

## How do I contact the union if I have questions or suggestions?

Contact the Chapter Chair, your delegate, or any of the officers of the executive council.

### Executive Council

#### President

Theresa Conant - LSC Science Wing  
Email: [Theresa.Conant@lyndonstate.edu](mailto:Theresa.Conant@lyndonstate.edu)  
Phone: (802) 626-6469

#### Vice President

Jo Anne Edwards - JSC Library  
Email: [JoAnne.Edwards@jsc.edu](mailto:JoAnne.Edwards@jsc.edu)  
Phone: (802) 279-8673

#### Executive Vice President, PAT

Heidi Wrighton – JSC Career Services  
Email: [Heidi.wrighton@jsc.edu](mailto:Heidi.wrighton@jsc.edu)  
Phone: (802) 635-1377

#### Executive Vice President, SUP

Karen Madden – JSC Student Services  
Email: [Karen.Madden@jsc.edu](mailto:Karen.Madden@jsc.edu)  
Phone: (802) 635-1259

#### Secretary:

Naomi Gallagher – LSC Business Office  
Email: [Naomi.gallagher@lyndonstate.edu](mailto:Naomi.gallagher@lyndonstate.edu)  
Phone: 802-626-6465

#### Treasurer:

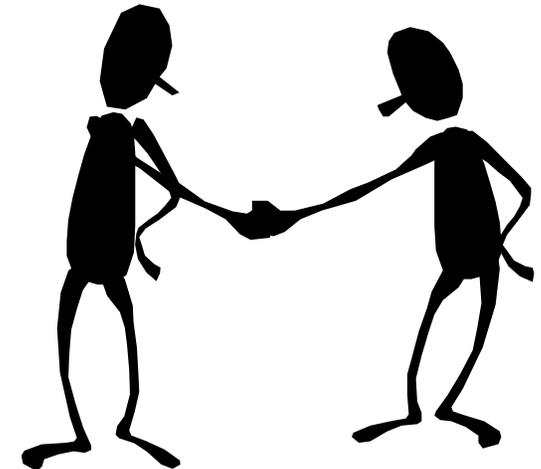
Ginger Johnston – CSC Library  
Email: [Ginger.johnston@castleton.edu](mailto:Ginger.johnston@castleton.edu)  
Phone: (802) 468-1256



*A Union of Professionals*

## VERMONT STATE COLLEGES UNITED PROFESSIONALS (VSC-UP)

**A Voice for Professional Staff**



Updated October 2009

More VSC-UP information is available at:  
<http://vt.aft.org/vscup>

## What is VSC-UP?

The VSC-UP is led by and for professional staff at the Vermont State Colleges. In April of 2002, a majority of the VSC professional staff voted to organize, giving us a legal basis for defending staff rights, strengthening staff voice in governance and fiscal policy, and negotiating competitive salaries, benefits, and workloads so that the VSC can attract and retain the very best professional staff. We ratified an excellent first contract in 2005, and our current contract is effective from July 1, 2007 to June 30, 2011.

## Why is a professional staff union important?

Having a professional staff union assures members that they will have a voice in matters concerning their work at the VSC. VSC-UP works to:

- Support the mission of the VSC
- Provide effective staff voice within college management structures
- Defend staff rights
- Advocate higher salaries, better benefits, and control over workloads and assignments

## What is the VSC-UP structure?

We have two bargaining units:

(PAT) Professional/Administrative/Technical  
(SUP) Supervisory

The **Executive Council**, elected by the membership at-large, is made up of six officers representing both units. *Delegates and Chapter Chairs are elected by the membership at each campus of the VSC.*

## How do I join the VSC-UP?

A majority of professional staff has joined the union. Being a member gives you a direct voice in the union and strengthens the organization as a whole. The greater the membership, the stronger the contract.

*To join the VSC-UP*, sign a membership card and return it to your Chapter Chair. This authorizes direct debit of your membership dues from your VSC paycheck. Dues are currently 1.1% of your salary. If you choose not to join, an agency fee of 0.935% of your salary is deducted.

## How can I be an active member of the VSC-UP?

Attend monthly chapter meetings and consider joining one of the VSC-UP's standing committees. Contact your Chapter Chair to find out about other ways you can be actively involved!

## With which organizations is the VSC-UP affiliated, and how can I learn more about them?

VSC-UP is associated at the state level with United Professions of Vermont and nationally with the American Federation of Teachers. Through our state and national affiliates, we are able to lobby for our issues in the state legislature and join with other unions to make sure that the voices of professional staff are heard in Congress on issues such as increased funding for education.

### **United Professions of Vermont/AFT**

<http://vt.aft.org/>  
308 Pine Street  
Burlington, VT 05401  
(802) 658-3113

### **American Federation of Teachers (AFT)**

[www.aft.org](http://www.aft.org)