



## It's about R-E-S-P-E-C-T! Fair Contract Now!

**Our work** ensures that students receive the **high-quality education** they are entitled to. **Our working conditions are our students' learning conditions.**



Our last contract with the state expired in June **2016—20 months ago.**  
**That is too long!**



In our last contract, the state demanded:

- No across-the-board percentage raises for 3 years—zero;
- 2 furlough days of lost pay;
- An interest-free loan of 7 days' pay; and
- Increases in our share of health insurance costs!

**Now SUNY says it is financially sound and enrollment is increasing!**



**It's time that SUNY recognizes the vital work we do!  
It's time for SUNY to step up, address our reasonable concerns, and support an agreement—NOW.**

## It's about respect.

**It's about fairly sharing the burdens of bad times and the benefits of better times.**

### It's about:

- A compensation package that includes equitable on-base salary increases;
- A reasonable minimum salary for part-time academics to ensure we are all appropriately compensated for the work we do;
- Extending NYS paid family leave benefits to UUP members to help ensure we are not forced to choose between work demands and family needs; and
- Providing longer term appointments for contingent employees to give these members some amount of job security.

**It's about supporting the  
EMPLOYEES WHO MAKE SUNY WORK.**

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## United University Professions

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