

Wins for HEOs

New PSC-CUNY Contract

Professional Staff Congress members recently ratified a strong new contract with gains for all faculty and professional staff at CUNY. As a member of our bargaining unit, you will enjoy the following improvements:

- \$3,000 ratification bonus for employees who were on payroll at the end of Fall 2024 semester and start of Spring 2025 semester.
- Total of **13.4%** compounded across-the-board raises
 - 3% raise effective March 1, 2023
 - 3% raise effective April 1, 2024
 - 3.25% raise on Sept. 1, 2025
 - 3.5% raise on Sept. 1, 2026
- Additional \$1,000 equity raises for Assistants to HEO, paid as a lump sum 11/6/26 for NYC payroll and 11/12/26 for NYS payroll; added to base annual salary on March 1, 2027
- \$1,250 added to top salary step on March 1, 2027
- Extension of time to use annual leave days from August 31 to December 31
- 60 days' carryover or payout of unused comp time
- Salary Differentials of \$1,000 and \$2,500, respectively, for HEO Assistants with a masters/PhD in their field beginning March 1, 2027
- Paid Parental Leave **increased from 8 to 12 weeks** on March 1, 2025
- \$4 million contribution to the PSC-CUNY Welfare Fund, protecting and improving benefits
- Guaranteed raise of at least one salary step upon reclassification
- New college-based labor-management committees to address local health and safety workplace issues

The raises, bonuses, and improved terms won in our new contract are only possible because dues-paying union members give us the power to win. Join your union and be active in your union chapter.

SUPPORT YOUR UNION!

Professional Staff Congress / AFT Local 2334 / AFL-CIO

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