



**UUP HSC Chapter**

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

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## **President's message**

### **Important information**

As the weather turns colder and summer fades to fall and fall to winter a lot has gone on over the past couple of months in terms of our newly ratified contract. Many provisions of the contract have been rolled out and we will see additional provisions over the next month and a half or so. The contractual salary increases for 2022 and 2023 will be showing up in your paycheck soon. Several other deadlines are pending that I want to bring to your attention.

#### **PEP PROGRAM ENROLLMENT IS OPEN**

The performance enhancement program (PEP) election forms have been sent out to all UUP-represented employees as of 11/1. The PEP program allows our members to elect to exchange annual leave time for health insurance premium credits. Employees with a salary at or below \$72,366 may cash in 4 days for a credit of \$800 or 8 days for a credit of \$1600. Employees with a salary between \$72,366 and \$103,412 may cash in 2.5 days for a credit of \$750 or 5 days for a credit of \$1500. These amounts would be used to offset your biweekly health insurance premium. The election forms for this program will be distributed by email to eligible employees in the near future. The open enrollment period for this program is scheduled to close on 12/11.

#### **HOLIDAY PAYMENT PROGRAM**

Negotiated into the newly ratified program is a provision that allows for employees of the teaching hospitals to be paid for holidays worked. At the writing of this email, the election forms have been distributed by time and attendance. the default choice (if you do nothing) is payment. Any holiday worked will be paid as an extra day. Except for Christmas and Thanksgiving. These holidays will be paid an extra day and a half. You would only receive payment for holidays worked. If you choose or are not scheduled to work on a holiday you will earn and use it on the same day (same as current). If a holiday falls on a pass day you will still accrue the time (same as current). If you work an extended shift on a holiday you will be compensated for the



entirety of your work day. If you are observing the holiday or have a pass day only the traditional 7.5 hours will be applied (prorated for part-time employees). Should you want to accrue time fill out the form and return it to time and attendance.

### **OTHER IMPORTANT DEADLINES**

In addition to the programs mentioned above, there are additional programs that have open enrollment until December 11. The Flexspend accounts that UUP negotiates are available for enrollment. These are the Healthcare Spending Account (HCSA) and the Dependent Care Advantage Account (DCAA). Both of these accounts enable you to deduct pre-tax dollars from your paycheck to be used for healthcare expenses or dependent care expenses (childcare or eldercare). These programs enable our members to lower their taxable base and have accounts to pay for expenses either directly (HCSA) or through reimbursement (DCAA). When enrolling in the HCSA the full enrolled amount is available 1/1. Funds in the DCAA are available once they have been deposited. The employer also makes a contribution to the DCAA if you open an account. The amount contributed by the employer is based on the enrollees basic annual salary. To enroll in the flexspend accounts apply at the [FLEXIBLE SPENDING ACCOUNT LINK](#) here. This is a great way to save money on expenses you already pay for with post-tax dollars.

### **ANNUAL LEAVE BALANCES OVER 40 DAYS TO BE STRIPPED 12/31/23**

The grace period extended by the Office of Employee Relations during the pandemic has not been renewed. a reminder annual leave balances in excess of 40 days will be stripped as of 12/31 and reset to the maximum carry-over amount which is 40 days. If you have an excessive annual leave balance work with your dept to take the time off. However, any time granted has to be mutually agreeable. It also cannot be unreasonably denied. Departments need to maintain adequate staff and need to honor previously granted requests. If you cannot use your time I would implore you to donate to persons on the below list. Every donated day helps to ensure they remain on the payroll and eligible for much-needed health insurance. Especially with the upcoming holidays.

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## **IDA application period closed**

The IDA application period from 4/1/23 to 7/1/23 has closed. Applications are being reviewed and any submissions that are incomplete or questionable will be referred back to the applicant for clarification. The process will be completed by early December and payments made for successful applicants prior to 12/31. Payments will be made by direct deposit to your checking or savings account. A new round of awards will be opened in early 2024 and will cover the period of 7/2/23 to 6/30/24. Watch this space for additional information.

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## **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. The annual leave days over 40 will be stripped on 1/1/24.

[Ricardo Misciagna - ED](#)

[Bari Congiusta - Neurology](#)

[Kisten St. Germain - Clinical Nutrition](#)

[Yenny Cardoso - Surgical Oncology](#)

[Lyndsay Vollmer - CPEP](#)

[Maria Esquivel - Housekeeping](#)

[Rishona Haynes - CTICU](#)

[Margaret Murphy - ACP - Pediatric Oncology](#)

[Ian Mauro - Emergency Medical Services](#)

[Louis Shafer - MICU](#)

[Mary McIlvaine - Cardiac Medicine](#)

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 application.](#)

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## Important numbers

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

# 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](mailto: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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