

# UUP Productivity Enhancement Program (PEP)

## FAST FACTS

The Productivity Enhancement Program (PEP) is a negotiated benefit in the 2011-2016 agreement between UUP and NYS.

PEP allows eligible UUP-represented employees to exchange previously accrued annual leave (vacation) in return for a credit of up to \$500 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.

### ENROLLMENT DEADLINE—NOV. 27, 2015

The enrollment period for the 2016 plan year runs through Nov. 27, 2015. Employees are required to submit a separate enrollment form for each year in which they wish to participate.

### ELIGIBILITY

Eligible full-time employees with an annual salary of **\$62,998 and below**, and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2016 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 \$500 to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$62,998 and below \$90,022** and eligible part-time employees whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2016 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 \$500 to be applied toward their share of NYSHIP premiums.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2011-2016 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 \$90,022 **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.**

