> Average annual savings based on countrywide survey of new customers from 01/27/2014 to 01/16/2015 who reported their prior insurers' premiums when they switched to Liberty Mutual's group auto and home program. Savings do not apply in MA. <sup>4</sup> For qualifying customers only. Accident Forgiveness is subject to terms and conditions of Liberty Mutual's underwriting guidelines. Not available in CA and may vary by state. <sup>5</sup> With the purchase of optional Towing & Labor coverage. Applies to mechanical breakdowns and disabilities only. Towing related to accidents would be covered under your Collision or Other Than Collision coverage. <sup>6</sup> Optional coverage. Applies to a covered total loss. Deductible applies. Does not apply to leased vehicles and motorcycles. Not available in NC. Coverage provided and underwritten by Liberty Mutual Insurance and its affiliates, 175 Berkeley Street, Boston, MA 02116.

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# United University Professions Fredonia Chapter



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