

# Negotiations



January 2017

United University Professions: The nation's largest higher education union

## Bargaining continues between UUP, state

**A**s 2017 began, UUP's Negotiations Team was immersed in a steady schedule of meetings with the state's bargaining team.

Headed by Chief Negotiator Philippe Abraham, the 18-member Team has been hard at work for many months trying to reach agreement with New York state on a new contract. UUP negotiates with the Governor's Office of Employee Relations (GOER). Representatives from SUNY, the New York state Division of the Budget, and the state Department of Civil Service are also involved.

Since UUP's first exchange of contract proposals with the state in July 2016, there has been a steady schedule of formal bargaining sessions with the full UUP and state teams, plus additional "small table" discussions with SUNY and state officials. These supplementary meetings provide an opportunity to delve more deeply into each side's proposals and discuss the needs of UUP's large and diverse membership. When Team members are not at the table, they continue to research and refine bargaining



KAREN L. MATTISON

UUP CHIEF NEGOTIATOR AND VP FOR PROFESSIONALS PHILIPPE ABRAHAM, RIGHT, WORKS ALONGSIDE NEGOTIATIONS TEAM MEMBERS MIKE SMILES OF FARMINGDALE AND IDALIA TORRES OF FREDONIA. THE TEAM IS IMMERSSED IN A STEADY SCHEDULE OF MEETINGS WITH THE STATE TO REACH A SUCCESSOR AGREEMENT.

points, as new information emerges and talks with the state uncover areas that need further clarification.

Additional dates are scheduled through February and March.

### More member input welcome

While extensive review of member input occurred last year, the Negotiations Team continues to review all additional member suggestions and input related to the conceptual proposals under discussion with the state. Information from members across UUP's 29 chapters and individual anecdotes based on direct experience as a SUNY employee are especially helpful.

Members can send information or submit questions and comments to the Team at [contract@uupmail.org](mailto:contract@uupmail.org).

### Members-only web portal for updates

UUP members can obtain additional detail regarding contract talks by going to

the union's web portal (see instructions on back).

### Impact of other state employee union settlements on UUP negotiations

UUP's contract negotiations occur within the highly politicized context of the state of New York's bargaining with many other state employee unions.

The union's goal is to attain the best possible contract for our particular bargaining unit, which includes more than 36,000 academics and professionals working full-time and part-time at SUNY's state-operated teaching hospitals, universities, comprehensive colleges, technology sector colleges, and specialized institutions.

For more on UUP's diverse membership, go to <http://uupinfo.org/membership/welcome.php>.

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### About UUP ...

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Representing 42,000 academic and professional faculty and retirees on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

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Recently settled state employee contracts include the following:

- The Public Employee Federation (PEF) ratified a new three-year contract Dec. 14, 2016. It includes 2 percent across-the-board raises in each year, no negotiated changes in health benefits coverage, and little change in other contract provisions.
- The Graduate Student Employees Union reached a tentative agreement with the state Dec. 19, with the same basic provisions as those contained in the PEF agreement.
- On Dec. 22, the NYS Corrections Officers and Police Benevolent Association reached a tentative five-year agreement with the state; a ratification vote was before the NYSCOPBA membership as this bulletin went to press. It includes 2 percent across-the-board raises in each of the five years of the contract (2016-2020) and also includes significant increases in health benefits costs.

### Implications of working under an expired contract

UUP’s contract expired July 1, 2016. Under the Triborough amendment to the Public Employees Fair Employment Act (“Taylor Law”), all contract articles continue until a successor agreement is ratified, unless they contain specific expiration or “sunset” dates.

While across-the-board salary increases are date-specific and certain other provisions of the 2011-2016 contract expressly sunset, most contract protections and benefits—including medical, vision, and dental benefits—remain in place while negotiations continue.

The 2011-2016 contract provided for a final round of Discretionary Salary Awards, which had to be distributed to members by December. UUP also secured the ability to use remaining UUP/NYS Joint Labor/Management Committees grant funds, negotiated under the previous contract, through March 2017.

Contact your UUP chapter office for

information about JLM grant deadlines. Information can also be found at <https://nysuup.lmc.ny.gov/committees.html>

### What you can do to help press for a fair and equitable contract

- Call or email your UUP chapter office to get a United for a Fair Contract’ sign, button or sticker;
- Post a Fair Contract sign on your office door and in other prominent locations, e.g., campus bulletin boards, car windows;
- Put a Fair Contract sticker on your car, and ask family and friends to do the same;
- Wear a Fair Contract button or sticker;
- Wear red on Fridays;
- Attend UUP chapter meetings on your campus to discuss the contract and other union issues: and
- Watch for other UUP activities or actions in support of a fair and equitable contract, and participate when called to engage in authorized events.

## Go to the members-only web portal for information

UUP’s Members Only web portal can be found at <https://uuphst.org/myuup/MembersOnly/check.php>

The site is password-protected. To access the site, use the last five digits of your employee ID as your unique password. Your employee ID can be found in the center of your pay stub, listed as NYS EMPLID.

Once you enter your NYS EMPLID, you will automatically go to a second page. There, you will be asked to select your campus from a drop-down menu, and enter your five-digit Department ID. Your Department ID can also be found on your pay stub, in the box just left of the NYS EMPLID. The graphic above shows you where to find your NYS EMPLID (red circle) and your Department ID (green circle) on a **printed pay stub**.

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Total Gross	3456.78	Fed Taxable Gross	1234.56
Advice # 123456789		Pay Start Date 09/10/2016		Current YTD	45,678.90		34,567.89
Advice Date 09/10/2013		Pay End Date 09/24/2016		Net Pay 1,357.90			
Department ID 98765		NYS EMPLID N12345678		Pay Rate 67,890.11			
EARNINGS				TAX DATA			
		Current		YTD			
		Hrs./Days	Earnings	Hrs./Days	Earnings	Federal	State
Regular Pay Salary Employee			3456.78		45,678.90	4	4
Location Pay			56.78		678.90	2	0
						NYC	Yonkers
						TAXES	
						Current	YTD
						Fed Withholding	3,456.78
						Medicare	45,678.90
						Social Security	3,456.78
						NY Withholding	45,678.90
							34,567.89
BEFORE TAX DEDUCTIONS				Current		YTD	
Regular Before Tax Health		456.78		1,234.56			
Supplemental Ret. Annually Prog.		678.90		5,678.90			
TIAA Retirement Before Tax		56.78		1,234.56			
AFTER TAX DEDUCTIONS				Current		YTD	
UUP Member 26P		34.56		456.78			

UUP is committed to communicating with the membership about contract negotiations to the extent possible as negotiations proceed. We have created the members-only web portal to facilitate this communication. This is your contract, and we want members to be informed, involved and active at every stage of the process.

Please continue to check the UUP website, and the new members-only section in particular, for periodic negotiations updates. Tell your UUP co-workers about this site and encourage them to use the last five digits of their employee ID to check for updates.

**NOTE:** If you are using an **electronic pay stub or electronic payroll records**, your department ID may be listed as Department Code, Campus Code, or Agency Code. Campuses use different terminology for department ID numbers. Contact your chapter office if you need helping finding your campus code.