



the Downstate Update

DOWNSTATE CHAPTER NEWS

By Redetha Abrahams-Nichols

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UUP CONTRACT RATIFIED



UUP's 2022-2026 contract has overwhelmingly been ratified!

President Kowal stated that the Negotiations Team spent countless hours away from their jobs and families fighting for the historic gains made during this round of negotiations. He is especially grateful to UUP's Chief Negotiator Bret Benjamin and UUP's Counsel to the President Elizabeth Hough who worked tirelessly on our behalf.

Member participation in this ratification vote was greater than voter response for the previous four contracts. In fact, **this is the highest total vote in recent UUP history**. We take this to be a sign both of the important contractual gains achieved in this round, and of the increasing member engagement within UUP.

HIGHLIGHTS OF THE CONTRACT INCLUDE:

- Across-the-board raises, with a 2% raise for 2022 and 3% raises for 2023, 2024 and 2025.
- Retention awards that bring on-base salary increases based on length of service to full-time employees who work seven years, and then 12 years;

Per-course minimum increases for adjunct and part-time contingent faculty. Contingents at University centers and health sciences centers

- will be paid \$6,000 per three-credit course by 2026; contingents at comprehensive and technical campuses will receive \$5,500;
- Living wage increases which raise minimum salaries for UUP's lowest-paid academic ranks and professional grades;
- The addition of the state's new Paid Parental Leave program, which provides 12 weeks of leave at full pay for birth, adoption or foster placement, taken anytime within seven months of such an event;
- No increases in basic health insurance costs, including employee premium shares, co-payments, annual deductibles or co-insurance maximums.
- Improved job security for contingent employees.
- Increased location adjustment pay for

members on Long Island and in New York City.

- For members at SUNY's public teaching hospitals, Holiday pay (or comp time) for all state holidays, on-call pay increases, and salary increases for Medical Residents and Fellows.

The final contract will be printed and made available to members as soon as possible. An electronic copy will be posted on the [UUP website](#). UUP officers and Labor Relations Specialists will work with each chapter to ensure that new contract provisions are understood and appropriately implemented at each campus.

It's vital that we turn to sharing the important gains in this contract that were won by a committed, unified union exercising its power in collective bargaining with those who have not joined UUP. They will benefit from these gains we've won; it's time for them to know that they need to join us for future battles and because it's the right thing to do!

ROWENA MEMORIAL UNVIELED

On Thursday, August 17, 2023, the Downstate chapter held a memorial unveiling in honor of Rowena Blackman-Stroud. It was a memorable day for her family, friends and colleagues who assembled in the Grove where a memorial plaque was unveiled and will be cemented in the Grove Garden in her honor. Rowena served as the UUP Chapter President for over 30 years. She also served in numerous statewide and executive positions. She will forever be remembered for saving hundreds of jobs at Downstate when Governor Cuomo wanted to privatize Downstate. She was truly a warrior for the downstate community.

A scholarship fund has been established in her honor to help students from underrepresented communities. You can click on the link to donate now: <https://bit.ly/RowenaScholarship>





UUP SHOWS SOLIDARITY AT THE NYC LABOR DAY PARADE



UUP took to the streets of New York City Sept. 9, to participate in the annual New York City Labor Day Parade, marching as part of a large contingent of fellow

educational unions including NYSUT, the United Federation of Teachers and the Professional Staff Congress/CUNY.

The annual parade, organized by the New York City Central Labor Council, took place on Saturday, September 9th marched up Fifth Avenue. UUP President Fred Kowal reminded everyone that they are proud, with chants of “Who are we?” coming from his megaphone, followed by a response of “UUP!” from the downstate members along with fellow members from across the state.



“I think what it shows is real enthusiasm for labor and for unions,” Kowal said. “And now the real trick is to convert that into energy that will lead to organizing and more active participation in unions.”



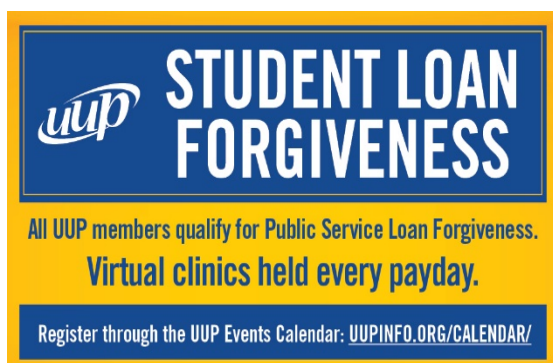
SIGN UP FOR LOAN FORGIVENESS CLINICS

UUP regularly offers virtual student debt clinics to help members navigate the federal public service forgiveness program and learn more about income-driven repayment plans.

The next clinics are set for:

- Wednesday, September 27, 2023 – 11:00 am to 1:00 pm
- Wednesday, Oct. 11, 2023 – 5:00 pm to 6:30 pm
- Wednesday, Oct. 25, 2023 – 11:30 am to 1:00 pm

* Register [Here](#)



REGISTER FOR UUP'S PRE-RETIREMENT WORKSHOPS

UUP is holding its next virtual pre-retirement workshops October through November 2023.

The two-part webinars will cover health care and Medicare, followed by union benefits, such as dental and vision coverage.

The schedule for the workshops is:

- Wed. Sept. 20, 2023 – 6:00 pm to 7:30 pm - Part One
- Thursday, Sept. 21, 2023 – 6:00 pm to 7:30 pm Part Two

* Register [Here](#)

Tuesday, Oct 17, 2023 – 12:00 noon to 1:00 pm – Part One

- Thursday, Oct 19, 2023 – 12:00 noon to 1:00 pm – Part Two

* Register [Here](#)

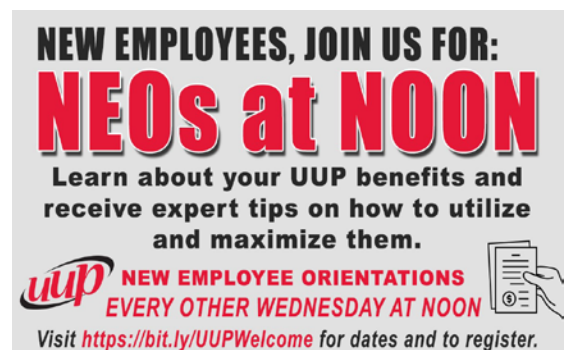
- Monday, Nov 13, 2023 – Part One – 12:00 noon to 1:00 pm and 7:00 pm to 8:00 pm
- Wed. Nov. 15, 2023 – Part One 12:00 noon to 1:00 pm and 7:00 pm to 8:00 pm

* Register [Here](#)

NOTARY SERVICES

Notary Service is now available through the UUP Chapter Office.

Please call the chapter office at (718) 270-1519 and make an appointment.





DEPARTMENT REPRESENTATIVE'S VOLUNTEERS NEEDED

We invite all UUP members to get involved with their union. Here is how you can help.

If your department does not have a UUP Department Representative, please volunteer to serve in that role. Department Reps get up- to-date information on workplace issues. If your department has multiple shifts, each shift should have a Department Rep.

If you have not done so, please send your personal email to Brooklyn@uupmail.org so we can keep you up-to-date on what is happening.



Please donate to the
**ROWENA
BLACKMAN-STROUD
SCHOLARSHIP**
which will help students from underrepresented communities who attend SUNY Downstate Health Sciences University in Brooklyn—the hospital that Rowena loved so much.



<https://bit.ly/RowenaScholarship>



UUP Downstate Chapter

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