



UUP United University Professions

- the union representing more than 27,000 faculty, librarians and professionals on 29 State University of New York campuses, the New York State Theatre Institute, and System Administration with over 2600 retirees
- affiliated with the New York State United Teachers (a statewide organization), the American Federation of Teachers (a national organization),
 - and AFL-CIO (an international organization).

What UUP Does

UUP represents SUNY faculty, librarians, and professionals by negotiating your contract at the bargaining table and representing you in resolving grievances.

UUP has a legislative program and active lobbying campaign in Albany on budgetary and other issues of concern to us as a state university.



What kinds of things are negotiated?

- ✓ Improvement to salary (including minimum salaries);
- ✓ The UUP Benefit Trust fund which provides the dental, vision and a life insurance policy;
- ✓ Health benefit options (including prescription drugs);
- ✓ Terms and conditions of employment not necessarily working conditions (such as office space);
- ✓ Retirement options;
- ✓ Through the statewide Labor/Management Committees - amount to be funded and those funds that go towards programs in professional growth and development (i.e. leaves, conferences)
- ✓ Leave time/accruals and holidays

- ✓ UUP also represents you in resolving grievances.
- ✓ Acts on your behalf on issues and concerns about our status as state employees

How to join UUP?

- To be eligible to join UUP, one must be an employee of the State University of New York, NYSTI, and belong to the Professional Services Negotiation Unit (PSNU, also called the 08 Bargaining Unit).
- 1% of your gross annual salary gets deducted from Full Timers making the minimum salary. Any one who is below the minimum salary or classified as part-time have .9% deducted. Dues are deducted from your paycheck in one of two ways. As a member or as an "AGENCY FEE PAYER".
- Complete, sign and return the UUP "MEMBERSHIP APPLICATION." This enrolls you as a member. Enrollment gives you the right to have a voice in your union. Only members can vote on the Collective Bargaining Agreement. You can check your memberships status by looking at your pay stub: it will say "UUP Member" or "Agency Fee Payer".
- Non-members pay an agency fee and are covered by all the protections and benefits of the contract and benefit from UUP's efforts around the budget. So you get something from paying the 1% fee – but not the right to vote on contract and leadership, participate on committees or be eligible for UUP or any affiliate benefits upon retirement.
- Joining UUP adds to our strength in the legislature and at the bargaining tables so joining gets people a stronger union in addition to their internal rights – and it does not cost any extra!

Call the UUP Chapter
office for your
membership
application at 2-6570.

Programs and Benefits

- Sponsors tenure workshops for faculty and individual mentoring in the tenure process;
- New professionals luncheon/workshop on performance programs;
- Individual development awards (This program is designed to support a variety of professional development activities by employees in the UUP bargaining unit. An employee can be awarded up to \$1000 for an activity (conference, workshop, continuing ed.).
- Tuition assistance program (based on space availability and can be up to 4 credits a semester);
- Annual holiday party in December.
- Dinner dance in February.
- Social gatherings throughout the year offer a chance to meet people outside your own department and establish social as well as professional contacts across the campus.
- Executive Board Meetings held bi-weekly and General Membership Meetings are held once per semester.
- Free Educators Tax Guides – This guide specializes in publishing tax related materials for this in the field of education.
- Discounted fee for defensive driving program held on campus includes your dependents and results in a 10% reduction on premiums.



More Benefits



- Our chapter Co-sponsors STONY BROOK DAY in Albany. Last year we took 600 people on buses to Albany to see our legislators.
- Dependent scholarship program (provided by the UUP Benefit Trust Fund): If your dependent children attend a state operated SUNY School and maintain a C or better average with a full time course load, you may receive \$500 at the conclusion of each semester.
- Benefits = Dental and Vision Plans, health & life insurance and scholarship benefits.
- UUP Employee Assistance Program (in addition to the program available on campus).
- You are also eligible for the NYSUT and AFT sponsored benefits. This includes low-cost auto, homeowners, life insurance, legal services, discount car rentals and theme park tickets.

UUP for Professional Employees Performance Program

- What is it?
 - A written document that spells out the ANNUAL expectations of your work for the university.
- Where does it come from?
 - Your first written performance program should be provided to you within 45 days of your initial date of employment. Your supervisor is responsible to write the performance program with opportunity for you to respond.
- Why do I need it?
 - The performance program is a result of discussion between you and your supervisor, and outlines your duties, responsibilities and objectives for the upcoming year.
 - It is an official record of your work and will be placed in your personnel file.
 - Annual evaluations are based on your performance program and can be helpful when seeking a promotion or salary increase.
 - Performance Programs and Evaluations are critical when an employee is recommended for permanent appointment.

Note: would like to include link to performance program on the Human resources website.

UUP for Academic Employees

- UUP defends SUNY budgets, defends academic freedom
- UUP negotiates professional development programs and leave programs
- UUP provides individual mentoring in the tenure process
- UUP funds a program to assist in preparing for continuing appointment. The program is designed for women, minorities, persons disabilities, and Vietnam veterans.
- UUP sponsors one of the only channels for meeting people outside your own department and establishing social as well as professional contacts across the campus



VOTE COPE

- non-partisan political action fund of UUP ;
- used to support Higher Education issues which benefit UUP members;
- used to support and make contributions to UUP supported candidates and campaign committees that support education and labor;
- highly effective tool for influencing legislative and statewide financial decisions that affect employees;
- a contribution of as little as \$1 a paycheck, which can be done with payroll deduction, gives you a voice in the political arena.

Your 1% union dues can NOT
be used for political action.

More Information on UUP

- Core Campus Chapter website:

<http://naples.cc.stonybrook.edu/Admin/uup.nsf>

- State Office

<http://www.uupinfo.org>

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6/04*

