



# PEF CONTRACT AGREEMENT

Tuesday, February 5, 2008

## **PEF, state negotiators reach tentative contract agreement**

The New York State Public Employees Federation (PEF) – the state's second-largest public-employee union – today announced it has reached a tentative agreement with the state on a new contract that includes enhancements in nearly all contract areas.

The tentative four-year pact would cover more than 58,000 PEF members in the professional, scientific and technical (PS&T) unit of the state workforce. The agreement, reached in nine months, includes four across-the-board raises during the term of the agreement, cost-of-living adjustments for members who live in high-cost areas of the state, and no significant changes to health insurance coverage.

The agreement would not increase the employees' share of the cost of health insurance premiums, and entails only modest increases in their co-pays.

“This contract is fair and meets the needs of our members,” said PEF President Ken Brynien. “It provides annual raises, maintains strong health benefits and addresses location pay. I applaud the efforts of our negotiators and the governor. The bargaining balances the interests of the state workforce and New York taxpayers.”

The previous collective-bargaining agreement with the state expired April 1, 2007. The new package covers the period beginning April 2, 2007 through April 1, 2011 and includes the following major elements:

- 3 percent salary increase retroactive to April 2, 2007;
  - 3 percent salary increase effective April 1, 2008;
  - 3 percent salary increase effective April 1, 2009; and,
- 4 percent salary increase effective April 1, 2010.

The agreement also features improvements to salaries including:

- A realignment of the salary schedule in April 2010 which raises the top of grade pay for employees in state grades 19-25 to levels paid other units;
- An additional \$1,000 increase in April 2010 in the job rate of employees in grades 26 through 37;

Significant improvements to downstate and mid-Hudson salary adjustments to reflect cost-of-living.

The current downstate adjustment of \$1,302 will increase to \$1,850 on April 1, 2008 and to \$3,026 on October 1, 2008. The Mid-Hudson adjustment, currently \$651 will increase to \$1,000 on April 1, 2008 and to \$1,513 on October 1, 2008.

The state has also agreed to enhancements to the current vision plan benefit, as well as \$600,000 to study the creation of a state fund as a means to provide improved dental and vision benefits while also resulting in a savings for the state. The agreement also continues language to allow conversion to the fund during the term of the contract.

The tentative pact must still be approved by the union's Executive Board, which is holding a special meeting on February 20, 2008 and be ratified by the membership. After the Executive Board approves the agreement, ballots will be mailed to PEF members. Union leaders expect the entire ratification process will be completed in about two months.

PEF's state contract negotiating team consists of 22 members from across the state, supported by the union's professional staff negotiators.

**MORE DETAILS WILL BE AVAILABLE ON THE PEF WEBSITE ON FRIDAY AT 5PM.**