

RFCO UNIT NEGOTIATIONS
TENTATIVE AGREEMENTS

1. REVISE COVER PAGE AND SECTION 19.1: DURATION

-- to reflect negotiated contract start and end dates

1/1/13 - 12/31/17

PSC RF RF UM

2. REVISE SECTION 1.3: LIST OF TITLES COVERED BY THE AGREEMENT

-- revise list to add/delete new, renamed or no longer applicable titles

PSC RF RF UM

3. REVISE SECTION 1.4: LIST OF EXCLUDED TITLES

-- revise list to add/delete new, renamed or no longer applicable titles

PSC RF RF UM

4. ADD A SECOND SENTENCE TO SECTION 2.2: PLEDGE OF COMPLIANCE

The right to reasonably accommodate disabled employees in accordance with applicable laws is vested exclusively with the Foundation notwithstanding any other provision of this Agreement.

PSC RF RF UM

**5. ADD TO THE END OF THE FIRST PARAGRAPH OF SECTION 4.12:
RELEASED TIME FOR PSC REPRESENTATIVES**

Not more than one designated representative from the same department may be released at the same time for the purposed of handling grievances and contract administration.

PSC RF RF UM

6. **AMEND SECTION 8.1: FOUNDATION TIME AND LEAVE POLICY**

Except as otherwise specified in this Agreement, the provisions of Foundation Policy No. 506-E, effective June 1, 2011, titled "Time and Leave Benefits For All Research Foundation Employees," apply to covered employees.

PSC RL RF MP

7. **ADD NEW SECTION 8.2(e): WORK SCHEDULES**

Regular employees may request a work schedule that would permit them to work a regular workday whose hours are other than a 9 a.m. to 5 p.m. shift. All decisions respecting such work schedules will be made at the sole discretion of the Foundation, and shall not be subject to the grievance and arbitration provisions of this Agreement.

PSC RL RF MP

8. **ADD TO SECTION 8.4(a): ANNUAL LEAVE CARRYOVER FOR NEW HIRES**

Employees hired on or after January 1, 2014 may carryover no more than 175 hours (25 days) of annual leave from one calendar year to another.

PSC RL RF MP

9. **AMEND AND ADD TO SECTION 8.5: SICK LEAVE USAGE**

Sick leave shall be used ~~only~~ ^{for} for the employee's personal illness, medical diagnosis or treatment, disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery, etc. Covered employees may use up to five (5) days of accrued sick leave per calendar year to care for an ill or injured child, spouse, domestic partner, parent, parent-in-law, grandparent, or grandparent-in-law.

In addition to any sick leave used by a female employee for the period of physical disability surrounding a child's birth, employees shall be entitled to use up to two (2) weeks of sick leave for the birth/adoption of a child. To be granted this leave, the employee (male or female) must have legal responsibility for the care and/or support of the child, have been employed full-time by the Foundation for at least one continuous year before the requested leave, and apply in writing to the employee's supervisor for such leave.

PSC RL RF MP

10. ADD TO SECTION 8.6: ACCRUAL OF SICK LEAVE FOR NEW HIRES

For employees hired on or after January 1, 2014, the number of sick leave hours which may be accumulated is limited to 1120 hours (160 days).

PSC *JL* RF *WJ*

11. AMEND SECTION 8.7: CHARGING SICK LEAVE

Charges against sick leave balances shall be in quarter-hour fractions with a minimum charge of one-quarter hour.

PSC *JL* RF *WJ*

12. AMEND THE FIRST SENTENCE OF SECTION 8.8: DOCUMENTATION OF ILLNESS

After five (5) undocumented occurrences of sick leave within a calendar year, an employee may be required to provide documentation of illness from a health practitioner.

PSC *JL* RF *WJ*

13. REVISE SECTION 9.1: GRADE LEVELS AND ASSOCIATED TITLES

- revise list to conform to changes made to Section ^{*1.3*}~~1.2~~ and ^{*1.4*}~~1.3~~

PSC *JL* RF *WJ*

14. ADD TO SECTION 9.4: LONGEVITY RECOGNITION

EMPLOYMENT ANNIVERSARY	INCREMENT
30 years	\$3,675

PSC *JL* RF *WJ*



15. AMEND SECTION 10.1: FRINGE BENEFITS POLICY

The fundamental policy of the Foundation on employee benefits is set forth in Policy Statement 507-F, Benefits Programs For All Research Foundation Project Employees, and 508-H, Retired Employees Benefits Program. These policies, as revised on March 31, 2011 and May 10, 2012 respectively, shall apply to covered employees for the duration of this Agreement. Included in the fringe benefits detailed in these policies are health, dental, vision, long-term disability, and life insurance policies and the TIAA-CREF retirement annuity program. **NOTE:** The revised Policy No. 508-H changes the minimum age of eligibility for RF benefits incidental to retirement (i.e., lifetime health insurance; cash payout) from 55 years of age to 62 years of age for employees hired on or after January 1, 2014.

PSC  RF 

16. ADD TO SECTION 10.2: HEALTH, DENTAL AND OPTICAL INSURANCE FOR NEW HIRES

... offered by the Foundation. Employees hired on or after January 1, 2014 may enroll only in the EPO plan or the default plan designated by the Foundation for the first two (2) years of their employment.

PSC  RF 

17. REVISE SECTION 10.2's "EMPLOYEE HI CONTRIBUTION" SECTION

Covered employees will contribute to the cost of their health care premiums as follows:

For employees who participate in the EPO Plan:

21% effective January 1, 2015.

For employees who participate in the PPO or POS Plans:

21% effective January 1, 2015;

22% effective January 1, 2016, if the rate is increased to 22% for non-covered RFCO employees.

PSC  RF 

18. ADD TO SECTION 11.2: PROBATION FOR NEWLY HIRED EMPLOYEES COVERED BY THIS AGREEMENT

For employees hired on or after January 1, 2014 for a salary grade V position, the probationary period will be nine (9) months of continuous service.

PSC *[Signature]* RF *[Signature]*

19. ADD TO SECTION 14.3: PRIOR NOTICE AND SEVERANCE PAY FOR NEW HIRES

Covered employees hired on or after January 1, 2014 past their probationary period who are involuntarily terminated other than for just cause shall be given two (2) weeks' notice pay or pay in lieu thereof, plus one (1) week of severance pay for every one (1) year of completed service with a maximum total payment of twelve (12) weeks' pay (maximum reached at ten (10) years of completed service).

PSC *[Signature]* RF *[Signature]*

20. ADD TO SECTION 8.6: ACCRUAL OF SICK LEAVE FOR NEW HIRES

Employees hired on or after January 1, 2014 shall accrue sick leave hours at the rate of 4.50 hours per biweekly pay period for a total of one hundred and seventeen (117 hours) annually.

PSC *[Signature]* RF *[Signature]*

21. ADD TO SECTION 8.3: ACCRUAL OF ANNUAL LEAVE FOR NEW HIRES

Employees hired on or after January 1, 2014 shall accrue annual leave as follows:

-- see accrual chart provided by PSC on 10/22/13

PSC *[Signature]* RF *[Signature]*




22. NEW: PERSONAL DRESS AND APPEARANCE

effective
-- copy attached *1/1/14* *[Signature]* *[Signature]*

PSC *[Signature]* RF *[Signature]*



23. REVISE SECTIONS 9.2: SCHEDULE OF MINIMUM AND MAXIMUM SALARIES BY GRADE LEVELS AND 9.3: ANNUAL SALARY INCREASES

<u>Date of Increase</u>	<u>Increase</u>
1/1/13	2.25% + \$500 signing bonus for all employees on the payroll on the contract ratification date
1/1/14	2.50% + \$250 bonus for all employees on the payroll on 7/1/14
1/1/15	3.00%
1/1/16	3.25%
1/1/17	3.50%

sets  PSC  RF 

~~24. REVISE SECTION 19.1: DURATION OF AGREEMENT~~

~~- 1/1/13 through 12/31/17~~

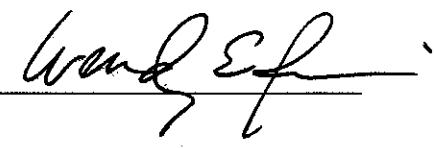
PSC  RF 

Dated: 11/1/13

PROFESSIONAL STAFF CONGRESS

THE RESEARCH FOUNDATION OF CUNY

By: 

By: 

TENTATIVE AGREEMENT (10/28/13)

PROFESSIONAL DRESS AND APPEARANCE

Purpose:

It is the policy of The Research Foundation of The City University of New York (Foundation) that each employee's dress and appearance should be professional and appropriate to the workplace.

Applicability:

This policy applies to all Foundation Central Office employees. The specific terms of the policy may be modified on a case-by-case basis to comply with applicable law.

Policy:

- (1) Employees are expected at all times to present a professional, business-like image to clients and the public. Enforcement of this policy is the responsibility of the Foundation's Senior Director of Human Resources.
- (2) All employees must comply with the following standards:
 - a. Employees are expected to dress in a manner that is normally acceptable in similar office/business establishments.
 - b. Employees may not wear inappropriate clothing or items, such as:
 - t-shirts
 - athletic wear (e.g., exercise clothing , jerseys with team logos)
 - sneakers and other athletic footwear (unless required for a documented medical reason)
 - baseball caps or hats
 - tank tops, tube tops, halter tops, midriff length tops
 - shorts
 - beach wear (flip-flops, beach sandals, etc.)
 - blue denim jeans
 - cutoff pants
 - underwear as outerwear
 - shirts with tails designed to be tucked shall not be worn un-tucked
- (3) At management's discretion, the dress code may be relaxed at certain times.

- (4) At its discretion, the Foundation may permit employees whose duties bring them into regular contact with items or situations that may result in soiling or damage to clothing to dress in a more casual fashion than is normally required of other staff. On these occasions, employees still are expected to present a neat appearance and are not permitted to wear ripped or disheveled clothing, athletic wear, or similarly inappropriate clothing. Alternatively, the Foundation may, at its discretion, provide protective coverings or uniforms to such staff.
- (5) Violations of this policy shall be subject to progressive discipline as defined in Section 13.2 of the Agreement.

PSC: 

RF: 