

UNITY

Individual Development Awards- Professional Development

By Bill Tusang, UUP Chapter President

The New York State/United University Professions Joint Labor-Management Committees (NYS/UUP JLMC) is pleased to announce that funding for the Individual Development Awards (IDA) Program, which was negotiated pursuant to Article 21 Statewide Professional Development Committee, of the 2016-2022 Agreement between New York State and United University Professions

will be allocated to campuses for the period of July 2, 2019 through July 1, 2020. The IDA Program is intended to assist eligible employees (both full and part-time employees) to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills. Funding can be obtained for things as diverse as but not limited to: conference/workshop attendance, scholarly pursuit relating to research projects or additional education etc.

(continued on page 3)



Saratoga Fall Festival
[https://www.saratoga.com/
event/saratoga-dba-fall-festival-
39674/](https://www.saratoga.com/event/saratoga-dba-fall-festival-39674/)

CONTACT US

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Ex Board Meetings

Thursdays
12:30 pm—2:00 pm
OG 002 Conference Rm

Fall 2019 Dates

September 12
October 31
November 14
December 12 (tentative)



SUNY-wide UUP Online Education Advisory Committee

Dear UUP Members:

Bill Tusang asked me to join a SUNY-wide UUP Online Education Advisory Committee. The committee acts as a clearing house for online education, discussing problems, issues, and successes for both short- and long-term implementation of SUNYs Online Education plans.

The Online Education Comment Portal is now available on the UUP website for member comments and suggestions. The comment portal is posted at the following link: <http://uupinfo.org/negotiations/onlineed.php>

You can also get to it by going to www.uupinfo.org; Go to MEMBER at the top of the home page; Then click on RESOURCES.

Thank you,
Kurt Verderber
Professor, Natural Sciences and Mathematics



UUP

Fall 2019 DA

October 25 –26, 2019

Westchester Hilton
Rye, New York

Delegates

Bill Tusang
Christina Trees
Kathy Johnson
Carmen Greenwood
Mary Guerrant
Gregory Young
Kevin Moore
Joseph McCarthy
Chad Hisert



UUP Know Your Contract and Benefits Luncheon—September 27, 2019



IDA Awards

(continued from page 1)

The maximum amount that can be awarded to an applicant is \$1,000. The process involves a short application, a copy of the individual's professional resume and a one page request letter detailing what the award will be use for by the individual. Members can read the information about the program using the link below. The application (see link below) with all required documents returned to the Office of Human Resources by Thursday October 31st, 2019 will receive full consideration by the IDA

Awards Committee.

To receive award funds for reimbursement, awardees must provide documentation of funds spent, receipts, and a one page program summary of how the award was used. If members have any additional questions regarding IDA awards, they can contact the UUP chapter office at 518 -255-5250.

For a copy of the IDA Program Guidelines and application please refer to the NYS/UUP JLMC website at:

<https://goer.ny.gov/nysuup-joint-labor-management-committees>

Flex Spending Account

Dependent Care
Advantage Account

Health Care
Spending Account

Adoption
Advantage Account



2020 Open Enrollment Period

October 7 -
November 8, 2019

www.flexspend.ny.gov
800-358-7202



What is the FSA?

The **Flex Spending Account (FSA)** is a state employee benefit that saves you money by allowing you to pay for certain expenses with pre-tax dollars. Under this program, you can choose from three different benefits:

The **Health Care Spending Account (HCSA)** currently lets you set aside any amount from \$100 up to \$2,700 for the 2020 plan year to pay for health care expenses that are not reimbursed by your health insurance or other benefit plan. However, only medically necessary medical, hospital, dental, vision, hearing, and prescription drug expenses for you, your spouse, and your eligible dependents can be reimbursed by your HCSA.

The **Dependent Care Advantage Account (DCAA)** allows your family to set aside up to \$5,000 in pre-tax salary for eligible custodial child care, elder care, or disabled dependent care expenses that are necessary for you and your spouse, if you are married, to work.

The **Adoption Advantage Account** lets you pay for expenses related to the adoption of an eligible child with pre-tax dollars.

Who's eligible to enroll in the FSA?

The HCSA and DCAA are open to New York State employees of Executive Branch state agencies, the State University of New York, the Legislature, and the Unified Court System. Employees of the Roswell Park Cancer Institute, NYS Energy Research and Development Authority, New York Liquidation Bureau, and Environmental Facilities Corporation are also eligible to participate. However, employees who wish to enroll in the **HCSA** also must:

- be either permanently employed or expect to be employed for the entire calendar year in which they plan to enroll in the HCSA (employees who work on a semester or school year basis are also eligible)
- be annual-salaried
- work at least half-time
- meet the eligibility criteria for enrollment in the New York State Health Insurance Program (NYSHIP) and
- if an Executive Branch employee, be either M/C or represented by CSEA, PEF, UUP, NYSCOPBA, Council 82, PBANYS, DC-37, PBA, or NYSPIA.

Casual, seasonal, hourly, per diem, fee-basis, and session employees, as well as retirees, are **not eligible** to enroll in the HCSA.

The Adoption Advantage Account is open to employees of Executive Branch state agencies, the State University of New York, or Roswell Park Cancer Institute who are designated M/C or represented by CSEA, UUP, NYSCOPBA, DC-37, PBA-Troopers, and PBA-Supervisors.

Apply online with our easy paperless application process

It is easy to enroll in the Flex Spending Account. Just submit your application for enrollment online at www.flexspend.ny.gov or by telephone at **1-800-358-7202**. You will need your NYS EMPLID number, which is located on your paystub, to complete your application.

The deadline for 2020 enrollment is November 8, 2019 at 10:00 p.m. ET and is strictly enforced. Please be sure to enroll by November 8. If you are enrolled for the 2019 plan year, you must re-enroll to continue your benefits in 2020.

Health Care Spending Account

Some Eligible Expenses

Breast pumps • Chiropractic care • Contact lenses • Copayments • Crutches • Deductibles • Dental care • Dental implants • Dentures • Diagnostic tests • Eyeglasses • Hearing aids • Infertility services • Lab fees • Laser eye surgery • Orthodontia • Over-the-counter drugs (must be prescribed by a doctor) • Physical therapy • Psychiatric services • Surgery • Travel expenses • Wheelchairs

Some Ineligible Expenses

Cosmetic procedures • Dance lessons • Electrolysis • Exercise classes • Exercise equipment • Hair transplants • Health club membership fees • Herbal remedies • Holistic medicines • Homeopathic remedies • Insurance premiums • Marriage counseling • Meal replacements • Non-medically necessary treatment • Pilates • Teeth whitening/bonding • Tennis and sports lessons • Yoga

Adoption Advantage Account

Some Eligible Expenses

Home study and application fees • Reasonable and necessary legal adoption fees • Court costs • Attorney fees • Agency fees • Medical services associated with a child with special needs • Travel and lodging fees • Other expenses which are directly related to a legal adoption

Dependent Care Advantage Account

Some Eligible Expenses

Adult daycare • Au pair • Babysitter • Before/after-school programs • Child care center • Family daycare provider • Home aide • Nursery school • School-age holiday care • Summer day camp • Sports day camp

Some Ineligible Expenses

Activity fees, t-shirts, books • Care for individuals who do not live with you • Child support • College tuition • Deposits or registration fees • Diaper service • Enriched programming • Insurance fees • Meals • Medical expenses • Overnight camp • Residential nursing home • Supplies • Transportation fees • Tuition (kindergarten and up)

Employer Contribution

The DCAA employer contribution will be available in 2020 for unions that participate in the employer contribution. The following employees are currently eligible for the employer contribution:

- Employees of Executive Branch state agencies, Roswell Park Cancer Institute, or State University of New York who are designated M/C or represented by CSEA, PEF, UUP, NYSCOPBA, GSEU, or DC-37
- Employees of the Unified Court System, except those designated unrepresented (Negotiating Unit #88).
- Employees of the Legislature, NYSERDA, or EFC

The employer contribution may be available to state employees in other bargaining units for the 2020 plan year pending conclusion of negotiations and ratified contracts. Based on salary, the employer contribution may provide up to \$800 for eligible employees who enroll in the DCAA. For employer contribution updates, please visit the FSA website at www.flexspend.ny.gov or call 1-800-358-7202.

The 2020 Plan Year Employer Contribution Rates are:

If Your Salary Is...	The Employer Contribution Is...
Under \$30,000	\$800
\$30,001 - \$40,000	\$700
\$40,001 - \$50,000	\$600
\$50,001 - \$60,000	\$500
\$60,001 - \$70,000	\$400
Over \$70,000	\$300
GSEU Employees only (regardless of salary)	\$600

What's the catch? Use it or lose it!

The key is to estimate your expenses carefully. According to IRS Regulations, if you overestimate your costs you will lose any money that remains in your account at the end of the calendar year.

I want to save money on my health care, dependent care, or adoption expenses and I think this program can help me. Where can I get more information?

Visit the Flex Spending Account website at www.flexspend.ny.gov to view program details online or to order the 2020 Flex Spending Account enrollment book. You can also call the FSA Hotline at **1-800-358-7202** for more information, where customer service representatives are ready to assist you. Or, you can email us at fsa@goer.ny.gov.

Enrollment Deadline — November 8, 2019

Fast, easy, paperless enrollment

The Flex Spending Account is free and easy to use

- Simple, Paperless Application Process
- Online Access to Your Account
- Toll-Free FSA Hotline
- Online Tax Calculators
- Direct Deposit Option
- Toll-Free Fax Line for Claims
- Secure Online Claims Submission
- Debit Card for HCSA Expenses
- No Fees

www.flexspend.ny.gov

FSA Hotline 1-800-358-7202

fsa@goer.ny.gov

New York State Governor's Office of Employee Relations

Andrew M. Cuomo, Governor

The Flex Spending Account is sponsored by the Work-Life Services Advisory Board and the Joint Labor-Management Committees on Health Benefits, the Governor's Office of Employee Relations, the Civil Service Employees Association, Public Employees Federation, United University Professions, NYS Correctional Officers & Police Benevolent Association, Inc., Council 82, District Council 37, Police Benevolent Association, New York Police Investigators Association, Police Benevolent Association of New York State, Inc., and the Graduate Student Employees Union.

Family Leave and Work-Life Services

What you need to know



UUP's 2016-2022 contract with New York state contains new family leave provisions, providing members with many options for **fully paid**, **partially paid**, and **unpaid leave** for family care. It covers leave for birth, adoption, foster care placement, sick relative care (including elders), the death of family members, and assisting family members on active military duty.

UUP's new *Family Leave and Work-Life Services Guide* also includes information about the following:

- UUP's newly negotiated "tenure" clock stop provisions for Professionals and Academics following birth, adoption, or foster care placement
- NYS Work-Life Services programs negotiated by UUP
- Possibilities for flexible work arrangements
- Support services and member benefits programs provided by UUP and our affiliates (New York State United Teachers, American Federation of Teachers, and National Education Association)



The guide can be found under REPORTS at
www.uupinfo.org

United University Professions

President Frederick E. Kowal
Vice President for Professionals Thomas J. Tucker
Vice President for Academics Jamie F. Dangler
Secretary-Treasurer Jeri O'Bryan-Losee
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518.640.6600
800.342.4206
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follow us @uupinfo



SPECIAL SAVINGS FOR EMPLOYEES OF

UUP Members

Special New Member Offers	BJ's PERKS REWARDS® MEMBERSHIP — Just \$50* Save \$60 on a 12-Month BJ's Membership with BJ's Easy Renewal.* Earn 2% cash back on most BJ's purchases**	or	BJ's INNER CIRCLE® MEMBERSHIP — Just \$25* Save \$30 on a 12-Month BJ's Membership with BJ's Easy Renewal
Renewing Member Offers	BJ's PERKS REWARDS® MEMBERSHIP — Just \$80* Save \$30 on a 13-Month BJ's Membership with BJ's Easy Renewal. Earn 2% cash back on most BJ's purchases**	or	BJ's INNER CIRCLE® MEMBERSHIP — Just \$40* Save \$15 on a 13-Month BJ's Membership with BJ's Easy Renewal

To qualify for this offer, please:

- Complete this application in full and return it to your Organization Rep at the address below. Please include a check or credit card payment for the full amount.
- New Members: Your Membership Activation letter will arrive in 3 – 4 weeks. Bring it, along with photo ID, to the Member Services Desk at a Club near you to receive your Membership Card.

Organization Rep: Tina Van Buren Contact Number: tvanburen@bjs.com

Offer Expires: 2019 Address: BJ's Wholesale Club - 70 W Campbell Rd., Rotterdam NY 12306

All BJ's Memberships are subject to BJ's current Membership Terms, ask in-Club or go to Bjs.com/terms.

Choose Membership Level: BJ's Inner Circle® Membership \$275 ~~\$43.20~~ BJ's Perks Rewards® Membership \$54 ~~\$88.40~~

Current Membership # (if applicable) _____

Last Name _____ First Name _____ MI _____ Sex F M

Mailing Address _____

City _____ State _____ ZIP Code _____

Phone # _____ Market Code (BJ's use only) _____

Email _____



If you choose to receive the second Household Membership Card, please complete the following: (Note: Household Cardholder must reside at the same address as the Primary Cardholder.)

Last Name _____ First Name _____ MI _____

Primary Signature — I understand that I am responsible for any checks and actions of the second Cardholder.

Please choose your method of payment. (Sales tax may be added. Make checks payable to BJ's Wholesale Club, Inc.)

- Check My BJ's Perks® Mastercard® Mastercard® American Express®
 Discover® Network Visa®

Date of Membership Purchase
____ / ____ / ____
Month Day Year

Credit Card Account # _____ Expiration Date _____ Total Charge _____

BJ's Use Only

BJ's Sales Representative's Signature: _____ Club # _____

All applications are sent to our Home Office; processing takes approximately 3 – 4 weeks.

Membership Expiration and Renewals: Your Membership expiration date is the last day of the month and year shown on your register receipts and on your "My Account" page on BJs.com. Paid Memberships renewed within two months after expiration will be extended 12 months from the expiration date.

*BJ's Inner Circle Membership fee is regularly \$55; BJ's Perks Rewards Membership fee is regularly \$110. Offer is valid in-Club only, may not be combined with other offers, not redeemable for cash and nontransferable. Plus sales tax where applicable. Offer is contingent upon your enrolling in BJ's Easy Renewal, and you authorize BJs to charge the debit/credit card first used at BJs after accepting this offer, an annual recurring charge in the amount of the then-current Membership fee for all active Memberships on your account, plus tax where applicable, on the first day of the month your Membership expires. Expires: 5/4/19.

**BJ's Perks Rewards Members earn 2% cash back on most BJ's purchases. Cash back is in the form of electronic Awards issued in \$20 increments that are used at checkout at BJs and expire 6 months from the date issued. Cash back can be requested in the form of a check prior to Awards expiring by contacting Member Care at 800-BJS-CLUB. My BJ's Perks Program is provided by BJ's Wholesale Club, Inc. and its terms may change from time to time. Some exclusions may apply. Visit Bjs.com/perks for Program Terms.

My BJ's Perks Mastercard credit card is subject to credit approval.

My BJ's Perks Mastercard is issued by Comenity Capital Bank, pursuant to a license by Mastercard International Incorporated. Mastercard is a registered trademark of Mastercard International Incorporated.

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Gingerbread Apple Cocktail



Ingredients:

- 2 ounces Domaine de Canton ginger and cognac liqueur
- 1 ounce vanilla vodka
- 2 ½ ounces apple cider
- Dash of lemon juice
- Agave syrup (or honey) and finely crumbled gingersnap cookies, for rimming the glass
- Orange zest, for garnish (optional)

1. Spread agave syrup or honey on a plate and dip the rim of a chilled cocktail glass into it to lightly coat the edges.
2. Spread the crumbled cookies on another plate and dip the coated rim into the crumbs so that they adhere.
3. Add the liquid ingredients to a cocktail shaker with ice and shake well. Strain into the prepared glass and float the orange zest on top.



Are You a Member?

Thomas P. DiNapoli New York State Comptroller		J. DOE		Total Gross		Fed Taxable Gross	
Advice # 123456789		Pay Start Date 11/10/2019		Current 3456.78		1234.56	
Advice Date 11/10/2018		Pay End Date 11/24/2019		YTD 45,678.90		34,567.89	
Department ID 1234		Pay Rate 56,789.10					
EARNINGS				TAX DATA			
Hrs./Days	Current	Earnings	Hrs./Days	YTD	Earnings	Federal	State
Regular Pay Salary Employee	3456.78	3456.78		45,678.90	45,678.90	4	4
Location Pay	56.78	56.78		678.90	678.90	2	0
				TAXES			
				Current		YTD	
Regular Before Tax Health				456.78	1,234.56	3,456.78	12,345.67
Supplemental Ret. Annually Prog.				678.90	5,678.90	5,678.90	4,567.89
TIAA Retirement Before Tax				56.78	1,234.56	3,456.78	1,234.56
				DEDUCTIONS			
				Current		YTD	
				34.56		498.78	

CHECK PAY STUB TO MAKE SURE

To be a member of the union, your paycheck **must** say "UUP Member" under "Deductions."

Please contact your chapter officers for a membership card or go to <https://bit.ly/1RYG65y>

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.

Binghamton Chapter member wins Nobel Prize



[READ UUP'S MEDIA RELEASE HERE](#)

A longtime UUP member at Binghamton University has won the 2019 Nobel Prize in Chemistry. M. Stanley Whittingham, a distinguished professor of chemistry and materials science at Binghamton University, received the Nobel Prize Oct. 9 for his pioneering research that led to the development of the lithium-ion battery.

Whittingham is a Binghamton Chapter UUP member who has served on the chapter's executive board. UUP congratulated Whittingham in an [Oct. 9 media release](#).

"UUP is proud of Professor Whittingham, a groundbreaking chemist and a strong unionist who understands and reflects the importance of being a union member in word and deed," said United University Professions President Fred Kowal. "Professor Whittingham is a shining example of what makes SUNY great—its people. We stand and applaud Professor Whittingham for winning this esteemed award."

Whittingham shares the award with researchers John B. Goodenough of the University of Texas at Austin and Akira Yoshino of Meijo University in Japan.

"I am overcome with gratitude at receiving this award, and I honestly have so many people to thank I don't know where to begin," Whittingham said in an Oct. 9 Binghamton University press release. "The research I have been involved with for over 30 years has helped advance how we store and use energy at a foundational level, and it is my hope that this recognition will help to shine a much-needed light on the nation's energy future."

Whittingham, who has been called the "founding father" of the lithium-ion battery, arrived at Binghamton University in 1988. Since then, he has earned a reputation nationally and internationally as an innovative scientist. He has been a world leader in the development of lithium-ion batteries; Whittingham holds the original patent on the concept of using intercalation chemistry in high-power density, highly reversible lithium batteries, which laid the foundation for discoveries that led to the lithium-ion batteries used today.

Since coming to Binghamton, Whittingham has received more than \$7 million in federal research grants from the National Science Foundation and the Department of Energy. At Binghamton, he helped build the university's Materials Science and Engineering Program. Whittingham was honored in 2002 with the Battery Research Award of the Electrochemical Society for his many contributions to "Intercalation Chemistry and Battery Materials." He was elected a Fellow of the Electrochemical Society in 2004, and a member of the National Academy of Engineering in 2018.

The Nobel prizes come with a 9-million kronor (\$918,000) cash award, a gold medal and a diploma. The awards will be given Dec. 10 — the anniversary of Nobel's death in 1896 — in Stockholm.

UUP 2020 Productivity Enhancement Program

The Productivity Enhancement Program (PEP) is a negotiated benefit between UUP and NY State. PEP allows eligible UUP-represented full-time and part-time employees who earn vacation leave to exchange previously accrued vacation leave in return for a credit of up to \$1,200 to be applied toward the employee share of NYSHIP premiums on a biweekly basis.



Employees are required to submit a separate enrollment form for each year in which they wish to participate.

**DEADLINE:
Nov. 15, 2019**

ELIGIBILITY

Eligible full-time employees with an annual salary of **\$69,556 and below** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2020 plan year will forfeit a total of three days of annual leave at the time of enrollment in return for a credit of up to \$600, or six days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$69,556 and below \$99,397** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2020 plan year will forfeit a total of two days of annual leave at the time of enrollment in return for a credit of up to \$600, or forfeit four days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible part-time employees who choose to participate will forfeit prorated days and receive a prorated credit.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2016-2022 New York State/UUP Collective Bargaining Agreement;
- ◆ Be employed on a Calendar Year or College Year basis;
- ◆ Be a full-time employee with an annual salary below \$99,397 **OR** a part-time employee whose biweekly salary is within this salary range at the time of enrollment;
- ◆ Be a NYSHIP enrollee (contract holder) in either the Empire Plan or an HMO;
- ◆ 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
- ◆ Have a sufficient annual leave balance to make the full leave forfeiture without bringing their annual leave balance below eight days or a prorated balance for part-time employees, respectively.

Contact your campus Human Resources Department for more information or to obtain an enrollment form.



UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, Ph.D.
518.640.6600 | FAX: 518.640.6698 | WWW.UUPINFO.ORG
FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

WELCOME to

*New employee?
Missed orientation?
Have questions?
Want to meet UUP?*

Join us for the
**UUP Statewide New Employee
Orientation Webinar**
October 21, 2019
12 PM

Register at
<https://uuphost.org/myuup/Registration/NewEmployeeWebinarReg.php>



MEMBERS ONLY BENEFITS

UUP members are eligible to choose from a wide array of benefits and services. Join your union colleagues and sign up online at <https://goo.gl/g4AQYX> or scan the QR code at right to become a member today!



UUP Member Services Trust—Voluntary Programs



Aflac is supplemental insurance that offers coverage outside your medical insurance for short-term disability, accident, cancer and critical illness. Premiums offered through UUP are up to 40% less than market price.



Liberty Mutual offers a 10% discount off auto insurance and 5% off homeowners and rental insurance.



MetLaw (Hyatt Legal Plan) offers two options: A Family Plan (\$15.75 a month); and Parent Plus, which covers parents and in-laws (\$21.75). There are no deductibles, no copays, and unlimited use for covered legal expenses.

MetLife Group Universal Life offers one policy with two benefits: A life insurance policy with a savings plan.



UUP Member Services Trust Voluntary Dental and Vision Plans include coverage for:

- UUP retiree members
- Surviving spouses of UUP members
- Part-time employees who are UUP members
- Surviving domestic partners of UUP members
- Members' aged-out dependents (until age 29)



Mid-Island Mortgage Corp. offers two programs: The Union Direct Program is open to all UUP members. The Physician's Mortgage Program is custom-designed for doctors and other medical professionals; go to <https://goo.gl/tiUtV1> for a complete list of eligible professions. Both programs offer significant savings and flexible finance options for home purchases or refinances.



Retiree members receive a \$1,000 death benefit and the Travel Assistance Program through Unum Life Insurance at no cost.

UUP Member Services Trust—Discount Programs

Apple—Discounts vary

AT&T—20% off your monthly bill

BJ's Wholesale Club—\$15 off annual membership and one month free

Brooklyn Nets—Up to 50% off ticket prices

Enterprise Rental Car—Discounted vehicle rentals

Goodyear—10% off all tires, maintenance and repairs

hp Academy—Discounts vary

Jos A. Bank—20% off all regularly priced merchandise

Madison Square Garden—Discounts on seasonal tickets for Rangers and Knicks, and the Christmas Spectacular at Radio City Music Hall

Mirabito Fuel—Home heating and gasoline savings

Sprint—5% off your monthly bill

The Walking Company—15% off exclusive footwear brands; chapter-based wellness programs

TicketsatWork—Discounts and special access to theme parks, shows, hotels, and more

Verizon Wireless—19% off your monthly bill, plus 10% in-store/25% online off eligible accessories



Doreen M. Bangs, Director,
Member Benefits & Services

UNITED UNIVERSITY PROFESSIONS | PRESIDENT FREDERICK E. KOWAL, PH.D.
BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516 | WWW.UUPINFO.ORG | BENEFITS@UUPMAIL.ORG



Real Estate Advantage Program

Daniel Gale Sotheby's International Realty is pleased to offer a Real Estate Advantage Program exclusively to UUP members. This benefit will save members a substantial amount of money when buying or selling a home, condo or apartment. It is offered through the UUP Member Services Trust and is not available to the general public.

PROGRAM HIGHLIGHTS *

- Rebates paid at closing (right) on sale or purchase of your residence, or both.
- Free comparative marketing analysis on your property.
- Dedicated program coordinator monitoring your transaction throughout the process.
- Expert home buying/selling guidance.
- An agent specifically selected to service your unique real estate needs.

HOW TO REGISTER

Register with Daniel Gale Sotheby's International Realty Advantage Program—**before** contacting any real estate firm or agent—by phone at **631-692-4856** or by email at **advantageprogram@danielgale.com**

REBATE SCHEDULE

Closing Sale/ Purchase Price	Rebate
\$100,000-\$199,000	.....\$375
\$200,000-\$299,999	.....\$800
\$300,000-\$499,999	.....\$1,600
\$500,000-\$599,000	.....\$2,000
\$600,000-\$699,999	.....\$2,500
\$700,000-\$799,999	.....\$2,800
\$800,000-\$899,999	.....\$3,200
\$900,000-\$999,999	.....\$3,600
\$1 million-\$1,499,999	.....\$4,000
\$1.5 million-\$1,999,999	.....\$6,000
\$2 million-\$2,499,999	.....\$8,000
\$2.5 million-\$2,999,999	.....\$9,800
\$3 million-\$3,499,999	.....\$11,500

* Limited to residential property. Available in U.S. only. Restrictions may apply in some states. Not available on rentals.

UNITED UNIVERSITY PROFESSIONS
 BENEFIT TRUST FUND: 800.887.3863 | FAX: 866.559.0516 | WWW.UUPINFO.ORG | BENEFITS@UUPMAIL.ORG
 FOLLOW US @UUPINFO | MEMBERSHIP INFO LINE: 518.640.6678

UUP Executive Board Members

Bill Tusang, President

(518) 255-5205

Christina Trees, VP Academics

(518) 255-5119

Wendi Richards, VP Professionals

(518) 255-5870

Candy Hofmann, Secretary

(518) 255-5015

Emma Paden, Treasurer

Kevin Moore, Officer for Contingents & Part Time Members

(518) 255-5767

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Monday & Tuesday

8:00 a.m. to 2:00 p.m.

Thursday

8:00 a.m. to 1:00 p.m.