

March 12, 2026

SUNY Broome Package Proposal (Second College on March 12)

1. Amend Article 23.2 to read: “Effective **January 1, 2027**, for all full-time regular and full-time adjunct employees, the Employer will pay **82.0%** of the full premium and **82.0%** of the full premium for coverage of their dependents.”
  - a. Employer contributions thereafter to be:
    - i. January 1, 2028: 81.5%
    - ii. January 1, 2029: 81%
    - iii. January 1, 2030: 80%
2. Amend Article 28.1 to read: “Effective September 1, **2025**, returning full-time regular unit members on the payroll will receive a **2.85%** general wage increase added to their base salary.”
3. Amend Article 28.2 to read: “Effective September 1, **2026**, returning full-time regular unit members on the payroll will receive a **3.0%** general wage increase added to their base salary.”
4. Amend Article 28.3 to read: “Effective September 1, **2027**, returning full-time regular unit members on the payroll will receive a **3.15%** general wage increase added to their base salary.”
5. Amend Article 28.3 to read: “Effective September 1, **2028**, returning full-time regular unit members on the payroll will receive a **3.25%** general wage increase added to their base salary.”
6. Amend Article 28.3 to read: “Effective September 1, **2029**, returning full-time regular unit members on the payroll will receive a **3.35%** general wage increase added to their base salary.”
7. Increase amounts in 28.6 for adjunct teaching professional employees by 2.95% effective each September 1 (i.e., September 1, 2025; September 1, 2026; September 1, 2027, September 1, 2028).
8. Effective September 1, 2025 change longevity amounts to increase by \$75 (so they would be \$375; \$675; \$975 and \$1,275).
9. Increase Article 38.D.2. overload rates by 2.95% 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 2.95% each September 1.

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11. Increase Article 38.H underenrolled rate by 2.95% effective each September 1.
12. Delete option of release time in Article 52 Shared Governance and increase the responsibility amounts by 2.75% effective each September 1.
13. Increase minimum salary schedule in Appendix B by 2% per year for each of 4 years.
14. Revise Article 38.J as follows: “No section shall be cut prior to **twenty-one (21)** working **calendar** days to the start of the first day of classes for the fall and spring semesters only.”
15. Grievance scheduled for March 17, 2026 withdrawn on basis of language College provided previously. Add to 16.1.A. “**Management retains review and approval authority for vacations, but will not deny vacation leave except for legitimate business reasons.**”
16. 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.