



# ***TIME TO ORGANIZE!***

PSC RF-CUNY Central Office Chapter

Issue 8

October 5, 2009

## **Contract Negotiations Update**

On 9/24/09 PSC members at the RF Central Office overwhelmingly voted to authorize the union to call a strike; the vote was 91% in favor with 83% of eligible voters participating. At our bargaining session on 9/30/09, RF management increased their wage offer from 2, 2.25, and 2.25% per year to 2.25, 2.5 and 3% per year. In addition management proposed adding a fourth year to the contract term with a 3% salary increase in the fourth year. As part of management's economic package, the employee contribution to the health insurance would still increase to 19% in the third year of the contract.

Management also asked the union to consider an option for 2010 that would reduce the increase in the overall health insurance premium [from 9.7% to 6%]. That option would entail introducing coinsurance into the PPO for in-network tests and procedures *not office visits?* with a 10%/90% split. Employees would be responsible for 10% of the cost with a maximum out-of-pocket expenditure of \$1,000 for individual plans and \$2,500 for all other plans. In addition, office visit co-pays in the POS plan would increase from \$10 to \$20. The objective is to reduce the rate of increase in premiums over time by *making it a bit more expensive and therefore encouraging employees to ask themselves "whether it's worth it" before they go for tests and procedures, in other words, moving towards a more "consumer-driven" model.* When the Union demanded to bargain over these modifications to the plan, RF management assured us that they will not unilaterally implement any changes.

So far we have two bargaining dates scheduled in October—October 8 and October 15. We have scheduled a general membership meeting on October 7 to discuss the new economic package and the suggested modifications to the health insurance. It is of the utmost importance to have maximum participation in this meeting and all subsequent general membership meetings until we have successfully concluded negotiations. The bargaining team needs your input.

**General Membership Meeting  
Wednesday, October 7  
12:00-1:00pm and 1:00-2:00pm**