



UNION OF  
ADJUNCT FACULTY AT PACE

## Newsletter

Issue for the Month

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### MEET OUR PRESIDENT AND EXECUTIVE BOARD MEMBERS



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### MEET OUR EXECUTIVE BOARD MEMBERS



### President's Message

Dear Colleagues,

Way back then, it was a brave new world for the UAFPA. And we wrote a brave new constitution to govern it.

Fast forward a few years. We now realize the Constitution is not workable. So your Executive Board has re-worked it to better reflect today's reality. We are grateful for the assistance provided by Harvey Mars, our Attorney, Daniel Esakoff and Julie Berman, our NYSUT representatives. You will receive a copy shortly, and be asked to approve it.

The biggest change concerns payments to officers. So far, your officers have all been volunteers. I thought all unions worked this way. Then I attended my first Higher Education Council Meeting. I discovered that at CUNY and SUNY, the university provided 75 hours of release time for union activities. So, for example, the President of the union at



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Nassau Community College works full time for the union, but is paid by SUNY. At NYU, their union has two full time employees and a President who is paid \$6000 a year.

This news opened the way to paying officers to serve the UAFP. This is a much needed step. The "Old Guard" is getting older. Lou Quintas and Mary Ellen Bernard have already retired from union activity. We need more people involved. But whenever I ask people to run for office-I hear: "I simply can't afford it". I know you are working at several schools and teaching massive numbers of classes.

The new constitution provides payments of \$5000 to the Vice-President, the Secretary and the Treasurer, and \$6000 to the President. While this is not a huge amount, it would permit people to reduce their credit loads a bit, and work for the union. It is our hope that this change will broaden union leadership and strengthen the UAFP.

You will also notice a streamlining of leadership positions. We have never had people interested in serving in these eliminated roles. If the situation changes, people can be appointed to these roles by the Executive Board. The positions do not need to be listed in the constitution.

The new Constitution will be sent out on PLEASE ENTER A DATE. You will have a week to think about your decision. Final votes must be submitted by April 12th, 2014. If you have any questions, please call the office (212-766-1600)

Way back then, we were idealistic and unaware of the challenges ahead. That has changed. Years of experience have informed this revised Constitution. We hope you will agree with us and approve these much needed changes.

In Solidarity,

Barbara Lerner, President  
Union of Adjunct Faculty at  
Pace

## **Why We Pay Our Union Dues And Agency Fees?**

**By Richard Connerney**

We often hear questions about the requirement that we have to pay money to the union. Some people think that it is unfair for a union to require money from its members. Others object that they themselves did not choose UAFP to represent them, so why should they have to pay it. Others are unsure what the UAFP does for them. Below are some frequently asked questions about union dues and our responses to them.



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[New Membership Form](#)



**1. *I don't want to be part of a union. Why should I have to pay the union?***

The Union of Adjunct Faculty at Pace was organized and founded by adjunct faculty for the benefit of adjunct faculty. Adjuncts first unionized at Pace University in 2007 when roughly 85% of the adjunct faculty voted to unionize. The subsequent creation of UAFP was a direct result of this vote. As citizens in a democracy, we are all subject to rules and laws we might not otherwise like. A person who did not vote for the current president or the current mayor must still abide by the laws and regulations he / she sets. Otherwise our democratic form of government would no longer operate. In the same way and for the same reason, you might not like this union or unions in general and you may not have voted for a union at Pace in 2007, but you are still required to abide by the rules set out in the union contract. Furthermore, there are many beneficial provisions in our collective bargaining agreement that adjuncts enjoy. As a principal of basic fairness, employees should not enjoy a free ride if they share in benefits that others have chosen to support.

**2. *Nobody told me about union payments!***

It is the responsibility of your department head to inform you of union dues or agency fees when you are hired. If they have neglected to do so, please let us know. We send out regular notices as well.

**3. *If I did not receive a letter from you, am I still required to pay my dues?***

Yes.

**4. *If I don't pay union dues or agency fees, can I still teach at Pace University?***

No. You may opt to become an agency fee payer, however. An agency fee payer must pay roughly the same amount, but is not considered a union member. See the UAFP website for details.

**5. *But I don't think that's fair.***

But you benefit directly from being a member of our bargaining unit. We do have operating costs that permit us to maintain and improve our collective bargaining agreement (e.g. retaining legal counsel). You want something for nothing?

**6. *What does the union do for me?***

In a nutshell, the union has negotiated a higher per credit pay rate than you would otherwise earn at Pace University. Your union payments are thus compensated by the pay you have received, currently receive and will continue to receive. But that's not all! We also offer health- care reimbursement, grievance advice, matching funds for academic conferences and a whole lot more, all detailed on our website [www.uafponline.org](http://www.uafponline.org). Finally and most importantly the union has given you a voice at the bargaining table.

***Become involved and see for yourself.***