

# Your UUP Dues Dollars at Work

Dues support the work we do every day to protect our terms and conditions of employment and address member concerns and needs. UUP members—like people in many community organizations, business affiliations and professional associations—pay dues to be in their union. UUP uses members' dues to represent, protect and advocate for nearly 40,000 members.

## Union dues are tax-deductible

New York state allows state taxpayers (who itemize deductions) to deduct full union dues from their state taxes.

## UUP dues cover:

- Negotiations, enforcement and implementation of UUP's contract with NY state, which covers:
  - Salary increases and other compensation for members.
  - State-funded medical benefits: UUP Benefits staff advocate for members when they have difficulties with medical and insurance providers.
  - State-funded vision and dental benefits, fully administered by UUP. Benefits staff continually negotiates with vendors to enhance benefits at reasonable cost.
  - Other Benefit Trust Fund programs, e.g., the newly negotiated Dependent Scholarship Program, fully administered by UUP.
  - Grant programs such as Individual Development Awards, Drescher Awards, and Campus Grants: UUP works with SUNY and the Governor's Office of Employee Relations to implement and administer these programs.
  - Leave benefits, such as sick and vacation leave, family leave, holiday leave, sabbatical leave, and leave donation program.



- Implementation of contract provisions such as state-level labor-management committees to address salary compression, librarians' concerns, professionals' job titles, online education, and other issues.
- Labor-management work to oversee Work-Life Services Programs: Health Care Spending Account, Dependent Care Advantage Account, NYS-Ride, child care center grants, Employee Assistance Program, pre-retirement seminars.
- Protecting our members in the workplace.
- Support for professional development through negotiated labor-management grant programs, and workshops such as getting to tenure/permanence, performance programs, appointment and evaluation procedures, know your contract, problem-solving, and many others.
- Organizing through training and staffing to help connect members, inform them of their benefits and contract protections, and provide them with the means to become involved in chapter, statewide and community activities that strengthen the links between our campuses/hospitals and our communities.

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- NYSUT legal staff, to provide counsel and file legal actions on behalf of members. Most recent examples: Legal action to protect members' intellectual property from companies that buy and sell pirated course materials and to challenge a previous retiree health insurance premium share increase.
- Labor relations specialists, provided by New York State United Teachers (NYSUT) to assist members and chapters in labor-management discussions, contract grievances, and problem-solving.
- Protection of due process rights and representation in disciplinary procedures.
- Support for chapter offices to assist members: chapter administrative assistants, equipment and supplies.
- Administrative, accounting, benefits, clerical, information technology, and research staff to coordinate and facilitate the operations of the union and the services provided to members.
- Communications, to convey crucial information to members, the community and the media through online and print membership magazines, chapter newsletters, websites, and direct mailings.
- Meetings to bring members together for campus and state-level work, using UUP committees to gather information and develop advocacy agendas.
- UUP representation at meetings across the state with SUNY, the Governor's Office of Employee Relations, legislators, and policymakers whose decisions impact SUNY institutions and the work UUP members do.
- Advocacy work by UUP and its affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association) for policy and legislation at the state and national levels. Year after year, UUP consistently advocates to fully fund SUNY and support:
  - public education;
  - professions our members work in;
  - health care and public hospitals;
  - worker protections;
  - student access to public higher education and student debt reform;
  - public employee pensions;
  - retiree health insurance;
  - access to information through the Freedom of Information Law;
  - anti-discrimination protections, and many others.
- The Delegate Assembly (UUP's policymaking body), to bring together chapter leadership from across the state to set union policy, identify priorities and goals of the membership, and develop action plans.
- Working with students and other coalitions to support public education and issues of importance to the membership.

### **UUP member dues do *not* support political candidates or campaigns**

UUP dues are not and have never been used for candidate support or campaign committees. Expenditures for candidates and campaign committees that are pro-education and pro-labor are funded through voluntary contributions to the political fund-raising program called VOTE-COPE (operated by UUP's affiliate, New York State United Teachers).