



TIME TO ORGANIZE!

PSC RF-CUNY Central Office Chapter

Issue 11

December 3, 2009

Contract Negotiations Update

Our negotiations have reached a low point. Management had seemed willing to meet us halfway in our bargaining session on November 24th, but dug in their heels at our most recent session on December 1st. At the December 1st session, management moved ¼% in the third year from 3.25% to 3.5% and put the 19% contribution to the health insurance premium back on the table for that year. RF management's proposal is now 3.0%, 3.25%, and 3.5% with the insurance contribution increasing to 18% in the second year and 19% in the third year. For most employees who have husband/wife, parent/child or family coverage, the 1% increase in the health insurance contribution in the third year would outweigh the ¼% increase in salary. What they gave us with one hand, they took away with the other. The union is consulting legal counsel about filing an unfair labor practice charge against management for regressive bargaining.

The union moved from 3.75% to 3.5% in the first year of the contract and agreed to go to 19% on the health insurance contribution only if management agrees to a fourth year at a reasonable salary increase. Our current proposal is 3.5% in the first year and 3.75% in the last 3 years of a 4-year contract with the insurance contribution increasing to 18% in the second year and 19% in the fourth year. At this point, management has yet to accept any of the bargaining dates we proposed for December.

The last session demonstrates that management will not continue to move without escalating pressure. We must continue to take action.

Our message to management:

- **No more second chances.**
- **We remain united and committed to our goals.**
- **Without us, there is no Research Foundation.**



Let's stand up for ourselves, our families, and each other.