



**Department of
Civil Service**

ANDREW M. CUOMO
Governor
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Acting Commissioner

NY18-20

TO: SUNY New York State Health Benefits Administrators
FROM: Employee Benefits Division
SUBJECT: NYSHIP Benefit Plan Changes for enrollees represented by United University Professions (UUP)
DATE: September 10, 2018

As a result of the recently ratified contract between the State of New York and UUP, the following changes affecting enrollee’s NYSHIP coverage are as follows:

- Elimination of Opt-out Program
- Productivity Enhancement Program
- Empire Plan Copayment and Benefit Design changes

For a full description of these changes, please refer enrollees to the September 2018 Special Report which will be mailed to their homes this week. Below are highlighted changes which affect health benefits administrators of UUP employees:

Elimination of Opt-out Program

Effective with the 2019 Plan Year, UUP members will no longer be eligible for the Opt-out Program. Enrollees who are currently receiving incentive payments will be disenrolled at the end of the 2018 Plan Year. NYBEAS programming will be updated to prevent the processing of any Opt-out enrollments for UUP employees.

Productivity Enhancement Program (PEP)

Under the terms of the recently ratified collective bargaining agreement, eligible full- and part-time employees may exchange previously accrued annual leave in return for a credit to be applied toward the employee share of their NYSHIP premium.

2018 Plan Year PEP Enrollment Period 09/12/2018 – 10/12/2018

Under the terms of the agreement, eligible full-time employees who enroll in PEP for the period of **July 1, 2018 through December 31, 2018**, will receive the following:

Productivity Enhancement Program for 2018	
Full-time employees with an annual salary at \$66,885 or below	
Forfeited Days	NYSHIP Credit
1 ½	\$250
3	\$500

Full-time employees with an annual salary above \$66,885 and below \$95,534	
Forfeited Days	NYSHIP Credit
1	\$250
2	\$500

Eligible part-time employees can participate on a prorated basis. Please contact SUNY Administration for further assistance in determining eligibility and percentages.

To elect PEP for the remainder of 2018, employees must apply during the PEP open enrollment period September 12, 2018 through October 12, 2018.

2019 Plan Year PEP Enrollment Period

The 2019 Plan Year PEP Enrollment Period will be announced separately.

Should you have questions regarding this information, please contact the HBA Help Line at 518-474-2780.