



President's Corner

By Rowena Blackman-Stroud

Colleagues,

I hope you had a wonderful Thanksgiving and I, along with the rest of the Downstate Chapter officers, wish you all the best in this festive holiday season.

I'd like to take a few moments to update you on several issues of importance to all of us here in the Downstate community.

Congratulations to UUP-JLMC grant awardees

To begin, I'd like to congratulate our members who were successful in obtaining awards through the New York State/UUP Joint Labor-Management Committees.

UUP was successful in negotiating state funds for the five committees that make up the JLMC. Grants awarded through the JLMC are used to address mutually identified issues affecting members of UUP's bargaining unit.

At Downstate, 60 of our members received Individual Development Awards during the first round of awards. During the current round of awards, 105 of our members won IDA awards. For those who haven't applied, there is still time to do so. The deadline for this round of awards is January 31, 2020.

I'd also like to congratulate Jasmin Thomas, who applied for and received a grant through the Dr. Nuala McGann Drescher Leave Program.

With the grant, Jasmin will complete research and create a comprehensive developmental curriculum, Early Childhood School Readiness: A Multisensory Curriculum. Designed for children ages three to five years old, the curriculum will focus on building skills for children from lower socio-economic backgrounds to support normal development and improve vital skills in children who are at risk for delays.

There is still time to apply for the Drescher grant. The deadline for Fall 2020 applications is February 21, 2020.

For more information about these and other available JLMC grants, go to the UUP website, at <https://uupinfo.org/opps/jlmc.php>.

Salary compression

The 2016-2022 NYS/UUP contract includes an historic agreement to establish four annual salary pools, each one-half percent (.5 percent) of total basic annual salaries at each campus, for distribution to eligible UUP-represented employees to address salary compression and inversion.

In November, UUP released a two-page flier titled "2019 Salary Compression: Analysis and Distribution." The flier is accessible on the UUP website; click the link below to access the file: <https://uupinfo.org/contract/pdf/CompressionFastFactsNov2019.pdf>.

Guidelines on how the salary compression dollars will be distributed were completed this year by a joint NYS/SUNY/UUP executive-level committee, which was mandated as part of UUP's 2016-22 contract with the state.

While the data collection and analysis guidelines must be followed to the greatest extent possible, it is impossible to anticipate every campus-specific variation that may require campus-specific deviations.

Statewide UUP leadership will monitor the salary compression process and make necessary changes to the process in upcoming payment rounds.

It is our understanding that the first pool of salary compression monies will be paid in Payroll 21, February 5, 2020 paycheck. The salary compression payments are retroactive to July 1, 2019.

The UUP bargaining unit contains many different types of academics and professionals at different campus types. When campus-specific deviations must be made, they must be consistent with the overall intent of the guidelines and the objective of remediating salary compression and inversion.

According to agreed-upon guidelines as outlined in the two-page flier titled "2019 Salary Compression" campus-level adjustments may not be made on a person-specific basis and must be cleared with SUNY at the state level.

In addition, once the analysis is complete, available compression monies must also be distributed consistent with the guidelines.

Management discretion to determine how the pool will be distributed is expressly limited.

You can get details on the guidelines by reading the flier.

Parking fees

As you know, the new Downstate monthly parking fees will begin January 1, 2020 and extend through December 31, 2024.

I want to thank you again for your patience and support during negotiations, which were difficult at times. Initially, administration wanted to charge \$217.22 monthly for employee parking, which was immediately rejected by UUP and the other unions.

Our strategy included submitting petitions calling for fair parking rates for employees, and we undertook a letter-writing campaign. Thank you to everyone who participated in these important endeavors.

The agreement outlines fee structures for two separate parking options—Uncovered Parking Lots and Covered Parking Lots.

As you can see in the chart below, the rates for uncovered parking lots will be \$90 per month in 2020 and will rise to \$175 per month in 2024. The rates for covered parking lots will be \$160 per month in 2020 and rise to \$220 per month in 2024.

Please know that I and your chapter leaders hear you, and we understand your concerns. We will do all we can to help our members regarding this situation.

I urge you to become more involved in UUP. Together, we can protect the future of our jobs, and work on behalf on our patients, students, and our communities.

UUP Downstate Chapter
President: Rowena Blackman-Stroud

VP for Academics: Karen Benker
 VP for Professionals: Paula White
 Secretary: Ellen McTigue
 Treasurer: Fred Houston
 Grievance Chair: Simon Abe Gerecht
 Officer for Contingents: Donovan Lorde
 Department Rep Coordinator:
 Rowena Blackman-Stroud
 Retirees Officer: Sandy Spier

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Downstate Chapter website:
<http://uuphost/downstatemedicalcenter/chapter-offices>

	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
<u>Uncovered Parking Lots:</u>					
355 Lenox Rd	\$90	\$110	\$130	\$150	\$175
225 Clarkson Ave	\$90	\$110	\$130	\$150	\$175
324 Winthrop St	\$90	\$110	\$130	\$150	\$175
711 Parkside Ave	\$90	\$110	\$130	\$150	\$175
600 Albany Ave ¹	\$90	\$110	\$130	\$150	\$175
<u>Covered Parking Lots:</u>					
581 Clarkson Ave	\$160	\$180	\$200	\$210	\$220
329 Clarkson Ave	\$160	\$180	\$200	\$210	\$220

UUP Are You a Member?

Thomas P. DiNapoli New York State Comptroller		JOHN DOE		Current	3452.78	1234.56
Advice # 123456789		Pay Start Date 09/10/2018		YTD	45,876.90	34,567.89
Advice Date 09/10/2018		Pay End Date 09/24/2018		Net Pay 1,234.56		
Department ID 1234		Pay Rate		56,789.10		
EARNINGS						
	Current	YTD	Current	TAX DATA	Federal	State
Regular Pay Salary Employee	146.78	45,876.90	87.83	Withholding Allowance	2	0
Location Pay	14.78	45,876.90	87.83	TAXES	Current	YTD
				Fed Withholding	3,487.90	1234.56
				Medicare	45.87	34.56
				Social Security	3,487.90	3,487.90
				NY Withholding	45.87	45.87
BEFORE TAX DEDUCTIONS						
	Current	YTD		AFTER TAX DEDUCTIONS	Current	YTD
Regular Before Tax Health	45.78	1,234.56			3,487.90	3,487.90
Employee Before Tax Health	45.78	1,234.56			45.87	45.87
TAX Withholding Before Tax	45.78	1,234.56			3,487.90	3,487.90

CHECK PAY STUB TO MAKE SURE

In order to be a member of the union, your paycheck **must** say "UUP Member" in the lower right-hand corner.

Please contact your chapter officers for a membership card.

The Benefits of Being UNION!

Membership in your union goes well beyond fair and equitable wages, and quality, affordable health insurance. It's a statement: There is strength in numbers, and our collective voice will be heard.

Together, our voice is heard when bargaining with New York state and SUNY. Our voice strengthens our leverage in contract talks and enforcement, and in addressing problems in SUNY labor-management meetings.

Our voice is heard as the main advocate for SUNY campus and hospital funding, and for other legislative issues of importance to you—issues that help us better meet the needs of our students and our patients.

Being a member of UUP also means you maintain:

- Representation in interrogations or disciplinary actions, or in legal actions brought on behalf of members;
- Representation if Title IX harassment complaints are filed against you (for student or co-worker complaints);
- Access to benefits and services provided by UUP Member Services Trust, and discount programs and services provided by UUP's state and national affiliates: NYSUT, AFT and NEA;
- Access to UUP's vision, dental, and life insurance plans in retirement; and
- The right to vote on the union contract, and to provide input in chapter and statewide union elections.