

2011-2016

NEW CONTRACT PROVISIONS

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DURATION July 2, 2011-July 1, 2016

COMPENSATION

Salary increases starting in 2013 and in all subsequent contract years

- July 1, 2013 \$500 to base, pro-rated for PT (paid Nov. 6)
0.5% Discretionary Awards, not on base* (paid either Dec. 4 or Dec. 18)
- July 1, 2014 2% on base (payable July 1 or Sept. 1)
\$250 to base, pro-rated for PT (must be paid by Dec. 31; retro to July 1 or Sept. 1)
0.5% Discretionary Awards, not on base* (must be paid by Dec. 31)
- July 1, 2015: 2% on base (payable July 1 or Sept. 1)
\$500 to base, pro-rated for PT (must be paid by Dec. 31; retro to July 1 or Sept. 1)
0.5% Discretionary Awards, not on base* (must be paid by Dec. 31)
- July 1, 2016: 1% Discretionary Awards, not on base* (must be paid by Dec. 31)

* For each campus, a percentage of the discretionary money must be earmarked for part-timers based on the actual percentage of part-timers on that campus.

Service Awards for career milestones (starts 2011-2012 and continues under Triborough Amendment)

Full-Time Employees, effective July 2, 2011, and continuing

A one-time \$500 payment will be added to basic annual salary at:

- Continuing appointment (tenure for academics)
- Permanent appointment (permanency for professionals)
- Second five-year term appointment for Appendix A professionals
- Upon completion of seven years in Appendix C Fundraising, Lecturer, and Appendix B-4 Division III athletic titles

(Because these three categories were not covered under a similar provision in previous contracts, all employees in them who have already completed seven years of service, as well as those who reach seven years going forward, will receive the \$500 on-base payment.)

Part-Time Employees, effective July 2, 2011, and continuing

A \$500 lump-sum bonus payment (not added to base salary) made to part-time employees after eight years of consecutive service at the campus at which they are currently employed and every eight years thereafter. Such employees are eligible for only one service award every eight years.

On-call/Recall Pay—New provision expands eligibility beyond hospital titles

See the on-call/recall flier at <http://bit.ly/1aPv33i>. The flier defines on-call and recall, and explains the mechanism now in place to pay employees for returning to work or being on-call after regular business hours. It also expands the positions eligible for on-call/recall, and requires that employees be given 30 days notice if they are put on-call by campus administrations.

DEFICIT REDUCTION PLAN

Pay extraction of **nine days** over a period of two years; **seven days paid back at end of contract**

Employees take two days off in exchange for the two days not paid back

One-time exception to 40-day limit in vacation days: Vacation days shall not exceed 42 days on Jan. 1, 2014.

UUP GRANT PROGRAMS

Joint Labor/Management Committee Funding

Reinstitution of UUP grant programs, with increases in funding in the last two years of the contract

UUP members will be eligible for the Dependent Care Advantage Account employer contribution, effective Jan. 1, 2014

CONTRACT IMPROVEMENTS

New Class Action Grievance

UUP can file a class action grievance at Step 1 when there is more than one grievant at a single campus.

Such grievance must name each grievant and be signed by the UUP statewide President.

Evaluation and Promotion of Professionals

Procedural steps for Evaluation of Professionals put into Article 7 (Grievance Procedure) and language added to Appendix A-28.

- Upon notice that a performance program is late, a supervisor will complete it immediately, and such performance program shall be dated from completion date to end of program period.
- A professional employee may not be evaluated for performance during a period when a performance program was not in place. The period of evaluation cannot commence before a copy of the performance program is given to the employee.
- Violation of these provisions can be grieved.
- If the college president fails to issue a decision within the required 90 days of receiving an appeal for denial of promotion, it shall be deemed a denial of the request for purposes of the employee's right to file an appeal to the University Review Board.

Expansion of “no discrimination” protections

Article 10 (No Discrimination) expanded to cover all those with “military status”

Addition of Adoption and Foster Care to Family Sick Day Provision

Up to 15 sick days can be used for adoption and foster care

Employee Right to See Unsolicited Letters in Personnel Files

UUP members now can see unsolicited, signed letters placed in their official personnel files

Part-time employee time to term appointment reduced from six semesters to four semesters

This allows earlier eligibility for 45-day notice of non-renewal and participation in the Optional Retirement Program (ORP)

Elimination of salary rank restrictions on eligibility for early permanent appointment

Professionals at all salary ranks can apply for early permanence (one-time choice, outcome final)

Labor/Management commitment to discuss professionals' job titles/other issues, beginning with IT titles

Executive Level committee must convene within six months of ratification

New appendix: Family Leave, Workplace Flexibility, Family Friendliness

Statement about need for family friendliness and flexibility

- Federal Family and Medical Leave Act (FMLA) provisions
- Options for paid time off
- Options for Work Schedule Flexibility
- Stopping the “Tenure Clock”

Voluntary Reduction in Work Schedule Program guidelines added to VRWS appendix

Executive Level review of Librarians' issues

Will include discussion of titles, obligation, protected time, and compensation concerns

Additional Vacation Day Triboroughed

The provision that adds one vacation day on January 2 will now be ongoing and will not expire at the end of the contract.

Important changes to the SUNY Board of Trustees *Policies*

The following changes will be made to the SUNY Board of Trustees *Policies*:

BOT Policies:

Early Permanence for Professionals

Article XI Title C, Sec. 4

This will eliminate salary rank restrictions on eligibility for initial permanent appointment by replacing the current restriction on eligibility to Salary Levels 1-4 with eligibility for all Salary Levels. Applying for early permanence is a one-time election, with the outcome final.

BOT Policies:

Term Appointment for Part-time Employees

Article XI, Title D 2(b) (1)

Eligibility for a part-time term appointment shall be reduced from six consecutive semesters to four consecutive semesters. This will allow the 45-day notice of non-renewal period for part-time employees on term appointments to begin earlier. Part-time employees on temporary appointments have no notice requirements.

This will also allow earlier eligibility to participate in the Optional Retirement Program, which requires employees to be on a term appointment.

HEALTH BENEFITS

Maintenance of health benefits with employee premium share increase effective January 2013

<u>Income Level</u>	<u>INDIVIDUAL COVERAGE</u>		<u>DEPENDENT COVERAGE</u>	
	<u>State Share</u>	<u>Employee Share</u>	<u>State Share</u>	<u>Employee Share</u>
FT salary less than \$40,137	88%	12%	73%	27%
FT salary \$40,137 or more	84%	16%	69%	31%

Higher income eligibility level for Productivity Enhancement Program

Exchange of vacation days for credit toward health insurance premium

2013—Eligibility at \$88,257 and below

2014, 2015, 2016—Eligibility at \$90,022 and below

Increases in deductibles and co-insurance maximum for out-of-network services under Empire Plan

Out of Network Services under Empire Plan, Medical/Surgical Program

Deductible:

\$1,000 per enrolled employee, per spouse/domestic partner, per all dependent children combined

Reduced to \$500 for employees earning less than \$34,318

The salary amount triggering the reduced deductible is indexed to ATB salary increases

Combined Coinsurance Maximum:

A single coinsurance maximum in the following amounts may be reached through the accumulation of coinsurance incurred for covered expenses under the basic medical, hospital and MHSA programs:

\$3,000 per enrolled employee, per spouse/domestic partner, per all dependent children combined

Reduced to \$1,500 for employees earning less than \$34,318.

The salary amount triggering the reduced deductible is indexed to ATB salary increases.

What were previously separate deductibles and co-insurance maximums for different health services (Hospital, Basic Medical/Surgical, Mental Health & Substance Abuse, and Home Care Advocacy) are now combined in a single deductible and single co-insurance maximum.

New Guaranteed Access Program

Provides network level benefits for primary care and certain specialties in NYS and contiguous counties

Maintenance of drug co-pays for Tier 1 drugs; increases for Tier 2 and 3 drugs

Copayment for up to a 30-day supply:

Tier 1: **\$5** Tier 2: **\$25** Tier 3: **\$45**

Copayment for 31-90 day supply at a network pharmacy

Tier 1: **\$10** Tier 2: **\$50** Tier 3: **\$90**

Copayment for 31-90 day supply at mail order or specialty pharmacy

Tier 1: **\$5** Tier 2: **\$50** Tier 3: **\$90**

No increases in Empire Plan medical co-pays when seeing an in-network provider

Elimination of co-pays for many yearly preventive care physical exams, screenings, tests, counseling and vaccines

New Opt Out Program

\$1,000 annually for opting out of individual coverage; \$3,000 for opting out of family coverage, prorated and paid biweekly. Other coverage must be provided by an employer other than NYS. Unless newly eligible to enroll in NYSHIP, to be eligible the employee must be enrolled in NYSHIP prior to April 1 of the previous plan year. Participation in Opt Out considered to be enrollment in NYSHIP for all purposes, including retiree health insurance coverage, use of sick leave credits toward health insurance premiums in retirement, and the UUP Benefit Trust Fund (dental, vision, life insurance).

Health Benefits Enhancements

- Participating provider coverage for Convenience Care Clinics and Nurse Practitioners
- New Disease Management Programs: Healthy Back, Bariatric Surgery
- “New to You” Drug Program
- Brand for Generic Program

Change in Sick Leave Credit for Retiree Health Insurance

Continued use of up to 200 sick days at retirement for credit toward retiree health insurance; change in state’s actuarial tables reduces value of sick days

Benefit Trust Fund: Dental, Vision, Life insurance

Current funding levels continue, with increases in 2014-2015 and 2015-2016

Agenda for Joint Committee on Health Benefits expanded

- Evaluate current Pre-Notification of Radiology Services and review viability of pre-authorizing non-urgent/non-emergent cardiologic procedures and testing
- Implementation and ongoing oversight of a voluntary Healthy Back Program
- Implementation and ongoing oversight of a Bariatric Surgery Management Program
- Solicit Health Risk Assessment Program and implement voluntary participation. Incentivized program as well as development of educational efforts to influence healthy lifestyles.