



SENTINEL

ONEONTA CHAPTER NEWSLETTER

Contract Negotiations Extra

March 5, 1986

Tentative Agreement Reached

United University Professions and the State of New York late Tuesday, March 4, achieved a tentative agreement on a new three-year contract. The agreement was reached in an executive level meeting between UUP president Nuala Drescher and Thomas F. Hartnett, Director of the Governor's Office of Employee Relations.

Drescher and Hartnett had been conducting a new round of executive level discussions. They had held previous executive level meetings, seeking a breakthrough in the impasse, but had not been successful. UUP's previous contract with the state expired June 30, 1985.

The tentative agreement includes across-the-board pay increases of 5% during each of the agreement's three years. The first year's increase would be retroactive to September 12 for college and calendar year employees and to November 7 for academic year employees. This would in effect reduce the first year's 5% to 4%. An additional 1% of the total payroll would be available in each year for discretionary increases.

Professional employees who have achieved permanent appointment would receive a one-time payment of \$500 under the tentative agreement. In addition, money would also be available to fund perceived salary disparities in the amount of \$1 million during the agreement's second year and \$2 million during the third. The first disparity priority to be examined and addressed would involve longevity. During the second and third year of the tentative settlement 1% of the total payroll minus the funds set aside for disparity would be available to implement the recommendations of the Arthur Young study on SUNY professionals' classification and promotion system. One UUP source estimated this remaining amount to be almost \$8 million.

A new term appointment program for part-time employees is also called for in the tentative accord. In addition, UUP-represented employees would become participants in the new Empire health insurance plan.

UUP announced today that it was suspending those activities designed to bring about a resumption of bargaining, including the March 12 rally.

Although a tentative agreement has been reached, a new contract will not be in effect until it has been ratified. UUP's negotiations team will review the tentative settlement and then the larger negotiations committee, comprised of representatives from each chapter will meet and decide whether to recommend or not recommend the tentative agreement to the UUP membership. The final ratification step will occur when the entire UUP membership votes on the tentative accord. On the State's side, the legislature and Governor must approve the agreement and pass legislation to implement it.

Further details of the tentative settlement are expected to emerge next week. The Oneonta UUP Chapter leadership and the *Sentinel* are committed to keeping our members as informed as possible as quickly as possible and we will publicize those details as they become available.