

Highlights of the **2026 – 2031**

CSEA/New York State Contracts



A 5-Year Agreement That Delivers for CSEA Members



April 2, 2026 – April 1, 2031

Agreement Highlights



Salary Increases

4.5% Retroactive to April 2026

4.0% Effective April 2027

3.5% Effective April 2028

3.0% Effective April 2029

3.0% Effective April 2030

The last contract with a 4% raise was in 2010.

The last time there were multiple 4% raises in a contract was more than 30 years ago.



Increased Labor/Management Committee & EBF Funding

Funding increases by ATB each year of the agreement as of April 1.

- *New! For the first time ever, **EBF has negotiated an adult orthodontics benefit.** Learn more in the EBF Highlights document at cseany.org/state-contract/*

Health Insurance

- ✓ No increase to percentage of health insurance premium contributions
- ✓ Current grade 9 and below designation for health insurance premium contributions is expanded to Grade 13 and below (all Grade 13 and below will contribute **12%** toward individual and **27%** toward family coverage)
- ✓ No increase to current Empire Plan copayments for network physician, hospital or prescription drug.

Health Insurance cont...

- ✓ No copayment when using Empire Plan national network laboratory (like Quest and LabCorp)
- ✓ Single **\$30** copayment for urgent care centers participating with Empire Plan medical carrier
- ✓ Modify out-of-network reimbursement methodology
- ✓ No **\$40** Empire Plan hospital extension clinic copayment when network physician office visit (**\$25** copay) results in additional services billed as a hospital-owned facility

Differentials and Allowances



Tool Allowance (OSU)



Special Assignment to Duty Pay – DOT

Increase to
\$250
beginning April 1.

This represents a
↑29%
increase in the Tool Allowance.

Increase reimbursement to
\$3,000
Now covers tools lost to fire, theft, and natural disasters.

This represents a
↑50%

SAD pay increase

↑\$250
in this contract effective April 1.

Now at **\$1000**, up from \$500 just two contracts ago.



Inconvenience Pay



Hazardous Duty Pay

Increased to
\$825
beginning April 1.

This represents a
↑43%
increase in the Tool Allowance.

\$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 Hazardous 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

Downstate Adjustment	Mid-Hudson Adjustment
Beginning April 1, 2026, the Downstate Adjustment increases to \$4,150 and continues to rise each year: ✓ April 2027 - \$5,150 ✓ April 2028 - \$6,150 ✓ April 2029 - \$6,400 ✓ April 2030 - \$6,650	Beginning April 1, 2026, the Mid-Hudson adjustment, which now includes Ulster County, increases to \$2,150 and continues to rise each year: ✓ April 2027 - \$2,400 ✓ April 2028 - \$2,650 ✓ April 2029 - \$2,800 ✓ April 2030 - \$2,950
 <i>Location pay is an adjustment of additional compensation paid to an employee whose principal place of employment or official station is located in the identified areas.</i>	

Leave Benefits

 20 Hours Paid Prenatal Leave Article 10	 Hold Protections Standardized Article 12
Effective January 1, 2027, employees who earn leave accruals are entitled to 20 hours paid prenatal leave per calendar year for the purposes outlined in Labor Law 196-b(4-a). *This benefit covers only the individual carrying the child.	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.
 Seniority While on Workers' Comp Article 11	 Sick Leave Accrual Cap Increase Article 10
Allow employees who are on workers' comp due to an assault to earn seniority during month 13-24 of their absence.	Sick leave accumulation cap increased to 250 days.

Workplace Protections & Union Rights



Travel Time for Union Meetings Article 4

Provide travel time for “Internal Union Affairs” with advance notice of the employee’s name, meeting location, travel location, time, duration, and work hours for the day of the meeting.



Email Notification for Interrogations Article 33

Require email notification to the union when a CSEA-represented employee is to be interrogated.



AI Protections Article 22

Added “belt and suspenders” language on AI to protect CSEA members, in addition to legislative language on AI and the state workforce.



Seniority Article 44

Clarify that an employee must become permanent before certain types of service counts toward seniority.



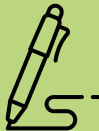
Seasonals

Increase long-term seasonal subsidy to **\$750** effective April 1. This represents a **50%** increase in this benefit.



Longevity Payments

Adjustment to the language so that it is State Executive Branch Service vs the current CSEA State Executive Branch Service



Side letters

- All side letters of the 2021 – 2026 Agreements between the parties shall continue for the successor Agreement.
- Add Alternative Shifts committee side letter.
- Add Telecommuting Side Letter- doesn’t require management to allow telecommuting.

Learn more at the CSEA website by scanning the QR code.
Sign in to access our state contract information page.

