
UUP Chapter Notes Newsletter

United University Professions - Binghamton <bingham@uupmail.org>
Reply-To: bmcgovernuup@gmail.com

Mon, Dec 4, 2023 at 4:39 PM



CHAPTER NOTES NEWSLETTER

12.4.2023



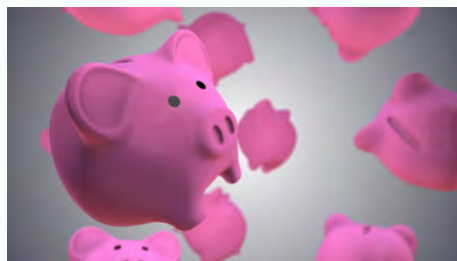
Our next General Meeting is on Wednesday, December 6th, from Noon to 1:00 pm in U UW 324.

To attend on Zoom please register here.

<https://binghamton.zoom.us/meeting/register/tJYlcuyoqTMrGtD761SCvfUawygEvxqKfXsq>

[Binghamton Chapter Website](#) [Statewide Website](#)

Not a UUP member? [Join here.](#)



Donation Requests

IMPORTANT: We currently have colleagues in need of Leave Donations!

Our colleagues, Evan Lowe and Lynne Jones, are in need of Leave Donations. They have used all of their sick and vacation days and are in need of as many donation leave days as we can give. Please complete this [Donation Leave Form](#) and send to Sara DeClemente-Hammoud, Director of Human Resources, at declemen@binghamton.edu

If you have more than 40 days as of 12/31/23, the extra days will be lost back to the State's coffers, and we want to make sure that our members either have the ability to use their earned vacation time or donate towards leave donation requests.

The clock is ticking, Donations should be made by December 6th.



A reminder for all employees eligible to earn vacation days. Check your vacation day accrual balance. Unlike in recent years, vacation accruals over 40 days will not roll over this year.



Individual Development Awards - IDA

You can now apply for both the retroactive 2022-2023 and current 2023-2024 NYS/UUP Joint Labor-Management Committee Individual Development Awards (IDA)

This year's IDA program provides up to \$2,000 for UUP-represented employees to engage in up to two distinct activities that further professional development. Employees can submit a maximum of two applications totaling \$2,000 in expenditures. (For example, one application can be for \$1,238.00 and the second application can be for \$762.00; both applications can total up to \$2,000.) Part-time employees are particularly encouraged to apply because 15% of the IDA funds are set aside for these employees. The IDA Program is intended to assist eligible employees to develop their full professional potential and to prepare for advancement. Funding may be provided to enhance teaching, research capabilities, professional knowledge and skills. Funding may not be awarded to purchase equipment or supplies or to support activities that are not related to the applicant's SUNY profession. (Note: Funding restrictions have changed over the last few years, so review the restrictions closely.) Please see the [IDA Program Guidelines](#) for more information.

There are two separate award amounts that you can apply for.

April 1, 2023 – July 1, 2023 (Retroactive Period)

Employees are eligible for a retroactive award for the period April 1, 2023 to July 1, 2023, however, the total amount awarded cannot exceed \$2,000 for the period July 2, 2022 to July 1, 2023. The deadline for submitting applications for this time period is January 31, 2024. [Complete the online application.](#)

The hard deadline for the 2022-2023 applications is 11:59 p.m. Sunday, December 3rd, 2023.

July 2, 2023 – July 1, 2024

Employees may be funded for up to two projects or activities, not to exceed a total of \$2,000 for the period of July 2, 2023, through July 1, 2024. [Complete the online Application](#)

The Deadline for the 2023-2024 applications is **11:59 p.m. Sunday, April 14th, 2024.**

The IDA program has changed. Awards reimbursement will follow the process outlined in the Accounts Payable [Personal Reimbursement Procedure guidelines.](#)

Note: The application requires that you fill out a separate PDF and submit it to the Google form so that the committee can better keep track of all applications. [The fillable PDF form can be found here.](#)

SELF-NOMINATE FOR A PROMOTION OR SALARY INCREASE

Presenters: Donald Kunkel, Membership Development Officer, Chris Sielaff, Labor Relations Specialist NYSUT, Brendan McGovern, UUP Chapter President

Please join us for this important workshop designed for UUP professional staff looking to self-nominate for a promotion or salary increase. This workshop will discuss the process and the documentation required to create a nomination packet. Finally, an opportunity will be provided to answer specific questions raised by participants.



12/12/2023

Noon-1:00PM

UU- 324

Please register by December 5th using the link to the Google form below.



Register [HERE](#) for the Self-Nominate for a Promotion or Salary Increase Workshop

UUP Binghamton Chapter Special Election for Academics

UUP Binghamton Chapter is holding a **special election to fill our vacant Vice President for Academics position**. We are using this special election as an opportunity to also **fill our five vacant academic delegate positions**.

All Binghamton Chapter academics on payroll on November 06, 2023 received a letter via the USPS seeking nominations for the following positions:

Vice President for Academics and Delegate (You can nominate up to 1)

Academic Delegate (You can nominate up to 5)

Nominations will close on December 11, 2023 and the election will be held soon after academics return from winter break.

See below for sample envelope and ballot. If you are interested in any of these positions and have any questions about responsibilities and workload please reach out to Binghamton Chapter President Brendan McGovern at bmcgovernuup@gmail.com.



United University Professions

P.O. Box 15250
Albany, New York 12212

NOMINATION FORM ENCLOSED

NAME
ADDRESS
CITY, ST Zip



United University Professions

**Binghamton Chapter
Statewide Chapter Nomination Form
80802 - ACADEMICS**

Term of Office from Date of Election to May 31, 2025

Please read the Call for Nominations and Instructions on the back of this page before completing this form.
Any professional member may nominate candidates for this office. You must print and sign your name
as the person nominating candidates (including yourself).

BLOCK PRINT YOUR NAME: _____

SIGN YOUR NAME: _____

Vice President for Academics and Delegate (Nominate up to 1)

BLOCK PRINT CANDIDATE'S NAME

CANDIDATE'S SIGNATURE REQUIRED

Academic Delegate (Nominate up to 5)

BLOCK PRINT CANDIDATE'S NAME

CANDIDATE'S SIGNATURE REQUIRED

NOTE: No UUP or SUNY equipment and/or resources may be used to produce and/or distribute campaign material for UUP elections. This prohibition includes printers, copiers, supplies, campus mail system, e-mail, and **UUPMAIL.ORG OR CAMPUS.EDU** domains from ANY computer.

The term of office for this position is Date of Election to May 31, 2025. For a nomination to be valid, each nominee must sign this form to indicate a willingness to be nominated and to serve if elected. If a nominee is unable to sign, a notarized statement that the candidate is willing to be nominated and will serve if elected **MUST** accompany this form. This form must be returned by mail to the Constitution and Governance Committee, UUP, P.O. Box 15250, Albany, NY 12212-9953, and **RECEIVED**, not postmarked, no later than 5:00 P.M. on Monday, December 11, 2023. UUP is not responsible for any delays by the United States Postal Service (USPS) or any private delivery company. Please allow seven to ten days mailing time.

Affiliations: NYSUT • National Education Association • American Federation of Teachers • AFL-CIO

COFFEE DONUTS & BAGELS

On the Road

Attention
Health
Sciences
Campus



Join us for
Commaradarie
and
Conversation

DECEMBER 6
DECKER HEALTH SCIENCE ATRIUM

8-9:30AM





Coffee Donuts & Bagels with UUP

DECEMBER 7TH

8-9:30AM

UUW 325



UUP & MC-13 Productivity Enhancement Program (PEP) 2024

Enrollment Period:

Nov. 1 - Dec. 11, 2023

The SUNY Productivity Enhancement Program, PEP allows eligible UUP-represented and SUNY MC-13 employees who meet all of the program criteria to voluntarily exchange accrued vacation time in return for a credit to offset the cost of their bi-weekly health insurance premium in 2024.

Eligibility Criteria and the PEP 2024 online application can be found in the link below.
<https://www.uuphost.org/binghamton/wp-content/uploads/2023/11/PEP2024E.pdf>



WORKFORCE
DEVELOPMENT
INSTITUTE

WDI Child Care Scholarship Program

A crucial support for working families



WDI's Child Care Scholarship Program provides financial support for working families to help cover child care costs.

The average cost of child care for a family with two children is over \$30,000 per year, forcing families to make hard economic decisions.

When families spend less on child care, they can better afford housing and transportation, pay student loans and other bills, and make healthier choices for increased nutrition for everyone in the household.

APPLY TODAY!

Scan here or visit [WDINY.ORG/CHILDCARE](https://www.wdiny.org/childcare) to complete an eligibility screening to receive an application packet.



AM I ELIGIBLE?

Family Size 85%SMI Minimum* 400%FPL Maximum

Family Size	85%SMI Minimum*	400%FPL Maximum
2	\$67,490	\$78,880
3	\$83,370	\$99,440
4	\$99,250	\$120,000
5	\$115,130	\$140,560
6	\$131,010	\$161,120

*If your income is below the scholarship's minimum, you may still be eligible for assistance through your local county social services. Check out our website for more information.

SCHOLARSHIP HIGHLIGHTS

- Avg Monthly Scholarship of **\$1000** per child is paid directly to providers for full-time care
- Applicant and Co-applicant must be working (or in an education or training program, i.e., pre-apprenticeship or short-term training program) at least 10 hours per week
- Funding available, for approved applicants, thru March 31, 2024
- Eligibility guidelines apply, complete an eligibility screening to see if you qualify

LIMITED CAPACITY BY REGION

Questions? scholarship@wdiny.org

2024 Flexible Spending Account Contribution Limits

Take Advantage of these Savings!!!

The IRS has increased FSA limits for 2024. We are pleased to share that NYS is able to adopt the new contribution limits for 2024 as follows:

Health Care Spending Account (HCSA): \$3,200

Dependent Care Advantage Account (DCAA): \$5,000 / \$2,500

Adoption Account: \$16,810

The 2024 HCSA carryover limit will be \$640, meaning employees may carry over up to \$640 from 2024 into 2025.

As a reminder, HCSA participants can carry over up to \$610 from 2023 into 2024.

Employees who have already enrolled for a 2024 FSA plan have the option to change their election until the December 11, 2023 open enrollment deadline.

If you need enrollment assistance, please call FSA Customer Service at 800-358-7202.

Enroll online at <https://oer.ny.gov/fsa>

Or Scan the QR code Below



The 2024 Option Transfer and Pre-Tax Contribution Program election period open November 30 - December 29, 2023

Employees who wish to request a change to your current health plan or pre/post tax contribution during the annual Optional Transfer Period may do so by submitting a completed [NYS Health Insurance Transaction Form \(PS-404\)](#) to Employee Benefits beginning on Nov. 30 until Dec. 29, 2023**. These changes can be requested on page 2 of the PS404, in question 16 - Annual Optional Transfer Requests.

NYSHIP Option Transfer is also the one time each year where you may voluntarily cancel coverage or change from family to individual coverage *without the need for a qualifying event*. Refer to PS404 Form question 15 to change to individual coverage and question 16 to voluntarily cancel coverage.

No action is required if you are not making changes or for eligible bargaining unit participants who wish to continue in the Opt Out Program for 2024.

**The Office of Human Resources will be closed from December 25, 2023 through Monday, January 1, 2024.

PLEASE DO NOT EMAIL ANY PS404 HEALTH TRANSACTION FORM TO HUMAN RESOURCES WITH A COMPLETE SOCIAL SECURITY NUMBER. USE ONLY THE LAST FOUR SSN DIGITS. YOU MAY ALSO VISIT THE OFFICE OF HUMAN RESOURCES TO SUBMIT YOUR REQUEST IN PERSON.

Current NYSHIP participants should watch their home mailbox for important Option Transfer correspondence from the NYS Department of Civil Service Employee Benefits Division (EBD).

FYI - The Empire Plan hospitalization coverage currently referred to as Empire BCBS will change its name (only) to Anthem BCBS effective January 1, 2024.

You can find the 2024 bi-weekly health insurance rates for CSEA, M/C, PEF and UUP [here](#).

EAP Winter Item Drive

Please help the EAP committee with gathering weather items such as winter hats, gloves, mittens, and small blankets. "Donations will be delivered to Broome County Warming Stations.

The drive will be held until 12/11.

Items can be brought to the UCTD or picked up!



For questions please contact Kitty Cummings

kcumming@binghamton.edu

Exclusive UUP Membership Deals

Got new furniture on your wish list? UUP members receive discounts at Raymour and Flanigan. Must present your membership card at the time of purchase.



Members of United University Professions,

As part of you being a member of UUP, we can offer you an opportunity to participate in Raymour & Flanigan's exclusive discount, perks, and our commitment to service.

We look forward to working with you to bring your interior projects to life.

**18% OFF OUR
DIVERSE INVENTORY
OF THOUSANDS OF
ITEMS, BOTH IN-
STORE AND ONLINE***

*Based on annual account volume. Exclusions apply.
Connect with your associate for details.

- 60,000 Product+ Assortment
- Contract Options Available
- Design Services and Customization
- Partner Discount Program
- Special Financing
- Tailored Logistics Nationwide
- Quick Delivery 7 Days a Week
- 140 Convenient Locations
- Community Outreach & Fundraising Opportunities

Please present your UUP membership card to a sales associate at the time of purchase.

Thank you for partnering with *Raymour & Flanigan for Business*. We can't wait to get started!

Anthony T Washington
Home Furnishing Consultant
2005 Broadhollow Rd, Farmingdale NY 11735
Phone: 917-671-7316
Email: AWashington@raymourflanigan.com
raymourflanigan.com

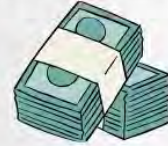
Exclusive offer for members of
UUP



UUP Members Only Student Debt Clinic



Student Loan Stress?



Join us for the UUP Student Debt Clinic, a workshop exclusively for UUP members. This workshop will help you understand the Public Service Loan Forgiveness program and Income-driven repayment plans.

Join us at an upcoming Student Debt Clinic

Wednesday, December 6, 2023 from 5:00 PM – 6:30 PM via Zoom
Wednesday, December 20, 2023 from 11:30 AM – 1:00 PM via Zoom

Sign up for the next virtual clinic below
you must pre-register here:



<http://go.aft.org/StudentDebtClinicRSVP>

[Student Debt Clinic Registration Form](#)

FREE Professional Development Training

Empire KnowledgeBank (EKB) Online Learning

Expand your knowledge on Leadership with **FREE** online learning. EKB has over 10,000 resources, including books, audiobooks, courses, and videos.

SPOTLIGHT ON: Virtual Collaboration



Virtual collaboration topics available through EKB include:

- **Optimizing Virtual Collaboration**
- **Establishing Effective Virtual Teams**
- **Remote: Office Not Required**
- **Facing Virtual Team Challenges**
- **Virtual Leadership: Practical Strategies for Getting the Best out of Virtual Work and Virtual Teams**
- **Contributing as a Virtual Team Member**

For further information
contact NYS/UUP JLMC

Email:
nysuuplmc@oer.ny.gov

Phone:
(518) 486-4666

Mail:
2 Empire State Plaza
8th Floor
Albany, NY 12223

December 2023

To apply for an EKB license:

Click here to access the EKB guidelines and application:

[EKB License Guidelines \(ny.gov\)](#) and [EKB License Application \(ny.gov\)](#)



Interested in Being More involved in UUP? Become a Union Representative for your area.

[Click here for more information on UUP Representatives](#)



Newsletter content requests and additions are welcomed!! Complete the google form to submit your request.

[Submit your UUP Chapter Notes Newsletter Content Requests HERE](#)



Subscribe to the UUP Calendar

To subscribe:

Open Google Calendars.

Click on My Calendars.

Then next to "Other calendars," click + to Add other calendars.

Then select "Subscribe to calendar".

In the "Add calendar" box, enter uupevents@binghamton.edu

The calendar will be added to your Google Calendar under "Other calendars."

If you have an issue or concern please reach out to me at bmcgovernuup@gmail.com. If you have a faculty-specific issue or concern contact Carl Gelderloos, Acting Vice President for Academics, at carl.gelderloos@binghamton.edu and if you have a professional-specific issue or concern contact Claire Kovacs, Vice President for Professionals, at ckovacs@binghamton.edu. All [Executive Board members 2023-2025](#).

We are limited by what we can send via our campus email to receive communications.

[Update your contact information.](#)



United University Professions

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