



**United University Professions  
Stony Brook Chapter**

As stated below the process for both salary increases, Compression/Inversion and Discretionary, will be linked together and distributed at the same time in order to give each campus the ability to use both pools to address Compression/Inversion if they choose to do so. However, the Compression/Inversion pool cannot be used for the Discretionary Salary Increase. The distribution of both increases will be on the February 2, 2020 date as determined by our campus Human Resource Department. Each campus will also be required to file a detail report on the distribution of the increases. UUP will receive a copy of these reports.

The 2016-2022 NYS/UUP contract includes a historic agreement to establish four annual salary pools, each one-half percent (.5%) of total basic annual salaries at each campus, for distribution to eligible UUP-represented employees to address salary compression and inversion.

The NYS/SUNY/UUP executive-level committee has completed the methodology for analysis and guidelines for distribution of the 2019 0.5% pools to address salary compression and inversion. Generally, salary compression exists when the salaries of more experienced employees have not increased sufficiently relative to the salaries of colleagues hired later. Inversion occurs when new hires are recruited with salaries higher than those of more senior colleagues.

UUP's goal throughout this process has been twofold. First, ensuring that the salary analysis at every campus is done as accurately as possible, given the complexity of the UUP-represented workforce across the system and data limitations we encountered. Second, ensuring that campus discretion is expressly limited to remediating compression identified in the analyses and that the distribution is proportional to the amount of everyone's identified compression to the extent possible.

Campuses are strongly encouraged to provide proportional adjustments to everyone (whether academic or professional, full-time or part-time) who is identified in the regression analysis as compressed or inverted. Campuses have some limited discretion to make decisions as outlined below. However, these decisions may not be made on a person-specific basis.





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Campuses may choose to:

- Remediate certain departments/functional areas more rapidly to address retention beyond that which is achieved by a proportional distribution (however no department may be excluded from remediation entirely);
- Establish a dollar threshold for full-time employees, pro-rated for part-time employees, of identified compression below which employees may not be remediated to better remediate highly compressed employees (if established, the threshold may not exceed \$2,500 and must be uniformly applied campus-wide);
- Exclude certain types of less senior employees to better remediate longer-term employees (visiting academics with less than 4 years of service and some types of part-time employees with less than two years of service).
- Exclude any full-time employee serving in their final year of service, who has been non-renewed.

Except for those employees identified above, individual employees with identified compression or inversion may not be excluded from remediation.

To ensure that the compression analyses are correct and that campuses have sufficient time to make required distribution decisions -- including the extent to which the 0.5% DSI pool may be used to more rapidly remediate identified compression -- **the parties have agreed to extend the timeline for processing both the 2019 DSI and salary compression increases as outlined below:**

- Campuses are encouraged to make every effort to process both salary compression increases and DSI in time for Payroll Period 18 (**paychecks dated 12/24/19**).
- Campuses (regardless of campus type) that require additional time shall process these payments in time for Payroll Period 19 (**paychecks dated 1/8/20**).
- University Centers and Health Sciences Centers that require additional time beyond Payroll Period 19 must process these payments in time for Payroll Period 21 (**paychecks dated 2/5/20**).

**Regardless of date of payment, both salary compression adjustments and DSI will be retroactive to July or September depending on obligation.**

If you have any questions please do not hesitate to contact the UUP Chapter Office at (631) 632-6570 or stop by S-5415 Melville Library 9 AM – 3 PM.