

2023-2026 PS&T Contract Expiration FAQ



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

A. The Contract runs through April 1, 2026 and expires 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. Fortunately, most important benefits continue even after contract expiration. PEF was able to successfully eliminate previous "sunset" which would have caused certain benefits to expire at contract expiration, but now many of those benefits continue, even after the contract expires. However, some benefits do "sunset" and therefore will not continue after contract expiration. See the final FAQ for 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.



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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.

Q. Can I file grievances after contract expiration?

A. Yes. Except as noted below, 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.

Q. What are some of the important contractual benefits that will not continue after contract expiration in April 2026?

A. The following benefits will not continue absent a new agreement or temporary extension.

- The Higher Education Differential was negotiated for April 2024 and April 2025. There will be no April 2026 payment in the absence of a new agreement continuing this benefit.
- The Expedited Suspension Review and Virtual Article 33 Hearings Memorandum of Agreement expires in April 2026. PEF is seeking an extension of this program pending the outcome of contract negotiations. The expedited suspension review provides a valuable benefit for members facing a disciplinary suspension.
- The Enhanced Supplemental Workers' Compensation Benefit for employees in Parole titles expires and is therefore not available for injuries occurring on or after April 2, 2026. PEF is seeking an extension of this program pending the outcome of contract negotiations.

If you have any further questions, please reach out to your local PEF Field Office.
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