



UUP Fights and Wins!

Highlights of our New Contract!

Five-year agreement, from 2026-31, provides stability in volatile times.

Our first on-time Agreement in decades.

Compensation

The richest contract in UUP history with more than \$3 billion of new money.

- Across-the-board salary increases:

2026: 4.5%	2029: 3%
2027: 4%	2030: 3%
2028: 3.5%	
- Discretionary Salary Increases in all years, with an across-the-board distribution in 2027.
- New on-base 17-year Retention Award of \$750 and significant expansions of the existing 7-year (\$1750) and 12-year (\$1500) Awards. We also established a new Part-Time Retention Award at 7 years (\$500 annual lump sum) and 12 years (additional \$500 annual lump sum).
- New \$600 Higher Education Stipend (pro-rated for part-time employees).
- Compensation to meet the needs of contingent faculty, Residents and Fellows, workers in high-cost geographical regions, Hospital and HSC employees, and more.

Health Benefits

- Maintain exceptional health benefits through the Empire Plan.
- No increases in employee share of premium, co-pays, prescription drug co-pays, deductibles, or co-insurance maximum.
- Nearly 6500 UUP-represented employees will pay a lower employee share of premiums.
- Eliminated stacked co-pays.

Priority Wins

- Nationally significant labor protections against AI.
- Job security enhancements.
- Expanded due process rights.
- Minimized the importance of "student evaluations" of teaching.
- Expanded remote work programs.