



# Highlights of the Tentative 2023-2026 PEF/State Agreement

## Salary Increases

- 3% increase to base salary retroactive to March 30/April 6, 2023\*
- 3% increase to base salary increase effective March 28/April 4, 2024\*
- 3% increase to base salary increase effective March 27/April 3, 2025\*

\*Effective dates are for administrative and institution payrolls.

## Signing Bonus

- \$3,000 one-time lump sum payment effective October 2023, not added to base salary, not pensionable.
- Prorated for part-time employees and those paid on other than an annual salaried basis.
- Must be continuously employed between June 6, 2023, and October 12 (administrative payroll) or October 19, 2023 (institution payroll). Employees who separate from state service during this period will not be eligible for the signing bonus unless they retire directly from active state employment.

## Higher Education Differential

- \$600 in fiscal year 2024-2025.
- \$600 in fiscal year 2025-2026.
- Proof of college degree (i.e., Associate's, Bachelor's, Master's and/or Doctorate) or professional licensure by SED is required.
- Prorated for part-time employees and those paid on other than an annual salaried basis.

## Dental Stipend

- Employees enrolled in the NYSHIP dental benefit, having completed the 56-day waiting period, will receive a \$400 lump sum dental stipend each year until such time as the State enters into a new dental services contract for NYSHIP members. The April 2023 payment shall be made as soon as practicable after ratification.
- Does not include temporary or seasonal employees holding appointments of less than 6 months.

## Paid Parental Leave (PPL)

- 12 weeks of fully paid parental leave is available to eligible members without charge to accruals.
- The benefit is retroactive to leaves taken on or after April 2, 2023, provided that the leave was/is within seven months of the qualifying event (birth, adoption or foster care placement of a child).
- FMLA or use of accruals can be taken during this seven-month period in addition to PPL, but not at the same time.
- PPL must be taken in a solid block of time, not intermittently.
- Employees must work at least a 50% schedule and must have completed 6 months of state service to be eligible.

## Performance Awards

- Effective in fiscal year 2025-2026, performance awards (payable in April 2025) will be based on years of state service, not years at top of salary grade.
  - 12-16 years of service - \$1500
  - 17-21 years of service - \$3,000
  - 22 or more years of service - \$4,500
- Employees who receive a performance award in 2024-2025 based on the years at top of grade criteria will not lose the award even if ineligible in 2025-2026 based on the new years of state service criteria.

## Location Pay

- Current Downstate adjustment of \$3,026 is increased to \$3,087 effective April 2023, \$3,400 effective April 2024, and \$4,000 effective April 2025.
- Current \$1,513 Mid-Hudson adjustment is increased to \$1,543 effective April 2023, \$1,650 effective April 2024, and \$2,000 effective April 2025.

## Hazardous Duty Pay

- Increased from \$0.75 to \$0.90 per hour effective April 2, 2023 and increased to \$1.00 per hour effective April 2, 2024.

## Sick Leave

- Increase in sick leave accumulation from 200 to 225 days. Note, the extra 25 days cannot be used for retirement service credit or health insurance in retirement.
- The number of sick days that can be used for bereavement or family illness is increased from 25 to 30 days.

## Payments to Address Compression Due to Increased Hiring Rates

- Employees in titles where an increased hiring rate (IHR) was instituted, who did not receive the IHR, will receive \$1,000 payments each year until they reach job rate.

## Committee Funding

- Eliminated sunsets for committee funding, including the Article 15 tuition reimbursement program. This will assure contractually negotiated programs like tuition reimbursement remain available even after contract expiration. This should help alleviate backlogs that were caused during prior contract expiration periods when the State stopped processing reimbursement applications.

## Health Insurance

- No change in premium contribution percentages.
- No increase in Empire Plan co-payments.
- Dependents will be eligible for dental and vision benefits until 26 years of age regardless of student status.
- All covered services within a single visit by a participating provider will be subject to one single copayment.
- Non-participating providers will be paid at the rate of 275% of the Medicare Physician Fee Schedule instead of being paid according to reasonable and customary charges.
- Hospital extension clinic facility fees will be waived.
- Telemedicine Program for medical and mental health visits will be a permanent offering through Live Health Online with no cost share.
- Site of Redirection Program will be implemented for all infused drugs except those for treating cancer and hemophilia. Prescription co-payments will be waived where a member obtains an infusion using the Site of Care Redirection Program.
- 20 visit per year limitation on massage and out-of-network acupuncture services.

## **Productivity Enhancement Program (PEP)**

- PEP provides eligible employees with the ability to offset health insurance costs by allowing for the exchange of accrued vacation and/or personal leave for a credit toward the employee share of the NYSHIP premium.
- The number of days that can be used for this credit was increased.
  - For up to SG 17: Increased from a maximum of 6 days to a maximum of 8 days (\$1,600).
  - For SGs 18-24: Increased from a maximum of 4 days to a maximum of 5 days (\$1,500).
- Teachers PEP was expanded to allow for crediting of compensatory and floating days in addition to personal days.
- The sunset was eliminated so this program will continue beyond contract expiration.

## **Employee Organization Rights**

- Unused Convention Leave Pilot made permanent.
- PEF will receive notice for and access to onboarding sessions with a minimum of 30 minutes for a presentation at any session with at least 3 PS&T unit employees.
- Parties will meet to develop by mutual agreement an electronic system for processing EOL requests; EOL forms may be required in the interim, including for grievance representation.

## **Special Assignment to Duty (SAD) -**

Increased from \$500 to \$750.

## **Office of Fire Protection and Control Uniform Maintenance Allowance -**

Increased from \$68 to \$82 for eligible part-time employees and \$88 to \$106 for full-time employees.

**Firearms Safety Allowance** - Increased from \$260 to \$360 and the sunset eliminated.

## **Payment Highlights During Years 1 through 3 of the Agreement.**

### **Year 1 (April 2, 2023-April 1, 2024):**

- Base salary increase of 3% effective April 2023\*.
- \$3,000 lump sum signing bonus will also be processed soon after the October 2023 effective dates.
- \$400 dental stipend will be due as soon as practicable after ratification for eligible employees.
- 2023 increases for location pay and hazardous duty pay are effective April 2023.

### **Year 2 (April 2, 2024-April 1, 2025):**

- Additional 3% base salary increase effective April 2024\*.
- Higher Educational Differential of \$600 (pro-rated for less than full-time) for eligible employees due as soon as practicable after the beginning of Year 2 of the Agreement.
- \$400 dental stipend will be due as soon as practicable after the beginning of year 2 of the Agreement for eligible employees if the State has not yet entered into a new dental services contract.
- 2024 increases for location pay and hazardous duty pay are effective April 2024.

### **Year 3 (April 2, 2025-April 1, 2026):**

- Additional 3% base salary increase effective April 2025\*.
- Higher Educational Differential of \$600 (pro-rated for less than full-time) for eligible employees due as soon as practicable after the beginning of Year 2 of the Agreement.
- \$400 dental stipend will be due as soon as practicable after the beginning of year 3 of the Agreement for eligible employees if the State has not yet entered into a new dental services contract.
- 2025 increase for location pay is effective April 2025.

\*Effective dates for each year of the base salary increases are specified above.