



One voice for many.



CSEA/State Contract

Duration of Agreement

This is a 5-year deal:

April 2, 2026 - April 1, 2031

Compensation

- ▶ April 2026 4.5%- Retro
- ▶ April 2027 4%
- ▶ April 2028 3.5%
- ▶ April 2029 3%
- ▶ April 2030 3%

Hazard Duty Differential at DOCCS, OCFS, OPWDD, OMH Facilities

- ▶ *Hazardous Duty Pay at Facilities \$300 beginning April 1, 2027.*
 - ▶ All CSEA titles working for DOCCS, OCFS, OPWDD, OMH facilities shall qualify.
- ▶ Those CSEA members that work at “Main Office”, the “Cook Chill”, those opting to “Remote Work” shall not qualify.
- ▶ **Those required to work from home shall remain eligible.
- ▶ The Hazard Duty Pay shall be pro-rated for those employees paid on any basis other than an annual basis. Employees paid on less than full time basis shall receive a differential prorated on a basis reflecting the actual hours worked.

Location Pay

Increased as follows:

Downstate (NYC+)

- ▶ April 1, 2026: \$4,150
- ▶ ATBs for the remainder of the contract

Mid-Hudson: ADD ULSTER County

- ▶ April 1, 2026: \$2,150
- ▶ ATBs for the remainder of the contract

Special Assignment to Duty (“SAD”) Pay

- ▶ *Increase SAD pay to \$1,000 effective April 1, 2026.*
 - ▶ *In 2 contracts we have double the amount for SAD Pay (2016-2021 contract SAD was \$500)*

Longevity

- ▶ Adjusted language so that it is State Executive Branch Service, vs the current CSEA State Executive Branch Service

Health Insurance

No Increase in Employee Premium Contribution Percentage

Grade 1-9

- ▶ 12% individual
- ▶ 27% dependent/family

Grade 14-21

- ▶ 16% individual
- ▶ 31% dependent/family

PERCENTAGE of premium contribution remains UNCHANGED term of contract;

Actual premiums change annually because Empire Plan (experience rated) premiums change because of actual claims costs and plan utilization

Health Insurance

Effective January 1, 2027

REDUCTION in Employee Premium Contribution Percentage

Grade 10, 11, 12 and 13

- ▶ January 1, 2027 Employee Percentage of Premium Contribution Reduces to
 - ▶ 12% individual (from 16%)
 - ▶ 27% dependent/family (from 31%)

Potential Annual savings based on Empire Plan 2026 premiums

\$570+ individual \$1460+ family

Health Insurance

Empire Plan Network:

- NO increases in physician copayments
- NO increases in hospital copayments
- Continued guaranteed access for Mental Health and Substance Use services

Health Insurance

Effective January 1, 2027

Eliminate \$25 laboratory copayment for diagnostic/laboratory services performed at network national laboratory

- ▶ Approximately 25 national network laboratories; including Quest Diagnostics and Labcorp (Laboratory Corporation of America)

Health Insurance

Effective January 1, 2027

Eliminate \$40 hospital extension clinic copayment if network physician bills the office visit and any additional services performed (laboratory or radiology) as a hospital-owned facility.

Only a SINGLE \$25 copayment

Health Insurance

Effective January 1, 2027

Eliminate copay stacking for Urgent Care Centers participating with the medical carrier.

- ▶ There will be a SINGLE \$30 copayment per visit for ALL covered medical services provided during the visit

Health Insurance

EMPIRE PLAN PRESCRIPTION DRUG

- NO increases in prescription drug copayments
 - Successfully REJECTED State's proposal to limit GLP-1 medications and add \$200 copayment

Health Insurance

EMPIRE PLAN PRESCRIPTION DRUG

- Specific “hyperinflated” drugs may be added as plan exclusions
 - Identified hyperinflated are formulary exclusions
 - Will not be subject to medical exception
 - Helps reduce wasteful spending but provides coverage for clinically appropriate medications
 - Case-by-case appeals with Plan Administrator

Health Insurance

EMPIRE PLAN OUT-OF-NETWORK:

- NO increases to out-of-network deductibles
- NO increases to out-of-network coinsurances

Health Insurance

Out-of-Network

Effective January 1, 2027, the out-of-network allowed amount for non-participating providers (medical providers and MHSU providers) will be based on 150% of the Medicare fee schedule.

Currently 275% of Medicare fee schedule

Health Insurance

Out-of-Network

Allowed amount for Out-of-Network hospitals/facilities will be

- ▶ Effective January 1, 2027 135% of network allowed reimbursement
- ▶ Effective January 1, 2028 130% of network allowed reimbursement
- ▶ Effective January 1, 2029 125% of network allowed reimbursement

100% acute care hospitals in NY are network with Empire Plan and about 98% hospitals across nation are network.

Allowed amount is currently billed charges. Members continue to be responsible for 10% coinsurance of allowed amount, plus any difference between billed charges and allowed amount.

Health Insurance

Out-of-Network

Allowed amount for Out-of-Network MH/SU hospitals/facilities will be

- ▶ Effective January 1, 2027 600% of network allowed reimbursement
- ▶ Effective January 1, 2028 500% of network allowed reimbursement
- ▶ Effective January 1, 2029 400% of network allowed reimbursement

Empire Plan has guaranteed access to network services - Clinical Referral Line

Allowed amount is currently billed charges. Members continue to be responsible for 10% coinsurance of allowed amount, plus any difference between billed charges and allowed amount.

Health Insurance

Acupuncture

NETWORK; acupuncture services continue to be unlimited and based on medical necessity.

OUT-OF-NETWORK; Effective January 1, 2027, acupuncture will be limited to 15 visits per calendar year and \$125 maximum reimbursement per visit.

Limit is currently 20 visits

Health Insurance

Massage

OUT-OF-NETWORK; Effective January 1, 2027, out-of-network massage therapists will be limited to 15 visits per calendar year and \$125 maximum reimbursement per visit.

Massage therapy provided by a physical therapist is not included in this limit.

Health Insurance

Joint Committee on Health Benefits (“JCHB”)

The JCHB will investigate a virtual program for physical therapy visits.

The JCHB will investigate a weight management support program.

The JCHB will investigate health enhancement program for preventive care and wellness.

Health Insurance

- ▶ Calculation of Sick Leave Credit in Retirement
- ▶ Effective January 1, 2027, the actuarial table used to calculate sick leave credit will be updated to reflect that we are living longer and the number of months of life expectancy at retirement has increased.

New Benefit

- ▶ 20 hours of prenatal care leave without charge to accruals.

Article 10, Leave Time

- Now able to carry 250 SL days (from 225)

Article 4, EOL

- ▶ *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.*
- ▶ *** For Some Locals this was an issue, so it is now addressed.*

Article 11, Workers' Compensation

- ▶ *Allow employees who are on workers' comp due to an assault to earn seniority during month 13-24 of their absence.*

Article 22

- ▶ *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.*

Article 33 Discipline

Will require email notification to the union when a CSEA-represented employee, including name and work location, is to be interrogated.

OSU Article 49 Tool Allowance

- ▶ *Increase Tool Allowance to \$250 as of April 1, 2026 (Increased from current \$193).*
- ▶ *Increase reimbursement for tools lost to fire, theft to \$3,000. Add natural disaster to fire and theft as reason for reimbursement.*

Article 43 (DMNA Art. 40) Personal Property Damage

- ▶ Increase reimbursement for property damage to \$600 (Increased from current \$350).

Temporary & Seasonal Employees

*Increase long-term seasonal subsidy to \$750
effective April 1, 2026*

(Increased from current \$500).

Funding for Labor Management Committees ("LMCs"), including the Partnership & CSEA EBF

- ❖ 4.5% 4/2/26
- ❖ 4% 4/2/27
- ❖ 3.5% 4/2/28
- ❖ 3% 4/2/29
- ❖ 3% 4/2/30 , *Triborough*

QUESTIONS?

Next Steps

Please talk to your members and let them know about the contract.

You may schedule a membership meeting, and your Team members will come and talk about the contract and answer any questions.

If your Local is located near other state locals, please work with those locals to schedule a joint meeting.

Meetings should be scheduled just like the Listening Tour Meetings were –by contacting your Region Office Manager.

Meetings may be scheduled starting on Monday, June 15th and ending on Friday, July 31st.

Ratification

- ▶ The Ratification Vote will take place by Election Buddy, an online secure voting platform.
- ▶ We will send an email to all state members advising them of the vote and to watch for their personal voting link.
- ▶ For state members that we do not have an email for, we will mail them a postcard asking them to update their profile with a personal email.
- ▶ In July the contract language will be sent to all members for review.
- ▶ We are looking to have the Ratification completed by the first week of August.