

September 5, 2025

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SUNY Broome Package Proposal

1. Delete Article 38.J – five-day rule.
2. Amend Article 23.2 to read: “Effective **January 1, 2026**, for all full-time regular and full-time adjunct employees, the Employer will pay **80%** of the full premium and **80%** of the full premium for coverage of their dependents.”
3. Amend Article 28.1 to read: “Effective September 1, **2025**, returning full-time regular unit members on the payroll will receive a **2.75%** general wage increase added to their base salary.”
4. Amend Article 28.2 to read: “Effective September 1, **2026**, returning full-time regular unit members on the payroll will receive a **2.5%** general wage increase added to their base salary.”
5. Amend Article 28.3 to read: “Effective September 1, **2027**, returning full-time regular unit members on the payroll will receive a **2.25%** general wage increase added to their base salary.”
6. Amend Article 28.3 to read: “Effective September 1, **2028**, returning full-time regular unit members on the payroll will receive a **2.25%** general wage increase added to their base salary.”
7. Increase amounts in 28.6 for adjunct teaching professional employees by 2.5% effective each September 1 (i.e., September 1, 2025; September 1, 2026; September 1, 2027, September 1, 2028).
8. Increase longevity amounts in 29.2 by 2.5% effective each September 1.
9. Increase Article 38.H underenrolled rate by 2.5% effective each September 1.
10. Delete option of release time in Article 52 Shared Governance and increase the responsibility amounts by 2.5% effective each September 1.
11. Increase minimum salary schedule in Appendix B by 2% per year for each of 4 years.
12. All other proposals of the parties withdrawn. All TAs previously agreed to remain in effect.

This is a package proposal and the College reserves the right to adjust its proposals, revert to prior proposals and otherwise make counter-proposals at any time.