



UUP: Focused On Families

UUP is family strong.

From negotiating fair wages and protections that safeguard employees on the job, and excellent medical, vision and dental care for members and their families, your union family supports you and your loved ones.

In its 2016-2022 contract agreement with the state, UUP negotiated across-the-board raises in each year of the pact, including retroactive pay. There's also funding for on-base salary inequity/compression adjustments, Discretionary Salary Increases, and a new minimum salary for part-time faculty.

UUP is the first union to negotiate New York State Paid Family Leave (PFL) coverage, which begins January 2019. It provides members with up to 10 weeks of partially paid family leave per year for events such as bonding with a newborn, adoption or foster care placement, caring for family members with serious health issues, or assisting family members in the military stationed overseas. PFL coverage can be added to paid time off through use of contractual accruals for sick and vacation leave to extend time for family care.

Here are other ways UUP helps families through negotiated benefits:

- ◆ UUP's new contract provides mandatory "tenure clock stoppage" for academics and professionals, if requested by the employee, following child birth, adoption or foster care placement.
- ◆ Pre-tax savings programs: Health Care Spending Account, Dependent Care Advantage Account, Adoption Advantage Account, NYS-Ride. The DCAAccount includes a state contribution to individual accounts of up to \$800 each year.
- ◆ Dependent Scholarship Program: Negotiated into UUP's contract, the program provides a scholarship each semester for eligible children of UUP-represented employees enrolled at SUNY state-operated campuses.



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- ◆ Employee Assistance Program: A program providing confidential support, information, problem assessment, and referral services to address life needs, including family and marital issues, drug problems, stress, financial services, child care and elder care.
- ◆ Pre-Retirement Planning: Available online and at seminars for employees at least 50 years old and able to retire in five years.

- ◆ Tuition Assistance for UUP Members: Members may take one tuition-free course per semester and special session at any SUNY state-operated campus on a space-available basis.
- ◆ Worksite Child Care Centers: Infant and toddler care, preschool and summer day camp programs are some of the opportunities offered. Money UUP negotiates provides grants and technical assistance to campus day care centers.
- ◆ Flexible Work Schedules: Options to change work schedules or to move from full-time to part-time work to meet family care needs can be arranged at the discretion of the campus administration. UUP can help members develop flex schedule requests.

Also available are union member services and discount programs. UUP members have access to member benefit and social services programs provided by UUP and our affiliates—New York State United Teachers, the American Federation of Teachers, and the National Education Association.

Go to these websites for more information:

<http://uupinfo.org/benefits/index.php>

<http://memberbenefits.nysut.org/>

<https://www.aft.org/>

<https://www.neamb.com/>

