

# Part-time Employees Academics (Adjuncts) and Professionals

## FAST FACTS

### RAISES FOR ALL FULL TIME AND PART TIME MEMBERS: PERMANENT ADDITIONS TO BASE SALARY

July 1, 2013:

\$500 on base for all employees, pro-rated for PT\* (*paid Nov. 6, 2013*)

*For all UUP members on payroll as of June 30, 2013. Employees whose employment expired prior to July 2013 will also receive this increase if reemployed and on payroll on effective date and at time of payment.*

July 1, 2014: *All FT & PT members receive both salary increases*

2% on base (*payable July 1 or Sept. 1*)

\$250 on base for all employees, pro-rated for PT\*

July 1, 2015: *All FT & PT members receive both salary increases*

2% on base (*payable July 1 or Sept. 1*)

\$500 on base for all employees, pro-rated for PT\*

**\*Pro-rata formula for part-time employees is based on the full-time employee annual amounts of \$500 in 2013, \$250 in 2014, and \$500 in 2015**

**For part-time employees paid on an annual basis**, \$500 in 2013, \$250 in 2014, and \$500 in 2015 will be added to basic annual salary, pro-rated based on the employee's FTE.

**For hourly employees**, the OSC factor of 2088 (annualized hours per year) will be used to result in an increase of \$0.24 per hour for the \$500 increase and \$0.12 per hour for the \$250 increase.

**For part-time academics paid by the course**, the amounts below will be added to base salary. Payment will be divided by the number of payroll periods over which the employee is paid.

Part-time members who teach four or more courses per semester at a campus will receive the full amount of these salary increases (\$500 in 2013, \$250 in 2014, \$500 in 2015).

The following amounts for part-time employees are per semester:

Payment <b>PER SEMESTER</b>	When full-time annual amount is \$500	When full-time annual amount is \$250
1 course	\$62.50	\$31.25
2 courses	\$125	\$62.50
3 courses	\$187.50	\$93.75
4 or more courses	\$250	\$125



## **SERVICE AWARDS FOR PART TIME EMPLOYEES**

A new contract provision establishes Service Awards that are subject to the Triborough Amendment, which means they will remain in place even after expiration of the 2011-2016 Agreement. This new provision is effective July 2, 2011, and continuing.

A \$500 lump-sum bonus payment (not added to basic annual salary) will be awarded 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.

**First Pay Date under the new contract: Nov. 20, 2013**

## **DISCRETIONARY SALARY AWARDS** (not added to basic annual salary)

2013 0.5% of total salary pool distributed no later than Dec. 31, 2013  
2014 0.5% of total salary pool distributed no later than Dec. 31, 2014  
2015 0.5% of total salary pool distributed no later than Dec. 31, 2015  
2016 1.0% of total salary pool distributed no later than Dec. 31, 2016

### **First-ever provision requiring distribution of Discretionary money to part-time employees**

In all years above, at each campus, a percentage of the discretionary pool will be earmarked for part-time employees based on the actual percentage of part-time UUP bargaining unit members on that campus.

All full-time and part-time employees on the payroll on June 30 of a contract year are eligible for discretionary awards. Also eligible are part-time faculty who are on the payroll on April 30 and who leave the payroll prior to July 1 but are re-employed at the time discretionary awards are distributed the following fall semester.

## **DEFICIT REDUCTION PROGRAM (DRP)**

Gov. Cuomo demanded that all state employee unions have nine days of "deficit reduction" that takes pay from employees over a two-year period in order to yield savings for their state agencies. UUP members will have their salaries reduced by the value of a total of nine days' pay over the course of fiscal years 2013-2014 and 2014-2015. The cash value of seven days will be repaid to employees at the end of the contract period or at separation from University service, if that occurs before the end of the contract period. For the two other days, two Deficit Reduction Leave days will be given in lieu of pay. Members must be given two days off.

Part-time academics with appointment letters that specify "teaching-day only responsibilities" should be given options for taking teaching days off to cover the two days that result in permanent loss of pay.

**The DRP extraction will be pro-rated for part-time employees. The figures below are for full-time employees. Questions about DRP paycheck deductions should be directed to campus Human Resources offices.**

In fiscal year 2013-2014, there will be deductions from pay to cover five days of Deficit Reduction. A total of 2.5 percent 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 percent 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.



## **OTHER NEW CONTRACT PROVISIONS FOR PART TIME EMPLOYEES (ACADEMICS & PROFESSIONALS)**

### **Health Insurance Benefits**

Part-time employees continue to get full health insurance coverage if they meet eligibility criteria, which have not changed. They also are eligible for all Benefit Trust Fund programs (Vision, Dental, Life Insurance) if they are eligible for health insurance coverage.

### **Health Insurance Costs**

Increased health insurance costs (premium share, out-of-network services under the Empire Plan) are now tiered; those with lower incomes pay less than those with higher incomes. Most of UUP's part-timers are likely to fall into the lower tier for these costs.

### **Productivity Enhancement Program**

Part-time employees who accrue vacation leave are eligible to participate in the Productivity Enhancement Program. This program allows an exchange of a few vacation days for a credit toward the employee's share of the health insurance premium.

### **Pre-Tax Savings Plans**

Part-time employees are eligible to participate in pre-tax savings programs: Health Care Spending Account (HCSA); Dependent Care Advantage Account (DCAA); NYS-Ride. They are eligible for the employer contribution for DCAA, which will resume in January 2014. Open enrollment for the HCSA and DCAA takes place from Sept. 30 to Nov. 8, 2013. Visit [www.worklife.ny.gov](http://www.worklife.ny.gov) for more information.

### **Grant Programs**

Part-time employees are eligible for all UUP/NYS Joint Labor/Management Programs, e.g., individual development awards and campus grants. At least 15 percent of grant monies must be allocated to part-time employees.

### **Shorter Time to Term Appointment: 45-day Notice of Nonrenewal and Earlier Eligibility for ORP**

Part-time employees will now be eligible for a term appointment after four consecutive semesters (instead of six under the previous contract). Part-time employees on a term (rather than temporary) appointment must be given 45 days' notice of nonrenewal.

Since part-time employees with term appointments are eligible to enroll in the SUNY Optional Retirement Program (ORP), this change will allow for earlier eligibility for the ORP. When hired, part-timers are eligible to join either ERS or TRS, depending on their title. Once they get a term appointment, they become eligible to join the ORP. Since they are considered optional members, they do not have to join a system. If they join ERS/TRS, they may switch to the ORP once eligible. If they fail to do so within 30 days, they must remain in ERS/TRS for life.

### **Other Contract Provisions**

All basic contract protections apply to part-time employees, unless specifically designated for full-time employees.

**For more details about these contract provisions, see UUP's Contract Q & A at <http://uupinfo.org/negotiations/index.php>.**

**For further information, contact your UUP chapter office or email UUP at [contract@uupmail.org](mailto:contract@uupmail.org).**

