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UNITED UNIVERSITY PROFESSIONS
Purchase College, SUNY Chapter
<http://www.purchaseuup.org>

Part-Timers Fact Sheet

Union membership:

- Part-timers who join UUP are full members. They receive a full vote in all union elections and contract ratifications. They may hold any office in UUP and have all the same rights as full-timers.
- The UUP constitution requires that every chapter have an elected Part-Time Concerns officer.

Appointments:

- Receive appointment letters informing them of benefits and what duties are required;
- After 6 consecutive semesters must receive Term Appointment;
- Term appointment entitles them to a job for the term specified and 45 days' notice if they are not being rehired after the term expires.

Pension:

- Part-timers with term appointments are eligible to participate in the either the Teachers Retirement System (TRS) or Employees Retirement System (ERS) Defined Benefit plans, or the TIAA-CREF Defined Contribution Plan. Depending on pension tier, the state will pay from 8% to 10% of salary (Employee contributes 3%). All part-timers are eligible from date of hire.

Compensation:

- Entitled to negotiated salary increases when we negotiate them.

Health Insurance:

- Part-timers who teach two courses or, if they don't teach courses, who are expected to earn \$12,205 per year are eligible for the same health insurance as full timers. They receive coverage for 6 months for every semester or 5 month period they work. If they work two semesters or 10 months, they receive a full year of coverage.
- Part-timers who do not qualify for health insurance may buy it at the group rate.
- Joint Committee on Health reviews benefits eligibility problems for part-timers.

Benefit Fund:

- Part-timers who are eligible for health insurance also qualify for the Benefit Fund. This includes a dental benefit, vision benefit, and a scholarship for dependent children who attend SUNY state-operated colleges.

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Health Insurance Upon Retirement:

Part-timers and their spouses will receive lifetime health insurance after they retire if they:

- Are age 55 or older;
- Have 10 years (120 months) of health insurance eligibility in any state agency, not just SUNY;
- Retire while they are receiving state health insurance benefits.

Disability Insurance:

- All employees who are eligible for health insurance coverage are covered by the SUNY disability insurance program after one year of service.

Life Insurance:

- All employees receive \$6,000 life insurance.

Dependent Care Accounts:

- Part-timers may elect to have a pre-tax dependent care account for child or elder care. The state contributes between \$200 and \$600 to such accounts in inverse relation to salary.

Medical Flexible Spending Accounts:

- Part-timers who are eligible for health insurance may elect to have a pre-tax medical spending account to pay for unreimbursed medical, dental and optical expenses as well as other expenses permitted by the IRS.

Professional Development Opportunities:

- May enroll tuition free in one course per semester or special session at a UUP represented SUNY campus if space is available;
- Eligible for individual professional development grants through Joint Labor/Management funded committee;
- Eligible for technology grants;
- Eligible for disability grants;
- 15% of professional development funds must be available for grants to part-time employees.

Leaves:

- All part-timers receive sick leave. Amount varies with amount of work.
- Calendar year and College year part-timers receive vacation leave. Academic year do not. Amount varies with amount of work.
- Calendar year and College year part-timers are entitled to contractual holidays.
- Additional Sick Leave - the campus president has the authority to extend sick leave beyond amount accrued at full pay, partial pay or no pay.

Labor/Management Meetings:

- Requires campus labor/management meetings that are devoted exclusively to part-time employee issues.