

Your Union Contract **At Work!**

**FAST
FACTS**

Programs to Assist Members with Education, Professional Development and Training

Tuition Assistance for UUP Members

“Space Available” Program—This negotiated benefit allows full-time and part-time employees in the UUP bargaining unit to take one course each semester and special session (e.g., summer session and intercession) from a UUP-represented state-operated SUNY campus tuition free, as long as space is available in the course. Fees other than tuition are paid by the employee.

Those interested in applying should contact Human Resources at the institution they will be attending. UUP chapter offices can also provide information about the process and address member questions.

(Contract Article 49)

EKB eLearning Program

Empire Knowledgebank (EKB) eLearning Program—This program allows UUP-represented employees access to eLearning products provided by Enterprise Training Solutions Inc. through the EKB license. Employees have the opportunity to access thousands of eLearning courses, eBooks and short course videos for opportunities to enhance their professional and career development, for certification preparation and continuing education in a variety of areas. The EKB license can be accessed anytime and anywhere with an internet connection and is provided at no expense to the campus or the employee.

Program details and eligibility information are available at <https://on.ny.gov/2Mo823y>



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.

518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG

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Grant Programs

Joint Labor-Management Programs are contractually negotiated and jointly administered by state-level committees composed of representatives from UUP, SUNY, and the Governor's Office of Employee Relations. These programs address mutually identified needs and goals of UUP and New York state. Some programs, such as the Individual Development Award program, are administered at the campus level by joint committees consisting of representatives from UUP and the campus administration.

The following programs are exclusive to UUP bargaining unit members and focus on individual employee development:

Individual Development Awards (IDAs)—IDAs are designed to support a variety of professional development projects or activities, assisting eligible employees in developing their full professional potential and to prepare for advancement. Campus Professional Development Committees, comprised of UUP members and management representatives, are formed to review applications and award funding. Funding is available to full-time and part-time bargaining unit members. Maximum award amount is \$1,000 per employee per award period. Interested employees should reach out to their UUP chapter office for specific award timelines.

Program details and eligibility information are available at <https://on.ny.gov/2MvHzBn>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional develop-

ment, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Dr. Herbert N. Wright Memorial Safety and Health Training Award Program—This program provides an opportunity for employees with safety and health and environmental responsibilities to update and refine the skills and knowledge needed to recognize, control and correct potential hazards in the workplace and to ensure compliance with applicable laws and regulations. Funds are available for educational, training, and skill-building activities at local or remote sites. The maximum individual award under this program is \$3,000. An individual may apply for more than one award within the current contract period.

Program details and eligibility information are available at <https://on.ny.gov/2FHeP88>

Dr. Nuala McGann Drescher Leave Program—This program, open to full-time term employees, seeks to promote a broad diversity of award recipients with preference given to minorities, women, employees with disabilities, or employees with military status who are preparing for permanent or continuing appointment. Types of support available include: payment of employee's regular salary by the campus; salary for a replacement; and other related expenses for research or study with a justification.

Program details and eligibility information are available at <https://on.ny.gov/2WaFiQk>

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Employment Coaching and Placement Program—

This program provides financial support for employment coaching, placement fees and related expenses to employees whose employment has been terminated due to retrenchment, or who have been notified of retrenchment, or who are perceived to be at high risk of retrenchment. A maximum of \$3,500 may be awarded for a one-year period, depending on the employee's plan and availability of funds.

Program details and eligibility information are available at <https://goer.ny.gov/grant-opportunities>

Grants for Employees with Disabilities Program—

This program establishes a fund for full-time or part-time employees with disabilities, as defined by the Americans with Disabilities Act (ADA). The funds cover out-of-pocket expenses incurred for a work-related project or activity where such assistance is not provided by the ADA. They are not intended for accommodations that the campus must provide under the ADA. The maximum individual award is \$5,000 for each application.

Program details and eligibility information are available at <https://on.ny.gov/2AZ3YSM>

Leave for Calendar Year Employees—This program for full-time employees with a calendar-year (12 month) appointment is intended to provide release time and salary replacement to assist eligible employees in developing their full professional potential and in preparing for advancement. Only expenses for salary for a replacement for a period of at least five days will be considered for funding. All other expenses that might be required to conduct the project or activity must be provided by other sources. Employees who accrue annual

leave are not required to charge those credits for any project or activity funded by this program. A maximum of \$4,000 for salary replacement may be awarded to eligible employees once in each award period.

Program details and eligibility information are available at <https://on.ny.gov/2HrAtip>

Retraining Fellowship Program—This program provides financial support to employees who have been terminated due to retrenchment, who have been notified of retrenchment or perceived to be at high risk of retrenchment, or whose retraining would accommodate shifting program needs. Funding is provided for employees to pursue an organized course of study to attain other employment opportunities or to maintain their current employment. If course work is pursued at an accredited institution other than a SUNY institution, the maximum amount reimbursed for tuition is at the SUNY rate in effect at the time.

Program details and eligibility information are available at <https://on.ny.gov/2sGvtfC>

The following programs are exclusive to UUP bargaining unit members and focus on group and campus development:

Enrollment Enhancement Program—Open to a campus committee, group or individual in an academic department or program. The program is designed to assist those who have experienced a significant decline in student enrollment over the past year.

Program details and eligibility information are available at <https://on.ny.gov/2RJtOEG>

Campus Grants Program—An individual employee, a campus group or committee, or a multi-campus group or committee may apply for this program. This is intended to supplement campus funding for projects or activities that would develop or enhance cooperative problem solving, professional development, creative use and understanding of technology, safer working conditions, and understanding and facilitating diversity in the workplace. Except in extraordinary circumstances, the maximum amount awarded per application is \$15,000.

Program details and eligibility information are available at <https://on.ny.gov/2U8jbby>

Professional Development Grant Program—This program is intended to fund a professional development project or activity to assist three or more employees to develop their professional potential and to prepare for advancement. Open to both full-time and part-time employees, eligibility is similar to that of the Individual Development

Awards Program. Priority will be given to a project or activity that entails a cost of more than \$1,000 per employee. Awards may not exceed \$2,500 per employee and a total of \$15,000 per application. A minimum 40 percent campus contribution is required for this program.

Program details and eligibility information are available at <https://on.ny.gov/2T85Nnx>

Campus Training and Leadership Workshops—These one-day, on-site workshops provide leadership development to bargaining unit members on SUNY campuses. Delivered by field experts from Empire State College, workshop topics include: Interpersonal and Cross Generational Communications; Diversity: Learning How to Leverage “Difference” at Work; Leadership; and Conflict Resolution and Team Building.

To offer one or more of these workshops at your campus, contact your UUP chapter office.