



# Alfred UUP News

Volume 7, Issue 1

August-September 2019

**CAMPUS  
EQUITY  
NOW!**

## Membership Meeting

The annual UUP picnic will take place on Conference Day of Professional Development Week, Wednesday, August 14, from 11:30 AM to 1 PM at the green space (adjacent to the Agriculture Building) opposite the Central Dining Hall. Chapter President Joe Petrick will provide a short update on the negotiated DSI equity distribution and other items of interest to UUP members. Alfred Chapter UUP officers will be present to answer questions. All UUP members, including new hires, adjunct faculty, Northland faculty and others in the bargaining unit are encouraged to attend. There will be opportunity to meet or catch up with colleagues as we begin the fall semester.

orientation has included information not only on UUP, but has also included discussion of the promotion and continuing/permanent appointment processes that will be useful during employment at Alfred State College. This orientation is scheduled for 11 AM in room 106 of the Physical and Health Sciences building, adjacent to the location of the picnic.

Also attending the orientation and picnic will be the new-to-us Labor Relations Specialist Jamie Guilian, who has much experience as a Labor Relations Specialist for NYSUT. Jamie is replacing Pat Domaratz, who is now Director of NYSUT Field Services for UUP (i.e. the person responsible for coordination of all Labor Relations Specialists ).

Also on Conference Day there will be a New Employee Orientation for recent hires in the bargaining unit. In the recent past this short

We look forward to seeing you there!

### Inside this issue:

Pay Increases 2

Benefits Guide 3

DSI 5

Read the Echo  
at <http://uupinfo.org>



Alfred UUP Chapter President Joe Petrick makes a point at a recent UUP Delegate Assembly. Also pictured: are Linda Panter (Alfred Chapter Vice-President for Academics) and Bill Simons (former Oneonta UUP Chapter President)

## Negotiated Pay Increases

Hey, UUP members: you're getting a raise—thanks to the union's tenacity at the negotiations table.

Members and SUNY employees represented by UUP are set to receive a 2 percent salary increase for 2019 effective July 1 or Sept. 1, based on whether they work full or part-time and if they are on a calendar or academic year work schedule.

But wait, there's more.

Eligible UUPers and bargaining unit members will also receive the second half of the retroactive pay owed them by the state in their July 24 paychecks. The raises and retro pay are guaranteed as part of UUP's 2016-22 contract with the state—which was negotiated by UUP and approved in September 2018 by a majority of members who voted on the pact. UUP members and represented workers will see a 12.6 percent salary increase over the life of the contract.

"This is what we mean when we talk about being union strong," said UUP President Fred Kowal. "A strong union gives workers a unified voice at the negotiations table and on the job. Our members work hard for our students and our patients at SUNY, and they deserve the salary and back pay increases that are soon to appear in their paychecks."

### 2 percent bump

UUP members who work on a calendar year schedule (pay basis codes ANN and CYF) will find a 2 percent salary increase in their July 24 paychecks.

Members who work and get paid on an academic schedule (pay codes 21P and CYP) will see the pay raise in their Sept. 18 paychecks. Employees who work on an academic schedule but elect to be paid over 12 months (pay code CAL) will see their 2 percent pay bump in their Oct. 2 paychecks. And those employees who are paid hourly (pay code

HRY), biweekly (pay code BIW) and through fees (pay code FEE) will get their raises based on their dates of obligation, according to the Payroll Bulletin issued by the state Comptroller's Office.

### Retro, on-call pay

The retroactive pay is due to eligible bargaining unit members (those who received the first half of retro pay in November 2018) and that worked without raises while the union negotiated its current six-year agreement with the state in 2016 and 2017. The back pay is for 2 percent raises negotiated by UUP for 2016 and 2017.

On-call pay rates will also increase effective July 1. On-call pay rates for upstate will rise to \$6 per hour and to \$8 for workers in New York City and on Long Island.

To get detailed information about UUP's 2016-22 contract with the state, point to: <http://uupinfo.org/negotiations/index.php>

**This is your union.**

A strong, vibrant union formed 45 years ago to provide a collective voice, to improve terms and conditions of full-time and part-time employment, to advocate for SUNY funding, and to provide job protections for all.

**We will never stop fighting for our members.**

**UNITED**  
STRONG. UP ALWAYS

The opinions expressed in this newsletter are those of the authors or of the Alfred Chapter and are not necessarily the opinions of United University Professions.

## 2019 Benefit Trust Fund Benefits Guide

Do you know the range of benefits available to UUP members? Do you have questions about eligibility for benefits? Are you aware of the changes to benefits (such as the availability of the UUP Benefit Trust Fund Undergraduate Scholarship Program)? Your questions can be answered in the UUP *Benefits Guide*, which describes benefits available to members and which has contact information.

UUP has negotiated one of the best benefit packages in the United States, providing you with generous dental, vision, scholarship and life insurance benefits. Here are some of the highlights of our plans:

- Dental PPO Program covers preventive and diagnostic services at 100% of the dental network allowance with a total annual maximum benefit of \$3,000 per eligible UUP-represented employee and per eligible dependent. Orthodontic services are available for adults and children.
- Dental DHMO Program is a dental HMO-type plan with no claim forms or maximums. The plan covers most preventive and diagnostic services at 100%. Basic restorative services are offered at a reduced rate. Orthodontic services are available for adults and children.
- UUP Benefit Trust Fund Undergraduate Scholarship Program offers eligible dependent children of UUP-represented employees \$500 per semester at state-operated SUNY schools (specific criteria apply).
- Vision Care Program offers a comprehensive eye exam and one pair of glasses (or the benefit may be applied to contact lenses) once every 12 months for eligible UUP-represented employees and eligible dependents. Additional enhancements are also offered on a copay basis.
- Group Term Life Insurance Program coverage is provided for all active UUP-represented employees in the Professional Services Negotiating Unit. The maximum benefit is \$6,000.

The UUP Benefit Trust Fund prides itself on the superior customer service we offer to all UUP-represented

employees. Please call a Benefit Trust Fund Representative at 800-887-3863 if you have any questions. A full description of the Benefit Trust Fund's programs and eligibility criteria is available at [www.uupinfo.org](http://www.uupinfo.org).

Members approaching retirement may also contact the Benefit Trust Fund for Pre-Retiree Kits.

The UUP Benefits Guide is available at the following urls:

<http://uupinfo.org/benefits/pdf/benefits.pdf>  
<http://uupinfo.org/ImageFlow/benefits.php>

Print copies of the Benefits Guide are also available from UUP by calling the Benefit Trust Fund office at 800-887-3863.

## Benefit Trust Fund

Dental | Vision | Life Insurance | Scholarship





Our Union,  
Our Benefits

## Benefits Guide

## Individual Development Awards

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

Projects or activities must fall within the following categories:

- Registration fees for conferences or workshops
- Travel and related expenses (including lodging and meals)
- Research-related supplies
- Tuition at the maximum allowable SUNY rate at the time of application.

There will be a call for applications later on during the fall semester. In the meantime, if you have questions concerning the Individual Development Awards program, please contact Alfred UUP Chapter President Joe Petrick.

## Family Leave and Work-Life Services What you need to know



### United University Professions

President Frederick E. Kowal  
 Vice President for Professionals Thomas J. Tucker  
 Vice President for Academics Jamie F. Dangler  
 Secretary-Treasurer Jeri O'Bryan-Losee  
 Membership Development Officer Thomas C. Hoey

PO Box 15143  
 Albany, NY 12212-5143

518.640.6600  
 800.342.4206  
 fax: 518.640.6698  
 Member Info Line: 518.640.6678  
 follow us @uupinfo

UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

### UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)

The guide can be found under **REPORTS** at

**[www.uupinfo.org](http://www.uupinfo.org)**

# Equity Discretionary Salary Increases (DSI)

The 2016-2022 State/UUP Agreement earmarks one-half of the discretionary salary pools (or 0.5% of total UUP bargaining unit basic annual salaries at each campus) in 2019, 2020, 2021, and 2022 for distribution to address salary compression and inversion. The first of these distributions must occur by December 31, 2019. (Article 20.8, 20.10, 20.12 and 20.13) Appendix A-41 to the 2016-22 Agreement provides that the guidelines and methodology for analyzing the extent of salary compression and inversion at each campus will be developed in executive level discussions between UUP, SUNY and the Governor’s Office of Employee Relations (GOER). The results of these analyses will be utilized in distributing these funds to address identified compression and inversion. Since October 2018, UUP has met steadily with SUNY and GOER to develop these guidelines and methodologies. We have made significant progress, but more work remains to be done. To assure that campuses will not be overwhelmed by the work necessary to complete the salary analyses, SUNY officials recently met with HR representatives from all campuses to brief

them on some of the data that must be collected to prepare for the analyses. Campuses were directed to begin collecting this data. If you hear about these efforts at your campus, please understand that this data collection effort is the beginning, not the end, of the process, and that statewide executive -level discussions continue. We will inform the UUP membership when we reach final agreement on the guidelines and methodology for the salary analyses. We expect work to continue through the spring and summer months, with more details available at the start of the fall 2019 semester. Salary compression occurs when there is little or no difference in pay – but significant differences in skill level, responsibility, qualifications, or seniority. Salary inversion occurs when salary compression, left unadjusted, results in new hires and less senior employees receiving salaries that are greater than more senior coworkers. Salary compression arises generally from a combination of factors including market forces disproportionately impacting starting salaries and insufficient pay increases tied to promotion and years of service.

## Give to VOTE/COPE

Money from union dues cannot be used for political purposes. In order to fund legislative advocacy, UUP depends on voluntary contributions made to VOTE/COPE. Your one-time or recurring contribution will enable UUP to continue to advocate for the State University of New York. Please consider clipping and submitting the contribution form below!

**UUP VOTE/COPE Voluntary Contribution • United University Professions • P.O. Box 15143, Albany, NY 12212-5143**

Last Name \_\_\_\_\_ First \_\_\_\_\_ MI \_\_\_\_\_

Address (Include Street, City, State, ZIP) \_\_\_\_\_

Campus \_\_\_\_\_ Department \_\_\_\_\_ Non-SUNY Email \_\_\_\_\_

### AUTHORIZATION FOR VOLUNTARY DEDUCTION

Effective no earlier than \_\_\_\_\_ (enter date), I hereby authorize regular payroll deductions from my earnings in the amount specified below as a voluntary contribution to be paid to VOTE/COPE, to be used in accordance with applicable law for the purpose of making political contributions in connection with federal, state and local elections. My contribution is voluntary, and I understand that it is not required as a condition of employment, and that I may revoke this authorization at any time by giving written notice to the Treasurer of United University Professions.

Contribution Per Pay Period (Circle One)    \$1    \$2    \$5    \$10    Other \$ \_\_\_\_\_



Signature \_\_\_\_\_ Date \_\_\_\_\_



# MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



## UUP Member Services Trust—Voluntary Programs



**Aflac** is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



**Liberty Mutual** offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



**MetLaw** (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

**MetLife Group Universal Life** offers one policy with two benefits: A life insurance policy with a savings plan.



**UUP Member Services Trust Voluntary Dental and Vision Plans** include coverage for:

- UUP retiree members
- Surviving spouses of UUP members
- Members' aged-out dependents (until age 29)
- Part-time employees who are UUP members
- Surviving domestic partners of UUP members



**Mid-Island Mortgage Corp.** offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



**Retiree members** receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

## UUP Member Services Trust—Discount Programs

**Apple**—Discounts vary

**AT&T**—20% off your monthly bill

**BJ's Wholesale Club**—\$15 off annual membership and one month free

**Brooklyn Nets**—Up to 50% off ticket prices

**Enterprise Rental Car**—Discounted vehicle rentals

**Goodyear**—10% off all tires, maintenance and repairs

**hp Academy**—Discounts vary

**Jos A. Bank**—20% off all regularly priced merchandise

**Madison Square Garden**—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

**Mirabito Fuel**—Home heating and gasoline savings

**Sprint**—5% off your monthly bill

**The Walking Company**—15% off exclusive footwear brands; chapter-based wellness programs

**TicketsatWork**—Discounts and special access to theme parks, shows, hotels, and more

**Verizon Wireless**—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bango, Director,  
Member Benefits & Services

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

BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516 | [WWW.UUPINFO.ORG](http://WWW.UUPINFO.ORG) | [BENEFITS@UUPMAIL.ORG](mailto:BENEFITS@UUPMAIL.ORG)

**UNION BENEFITS**

## Your Union Contract At Work!



# UUP Benefit Trust Fund Scholarship Program

**FAST  
FACTS**

A new UUP Benefit Trust Fund Scholarship Program is available for undergraduate students; the program runs through the Spring 2022 semester. Scholarships of \$500 per semester are available for eligible dependent children of active, UUP-represented SUNY employees.

### Eligibility and guidelines:

- Scholarship awards can be used for books, supplies, or room and board costs; they cannot be used to pay for tuition.
- A maximum of one \$500 scholarship per dependent child will be awarded each semester, even if both parents are UUP-represented employees.
- Eligible dependents, up to age 26, must be enrolled in a SUNY state-operated campus. Dependent children who turn 26 anytime during the semester in which they are applying are no longer eligible.
- Each dependent child is eligible for a maximum of eight scholarships. Scholarship checks will be issued in the UUP-represented employee's name.
- Applications must be postmarked by 60 days after the end of the semester for which the dependent child is applying.
- The scholarship form outlines specific criteria that UUP-represented employees and their dependent children must meet to qualify for the scholarship.
  - There are two different forms based on a member's eligibility for the New York State Health Insurance Program. Non-NYSHIP-eligible employees will need to provide documentation verifying that they are the parent of the student.

**For more information, call the UUP  
Benefit Trust Fund at 800-887-3863.**

**For applications, go to  
<https://bit.ly/2TIEkSA> or  
scan the QR code at right.**



Chapter Officers			
Joseph Petrick	Chapter President	petricja@alfredstate.edu	587-4311
Elaine Burns	Chapter Assistant	alfreduup@alfredstate.edu	587-4186
William Schultze	VP for Professionals	schultwh@alfredstate.edu	587-4033
Linda Panter	VP for Academics	panterlk@alfredstate.edu	587-3212
Karen Young	Wellsville Campus VP	youngkk@alfredstate.edu	587-3182
James Buell	Treasurer		
Mark D'Arcy	Secretary & Delegate		
Jennifer Guthrie	Membership Development Officer	-	
Vav	Affirmative Action Chair	-	
Alexandra Hoffman	Officer for Contingents	-	
Gary Moore	Officer for Retirees		
Earl Packard	Delegate	-	
Ray Gleason	Delegate	-	
Zachary Barbis	Delegate	-	
Brent Barnes	Delegate		
Laurie Dunn	Delegate		

Visit the Alfred Chapter of UUP on the web at <http://uuphost.org/alfred/>

Alfred UUP Chapter Office  
 EJ Brown Hall  
 Alfred State College  
 Alfred, NY 14802

