**Changes to the 2017-2023 Collective Bargaining Agreement (CBA)**

**between UCATS Local 3882 and NYU**

**GENERAL CONTRACT TERMS**:

1. **Term of Agreement** (Article 43): November 1, 2023 through October 31, 2029.
2. **Domestic Partners** (Article 6): Revise language to ensure equal application regardless of whether couple is same sex or opposite sex.
3. **Hours** (Article 7): University will send an annual letter to supervisors and HR officers explaining the advantages of flexible schedules and remote work and encouraging departments to consider employee requests and seniority when assigning shifts.
4. **Job Description** (Article 9): Job descriptions will identify whether position is remote/hybrid eligible and what percentage of time the employee will be expected to report on-site with a notation that it is subject to change.
5. **Job classification and description meetings** (Article 11): Increases the number of Union and University representatives who may attend twice annual meetings to discuss matters relating to job classification and job descriptions from 2 to 4.
6. **Job Posting/Transfer** (Article 16): Postings for jobs designated as remote/hybrid eligible will identify the percentage of time the employee will be expected to report on-site with a notation that it is subject to change.
7. **Long Term Disability Insurance** (Article 19A): Benefit increased to a maximum of $4,000/month, an increase of $2,500/month from the current cap of $1,500.
8. **Retirement and Pension Plan** (Article 20):
   1. Effective January 1, 2025, the cash-out limit shall be increased from $5,000 to $7,000.
   2. Clarifies language to reflect that full-time employees will be presented with a choice between the NYU Staff Pension Plan and the NYU Retirement Plan at the end of nine months of employment and enrollment takes effect at the start of the second year of employment.
   3. Employees who do not make a choice between the Staff Pension Plan and Retirement Plan shall be automatically enrolled in the Retirement Plan with an elective contribution of 5% and may opt out of such contributions at any time.
9. **Childcare** (Article 25): University will keep current allocation of $180,000 for 2024 and increase subsequent years ($10,000 each year for a total increase of $50,000) as follows:

January 1, 2025: $190,000

January 1, 2026: $200,000

January 1, 2027: $210,000

January 1, 2028: $220,000

January 1, 2029: $230,000

* 1. Beginning on March 1, 2024, employees shall have access to [Bright Horizons Enhanced Family Support](https://www.nyu.edu/employees/work-life/working-family-solutions-bright-horizons/union.html#:~:text=When%20you%20have%20work%2C%20family,992%2DLINK%20(5465).) benefits.

1. **Severance** (Article 30): Severance allowance will increase from ½ weeks’ pay to one weeks’ pay for each year of full-time service.

**LEAVE PROVISIONS:**

1. **Holidays** (Article 22)
2. Juneteenth and President’s Day will officially be added to contractual holiday schedule.
3. Both personal holidays may be used for emergencies (currently only 1 of the 2 may be used for an emergency).
4. **Vacation** (Article 23)

Effective September 1, 2024:

|  |  |  |
| --- | --- | --- |
| Years of service as of 9/15 | Max annual vacation allowance | Monthly accrual rate 9/1 to 8/31 |
| Less than 3 | 12 days (increase of 2) | 1 day |
| 3 but less than 8 | 17 days (increase of 2) | 1.42 days |
| 8 but less than 15 | 22 days (increase of 2) | 1.83 days |
| 15 and over | 24 days (increase of 2) | 2 days |

1. **Sick Leave** (Article 24)
   1. Eliminates waiting period to use sick leave.
   2. The University may not require a doctor’s note for absences of 3 days or less.
   3. Sick leave may be taken in increments of 2 hours as well as ½ days, or whole days.
   4. Expands the reasons for which sick leave may be used:
      1. Eliminates the 5-day limit on sick leave days that may be used for medical, dental or physical therapy appointments (i.e., all sick leave may be used for such appointments).
      2. Increases sick leave for family members to 8 days (up from 6).
      3. Permits all sick leave to be used for:
         1. Mental or physical illness, injury or health condition (regardless of whether it has been diagnosed or requires medical care at the time of the request for leave);
         2. Elective surgery.
         3. Diagnosis, care, or treatment of a mental or physical illness, injury or health conditions;
         4. Preventative medical care or medical diagnosis; or
         5. Safe leave as defined by applicable law.
   5. Increases perfect attendance bonus to $500 (up from $400).
2. **Leave of Absence** (Article 26): To ensure members can take advantage of any expanded leave made available to administrators, the language will be revised as follows:

*Beginning January 1, 2024, the same University Parental Bonding Leave Policy applicable to full-time administrators, as it may exist from time to time, will be applicable to full-time employees covered under this Agreement, subject to the same eligibility requirements and other requirements in said policy*.

1. **Bereavement Leave** (Article 27)
   1. 3-day bereavement leave:
      1. Clarifies that child means biological, adopted, foster, stepchild, legal ward, child of an employee standing in place of a parent).
      2. Adds grandchild.
      3. Clarifies that parent includes stepparent and guardian.
      4. Clarifies that sibling means half, adopted or step sibling.
   2. 1-day bereavement leave:
      1. Permits 1-day of bereavement leave to be used for *any* relative.

**MAJOR ECONOMIC ITEMS**:

1. **Wages** (Article 8)

Each employee on payroll as of the effective dates indicated shall receive the following percentage rate increase in their base pay:

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| --- | --- | --- |
| **Effective date** | **Negotiated increase** | **Actual (compounded) increase** |
| **September 1, 2023** | 5.50% | 5.50% |
| **September 1, 2024** | 3.75% | 3.96% |
| **September 1, 2025** | 3.25% | 3.55% |
| **September 1, 2026** | 2.75% | 3.11% |
| **September 1, 2027** | 2.75% | 3.19% |
| **September 1, 2028** | 3.00% | 3.58% |
| **Total over contract term** | 21% | 23% |

Additionally, employees on payroll as of September 1, 2023, shall receive a one-time bonus payment equal to 3% of their adjusted salary if they are still employed and on payroll at the time of payment, which shall be within approximately one month of UCATS member ratification.

1. **Health Insurance** (Article 18)
   1. **Dental Insurance:** 
      1. The University withdrew its proposal to increase employee premium contributions for the existing Met Life Dental Plan after significant pushback from UCATS.
      2. Beginning in 2025, employees will have access to the Met life Enhanced Dental Plan, which is available to university administrators with the following monthly premium contributions:

$25-Employee only

$40-Employee + child(ren)

$50-Employee + spouse/DP

$65-Employee + family

* 1. **Health Insurance Premium contributions**
     1. No increases for calendar year 2024.

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| **UHC Choice Plus POS** | **Employee (+$5)** | **Employee & Spouse/DP (+$10)** | **Employee & Child(ren) (+$5)** | **Employee & Family (+$10)** |
| 2024 | $70 | $140 | $110 | $160 |
| 2025 | $75 | $150 | $115 | $170 |
| 2026 | $80 | $160 | $120 | $180 |
| 2027 | $85 | $170 | $125 | $190 |
| 2028 | $90 | $180 | $130 | $200 |
| 2029 | $95 | $190 | $135 | $205 |

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| **UHC Value POS** | **Employee (+$5)** | **Employee & Spouse/DP (+$5)** | **Employee & Child(ren) (+$5)** | **Employee & Family (+$10)** |
| 2024 | $55 | $115 | $80 | $130 |
| 2025 | $60 | $120 | $85 | $140 |
| 2026 | $65 | $125 | $90 | $150 |
| 2027 | $70 | $130 | $95 | $160 |
| 2028 | $75 | $135 | $100 | $170 |
| 2029 | $80 | $140 | $105 | $180 |

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| **UHC High Deductible Health Plan** | **Employee (+$5)** | **Employee & Spouse/DP (+$10)** | **Employee & Child(ren) (+$5)** | **Employee & Family (+$10)** |
| 2024 | $35 | $70 | $45 | $90 |
| 2025 | $40 | $80 | $50 | $100 |
| 2026 | $45 | $90 | $55 | $110 |
| 2027 | $50 | $100 | $60 | $120 |
| 2028 | $55 | $110 | $65 | $130 |
| 2029 | $60 | $120 | $70 | $140 |

* 1. **OTHER CHANGES**:
     1. UHC Choice Plus POS
        1. Reimbursement for out of network (OON) services will be based on 190% of the charges Medicare allows (change from 90% of reasonable and customary rate)
        2. Eligible in-network expenses will count only toward meeting the in-network deductible and in-network out-of-pocket maximum. Eligible out-of-network expenses count only toward meeting the out-of-network deductible and out-of-network out-of-pocket maximum.
        3. Medical services and procedures that had previously required prior notification to UHC, will require prior authorization with medical necessity review from UHC to receive the full amount of plan benefits for those services and procedures. If an in-network provider is used, the provider will handle prior authorization when it is required. If an out-of-network provider is used, the employee will be responsible for obtaining prior authorization anytime it is required. The same $400 benefit reduction shall apply if prior authorization is not obtained, as currently applies for failure to notify.
        4. Beginning in 2025, the OON deductible ($800/$1600) will be waived for out-patient behavioral health services.
        5. University made a proposal to implement a Generic Step Therapy Program but after significant push back from UCATS, withdrew its proposal.
     2. UHC Value POS: will be offered on the same terms it is offered to University administrators but premium contributions shall be as set by the CBA (see above chart).
     3. UHC HDHP with HSA: will be offered on the same terms it is offered to University administrators but premium contributions shall be as set by the CBA (see above chart) and employer contribution to the HSA benefit shall remain $500 for employees earning less than $75,000 annually.

**NEXT STEPS:**

1. Week of Jan. 8: Contract ratification process begins
2. Jan. 10, Wed.: In-person Membership Meetings – College of Dentistry, 12-2, Washington Square, 4-6:30. Locations TBA
3. Jan. 11, Thurs.: Zoom Membership meeting 6:30-7:30 for members who have questions/comments for the Bargaining Team
4. Week of Jan. 29: Ratification votes tabulated, results announced. NYU notified to begin implementation. Signing event scheduled.