



*FROM COGEN TO MULGREW
UNITING THE LABOR FORCE
PROTECTING PUBLIC EDUCATION*

SPEECH CHAPTER: IN PURSUIT OF PROFESSIONALISM WITH UNITY/UFT

UNITY/ UFT recognizes the hard work performed by speech improvement teachers and speech language pathologists to ensure that the students in our school system get the appropriate speech and language services they need. Our approximately 3,000 member strong chapter is a vital part of every school community across the city.

Over the years, **UNITY/UFT** has fought to improve the working conditions of speech improvement teachers and speech language pathologists on many levels:

- **SESIS Arbitration (2013)** – **UNITY/UFT** secured payments of \$40 million for Speech Teachers and Therapists who performed SESIS work outside of the contractual work day. This fight is not over yet, as **UNITY/UFT** is now in the midst of a second arbitration that may lead to additional compensation as a remedy for ongoing SESIS issues.
- **37.5 minute Arbitration (2006)** – As a result of **UNITY/UFT**'s work, an Arbitrator ordered DOE "to cease and desist" from "forcing Speech Teachers and Therapists to provide the same type of services to mandated students performed during the 37.5 minutes of additional time." As a result, Speech Teachers and Therapists received payments of nearly \$400,000 for work already performed.
- **UNITY/UFT** fought for DOE to reduce coverages and proctoring assignments in order to ensure that mandated speech therapy can be provided to students.
- **UNITY/UFT** enables professional supports and assistance to be available to all members of our Chapter. This includes speech survival classes, our chapter hotline, an online catalog of over 200 IEP goals, a distance learning program (in collaboration with UFTTC, DOE, SED, and WKU), and weekend professional development workshops (that provide CEUs).
- **UNITY/UFT** negotiated a **salary increase of 18%** – Three years ago, the top salary for Speech Teachers was \$101,049; next month (May 1, 2016) the top salary rises to \$108,811. At the end of this contract in 2018, the top salary will be \$119,471. 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 in ALL of our schools in EVERY borough, unlike others 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