



UUP has:

- ✓ Won an improper practice charge filed with PERB that, ultimately, prohibits BTF payments from being suspended during protracted contract talks. In other words, state payments to the BTF do not sunset.
- ✓ Secured year-round health insurance for eligible part-time SUNY employees.
- ✓ Negotiated pre-tax Flexible Spending Accounts (for dependent care, health care and public transportation). The Dependent Care Advantage Account includes a negotiated state contribution to individual accounts of up to \$800/year.
- ✓ Negotiated a program that allows full- and part-time members to exchange vacation time (up to a \$500 credit) to offset the employee share of the health insurance premium.
- ✓ Negotiated the use of Centers of Excellence that provide transplant and infertility services, including transportation and housing allowances; expanded in the 2003-2007 contract to include Cancer Resource Services.
- ✓ Secured 12 months of free health insurance coverage for covered dependents of employees called to military service.
- ✓ Created a Member Services Trust Fund to offer members a broad range of discounts and services.
- ✓ Today, UUP members pay no more than 16 percent for individual health insurance coverage, including the prescription drug plan, or 31 percent for family health care and prescription coverage. Employees who earn less than \$40,137 a year pay a lower percentage.

The Benefits of Being UUP

Maintaining high-quality health insurance coverage and affordable deductibles/copayments remain top priorities for UUP. Over the years, UUP has been able to thwart efforts that would have severely diminished health care coverage. For example, UUP:

- ✓ Administers the UUP Benefit Trust Fund (BTF), which offers dental, vision and life insurance plans.
 - Vision benefits include free annual eye exam and glasses/contact lenses; many no-cost extras such as scratch-resistant coating; and a \$200 per eye laser benefit;
 - Members can choose between two dental plans that have no deductibles; the PPO plan covers implants.
 - Active members are provided a \$6,000 life insurance policy at no cost.



United University Professions

The union that makes SUNY work
President Frederick E. Kowal, Ph.D.