

UUP FIGHTS FOR AND **WINS** ENHANCED CAREER DEVELOPMENT OPPORTUNITIES!

UUP's newly ratified 2022-2026 contract with New York state expands support for Joint Labor Management programs. Strengthening these programs supports the work we do and allows us to grow throughout our careers at SUNY.

INDIVIDUAL DEVELOPMENT AWARDS (IDA)

The IDA program offers reimbursement for a variety of research expenses, professional development projects and activities. Full-time and part-time academic and professional employees are eligible to apply. Program enhancements include:

- Expanding the scope of activities and expenses that can be covered by IDAs to include not only conference/workshop travel, but also expenditures on services such as indexing or copyediting, fees associated with copyrighted materials, rental of recording space, or expenditures on eligible consumable goods.
- Doubling the award size to a \$2,000 maximum award per employee per program year.
- Removing the "sunset" clause, so that IDA monies will be available in years when our contract has expired.

IDA applications procedures are determined by a joint labor-management process at each campus. Look out for notices on your campus, or contact your UUP chapter office, for information on how to apply.

CERTIFICATION AND LICENSURE REIMBURSEMENT PROGRAMS (CLRP)

The CLRP programs offer reimbursement for certification and licensure fees that are required for a UUP-represented employee's position at SUNY.

The CLRP-Initial Exam program reimburses UUP employees for fees associated with exams that confer certification or licensure in areas directly related to the employee's job duties, or in areas that will provide them with skills that will increase their chances for advancement in their profession. For 2023, the maximum reimbursement is \$1,200 per

applicant per program year.

The CLRP-Renewals program reimburses fees for certification and licensure renewals that are required for the UUP-represented employee's position. CLRP-Renewals will begin accepting applications on Jan. 1, 2024. The maximum reimbursement is \$200 per applicant.

Consult the NYS-UUP Joint Labor Management website for complete guidelines and application forms.

DRESCHER LEAVE PROGRAM

The Dr. Nuala McGann Drescher Diversity and Inclusion Leave Program provides UUP employees from underrepresented backgrounds with with paid leave time so that they may prepare for continuing appointment (for academics) or permanent appointment (for professionals). The Drescher program also provides funding for professional development activities that might take place during these leaves. The Drescher Leave Program has a proven record of helping to retain and promote a diverse workforce at SUNY. New enhancement include:

- Reducing the "campus match" financial requirement to encourage campuses to submit more Drescher applicants. UUP wants this program to be used by as many eligible members as possible.
- Ending the "sunset period" — the program will no longer be suspended when UUP's contract with the State expires.

Applications for Drescher Leaves are submitted through your campus. Check with your campus HR or Grants office for more information or consult the NYS-UUP Joint Labor-Management website.

New York State does not simply provide us with professional development support. We only have these opportunities because we are united in a strong union and we negotiated them!



Contact your UUP chapter office, or email contract@uupmail.org, with questions or to get involved.