



UUP Fights for and Wins Transformative Compensation!

Our 2026-2031 contract is the richest in UUP history, bringing more than \$3 billion of new money to our members.

- Across-the-board salary increases:
 - 2026: 4.5%
 - 2027: 4%
 - 2028: 3.5%
 - 2029: 3%
 - 2030: 3%
- Discretionary Salary Increases in each year of the Agreement, with an across-the-board distribution in 2027 (\$450 on-base for FT employees; \$225 lump sum for PT employees).
- New on-base 17-year Retention Award of \$750.
- Significant expansions of existing 7-year/permanency Award (\$1750) and 12-year Award (\$1500). Together, we won \$2200 of new money in three Retention Award steps by the end of the Agreement.
- New Part-Time Retention Award for 7 years (\$500 annual lump sum) and 12 years (additional \$500 annual lump sum) of consecutive service.
- New \$600 Higher Education Stipend (prorated for part-time employees).
- Across-the-board Cost of Living Differential in 2030 (\$500 on base for FT employees; \$250 lump sum for PT employees).
- Increases in Location Pay for full-time employees at NYC metro/Long Island and Mid-Hudson campuses, now including New Paltz.
- Increasing per-course minimum salaries for adjunct faculty, rising to \$6500/3-credit course (Comprehensive and Technology Campuses) and \$7000/3-credit course (University Centers) by the end of the Agreement.
- Increases to pay and stipends for Residents and Fellows.
- Increases to On-call, Recall, and Inconvenience Pay.
- Employees may teach at least two extra-service courses each year.
- New money to support Individual Development Awards, Drescher Leaves, CLEFR and CLRP-R certification programs, Dependent Care Advantage Accounts, and other UUP programs.