



Details regarding 2015 salary increases, Discretionary Salary Awards and the Deficit Reduction Program:

Salary increases

2% on- base increase

- All bargaining unit members will receive a 2 percent increase to their basic annual salary.
- Calendar-year and college-year employees on the payroll as of June 30 will receive the raise in July.
- Academic-year employees on the payroll as of June 30 will see their raise in September.

\$500 on-base salary increase

- Bargaining unit members on the payroll as of June 30 will also receive an additional \$500 to their basic annual salary. The funds, through the Chancellor's Power of SUNY Award, will be paid no later than Dec. 31.
- We do not know the exact date for this payment, at this time. However, it will be retroactive to July 1 or Sept. 1, depending on the employee's professional obligation and whether they are active on the payroll at the time of payment.
- Employees who worked at least one semester during the 12-month period commencing July 1, 2014 and whose employment ends prior to July 1, 2015 are eligible for the payment if they are reemployed and active on the payroll on the effective date of payment.
- Payments to part-time employees will be pro-rated. The Part-Time Employees Contract Fast Facts document

(<http://uupinfo.org/negotiations/pdf/PartTimeFastFacts.pdf>) has information about the pro-rata distribution formula for the \$500 base increase to part-time employees.

Discretionary Salary Awards (DSA)

- Discretionary Salary Awards (DSA) will be allocated no later than Dec. 31 by campus presidents, who will decide when and how to distribute those funds. DSA, which makes up .5 percent of payroll, will not be added to base salary. It will be paid no later than Dec. 31.
- A specific portion of the DSA pool on each campus is earmarked for part-time employees.

State Deficit Reduction Program

- The state's Deficit Reduction Program has ended. The value of 7 out of the 9 days extracted from your pay will be repaid beginning in June 2016.
- UUP's contract with the state expires July 1, 2016.