



## **Resolution in Support of Contingent Employees**

The following resolution was passed by the SUNY Cortland UUP Chapter Executive Board on October 8, 2020.

Whereas, contingent employees at SUNY Cortland comprise all Professional Staff and Academic Faculty with an appointment for which continuing appointment or permanent appointment is not prescribed, meaning that contingent employees have little to no job security, and

Whereas, this precarious employment status of our contingent colleagues means that their access to healthcare benefits is continually unstable and, especially in this public health crisis, a source of profound anxiety, and

Whereas, despite their insecure status, our contingent colleagues have created and sustained programs, established new courses, served on key campus committees and task forces, and in general supported students in all facets of their educational experience at SUNY Cortland, and

Whereas, the work of our contingent colleagues has added tremendous value to our institution, in the form of unique courses and programs, thoughtful and innovative pedagogy, and, most notably, enrolled, retained, and successfully graduated students, and

Whereas, despite its profound value, the work of these steadfast contingent employees has typically been insufficiently compensated – save for occasional verbal expressions of appreciation or the bestowal of additional (unpaid) titles, and

Whereas, as our campus, our state, and indeed our nation quickly approach the precipice of a large, perhaps unprecedented economic recession, the time is now for SUNY Cortland to address this long-standing inequity regarding our contingent employees;

Therefore be it resolved, that UUP Cortland Chapter calls upon SUNY Cortland Administration to publicly join with UUP Cortland Chapter in an aggressive campaign to secure more funding for SUNY and for SUNY Cortland, not only through federal aid, but also through increased tax revenue for our state,

And be it further resolved that UUP Cortland Chapter calls upon SUNY Cortland Administration to commit now to prioritizing rehiring all contingent employees, and/or to take all possible measures to ensure continuity of health care benefits in this COVID19 pandemic,

And be it finally resolved, that UUP Cortland Chapter calls upon SUNY Cortland Administration to commit to working in transparent collaboration with key stakeholders to identify all possible fiscal alternatives and revenue generating options.