

GREATER NEW YORK HEALTH CARE FACILITIES ASSOCIATION

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24-30

TO: ALL MEMBER FACILITIES

FROM: ROBIN C. ROSEN, ESQ., LABOR COUNSEL

DATE: NOVEMBER 26, 2024

RE: DECEMBER 1, 2024 6% WAGE INCREASE AND ARBITRATION AWARD
REGARDING BENEFIT CONTRIBUTION

This is a reminder that as per the collective bargaining agreement between GNYHCFA and 1199SEIU, effective December 1, 2024, all slotted employees shall receive a 6% wage increase. Please note that as per the CBA and consistent with past practice, non-parity facilities shall calculate the wage increase on the applicable Master Facility wage base.

Additionally, please see an Arbitration Award that was just issued by Impartial Chairman Scheinman regarding the implementation of the December 1, 2024 wage increase and a deferral of the Benefit Fund contributions based upon the November 2024 payroll, payable in December 2024. As you will see, as a temporary accommodation for potential cash flow issues (due to the delay in the Federal share of the expected Medicaid reimbursement rate increase), GNY Homes bound to the terms of the 2023-2026 MOA who fully pay the December 1, 2024 6% wage increase will be entitled to this deferral of a month's contributions. Please note that this deferral is only for the Benefit Fund; the Pension and "little funds" contributions may not be deferred and must be paid timely.

It is understood that some Employers will not be paying contributions based on November 2024 payroll in December, but instead are paying contributions based on an earlier month. The Fund staff will be tracking which payroll month your deferred contributions are related to. In any event, you are only eligible to defer one month of Benefit Fund contributions.

Thank you.