UUP’s Negotiated Gains

Did you know?

In the most recent contract with New York state (2011-2016), UUP secured the following:

• A $500, on-base salary increase, in addition to across-the-board salary increases.
• A $500 on-base, one-time payment for reaching continuing or permanent appointment.
• UUPers in fundraising, lecturer and Division III Athletic titles get a one-time, on-base $500 payment when they complete seven years on the job.
• On-call/recall provision that expands the positions eligible for compensation. The provision requires employees be given 30 days notice if they are put on-call by campus administrations.
• The right to file class-action grievances.
• Expansion of “no discrimination” protection for all veterans.
• Up to 15 family sick days can be used for adoption and foster care.
• A reduction to four semesters for part-time professionals to receive a term appointment.
• Steps for evaluations for professionals, including up-to-date performance programs, are subject to the grievance procedure.
• Eligibility for early permanent appointment for professionals in all six salary levels.

UUP has worked to achieve these—and other—gains throughout its 42-year history, such as:

1973: The right for women to work once they became pregnant.
1974: Permanent appointment for professionals.
1978: Minimum salaries for full-time employees and a benefits package for part-timers.
1979: $5,000 term life insurance paid by UUP.
1982: A statewide employee assistance program, and grant programs for professional development and study leaves for librarians.
1984: A $100,000 study on the promotion and classification of professionals in SUNY.
1986: Winning an age discrimination case that ended the forced retirement of tenured faculty at age 70.
1987: First on-call rate for returning to work.
1990: Domestic partner and day care coverage.
1999: A 15% tax deferral of clinical-practice income as employees in Tiers I and II.
2003: A $500 achievement award for employees with continuing or permanent appointments.
2005: Winning a grievance that forced SUNY to pay minimum salaries to Geographical Full Timers.
2007: Increases in discretionary pay, location stipends and Benefit Trust Fund payments.