

# UUP Productivity Enhancement Program (PEP)

## FAST FACTS

PEP is a negotiated benefit in the 2016-2022 Agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a cash credit 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.

While the PEP existed in the previous contract, the 2016-2022 Agreement significantly expands participation options and credit amounts for each coming year under the new contract.

### There will be two PEP enrollments in Fall 2018.

#### **FIRST ENROLLMENT DEADLINE—for 2018 PEP: Sept. 12-Oct. 12, 2018**

Eligible employees who wish to participate for 2018 must submit an enrollment form for 2018, even if they have previously enrolled in PEP.

**Eligible members can save \$500 or \$250 for 2018** (six-month benefit)

- Annual FT salary at or below \$66,885—1.5 days for \$250 or 3 days for \$500
- Annual FT salary between \$66,885 and \$95,534—1 day for \$250 or 2 days for \$500
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

#### **SECOND ENROLLMENT DEADLINE—for 2019 PEP: There will be a separate open enrollment period for the upcoming 2019 PEP.**

Employees interested in participating in both years must remember to enroll twice, first for 2018 and shortly thereafter for 2019. Dates for the 2019 PEP open enrollment period will be announced shortly.

**Eligible members can save \$1,200 or \$600 for 2019** (12-month benefit)

- Annual FT salary at or below \$68,192—3 days for \$600 or 6 days for \$1,200
- Annual FT salary between \$68,192 and \$97,448—2 days for \$600 or 4 days for \$1,200
- Eligible PT employees whose salary is within these ranges—up to 3 days or 2 days of annual leave on a pro rata basis for a pro-rated credit based on their payroll percentage

#### **ELIGIBILITY**

At the time of enrollment employees must:

1. Be employed on a Calendar Year or College Year basis;
2. Be a full-time employee with an annual salary below \$95,534 OR part-time employee whose biweekly salary is within this salary range at the time of enrollment;
3. Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
4. Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
5. 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
6. Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below 8 days or a prorated balance for part-time employees, respectively.

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



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