

UUP CONTRACT RATIFICATION SUMMARY

Grievance Procedure (Article 7)

Side Letter that allows for Steps 1, 2 & 3 or arbitration to be conducted by video conference, teleconference or in person.

Discrimination (Article 10)

Remove list of specific protected classes and replace with “prohibiting all forms of illegal discrimination.”

Discipline (Article 19)

Side Letter that allows for interrogations, disciplinary grievance meetings or arbitration to be conducted by video conference, teleconference or in person. If a suspension is deemed improper by an arbitrator or an employee is found not guilty of the charges in the NOD, accruals used during time of suspension are reinstated. Statute of Limitations for a research misconduct case involving an outside grant is extended to one year after completion of the campus research misconduct investigative procedure.

Compensation (Article 20)

Across the Board Basic Annual Salaries Increases	
2%	Effective July 2/Sept. 1, 2022 (Retro)
3%	Effective July 1/Sept. 1, 2023
3%	Effective July 1/Sept. 1, 2024
3%	Effective July 1/Sept. 1, 2025

2022 and 2023 Across the Board payments are expected to be processed in the 11/22/20223 check.

<p>Salary Minima for Academic Rank/SL grade: Minimum maximum salary will be adjusted as soon as the schedule is provided to us by SUNY it will be published on the website.</p>

Discretionary Salary Increases (payable to incumbents on payroll June 30, 20XX and at time of payment)	
Effective July 1, 2023 (payable no later than Dec. 31, 2023)	\$400 Lump Sum Payment, on base, pro-rated for part time employees
Effective July 1, 2024 (payable no later than Dec. 31, 2024)	0.5% on-base distributed to employees per management discretion
Effective July 1, 2025 (payable no later than Dec. 31, 2025)	
Effective July 1, 2026 (payable no later than Dec. 31, 2026)	

\$400 Lump Sum Payment date is TBD. Modified eligibility language to allow employees on leave without pay to receive increase when they return to payroll

Part-time Academic Faculty Minimum Salary: Contractual minimum salary increase per three credit course for part-time academic employees not paid hourly or not paid on the basis of basic annual salary. The credit hour equivalent for contact hours and other credit equivalencies will be determined by management based on practices at each individual campus.

Effective the semester beginning after	University Centers and HSCs	Comprehensive and Tech Campuses
July 1, 2023	\$4,000	\$3,500
July 1, 2024	\$4,500	\$4,000
July 1, 2025	\$5,000	\$4,500
July 1, 2026	\$6,000	\$5,500

Part-time academic faculty members shall receive salary increases in each year of the agreement by either the ATB or applicable part-time minimum, whichever is greater.

On-call pay and recall pay: Effective July 1, 2023, increase the on-call pay rate from \$6.00/hour to \$8.00/hour Upstate.

Holiday Pay or Comp Time Option: Provide holiday pay for employees of Upstate assigned to work in the hospital with option for comp time.

Lump Sum Payment: Full time employees on the payroll upon ratification will receive a lump sum payment of \$3,000, payable as \$1500 July 1, 2024 and \$1500 July 1, 2025. PT employees will receive a prorated payment.

Leaves (Article 23)

1. Effective July 1, 2024 adjust part-time academic employee accrual rates for new hires and Full Time employees who become part-time after the effective date, based on 3 credit course or credit hour equivalents:

3 credit hours/3 credit hour equivalents < 6	1/4 day per month
6 credit hours/6 credit hour equivalents < 9	1/2 day per month
9 credit hours/9 credit hour equivalents or more	1 day per month

2. Increase maximum accumulation of sick leave credits from 200 to 225 but maintain 200 day so sick leave maximum for conversion to pay for health insurance in retirement.

3. Specific language added for when medical documentation can be required for employee absences which mirrors civil service time and attendance manual.

4. Effective January 1, 2024, an employee who is assigned to work at Upstate hospitals and who is eligible to observe holidays and who is required to work on a holiday shall be granted additional compensation at the rate of 1/10 of the employee's bi-weekly rate or, at the employee's election, a compensatory day off for each full day worked. An employee who is assigned to work at Upstate hospitals and who is eligible to observe Thanksgiving or Christmas, and who is required to work on such holiday, shall be granted additional compensation at the rate of 3/20 of the employee's bi-weekly rate or, at the employee's election, one and one-half compensatory days off for each full day worked.

6. New York State has announced a new Paid Parental Leave (PPL) benefit for State Professional (UUP) employees effective 4/11/23. Paid Parental Leave (PPL) provides eligible UUP employees up to 12 (twelve) weeks of paid leave for one of the following qualifying events occurring within a 12-month period: Birth of a child; or Adoption of a child, or; Foster care placement.

PPL Overview:

- Provides up to twelve (12) weeks of paid leave.
- May begin on the date of birth, adoption or foster care placement, or any time thereafter within seven (7) months of the qualifying event.
- Ends seven (7) months from the date of the qualifying event.
- Cannot be used intermittently and must be taken in a block of time.
- Can be taken for part of or the full 12 (twelve) weeks, but once an employee returns from PPL, use of this benefit is no longer available.
- All other leave benefits, including sick leave accruals, family sick leave benefits, Paid Family Leave (PFL) and Family Medical Leave Act (FMLA), remain unchanged and available for use when applicable.

Eligibility:

All UUP employees who work full-time or who work at least 50% (fifty-percent) part-time are eligible after six (6) months on the payroll.

A full-time academic employee who has completed one semester on the payroll is eligible.

A part-time academic employee who is currently on payroll or assigned to teach, has completed at least one semester teaching six credits or credit equivalences, and who was on the payroll teaching any number of credits or credit equivalents during the semester immediately preceding the need for leave, is eligible.

If a part-time academic employee has not taught or is not scheduled to teach at least six credits or credit-equivalents in a semester for more than 18 months after gaining eligibility, they must re-establish eligibility as provided above.

Applying for PPL

To request this leave, email an HR Leave Specialist at leaves@upstate.edu

Duration (Article 55)

Term shall be July 2, 2022 to July 1, 2026

Evaluation/Promotion of Professional Employees (Appendix A-28)

- The immediate supervisor of a new professional employee shall consult with such new employee concerning a performance program and the system of evaluation within the first month of the initial appointment. The performance program shall be established within 15 working days from the date of consultation.
- The performance of each professional employee, without regard to employment status, shall be formally evaluated in writing by the immediate supervisor once each year during the length of the employee's appointment, and as changing conditions warrant, except where the employee is serving his or her final year of University service.

Evaluation/Promotion of Professional Employees (Appendix A-28)

- Throughout the evaluation period, the immediate supervisor is responsible for monitoring the employee's performance. If, as part of the informal ongoing evaluation process, the immediate supervisor identifies a continuing need for improvement in the employee's performance, it is the responsibility of the immediate supervisor to discuss this with the employee without delay, to provide specific examples of the employee's performance that are in need of modification, and to offer specific suggestions for improvement.
- Provide campus President 30 calendar days (more time) to make final determination after the Committee on Professional Evaluation issues a report.
- Require reasons if college President declines committee's recommendation.
- Establish a University Review Board for claims that the campus President's decision was arbitrary and capricious.
- Require reasons if the college President disagrees with the College Review Panel's recommendation on a promotion.
- Determine effective dates if a promotion or salary increase is granted as part of the appeal process.

Compensatory Time (Appendix A-29)

Clarification that MacKensie Smoot (FLSA Exempt) comp. time is not hour for hour.

Leave Donation (Appendix A-45)

Reduce eligibility criteria from expected absence of two biweekly payroll periods to one biweekly payroll period. Allow for intermittent absences after employee returns to work for treatment, utilizing donated leave.

Board of Trustees Policies

Part-time Service (Article XI, Title D, Section 2)

Provides 1 year term appointments to part-time employees after 6 consecutive semesters/ 3 years of service.

Probationary Appointments (Article XI, Title E)

Provides for an initial 3-month probationary appointment for any full-time professional in a teaching hospital position at a SUNY Article 28 facility whose professional obligation will include patient-facing duties.

More information to come we are awaiting clarification on how this will be implemented for SUNY. No action is required at this time.

Side Letters

There is a commitment to explore the potential benefits of remote work, and we understand there will be further discussions about remote work between SUNY System Administration and UUP.

To access ratified contract, scan the QR code below OR click link here: <https://adobe.ly/46HPIdx>

