

*** PLEASE POST WHERE E-MAIL IS NOT AVAILABLE***

Attn: SUNY New Paltz UUP Employees

Outlined below is the upcoming increases for UUP employees including the check date of payment.

These monies are taxable income subject to all employment taxes and income taxes, and will be included in the employee's taxable gross wages, and reported on the W-2 form.

The ATBD retroactive payments and adjustments are considered to be supplemental income, and will be included in the employee's taxable gross pay, subject to all employment and income taxes.

Federal, NY State and NY City taxes will be calculated using the aggregate method of withholding, not the supplemental Flat Rate tax method.

Employees may change their tax withholdings at their own discretion. Employees choosing to do so may go to NYS Payroll Online to electronically file a change to their withholding status. The link to access the NYS Payroll Online system can be found on the SUNY HR Portal under self-service: www.suny.edu/time To use this system, employees will need their N# found on their paystub, and their last 4 digits of their SSN.

Please note that payroll personnel are not permitted to give tax advice to employees. If you have questions about how to best change your withholdings, please consult your personal tax advisor.

UUP 2016-2018 Contractual Salary Increases

Compensation Type	Eligibility Criteria	Detail	Effective Date	Paycheck Date
\$600 Discretionary Lump Sum Payment	On payroll in UUP as of 6/30/17 and time of payment	Pro-rated for part-time employees. Amount determined by 6/30/17 status	Not Applicable	10/31/18
2016 - Across-the-Board (ATB), 2%	On payroll in UUP as of 6/30/16, raise eff date and date of contract ratification - 9/5/18	2% of 6/30/16 salary	6/30/16*	11/28/2018 + (Includes first half of total 2016 and 2017 ATB retro money)
			8/25/16**	
			9/8/16***	
2017 - Across-the-Board, 2%	On payroll in UUP as of 6/30/17, raise eff date and date of contract ratification - 9/5/18	2% of 6/30/17 salary (includes 2016 2% ATB)	6/29/17*	11/28/2018 + (Includes first half of total 2016 and 2017 ATB retro money)
			8/24/17**	
			9/7/17***	
2018 - Across-the-Board, 2%	On payroll as of 6/30/18	2% of 6/30/18 salary (includes 2017 2% ATB)	6/28/18*	12/12/18 (Includes all 2018 ATB retro money)
			8/23/18**	
			9/6/18***	
2018 - 1% Pool Discretionary Lump Sum Payment at President's discretion	On payroll as of 6/30/18 and at time of payment	1% pool of 6/30/18 salaries	Not Applicable	12/26/2018

* Employees with calendar-year or college-year professional obligations

** Employees with academic-year obligation

*** Employees with academic-year obligation paid over 12 months

+ The UUP contract requires that the retroactive payment resulting from the 2016 and 2017 across-the-board increases be split and paid in two different payroll periods. The first half will be paid in the check of 11/28/18 and the second half in July 2019.

NOTE: Employees who retired on or after the effective date of the 2016, 2017 and/or 2018 across-the-board increases are eligible for the appropriate ATB Increase(s) retro payment. Employees who resigned/terminated prior to 9/5/18 are not eligible for the 2016 and 2017 ATB increases.