2023 1199- GNY Multi-Employer Bargaining
1199's Reopener Proposals

Dated: June 6, 2023

1. **Maintenance of current terms**:

   All terms and conditions in the CBAs between 1199SEIU United Healthcare Workers East and the Greater New York Health Care Facilities Association, Empire State Labor Group, Southern New York Associates, United Health Care Association, Long Island Health Care Association and the independent facilities, including all side letters, exhibits and stipulations and attachments thereto, and the successor MOAs (collectively CBAs) shall remain in full force and effect, except as modified by these proposals. The parties shall consolidate the CBA and successor MOAs into 2021-26 CBAs.

2. **Duration**: Effective July 1, 2023, the parties' 2021-24 CBA shall be extended through September 30, 2026 ("Extension Period").

3. **Wages**:

   a. Increase base weekly rates, minimum rates and steps as follows:

      1. July 1, 2023 – 7%
      2. December 1, 2024 – 6%
      3. December 1, 2025 – 5%
      4. Non-Master Facilities - The percentage wage increases above shall be calculated on the applicable Master Facility wage rate for each Employee's classification, and that amount shall be added to the minimum rates. The parties agree to interest arbitration before the Impartial Chairman Martin F. Scheinman to resolve any dispute concerning the applicable Master Facility wage rate for purposes of this provision.

   b. LPNs

      1. LPNs shall receive the greater of the wage increases listed in 3.a above or the minimum hourly rates set forth below:

	Current	7/1/2023	12/1/2024	12/1/2025
Pre-2015	$ 30.53	$ 32.67	$ 34.95	$ 37.40
Post-2015	$ 28.15	$ 30.12	$ 32.23	$ 34.48

4. **Benefit Fund**:

During the Extension Period, the Employers shall pay the required contribution rates set by the Trustees which currently are projected to be as follows:

Effective Date	**Master Contribution Rate**
October 1, 2024	27.80% (inclusive of ATI reduction)

5. **Pension Fund**:

The Employers shall continue to pay the actuarially determined contribution rate necessary to maintain the current plan of benefits.

6. **Education/Child Care/Job Security/Worker Participation Fund and Long-term Care Advocacy Project**:

Contributions to the Education, Child Care, Job Security, Worker Participation, and Long-term Care Advocacy Project Funds shall remain at the current contribution levels (percentages).

7. The Union and the Employers that have slotting provisions in their CBA shall convene the NDIC Committee to meet and discuss modifications to slotting. The parties will utilize the Impartial Chairman as needed.

8. **Subject to Ratification**: This Agreement is subject to ratification by the Union and its membership, and approval by the respective Employers.