

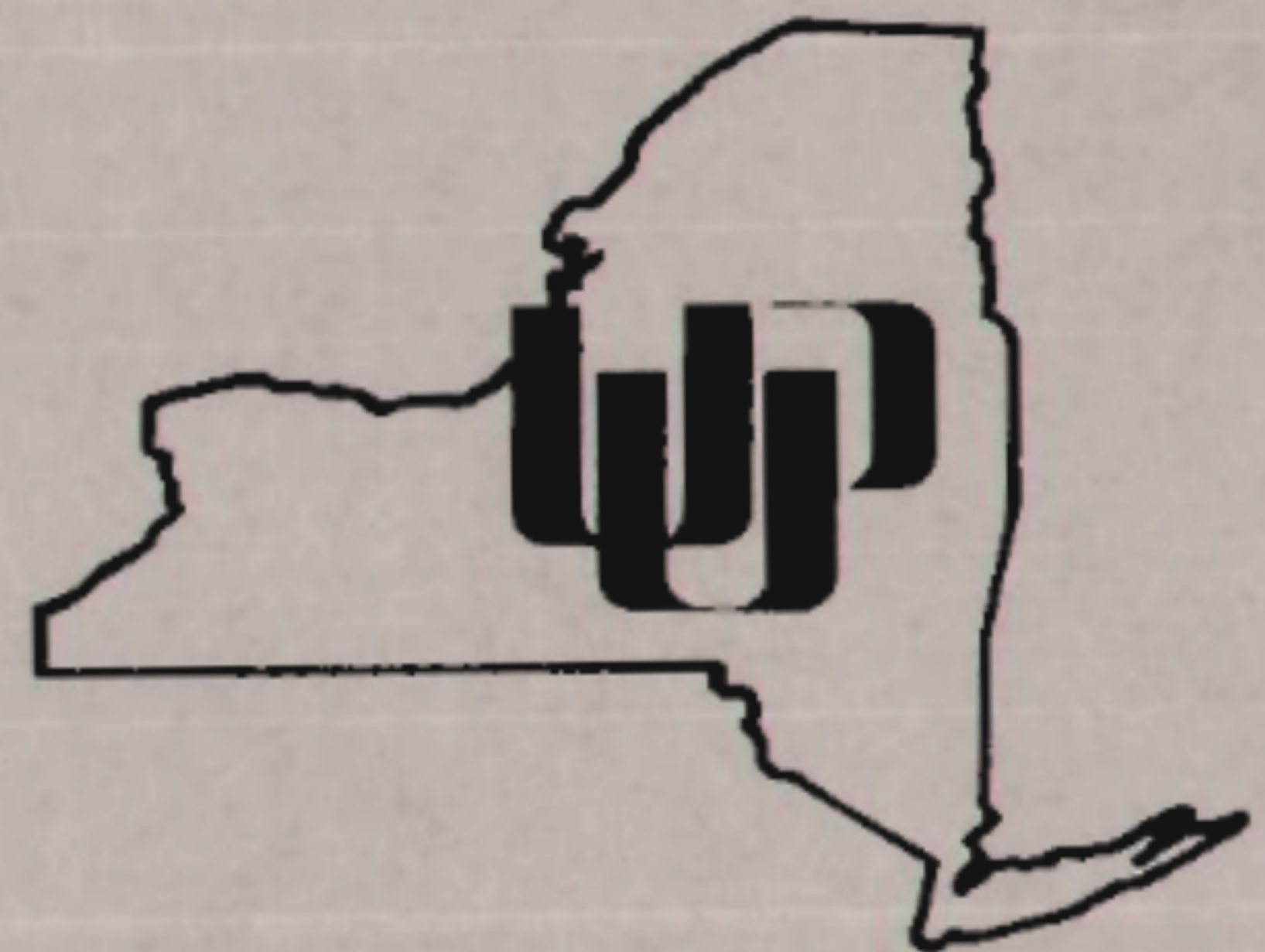
SALARY AGREEMENT

BETWEEN

The State of New York

AND

United University
Professions, Inc.



1978-1979

**FRANK MELVILLE JR.
MEMORIAL LIBRARY**



**State University of New York
at Stony Brook**

AGREEMENT

between

THE STATE OF NEW YORK

and

**UNITED UNIVERSITY PROFESSIONS,
INC.**

The Executive Branch of the State of New York and United University Professions, Inc., having completed negotiations commenced pursuant to Article 20.2 of the 1977-79 collective Agreement executed on March 14, 1977, agree to amend Article 20 (Direct Compensation) of the 1977-79 collective Agreement as provided below. Except as expressly modified herein, the provisions of Article 20 of the 1977-79 collective Agreement remain in full force and effect.

§20.2 The State shall prepare, secure introduction and recommend passage by the Legislature of appropriate legislation in order to provide the benefits described in this Article.

a. The basic annual salary of incumbents of positions in the State University in the Professional Services Negotiating Unit as of June 30, 1978 shall be increased by six and one-half percent commencing (1) July 1, 1978, for employees having a calendar year or college year professional obligation, or (2) September 1, 1978, for employees having an academic year professional obligation, except that certain incumbents at the State University of New York at Binghamton and the Agricultural and Technical Colleges heretofore specifically identified by the Department of Audit and Control for the purpose of establishing the effective date of eligibility for salary increases shall be granted said increase in basic annual salary commencing on July 1, 1978 or July 14, 1978 as the case may be. Such increase in basic annual salary shall apply pro rata to those part-time employees

who are paid on the basis of a prorated basic annual salary.

b. Commencing March 1, 1979, an incumbent entitled to a salary increase pursuant to subdivision (a) shall have his basic annual salary further increased by one and one-half percent of his basic annual salary as of June 30, 1978.

c. There shall be available an additional amount, equal to one percent of the total of the basic annual salaries on June 30, 1978 of incumbents entitled to a salary increase pursuant to subdivision (a), for further increases in the basic annual salary of such employees at the discretion of the State University Trustees. The effective dates of the discretionary increases shall be the dates of the salary increases provided pursuant to subdivision (a), provided, however, to allow consultation the discretionary increases shall not be implemented until the beginning of the payroll period closest to November 8, 1978.

d. (1) Salary minimums shall be established for the following ranks or grades or positions equated to them:

Academic Employees (other than librarian ranks)	Professional Obligation	
	Academic Year	Calendar Year
Professor	\$19,500	\$23,400
Associate Professor	\$15,000	\$18,000
Assistant Professor/ Lecturer	\$12,000	\$14,400
Instructor	\$10,000	\$12,000

Librarians and Professional Employees	Professional Obligation	
	Calendar Year	Academic Year and College Year
Librarian, PR-4	\$19,500	Reduce calendar year minimums by 16.67 percent for academic year professional obligation. Appropriate pro rata reduction in calendar year minimums for college year professional obligation.
Associate Librarian, PR-3	\$15,000	
Sr. Assistant Librarian, PR-2	\$12,000	
Assistant Librarian, PR-1	\$10,000	

(2) Implementation of the minimum basic annual salaries established in paragraph (1) shall proceed as follows:

(i) If, following the implementation of subdivision (a) of this section, the basic annual salary of an incumbent who receives an increase pursuant to such subdivision is less than the minimum basic annual salary established in paragraph (1) for his rank or grade, such incumbent shall receive the minimum basic annual salary for his rank or grade. In addition to the minimum basic annual salary such incumbent shall also receive the increases provided for in subdivisions (b) and (c) for which he is eligible.

(ii) An employee hired on or after July 1, 1978 shall receive not less than the minimum basic annual salary established in paragraph (1) for his rank or grade commencing on the effective date of the salary increase provided for in subdivision (a) of this section, which date would have been applicable to him had he been an incumbent of a position on June 30, 1978, or the date he is placed in payroll status, whichever date is later.

(iii) Employees promoted on or after the appropriate effective dates of the salary increases provided for in subdivision (a) of this section shall receive not less than the minimum basic annual salary established in paragraph (1) for the rank or grade to which they have been promoted.

(iv) Notwithstanding the foregoing provisions, the salary minimums shall apply only to employees

who are paid on the basis of a basic annual salary. A part-time employee who is paid on the basis of a prorated basic annual salary and who is eligible to be paid a minimum basic annual salary shall be paid a minimum basic annual salary which shall be the appropriately prorated amount of the minimum basic annual salary that would have been paid to the employee had the employee been paid on a full-time basis.

THE EXECUTIVE BRANCH OF THE STATE OF NEW YORK

Donald H. Wollett

Director of Employee Relations

James B. Northrop

Deputy Director of Employee Relations

Leonard R. Kershaw

Assistant Director of Employee Relations
and Chief Negotiator

Negotiating Team

Eric Engler

Michael Kimberly

Carolyn Lemmon

Thomas J. Peterson

UNITED UNIVERSITY
PROFESSIONS, INC.

Samuel J. Wakshull
President

Harvey Inventasch
Chairman, Negotiating Team

Evelyn L. Hartman
Chief Negotiator (NYSUT)

Negotiating Team

Morris Budin

James Cretekos

Ann Egan

Horace Ivey

Nathaniel Quattlebaum

Josephine Wise

Edward Alfonsin, Secretary

Dated: July 21, 1978

APPENDIX A

July 21, 1978

Mr. Samuel J. Wakshull, President
United University Professions, Inc.
One Park Place
Albany, New York 12205

Dear Mr. Wakshull:

With respect to discretionary increases which are provided for in Article 20.2(c) of the supplemental agreement pertaining to salaries which was executed on July 21, 1978, this will confirm that upon the request of a departmental or professional area committee established for the purpose of making recommendations to a College President concerning discretionary salary increases, the College President, or his designee (who shall be a managerial/confidential employee), shall meet with the committee to discuss the criteria upon which the College President based his recommendations to the Chancellor for discretionary increases.

Please sign the enclosed copy of this letter and return it to me for my files.

Sincerely,
s/ Donald H. Wollett

s/ Samuel J. Wakshull
President, UUP, Inc.

