

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (the “Agreement”) is entered into this ____ day of July 2019 by and between the Day Care Council of New York (“DCCNY”) and Local 205, Community and Social Agency Employees Union, District Council 1707, A.F.S.C.M.E., A.F.L.-C.I.O. (“Local 205”), extending the term of the October 1, 2016 through September 30, 2020 collective bargaining agreement between DCCNY and Local 205, through and including September 30, 2022, subject to the following modifications below:

1. Article III. Wage Rates.

Sec. 1. (a) is replaced with the following language:

A \$1,800 ratification bonus shall be paid to each post-probationary bargaining unit member active in Job Titles 8 through 56, excluding Job Titles 1 through 7 (certified group/lead teacher*) employed as of the ratification date of this Agreement. The ratification bonus shall be pro-rated for part-time employees in the bargaining unit, computed based on \$1,800 multiplied by the proportion of the employee’s part-time schedule when compared to the regular full time schedule for that category or job title. The Employers will make good faith efforts to pay these ratification bonuses by October 1, 2019, subject to the Employer’s receipt of adequate funding.”

* Definition of a Certified Group/Lead Teacher

A certified group/lead teacher is defined by New York City health code Article 47 and New York State Education Law as an individual who holds either an Initial (also known as provisional) or Professional (also known as permanent) Birth-to-2nd Grade (B-2) teaching certification from the New York State Education Department.

Teachers with an Initial certificate may hold either a Bachelor’s degree and are also working to complete their master’s degree and state licensing requirements. These individuals must also have an approved study plan indicating that they are enrolled in school. Teachers with a Master’s degree in early childhood education must have completed the state licensing requirements to be deemed permanently certified by the New York State Education Department.

A non-certified teacher is a teacher who does not have either the Initial nor Professional B-2 certification, which includes teachers with study plans, who are actively making progress toward obtaining their B-2 certification.

Sec. 1. (b) is replaced with the following language:

“Minimum Annual Rates shall be as set forth in Appendix A.”

Appendix A is replaced with the attached table labeled Appendix A.

2. Article XI. Health, Safety and Welfare and Pension.

Sec. 4(C) Table 2 (MetroPlus Goldcare II) is replaced with the following table:

Tier	Year 1 Dec. 1, 2016 to Sep. 30, 2017	Year 2 Oct. 1, 2017 to Sep. 30, 2018	Year 3 Oct. 1, 2018 to Sep. 30, 2019	Year 4* Oct. 1, 2019 to Sep. 30, 2020
Employee	N/A	N/A	\$95.82	\$86.53
Emp. & Child	N/A	N/A	\$157.24	\$142.00
Emp. & Spouse	N/A	N/A	\$204.12	\$184.34
Family	N/A	N/A	\$273.78	\$247.24

* Effective through September 30, 2020, subject to approval by the New York State Department of Financial Services.

Sec. 4 (C) has the following additional text and table inserted:

4. Summary of Group Health Benefits & Employee Co-Pays*

Plan Type	Goldcare I HMO*	Goldcare II HMO*
Hospital Network	12 H+H Hospitals plus Richmond University Medical Center and Staten Island University Hospital	Goldcare I Hospitals, plus additional selected hospitals.
In-Network General Plan Deduction	\$0	\$0
Preventive Care	\$0	\$0
PCP	\$10	\$15
Specialist	\$20	\$30
Diagnostic Test (x-ray, blood work)	\$0 in office or if “admitted” to a hospital. \$20/visit outpatient. \$100/visit in hospital.	\$0 in office or if “admitted” to a hospital. \$30/visit outpatient. \$100/visit in hospital.
Imaging (CT/PET scans, MRI)	\$0 in office or if “admitted” to a hospital. \$20/visit outpatient. \$100/visit in hospital.	\$0 in office or if “admitted” to a hospital. \$30/visit outpatient. \$100/visit in hospital.

Mental Health Outpatient	\$10	\$15
Urgent Care	\$25	\$50
ER	\$100	\$150
Outpatient surgery facility fee (e.g. ambulatory surgery center)	\$100	\$200
Hospital Admission	\$150	\$300
Prescription Drugs		
Generic – 30 days retail pharmacy	\$5	\$10
Brand	\$20	\$20
Non-formulary	\$50	\$50
Mail Order (90 day supply)	2.5x	2.5x

* Effective through September 30, 2020, subject to approval by the New York State Department of Financial Services.

3. Article XIX. Miscellaneous

Insert new Sec. 13 as follows:

A Labor Management Committee (the “LMC”) shall be formed after July 1, 2019 to discuss further amendments and modifications to this Agreement. Without limitation, the LMC will evaluate and adopt changes to align the Agreement with city, state, and federal legal laws and regulations, as well as requirements of the funding sources (such as the NYC Department of Education) for positions in the bargaining unit.

The LMC shall examine and revise specific work rules and update all job descriptions for current job titles, e.g. to comply with new Department of Health and Mental Hygiene child care regulations. The LMC shall begin meeting no later than December 1, 2019, is expected to complete its responsibilities within 6 months thereafter, and shall determine the process for adoption and implementation of any changes to this Agreement.

4. Article XXI. Duration of Agreement

Amend Section (a) as follows:

This agreement shall be in effect for the period from October 1, 2016 through and including September 30, 2022 and shall modify any other agreements between the parties covering all or part of the same term.

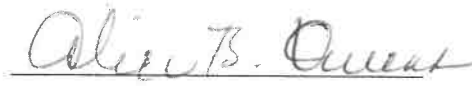
5. Ratification

This agreement is subject to membership ratification.


Agreed to this 3 day of July 2019.

Signed on behalf of the Day Care Council of New York:


Andrea Anthony
Executive Director


Alice Owens
Board member

Signed on behalf of District Council 1707, Local 205:


Kim Medina
Executive Director

Appendix A

	Job Title	7/1/2019	10/1/2019	10/1/2020	10/1/2021
1	Teacher/MA/Certified	47,858	53,581	62,295	68,652
2	Teacher /BA/Certified /w Student Teaching Credit	43,955	48,692	55,971	61,390
3	Teacher/BA/Certified	43,635	48,372	55,651	61,070
4	Beginning 2nd year of service	44,135	48,872	56,151	61,570
5	Beginning 3rd year of service	44,635	49,372	56,651	62,070
6	Beginning 4th year of service	45,135	49,872	57,151	62,570
7	Beginning 5th year of service	45,635	50,372	57,651	63,070
	Job Title	7/1/2019		9/30/2020	10/1/2021
8	Uncertified Teacher with any MA	43,953		44,320	45,539
9	Teacher II/BA NYS Evaluation	43,224		43,586	44,785
10	Teacher/Uncertified/BA/BS	35,306		35,601	36,580
11	Teacher/Uncertified - 90 credit	34,074		34,359	35,304
12	Teacher/Uncertified - 60 credit	32,973		33,249	34,163
13	Assistant Teacher/BA/BS	32,363		34,544	35,494
14	Assistant Teacher/BA - 60 credits including 24 in ED	31,452		33,572	34,495
15	Assistant Teacher/BA - 60 credits	30,831		32,909	33,814
16	Assistant Teacher/BA - 30 credits	29,744		31,749	32,622
17	Assistant Teacher/HS	29,250		30,755	31,601
18	Teacher Aide	29,250		29,835	30,655
19	Social Worker/MSW	45,517		45,898	47,160
20	Social Worker/MA	43,199		43,561	44,759
21	Infant Care Group Teacher	31,052		31,311	32,172
22	Infant Care Aide	29,250		29,835	30,655
23	Family Worker/Health Aide/BA	30,771		31,395	32,258
24	Family Worker/Health Aide - 90 credits	29,894		30,498	31,337
25	Family Worker/Health Aide - 60 credits	29,309		29,894	30,716
26	Family Worker/Health Aide - 30 credits	29,250		29,835	30,655
27	Family Worker/Health Aide/HS	29,250		29,835	30,655
28	Family Assistant/BA	33,852		34,535	35,485
29	Family Assistant - 60 credits	31,961		32,604	33,501
30	Family Assistant - 30 credits	30,810		31,434	32,298
31	Family Assistant/HS	29,855		30,459	31,297
32	Family Svcs. Coord/BA	35,373		36,075	37,067
33	Family Svcs. Coord - 60 credits	33,599		34,262	35,204
34	Family Svcs. Coord/HS	31,805		32,448	33,340

	Job Title	7/1/2019		9/30/2020	10/1/2021
35	Group Leader II/MA Ed./Certified	47,858		50,000	51,375
36	Group Leader II/MA Ed.	45,818		46,201	47,472
37	Group Leader II/BA/Certified	43,635		44,000	45,210
38	Group Leader II/BA/NYS Eval.	43,224		43,586	44,785
39	Group Leader I/BA	35,306		35,601	36,580
40	Group Leader I/Associates Degree	32,222		32,491	33,385
41	Group Leader I/HS Diploma	30,199		30,452	31,289
42	Assistant Group Leader/BA/BS	32,463		32,734	33,634
43	Assistant Group Leader - 60 credits	30,926		31,185	32,043
44	Assistant Group Leader - 45 credits or 30 w/6 mos exp	29,836		30,085	30,912
45	Assistant Group Leader/HS	29,250		29,835	30,655
46	Assistant Family Daycare Coordinator	30,225		30,830	31,678
47	Bookkeeper II/2 yrs exp.	32,677		33,321	34,237
48	Bookkeeper II/1 yr exp.	32,151		32,775	33,676
49	Bookkeeper II	31,585		32,209	33,095
50	Bookkeeper	30,025		30,610	31,452
51	Assistant Bookkeeper	29,250		29,835	30,655
52	Cook/Food handling course	29,250		29,835	30,655
53	Cook/without Food handling course	29,250		29,835	30,655
54	Assistant Cook	29,250		29,835	30,655
55	Maintenance Worker	29,250		29,835	30,655
56	Custodial Employee/Janitor	29,250		29,835	30,655
<p>Employees regularly scheduled for more than 37.5 hours per week must receive an hourly rate that complies with federal and New York State minimum wage rates.</p>					