



UUP Fights and Wins for Professionals!

Our historic 2026-2031 Agreement with New York State makes new advances for Professional employees while maintaining critical protections.

- Nationally significant labor protections against Artificial Intelligence ensure that a human being is ultimately accountable for all decisions.
- Enhancements to Appendix A-28 which will better enable professional employees to access the committee to appeal unsatisfactory evaluations and better access to the committee that reviews denials of promotions/salary increases.
- New pilot program on 100% remote work for eligible IT employees, and solidifying the Telecommuting Policy by including it as an Appendix in the Agreement.
- Assurances that the review of professional titles is well underway and will notably expand the number of salary levels beyond the current six to allow for more opportunity for career advancement and more accurate classification of job duties.
- Protecting our exceptional health benefits with no increases in employee share of premium (and decreases in premium share for roughly 6500 employees), and no new co-pays, deductibles, or co-insurance maximums.
- Maintaining the Productivity Enhancement Program (PEP) which allows 12-month employees to trade vacation days to offset health insurance premiums.
- Compensation increases that allow UUP members to build sustainable careers:
 - Across-the-board salary increases of 4.5% (2026), 4% (2027), 3.5% (2028), 3% (2029), and 3% (2030).
 - Discretionary Salary Increases in all years, with an across-the-board, on-base 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).
 - A new Higher Education Stipend of \$600/year for full-time employees (pro-rated for part-time employees) with a master's degree or higher.
 - Significant increases in professional development funding for IDAs, CLEFR, CLRP-R, and Drescher Leaves.
 - Hospital-focused salary increases for on-call/recall pay and inconvenience pay.