

# UUP FIGHTS FOR AND **WINS** FAIR COMPENSATION!

**UUP's newly ratified 2022-2026 contract with New York State achieves fair pay increases for workers across our bargaining unit. All UUP employees will receive on-base increases in all years of the agreement.**

## ON-BASE INCREASES OVER THE LIFE OF THE AGREEMENT

	Across-the-Board increase	Additional on-base money
<b>2022</b>	2% ATB increase ▪ Retroactive to July 2 or Sept. 1, 2022 (depending on obligation)	
<b>2023</b>	3% ATB ▪ Retroactive to July 1 or Sept. 1, 2023 (depending on obligation)	<ul style="list-style-type: none"> <li>▪ Discretionary Salary Increase: \$400 flat ATB on-base increase (pro-rated for part-time employees). Paid in December 2023</li> <li>▪ 2023-24 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2024</li> </ul>
<b>2024</b>	3% ATB	<ul style="list-style-type: none"> <li>▪ \$1,000 on-base Retention Award for eligible employees (\$500 for those who have previously received a Service Award)</li> <li>▪ 2024-25 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2025</li> </ul>
<b>2025</b>	3% ATB	<ul style="list-style-type: none"> <li>▪ \$800 on-base retention award for eligible employees who have given 12 years of service</li> <li>▪ 2025-26 DSI: 0.5% pool of total payroll, distributed by campuses to eligible employees at management's discretion. Paid in December 2026</li> </ul>

## LIVING WAGE INCREASES FOR OUR LOWEST-PAID ACADEMIC AND PROFESSIONAL RANKS AND GRADES

We won increases in the contractual minimum salaries at rates above ATBs for professionals in SL1, SL2, SL3 grades, and academics in the titles of Assistant Librarian, Instructor, Sr. Assistant Librarian, Lecturer, and Assistant Professor. For contract years 2023, 2024, and 2025, the contractual minimum salaries increase by \$2,000/year (12 month/Calendar-year appointments) or \$1,667/year (10/11-month Academic- or College-year appointments) Employees will receive either the new minimum salary or the ATB, whichever generates the higher salary.

## INCREASES IN PER-COURSE MINIMA FOR PART-TIME FACULTY

**Per-course minima will increase over the life of the agreement as follows:**

- 2023: \$4,000/course at University Centers, \$3,500/course at Comprehensive and Tech campuses
- 2024: \$4,500/course at University Centers, \$4,000/course at Comprehensive and Tech campuses
- 2025: \$5,000/course at University Centers, \$4,500/course at Comprehensive and Tech campuses
- 2026: \$6,000/course at University Centers, \$5,500/course at Comprehensive and Tech campuses

*\*\*Based on 3 credits or credit equivalents (pro-rated for other courses); PT faculty receive new minimum or ATB, whichever is larger\*\**

## \$3,000 LUMP-SUM BONUSES

- Employees who are on-payroll or on authorized leave at ratification and who continue through April 30, 2024 will earn a \$3,000 lump-sum bonus (not to base), not pensionable, pro-rated for part-time employees.
- Bonus will be split into two payments: \$1,500 on July 1, 2024 and \$1,500 on July 1, 2025

**We also achieved increases in Holiday Pay, Location pay for the Downstate and Mid-Hudson regions, on-call pay, and substantial raises in the PGY salary schedules for Medical Residents at our SUNY Hospitals.**

This is the richest contract we've seen in many years. It is balanced to meet the varied needs of UUP's diverse membership while advancing union principles of equity, transparency, workers' agency, and the common good.

**Only in union can we create the best possible higher education and health care for students, patients and workers!**



**Got questions? Want to get involved? Contact your UUP chapter office or email [contract@uupmail.org](mailto:contract@uupmail.org) for more information.**