

UUP Productivity Enhancement Program (PEP)

FAST FACTS

The Productivity Enhancement Program (PEP) is a negotiated benefit in the 2011-2016 agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a credit of up to \$500 to be applied toward the employee share of NYSHIP premiums on a biweekly basis. Full-time and part-time employees who accrue vacation leave may participate in the program.

ENROLLMENT DEADLINE—NOV. 27, 2015

The enrollment period for the 2016 plan year runs through Nov. 27, 2015. Employees are required to submit a separate enrollment form for each year in which they wish to participate.

ELIGIBILITY

Eligible full-time employees with an annual salary of **\$62,998 and below**, and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2016 plan year will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$62,998 and below \$90,022** and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2016 plan year will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$500 to be applied toward their share of NYSHIP premiums.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2011-2016 New York State/UUP Collective Bargaining Agreement;
- ◆ Be employed on a Calendar Year or College Year basis;
- ◆ Be a full-time employee with an annual salary below \$90,022 **OR** a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- ◆ Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- ◆ Be eligible to receive an employer contribution toward NYSHIP premiums (or be on leave without pay from a position in which the employee is normally eligible for an employer share contribution toward NYSHIP premiums); and
- ◆ Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

**Contact your campus Human Resources Department
for more information or to obtain an enrollment form.**

