

Deficit Reduction Program (DRP)

FAST FACTS

The Deficit Reduction Program was imposed on UUP members and all other state employees by the state. SUNY—and not UUP—is responsible for its implementation. UUP will monitor campus plans and do everything possible to make sure that our members' rights are protected.

DRP DEDUCTIONS FROM PAY

- ◆ In fiscal year 2013-2014, there will be deductions from pay to cover five days of Deficit Reduction. A total of 2.5% of the salary earned over 20 pay periods will be deducted over those 20 pay periods, beginning in September 2013 and ending in June 2014. There will be no deductions from pay periods in July and August.
- ◆ In fiscal year 2014-2015, there will be deductions from pay to cover four days of Deficit Reduction. A total of 2% of salary will be deducted over 20 pay periods beginning in September 2014 and ending in June 2015. There will be no deductions from pay periods in July and August.
- ◆ Part-time employees will receive pro-rated reductions. Details about the pro-rata procedure should be provided by campus administrations.
- ◆ Base pay will not be affected by the loss of pay under the Deficit Reduction Program.
- ◆ Extra service pay, overtime pay, and clinical practice income **will not** be included in the DRP extraction.
- ◆ Winter session and summer session work paid through extra service **will not** be included in the DRP extraction.
- ◆ All UUP members are subjected to the DRP deduction except for those on H1B, J1 or O1 visas.

REPAYMENT

- ◆ Repayment of the seven days will occur in equal installments over 39 payroll periods, beginning with the final payroll period of fiscal year 2015-2016 (June 2016) at the rate at which it was taken. Employees who separate from service prior to full repayment of the Deficit Reduction days will be paid the balance of money owed at the time of their separation, up to seven days.

DEFICIT REDUCTION DAYS OFF

- ◆ The first two days of the DRP are days that all UUP members are permanently losing pay. All members must be given two days off as a result. The remaining seven days will be paid back at the end of the contract period.
- ◆ Campus administrations must develop campus-specific plans that allow UUP members to get two days off.
- ◆ UUP's contract states that employees must be given their two days off before the end of the 2014-2015 SUNY fiscal year.
- ◆ Chapter leaders have been instructed to work with their Labor Relations Specialists to review campus plans and address problems and questions at Labor/Management meetings. Problems that are not satisfactorily resolved at the campus level will be brought to SUNY System Administration by UUP's statewide office.
- ◆ Part-time academics with appointment letters that specify that "teaching-day only" responsibilities should be given options for taking teaching days off to cover their two days that result in permanent loss of pay.
- ◆ One-time exception to 40-day limit on vacation days: Vacation credits shall not exceed 42 days on Jan. 1, 2014.

**For more information about the Deficit Reduction Program,
see UUP's Contract Q & A at <http://uupinfo.org/negotiations/index.php>**

