**TO:** NYSUT Board of Directors, NYSUT Local Presidents
**FROM:** Melinda Person - NYSUT President
**DATE:** May 15, 2023
**SUBJECT:** Fix Tier 6

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| We are excited to announce the launch of an initiative we previewed at the Local and Retiree Council Presidents Conference preceding the RA. NYSUT is committed to improving the personal and economic lives of our members, which includes ensuring the best possible retirement. Tier 6 of the state's public service retirement system lags far behind the benefits provided to our members in other retirement tiers, but NYSUT is determined to fix it.  |

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| Fix Tier 6 |

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| **WHAT'S THE PROBLEM?** |

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| In short, our members in Tier 6 [pay more into the retirement system for longer and have less to show for it](http://url937.nysutinfo.org/ls/click?upn=pxPCeBe4IvR7sZWDmvH0S17LSEEXJHlVhrRWbDDaUc6zWBHUE4s69Va2QDGBK5NwYZB-2FTHz2T0n8LcLcDO3EBw-3D-3DLijp_7etKN-2Fwmf0U-2FafVrwKttR7Xf2zo-2BWbCbQ-2BmrC4wD1zWbi3LlNtTF4YLd-2FHbaI3A5VkQI33dIjmXfBqtUpSSk4LOQKyYpAJUUS2svrjgJXzK-2F5vpfNmDxzfuzPrvbl7kX-2BTtbcCiyhsr8sthMv8fKdg7rTISTKDWG9gNtW-2BPn0wXnvs-2BU5PpmVssyvlYJ5d3nEBFurymjbPmDWkmrCNLopLPmEHwUt9UZxX1xKw-2F6yzU3yJpSqqZbyCO4NypVdGOCJcT0S9o4T0L94ZQ8pQZQl4N4zyrzaCiNMWbFBQbqkKXgIMXuAVP4PV1lFPpzG3DgIOrTCsxs-2BserbyzZ-2FANEyybKR5zgbLGCXTW0FO6jpYjrUonK7UCnELGrN87RHzXlNp2P8pODmVcUrYLr4MGVpF1a9Du6qRekOUk77uwO-2FZ1ae1MJaJH3ZXywEIZ-2B8u0L35ms-2FadiUlA7TpegrUxLSXwoP5KZodCHrrc2WyNBXzmKonVYmAxnlmPHsRqCndnM6sJ1Mw4zVazuBk82m2mOOcsTe4GxWqXK41yg6V6F03Wf-2B4rd901UbdaZ5Bhw5zYBxOWbfx1zBeiP22pzk2X8TjzxVGUywLpZLdmSIpM3PkuEX5svanbFJ6-2BZoolDqajbilJt584nTrf5boVlx7utpQAkdx-2B2-2BE-2FOTWa9N-2BNlVLjP43poYoYwLsP6y-2F2f-2F3EThuq7Da5btssLrmK8Ah-2FrpWUEJvD2X3OJMr-2Bf0bDs0ECV1piZDlWWmwEjcx54GdYOzcIEolZDDWaMPmkh4u4zn60fmSQLWz07PJP3K-2FQqz-2B9Ceb2Lv2AqKodGHHVRp6EcC6saz10e4LaDmwkkdtbWAe-2BAdYQ7FFY0q9g7auK8kC9j5K32ysZbl-2FwMvzKTysGw5q1CyRiaxzWn1SLg1Zy-2BGCUD3H65EkWkocfmw-2FRwDCV5qQcm-2F4i-2F2SdaZbHhbd3yo50qCwG5nv3qLq8HuDPmw3Tkzb-2FcKFxNH9w4SpLQG4-2BYuic4vB2RZUTg9AwMIFFATCgStDAkeVDrKU7xu5FIluzDTdRWgYC3cZP4IUKFd38-3D) at the end of their careers than members in other retirement tiers. This is unjust. One of the promises of a career in public service is the dignity and value of a well-deserved pension. We can't allow this to stand.  |

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| **WHY IS THIS SUCH A BIG DEAL?** |

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| What affects one NYSUT member affects us all. Reducing the benefits of one group of educators degrades the professional status of all NYSUT members. Plus, making pensions less valuable for newer members will exacerbate the shortages we're seeing in teaching and other public service jobs. Fewer people coming into public education negatively affects our students and makes for tougher working conditions for the rest of us.   |

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| **HOW DID THIS HAPPEN?** |

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| The inequities in Tier 6 result from our prior governor's punitive actions.  |

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| **CAN WE FIX IT?** |

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| Yes. NYSUT members have joined together to fix previous retirement inequities before. We can, and we WILL do it again. But let's be clear: As with previous pension equity fights, this will take time and it will take everyone stepping up to make a difference.  |

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| **OK, SO WHAT CAN WE DO NOW?** |

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| Our power as a union comes from our ability to activate our hundreds of thousands of members across the state to effect change when needed. We need you to work within your local to raise awareness of the issue and get your members to sign up to be part of the activist army that will make this change. You won't be doing this alone. We have a plan.  |

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| **WHAT'S THE PLAN?** |

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| Here's a simple plan for how we can do this together:   |

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| * Visit [FixTier6.org](http://url937.nysutinfo.org/ls/click?upn=pxPCeBe4IvR7sZWDmvH0S7BSigMxnFzWFtz8pEazlE8-3DM0wa_7etKN-2Fwmf0U-2FafVrwKttR7Xf2zo-2BWbCbQ-2BmrC4wD1zWbi3LlNtTF4YLd-2FHbaI3A5VkQI33dIjmXfBqtUpSSk4LOQKyYpAJUUS2svrjgJXzK-2F5vpfNmDxzfuzPrvbl7kX-2BTtbcCiyhsr8sthMv8fKdg7rTISTKDWG9gNtW-2BPn0wXnvs-2BU5PpmVssyvlYJ5d3nEBFurymjbPmDWkmrCNLopLPmEHwUt9UZxX1xKw-2F6yzU3yJpSqqZbyCO4NypVdGOCJcT0S9o4T0L94ZQ8pQZQl4N4zyrzaCiNMWbFBQbqkKXgIMXuAVP4PV1lFPpzG3DgIOrTCsxs-2BserbyzZ-2FANEyybKR5zgbLGCXTW0FO6jpYjrUonK7UCnELGrN87RHzXlNp2P8pODmVcUrYLr4MGVpF1a9Du6qRekOUk77uwO-2FZ1ae1MJaJH3ZXywEIZ-2B8u0L35ms-2FadiUlA7TpegrUxLSXwoP5KZodCHrrc2WyNBXzmKonVYmAxnlmPHsRqCndnM6sJ1Mw4zVazuBk82m2mOOcsTe4GxWqXK41yg6V6F03Wf-2B4rd901UbdaZ5Bhw5zYBxOWbfx1zBeiP22pzk2X8TjzxVGUywLpZLdmSIpM3PkuEX5svanbFJ6-2BZoolDqajbilJt584nTrf5boVlx7utpQAkdx-2B2-2BE-2FOTWa9N-2BNlVLjP43poYoYwLsP6y-2F2f-2F3EThuq7Da5btssLrmK8Ah-2FrpWUEJvD2X3OJMr-2Bf0bDs0ECV1piZDlWWmwEjcx54GdYOzcIEolZDDWaMPmkh4u4zn60fmSQLWz07PJP3K-2FQqz-2B9Ceb2Lv2AqKodGHHVRp6EcC6saz10e4LaDmwkkdtbWAd-2BUfL4n2-2Fma5lSnfnL7lXu9s2BVbyvC4thlJihw95AEzUeD-2FO94khUBSH8o-2F9jGh4KR7f96E7ZLCbYu8-2FeEHY2GwtlBi9Ayu1lUn0Zh7KA75G90cEJBDcrv26HsoleZ9Y9xZJrwRBVecVoQHKZanBs4itYDmqblcuYOdBnC4dN322CYSt1mM3wa0-2Fr-2BIkR2ZkG0ug4FSRXoyH9aa-2FcwWHc-3D) to learn more about this issue and share the information with your members.
* View and download the [Fix Tier 6 presentation deck](http://url937.nysutinfo.org/ls/click?upn=pxPCeBe4IvR7sZWDmvH0S17LSEEXJHlVhrRWbDDaUc7byT5pYV7ZzJT4Cl-2FvQJgf-2FlCFCyfX8EKYr-2BCDQpRBaA-3D-3DdAZF_7etKN-2Fwmf0U-2FafVrwKttR7Xf2zo-2BWbCbQ-2BmrC4wD1zWbi3LlNtTF4YLd-2FHbaI3A5VkQI33dIjmXfBqtUpSSk4LOQKyYpAJUUS2svrjgJXzK-2F5vpfNmDxzfuzPrvbl7kX-2BTtbcCiyhsr8sthMv8fKdg7rTISTKDWG9gNtW-2BPn0wXnvs-2BU5PpmVssyvlYJ5d3nEBFurymjbPmDWkmrCNLopLPmEHwUt9UZxX1xKw-2F6yzU3yJpSqqZbyCO4NypVdGOCJcT0S9o4T0L94ZQ8pQZQl4N4zyrzaCiNMWbFBQbqkKXgIMXuAVP4PV1lFPpzG3DgIOrTCsxs-2BserbyzZ-2FANEyybKR5zgbLGCXTW0FO6jpYjrUonK7UCnELGrN87RHzXlNp2P8pODmVcUrYLr4MGVpF1a9Du6qRekOUk77uwO-2FZ1ae1MJaJH3ZXywEIZ-2B8u0L35ms-2FadiUlA7TpegrUxLSXwoP5KZodCHrrc2WyNBXzmKonVYmAxnlmPHsRqCndnM6sJ1Mw4zVazuBk82m2mOOcsTe4GxWqXK41yg6V6F03Wf-2B4rd901UbdaZ5Bhw5zYBxOWbfx1zBeiP22pzk2X8TjzxVGUywLpZLdmSIpM3PkuEX5svanbFJ6-2BZoolDqajbilJt584nTrf5boVlx7utpQAkdx-2B2-2BE-2FOTWa9N-2BNlVLjP43poYoYwLsP6y-2F2f-2F3EThuq7Da5btssLrmK8Ah-2FrpWUEJvD2X3OJMr-2Bf0bDs0ECV1piZDlWWmwEjcx54GdYOzcIEolZDDWaMPmkh4u4zn60fmSQLWz07PJP3K-2FQqz-2B9Ceb2Lv2AqKodGHHVRp6EcC6saz10e4LaDmwkkdtbWAS8S-2BkDPKw3qgaH4sqnrycK8FjsCZ-2FDZURtuMpO7fmecjromqRzayAFJOhG6srgMtDdQpy4GvOMLDeP0mBqmJdNp1ab26sbF-2FfoIHhVmK7RvQfMPBATUo5fIqexq0ERkslxLOs6thrupcGPbftj6ViOxHHhrhn3zXTRBS449HmUPeYECPyGFh34cf4JPx5Y-2BOTNlj36MDWIBcnd1o4fLwXg-3D).
* For the 2023-24 school year, make plans to discuss the Fix Tier 6 initiative with your members at meetings, events and through one-to-one conversations.
* Get as many members as possible to sign up for the [Fix Tier 6 Team](http://url937.nysutinfo.org/ls/click?upn=pxPCeBe4IvR7sZWDmvH0S4f1OKjTGd7OKM-2F-2FmCxUlW9TJSqGn0w6mXdndaBJY2bzh4sU_7etKN-2Fwmf0U-2FafVrwKttR7Xf2zo-2BWbCbQ-2BmrC4wD1zWbi3LlNtTF4YLd-2FHbaI3A5VkQI33dIjmXfBqtUpSSk4LOQKyYpAJUUS2svrjgJXzK-2F5vpfNmDxzfuzPrvbl7kX-2BTtbcCiyhsr8sthMv8fKdg7rTISTKDWG9gNtW-2BPn0wXnvs-2BU5PpmVssyvlYJ5d3nEBFurymjbPmDWkmrCNLopLPmEHwUt9UZxX1xKw-2F6yzU3yJpSqqZbyCO4NypVdGOCJcT0S9o4T0L94ZQ8pQZQl4N4zyrzaCiNMWbFBQbqkKXgIMXuAVP4PV1lFPpzG3DgIOrTCsxs-2BserbyzZ-2FANEyybKR5zgbLGCXTW0FO6jpYjrUonK7UCnELGrN87RHzXlNp2P8pODmVcUrYLr4MGVpF1a9Du6qRekOUk77uwO-2FZ1ae1MJaJH3ZXywEIZ-2B8u0L35ms-2FadiUlA7TpegrUxLSXwoP5KZodCHrrc2WyNBXzmKonVYmAxnlmPHsRqCndnM6sJ1Mw4zVazuBk82m2mOOcsTe4GxWqXK41yg6V6F03Wf-2B4rd901UbdaZ5Bhw5zYBxOWbfx1zBeiP22pzk2X8TjzxVGUywLpZLdmSIpM3PkuEX5svanbFJ6-2BZoolDqajbilJt584nTrf5boVlx7utpQAkdx-2B2-2BE-2FOTWa9N-2BNlVLjP43poYoYwLsP6y-2F2f-2F3EThuq7Da5btssLrmK8Ah-2FrpWUEJvD2X3OJMr-2Bf0bDs0ECV1piZDlWWmwEjcx54GdYOzcIEolZDDWaMPmkh4u4zn60fmSQLWz07PJP3K-2FQqz-2B9Ceb2Lv2AqKodGHHVRp6EcC6saz10e4LaDmwkkdtbWAbl4OfobwLAs7UxLpZ05RGukOT0fbdrP6vIxPuCbAbOReMEz3Avt25XswXUwSxJIBo5mbmSLSH2SjDqvg9O-2Fe9MwxXBcGwNy36R6XLFG4ZJ7jn7ikdOBYgokTucZ6H-2Bgm985BVl-2BhA4SAUp-2FXHMhYbC1Pq7yyOH-2BvTszC7ezT9TzbOcW1nZZc6lU0RTls8zG1mjqDl378Vhifn0W6CcDt6k-3D).
* Your NYSUT regional office will be reaching out to follow up and assist you rolling this out to your members. Please reach out to your LRS for questions and assistance.
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