



TIME TO ORGANIZE!

PSC RF-CUNY Central Office Chapter

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Contract Negotiations Update

PROGRESS MADE DURING ALL-DAY BARGAINING SESSION: TWO OFFERS ON THE TABLE AS DEADLINE APPROACHES

Our strike deadline—by close of business Tuesday—produced the most important movement we have seen by management in a long time. We do not yet have a settlement, but we made real progress during an informal session on Friday night and an all-day bargaining session on Monday. After a series of proposals and counterproposals throughout the day, the two sides concluded the day with two proposals on the table.

Management moved on several important areas. In response to our strong demand for a fair settlement that would not send us back to the table within a couple of years, they agreed to our proposal for a fourth year. And in response to our position that an increase in the healthcare premium to 19% was unacceptable in the third year, they restored the third year rate to 18%. The premium would rise to 19% only in the fourth year. We'd been trying for weeks to get management to move on those two issues—and they did it only when faced with our strike deadline. The courage and unity we showed gave us power.

On salary, however, the RF still has not moved enough. Their offer, especially in the third and fourth years, is just too low. And instead of higher salary increases in the first and second years, they offered small cash signing bonuses of \$250 before tax. But these are too small to be meaningful, and they would not even be normal *signing* bonuses, as the RF wants to hold off on them until April of the following year.

We showed that we, too, were willing to move in order to reach a settlement and not be forced to strike. We indicated that we would accept their proposal of 3.0% in the first year, but only if they coupled it with a real signing bonus, effective the day the contract is signed, to every covered employee on payroll that day. We also showed flexibility on salary in other years.

So we ended the day with two proposals on the table. The RF lawyer said that their proposal was their final offer, but we asked the RF to continue talking and to try to reach a settlement. With that in mind, we put an offer on the table at the end of the night, and asked the RF to consider it and see if there was a way we could get to agreement before the deadline on Tuesday. We told them that we are ready to keep talking—any place, any time.

Here are the offers as of the end of the day Monday.

Research Foundation Proposal

- Year 1: 3.0% increase
17% payment of healthcare premium
+ \$250 signing bonus, to be paid in April 2010, but only for employees who were on the payroll on both 12/31/09 and 4/1/2010
- Year 2: 3.25% increase, compounded
18% payment of healthcare premium
+\$250 signing bonus, to be paid in April 2011, but only for employees who were on the payroll on both 12/31/09 and 4/1/11
- Year 3: 3.5% increase, compounded
18% payment of healthcare premium
- Year 4: 3.0% increase, compounded
19% payment of healthcare premium

PSC Proposal

- Year 1: 3.0% increase
17% payment of healthcare premium
\$500 signing bonus, effective the day the contract is signed
- Year 2: 3.5% increase, compounded
18% payment of healthcare premium
- Year 3: 3.75% increase, compounded
18% payment of healthcare premium
- Year 4: 3.5% increase, compounded
19% payment of healthcare premium

We believe we can get to a fair settlement tomorrow, as long as both sides continue to be willing to talk. Let's continue to stand together and show President Rothbard and his high-paid lawyer that we are reasonable people, but people who demand to be treated with dignity.

See you at the membership meeting tomorrow (Tuesday, December 8) at 5:00pm where the bargaining team hopes to recommend a tentative agreement.