



Campus Equity Week

Contract/Benefit Highlights for Contingent Employees

Salary Increases

- Part-time and full-time employees entitled to all across-the-board salary increases negotiated by UUP; new salary minima for part-time academics

Health Insurance (including prescription drugs)—NYSHIP

- Individual and Family Plan options
- Productivity Enhancement Program: Health insurance savings for those who accrue vacation days

UUP Benefit Trust Fund

- Vision and dental for employee and dependents
- Free \$6,000 life insurance policy
- Dependent Scholarship: \$500 per semester
- **45-day notice of non-renewal after four consecutive semesters**

Pre-Tax Savings Programs

- Health Care Spending Account
- NYS-Ride (public transportation)
- Adoption Advantage Account
- Dependent Care Advantage Account
- Eligibility of up to \$800 per year toward child care, disabled dependent care, elder care

Sick and Vacation Leave

- Family sick days (up to 30 for death or illness of family member; up to 15 days for adoption and foster care placement)
- New NYS Paid Family Leave Benefit (optimal eligibility for part-time employees)

Eligibility for Union Negotiated Professional Development and Grant Money

- Individual Development Awards (15 percent must go to part-time employees)
- EKB eLearning Program
- Grants for Employees with Disabilities Program
- Campus Grants Program
- Professional Development Grant Program
- Campus Training and Leadership Workshops

Space Available Tuition Benefit

- One course per semester and special session (e.g., winter, summer) at SUNY state-operated campuses

Eligibility for Health Insurance After Retirement

- Are age 55 or older
- Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY
- Are enrolled in the New York State Health Insurance Program (NYSHIP) at the time of retirement
- Employees who retire with unused sick leave accruals can use up to 200 accrued sick days for a credit toward the cost

UUP Voluntary Programs for Members

- Discount Programs
- Legal Services Program
- Mortgage Savings Programs
- Dental and vision coverage for members not eligible for NYSHIP
- Retiree eligibility for dental and vision programs

There's more



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Contract Gains for Contingent Employees Over Time

1999-2003 Contract

- Six-month health coverage for part-time employees each semester worked (full-year coverage if work two semesters)
- \$500 salary increase, pro-rated for part-time employees, in addition to negotiated percentage raises

Note: Lump-sum salary increases generally yield more for those with low salaries than percentage increases do; UUP has pressed for them in many contracts.

2003-2007 Contract

- 15 percent of professional development awards set aside for part-time employees
- \$800 salary increase, pro-rated for part-time employees, in addition to negotiated percentage raises
- Part-time labor-management meetings

2007-2011 Contract

- Service award (\$500 one-time bonus) for part-time employees who have completed eight years of consecutive service

2011-2016 Contract

- Salary increases of \$500 in 2013, \$250 in 2014, \$500 in 2015, pro-rated for part-time employees, in addition to negotiated percentage raises
- \$500 Service Award for part-time employees extended to repeat after every 8 years of service
- \$500 on-base service award extended to full-time lecturers and professionals in Appendix A, Appendix C, and Appendix B-4 athletic titles
- First-ever mandatory distribution of discretionary money to part-time employees; 28 percent of the entire discretionary pool for SUNY earmarked for part-time employees
- 45-day notice of nonrenewal after four semesters (previously six)
- Tiered health insurance premiums based on total salary (not annualized), which reduces part-time premium share costs for most part-time employees

2016-2022 Contract

- Part-time minimum per course salary for academics
- Coverage of part-time and full-time contingent employees in salary compression adjustments