

# CONTRACT GAINS

## FOR UPSTATE MEDICAL

The concerns of Residents and Fellows emerged as priorities in this round of negotiations. In addition to broader compensation and job security provisions that focus on health care workers, the proposed new contract includes important gains for Residents and Fellows at [Upstate Medical.

### **FOR THE FIRST TIME, UUP SUCCESSFULLY NEGOTIATED THE POST GRADUATE YEAR (PGY) SALARY SCALE INTO THE CONTRACT.**

- 2023-2026 Residents and Fellows at Upstate will receive \$2000 added to base each year after the across the board (ATB) increases
- Resident differentials rise to \$2,500
- New PGY 7 Step added

### **OTHER COMPENSATION GAINS:**

- 2022 ATB salary increases will be fully retroactive. ATB increases of 3% in 2023, 2024, and 2025.

- Residents will have the option of holiday pay or comp-time for all state holidays
- Residents who are on payroll at ratification and on April 30, 2024 will receive a \$3,000 lump-sum (not to base) increase, split in two payments.

### **PROFESSIONAL DEVELOPMENT GAINS:**

- Expansions in the CLEFR Program include higher award amounts (CLEFR may be used to help pay for Step 3 exam fees)
- IDAs expanded (IDAs may be used to defray the cost of Step 3 exam review materials)

### **PAID PARENTING LEAVE**

- The agreement includes a new parenting leave benefit providing 12 weeks of fully paid parenting leave which can be used instead of or in addition to existing leave benefits