



Highlights of the 2021-2026 CSEA/New York State Contracts

Duration of Agreement

- April 2, 2021 – April 1, 2026

Compensation

- **Bonus**

- A one-time \$3,000 signing bonus will be paid to all employees in the CSEA bargaining units. This payment is not on base and not subject to Across the Board (“ATBs”) general salary increases. The signing payment is pro-rated for those employees paid on an hourly or per diem basis or on any basis other than at an annual rate, or to employees paid on a part-time basis reflecting the actual hours worked during the period. Employees must be on payroll at time of ratification and continuously through March 31, 2023, unless they retire from state service between those dates.

- **OSU/ISU Increased Hiring Rate**

- As soon as practicable after ratification, employees in titles where an increased hiring rate was instituted, shall receive \$1000 each year until reaching job rate. Not on base but is subject to ATBs and overtime calculation. And paid bi-weekly.

- **Longevity Payments**

- Effective 4/1/25: Convert current Longevity schedule to years of State CSEA bargaining unit service at 12 years/17 years/22 years, at \$1500 each level.
 - 12 years of state service - \$1,500 Total Longevity payment
 - 17 years of state service – \$3,000 Total Longevity payment
 - 22 years of state service – \$4,500 Total Longevity payment

- **Salary**
 - 2% general salary increase retroactive to April 2021
 - 2% general salary increase retroactive to April 2022
 - 3% general salary increase effective April 2023
 - 3% general salary increase effective April 2024
 - 3% general salary increase effective April 2025

- **Location Pay**
Increased as follows:
 - NYC+:
 - April 1, 2023: \$3087
 - April 1, 2024: \$3400
 - Mid-Hudson:
 - April 1, 2023: \$1543
 - April 1, 2024: \$1650

- **Sad Pay**
 - Increased by 50% (From \$500 to \$750)

- **Article 51(d) OSU**
 - Raise shift bonus by 88% (From \$400 to \$750)

- **Article 51(f) OSU**
 - Increased 75% of calls by 78% (From \$225 to \$400)
 - Increased 85% of calls by 75% (From \$300 to \$525)
 - Increased 95% of calls by 65% (From \$500 to \$825)

Productivity Enhancement Program

- Remove pilot program language from PEP, increased the number of days allowed to be forfeited as follows:
 - From three days at \$600 to four days at \$800
 - From six days at \$1200 to eight days at \$1600

Health Insurance

- No changes to premium contribution percentages
- No increases to Empire Plan medical or prescription copayments
- Single \$25 office visit copayment for Empire Plan
- Maintain Empire Plan \$0 employee cost share for telemedicine program for medical and mental health visits.
- Modify out-of-network reimbursement methodology
- Implement site of care for specific infusions and remove enrollee medical and prescription copayments for those services.

Leave Time

- Added a 13th Holiday (Juneteenth)
- Now able to carry 225 SL days (from 200)
- Family sick leave has been increased from 25 days to 30 days.

ISU members

- **Article 46**
 - When someone works their regular shift and then either volunteers or is mandated for the next shift and then is mandated for a third shift, they will not have to charge their accruals if their regular shift is the next shift. Basically, the employee has already worked 24 hours and can't work a fourth shift which is their regularly scheduled shift. The State will now place that employee on paid leave, with no charge to accruals, for that "regular" shift. Currently, the State has been forcing members to charge their leave accruals in these instances. This is a big win for the ISU membership.

This is just highlights of the tentative agreement.