



# SRP Contract Exchange

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# Today's Agenda

Recognition clause

Health benefits

Grievance procedure

Salaries

Paid Time Off (PTO)

Anything Else??

# Bargaining Units

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Brewster – Putnam County

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Katonah-Lewisboro – Westchester County

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Ossining – Westchester County

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Rockland Community College – Rockland

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UCATs of NYU – NYC

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Yorktown – Westchester

# Recognition

## Brewster

The Board of Education of the Brewster Central School District recognizes the Brewster Teachers' Association as the exclusive representative of a unit composed of all clerical employees including Stenographers, Senior Stenographers, Typists, Senior Typists, Payroll Clerks, Student Information Systems Support Specialist, Senior Clerk, Receptionist, and Clerical Aides and all people holding similar positions, but excluding all supervisors, all those whose work is covered by other bargaining units and the secretaries to the Superintendent of Schools, Assistant Superintendent for Administration, Assistant Superintendent for Curriculum Instruction & Assessment, and the Assistant Superintendent for Human Resources and Technology.

## Katonah

for all personnel in Transportation such as, but not limited to chauffeurs (van drivers), head bus driver, bus drivers, bus driver-automotive mechanics, automotive mechanics, automotive maintenance foreman, bus dispatchers, bus driver-messengers, and bus attendants, all personnel hired as clerical employees (including special service support personnel working in the Central Administration Office) such as, but not limited to office assistants/automated systems, senior office assistant/automated systems, teaching assistants, teacher aides, computer aides, monitors, receptionists, job coaches, account clerk/typists, bookkeepers (until August 31, 2013), clerks, data analysts, help desk analysts, network specialists, junior network specialists, physical therapists, library clerks, senior library clerks, account clerks, senior account clerk-typists, purchase clerks, senior purchase clerks, payroll clerks, data entry operators, secretaries to principals, secretaries to school administrators, secretaries to school district, and all personnel in maintenance such as, but not limited to laborers, cleaners, custodial workers, senior custodial workers, head custodial workers, night custodial workers, mechanics (buildings), mechanics (equipment and grounds), mechanics (carpenter), duplicating machine operators, custodian-bus drivers, and except the, Central Administration Staff, including but not limited to bookkeeper, which shall be designated as a Confidential Position pursuant to Article 14 of the Taylor Law, effective August 31, 2013, Supervisor of Transportation, Assistant Director of Facilities, Assistant Supervisor of Transportation, Computer Systems Manager, Maintenance Foreperson-Buildings and Grounds and the Director of Facilities and Operations.

# Recognition

## Ossining

- The Board of Education recognizes the Ossining Support Staff, (hereinafter referred to as the Association), as the sole and exclusive negotiating unit for all employees employed by the Ossining Union Free School District (hereinafter referred to as the Board or District) who are classified as Teaching Assistants, Teacher Aides, School Monitors, Security Aides, Parking Attendants and Literacy Facilitators. Such recognition shall continue for the maximum period allowable under law.

## Rockland

- The appropriate negotiating unit consists of the following employees in the unclassified service at SUNY Rockland Community College:
  - a. All members of the full-time teaching faculty
  - b. Librarians
  - c. Counselors
  - d. Educational Support Associate
  - e. Educational Support Specialist
  - f. Resident Professor
- 2. Grant Personnel - All personnel hired on Grants are exempt from the bargaining agreement
- "Educational Support Series employee" shall mean a teaching assistant, technical assistant, laboratory assistant or someone who otherwise supports instruction, with the title of Education Support Associate or Educational Support Specialist.

# Recognition

## UCATS

for all full-time and regular part-time office clerical employees in Code I06, and all full-time and regular part-time laboratory/technical employees in Code 104, including those employees receiving tuition remission, and all "special" employees who have been employed for at least twelve (12) consecutive weeks and have worked an average of twenty hours or more per week. Excluded from the unit are all employees in Codes other than 104 and 106, Medical Center employees, full-time students, work-study students, students receiving financial aid through New York University, casual employees, confidential employees, professional employees, guards and supervisors as defined in the National Labor Relations Act.

## Yorktown

- The Board hereby recognizes the YCT-CTA/TA Subchapter as the exclusive employee organization representing the Certified Teaching Assistants (CTA) and Teacher Aides (TA) employed by the Board for the purpose of negotiating collectively and entering into written agreements concerning the determination of their terms and conditions of employment and for the administration of grievances arising under this Agreement.

# Recognition

**Similarities**

**Differences**

# Health Insurance

## Brewster

- Employees hired prior to July 1, 2017 and Clerical Aides hired prior to October 25, 2021: Effective July 1, 2024: Unit members shall contribute 13.5% to the cost of health insurance premiums. The amount of contribution will not exceed \$4,300 for family coverage and \$1,850 for individual coverage.
- Employees hired on or after July 1, 2017 and Clerical Aides hired on/after October 25, 2021: Effective July 1, 2024: Unit members shall contribute 20% to the cost of health insurance premiums. There will be no cap on the cost of coverage.

## Katonah

- Effective July 1, 2020, all unit members, hired prior to July 1, 2015, participating in the District health plan shall contribute towards the cost of health insurance in the following manner:
  - i. Those bargaining unit members earning a base annual salary of less than \$35,000 shall contribute eight percent (8%) of the premium equivalent rate;
  - ii. Those bargaining unit members earning a base annual salary of at least \$35,000 but less than \$55,000 shall contribute ten percent (10%) of the premium equivalent;
  - iii. Those bargaining unit members earning a base annual salary of \$55,000 or more shall contribute twelve percent (12%) of the premium equivalent.
- All unit members hired on or after July 1, 2015, and who participate in a health insurance plan offered by the District, shall contribute twenty-five (25%) of the premium rate, or the premium equivalent rates towards the cost of health insurance.



# Health Insurance

Ossining

Rockland

## Active Health Insurance

Eligibility for the District Health Plan shall be as follows:

Employees working thirty (30) hours or more per week;

Employees shall be eligible for health insurance after completing three (3) months of employment with the District; and

Health insurance coverage shall be provided on an individual or dependent basis to eligible employees

### Individual Health Insurance Coverage

Effective July 1, 2016, employees enrolled in the Individual District Health Insurance plan shall contribute 13% towards the annual premium cost.

### Dependent Health Insurance Coverage:

Eligible employees electing dependent health insurance coverage shall make annual premium percentage contributions in accordance with the following formula: Single contribution amount plus 65% of the difference in premium between single and family coverage.

In the event that the Affordable Care Act is amended or causes there to be a negative impact on the District or the unit, then either party may thereupon demand the initiation of re-opener negotiations respecting health insurance.

## 2. Health Programs

• Educational Support Series employees who are in the bargaining unit shall be covered by the same health insurance benefits as specified in Article 26 Section 2, except they shall be eligible for health insurance six (6) months after employment, if the terms of their employment meet all other eligibility requirements contained in the program. Ten month employees shall have their medical benefits continued through the summer.

a. Contribution for New Hires: Effective October 16, 2019, new hires shall contribute fifteen percent (15%) of the premium in effect each year for the Health Insurance Plans (Medical, Dental and Vision) for the entirety of their employment with the College and in retirement.

# Health Insurance

UCATS

Yorktown

- Next slide

- Certified Teaching Assistants and Teacher Aides are eligible to participate in the health insurance program offered by the District to other employees. Effective September 1, 2019, Certified Teaching Assistants and Teacher Aides must pay 45% of the individual premium and 60% of the two-person or family premium cost.
- In addition, Certified Teaching Assistants and Teacher Aides who are enrolled in the District's health insurance program as of January 15, 2020 shall receive a health insurance credit in the amount equal to 5% of the cost of the health insurance premiums for the coverage selected by the unit member, effective commencing September 1, 2020. This credit shall reduce eligible employees' contribution towards health insurance premiums through a payroll deduction. For new entrants in the District's health insurance plan, the health insurance credit set forth above shall be applicable for the following school year, so long as the employee is enrolled in the District's health insurance program as of January 1, of the then-current year. For example, if an employee enrolls in the District's health insurance plan effective during the month of December 2020, he/she shall be eligible for the 5% health insurance credit effective commencing September 1, 2021. This provision, providing for a 5% health insurance premium credit for unit members enrolled in the District's health insurance program pursuant to the terms set forth above, shall sunset, becoming null and void in all regard, effective close of business on August 31, 2024.

## UHC CHOICE PLUS POS

	Employee	Employee & Spouse	Employee & Child(ren)	Employee & Family
2019	\$50	\$100	\$90	\$120
2020	\$55	\$110	\$95	\$130
2021	\$60	\$120	\$100	\$140
2022	\$65	\$130	\$105	\$150
2023	\$70	\$140	\$110	\$160

## UHC VALUE POS

	Employee	Employee & Spouse	Employee & Child(ren)	Employee & Family
2019	\$35	\$75	\$60	\$90
2020	\$40	\$85	\$65	\$100
2021	\$45	\$95	\$70	\$110
2022	\$50	\$105	\$75	\$120
2023	\$55	\$115	\$80	\$130

# Health Insurance Thoughts...

**Similarities**

**Differences**

# Grievance

## Brewster

- Grievance: A grievance is a claimed violation, misinterpretation or inequitable application of this agreement.
- 3 steps
- Ends with binding arbitration

## Katonah

- A “grievance” shall mean any claim or dispute made by the Association, an employee or group of employees concerning an alleged violation, misinterpretation or inequitable application of the provisions of this Agreement, or a written Board policy, or written Board or District Regulation.
- 5 steps
- Ends with binding arbitration

# Grievance

## Ossining

Rockland

A "grievance" is the claim by the Association, an employee or employees, that there has been a violation of the terms of this Agreement.

- 3 stages
- Ends in Advisory arbitration “that both parties agree to give good faith consideration to the arbitrator's decision.”

- A grievance shall include the name and position of the grievant, the particular section(s) of the Agreement alleged to have been violated, and a statement of the nature of the grievance and the redress sought.
- 4 steps
- Ends in binding arbitration

# Grievance

## UCATS

- A grievance within the meaning of this Agreement shall be any dispute concerning the interpretation, application or claimed violation of a specific term or provision of this Agreement. Disputes which do not involve the interpretation, application or claimed violation of a specific term or provision of this Agreement shall not be considered grievable.
- This is the sole procedure for the resolution of grievances under this contract.
- 3 steps
- Ends in Binding arbitration

## Yorktown

- A grievance is defined as any dispute or claim by either party to this Agreement or by any person covered by this Agreement arising out of or in connection with this Agreement. A grievance includes any claimed violation, misinterpretation or misapplication of this Agreement. A grievance, however, excludes any matter which involves (a) non-approval for reappointment, (b) Board discretion or Board policy, or (c) any matter as to which a method of review is prescribed by law or applicable by-law, rule or regulation having the force and effect of law.
- 4 steps
- Ends with the Board of Education

# Paid Time Off (PTO)

District	Vacation Time	Sick Time	Personal Time
Brewster	Bifurcated After 2002 20 days max After 2017 15 days maz	12 month = 12 days 10 month = 10 days Sick leave bank available	3 days
Katonah	Bifurcated Pre-2019 @ 19 years = 23 days Post 2019 @ 15 years = 20 days	12 month = 16 days 10 month = 12 days	3 days
Ossining	N/A (school calendar)	Year 1 earn 1.1/month Yr 2+ = 11/year Sick bank available	Year 1 = 1 Year 2+ = 2
Rockland	35 hrs/wk 5days/yr 1 10 days/yr 2 15 days/yr5+	1 day/month after 6 months	
UCATS	Range 10-22 days for <3 to 15+ years	1day/month after 3 months	3 (2 personal holiday; 1 personal)
Yorktown	N/A (school calendar)	10	3



# Paid Time Off (PTO)

Thoughts...

Questions...

# Salary

District	Type	Bifurcated?	Longevity
Brewster	schedule	yes	Bifurcated, pro-rated for P/T, pre2017 starts step 8 = 2,040 to step 25 4590; post2017 year 11=1,020 to 3468 yr 25
Katonah	schedule	yes	Yes-bifurcated Pre-2015 \$410-1800 starting at year 5 Post 2015 \$500 non-recurring every 5 5ys
Ossining	schedule	no	Added to salary beginning year 9 and every 5 yrs to 24 yrs, non-cumulative, range \$0.89/hr-\$3.56/hr
Rockland	Minimum rate 2019 = \$28.77/hour with % increases		
UCATS	Schedule of minimum weekly pay	no	Yr 4 = \$10/week to base. 10, 15, 20, 25 = \$10 more/week to base (cumulative??)
Yorktown	Schedule of hourly rates	no	Beginning yr 10 = \$500, then every 5 yrs ro 25 yrs = \$2025. Cumulative??

# Salary

Thoughts...

Questions...

# Anything Else???

Thoughts...

Questions...



Thank you!!