

FOUNDING PRINCIPLES

AFFIRMATIVE ACTION – GOALS

Affirmative action can best be defined as developing an equitable work force policy. In the changing demographic reality of New York State, SUNY and UUP have to be particularly sensitive to the needs of minority populations and women. Consequently, UUP seeks to have in all ranks—academic and professional—a population of its members that at least reflects the rich diversity that exists in New York State.

Toward this goal, UUP will, among other things:

1. Establish ongoing workshops on affirmative action to educate and energize each campus unit in affirmative action;
2. Encourage local chapter committees to monitor and report to UUP the progress being made, so that UUP may undertake actions to accelerate motion toward its declared goal;
3. Establish and support activities to recruit a SUNY student body that also reflects our State's diversity; and toward such ends; UUP resolves to pursue its affirmative action goals with a vigor and inventiveness that will make affirmative action, like contract negotiations, central to its very purpose as a union.

DA: 05/01/87

Reaffirmed - **DA: 10/03/98**

BARGAINING AGENT FOR SUNY

That United University Professions continue as an integrated bargaining agent for the State University professional staff, and particularly that United University Professions actively reaffirm its commitment to achieve equitable rights and benefits for all members of the professional staff of the State University.

DA: 10/12/73

CHILD CARE CENTERS – SUPPORT

That SUNY support the quality of family life and the education of young children by committing itself to ongoing support for child care centers established on its campuses.

EB: 11/12/86

DUES EQUITY

That the Executive Board favors equity as the principle guiding dues assessments for all professional and academic employees.

EB: 05/27/75

GENDER-NEUTRAL LANGUAGE

That UUP adopt as a policy that all UUP publications, communications, and internal documents will use gender-neutral language; and,

That chapters be encouraged to adopt the same policy; and,

That a recognized guideline for implementing this policy will be utilized.

DA: 09/23/89

GOVERNANCE

That the UUP Executive Board encourage campus chapters to take whatever action is necessary on the campus to insure full governance rights for all members of the State University professional staff.

EB: 09/19/74

INCORPORATION

That this organization, United University Professions, Inc., terminate its corporate status and continue in existence as an unincorporated association and that the same be accomplished in such manner and on such terms as are provided in the Plan of Dissolution hereto annexed; that the Executive Board of this corporation and the officers thereof be and they hereby are directed and authorized to take the necessary steps and to execute the necessary documents to effectuate the dissolution herein consented to and authorized.

DA: 02/06/81

LINK AWARD

That UUP establish the Eugene P. Link Award to recognize and honor persons whose contributions to the establishment and advancement of higher education unionism have been significant.

EB: 10/11/84

NYSUT – POST-SECONDARY EDUCATION

UUP affirms its commitment to cooperation between NYSUT's affiliates within higher education. UUP also endorses the specific recommendation of the ad hoc committee that higher education representation be integrated into appropriate NYSUT committees for the purpose of achieving greater recognition of our communality of interests and greater participation in the affairs of NYSUT. The Executive Board of UUP expresses the hope that such an activity will lead to increased recognition of the place of higher education concerns within the total concerns of all NYSUT members.

EB: 04/19/74

**ORGANIZING – NEW YORK STATE THEATRE INSTITUTE
(NYSTI)**

That this Delegate Assembly goes on record as extending its hospitality to the formal organization of a UUP chapter at the New York State Theater Institute; and,

That the Delegate Assembly further extends a similar welcome to other unorganized workers as they seek to become affiliated with the Nation's Largest Higher Education Union – UUP.

DA: 01/29/93

PART-TIME MEMBERS – ACTIVITY IN UUP

That the state UUP leadership encourage the full integration of part-time UUP members into all aspects of the university community including all terms and conditions of employment; and;

That the state UUP leadership along with members of the state Part-Time Concerns Committee, at the invitation of local campuses, visit them for the express purpose of encouraging the part-time employees into active UUP membership.

DA: 02/03/90

PART-TIME MEMBERS – FAIR TREATMENT

That UUP reaffirm its policy of fair and equitable treatment of part-timers and to improve substantially the terms and conditions of employment for part-time workers with particular regard to job security, health care benefits and seniority rights.

DA: 10/12/84

PART-TIME MEMBERS – OPPOSITION TO NON-RENEWAL

That UUP and all its components are as fully and irrevocably opposed to the non-renewals and other forms of dismissals of part-timers as they are to the retrenchments and other forms of dismissals of full-timers, and that this position shall be communicated to the full membership of UUP.

DA: 02/01/92

PART-TIME MEMBERS – SALARY

That it is UUP's stated policy that:

1. Part-time professional employees shall be paid on a scale no lower that on which full-time professional employees are paid;
2. Part-time professional employees shall be extended adequate fringe benefit provisions, if they are not so covered in other places of employment;

3. Part-time professional employees shall be able to achieve the protections of seniority, continuing or permanent appointment, and adequate notice and review procedures.

DA: 02/14/75

PART-TIME MEMBERS – WORKING CONDITIONS

That the Delegate Assembly supports the concerns of part-time members of the bargaining unit and urges increased efforts by local and statewide leadership to investigate all available avenues to correct the lamentable conditions under which they work.

DA: 09/19/87

PRIVATIZATION

That UUP is strongly opposed to any reduction or privatization of student support services; and,

That UUP will publicize the potential dangers of such actions to New York taxpayers as well as use our influence with our affiliates to stop this proposal.

DA: 09/22/89

PUBLIC EMPLOYEES FAIR EMPLOYMENT ACT

That UUP supports efforts for repeal of the Taylor Law prohibition against strikes by public employees in education and the removal of all strike penalties such as the loss of tenure, double loss of pay, and imprisonment for striking employees.

DA: 02/08/74

RETRENCHMENT

That the policy of UUP shall be to oppose all layoffs from faculty and staff positions at the State University except those occasioned by retirement or termination for cause;

That UUP strongly recommend to members of the faculty and staff of the State University that they not participate in campus or statewide efforts to identify programs, departments, other units or individuals for retrenchment inasmuch as such efforts can only produce dissension and disunity among colleagues at the sacrifice of academic integrity; and,

That UUP strongly urge the Chancellor's Commission on Priorities to devote its attention to identifying new and needed programs to serve the educationally by-passed groups in the State, to respond to the variety of unmet educational, cultural and social needs of the State, and to insure that the State maintain the invaluable resource of a highly-trained staff of professional resources; and,

That UUP establish with the Chancellor or other appropriate authorities means to insure that any shifting or cutting of resources

not damage efforts to develop a meaningful affirmative action program; and,

That UUP use every available means, within and outside the framework of the contract, to implement these policies, in particular, to join with student and community groups and organized labor in pursuing the objectives of this resolution.

DA: 10/10/75

That UUP use all its bargaining power (and leverage available from its parent organizations) to have established a no-layoff policy in the State University – any reduction of personnel to be accomplished only by attrition.

DA: 09/15/78

That UUP use the full weight of its political and publicity resources, in addition to its use of the grievance process, to prevent further retrenchments; that every effort be made to compel administrators to prove the existence of unavoidable financial exigency, with an insistence that reallocation of resources, reorganization, cyclical deadlines in enrollments and other spurious justifications are simply unacceptable as cause for retrenchments; that UUP unilaterally announce that it will protest and seek to prevent any hiring of new faculty at an institution undergoing retrenchment; that UUP demand that the Chancellor of SUNY in conjunction with UUP Central develop uniform guidelines concerning retrenchment in labor/management meetings, such guidelines to be applicable to every campus of the SUNY system; that the UUP Executive Board immediately set up a special "Task Force on Retrenchment" to:

1. Inform all members in all chapters whenever a retrenchment action appears likely anywhere;
2. To mobilize the resources of UUP as a whole in order to prevent arbitrary retrenchments;
3. To explore new methods of putting maximum pressure on SUNY administrators beyond the formal provisions of Article 35, including picketing, use of adverse publicity, legislative resolutions, ad hoc alliances with the labor movement and student organizations, lobbying, etc., to block every retrenchment;
4. To conduct an immediate educational campaign so that the general public may be informed of the disastrous consequences of retrenchment upon their public educational system;

5. To authorize that UUP assign continued high priority to lobbying efforts establishing statutory tenure for the SUNY system;

That all chapters of UUP undertake to (a) develop local and particularly appropriate campaigns to stem retrenchment and (b) all members welcome retrenched colleagues to new departments with full tenure and seniority rights, through lend-lease programs, new hires, and any and all creative approaches to saving colleagues' jobs and income.

DA: 10/05/79

That any hiring of new academic and professional staff that depends for its funding on the termination of already employed faculty and staff will be combated by UUP through picketing, adverse publicity, communication with those who have been offered appointments to other people's jobs, and every other means at our disposal; that we will not accept the term "reallocation" as a pretext for "retrenchment;" that any appointments that are then followed by a retrenchment order will also be treated by UUP as constituting "hiring during retrenchment" and will be immediately opposed on the grounds that long-term commitments to those who have already devoted their careers to this institution have priority over promises to prospective employees who have not yet taken up their duties.

DA: 02/06/81

That all faculty and staff members associated with planning committees be asked to subscribe to the following principle:

"I will not participate in any plan to name programs or my colleagues for retrenchment and will resign from my committee if it attempts to do this";

That UUP will publish the name of all who refuse to subscribe to such a commitment; that if existing committee plans are later used for retrenchment, members who helped formulate them should be asked to repudiate publicly the improper use of their ideas and good names.

DA: 02/06/81

That the Delegate Assembly reaffirm UUP's traditional policy calling for non-participation on campus priorities committees.

DA: 02/05/82

That the UUP Executive Board reaffirms its long-standing policy of opposing participation of UUP members in campus activities and committees which recommend priorities for layoffs and

retrenchment of university programs and employees and that UUP publicize our position when necessary and appropriate.

EB: 01/13/89

That UUP continue to use every means at its disposal to resist layoffs in any form; and,

That we call upon the local college councils to actively oppose such action by local college managers.

DA: 05/05/90

That UUP mount a campaign of resistance to current and prospective retrenchments and that it communicate the deeper implications of retrenchments to state policymakers, the public, and members of the university community, using demonstrations, appropriate media campaigns, intensified lobbying, and other appropriate means.

DA: 10/12/90

That UUP, at each chapter, demand an impact statement concerning the effects of any retrenchments, reallocations or reorganizations on programs that foster multicultural, gender and race-related diversity in our academic curriculum and our community.

DA: 05/04/91

SEXUAL HARASSMENT

UUP does not condone sexual harassment in any form; however, we are obliged to insure due process to faculty or professional staff accused of sexual harassment. The Discipline article of the contract (Article 19) provides a context within which both of these goals can be accomplished. Section 19.1 provides the opportunity for informal resolution of a complaint. Section 19.4 provides for specificity and due process should the complaint be formalized and punitive action against an accused person be contemplated. The Article as a whole provides the only legal basis for the imposition of discipline upon a unit employee.

We also recommend that the issue be raised for discussion and to encourage awareness in union and in faculty meetings, and in formal labor/management meetings on campus; and that UUP chapters work with campus women's groups to initiate such discussions.

EB: 05/08/80

That it be the policy of United University Professions to deplore any and all forms of sexual harassment of its members and to

promote working environments free of sexual harassment in the State of New York through individual and collective action; and,

That towards this goal United University Professions undertake the following actions, among others:

1. To educate its members about sexual harassment, including the definitions, the protections available to them, and the procedures to use in seeking correction and/or redress of harassing situations;
2. To cooperate with the institution, officials, colleagues, and others in the university community and appropriate agencies to promote a dignified and harassment-free working environment for all employees, students, patients, and visitors of the State University;
3. To ensure this policy becomes a fundamental principle of service to members and to encourage chapters to take a leadership role in integrating the policy into their regular provisions of service to members through such means as newsletters, workshops, and chapter meetings;
4. To provide training for its chapter and statewide leadership on prevention and remedies;
5. To assure certain and sure enforcement of penalties for sexual harassment in the context of due process; and,
6. To seek and support state and federal legislation to increase and improve enforcement of sexual harassment protections; and,

That United University Professions establish a policy on sexual harassment for its employees which includes, minimally, a policy statement that UUP will not tolerate sexual harassment, definitions of sexual harassment, and a complaint procedure for reporting and resolving claims of sexual harassment in the workplace.

DA: 01/30/93

SEXUAL ORIENTATION

That United University Professions opposes discrimination on the basis of sexual orientation and gender identity within its membership, the University, or society at large; that United University Professions will continue to work through negotiations, public statement and education to achieve a prohibition of such discrimination.

DA: 05/09/80

SOLIDARITY – LABOR COUNCILS

That UUP encourage its chapters and labor council delegates to link with other unions in establishing labor solidarity committees.

DA: 02/03/84

TREASURER – ASSISTANCE

That record keeping and the mechanics of the fiscal bookkeeping procedures of the Association be performed by qualified staff at the central office under the supervision of the Treasurer.

DA: 10/12/73

UNION RIGHTS

UUP recognizes the rights of its members to express their views and to organize themselves to promote those views. Such groups, when formed for internal UUP political purposes, are, however, not part of the structure of UUP, but are private groups, and, as such, are not covered by those contract articles which guarantee union rights, for example, those dealing with meeting space, bulletin boards, mail distribution, lists, and information and data. Those articles are applicable only to UUP, as signatory to the contract, and to the chapters, as its agents; a statement of this principle may be found in the article dealing with Bulletin Boards in the 1979-82 State/UUP Agreement. These negotiated rights are not extendible to private groups or individuals. (The rights of candidates to fair access to the membership during elections are covered by Landrum-Griffin regulations which may supersede certain specifics noted above.)

EB: 12/04/82