

# **UUP Membership Q&A**

**Q:** I was an agency fee payer. Are dues still being deducted from my paycheck?

**A:** No. On June 27, 2018, the U.S. Supreme Court ruled that fair share fees (called “agency fee” in New York state) can no longer be collected from bargaining unit members who have not joined the union. The *Janus v. AFSCME Council 31* decision requires our union to have an affirmative consent of a member, such as a signed membership application. However, former fee payers (now nonmembers) can join or rejoin UUP at any time.

**Q:** I was an agency fee payer and I want to join UUP. Can I join? How do I become a member?

**A:** Yes! We’d love to welcome you as a UUP member. Becoming a member is simple. You can fill out our online membership form at [uupinfo.org/join](http://uupinfo.org/join); you can get a membership form at your UUP Chapter Office; or we can mail you a membership form. You can return your form—filled out and signed—to your Chapter Office or by mail to UUP, P.O. Box 15143, Albany, NY 12212-5143.

**Q:** I'm a UUP member. How did the Supreme Court ruling affect me?

**A:** In terms of your existing membership, very little. You remain a member. Our contract stays in place. We move forward. We unite and organize. We build our strength and fight against the injustice of this decision. We remain Union Strong.

**Q:** Who can answer questions about my membership or membership status?

**A:** UUP has set up a membership information line—518-640-6678—to answer questions about UUP membership and the benefits of being a UUP member. A UUP statewide officer or staff person will take your call between 9 a.m. and 4 p.m., Monday through Friday. You can also ask questions via email, at [membership@uupmail.org](mailto:membership@uupmail.org).

## **We have accomplished much together.**

But we stand to lose these hard-fought gains unless we remain worker-strong. At risk are:

- Fair increases in wages and benefits.
- High-quality health insurance, dental and vision coverage and affordable deductibles/copayments.
- Effective due-process protections.
- Protections for tenure/permanent appointment and academic freedom.
- The ability to defeat harmful anti-public higher ed and anti-union proposals to protect our university, our students, our work and our union.
- Professional and academic development programs (health, technology, retraining, affirmative action, and individual and campus programs), funded through the UUP contract.

## **Stay Union Strong!**

- **Talk to Each Other:** Member-to-member communication, speaking one-to-one with your colleagues at work, is the key.
- **Share Your Union Story:** Your story may help someone else understand why it's so important to stand united. Share it on social media, at chapter events and in your community.
- **Speak Up, Stand Up and Show Up:** To fight power with unity, we need to speak up, stand up and show up—**together**.



#UUPSTRONG



**Q:** How does losing agency fee affect me and UUP?

**A:** Unless our union remains strong, it will become increasingly difficult to effectively represent all bargaining unit members. Our power to negotiate contracts, salary increases and benefits will shrink, as will our ability to defend our colleagues on the job, and to successfully advocate for SUNY—our students, our patients, and our University. For this reason, we encourage every member to talk to their colleagues about staying Union Strong.

**Q:** Who is behind the attacks on unions?

**A:** This is the latest attempt by corporate CEOs, the mega-rich, and wealthy special interest groups aligned with union-busting billionaires to break, split, damage and ultimately decimate public sector unions nationwide. Their goal is to eliminate our right to unite as a labor union.

**Q:** What are anti-union groups doing to weaken us?

**A:** Anti-union groups are using direct mail and phone campaigns—and even visiting union members at their homes—to urge workers to drop their union membership. There are also unauthorized websites for opting out of your union that could be **vehicles for identity theft and creation of mailing lists for anti-union campaign materials**. These anti-union actions ultimately affect everyone. We will fight back, uniting with our union for our families and our communities. Report these organizations to UUP at [membership@uupmail.org](mailto:membership@uupmail.org). If the union busters show up at your door, ask them who they are really working for and let them know that you are UNION PROUD!

**The union is for all of us,  
and it will take all of us to keep our union—and all that it stands for—strong!  
We can do it together!**

**If you haven't joined, please consider joining now!**

**The form is available online at [uupinfo.org/join](http://uupinfo.org/join)**

**or you can fill out a paper copy from your Chapter Office and return it there  
or to UUP headquarters at PO Box 15143, Albany, NY 12212-5143.**

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