

Negotiations



August 2016

United University Professions: The nation's largest higher education union

UUP, state contract negotiations under way

UUP's Negotiations Team exchanged conceptual contract proposals with state negotiators July 15. The two sides also agreed on ground rules for negotiations.

This initial meeting marked the start of the formal bargaining process. A schedule of meeting dates from August through November was agreed to, setting the course for continued contract talks.

Who UUP Negotiates With

UUP's 18-member Negotiations Team, headed by Chief Negotiator Philippe Abraham, negotiates with representatives from the Governor's Office of Employee Relations (GOER). The state's chief negotiator, Joseph Bress, was appointed by Gov. Andrew Cuomo. Other state team members include Michael Volforte, GOER's interim director; SUNY representatives, led by Liesl Zwicklbauer, SUNY's assistant vice chancellor for employee relations; and representatives from the NYS Division of the Budget and the Department of Civil Service.



DONALD FELDSTEIN

UUP CHIEF NEGOTIATOR PHILIPPE ABRAHAM AND JOE BRESS, THE STATE'S CHIEF NEGOTIATOR, SIGN A JOINT AGREEMENT LAYING OUT GROUND RULES FOR NEGOTIATIONS AT THE FIRST MEETING BETWEEN THE TWO SIDES JULY 15 AT THE DESMOND IN ALBANY. UUP PRESIDENT FRED KOWAL IS SEATED AT LEFT; MICHAEL VOLFORTE, INTERIM DIRECTOR OF THE GOVERNOR'S OFFICE OF EMPLOYEE RELATIONS, IS SEATED AT RIGHT. LIESL ZWICKLBAUER, SUNY'S ASSISTANT VICE CHANCELLOR FOR EMPLOYEE RELATIONS, IS AT VOLFORTE'S LEFT. UUP NEGOTIATIONS TEAM MEMBERS ARE STANDING BEHIND THEM.

Implications of Working Under an Expired Contract

UUP's contract expired July 1, 2016, but under the Triborough amendment to the Public Employees Fair Employment Act ("Taylor Law"), all contract articles continue until a successor agreement is ratified unless they contain specific expiration or "sunset" dates.

While across-the-board salary increases are date-specific and certain other provisions of the 2011-16 contract expressly sunset, most contract protections and benefits, including medical, vision, and dental benefits, remain in place while negotiations continue.

Other NYS Employee Bargaining Units Also at the Table

UUP's bargaining with New York State typically occurs concurrently with

other state employee union negotiations, and this round is no different. The two largest state employee unions—the Civil Service Employees Association (CSEA) and the Public Employee Federation (PEF)—in addition to other smaller bargaining units, are currently in negotiations with the state.

Need for Fairness and Equity for All UUP Members

Our union is a diverse group. UUP represents 35,000 Professionals and Academics working full-time and part-time at SUNY's state-operated teaching hospitals, university centers, comprehensive colleges, technical colleges, and specialized institutions. UUP is advocating for a contract that, to the extent possible, addresses the concerns

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About UUP ...

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Representing 35,000 academic and professional faculty on 29 State University of New York campuses. Affiliated with New York State United Teachers, the National Education Association and the American Federation of Teachers, Local 2190/AFL-CIO.

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of our membership and is fair and equitable in its application to all of our members.

Role of UUP Members in Contract Ratification

When negotiations conclude, the Negotiations Team will present a tentative agreement to the UUP Negotiations Committee, which consists of one representative from each of UUP's 32 chapters plus an additional part-time professional and part-time academic.

The Committee then makes a recommendation to the UUP membership regarding ratification, and members of the union have an opportunity to vote on the tentative agreement. A neutral third party, typically the American Arbitration Association, oversees the ratification vote and certifies the result.

Team Needs Your Support

Negotiations Team members are UUP-represented SUNY employees who come from all corners of the state. They will spend countless hours representing UUP's 35,000 bargaining unit members at the negotiations table. Every hour at the table requires many additional hours of preparation for negotiations. Team members are volunteers and receive no payment for this effort. Every hour they spend in Albany results in work they need to make up and time away from their families.

Your support of the Team's work is appreciated and crucial to our advocacy for a fair and equitable contract. Please participate in UUP's contract advocacy activities. Attending chapter meetings, wearing a sticker or posting a sign on your office door, and participating in informational

actions or demonstrations that may be called by the UUP President will send a strong message to SUNY and the governor that **UUP Needs a Fair and Equitable Contract.**

Stay Informed

We are committed to communicating with the membership to the extent possible as negotiations proceed. We have created a new "Members Only" portal on the UUP website to facilitate this communication. The Members Only site is password-protected; use the last five digits of your employee ID as your unique password to enter the site. Your employee ID can be found in the center of your pay stub, listed as "NYS EMPLID." The web portal can be accessed at <http://uupinfo.org/negotiations/index.php>

We will keep you informed through regular postings on the website at www.uupinfo.org (look for the red "UUP Negotiations Information" box on the top right of the home page) and articles in our print publication *The Voice* and its online companion *The Echo*. (*The Voice* is mailed five times during the academic year to members' addresses of record. *The Echo* is available online between print issues. Look for *The Echo* icon in the middle of the home page at www.uupinfo.org; current issues can be found at <http://uupinfo.org/ImageFlow/echo.php>)

Periodic updates and information will also be sent to chapter presidents for distribution at the chapter level. This is your contract, and we want members to be informed, involved and active at every stage of the process.

Finally, feel free to contact UUP Chief Negotiator and statewide Vice President for Professionals Philippe Abraham at contract@uupmail.org for information or to submit questions or comments.

Your Negotiations Team



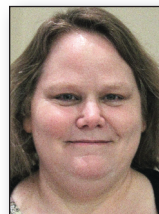
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