



On The Early Retirement Incentive

There comes a time in everyone's career when for one reason or another the time seems right to retire. There is usually a target date set in the person's mind, where all the factors of life, mortgage payments, kids in college and a desire to tour the world come into play. Some time, usually about 3 years out, you start to take note of the early retirement incentives that are being offered, weighing the factors against the incentives, and asking your self if it was your time, would you go. You may compare the last years few years of incentives with the one on the table and try to determine which one of your retired colleagues got a better deal. In the back of your mind you are always hoping that, like the stock market of the 90's, next year will be better.

It appears at this time, that this year is going to be one of those years when the incentive to retire is not going to be good. We have come to expect that every year the incentive will be there, that it will be different in some way, but there will be an incentive. This year the proposed incentive proposed by the Department of Budget was so costly and restrictive that many campuses, Oneonta included, decided they were not going to participate in Part A of the 2002 Early Retirement Incentive Program. There are only a few people on campus who are eligible for part B of the program. The decision was made by the President's Cabinet after careful consideration of several factors. I could list the factors, but the fact remains, that the incentive in its' current form will not be offered. The key words here are "current form." While there is nothing anyone can say to someone who feels like their life plans have been dashed on the rocks, that will make them feel better, there is hope that the incentive can be re-worked. We do have a few months where your Union can work with the Department of Budget to make the incentive less costly and restrictive, but again, it is no guarantee that this campus will participate. In these few months you should be re-thinking your retirement strategies to better help you cope with a decision. There have been other years when there was no retirement incentive, but that was before you even knew you had a target date. The latest word from Albany on the progress toward reforming ERI is:

Sisters and Brothers:

For several weeks UUP has been engaged in discussions with the Governor's office and the Division of Budget (DOB) over the DOB regulations on the Early Retirement Incentive (ERI). I'm pleased to report that the Governor and DOB have responded favorably to our needs by modifying the DOB restrictions. Here are the changes:

1. According to the original DOB requirement SUNY could replace only one of every two academic faculty positions vacated through the ERI. That restriction has been modified. Refilling of faculty positions is permitted, contingent on the ability of a campus to refill positions consistent with its overall budget. This is now the same as in previous years.

2. The original DOB regulation prohibited the replacement of other professional staff who exercised the ERI option. That restriction has also been modified. Professional staff positions are now eligible for replacement on a highly selective basis. This too corresponds to past policy.

We thank the Governor and his staff for their responsiveness and their recognition that SUNY and CUNY are unique agencies. That's a step in the right direction. I also thank our NYSUT affiliate for their help and support.
Bill Scheuerman

Food For Thought

Join your colleagues for lunch on Tuesday, September 24, downstairs in Morris Hall, Le Café. The topic of discussion is open forum. We will discuss ERI, DSI, Parking, and any other topic you wish.

Parking on Campus

Due to construction in front of the Human Ecology building, there have been about 20 blue/red spaces taken out of service. These spaces will be out of service until October 8th. There are some little-known spaces that go unused during the week that you should know about. To get to these spaces you must take the one way loop that goes behind Morris Complex. If you

drive down West Dorm Drive, go past University Police and turn left toward Toby Hall, or coming up the hill, turn right before University Police and go all the way to the end, before it comes out on West Dorm Drive, you will find spaces. Visit our website for a map of spaces. www.oneonta.edu/organizatons/uup

Figures for DSI

Each year around this time faculty submit their requests for Discretionary Salary Increases. You can find the following chart, **and more** on-line at: www.oneonta.edu/organizations/uup
Years in service at Oneonta by Title:

6/30/1997 to present	Lecturer 10	20	37,203.35
	Asst Prof 10	67	44,916.09
	Assoc Prof 10	5	50,006.20

6/30/1992 to 6/29/1997	Lecturer 10	7	33,738.29
	Asst Prof 10	4	44,193.25
	Assoc Prof 10	7	53,351.29
	Prof 10	2	62,442.50

6/30/1987 to 6/29/1992	Lecturer 10	3	36,205.00
	Asst Prof 10	4	47,083.00
	Assoc Prof 10	11	50,627.73
	Prof 10	3	78,861.67

6/30/1982 to 6/29/1987	Lecturer 10	1	no average of 1
	Asst Prof 10	3	48,723.33
	Assoc Prof 10	6	52,501.00
	Prof 10	3	59,265.67

Before 6/29/1982	Lecturer 10	3	47,334.67
	Asst Prof 10	8	54,879.63
	Assoc Prof 10	21	57,021.38
	Prof 10	42	68,185.48

6/30/1982 to 6/29/1987	Prof 12	1	no average of 1
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from the beginning of time	Prof DT	10	75,261.80
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All	Librarian	4	59,866.25
All	Sr Asst Lib	3	40,114.00
All	Assoc Lib	3	45,501.00

THERE IS STILL TIME

ING Financial Services will be on campus Monday, September 23 at 3:30 in Hunt Union C&D. You received information about this in the mail, but may have forgot to send in your card. It is not too late to register... call 1-800-438-1272

GET ON THE TRAIN

This fall's UUP get together is going to be something different. We are planning an evening train ride on the Leatherstocking Railway. The evening starts in Milford with a tour of the Cooperstown Brewery at 4:00 then hop on the train (right next to the brewery) to Cooperstown at 5:00. You must call the UUP office (2135) for reservations for you and one guest. Space is limited. Please indicate your choice of Brooks' dinner: chicken, ribs or trout.

