

SUNY Broome Package Proposal

1. Delete Article 38.J – five-day rule. In exchange for deletion of Article 38.J, College will increase chair hours in Article 28.10 from thirty (30) to forty (40) hours.
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 **81.5%** of the full premium and **81.5%** of the full premium for coverage of their dependents.”
  - a. Continue with reductions in employer contribution of .50% each January 1
    - i. January 1, 2027: 81%
    - ii. January 1, 2028: 80.5%
    - iii. January 1, 2029: 80%
3. Amend Article 28.1 to read: “Effective September 1, **2025**, returning full-time regular unit members on the payroll will receive a **\$2,250** 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 **\$2,300** 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 **\$2,350** 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 **\$2,400** 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.D.2. overload rates by 2.5% each September 1.
10. Increase Article 28.10.B (intake advisement/registration), Article 28.10.C. (academic program coordinators) and Article 28.11. (temporary, part-time listed positions) by 2.5% each September 1.
11. Increase Article 38.H underenrolled rate by 2.5% effective each September 1.

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12. Delete option of release time in Article 52 Shared Governance and increase the responsibility amounts by 2.5% effective each September 1.
13. Increase minimum salary schedule in Appendix B by 2% per year for each of 4 years.
14. All other proposals of the parties withdrawn. All TAs previously agreed to remain in effect.

The College maintains its position to enhance certain economic items of the contract but does not agree to further diminishment of managerial rights and responsibilities.

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.