

UUP FIGHTS FOR AND **WINS** FULLY PAID PARENTING LEAVE!

UUP's newly ratified 2022-2026 contract with New York state achieves structural gains that transform working conditions at SUNY — including fully-paid parenting leave that can be life-changing for UUP members

UUP MEMBERS NOW HAVE ACCESS TO NEW YORK STATE'S PAID PARENTING LEAVE (PPL), WHICH PROVIDES UP TO 12 WEEKS OF FULLY PAID LEAVE FOLLOWING THE BIRTH, ADOPTION, OR FOSTER PLACEMENT OF A NEW CHILD.

PPL can be taken anytime within 7 months of the child's birth or introduction to the home. In cases where two parents are SUNY employees, PPL can be taken by one or both parents, and leaves can be taken simultaneously or sequentially.

PPL can be used in addition to, or instead of, existing UUP contractual leave benefits. UUP members still have access to sick leave accruals, family sick leave benefits, Paid Family Leave (PFL), and Family Medical Leave Act (FMLA). PPL must, however, be used in one continuous block; it cannot be used intermittently.

PPL is available to all UUP represented full-time employees and many part-time employees who have worked at least six months or one semester. This means many part-time and contingent

faculty will have access to fully paid parenting leave, a nation-leading benefit.

PPL is retroactive to April 11, 2023. If you were out on leave between April 11 and September 12, 2023, you can use PPL to restore accruals or receive full salary for partially paid PPL time.

» If you are planning a parenting leave, or if you have questions about retroactive eligibility, contact your UUP chapter to find out how to structure leave benefits in ways that meet your needs.

PPL is a transformative benefit for many UUP members. For too long, SUNY employees — especially women — have been pressed to choose between their careers and family life.

Obtaining fully paid parenting leave is one way that our union improves not just our working conditions, but the whole lives of our membership.

Only in union can we create the best possible higher education and health care for students, patients, and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.