



New York State/UUP Joint Labor-Management Committees Programs

The negotiated programs administered by the New York State/United University Professions Joint Labor-Management Committees are designed to address mutually identified needs and goals of UUP members and the State University of New York.

The programs exclusive to UUP bargaining unit members are:

AFFIRMATIVE ACTION/DIVERSITY

The Affirmative Action/Diversity Program is designed to assist UUP members in the areas of equal employment and affirmative action.

Funds are made available for:

- The Dr. Nuala McGann Drescher Leave Program—Designed to assist employees to prepare for permanent or continuing appointments. Preference given to minorities, women, persons with disabilities, or employees with military status.
- The Grants for Employees with Disabilities Program—Provides funding for additional disability related expenses incurred because of the disability for professional work-related activities. It is not intended to replace accommodations, which the campus must provide under the Americans with Disabilities Act (ADA).

EMPLOYMENT

The Employment program assists employees facing potential displacement due to programmatic changes or reductions, curtailments, relocations, reallocation of resources, consolidations and technological changes. Programs include making state job opportunities and resources available, transitioning to work in the labor market beyond state employment, and training or retraining of retrenched or high-risk employees.

Funds are available for:

- The Employment Counseling and Placement Program—Assists retrenched employees or those perceived to be at high risk of retrenchment. Areas funded include resume preparation, testing, books, supplies, counseling and placement fees, and travel costs.
- The Retraining Fellowship Program—Assists retrenched employees, those notified of retrenchment or are perceived to be at high risk of retrenchment or whose retraining would accommodate shifting program needs.
- The Enrollment Enhancement Program—Provides funding to academic departments experiencing declining student enrollments for a project or activity that significantly enhances student enrollment.

PROFESSIONAL DEVELOPMENT

The Professional Development program is used for professional development activities, such as providing training to improve job performance, assisting employees in developing their full professional potential, and preparing for advancement. Funds are made available for:

- Individual Development Awards—This program is the largest of all NYS/UUP JLMC programs. Proportional allocations are assigned to each campus based on unit member population. Award decisions and deadline dates are determined by campus Professional Development Committees. Fifteen percent of funds are set aside for part-timers.
- Leave for Calendar Year Employees Program—Provides release time and salary for a replacement to assist eligible employees to participate in activities to develop their full professional potential and to prepare for advancement.
- Online and Self-Study Courses—A series of online self-study courses available to employees to further their professional development. These courses may be of particular use to supervisors or those interested in becoming supervisors.

SAFETY AND HEALTH

The Dr. Herbert N. Wright Memorial Safety and Health Training Award Program provides safety and health and environmental training for employees to refine or develop skills to increase job effectiveness.

TECHNOLOGY

The Technology Grants Program facilitates projects of activities that positively affect employment through the application of technology.

CAMPUS GRANTS

The Campus Grants Program is intended to fund projects or activities that address mutually identified needs that are not provided by the campus.

The JLMC programs—funded by monies negotiated in the *Agreement between New York State and United University Professions*—are administered by six committees comprised of equal numbers of State and UUP representatives.

The Campus Grants Committee encompasses all the programmatic committees. Funding is provided for unit members' needs, such as making the workplace safer, encouraging and promoting professional development, expanding affirmative action/diversity opportunities for underrepresented groups, and providing creative technological needs that are not provided by the campus.

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