



## United University Professions

Dear UUP Professionals,

In the new UUP contract, there are many changes from earlier agreements with the State of New York. Previous contracts contained a list of hospital titles in Appendix 16 that are eligible for on-call/recall. Those hospital titles in A-16 remain eligible in our new 2011-2016 Agreement. But for the first time there is language enabling campus presidents at all UUP chapters to designate other positions as eligible for on-call/recall. They can make adjustments to the list of eligible positions once each year and must notify the UUP chapter and affected employees of such changes. UUP has published a brochure that explains this new contract provision, defines on-call/recall, and provides information to help you determine if you may be eligible for on-call/recall pay. I've enclosed a copy of this brochure for you to study. It's also available on the UUP website at the following link:  
<http://uupinfo.org/negotiations/index.php>

It is important for all UUP members to understand the following:

- 1. The new on-call/recall provision constitutes a restart.** There are no UUP professional positions specifically excluded from consideration for on-call/recall. Employees who are required to be available (on-call) and/or are required to return to work (recall) should get the appropriate compensation as defined in Article 20 of the contract.
- 2. The new on-call/recall provision gives management a way to compensate UUP members.** Previous arrangements do not make anyone ineligible for compensation under the new contract. Anyone who is told by a supervisor or other campus administrator that a position/title was specifically excluded or that your salary already includes compensation for "on-call," should report that to their UUP Chapter Officers. No positions were explicitly excluded during contract talks.
- 3. UUP will advocate for you.** If you believe you should be eligible for on-call/recall compensation, contact your UUP Chapter Officers. You can also contact our statewide Vice President for Professionals, Philippe Abraham at (518) 640-6600 or [pabraham@uupmail.org](mailto:pabraham@uupmail.org).

UUP negotiated this provision to address the demands of the 24/7 environment and the increased duties and responsibilities of UUP members. Our union stands committed to working together to improve the working conditions we deal with every day.

In Solidarity,

A handwritten signature in black ink, appearing to read "F. Kowal", written in a cursive style.

Frederick E. Kowal, Ph.D.,  
President

Enc.