



UUP: Focused On Families

UUP is family strong.

From negotiating fair wages and protections that safeguard employees on the job, to excellent medical, vision and dental care for members and their families, your union family supports you and your loved ones.

In the 2022-2026 UUP Agreement with the State of New York, UUP negotiated across-the-board raises in each year of the contract, including retroactive pay. The Agreement also includes new service credit awards on the basis of longevity, discretionary salary increases, and significantly increased minimum per-credit compensation for part-time academic employees.

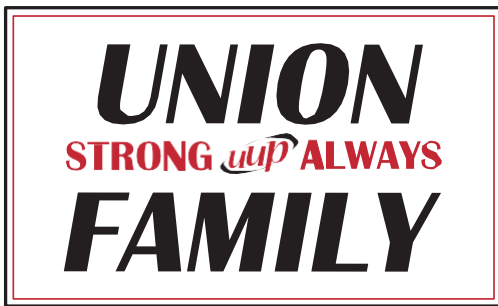
UUP also secured Paid Parental Leave, which provides eligible employees up to 12 weeks of fully-paid continuous leave, without charges to leave accruals, to bond with new birth, adopted or foster children in the first seven months after the child's birth or placement in the home. This can be used in conjunction with pre-existing Paid Family Leave and sick leave provisions as applicable.

Here are other ways UUP helps families through negotiated benefits:

- ◆ The UUP Agreement provides mandatory "tenure clock stoppage" for academics and professionals, if requested by the employee, following child birth, adoption or foster care placement.
- ◆ Pre-tax savings programs: Health Care Spending Account, Dependent Care Advantage Account (DCAA), Adoption Advantage Account, NYS-Ride. The DCAA includes a state contribution to individual accounts of up to \$800 each year.
- ◆ Dependent Scholarship Program: Negotiated into UUP's contract, the program provides a scholarship each semester for eligible children of UUP-represented employees enrolled at SUNY state-operated campuses.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG
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- ◆ Employee Assistance Program: A program providing confidential support, information, problem assessment, and referral services to address life needs, including family and marital issues, drug problems, stress, financial services, child care and elder care.
- ◆ Pre-Retirement Planning: Available online and at seminars for employees at least 50 years old and able to retire in five years.

- ◆ Tuition Assistance for UUP Members: Members may take up to four tuition-free courses per year SUNY state-operated campus on a space-available basis.
- ◆ Worksite Child Care Centers: Infant and toddler care, preschool and summer day camp programs are some of the opportunities offered. Money UUP negotiates provides grants and technical assistance to campus day care centers.
- ◆ Flexible Work Schedules: Options to change work schedules or to move from full-time to part-time work to meet family care needs can be arranged at the discretion of the campus administration. UUP can help members develop flex schedule requests.

Also available are union member services and discount programs. UUP members have access to member benefit and social services programs provided by UUP and our affiliates—New York State United Teachers, the American Federation of Teachers, and the National Education Association.

Access these websites for more information:

<http://uupinfo.org/benefits/index.php>

<http://memberbenefits.nysut.org/>

<https://www.aft.org/>

<https://www.neamb.com/>

