



Agreement between UUP and the State of New York, 2026-2031

Overview of Negotiated Changes

Duration

Five-year agreement, running from July 2, 2026 to July 1, 2031.

Compensation

Article 20 – Direct Compensation

Across-the-Board (ATB) Increases

- July 2, 2026 – 4.5%
- July 1, 2027 – 4%
- July 1, 2028 – 3.5%
- July 1, 2029 – 3%
- July 1, 2030 – 3%

Discretionary Salary Increase

- 2026 – 0.5% (negotiated as part of the 2022-26 Agreement)
- 2027 – base salary adjustment of \$450 for F-T, \$225 lump sum for P-T
- 2028 – 0.5%
- 2029 – 0.5%
- 2030 – 0.5%
- 2031 – 0.5%

Retention Awards

Establishes a new 17-year Retention Award and substantially increases the existing awards at 7- and 12-years.

- July 1, 2027
 - Add \$250 to 7-year retention award (increases to \$1250)
 - Add \$350 to 12-year retention award (increases to \$1150)
- July 1, 2028
 - Add \$250 to 7-year retention award (increases to \$1500)
 - Add \$350 to 12-year retention award (increases to \$1500)
- July 1, 2029

- Add \$250 to 7-year retention award (increases to \$1750)
- Establish \$750 17-year retention award
- Time on Paid Family Leave (PFL) now counts toward Retention Award service time
- The 7-year retention award shall not be considered in lieu of increases associated with a promotion in academic rank.

Part Time Retention Awards

Establishes a new annual lump sum Retention Award for part-time employees who have worked for 7 and 12 years, replacing the existing service award of \$500 every eight years.

- April 1, 2027, Establish an annual \$500 lump sum 12-year P-T service award
- April 1, 2029, Establish an annual \$500 lump sum 7-year P-T service award

Part-Time Academic Course Minimum Rates

Increases by \$250 per 3-credit course for 2027, 2028, 2029, 2030 (2026 increase of \$1000/class was bargained in the previous Agreement), escalating to \$7000 at University Centers and HSCs, and \$6500 at Comprehensives and Technical Colleges in 2030.

Adjunct faculty will receive either the ATB increase or the new minimum, whichever is greater.

Higher Education Differential

Effective July 1, 2027, all full-time UUP bargaining unit members with a Master's degree or higher level of achievement will be eligible for a \$600 annual lump sum payment. Eligible part-time bargaining unit members with at least a 0.5 FTE appointment will receive an annual \$300 lump sum payment.

Cost of Living Differential

Effective July 1, 2030, all full-time bargaining unit members will receive \$500 added to their base salary, and all part-time bargaining unit members will receive a \$250 lump sum bonus.

Minimum Salaries

Increases all minimum salaries by across-the-board raises with an additional \$500 in the first year of the agreement for Salary Levels SL1, SL2, and SL3 and Academic ranks Assistant Professor, Lecturer, Sr. Assistant Librarian, Instructor, and Assistant Librarian.

Extra Service Teaching Cap

Employees will be able to teach at least two courses per year as extra service, suspending the 20% extra service cap for this purpose.

Location Pay

Increases to Downstate & Mid-Hudson adjustments; include Ulster County (SUNY New Paltz) in Mid-Hudson eligibility

Tentative Agreement rates negotiated as follows:

Year	Downstate	Mid-Hudson
2026	\$4150	\$2150
2027	\$5150	\$2400
2028	\$6150	\$2650
2029	\$6400	\$2800
2030	\$6650	\$2950

On-Call

Increase on-call rates as follows:

- July 1, 2028 - \$9 upstate/\$11 downstate
- July 1, 2029 - \$10 upstate/\$12 downstate
- July 1, 2030 - \$11 upstate/\$13 downstate

Inconvenience Pay

July 1, 2026 – increase from \$575 to \$825

PGY (Medical Residents) Salary Schedule (A-19)

Full PGY schedule increases by across-the-board wage increases while adding to living stipends (\$2000 increase for Downstate & Stony Brook and \$1600 increase for Upstate) and Head Resident Stipends (\$1000 increase for Downstate & Stony Brook and \$500 increase for Upstate).

Joint Labor Management Committee (Article 21)

JLMC funds increased by \$40,000 then advanced each year by the across-the-board raises. This means more money for Individual Development Awards, CLEFR, CLRP-R, Drescher Awards, etc.

Work-Life Services (Article 46)

Increase Work-Life Service funds by across-the-board raises. Enshrines current DCAA rates, debit card usage, and rollover fund access in contract language.

UUP Benefit Trust Fund (Article 40)

Increase funds to Benefit Trust Fund (BTF) by \$5 per participant per quarter in each year to continue funding benefits including dental, vision, and the dependent scholarship program.

Health Benefits (Article 39)

Maintain Quality and Affordability of the Empire Plan's Exceptional Healthcare Benefits

The Agreement includes no increases in the following:

- Employee share of health benefits premiums
- Co-payments
- Prescription Drug co-payments
- Annual deductibles
- Co-insurance maximums

Reduce Premium Share Tier for Lower-Earning Employees

Effective 1/1/2027, employees earning less than \$67,990 (up from \$54,772) will pay an employee share of 12% (individual plan) or 27% (family plan). Employees earning \$67,990 or more will pay 16% (individual) and 31% (family). This salary threshold will advance by the ATBs in each year of the agreement. This will lower premium shares for nearly 6500 UUP-represented employees.

Elimination of Stacked Co-Pays

- Eliminate \$25 laboratory co-pay for diagnostic/laboratory services performed at network national laboratory (approximately 25 national network laboratories, including Quest Diagnostics and Labcorp)
- Eliminate \$50 hospital extension clinic co-pay if network physician bills the office visit and any additional services performed (laboratory or radiology) as a hospital-owned facility. Effective 1/1/2027, there will be a single \$25 co-pay.
- Eliminate co-pay stacking for Urgent Care Centers participating with the medical carrier. Effective 1/1/2027, there will be a single \$30 co-pay per visit for all covered medical services provided during the visit.

Vaccines

Vaccine eligibility criteria expanded beyond CDC to consider other state and federal guidance.

Part-time HI Premium spread across semester pay-periods

Effective spring 2027 semester, part-time employees will have their health insurance premium spread so that they do not face a large deduction in their final paycheck to cover the summer months when not on payroll.

Out-of-Network Providers

Effective January 1, 2027, non-participating providers shall be reimbursed at the rate of one-hundred and fifty percent (150%) (reduced from 275%) of the Medicare Physician Fee Schedule in effect on the date of service.

Effective January 1, 2027, out of network basic medical mid-level provider reimbursements will be subject to a fifteen percent (15%) discount before the allowed amount is paid.

Out-of-Network Facilities Reimbursements

Out-of-network in-patient care reimbursements moves from “billed charges” to a percentage of New York County In-Network rates. This applies to both hospital and mental health/substance use facilities.

Out-of-Network Hospital Rates (Percentage of in-network Statewide rates of New York County, whichever is higher)

- 2027 – 135%
- 2028 – 130%
- 2029 – 125%

Out-of-Network Mental Health and Substance Use Rates (Percentage of in-network Statewide rates of New York County, whichever is higher)

- 2027 – 600%
- 2028 – 500%
- 2029 – 400%

Out-of-Network Acupuncture & Massage

Effective January 1, 2027, coverage for out-of-network acupuncture and massage services will each be limited to fifteen (15) visits per calendar year with a maximum reimbursement to the provider of \$125 per visit. In-network acupuncture remains as-is.

Hyperinflated Drug Exclusion

Effective January 1, 2027, certain hyperinflated drugs will be ineligible for medical exemption appeals.

Calculation of Sick Leave Credit

For employees retiring on or after January 1, 2027, the calculation of sick leave shall be based on the 2015 life expectancy table (updated from the 1999 table).

Joint Committee on Health Benefits (Article 41)

- Agree to conduct ongoing review and oversight of the Mental Health and Substance Use network of providers to ensure that the network includes adequate availability of in-network providers to meet the needs of Empire Plan enrollees.
- Agree to explore establishing Virtual Mental Health Center of Excellence
- Agree to explore improving access to IVF/Embryo Preservation.
- Agree to explore reduction and/or elimination of the enrollment waiting period.
- Agree to explore a weight management support program.
- Agree to explore a virtual physical therapy program.
- Agree to explore additional programming to support employee wellbeing.

Artificial Intelligence

New Contract Article on Artificial Intelligence

Establishes a groundbreaking new Article 44 on Artificial Intelligence. UUP is among the first bargaining units in the country to establish grievable AI protections in contract language. The article contains the following two provisions:

- The ultimate accountability for work completed and actions made by, or in conjunction with, AI systems must rest with human beings.
- Courses shall be offered under the direction and responsibility of the assigned human instructor of record or other human instructional personnel, consistent with applicable law, accreditation requirements, academic policy, and this Agreement.

Job Security & Policies of the Board of Trustees

Full-Time Contingent Academic Faculty Job Security

Following a three-year term appointment after 7 years of consecutive service, eligible employees will now receive a four-year term appointment after 10 years of consecutive service.

Minimize Student Evaluation of Teaching

Achieved agreement to amend the SUNY Policies of the Board of Trustees to include the following statement: “student reaction as determined by surveys shall not be the sole or primary method of evaluation.”

Due Process

Expedited Review of Disciplinary Cases (Article 19 and New Appendix)

Establishes an expedited arbitrator review pilot program for disciplinary cases with priority given to grievances challenging a suspension without pay. Additionally, the pilot will establish an expedited arbitration hearing process.

PERB Arbitration Panel Administration (Article 19)

Agreement to have the NYS Public Employment Relations Board administer UUP’s disciplinary arbitration panel rather than the state Office of Employee Relations. *Subject to PERB approval*

Improved A-28 Unsatisfactory Review Procedure

Campus presidents will no longer be able to issue notices of non-renewal while a review of an unsatisfactory evaluation is pending.

Digital Signatures (Articles 7 and 19)

Expressly allow for digital signatures to ensure broader accessibility of grievance filings.

Clarified Special Consideration Rights (Articles 35 and 23)

Employees who have been retrenched or removed as a result of their unfitness for duty shall have access to expanded special consideration rights when applying to SUNY job postings for which they meet the job requirements. Retrenched employees, and those whose condition has improved so that they are fit for duty will receive an immediate interview and decision before an interview committee can consider other candidates.

Professional Advancement**Expanded A-28 Eligibility for Salary and Promotion Review**

Members who unsuccessfully appeal a promotion denial shall be eligible for another review after 12 months, rather than the current 18 months, if they can demonstrate a substantive change in their work.

Lecturer Rank Sequence (A-7)

Achieved agreement on establishing two new titles—Senior Lecturer and Advanced Senior Lecturer—as part of a new Full-Time Lecturer rank policy that will allow advancement across the SUNY system on an application basis after 6 and 9 years respectively. New salary minimums have been negotiated for the titles of Senior Lecturer (\$55,385) and Advanced Senior Lecturer (\$59,565), and any promotion in rank must come with a salary increase.

Improved UUP Participation and Transparency in A-28 Processes

Notification shall be provided to the UUP chapter president when an A-28 appeal is submitted and the contact information for committees and the University Review Board shall be published on each campus human resources website to facilitate the appeal process.

Expansion of A-32 Salary Level Review

Achieved a commitment from SUNY to expanding title trees beyond current six SL levels and to more fully incorporate UUP's input in the development of new salary bands. We hope that this will allow for more career ladders for professional advancement.

Enhanced Review of Temporary and Probationary Appointments

Amendments to A-47 will lead to annual reviews of probationary appointments and delayed permanency decision, in addition to the existing review of temporary appointments, to improve compliance with contractual and policy requirements.

Leaves (Article 23)**Increase to the Sick Day Cap**

Increases the sick day cap from 225 days to 250 days. No change to the current 200 day maximum toward retirement.

Prenatal Leave

Allows for up to 20 hours of leave (prorated for part-time employees) for prenatal care in excess of existing accruals.

New Fitness for Duty Hearing Process

Establishes a new hearing process for employees seeking to challenge a campus president's determination that an employee is not fit for duty. Changes the current five-year hold on a position during a period of disability to a three-year hold with two years of special consideration for similar positions on the same campus.

Telecommuting and Remote Work (A-31)**Incorporate the Telecommuting Agreement into the Appendix**

The Telecommuting Policy will be added to the Appendix and remain in effect for the life of the Agreement.

Establish a Fully Remote Work Pilot Program for IT Departments

A new pilot program will allow certain IT workers to work fully remotely.

Other Important Gains**Improved SUNY Guidance on the Appointment of Librarians (A-48)**

SUNY will issue improved guidance to campuses informing them of their ability to appoint librarians on either ten- or twelve-month appointments and in either Librarian or Professorial titles.

Improved Data on Part-Time Academic Course loads (Article 16)

Achieved agreement to require SUNY to improve its reporting requirements to ensure UUP has better information to analyze part-time academic course-loads.