



UUP is fighting for a contract that works for contingent faculty

Making gains for contingent employees—those in our bargaining unit such as part- and full-time Lecturers and Adjuncts who are not eligible for tenure or permanent employment—will again be among UUP’s key priorities as we negotiate our next contract. Contingents are some of the lowest paid and most vulnerable employees in our unit; moreover, we believe that SUNY’s overreliance on contingent academics undermines the academic mission of our university system. At the bargaining table, we will fight for better pay, longer appointments, pathways to permanency, promotional ladders, and conversion processes to move people from part- to full-time positions, and much more.

To be successful, we need contingent faculty involved.



UUP has made significant gains for contingents, even as we realize there is much more to be won.

In our last two contracts, we have:

- Established a minimum per-course salary for part-time academic contingents, providing salary increases for nearly every adjunct faculty member in our bargaining unit.
- Maintained what is arguably the strongest health benefits package for part-time academics of any union in the country. UUP contingents enjoy greater eligibility for benefits, better coverage, and lower costs relative to the quality of the plan.
- Ensured that part-time contingents are eligible for Paid Family Leave benefits.
- Shortened the time to “term” appointment; this gives many contingents the right to at least 45 days’ notice if their appointment is not renewed.
- Included contingents in DSI and Compression Remediation pools of money for salary increases.
- Negotiated Service Awards for contingents that recognize length of service.



UUP prioritizes the concerns of contingents within our union structure and culture.

We have:

- Established a statewide Contingent Employment Committee.
- Ensured that all chapters have an officer for contingents.
- Ensured contingent representation on the UUP Executive Board and on key committees, including the Negotiations Committee.



At several SUNY campuses, UUP chapters have achieved local agreements that:

- Establish promotional ladders for lecturers.
- Extend the length of appointments.
- Raise compensation above the contractual per-course minimum salary.
- Gain additional recognition for contingents in local campus governance.

Involvement of ALL UUP members is crucial to achieving a contract that benefits everyone: professionals and academics; contingents and non-contingents; full-timers and part-timers. Join UUP and work for a strong contract—together.

