

Changes to the 2011-2017 Contract between UCATS Local 3882 and NYU

The following is a summary of the changes to the current contract between UCATS Local 3882 and NYU.

The term of the contract is November 1, 2017 to October 31, 2023

Hours (ARTICLE 7)

- Possible flexible work schedules.
- Ten (10) day advance notice of schedule changes unless not feasible.

Wages (ARTICLE 8)

- 3% added to the base wage and retroactive to September 4, 2017
- 2.5% 2018
- 2.5% 2019
- 2.5% 2020
- 2.5% 2021
- 3% 2022
- Longevity step increases
 - 4th year step increases from \$9 to \$10
 - 10th year step increases from \$7 to \$10
 - 15th year step increases from \$7 to \$10
 - 20th year step increases from \$7 to \$10
 - 25th year step increases from \$7 to \$10
 - Employees past steps will receive difference of the one most recent step effective March 1, 2018

Staff Training (ARTICLE 17)

- Additional SPS non-credit courses for staff training at 100% Tuition Remission (Appendix D Courses). Was 12 courses, **now 20 courses**.
- Laid-off employees get up to 2 classes for no tuition or registration fees.

Life insurance (ARTICLE 19)

- Increased life insurance to \$50,000, **an increase of \$20,000**.
- Continued optional coverage up to \$60,000 with employee paying one-half the cost of addition coverage.

Long-term disability insurance (ARTICLE 19A)

- Benefit increased to \$1,500/month, **an increase of \$750/month**.

Retirement and Pension Plan (ARTICLE 20)

- Defined benefit Staff Pension Plan maintained;
- Employees hired after January 1, 2019 will, after one year of employment, have the option to choose either the NYU Retirement Plan *or* the Staff Pension Plan. The NYU Retirement Plan is a defined contribution 403B retirement savings

account to which NYU automatically contributes 5% of base salary after one year of employment and, in addition, NYU matches the employee's contribution up to 5%.

Perfect Attendance Bonus (ARTICLE 24)

- Will be \$400/year, an increase of \$50

Sick Leave (ARTICLE 24)

- Limit on doctor's note requirement if a record of excessive absenteeism. Requirement revoked after 6 months of perfect attendance; **NEW: FMLA time will not be counted against perfect attendance.**
- Extended use of **3 more days** (now up to a total of 6) days for an ill family member (e.g. spouse, parent, sibling, grandchild, grandparent, etc.) not just child.
- Number of sick days that can be used for prescheduled medical appointments **increases from 2 to 5** and can be taken if 5 whole days or 10 half days.

Child Care Fund (ARTICLE 25)

- \$155,000 in 2018
- \$5,000 added each year to \$180,000 for 2024, a total increase of \$24,000

Paid Parental Bonding Leave (NEW SECTION for ARTICLE 26)

- 6 weeks paid parental bonding leave to run concurrent with leave provided by New York State Paid Family Leave Program; balance of NYC leave as per amount articulated in NYC Paid Family Leave Program (**NEW**)

Leave of Absence (ARTICLE 26)

- Requests for unpaid personal leaves of up to 3 months will now be approved by your supervisor and/or senior HR officer (currently must be approved by Asst. VP for HR)

Union release time for Executive Council Meetings (ARTICLE 36)

- Release time to attend UCATS Executive Council meetings increases from 2 hours once per month to 2.5 hours for Executive Council members who work on/near Washington Square and increases to 3 hours for Executive Council members who work well off Washington Square (Dental, Midtown, Brooklyn, etc.).

HEALTH & DENTAL INSURANCE CHANGES ON NEXT PAGE

Health Insurance (ARTICLE 18)

Health Insurance Monthly Premium Schedule effective January 1, 2019:

Employee Employee & Spouse Employee & Children Employee & Family

UHC Choice Plus POS

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

Aetna & Oxford HMO Plans Discontinued Effective 2019

New Plans Effective 2019

UHC Value POS

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

UHC High Deductible Health Plan

Includes Health Savings Account (HSA);

NYU will fund HSA with \$500 for members with base salary of \$75,000 or less)

Only available to full-time employees

2019	\$0	\$35	\$25	\$50
2020	\$0	\$40	\$30	\$60
2021	\$25	\$50	\$35	\$70
2022	\$30	\$60	\$40	\$80
2023	\$35	\$70	\$45	\$90

Met Life Dental Plan (monthly premiums fixed for length of agreement)

2019	\$7	\$20	\$17	\$23
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APPENDIX F - 2

A. For calendar years 2019, 2020, 2021, 2022, 2023, the University shall offer a group health insurance plan for all employees consisting of the United Healthcare Choice Plus Point-Of-Service Plan (UHC Choice Plus POS), or substantially equivalent coverage in which the University may participate, with the following features:

UHC CHOICE PLUS POS

1.	Primary Care Physician Office Visit	\$20 copay
2.	Specialist Office Visit	\$30 copay
3.	Deductible (In-Network)	\$200/\$400
	Deductible (Out-of-Network)	\$800/\$1,600
4.	Coinsurance (In-Network)	10%
	Coinsurance (Out-of-Network)	30%
5.	Out-of-Pocket Maximum (In-Network)	\$2,000/\$4,000
	Out-of-Pocket Maximum (Out-of-Network)	\$6,000/\$12,000
6.	Emergency Room	\$75 copay
7.	In-Patient Hospital (In-Network)	10%
	In-Patient Hospital (Out-of-Network)	30%
8.	Out-Patient Surgery (In-Network)	10%
	Out-Patient Surgery (Out-of-Network)	30%
9.	Prescription Drugs Retail (Generic/ Preferred Brand/Non-Preferred Brand)	\$5/\$20/\$55
	Mail Order (3-month supply) (Generic/ Preferred Brand/Non-Preferred Brand)	\$10/\$50/\$75

- B. For calendar years 2019, 2020, 2021, 2022, 2023, the University shall also offer to employees the United Healthcare Value Point-of-Service Plan, or substantially equivalent health insurance coverage in which the University may participate.

UHC CHOICE PLUS VALUE POS

1.	Primary Care Physician Office Visit	\$30 copay
2.	Specialist Office Visit	\$40 copay
3.	Deductible (In-Network)	\$500/\$1,000
	Deductible (Out-of-Network)	\$2,600/\$5,200
4.	Coinsurance (In-Network)	20%
	Coinsurance (Out-of-Network)	50%
5.	Out-of-Pocket Maximum (In-Network)	\$3,500/\$6,000
	Out-of-Pocket Maximum (Out-of-Network)	\$8,000/\$15,000
6.	Emergency Room	\$75 copay
7.	In-Patient Hospital (In-Network)	20%
	In-Patient Hospital (Out-of-Network)	50%
8.	Out-Patient Surgery (In-Network)	20%
	Out-Patient Surgery (Out-of-Network)	50%
9.	Prescription Drugs Retail (Generic/ Preferred Brand/Non-Preferred Brand)	\$10/\$35/\$55
	Mail Order (3-month supply) (Generic/ Preferred Brand/Non-Preferred Brand)	\$5/\$75/\$90

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