

## Summary of tentative agreement between NYU and UCATS 11/1/2011-10/31/17

- Beat back NYU's language limiting an employee's redress for discrimination.
- Beat back NYU's proposed changes to Seniority/Layoff language that would have made it possible for them to manipulate the process.
- Tripled the long term disability benefit  
**Currently in staff handbook**  
\$250/month and not in the contract  
**In Tentative Agreement**  
\$750/month and in the contract
- Increase in the life insurance coverage  
**In current contract**  
\$20,000 provided  
with optional coverage up to \$40,000 with employees paying two-thirds of the cost of additional coverage  
**In Tentative Agreement**  
\$30,000 provided  
with optional coverage up to \$60,000 with employees paying one-half the cost of additional coverage
- Increase in the perfect attendance bonus  
**In current contract**  
\$250/year  
**In Tentative Agreement**  
\$350/year
- Limit on doctors note requirement if record of excessive absenteeism  
**In current contract**  
Required indefinitely  
**In Tentative Agreement**  
Revoked after 6 months of perfect attendance

- Increases in child care fund  
**In current contract**  
\$125,000 in 2012

**In Tentative Agreement**  
\$125,000 in 2012  
\$5,000 more each year and \$10,000 more in 2017  
to \$155,000

- Personal day (or half personal day)  
**In current contract**  
Must be scheduled in advance

**In Tentative Agreement**  
Can be used for emergencies without prior  
approval (proof of emergency may be required).

- Essential personnel  
**In current contract**  
Straight time pay

**In Tentative Agreement**  
Time and one half (1 ½) pay for all hours worked  
on a snow or emergency day when designated as  
essential personnel.

- More union release time for conferences and conventions  
**In current contract**  
7 days

**In Tentative Agreement**  
10 days

- Six year agreement expiring on October 31, 2017

## Wages

### NYU's 1<sup>st</sup> proposal

\$300 not added to the base

2.5%

2%

2%

2.25%

2.75%

Dec. 2011

Sept. 3, 2012

Sept. 2, 2013

Sept. 1, 2014

Aug. 31, 2015

Aug. 29, 2016

### In Tentative Agreement

1% added to base and retroactive to Sept 4, 2011

2.5%

3%

2.75%

2.75%

3%

## Health Insurance

- All costs for health insurance (i.e. monthly premiums, co-pays, deductibles, emergency room, prescriptions, etc.) stay the same for 2012.

### Changes to health insurance costs effective 2013:

Dental insurance - \$5/month for employee only, \$15/month for family

	<b>NYU's 1<sup>st</sup> proposal</b>	<b>In Tentative Agreement</b>
Primary doctor copays	\$30	\$20
Specialist visit	\$40	\$30

Other changes effective 2013:

Emergency room visit - \$75

In-network deductible POS - \$200/\$400

Out of network deductible POS - \$800/\$1,600

In-network deductible HMO - \$200/\$400

Co-insurance HMO – 10%

In-patient hospital HMO – 10%

Out-patient surgery HMO – 10%

Maximum out of pocket HMO - \$2,000/\$4,000

**Monthly premium schedule for health insurance effective 2013:**

UHC POS

	Employee 1 <sup>st</sup> Proposal/Tentative Agreement		Employee & Spouse 1 <sup>st</sup> Proposal/Tentative Agreement		Employee & Child(ren) 1 <sup>st</sup> Proposal/Tentative Agreement		Employee & Family 1 <sup>st</sup> Proposal/Tentative Agreement	
2013	\$25	/ \$25	\$70	/ \$70	\$70	/ \$70	\$90	/ \$85
2014	\$35	/ \$30	\$80	/ \$75	\$80	/ \$75	\$100	/ \$90
2015	\$45	/ \$35	\$90	/ \$80	\$90	/ \$80	\$110	/ \$95
2016	\$55	/ \$40	\$100	/ \$85	\$100	/ \$85	\$120	/ \$105
2017	\$65	/ \$45	\$110	/ \$90	\$110	/ \$90	\$130	/ \$115

HMO

2013	\$40	/ \$40	\$100	/ \$95	\$100	/ \$95	\$150	/ \$145
2014	\$50	/ \$50	\$110	/ \$105	\$110	/ \$105	\$160	/ \$155
2015	\$60	/ \$60	\$120	/ \$115	\$120	/ \$115	\$170	/ \$165
2016	\$70	/ \$70	\$130	/ \$125	\$130	/ \$125	\$180	/ \$175
2017	\$80	/ \$80	\$140	/ \$135	\$140	/ \$135	\$190	/ \$185

**Changes in prescription drug costs effective 2013:**

Prescription drugs retail - \$5/\$20/\$55  
(Generic/Preferred Brand/Non-Preferred Brand)

Prescription drugs mail order - \$10/\$50/\$75  
(Generic/Preferred Brand/Non-Preferred Brand)