



State University of New York  
College of Environmental Science and Forestry

## College Governance

Resolution No: \_\_\_\_\_

### **Resolution requesting that the University Faculty Senate and the United University Professionals (UUP) lobby for the evolution of Family Medical Leave in the 2016 UUP Contract Negotiations**

**Whereas** it is understood that healthy work-life balance and attention to family life create healthy and productive work environments and allows employers to retain employees in which they have already invested; and

**Whereas** most employees within the State University of New York (SUNY) will experience a need for Family Medical Leave at some point in their careers; and

**Whereas** the inability to balance short-term family needs with the demands of the workplace can lead to unnecessary resignations, poor work performance and negative impacts on the health and wellness of the employee; and

**Whereas** SUNY does not have a policy of paid Family Medical Leave (FML) and therefore retaining salary during FML requires the use of accrued sick and/or vacation leave; and

**Whereas** academic-year faculty have no leave time accruals beyond sick leave and may therefore not have sufficient paid leave to use for FML; and

**Whereas** some private companies have found that it is cost effective to adopt policies that allow for liberal paid leave for their working mothers and fathers and that such measures promote retention of working parents<sup>1</sup>; and

**Whereas** the current United University Professions (UUP) contract<sup>2</sup> requires that academics and professional staff who want to extend the timeline for the continuing appointment decisions for Family Medical Leaves must either (a) take leave without pay, (b) choose part-time service (losing some percentage of their salary) or (c) step out of rank and take a qualified academic rank; and

**Whereas**, the adoption of clear and open policies for FML for faculty and professionals at SUNY could provide a model for how FML could be implemented to benefit other state employees; therefore

**Be it resolved** that the Faculty of the College Environmental Science and Forestry (ESF) requests that the SUNY administration, working with University Faculty Senate (UFS) and the UUP address the implementation of FML in a system-wide and uniform way and take a leadership role to lobby the

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1. "Paid Maternity Leave is Good for Business", The Wall Street Journal, December 16, 2014. Last accessed at <http://www.wsj.com/articles/susan-wojcicki-paid-maternity-leave-is-good-for-business-1418773756> on April 24, 2015.

2. **Article 23.7.a.** Leaves of absence without salary may also be granted under appropriate circumstances for the purpose of child care.

Governor of New York State to offer paid Family Medical Leaves to promote retention of valuable employees and increases employee morale, while addressing issues of equity; and

**Be it further resolved** that the Faculty of ESF requests that the UFS and UUP and SUNY Board of Trustees work together to eliminate the requirements in the current UUP contract<sup>3</sup> and Board of Trustees *Policies and Procedures* for extensions of the timeline for continuing appointment and adopt a “stop the tenure clock” policy for FML that does not compromise our employees professionally (stepping out of rank) or financially (reduced pay or becoming part time);

**Finally be it resolved** that the Faculty of ESF request that appropriate FML policies and their implementation should be a high priority in the next round of UUP contract negotiations.