

UUP Chapter Notes Newsletter

From: United University Professions - Binghamton (bingham@uupmail.org)

To: mweiland21@yahoo.com

Date: Tuesday, November 21, 2023 at 09:06 AM EST



CHAPTER NOTES NEWSLETTER

11.20.2023



Our next General Meeting is on Wednesday, December 6th, from Noon to 1:00 pm in UUP 324.

[Binghamton Chapter Website](#) [Statewide Website](#)

Back Pay is on the Way!



Dear Colleagues:

I am pleased to provide you with information regarding implementation of the 2022 and 2023 salary increases which UUP negotiated in the new 2022-2026 State/UUP Agreement.

It is now official that the 2022 2% and 2023 3% across the board (ATB) increases will be paid in the November 22, 2023 paycheck. That check will include both the retroactive cash generated by these increases and the adjustment in bi-weekly base salary rates. Generally, the 2022 2% increase is retroactive to July 2, or September 1, 2022 (depending on professional obligation). The 2023 3% increase is retroactive to July 1, or September 1, 2023 (depending on professional obligation).

In addition to the above, the following increases will also be implemented in the November 22, 2023 paychecks:

Professional employees in SL 1, 2 or 3 positions and academics in the ranks of Instructor, Asst. Librarian, Lecturer, Sr. Asst. Librarian, or Asst. Professor will see annual salaries increase by the 2022 2% and 2023 3% ATBs with the November 22, 2023 paychecks. If this results in a salary that is below the new contractual minimum salary for the appropriate SL grade or academic rank, the member's salary will be further increased to match the new minimum salary for the position. This second salary adjustment will be implemented in the December 6, 2023 paychecks.

Part-time faculty who are paid on a per course basis will see the 2023-24 increase in the 3-credit course minimum to \$3,500 for comp and tech campuses and \$4,000 for university and health sciences centers, retroactive to the beginning of the fall 2023 semester. (Note that the 2022-23 increase per course minimum was negotiated in the last agreement and was already implemented in the fall 2022 semester). Part-time academic faculty whose per-course compensation exceeds the contractual minimums will receive the 2022 2% and 2023 3% across the board (ATB) increases.

Medical residents' and fellows' annual salaries will increase to the amounts provided for 2022 and 2023 in the Post Graduate Year (PGY) Salary Schedule, retroactive to July 2, 2022 and July 1, 2023 respectively (see Appendix A-18 of the 2022-2026 State/UUP Agreement).

Employees who are eligible for the Downstate or Mid-Hudson location pay adjustments will see those increase to \$3087- Downstate and \$1543 - Mid-Hudson retroactive to July 1, 2023.

Employees who receive On-Call pay will have their on-call hourly rate increased by \$2.00 per hour retroactive to July 1, 2023

If, once these increases are paid, you have questions about how your increase was calculated, please first contact your campus payroll office for information. If you still have questions about how your salary increase was calculated, please then contact your local UUP chapter office for further assistance.

Please feel free to share this information widely with your co-workers.

In Solidarity,
Fred

Frederick E. Kowal, Ph.D.
President
United University Professions

UUP FIGHTS FOR AND **WINS** FAIR COMPENSATION!

UUP's newly ratified 2022-2026 contract with New York State achieves fair pay increases for workers across our bargaining unit. All UUP employees will receive on-base increases in all years of the agreement.

ON-BASE INCREASES OVER THE LIFE OF THE AGREEMENT

	Across-the-Board increase	Additional on-base money
2022	2% ATB increase ▪ Retroactive to July 2 or Sept. 1, 2022 (depending on obligation)	
2023	3% ATB ▪ Retroactive to July 1 or Sept. 1, 2023 (depending on obligation)	<ul style="list-style-type: none"> ▪ Discretionary Salary Increase: \$400 flat ATB on-base increase (pro-rated for part-time employees). Paid in December 2023 ▪ 2023-24 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2024
2024	3% ATB	<ul style="list-style-type: none"> ▪ \$1,000 on-base Retention Award for eligible employees (\$500 for those who have previously received a Service Award) ▪ 2024-25 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2025
2025	3% ATB	<ul style="list-style-type: none"> ▪ \$800 on-base retention award for eligible employees who have given 12 years of service ▪ 2025-26 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2026

LIVING WAGE INCREASES FOR OUR LOWEST-PAID ACADEMIC AND PROFESSIONAL RANKS AND GRADES

We won increases in the contractual minimum salaries at rates above ATBs for professionals in SL1, SL2, SL3 grades, and academics in the titles of Assistant Librarian, Instructor, Sr. Assistant Librarian, Lecturer, and Assistant Professor. For contract years 2023, 2024, and 2025, the contractual minimum salaries increase by \$2,000/year (12 month/Calendar-year appointments) or \$1,667/year (10/11-month Academic- or College-year appointments) Employees will receive either the new minimum salary or the ATB, whichever generates the higher salary.

INCREASES IN PER-COURSE MINIMA FOR PART-TIME FACULTY

Per-course minima will increase over the life of the agreement as follows:

- 2023: \$4,000/course at University Centers, \$3,500/course at Comprehensive and Tech campuses
- 2024: \$4,500/course at University Centers, \$4,000/course at Comprehensive and Tech campuses
- 2025: \$5,000/course at University Centers, \$4,500/course at Comprehensive and Tech campuses
- 2026: \$6,000/course at University Centers, \$5,500/course at Comprehensive and Tech campuses

Based on 3 credits or credit equivalents (pro-rated for other courses); PT faculty receive new minimum or ATB, whichever is larger

\$3,000 LUMP-SUM BONUSES

- Employees who are on-payroll or on authorized leave at ratification and who continue through April 30, 2024 will earn a \$3,000 lump-sum bonus (not to base), not pensionable, pro-rated for part-time employees.
- Bonus will be split into two payments: \$1,500 on July 1, 2024 and \$1,500 on July 1, 2025

We also achieved increases in Holiday Pay, Location pay for the Downstate and Mid-Hudson regions, on-call pay, and substantial raises in the PGY salary schedules for Medical Residents at our SUNY Hospitals.

This is the richest contract we've seen in many years. It is balanced to meet the varied needs of UUP's diverse membership while advancing union principles of equity, transparency, workers' agency, and the common good.

Only in union can we create the best possible higher education and health care for students, patients and workers!



Got questions? Want to get involved? Contact your UUP chapter office or email contract@uupmail.org for more information.

Donation Request



A reminder for all employees eligible to earn vacation days. Check your vacation day accrual balance. Unlike in recent years, vacation accruals over 40 days will not roll over this year.



If you have more than 40 days as of 12/31/23, the extra days will be lost back to the State's coffers, and we want to make sure that our members either have the ability to use their earned vacation time or donate towards leave donation requests.

Leave donations can be made for our members in need and members in other unions on campus or even across chapters. Donations must be made by December 6th.

Our colleague, Evan Lowe, is in need of Leave Donations. He has used all of his sick and vacation days and is in need of as many donation leave days as we can give to him as he is attending to a medical concern. Please complete this [Donation Leave Form](#) and send to Sara DeClemente-Hammoud, Director of Human Resources, at declemen@binghamton.edu

Did you know?

You can carry over 40 vacation days and 225 sick days during the year, but must be at or below these amounts by the end of the year.

COFFEE DONUTS & BAGELS

On the Road

Attention
Health
Sciences
Campus




Join us for
Commaradarie
and
Conversation

DECEMBER 6
DECKER HEALTH SCIENCE ATRIUM


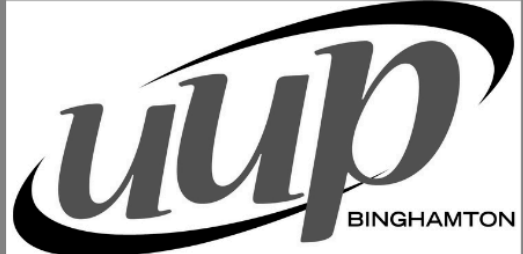
8-9:30AM





Coffee Donuts & Bagels with UUP

DECEMBER 7TH
8-9:30AM
UUW 325

Revitalizing the Labor Struggle

UUP Co-Sponsors Discussion with Contemporary Labor Leaders together with the Human Development Department, the Sociology Department and the Human Development Association

When **Jaz Brizack** joined Starbucks in late 2020, not a single one of the company's 9,000 U.S. locations had a union. Jaz hoped to change that by helping to unionize its stores in Buffalo. Improbably, she and her co-workers have far exceeded their goal. Since December, 2022, when her store became the only corporate-owned Starbucks in the United States with a certified union, **over 8,000 workers at over 360 Starbucks stores in at least 40 states in the United States have voted to unionize**, primarily with Workers United. Many other stores have have filed paperwork to hold elections.

When Shawn Fain sought the presidency of the United Automobile Workers union last year, he ran on a platform that promised: “No corruption. No concessions. No tiers.”

But the platform largely predated Mr. Fain’s candidacy. It was devised by a group called Unite All Workers for Democracy, which was officially formed in 2020 as a caucus — essentially, a political party within the union. **Scott Houldieson** is a founder of the group and a longtime Ford Motor worker in Chicago.

The group set out to topple the ruling party, known as the Administration Caucus, which had run the union for more than 70 years. In 2022, Unite All Workers hashed out its party line, recruited candidates and ramped up a campaign operation to elect them.

When the dust settled, the slate had won half the seats on the union’s 14-member executive board, with Mr. Fain, previously a union staff member, as president. Unite All Workers’ role helps explain why the union has taken such a hard line with the automakers.

Both Jaz and Scott shared their stories with about 100 people from the Binghamton University community at the University Downtown Center on Thursday November 9th.

Jaz and Scott are faces of the new labor movement and their actions come amid an increase in public support for unions, which last year reached its highest point since the mid-1960s, and a growing consensus among center-left experts that rising union membership could move millions of workers into the middle class.

Photo: UUP Members with Starbucks Union Organizer Jaz Brizack and UAWD Organizer Scott Houldieson





WDI Child Care Scholarship Program

A crucial support for working families



WDI's Child Care Scholarship Program provides financial support for working families to help cover child care costs.

The average cost of child care for a family with two children is over \$30,000 per year, forcing families to make hard economic decisions.

When families spend less on child care, they can better afford housing and transportation, pay student loans and other bills, and make healthier choices for increased nutrition for everyone in the household.

APPLY TODAY!

Scan here or visit WDINY.ORG/CHILDCARE to complete an eligibility screening to receive an application packet.



AM I ELIGIBLE?

Family Size 85%SMI Minimum* 400%FPL Maximum

Family Size	85%SMI Minimum*	400%FPL Maximum
2	\$67,490	\$78,880
3	\$83,370	\$99,440
4	\$99,250	\$120,000
5	\$115,130	\$140,560
6	\$131,010	\$161,120

*If your income is below the scholarship's minimum, you may still be eligible for assistance through your local county social services. Check out our website for more information.

SCHOLARSHIP HIGHLIGHTS

- Avg Monthly Scholarship of **\$1000** per child is paid directly to providers for full-time care
- Applicant and Co-applicant must be working (or in an education or training program, i.e., pre-apprenticeship or short-term training program) at least 10 hours per week
- Funding available, for approved applicants, thru March 31, 2024
- Eligibility guidelines apply, complete an eligibility screening to see if you qualify

LIMITED CAPACITY BY REGION

Questions? scholarship@wdiny.org

UUP Binghamton Chapter to Hold Special Election

UUP Binghamton Chapter is holding a special election to fill our vacant Vice President for Academics position. We are using this special election as an opportunity to also fill our five vacant academic delegate positions.

All Binghamton Chapter academics on payroll on November 06, 2023 will soon receive a letter via the USPS seeking nominations for the following positions:

Vice President for Academics and Delegate (You can nominate up to 1)

Academic Delegate (You can nominate up to 5)

Nominations will close on December 11, 2023 and the election will be held soon after academics return from winter break.

See below for sample envelope and ballot. If you are interested in any of these positions and have any questions about responsibilities and workload please reach out to Binghamton Chapter President Brendan McGovern at bmcgovernuup@gmail.com.



United University Professions

P.O. Box 15250
Albany, New York 12212

NOMINATION FORM ENCLOSED

NAME
ADDRESS
CITY, ST Zip

P.O. Box 15250
Albany, New York 12212-9953



(800) 342-4206
www.uupinfo.org

United University Professions

**Binghamton Chapter
Statewide Chapter Nomination Form
80802 - ACADEMICS**

Term of Office from Date of Election to May 31, 2025

Please read the Call for Nominations and Instructions on the back of this page before completing this form. Any professional member may nominate candidates for this office. You must print and sign your name as the person nominating candidates (including yourself).

BLOCK PRINT YOUR NAME: _____

SIGN YOUR NAME: _____

Vice President for Academics and Delegate (Nominate up to 1)

BLOCK PRINT CANDIDATE'S NAME	CANDIDATE'S SIGNATURE REQUIRED
<u>PRINT CANDIDATE'S NAME</u>	<u>CANDIDATE'S SIGNATURE</u>

Academic Delegate (Nominate up to 5)

BLOCK PRINT CANDIDATE'S NAME	CANDIDATE'S SIGNATURE REQUIRED
<u>PRINT CANDIDATE'S NAME</u>	<u>CANDIDATE'S SIGNATURE</u>
<u>PRINT CANDIDATE'S NAME</u>	<u>CANDIDATE'S SIGNATURE</u>
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<u>PRINT CANDIDATE'S NAME</u>	<u>CANDIDATE'S SIGNATURE</u>

NOTE: No UUP or SUNY equipment and/or resources may be used to produce and/or distribute campaign material for UUP elections. This prohibition includes printers, copiers, supplies, campus mail system, e-mail, and **UUPMAIL.ORG OR CAMPUS.EDU** domains from ANY computer.

The term of office for this position is Date of Election to May 31, 2025. For a nomination to be valid, each nominee must sign this form to indicate a willingness to be nominated and to serve if elected. If a nominee is unable to sign, a notarized statement that the candidate is willing to be nominated and will serve if elected **MUST** accompany this form. This form must be returned by mail to the Constitution and Governance Committee, UUP, P.O. Box 15250, Albany, NY 12212-9953, and **RECEIVED**, not postmarked, no later than 5:00 P.M. on Monday, December 11, 2023. UUP is not responsible for any delays by the United States Postal Service (USPS) or any private delivery company. Please allow seven to ten days mailing time.

Affiliations: NYSUT • National Education Association • American Federation of Teachers • AFL-CIO

UUP Supports GSEU Fight to Abolish All Graduate Worker Fees

On Friday, November 17, 2023, UUP members lent support to our GSEU union brothers and sisters in their fight to abolish broad based university fees for all graduate student workers. Speakers included Andrey Dorovskikh, Upstate Organizer for CWA Local 1104 Education Division; Brendan McGovern, UUP Binghamton Chapter President; Nate Hotchkiss, Binghamton City Councilmember-elect; and Shruti Jain, a 4th year PhD student in English and a chief steward of GSEU.

Attendees marched into the Couper Administration Building and unraveled a petition calling for elimination of graduate worker fees from the lobby stairs to the main reception area. The petition had 1,039 signatures and [can be found at this link](#). Here is a summary of the GSEU ask:

In April 2023 the NYS budget included money allocated to cover the exorbitant fees charged to teaching assistants at Binghamton University. These fees can be up to 1600 per semester. No other teachers on campus are charged fees so that they can do their jobs. Neither should graduate teaching assistants. However, the administration still will not cover the fees of teaching assistants in MA/MS programs even though they are doing the exact same job as their doctoral counterparts whose fees are being covered. Our petition demands that the Binghamton administration end the practice of charging their employees fees just so they can do their jobs, especially since they are receiving money from the state for that very purpose.





SELF-NOMINATE FOR A PROMOTION OR SALARY INCREASE

Presenters: Donald Kunkel, Membership Development Officer, Chris Sielaff, Labor Relations Specialist NYSUT, Brendan McGovern, UUP Chapter President

Please join us for this important workshop designed for UUP professional staff looking to self-nominate for a promotion or salary increase. This workshop will discuss the process and the documentation required to create a nomination packet. Finally, an opportunity will be provided to answer specific questions raised by participants.



12/12/2023

Noon-1:00PM

UU- 324

Please register by December 5th using the link to the Google form below.



[Register HERE](#)

Benefits Fair

UUP Benefits Fair was held on Thursday, November 16 in the Mandela Room. Turnout exceeded pre-COVID numbers. A huge 'thank you' to UUP Chapter Assistant Linda O'Bransky for organizing this successful event each year!



The application period for the retroactive 2022-2023 NYS/UUP Joint Labor-Management Committee Individual Development Awards (IDA) is open. The deadline is Sunday, Dec. 3.

This year's IDA program provides up to \$2,000 for UUP-represented employees to engage in up to two distinct activities that further professional development. Employees can submit a maximum of two applications totaling \$2,000 in expenditures. (For example, one application can be for \$1,238.00 and the second application can be for \$762.00; both applications can total up to \$2,000.)

Part-time employees are particularly encouraged to apply because 15% of the IDA funds are set aside for these employees. The IDA Program is intended to assist eligible employees to develop their full professional potential and to prepare for advancement.

Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills. Funding may not be awarded to purchase equipment or supplies or to support activities that are not related to the applicant's SUNY profession. (Note: Funding restrictions have changed over the last few years, so review the restrictions closely.) Examples of activities contributing to professional development include travel to conferences, preparation of material for publication, and artistic or creative endeavors. Applications are evaluated on a competitive basis and are not guaranteed.

This year's funding of Individual Development Awards will be applied toward eligible projects and activities for the period of April 1, 2023 to July 1, 2023.

Click the link below to learn more or submit an application.

More Info Contact [Aaron Phelps](#) or visit <https://www.binghamton.edu/academics/provost/ida.html>

UUP & MC-13 Productivity Enhancement Program (PEP) 2024 Enrollment Period: Nov. 1 - Dec. 11, 2023

The SUNY Productivity Enhancement Program, PEP allows eligible UUP-represented and SUNY MC-13 employees who meet all of the program criteria to voluntarily exchange accrued vacation time in return for a credit to offset the cost of their bi-weekly health insurance premium in 2024.

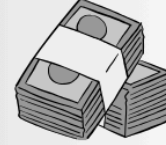
Eligibility Criteria and the PEP 2024 online application can be found in the link below.

<https://www.uuphost.org/binghamton/wp-content/uploads/2023/11/PEP2024E.pdf>

UUP Members Only Student Debt Clinic



Student Loan Stress?



Join us for the UUP Student Debt Clinic, a workshop exclusively for UUP members. This workshop will help you understand the Public Service Loan Forgiveness program and Income-driven repayment plans.

Join us at an upcoming Student Debt Clinic

Wednesday, December 6, 2023 from 5:00 PM – 6:30 PM via Zoom
Wednesday, December 20, 2023 from 11:30 AM – 1:00 PM via Zoom

Sign up for the next virtual clinic below
you must pre-register here:



<http://go.aft.org/StudentDebtClinicRSVP>

Student Debt Clinic Registration Form

2024 Flexible Spending Account Contribution Limits Take Advantage of these Savings!!!

The IRS has increased FSA limits for 2024. We are pleased to share that NYS is able to adopt the new contribution limits for 2024 as follows:

Health Care Spending Account (HCSA): \$3,200
Dependent Care Advantage Account (DCAA): \$5,000 / \$2,500
Adoption Account: \$16,810

The 2024 HCSA carryover limit will be \$640, meaning employees may carryover up to \$640 from 2024 into 2025.

As a reminder, HCSA participants can carry over up to \$610 from 2023 into 2024.

Employees who have already enrolled for a 2024 FSA plan have the option to change their election until the December 11, 2023 open enrollment deadline.

If you need enrollment assistance, please call FSA Customer Service at 800-358-7202.

Enroll online at <https://oer.ny.gov/fsa>

Or Scan the QR code Below



EAP Winter Item Drive

Please help the EAP committee with gathering weather items such as winter hats, gloves, mittens, and small blankets. "Donations will be delivered to Broome County Warming Stations.

The drive will be held until 12/11.

Items can be brought to the UCTD or picked up!



For questions please contact Kitty Cummings

kcumming@binghamton.edu

UUP's November Workshop

Thank you to Binghamton Chapter President, Brendan McGovern, and Labor Relations Specialist, Chris Sielaff, for presenting an incredibly helpful workshop on Performance Programs, Evaluations, and Appointments on (Tuesday, November 14). Our next workshop will be on Tuesday, December 12, from 12-1p in UUP-324; we encourage all UUP members to attend.



SRP Recognition Day: Tuesday, November 21

Dear Colleagues,

As we enter into a season of thanksgiving and gratitude the UUP Binghamton Chapter, CSEA Binghamton Chapter & Professional Staff Senate express our thanks to all of our professional and classified colleagues today as we celebrate SRP Recognition Day. An SRP (School Related Professional), as defined by UUP's state union affiliate NYSUT (New York State United Teachers), is any school employee who works in a school setting with grades PreK - Higher Ed who is not a Teacher or Professor. This includes Bus Drivers, Cafeteria / Food Service Workers, Secretaries, Maintenance Workers, School Aides & Monitors, School Nurses and of course all staff who work in a university setting.

SRP Recognition Day is a NYS enacted law that was passed by the NYS Legislature in 2007 through the advocacy of NYSUT to recognize the hard work and contributions of School Related Professionals to their school districts and higher education institutions.

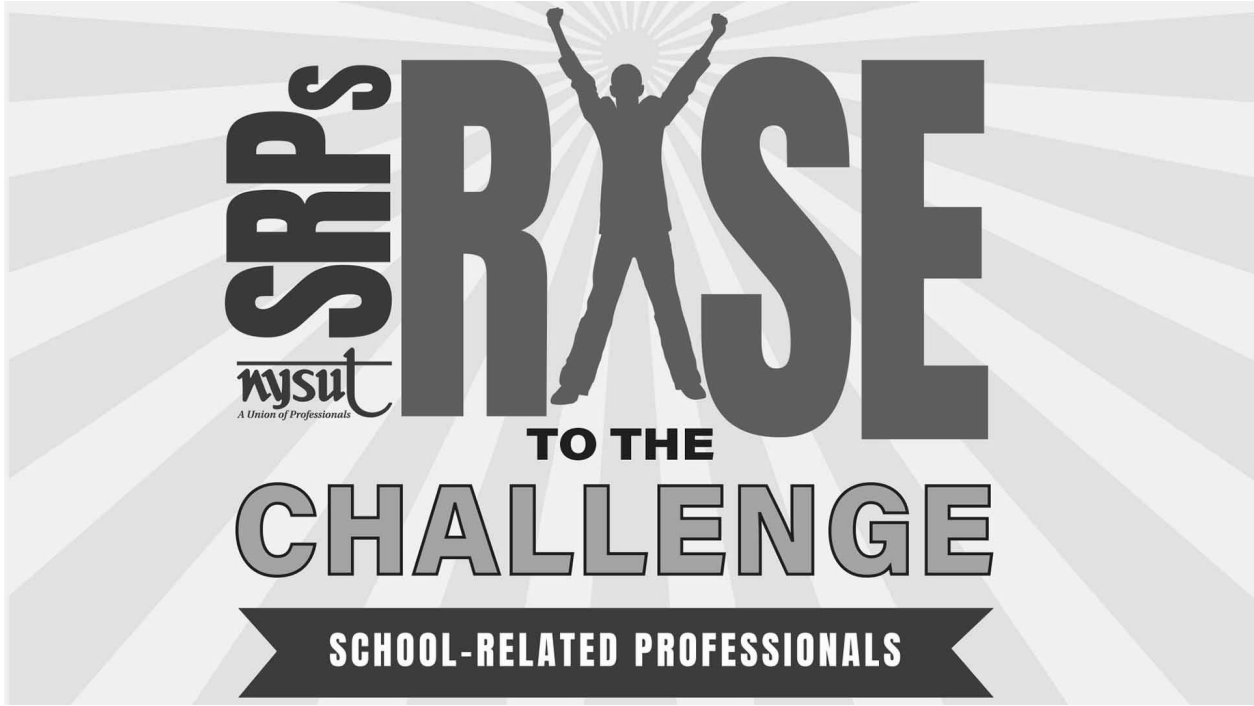
We applaud the strength, resilience, and perseverance of Binghamton University staff who day in and day out contribute to the success of our University. We know that this is not an effort that is done alone and in no way disvalues the amazing work our faculty colleagues provide to the success of the University as well. It takes a collective effort of both faculty and staff to create a successful college student.

Thank you to all our SRPs for the work that you do. Take the time to thank your fellow SRPs and more importantly take the time to value yourself and your contributions to our campus community. Click [here](#) to learn more about SRP Recognition Day.

Brendan McGovern
UUP Chapter President

Raymond Hallett J
CSEA President, Binghamton

Courtney Ignarri
PSS Chair



UUP Retiree Luncheon



Bob Mess, UUP Binghamton Chapter Officer for Retirees, addresses the crowd at the UUP Retire Luncheon on Monday, November 20 in the Benet Alumni Lounge of Old O'Connor. Special thanks to Corinna Kruman for

organizing this terrific event.



Interested in Being More involved in UUP? Become a Union Representative for your area.

[Click here for more information on UUP Representatives](#)



Newsletter content requests and additions are welcomed!! Complete the google form to submit your request.

[Submit your UUP Chapter Notes Newsletter Content Requests HERE](#)



[Subscribe to the UUP Calendar](#)

To subscribe:

Open Google Calendars.

Click on My Calendars.

Then next to "Other calendars," click + to Add other calendars.

Then select "Subscribe to calendar".

In the "Add calendar" box, enter **uupevents@binghamton.edu**

The calendar will be added to your Google Calendar under "Other calendars."



If you have an issue or concern please reach out to me at bmcgovernuup@gmail.com. If you have a faculty-specific issue or concern contact Carl Gelderloos, Acting Vice President for Academics, at carl.gelderloos@binghamton.edu and if you have a professional-specific issue or concern contact Claire Kovacs, Vice President for Professionals, at ckovacs@binghamton.edu. All [Executive Board members 2023-2025](#).

We are limited by what we can send via our campus email to receive communications.
[Update your contact information.](#)

Not a UUP member? [Join here.](#)



United University Professions

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