



UUP HSC Chapter

**AFT Local #2190
NYSUT Local #40-809**

SUNY Appoints New Chancellor

What follows is a statement from United University Professions President Frederick E. Kowal regarding the selection of former U.S. Secretary of Education John B. King Jr. as the next SUNY chancellor. UUP is the nation's largest higher education union, representing more than 37,000 employees at SUNY and its public teaching hospitals.

“We welcome Dr. John King as SUNY’s new chancellor, and we look forward to working with him to strengthen the SUNY system and keep SUNY as the premier public higher education system in the nation.

“UUP shares Dr. King’s commitment to equity and excellence for all students and making a college education affordable and accessible. These are attributes we believe SUNY’s new chancellor must have to be effective.

“We are hopeful that Dr. King, a Brooklyn native, will be a strong advocate for SUNY, especially when it comes to securing more state funding for our public higher education system and our public teaching hospitals.

“A fully funded SUNY system will support the working conditions that UUP-represented employees deserve and guarantee that our students and patients will receive the rigorous education, high-quality academic services, and excellent health care that they are entitled to. He will have an equally strong ally in UUP in making that happen.

“UUP also thanks Deborah Stanley, SUNY’s interim chancellor, for her service during the search for a new chancellor.”

Important Reminders

Flexspend Account Enrollment Period Ending

The open enrollment period for the NYS Flexible Spending Account (FSA) for 2023 runs from November 1 through December 12, 2022. The FSA is a negotiated benefit that provides eligible employees with the ability to pay for certain expenses with pre-tax dollars. Through the FSA, employees can choose from three different benefits. The Health Care Spending Account (HCSA) lets employees set aside any amount from \$100 up to \$3,050 for 2023 to pay for eligible health care expenses that are not paid for by health benefits coverage. The Dependent Care Advantage Account (DCAA) allows employees to set aside up to \$5,000 in pre-tax dollars for eligible custodial childcare, elder care, or

disabled dependent care expenses. The Adoption Advantage Account lets employees pay for eligible adoption-related expenses with pre-tax dollars.

The links to the 2023 FSA Program flyer announcing the open enrolment period [**NYS FSA 2023 Flyer**](#), and the 2023 Enrollment Book which contains much more detailed information about the FSA program, [**NYS FSA 2023 Enrollment Book**](#), are included for your information and for communication to your members. However, I would like to highlight two new improvements for Plan Year 2023. These enhancements are occurring largely due to our ongoing joint advocacy with other state unions to improve both the value and flexibility of these programs for our members. First, as many of you are aware the DCAA program includes an employer contribution that is made to individual DCAA accounts to help pay for eligible childcare, elder care, or disabled dependent care expenses. The amount of the employer contribution, which varies based on a salary-sensitive sliding fee scale, has increased for 2023 by \$200. The new amounts of the employer contribution to individual DCAA accounts are:

If Your Salary Is...	The Employer Contribution Is...
Under \$30,000	\$1000
\$30,001 - \$40,000	\$900
\$40,001 - \$50,000	\$800
\$50,001 - \$60,000	\$700
\$60,001 - \$70,000	\$600
Over \$70,000	\$500

Second, for the first time (independent of temporary COVID-specific relief) the FSA program includes a “carryover” for HCSA Accounts and a “grace period” for DCAA and Adoption Advantage Accounts. These options will alleviate many of the “use it or lose it” concerns that some of our members have had about setting aside pre-tax dollars in the FSA. Providing flexibility to apply unused prior year contributions to pay for subsequent year expenses, described in greater detail below, reduces the risk that members will lose unspent funds at the end of a plan year.

HCSA Carryover

Unused contributions will carry over to the next plan year for enrollees to use. During the plan year runout period (January 1- March 31), plan year 2022 funds may still be used for 2022 expenses. At the end of the runout period, any remaining funds from 2022, up to the IRS limit, will then carryover into the 2023 account balance after the runout period end date (March 31) and can be used to cover 2023 expenses. The current IRS carryover limit is \$610.

DCAA and Adoption Grace Period

The grace period allows an additional 2.5 months to incur dependent care or adoption-related expenses. Enrollees may use any funds remaining in their accounts at the end of 2022 to pay for expenses incurred between January 1 and March 15, 2023 . Claims must be submitted by the March 31 deadline.

These are important enhancements to the FSA programs that we, and other state unions, have long advocated for. I am happy to announce we have made progress on this. Please communicate this information widely to your members.

PEP program opt in period ending

The Annual opt-in period for the Productivity Enhancement Program (PEP) is opening on 11/1/22 and runs through 12/15/22. The PEP program enables eligible employees

to trade in annual leave to be used as a health insurance premium offset. It is available for employees making up to \$103,413 per year and vacation days can be traded in to pay a portion of the employee share of the health insurance. The maximum number of allowable days is determined by the annual salary. This translates to a decreased biweekly deduction for health insurance keeping more money in your pocket. The opt-in forms will be sent to employees via email from HR and must be returned to time and attendance by the opt-in deadline. The detailed program description can be found [here](#)

Consider Helping Members in Need

Perhaps you did not know, NYS has a leave donation program that allows state workers to donate their vacation time to be used as sick time to assist employees in need. These donations can be made across unions and can mean the world to a peer with a long-term medical issue.

Please consider donating extra leave time to members on long-term medical leave. By donating vacation days these members can remain on the payroll and continue to receive much-needed health insurance. The donations are directed specifically to individuals the days cannot be placed into a pool. Links to the necessary forms are below. Complete the form and email or fax to time and attendance.

[Katrice Keenan - Joint Commission - Continued Readiness](#)

[Luisa Maldonado - Housekeeping](#)

[Adam Zazzera - EMT](#)

[Robert Jacobsen - Nuclear Medicine](#)

[Como Clercien - Dialysis](#)

Every day donated is a tremendous help and comfort to those in need

Also, if you know of someone who might be in need of leave donations due to an unforeseen extended illness please pass on the form below for them to complete and return to Human Resources to evaluate for eligibility and processing.

[Leave Donation request.](#)

Important numbers

UUP Benefit Trust Fund PO Box 15143 Albany, NY 12212-9954	www.uupinfo.org	800-887-3863 Fax: 866-559-0516
UUP Member Services	www.uupinfo.org	800-342-4206
UUP Retiree Services	www.uupinfo.org	800-342-4206
Delta Dental PO Box 2105 Mechanicsburg, PA 17055-2105	www.deltadentalins.com/uup	800-471-7093
Davis Vision PO Box 1525 Latham, NY 12210	www.davisvision.com	800-999-5431
Laser Vision Correction (Client Control 7512)	www.davisvision.com	800-584-2866
NYSUT Member Benefits	www.memberbenefits.nysut.org	800-626-8101
AFT+ Member Benefits	www.aft.org	800-238-1133
The Empire Plan Medical Program Hospital Program Mental Health & Substance Abuse Programs Prescription Drug Program NurseLine	www.cs.ny.gov/employee-benefits	877-769-7447 Press 1 Press 2 Press 3 Press 4 Press 5
HMOs	Call the specific HMO for information	
Retirement Systems (Pensions) NYS & Local Retirement System NYS Teachers' Retirement System	www.osc.state.ny.us www.nystrs.org	866-805-0990 800-348-7298
Optional Retirement Programs (ORP) TIAA, Fidelity VALIC, VOYA	www.suny.edu/retirement/orp	Contact campus Health Benefits Administrator
NYS Deferred Compensation Plan	www.nysdcp.com	800-422-8463
NYS Dept. of Civil Service	www.cs.ny.gov	800-833-4344
Workers' Compensation	www.foalaw.com	866-362-4887
Flex Spending Account Dependent Care Advantage Account (DCAA) Health Care Spending Account (HCSA) Adoption Advantage Account NYS-Ride	www.flexspend.ny.gov	800-358-7202

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
WEDNESDAYS AT NOON**



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

PLEASE SHARE THIS WITH YOUR NEW COLLEAGUES

Welcome to Stony Brook HSC!

New employees who missed Orientation or want to find out more about your union and the Benefits provided!

Our union, United University Professions (UUP), was formed over 45 years ago to provide a collective voice for SUNY faculty and professional staff, to improve terms and conditions of employment for full-time and part-time workers, to advocate for SUNY funding, and to provide job protections for all. Together we have done that and more.

Please join us for a virtual UUP New Employee Orientation (NEO) to learn more about the benefits of being a UUP member and tips and tricks for maximizing your benefits. UUP NEOs at Noon are hosted Wednesdays at 12 pm. Sign up [HERE](#).

If you have not already, you can fill out your membership application [HERE](#).

Don't hesitate to reach out to our SBHSC Chapter Office at: 631 444-1505 with any questions.



If you have questions or concerns please call the UUP office at 631 444-1505 or email: bkube@uupmail.org

[\[UUP HSC Chapter Website\]](#) | [\[E-mail the UUP HSC Chapter\]](#) | [\[UUP HSC Calendar\]](#)
[\[Statewide UUP Website\]](#) | UUP HSC Office (631) 444-1505

Connect with us



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