



# Supports Work/Family Balance



## How UUP is working for you and your family:



**Birth**



**Elder Care**



**Adoption**



**Day Care**

UUP has an active Family Leave Committee working for paid leaves for birth, adoption, elder care and care of sick relatives and domestic partners.

UUP takes an active role in advocating for state employee programs that facilitate work/family balance, including the Employee Assistance Program, Dependent Care Advantage Account, Health Care Spending Account, on-site Daycare Centers at SUNY campuses, LifeWorks resource and referral service, NYS-Ride, pre-retirement planning seminars and America on the Move wellness programs.

UUP is a member of the New York State Paid Family and Medical Leave Coalition, which is working for state paid family leave legislation. The Families in the Workplace Act (S1501B and A1301A) covers private sector workers and could be an important step toward paid family leave for both private and public sector workers in New York State.

UUP is undertaking a salary inequity/family leave study to shed light on the ways family care responsibilities and inadequate leave options can impact UUP members' salaries, job stability and career advancement.

*United University Professions is the nation's largest higher education union*

**William E. Scheuerman, President**

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