

Article/Provision	Current Contract	Tentative Agreement
<p><b>Article 7 Compensation</b></p> <p>General Salary Increase</p> <p>Longevity Payment</p> <p>Special Assignment to Duty Pay</p>	<ul style="list-style-type: none"> <li>• 2021-22: 2% base salary increase retroactive to April 2016</li> <li>• 2022-23: 2% base salary increase retroactive to April 2017</li> <li>• 2023-24: 3% base salary increase</li> <li>• 2024-25: 3% base salary increase</li> <li>• 2025-26: 3% base salary increase</li> </ul> <p>*4/1/23 Signing Bonus \$3K paid to employees who are on the payroll as of the date of ratification of the Agreement AND who remain active on the date of payment OR who retire from State service between those dates.</p> <ul style="list-style-type: none"> <li>• Effective 4/1/25, convert Longevity to years of service in CSEA bargaining-units at 12 yrs, 17 yrs, 22 yrs: <ul style="list-style-type: none"> <li>○ 12 Year - <b>\$1,500</b></li> <li>○ 17 Year - <b>\$3,000</b> total</li> <li>○ 22 Year - <b>\$4,500</b> total</li> </ul> </li> <li>• All longevity payments, <u>including or newly eligible employees</u>, are Triboroughed.</li> </ul> <p>\$750</p>	<ul style="list-style-type: none"> <li>• 2026-27: 4.5% base salary increase retroactive to April 2026</li> <li>• 2027-28: 4% base salary increase</li> <li>• 2028-29: 3.5% base salary increase</li> <li>• 2029-30: 3% base salary increase</li> <li>• 2030-31: 3% base salary increase</li> </ul> <ul style="list-style-type: none"> <li>• Effective 4/1/25, convert Longevity to years of service in <b>State Executive Branch bargaining-units</b> at 12 yrs, 17 yrs, 22 yrs: <ul style="list-style-type: none"> <li>○ 12 Year - <b>\$1,500</b></li> <li>○ 17 Year - <b>\$3,000</b> total</li> <li>○ 22 Year - <b>\$4,500</b> total</li> </ul> </li> <li>• All longevity payments, <u>including or newly eligible employees</u>, are Triboroughed.</li> </ul> <p>4/1/26 \$1,000</p>



<p><b>Article 9</b> <b>Health Insurance</b></p> <p>Health Insurance Premium Contribution</p> <p>Premium Structure</p> <ul style="list-style-type: none"> <li>• Individual</li> <li>• Family</li> </ul> <p>Discussed 2-person premium</p> <p>Did not implement as majority of CSEA family contracts (2 or more dependents) would be negatively impacted with INCREASED family premiums</p>	<p>Health Insurance Contribution Percentages</p> <ul style="list-style-type: none"> <li>• Individual Health Insurance <ul style="list-style-type: none"> <li>○ 12% Grade 9 and below</li> <li>○ 16% Grade 10 and above</li> </ul> </li> <li>• Family Health Insurance <ul style="list-style-type: none"> <li>○ 12%/27% Grade 9 and below</li> <li>○ 16%/31% Grade 10 and above</li> </ul> </li> </ul>	<p><b>All Health Insurance Changes Effective January 1, 2027 (unless noted)</b></p> <p>Health Insurance Contribution Percentages</p> <ul style="list-style-type: none"> <li>• Individual Health Insurance <ul style="list-style-type: none"> <li>○ 12% Grade 13 and below</li> <li>○ 16% Grade 14 and above</li> </ul> </li> <li>• Family Health Insurance <ul style="list-style-type: none"> <li>○ 12%/27% Grade 13 and below</li> <li>○ 16%/31% Grade 14 and above</li> </ul> </li> </ul> <p><i>NO increase in <u>percentage</u> of employee premium contributions</i></p> <p>Premiums continue to be subject to annual change</p> <ul style="list-style-type: none"> <li>• The Empire Plan is experience rated – actual claims cost and plan utilization result in required annual premium</li> <li>• HMO out-of-pocket cost sharing is not negotiated – the HMO submits their offering to the State as a package (copayments and required premiums determined by HMO)</li> </ul> <p><b>EMPIRE PLAN:</b>  <b>NO increases in network physician copayments</b>  <b>NO increases in prescription drug copayments</b>  <b>NO increases in network hospital copayments</b>  <b>NO increases to out-of-network deductibles or coinsurances</b></p> <p><b>Continue <u>guaranteed access</u> for Mental Health and Substance Use services</b></p>
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<b><u>Empire Plan Specific Updates:</u></b>		<b>All Health Insurance Changes Effective January 1, 2027 (unless noted)</b>
Network diagnostic/laboratory services	\$25 copayment - network diagnostic laboratory services	No charge (\$0 copay) when United HealthCare Preferred Lab Network is used <ul style="list-style-type: none"> <li>• Quest Diagnostic and Labcorp are two of the numerous national preferred network laboratories available at \$0 copay</li> </ul>
Network Urgent Care Centers with the Medical Carrier	\$30 copayment – however, was subject to copayment stacking; \$60 copayment	Single \$30 copayment per visit
Network physician/provider billing as hospital-owned facility (even if not on hospital grounds)	\$25 network office visit copayment Additional services performed and billed as hospital-owned facility billed additional hospital extension clinic copay (\$40)	Single \$25 network office visit copayment All services performed and billed as a hospital-owned facility (extension clinic) will not be subject to hospital copay
Acupuncture Services	\$25 network acupuncture office visit copayment and only limited by medical necessity  Out-of-Network (OON) acupuncture limited to 20 visits per calendar year	No change to network acupuncture - single \$25 office visit copayment - medical necessity  Out-of-Network (OON) acupuncture limited to 15 visits per calendar year with an out-of-network reimbursement cap of \$125
Massage Therapy Services	No standalone massage therapy Network physical therapist that performs massage during visit \$25 copayment  Out-of-network (OON) massage limited to 20 visits per calendar year	Physical therapy with massage therapy covered with single \$25 office visit copayment  Out-of-network (OON) massage therapy limited to 15 visits per calendar year with an out-of-network reimbursement cap of \$125.

<p>Out-of-Network (OON) Allowed Charge for medical and MHSU physicians/ providers <i>(approximately 3-8% of CSEA members utilize out-of-network)</i></p> <p>Out-of-Network (OON) Allowed Charge for Inpatient and Outpatient MHSU facilities</p>	<p>Required annual deductible, then 80% reimbursement of allowed amount</p> <p>Current out-of-network (OON) allowed amount for non-participating providers is based on 275% of Medicare Physician Fee Schedule</p> <p>Inpatient and outpatient out-of-network MHSU facility benefits are reimbursed at 90% of billed charges.</p>	<p><b>All Health Insurance Changes Effective January 1, 2027 (unless noted)</b></p> <p>No change in annual deductible. After deductible met, reimbursement is 80% of allowed amount.</p> <p>Out-of-Network (OON) allowed amount for non-participating medical providers and MHSU providers will be based on 150% of Medicare Physician Fee Schedule</p> <p>Inpatient and outpatient out-of-network MHSU facilities reimbursed at 90% of allowed amount.</p> <p>Allowed amount defined as;  1/1/2027 – 600% of the Program Administrator’s average contracted in-network rates  1/1/2028 – 500% of the Program Administrator’s average contracted in-network rates  1/1/2029 – 400% of the Program Administrator’s average contracted in-network rates</p> <p>Guaranteed access to network level MHSU benefits continues when enrollees utilize Carelon’s Clinical Referral Line for placement before receiving services.</p> <p>Carelon to continue recruitment of MHSU providers and facilities</p>
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<p>Out-of-Network (OON) Allowed Charge for Inpatient and Outpatient hospitals/facilities</p> <p>Anthem has 100% of New York State's acute care hospitals in network and approximately 98% of network hospitals across the nation.</p> <p>NOTE: Emergency services from an out-of-network hospital or facility continue to be covered with in-network benefit levels and member liability limited to copay</p> <p>Sick Leave Credit Calculation Toward Retiree Health Insurance</p>	<p>Inpatient out-of-network hospital: Out-of-network hospital inpatient facility charges are reimbursed at 90% of billed charges.</p> <p>Outpatient: Out-of-network hospital outpatient facility charges are reimbursed at 90% of billed charges or \$75 copayment, whichever is greater.</p> <p>The calculation of sick leave credit shall be based on the actuarial table Section 41J in effect on October 1, 2011.</p>	<p><b>All Health Insurance Changes Effective January 1, 2027 (unless noted)</b></p> <p>Inpatient Out-of-Network hospital/facility: Out-of-network hospital inpatient facility charges are reimbursed at 90% of allowed amount</p> <p>Outpatient: Out-of-network outpatient facility charges reimbursed at 90% of allowed amount or \$75 copayment, whichever is greater.</p> <p>Allowed amount defined as; 1/1/2027 – 135% of the Program Administrator's average contracted in-network rates 1/1/2028 – 130% of the Program Administrator's average contracted in-network rates 1/1/2029 – 125% of the Program Administrator's average contracted in-network rates</p> <p>The calculation of sick leave credit shall be based on the actuarial table in 41J in effect 1/01/2027 (2015 table)</p>
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<p>Empire Plan Hyperinflation Management Strategy</p>	<p>Hyperinflation drugs are currently excluded on the Advanced Flexible Formulary</p>	<p><b>All Health Insurance Changes Effective January 1, 2027 (unless noted)</b></p> <p>Continue identifying prescription drugs that have experienced hyperinflation (unwarranted price hikes without documented clinical benefit for patient) and steer alternative formulary utilization toward more affordable, clinically equivalent alternatives.</p> <p>Specific hyperinflation drugs will be considered a plan exclusion and will not be subject to medical exception provisions. Individual requests or appeals can be made directly to the Program Administrator, Civil Service.</p>
<p><i>Joint Committee on Health Benefit Endeavors</i></p>	<p>The JCHB has worked cooperatively with the State to oversee NYSHIP and to research and implement several benefits for members through the years;</p> <ul style="list-style-type: none"> <li>• Flexible Spending Account</li> <li>• LiveHealth Online Telemedicine Program</li> </ul>	<p>The JCHB shall study;</p> <ul style="list-style-type: none"> <li>• A virtual program for physical therapy visits</li> <li>• A weight management support program</li> <li>• A health enhancement program for preventive care and wellness</li> </ul>
<p><i>Health Benefit Administrator (HBA) Trainings</i></p>	<p>Civil Service holds virtual Agency HBA trainings to educate HBAs of important NYSHIP health insurance information and updates</p>	<p>The State agreed to hold an in-person HBA training to improve the overall educational experience for Agency HBAs</p>

<p><b>Article 30</b> <b>Employee Benefit Fund</b></p>	<p>4/1/2021: 0%; 4/1/2022: 0%; 4/1/2023: 3% increase 4/1/2024: 3% increase 4/1/2025: 3% increase; and Triborough</p>	<p>4/1/2026: 4.5% 4/1/2027: 4% 4/1/2028: 3.5% increase 4/1/2029: 3% increase 4/1/2030: 3% increase</p>
<p><b>Article 4</b> <b>Employee Organization Rights</b></p>		<ul style="list-style-type: none"> <li>• Clarify an incorrect reference in the ISU Agreement referencing the Delegate Meeting.</li> <li>• Provide travel time for “Internal Union Affairs” so long as CSEA provides the employee’s name, location of the meeting, location from which the employee will be travelling, time and duration of meeting, and the employee’s hours of work on the day of the meeting.</li> </ul>
<p><b>Article 11</b> <b>Workers’ Compensation</b></p>	<p>11.5 (b) Additionally, an employee receiving Workers’ Compensation payments for a period of disability found compensable by the Workers’ Compensation Board, which is caused by an assault, shall be treated as though on the payroll for the length of the disability not to exceed twenty-four (24) months per injury for the sole purpose of health insurance and Employee Benefit Fund contributions normally made by the State.</p>	<ul style="list-style-type: none"> <li>• Allow employees who are on workers’ comp to earn seniority during month 13-24 of their absence.</li> </ul>
<p><b>Article 12</b> <b>Leave for Probationary Employees</b></p>		<p>Standardize language of holds such that a permanent employee in the ASU, ISU, and OSU receives a hold when taking another position in the classified service.</p>

<p><b>Article 15</b> <b>Safety and Health</b></p>		<p>The statewide safety and health committee shall develop draft policies concerning excessive heat and cold as well as vehicle familiarity.</p> <p>Provide that vehicle condition is an appropriate subject of discussion at the agency level safety and health l/m meetings.</p> <p>Provide that the agency must contact CSEA with any severe incident that is reportable to PESH.</p>
<p><b>Article 22</b> <b>Employment Security</b></p>		<p>Add AI language This is extra belt and suspender language on AI – to protect CSEA members. This is in addition to the legislative language on AI and the state workforce.</p>
<p><b>Article 26 (ISU, ASU, OSU) Article 41 (DMNA)</b> <b>Job Classification</b></p>	<p>The State, through the Office of the Director of Classification and Compensation, will provide to CSEA copies of any new or revised tentative classification specifications and standards for titles in the Administrative, Operational, and Institutional Services Units for review and comment. CSEA will provide its comments, if any, to the Director of Classification and Compensation within 45 calendar days after its receipt of such material. The specifications and standards will not be issued in final form during the 45 calendar days in order to permit consideration of any comments submitted by CSEA.</p>	<ul style="list-style-type: none"> <li>• Class and Comp., and DMNA will provide copies to CSEA of any reclassification, reallocation, title structure change, jurisdictional class changes and negotiating unit changes.</li> <li>• CSEA will be afforded 45 days to comment, and if desired, CSEA may ask for a <b>30-calendar day extension to provide comments.</b></li> </ul>

<p><b>Article 31</b> <b>Labor/Management Meetings</b></p>	<p>31.4 A department or agency head, or appropriate level designee, shall meet with appropriate level CSEA representatives quarterly for the purpose of discussing and attempting to resolve matters of mutual concern, including matters concerning implementation and administration of this Agreement which are department or agency-wide in nature. Written agenda shall be exchanged by the parties no less than five days before the scheduled date of the meeting. At the time of the meeting, additional matters for discussion may be placed on the agenda by mutual agreement. Nothing contained herein shall prevent a department or agency head, or designated representative, and CSEA representatives from meeting more frequently or less frequently than provided herein upon mutual agreement</p>	<p>31.4 A department or agency head, or appropriate level designee, shall meet with appropriate level CSEA representatives quarterly for the purpose of discussing and attempting to resolve matters of mutual concern, including matters concerning implementation and administration of this Agreement which are department or agency-wide in nature. Written agenda shall be exchanged by the parties no less than <b>Seven days</b> before the scheduled date of the meeting. At the time of the meeting, additional matters for discussion may be placed on the agenda by mutual agreement. Nothing contained herein shall prevent a department or agency head, or designated representative, and CSEA representatives from meeting more frequently or less frequently than provided herein upon mutual agreement</p>
<p><b>Side Letter</b> <b>re: Telecommuting</b></p>	<ul style="list-style-type: none"> <li>• No across-the-board language or agreement In the 2021 -2026 negotiations CSEA proposed discussion and resolution of a standard policy on telecommuting, which was rejected by the State.</li> </ul>	<p>Agreed to Side Letter on Telecommuting</p>
<p><b>Article 33</b> <b>Discipline and Interrogation</b></p>	<p>Currently the contract does not require the employer to provide to CSEA the name and work location of a bargaining unit member being interrogated.</p>	<p>Require email notification to the union when a CSEA-represented employee is to be interrogated.</p>
<p><b>Article 40</b> <b>Performance Evaluations</b></p>		<p>Statewide PE Appeals to be heard by the Master Arbitrator in the Article 34 Triage forum</p>

<p><b>Contract Funding for Labor Management Committees (“LMCs”)</b></p>	<p>Arts 9, 14, 15, 33, 40:  0% 4/2/21  2% 4/2/22  2% 4/2/23  2% 4/2/24  2% 4/2/25 and Triborough</p> <p>Perf. Eval and Employment Security 2%/yr CBA</p> <p>Other LMCs 0%, 0%, 2%, 2%, 2% and Triborough</p>	<p>Arts 9, 14, 15, 33, 40:  Perf. Eval, Employment Security,  Other LMCs</p> <p>4.5% 4/2/26  4% 4/2/27  3.5% 4/2/28  3% 4/2/29  3% 4/2/30</p>
<p><b>OSU Article 49 Tool Insurance</b></p>	<p>Tool replacement pilot. Not tied to Art 43 personal property damage max. Increase 2%/yr</p> <p>2021-2022: \$179  2022-2023: \$182  2023-2024: \$186  2024-2025: \$189  2025-2026: \$193</p>	<p>4/1/26: \$250</p>
<p><b>Article 43 Reimbursement for Property Damage</b></p>	<p>When investigation of a reported incident by the department or agency substantiates an employee’s claim for reimbursement for personal property damage or destruction, incurred in the actual performance of work, where the employee was not negligent, the employee’s claim shall be expedited in accordance with procedures established by the Comptroller and approved by the Division of the Budget. The procedures shall include the authority to adjust amounts of reimbursement. The maximum claim reimbursement shall be \$350</p>	<p>When investigation of a reported incident by the department or agency substantiates an employee’s claim for reimbursement for personal property damage or destruction, incurred in the actual performance of work, where the employee was not negligent, the employee’s claim shall be expedited in accordance with procedures established by the Comptroller and approved by the Division of the Budget. The procedures shall include the authority to adjust amounts of reimbursement. <b>The maximum claim reimbursement shall be \$600</b></p>

<p><b>Article 44</b> <b>Definition of Seniority</b></p>		<p>Clarify that an employee must become permanent before certain types of service counts toward seniority.</p>
<p><b>Article 43 (DMNA Article 40)</b> <b>Personal Property Damage</b></p>	<p>0% 4/2/21 2% 4/2/22 2% 4/2/23 2% 4/2/24 2% 4/2/25</p>	<p>4/2/26 \$600</p>
<p><b>Temporary and Seasonal Employees</b></p>	<p>a lump sum award of \$500 will be payable in the first pay period of fiscal year 2021-2022, fiscal year 2022-2023, fiscal year 2023-2024, fiscal year 2024-2025 and fiscal year 2025-2026 to an employee who has had at least 1500 hours in pay status in seasonal positions during each of the previous five years.</p>	<p><b>a lump sum award of \$750</b> will be payable in the first pay period of fiscal year 2026-2027, fiscal year 2027-2028, fiscal year 2028-2029, fiscal year 2029-2030 and fiscal year 2030-2031 to an employee who has had at least 1500 hours in pay status in seasonal positions during each of the previous five years.</p>
<p><b>Term of the Agreement</b></p>	<ul style="list-style-type: none"> <li>• Five Years – 4/2/2021 to 4/1/2026</li> </ul>	<ul style="list-style-type: none"> <li>• Five Years – 4/2/2026 to 4/1/2031</li> </ul>
<p><b>Side Letters</b></p>		<ul style="list-style-type: none"> <li>• For any Article that has a side letter, such shall be noted by an asterisk in the TOC; behind the TOC there shall be a listing of all Side Letters.</li> </ul>