

GREATER NEW YORK HEALTH CARE FACILITIES ASSOCIATION

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TO: ALL MEMBER FACILITIES

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

CC: MICHAEL A.L. BALBONI, ESQ., EXECUTIVE DIRECTOR

DATE: AUGUST 18, 2026

RE: RESOLUTION OF LABOR CONTRACT

CONFIDENTIAL

We are pleased to inform you that we have reached agreement with 1199 on a new labor contract. A Memorandum of Agreement is being drafted, which will be signed by the parties. The MOA must then be ratified by the Employers and the Union. Below are the highlights of the deal:

- 3 year duration 10/1/26 – 9/30/29
- Wages
 - 4% wage increase effective December 1, 2026
 - 4% wage increase effective December 1, 2027
 - 4% wage increase effective December 1, 2028
- As per a side letter to the MOA, Employers shall not be obligated to make contributions to the Benefit Fund in December 2026 and December 2027 (provided Employers are timely paying monthly contributions). Additionally, Employers shall not be obligated to make contributions to the Benefit Fund in December 2028 provided there are sufficient reserves in the Fund to support this deferral. No contributions being paid for these months will assist Employers in affording the annual wage increases

- Funds – maintain the current contribution rates for all Funds including GNYBF, GNYPF and all Small Funds
- For all new hires, elimination of the unused sick payout. Instead, unused days will be banked for future use and only paid out upon retirement
- Job Security – update protected status so that effective 1/1/27, employees with at least 10 years of bargaining unit seniority (hired on or before 1/1/17) shall have protected status
- Agreement that for non-master facilities, when calculating wage increases, the Nicolau new hire rates shall be used to calculate the wage increases for employees hired after July 2015 (Schedule B master rates shall be used to calculate for employees hired prior to July 2015)
- Wage parity for non-master facilities - \$.10 effective 6/1/27, 6/1/28 and 6/1/29 for employees whose wage rate is below the applicable facility wage rate for their classification
- Establish an Immigration Legal Defense Fund (money used from BF reserves). Also agreed to an Immigration side letter to assist employees affected by changes in TPS status
- Safety and Health Committees to be convened at each Employer within 90 days and limited to 3 Management and 3 Labor participants
- One additional delegate training day, cost to be reimbursed through the WPF

We will circulate the MOA once it is finalized and update our independent bargaining Employers on ratification and signing. Thank you.