

UUP 2021 Productivity Enhancement Program

The Productivity Enhancement Program (PEP) is a negotiated benefit between UUP and NY State. PEP allows eligible UUP-represented full-time and part-time employees who earn vacation leave to exchange previously accrued vacation leave in return for a credit of up to \$1,200 to be applied toward the employee share of NYSHIP premiums on a biweekly basis.



Employees are required to submit a separate enrollment form for each year in which they wish to participate.

**DEADLINE:
Nov. 30, 2020**

ELIGIBILITY

Eligible full-time employees with an annual salary of **\$70,947 and below** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in the Productivity Enhancement Program for the 2021 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 \$600, or forfeit six days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible full-time employees earning **more than \$70,947 and below \$101,385** whose biweekly salary is within this range at the time of enrollment, who choose to enroll in PEP for the 2021 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 \$600, or forfeit four days of annual leave at the time of enrollment in return for a credit of up to \$1,200, to be applied toward their share of NYSHIP premiums.

Eligible part-time employees who choose to participate will forfeit prorated days and receive a prorated credit.

At the time of enrollment, employees must:

- ◆ Be an employee covered by the 2016-2022 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 \$101,385 **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.



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