



FROM COGEN TO MULGREW
UNITING THE LABOR FORCE
PROTECTING PUBLIC EDUCATION

GUIDANCE COUNSELORS:

FIGHTING FOR BETTER WORKING CONDITIONS WITH UNITY/UFT

UNITY/ UFT always has recognized Guidance Counselors as an integral part of the school community. Their commitment to the social-emotional development of students and staunch advocacy on behalf of children are but two of the roles Guidance Counselors tackle every day in our school system.

Toward that end, **UNITY/UFT** continues fighting at every level to improve the working conditions of Guidance Counselors.

- **SAVE Room Arbitration (2011)** – This decision stated once and for all that counselors could not be used to cover the SAVE room or any other class. The contractual right that “counselors shall not be assigned to cover classes, represent the school in lieu of a teacher or supervisor or perform other duties normally performed by classroom teachers” was upheld as a result of **UNITY/UFT** efforts.
- **SEIS Arbitration (2013)** – **UNITY/UFT** secured payments in excess of \$1.9 million for Guidance Counselors who performed SEIS work outside of the contractual work day. Almost 1,800 Counselors received compensation with a maximum payment of almost \$24,000. Additionally, the Arbitrator ruled that SEIS work must now be a part of a Guidance Counselor’s schedule. This fight is not over yet, as **UNITY/UFT** is now in the midst of a second SEIS arbitration that may lead to additional compensation.
- **UNITY/UFT** successfully fought to have Guidance Counselor **hiring restrictions lifted**. As a result, more Guidance Counselors have been hired and placed in schools across the city, enabling reduced caseloads and a greater number of students receiving the proper supports, services and counseling.
- **UNITY/UFT** created **excessing protection** by way of the “cascade” rule, which states that Guidance Counselors must be the last clinician excessed in the event there is school wide excessing. Furthermore, no Guidance Counselors can be excessed if that would leave the school and students unserved or underserved.
- **UNITY/UFT** negotiated a **salary increase of 18%** in the current contract. Two years ago, the top salary for Guidance Counselors was \$104,919; next month (May 1, 2016) the top salary rises to \$111,861. At the end of this contract in 2018, top salary will be \$122,820. Additionally, members who have retired since 2009 have had their pensions re-calculated based on these raises.
- **Security now and for the future.** Michael Mulgrew and his **UNITY/UFT** Team are negotiating with the City right now to work out the details of a new paid parental leave policy. We know this is an issue of great importance, and will continue to work tirelessly in pursuit of a fair agreement that benefits our members and their families.

UNITY/UFT represents ALL members and ALL titles, in EVERY school and EACH district across the five boroughs-- unlike other groups who falsely claim to do so.

Persistence, courage, and vision—as always, you can count on **UNITY/UFT** to get the job done.

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UNITY = PERSISTENCE + COURAGE + VISION