



the Downstate Update

CHAPTER NEWS BRIEF

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NEGOTIATIONS UPDATE

Over the last couple of months, the negotiations team has met with the state. Meetings are scheduled through the remainder of the year and dates are being scheduled for 2023. UUP has completed presenting its expanded proposals to the state and currently, the state is presenting its counter-proposals in greater detail. Updates can be viewed on the **member-only section** of the UUP <https://uupunion.org/myuup/MembersOnly/>.

You will need your Department ID for your campus; Downstate Medical, your Department ID is **28100** or **28108**. You are also welcomed to email any questions or comments on negotiations to contract@uupmail.org.

HEALTH CARE RETENTION BONUS

As many of you are aware, distribution of the Health Care Retention Bonuses begun. UUP has fought long and hard for our members who risked their lives throughout the darkest days of the COVID pandemic. The Chapter has been working with Human Resources to ensure that every member who is entitled, receive their bonus. There is no "deadline" for when these bonuses must be paid. Please keep in mind that the retention bonus is not a union negotiated benefit and eligibility is determined by the State of New York and Downstate Medical Center. Rest assured, UUP will advocate on your behalf!

If you still have questions that are unanswered, please send your specific questions via email to HumanResources@downstate.edu and

copy the chapter at brooklyn@uupmail.org. Otherwise, we ask for your patience as this matter is sorted out and fully resolved.

INDIVIDUAL DEVELOPMENT AWARD PROGRAM

Funding for the Individual Development Award Program ("IDA") is provided under the 2016-2022 Agreement between UUP and the State of New York. Pursuant to the 2016-2022 Agreement, funding has been extended for a nine-month period July 2, 2022 ending March 31, 2023. **ALL ACTIVITIES FUNDED BY THE PROGRAM MUST BE COMPLETED BY MARCH 31, 2023!!!**

The IDA Program Guidelines for the period July 2, 2022 through March 31, 2023, have been revised as follows:

Employees may be awarded a maximum of \$2,000 for the award period. Funding may be awarded for up to two projects or activities for the award period not to exceed \$2,000. Please note, there will be **no** reimbursements for consumables, non-consumables, technology, equipment or supplies, **course fees**, books, **licensing/exam preparation** or **licensing/exam fees**. Funding will not support activities that are not related to your SUNY profession.

Application forms for the period July 2, 2022 through March 31, 2023, will be available after January 18, 2023. You will be able to access the guidelines and application on-line through our website or you can also call the chapter office at (718) 270-1519 and arrange to get a copy.

VACATION ACCRUAL EXTENSION

UUP and the state have reached an agreement to suspend the annual 40-day vacation accrual cap once again for UUP-represented employees.

Under the agreement, UUP bargaining unit members who delayed vacation because of the emergency conditions of the pandemic can now carry their vacation days which exceed the normal 40-day cap past the Dec. 31, 2022, deadline. They can retain those accumulated days until the close of business on Dec. 31, 2023.

Without the extension, employees would have lost those vacation days—which normally expire at the end of the year.

GETTING TO KNOW YOUR LEGISLATOR!!



Redetha Abrahams-Nichols, Downstate Chapter President, Dr. Samuel Marquez, Downstate Chapter Vice President for Academics, along with UUP Statewide President Dr. Fred E. Kowal, Sydney Contreas, SUNY School of Optometry, Alissa G. Karl, UUP Statewide VP for Academics pictured with New York State Lt. Governor Antonio Delgado.



Fred Houston, Downstate Chapter Treasurer; Natalie Baker, Downstate Chapter Governing Board Member; Anthony Holder, Downstate Chapter Delegate pictured with New York State Senator Zellnor Myrie.

LABOR NOTES CONFERENCE



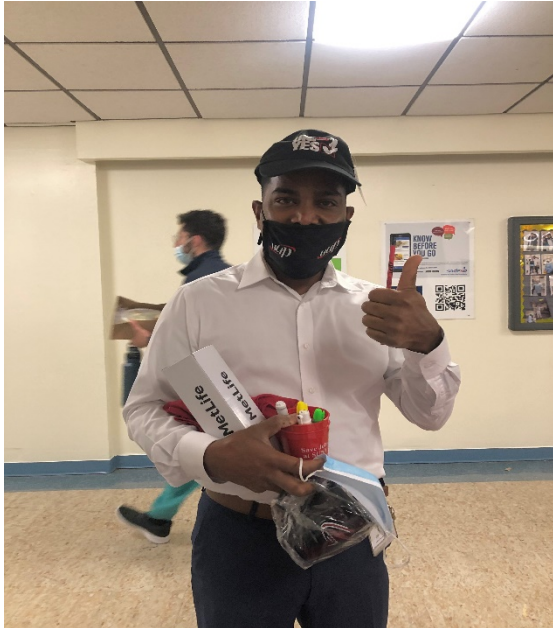
Redetha Abrahams-Nichols attended the annual Labor Notes conference. The Labor Notes Conference is the biggest gathering of grassroots union activists and worker center leaders. The conference joins thousands of union members, officers, and labor activists who are on the front lines in the workplaces and communities, organizing new workers.

DOWNSTATE MEMBERSHIP DRIVE OCTOBER 5, 2022



UUP Members helped staff the table and organize card distribution and collection, including Chapter President, Redetha Abrahams-Nichols; Labor Relations Specialist, Lisa Willis; VP for Professionals Hazel Williams; Chapter Grievance Chair, Chantel Fuller; Chapter Assistant, Jacqueline Bourgeois.

**DOWNSTATE MEMBERSHIP DRIVE
OCTOBER 5, 2022 - continued**



**DEPARTMENT REPRESENTATIVE'S
VOLUNTEERS NEEDED**

We invite all UUP members to get involved with their union. Here is how you can help.

If your department does not have a UUP Department Representative, please volunteer to serve in that role. Department Reps get up-to-date information on workplace issues. If your department has multiple shifts, each shift should have a Department Rep.

If you have not done so, please send your personal email to Brooklyn@uupmail.org so we can keep you up-to-date on what is happening.



**REGISTER FOR UUP'S
UPCOMING PRE-RETIREMENT
WORKSHOPS**

UUP is holding its virtual pre-retirement workshops in December 2022 and January 2023.

The webinars will cover health care and Medicare, followed by union benefits, such as dental and vision coverage.

- Tuesday, December 13, 2022,
12:00 Noon to 1:00 pm

To register, click [Here](#)

- Monday, January 9, 2023, 7:00 pm
to 8:00 pm
- Thursday, January 12, 2023, 7:00
pm to 8:00 pm

To register, click [Here](#)



**NEW EMPLOYEES, JOIN US FOR:
NEOs at NOON**

**Learn about your UUP benefits and
receive expert tips on how to utilize
and maximize them.**



**NEW EMPLOYEE ORIENTATIONS
EVERY OTHER WEDNESDAY AT NOON**



Visit <https://bit.ly/UUPWelcome> for dates and to register.

*Wishing each of you and your
loved ones a
Happy Thanksgiving and a
healthy and safe holiday season!*



*Downstate Chapter
Officers & Staff
United University Professions
SUNY Downstate Health Sciences
University*

UUP Downstate Chapter

President: Redetha Abrahams-Nichols

VP for Academics: Samuel Marquez

VP for Professionals: Hazel Williams

Secretary: Ellen McTigue

Treasurer: Fred Houston

Grievance Chair: Chantel D. Fuller

Officer for Contingents:
Laura Martello-Rooney

Membership Development Officer:
Khadijah Sikriti

Retirees Officer: Shirley Patterson

UUP/NYSUT Labor Relations Specialist
Lisa Mouscardy Willis

Chapter Assistant
Jacqueline L. Bourgeois

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