

2023-2026 PS&T Contract Expiration FAQ



Q. When does the 2023-2026 PEF/State Agreement (Contract) expire?

A. The Contract began April 1, 2023, and expired on April 2, 2026.

Q. Will we see a salary increase in April 2026?

A. No, not in the absence of a newly negotiated agreement. However, once an agreement is reached, any negotiated increase effective for April 2026 will be paid retroactively. As noted below, those eligible for April performance advances ("steps") and/or performance awards ("longevities") will receive them in April 2026.

Q. Will the benefits contained in the Contract expire on April 2, 2026, if we don't have a new agreement?

A. Most important benefits continue even after contract expiration. In the last few contracts, PEF was able to successfully eliminate many previous "sunsets" which would have caused certain benefits to expire at contract expiration. However, some benefits were still set to expire. Fortunately, many of the most significant benefits that were set to expire, such as the Higher Education Differential, were just extended pursuant to a recent agreement achieved during contract negotiations. See below for more specifics.

Q. Do I have to stop telecommuting after contract expiration?

A. No, telecommuting is not impacted by contract expiration.

Q. What if I signed up for a Flexible Spending Account (FSA) for calendar year 2026?

A. If you enrolled in an FSA (i.e. Dependent Care Advantage Account, Health Care Spending Account or Adoption Advantage Account) for 2026, contract expiration will not impact that.

Q. What are some of the important benefits that will continue beyond contract expiration on April 2, 2026?

A. The following benefits will continue regardless of contract expiration:

- Performance Advances due in April 2026 and October 2026 will continue regardless of contract expiration.
- Performance Awards (longevity payments) due in April 2026 will continue, even if the member is newly eligible for the longevity payment.
- Health Insurance benefits continue.
- All overtime, on-call, location pay, and hazardous duty payments continue.
- Geographic, shift and other differentials set by the State Department of Civil Service are not related to the Contract and therefore contract expiration is irrelevant to those payments.
- All Article 15 Professional Development Programs, including tuition reimbursement, will continue. Importantly, the last Contract eliminated the sunset on funding for these programs and therefore these programs will continue to be funded regardless of contract expiration. Until new forms are developed, the forms for 2025 can be used for Article 15 programs.
- The Paid Parental Leave benefit is not impacted by contract expiration.
- Due to a recently secured agreement, the \$600 Higher Education Differential, which was set to expire, will be continued for the 2026-2027 fiscal year.
- Due to a recently secured agreement, the Expedited Suspension Review and Virtual Article 33 Hearings Memorandum of Agreement, which was set to expire in April 2026, will continue. This is a valuable benefit for members facing a disciplinary suspension.
- Due to a recently secured agreement, the Enhanced Supplemental Workers' Compensation Benefit for employees in Parole titles, which was set to expire, will continue and be available for injuries occurring on or after April 2, 2026.

Q. Can I file grievances after contract expiration?

A. Yes. All contractual grievance provisions remain in effect, including Article 33, which provides important disciplinary rights, and Article 17, which provides a grievance mechanism to challenge out-of-title work.

If you have any further questions, please reach out to your local PEF Field Office.
www.pef.org/regions