



Contract Changes and Highlights

*Tentative Agreement Between the United Federation of Teachers, Local 2 AFT,
NYSUT, AFL-CIO and ADAPT Community Network*

Pending Ratification by UFT Members at ADAPT COMMUNITY NETWORK

The Negotiating Committee recommends ratification of the proposed agreement which will be in effect from June 30, 2018 through June 30, 2021. Below are additions and other changes to the current contracts as set forth in the proposed agreement:

- **TERM OF THE AGREEMENT**—Three years.
- **NEW MINIMUM HOURLY RATES**
 - New minimum hourly rates (see new hourly rate chart), with most employees receiving at least a 2% increase or \$1,000 bonus on January 1, 2019, January 1, 2020, and January 1, 2021.
 - Hab Assistants I and II, RPS I and II, and Senior RPS receive the difference between the new minimum for their title and their current hourly rate, retroactive to January 1, 2018 (or \$1,000 bonus if current hourly rate is above the new minimum).
 - Retro bonus -- Teachers and Clinicians (\$500); Teacher Assistants (\$250)

All bonuses and retroactive payments will be issued shortly after ratification, in a separate check.

- **PAY CORRECTION** will be issued in a separate check for Senior RPS and Teacher Assistants who were compensated below the contractual minimum during the term of the previous contract.
- **NIGHT DIFFERENTIAL** -- **RPS I, RPS II, and Senior RPS** whose shift runs past 9 pm, (2 pm - 10 pm, 3 pm - 11 pm, and overnight shifts), are eligible for an additional .50/hour night shift differential for all hours worked.
- **TIME AND A HALF PAY FOR LPNs** working on the four Premium Pay Holidays-- Christmas, New Year (6 pm New Year's Eve through 6 pm New Year's Day), Thanksgiving, July 4
- **SICK TIME FOR ON CALL EMPLOYEES**
On-call employees will earn 1 hour of sick leave for every 30 hours worked. They will also be provided a bank of sick days to be used for prescheduled days, which captures the time from January 2015 to December 2018 in the bank, and must be used by December 2021. (Employees who have resigned or been terminated and are not active as of the date of ratification are not eligible).

- **LONGEVITY PAYMENTS** continue to be paid by the last pay date in December to Employees in the year that they reach 10, 15, and 20 years of service as follows:
 - 10 years-- \$500
 - 15 years-- \$750
 - 20 years-- \$1,000

On-Call Employees continue to receive longevity payment of between \$150 -\$750 (dependent upon number of hours worked) in the year that they reach 10 years of service.

- **401k CONTRIBUTIONS** will be maintained at 5% for Employees with 20 or more years of service.
 - 15 years of service -- 4% Employer contribution
 - Less than 15 years of service --3% Employer contribution

The parties agree to a re-opener to consider increasing the Employer contribution during the term of the contract.

NON-ECONOMIC TERMS

- Change references in contracts from “UCP” to “ADAPT Community Network”
- School Employees will be released to attend **CTLE classes**, if the release does not require substitute coverage.
- **REVISED GRIEVANCE PROCEDURE**—ADAPT will provide redacted copies of witness statements and investigatory reports at the time the Step 2 grievance decision is issued.
- **HEALTH and DENTAL BENEFITS** --- In the event of a possible change in benefits, ADAPT must meet with joint UFT-ADAPT committee after identifying possible options and must bargain with the Union to reach agreement.
- **NY STATE PAID FAMILY LEAVE**-- Employer will provide benefits as required by NYS Paid Family Leave
- “Domestic Partner” added to **Leaves of Absence**.