



Addendum

*to the 1999-2003 Agreement
between the State of New York
and United University Professions*

The following are the sections of the 1999-2003 Agreement that were revised to reflect enhancements to its provisions. For the remainder of the Agreement, please refer to the full document titled "Agreement between the State of New York and United University Professions."

ARTICLE 20

Direct Compensation

§20.6 a. The basic annual salaries, as of June 30, 2000, of incumbents of positions in the State University in the Professional Services Negotiating Unit shall be increased by three percent commencing the first day of the payroll period closest to (1) July 1, 2000, for employees having a calendar year or college year professional obligation, or (2) September 1, 2000, for employees having an academic year professional obligation, except that certain incumbents at the State University of New York at Binghamton, the Colleges of Technology and the Colleges of Agriculture and Technology heretofore specifically identified by the Department of Audit and Control for the purpose of establishing the effective date of eligibility for salary increases shall be granted said salary increase on July 1, 2000.

b. Notwithstanding the provisions of subdivision (a) of this section, an employee in service on April 30, 2000, whose employment expires prior to June 30, 2000, who would have been eligible for the salary increase provided for in subdivision (a) of this section if employment had continued through June 30, 2000, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on July 1, 2000.

c. Notwithstanding the provisions of subdivision (a) of this section, an employee in service during a portion of the 12-month period commencing on July 1, 1999, for at least a semester or equivalent, but whose employment expires prior to June 30, 2000, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on or after July 1, 2000.

§d.1. Salary minimums shall be established for the following ranks or grades or positions equated to them and shall be effective on the dates of the salary increases provided pursuant to subdivision (a) of this section:

<i>Academic Employees</i>	<i>Professional Obligation</i>	
	<i>Academic Year</i>	<i>Calendar Year</i>
Professor	\$41,174	\$49,386
Librarian		
Associate Professor	\$33,090	\$39,683
Associate Librarian		
Assistant Professor	\$27,865	\$33,464
Lecturer		
Sr. Assistant Librarian		
Instructor	\$24,258	\$29,109
Assistant Librarian		
<i>Professional Employees</i>		
	<i>Professional Obligation</i>	
	<i>Calendar Year</i>	<i>College Year</i>
Salary Level VI	\$54,113	\$45,156
V	\$44,161	\$36,821
IV	\$36,698	\$30,600
III	\$31,721	\$26,497
II	\$27,989	\$23,385
I	\$24,258	\$20,276

2. The salary minimums established in paragraph (a) of this subdivision shall not apply to employees who are not paid on the basis of a basic annual salary. A part-time employee who is paid on the basis of a prorated basic annual salary and who is eligible to be paid a minimum basic annual salary shall be paid a minimum basic annual salary which shall be the appropriately prorated amount of the minimum basic annual salary that would have been paid to the employee had the employee been employed on a full-time basis.

3. An incumbent promoted on or after the effective date shall receive not less than the minimum basic annual salary for the rank or grade to which that incumbent has been promoted.

4. An employee hired on or after the effective date shall receive not less than the minimum basic annual salary for the rank or grade on the date the employee is placed in payroll.

§20.8 a. The basic annual salaries, as of June 30, 2001, of incumbents of positions in the State University in the Professional Services Negotiating Unit shall be increased by three and one half percent commencing the first day of the payroll period closest to (1) July 1, 2001, for employees having a calendar year or college year professional obligation, or (2) September 1, 2001, for employees having an academic year professional obligation, except that certain incumbents at the State University of New York at Binghamton, the Colleges of Technology and the Colleges of Agriculture and Technology heretofore specifically identified by the Department of Audit and Control for the purpose of establishing the effective date of eligibility for salary increases shall be granted said salary increase on July 1, 2001.

b. Notwithstanding the provisions of subdivision (a) of this section, an employee in service on April 30, 2001, whose employment expires prior to June 30, 2001, who would have been eligible for the salary increase provided for in subdivision (a) of this section if employment had continued through June 30, 2001, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on July 1, 2001.

c. Notwithstanding the provisions of subdivision (a) of this section, an employee in service during a portion of the 12-month period commencing on July 1, 2000, for at least a semester or equivalent, but whose employment expires prior to June 30, 2001, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on or after July 1, 2001.

d.1. Salary minimums shall be established for the following ranks or grades or positions equated to them and shall be effective on the dates of the salary increases provided pursuant to subdivision (a) of this section:

<i>Academic Employees</i>	<i>Professional Obligation</i>	
	<i>Academic Year</i>	<i>Calendar Year</i>
Professor	\$42,615	\$51,115
Librarian		
Associate Professor	\$34,248	\$41,072
Associate Librarian		
Assistant Professor	\$28,840	\$34,635
Lecturer		
Sr. Assistant Librarian		
Instructor	\$25,107	\$30,128
Assistant Librarian		

Professional Employees

Professional Obligation

	<i>Calendar Year</i>	<i>College Year</i>
Salary Level VI	\$56,007	\$46,736
V	\$45,707	\$38,110
IV	\$37,982	\$31,671
III	\$32,831	\$27,424
II	\$28,969	\$24,203
I	\$25,107	\$20,986

2. The salary minimums established in paragraph (1) of this subdivision shall not apply to employees who are not paid on the basis of a basic annual salary. A part-time employee who is paid on the basis of a prorated basic annual salary and who is eligible to be paid a minimum basic annual salary shall be paid a minimum basic annual salary which shall be the appropriately prorated amount of the minimum basic annual salary that would have been paid to the employee had the employee been employed on a full-time basis.

3. An incumbent promoted on or after the effective dates, appropriate to that incumbent's professional obligation or the date of eligibility for salary increases, of the salary increase provided for in subdivision (a) shall receive not less than the minimum basic annual salary for the rank or grade to which that incumbent has been promoted.

4. An employee hired on or after the effective dates, appropriate to that employee's professional obligation or date of eligibility for salary increases of the salary increase provided for in subdivision (a), shall receive not less than the minimum basic annual salary for that employee's rank or grade on the date the employee is placed in payroll status.

§20.10 a. The basic annual salaries as of June 30, 2002, of incumbents of positions in the State University in the Professional Services Negotiating Unit shall be increased by three and one half percent commencing the first day of the payroll period closest to (1) July 1, 2002, for employees having a calendar year or college year professional obligation, or (2) September 1, 2002 for employees having an academic year professional obligation except that certain incumbents at the State University of New York at Binghamton, the Colleges of Technology and the Colleges of Agriculture and Technology heretofore specifically identified by the Department of Audit and Control for the purpose of establishing the effective date of eligibility for salary increases shall be granted said salary increase on July 1, 2002.

b. Notwithstanding the provisions of subdivision (a) of this section, an employee in service on April 30, 2002, whose employment expires prior to June 30, 2002, who would have been eligible for the salary increase provided for in subdivision (a) of this section if employment had continued through June 30, 2002, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on July 1, 2002.

c. Notwithstanding the provisions of subdivision (a) of this section, an employee in service during a portion of the 12-month period commencing on July 1, 2001, for at least a semester or equivalent, but whose employment expires prior to June 30, 2002, shall be eligible for the salary increase provided for in subdivision (a) of this section if the employee is reemployed in an equivalent position for at least one semester or equivalent of the 12-month period commencing on or after July 1, 2002.

d.1. Salary minimums shall be established for the following ranks or grades or positions equated to them and shall be effective on the dates of the salary increases provided pursuant to subdivision (a) of this section:

Academic Employees

Professional Obligation

	<i>Academic Year</i>	<i>Calendar Year</i>
Professor	\$44,107	\$52,904
Librarian		

<i>Academic Employees</i>	<i>Professional Obligation</i>	
	<i>Academic Year</i>	<i>Calendar Year</i>
Associate Professor	\$35,447	\$42,509
Associate Librarian		
Assistant Professor	\$29,850	\$35,847
Lecturer		
Sr. Assistant Librarian		
Instructor	\$25,986	\$31,182
Assistant Librarian		

<i>Professional Employees</i>	<i>Professional Obligation</i>	
	<i>Calendar Year</i>	<i>College Year</i>
Salary Level VI	\$57,967	\$48,372
V	\$47,306	\$39,444
IV	\$39,312	\$32,779
III	\$33,980	\$28,384
II	\$29,983	\$25,051
I	\$25,986	\$21,720

2. The salary minimums established in paragraph (1) of this subdivision shall not apply to employees who are not paid on the basis of a basic annual salary. A part-time employee who is paid on the basis of a prorated basic annual salary and who is eligible to be paid a minimum basic annual salary shall be paid a minimum basic annual salary which shall be the appropriately prorated amount of the minimum basic annual salary that would have been paid to the employee had the employee been employed on a full-time basis.

3. An incumbent promoted on or after the effective dates, appropriate to that incumbent's professional obligation or the date of eligibility for salary increases of the salary increase provided for in subdivision (a), shall receive not less than the minimum basic annual salary for the rank or grade to which that incumbent has been promoted.

4. An employee hired on or after the effective dates, appropriate to that employee's professional obligation or date of eligibility for salary increases of the salary increase provided for in subdivision (a), shall receive not less than the minimum basic annual salary for that employee's rank or grade on the date the employee is placed in payroll status.

§20.16 a. The present inconvenience pay program provided to employees in the classified service of the Executive Branch of State service shall be extended to professional employees in the Professional Services Negotiating Unit.

b. The annual rate of inconvenience pay shall be \$500.

ARTICLE 21

Statewide Joint Labor-Management Committees

§21.2 The State shall prepare, secure introduction and recommend passage of legislation for appropriations in the amounts of \$1,950,000 for the 1999-2000 Agreement year, \$2,019,030 for the 2000-01 Agreement year, \$2,090,504 for the 2001-02 Agreement year and \$2,157,480 for the 2002-03 Agreement year for the purpose of funding statewide joint labor-management committee programs as mutually agreed upon by the parties. The parties shall meet within 90 days following the execution of this Agreement to mutually agree upon appropriate funding levels for each statewide joint labor-management committee. The unexpended portions of each year's appropriation shall be carried over into the succeeding year and added to the appropriation for the succeeding year.

ARTICLE 23

Leaves

§23.2 Vacation Leave: Calendar Year Employees and College Year Employees

c. Part-time calendar year and college year employees shall be eligible to accrue credits for vacation leave as follows:

Academic employees

who teach:

- 1 course
- 2 courses
- 3 courses

receive:

- 1/4 day per month
- 1/2 day per month
- 1 day per month

Part-time academic employees whose professional obligations, as determined by the College President, are primarily other than teaching classes shall be eligible to accrue vacation leave in accordance with the compensation requirements for part-time professional employees as specified below.

Effective July 2, 1999,

Professional employees

who earn:

- Up to \$9,104
- \$9,105 to \$13,657
- \$13,658 to \$18,210
- \$18,211 or higher

receive:

- 1/4 day per month
- 1/2 day per month
- 1 day per month
- 1 1/4 day per month

Effective January 1, 2000,

Professional employees

who earn:

- Up to \$9,377
- \$9,378 to \$14,067
- \$14,068 to \$18,756
- \$18,757 or higher

receive:

- 1/4 day per month
- 1/2 day per month
- 1 day per month
- 1 1/4 day per month

Effective July 1, 2000,

Professional employees

Who earn:

- Up to \$9,658
- \$9,659 to \$14,489
- \$14,490 to \$19,319
- \$19,320 or higher

receive:

- 1/4 day per month
- 1/2 day per month
- 1 day per month
- 1 1/4 day per month

Effective July 1, 2001,

Professional employees

Who earn:

- Up to \$9,996
- \$9,997 to \$14,996
- \$14,997 to \$19,995
- \$19,996 or higher

receive:

- 1/4 day per month
- 1/2 day per month
- 1 day per month
- 1 1/4 day per month

Effective July 1, 2002,

Professional employees

<i>Who earn:</i>	<i>receive:</i>
Up to \$10,346	1/4 day per month
\$10,347 to \$15,521	1/2 day per month
\$15,522 to \$20,695	1 day per month
\$20,696 or higher	1 1/4 day per month

To accrue credits for vacation leave during each month, eligible part-time employees must be in pay status consistent with their part-time service for such month, or major fraction thereof. A part-time employee who is employed on a fee-for-service, per-diem, or hourly basis, whose professional obligation is less than a day of work per week, shall not be considered an eligible employee for purposes of accrual of vacation leave.

§23.4 Sick Leave

c. Part-time employees shall be eligible to accrue credits for sick leave as follows:

Academic employees

<i>who teach:</i>	<i>receive:</i>
1 course	1/4 day per month
2 courses	1/2 day per month
3 courses	1 day per month

Part-time academic employees whose professional obligations, as determined by the College President, are primarily other than teaching classes shall be eligible to accrue sick leave in accordance with the compensation requirements for part-time professional employees as specified below.

Effective July 2, 1999,

Professional employees

<i>who earn:</i>	<i>receive:</i>
Up to \$9,104	1/4 day per month
\$9,105 to \$13,657	1/2 day per month
\$13,658 to \$18,210	1 day per month
\$18,211 or higher	1 1/4 day per month

Effective January 1, 2000,

Professional employees

<i>who earn:</i>	<i>receive:</i>
Up to \$9,377	1/4 day per month
\$9,378 to \$14,067	1/2 day per month
\$14,068 to \$18,756	1 day per month
\$18,757 or higher	1 1/4 day per month

Effective July 1, 2000,

Professional employees

<i>Who earn:</i>	<i>receive:</i>
Up to \$9,658	1/4 day per month
\$9,659 to \$14,489	1/2 day per month
\$14,490 to \$19,319	1 day per month
\$19,320 or higher	1 1/4 day per month

Effective July 1, 2001,

Professional employees

<i>Who earn:</i>	<i>receive:</i>
Up to \$9,996	1/4 day per month
\$9,997 to \$14,996	1/2 day per month
\$14,997 to \$19,995	1 day per month
\$19,996 or higher	1 1/4 day per month

Effective July 1, 2002,

Professional employees

<i>Who earn:</i>	<i>receive:</i>
Up to \$10,346	1/4 day per month
\$10,347 to \$15,521	1/2 day per month
\$15,522 to \$20,695	1 day per month
\$20,696 or higher	1 1/4 day per month

To accrue credit for such leave during each month, eligible part-time employees must be in pay status consistent with their part-time service for such month or major fraction thereof. A part-time employee who is employed on a fee-for-service, per-diem, or hourly basis, whose professional obligation is less than a day of work per week, shall not be considered an eligible employee for purposes of accrual of sick leave.

k. Sick Leave Exchange Program

The State shall develop and implement a program under which employees may elect to accrue sick leave at a reduced rate in exchange for a reduction in the employee share of the health insurance premium. This program shall commence no later than April 1, 2000 for full time employees and January 1, 2001 for part time employees and shall expire December 31, 2003 unless extended by agreement of the parties.

ARTICLE 39

Health Insurance

§39.2 b.1. Charges for outpatient services, covered by the hospital contract, including emergency room services, will be subject to a \$25.00 copayment per outpatient visit. Effective January 1, 2002, the copayment for hospital emergency room services will increase to \$35.00. The copayment for other outpatient services covered by the hospital contract will remain at \$25.00. The hospital emergency room and outpatient copayments will be waived for persons admitted to the hospital as an inpatient directly from the outpatient setting or for the following covered chronic care outpatient services: chemotherapy, radiation therapy, physical therapy and hemodialysis. Effective July 1, 2000, the \$25 copayment is waived for hospital outpatient pre-admission testing and/or pre-surgical testing. Effective January 1, 2000, hospital outpatient physical therapy visits will be subject to the same copayment in effect for physical therapy visits under the Managed Physical Medicine Program.

§39.4 UUP Empire Plan Enhancements.

e. Services for examinations and/or purchase of hearing aids shall be a covered basic medical benefit and, effective January 1, 2000 shall be reimbursed up to a maximum of \$800 in any 48 month period, not subject to deductible or co-insurance. Effective January 1, 2001, the hearing aid reimbursement will be increased to \$1,000; and effective January 1, 2002, the hearing aid reimbursement will be increased to \$1,200. For children 12 years old or under, the same benefits can be available after 24 months when it is demonstrated that a covered child's hearing has changed significantly and the existing hearing aid(s) can no longer compensate for the child's hearing impairment.

f. Effective July 1, 2000, under the basic medical program, routine health exams will be reimbursed up to a maximum of \$250 per year for an active employee age 50 or older, and \$250 per year for the employee's spouse/domestic partner, age 50 or older. This benefit is not subject to deductible or co-insurance.

u. Effective May 1, 2000, covered dependent students shall be provided with a 3 month extended benefit period upon graduation from a qualified course of study. The benefit extension will begin on the first day of the month following the month in which dependent student coverage would otherwise end and will last for three months or until such time as eligibility would otherwise be lost under existing plan rules.

§39.12 Eligibility

e. Part-time professional employees shall be eligible to receive benefits if they are employed at a salary rate which would yield a total compensation of \$10,196 or more between July 2, 1999 and July 1, 2000; \$10,502 or more between July 2, 2000 and July 1, 2001; \$10,817 or more between July 2, 2001 and July 1, 2002; \$11,142 or more between July 2, 2002, and July 1, 2003. (Excluding those employees deemed to be casual pursuant to the resolution of IP Charge U-5724.)

h. Effective July 1, 2000, covered dependents of employees who are activated for military duty as a result of an action declared by the President of the United States or Congress shall continue health insurance coverage with no employee contribution for a period not to exceed 12 months from the date of activation, less any period the employee remains in full pay status. Contribution-free health insurance coverage will end at such time as the employee's active duty is terminated or the employee returns to State employment, whichever occurs first.

APPENDIX A-19

Dr. William E. Scheuerman, President
United University Professions
159 Wolf Road
Albany, New York 12205

Dear Dr. Scheuerman:

This is to confirm our understanding that the minimum salaries for employees in research titles who are paid on the basis of a basic annual salary are as follows:

Sr. Research Associate:	Research Associate:	Research Assistant:
1/1/99 - \$38,226	1/1/99 - \$29,665	1/1/99 - \$23,921
1/1/00 - \$39,373	1/1/00 - \$30,555	1/1/00 - \$24,639
7/1/00 - \$40,554	7/1/00 - \$31,472	7/1/00 - \$25,378
7/1/01 - \$41,973	7/1/01 - \$32,573	7/1/01 - \$26,266
7/1/02 - \$43,442	7/1/02 - \$33,713	7/1/02 - \$27,185

Sincerely,
s/Linda Angello, Director
Governor's Office of Employee Relations

s/William E. Scheuerman, President
United University Professions

