



TIME TO ORGANIZE!

PSC RF-CUNY Central Office Chapter

Issue 6

June 26, 2009

Contract Negotiations Update

At our bargaining session on 6/10/09, management removed all outstanding non-economic proposals from the table and proposed the following economic package:

- Wages: 2% in each of the first two years retroactive to 1/1/09 and 2.25% in the third year.
- Health insurance premiums: Management dropped their three options and proposed no increase in the employees' percentage contribution for the first two years of the contract and a 2% increase in the third year.
- Pension: Creation of a 4th tier in the pension plan under which employees would no longer be required to make a 3% contribution and the employer contribution will be made in one lump sum after the end of the year rather than each pay period.
- Longevity increases: Increase each increment by \$50 and retain all longevity increments in base pay so that they count in future salary increases and in pension calculations. Management dropped their demand to remove longevity increments from base pay.
- No two-tier system: Management dropped their proposal to reduce annual leave, sick leave, and severance benefits for employees hired after 1/1/09.
- Vision: Increase vision benefit by 100% from \$100 every 2 years to \$200 every 2 years.
- Duration: 3-year contract term.

On 6/16/09 the Union responded by removing all outstanding non-economic proposals from the table and countered with the following economic package:

- Wages: 4.5% in each year of the contract retroactive to 1/1/09.
- Health insurance: No increase in the percentage that employees contribute to the health insurance premium, and the Foundation shall meet and confer with the Union before changing specific terms and conditions of the health insurance plans.
- Paid Parental Leave: 6 weeks for the birth or adoption of a child.
- Longevity increases, vision coverage and duration are the same as in management's proposal.

On 6/25/09 management refused to make a counteroffer.

**To give the members an opportunity to advise the bargaining team, there will be a
PSC Chapter Meeting
Monday, June 29
12-1pm and 1-2pm.
Room to be announced.**

Please make every effort to attend this important meeting.