Stronger union, better future for HEOs



Kevin Adams
HEO
Medgar Evers College

"A dues increase will give us added power and the resources to defend members' rights and demand better pay and working conditions."

Professional staff in HEO-series titles across CUNY are **pledging to vote YES** to support a dues rate increase from 1.05% to 1.30% so we can expand our capacity to organize for better contracts, secure the gains we've made, and increase the power of our union. Our contract expires in about a year. We need to be ready! Management is working to keep us underpaid, overworked, and disrespected. Modest individual investments will give us collective power to:

Increase salaries, pay equity and benefits.
Protect our rights.
Build our collective power.
Stand up for our students.

Common salary steps for HEO series titles	Dues increase per paycheck
Higher Education Officer (making $160,827)	$16
Higher Education Associate (making $133,558)	$13
Higher Education Assistant (making $102,420)	$10
Assistant to HEO (making $65,208)	$6

Union Wins for HEO Series Staff

- Minimum **wage increases of 13.4%** in our recent contract
- $1,000 equity lump sum in November for assistants to HEO; $1,000 added to their annual pay in March 2027
- Tier 6 **Pension improvements**, affecting those hired after April 1, 2012
- Improved Welfare Fund **benefits** for vision, dental, hearing, and prescription drugs
- 12 weeks of **Paid Parental Leave** and NYS Paid Family Leave
- 13.3(b) HEO job security
- Pay differentials for excellence, accretion of duties, and advanced degrees
- Accumulated compensatory time can be paid out upon request within 90 days
- Health & safety committees at every campus
- HEO-CLT **professional development grants** up to $3,000
- $1,250 added to top step, March 1, 2027

What's at Stake

- **Organizing resources** to better enforce our right to respect, fair treatment, and safe, healthy workplaces
- **Power to win** reasonable workloads, additional AI protections, and the raises we deserve
  - Enhanced **contract enforcement** and benefits counseling
  - Long-term **financial stability** for our union

Pledge to VOTE YES

psc-cuny.org/YES