



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

SOCIAL WORKERS AND PSYCHOLOGISTS CHAPTER: SOLIDIFYING OUR RIGHTS THROUGH UNITY/UFT

UNITY/ UFT understands the importance of mental health services in our schools. School psychologists and social workers provide valuable support for some of the most challenging students in our school system. Over the years, as DOE has tried to relegate us to the role of intake workers, testers, or even compliance monitors, **UNITY/UFT** has always been there to defend our first and foremost responsibility as clinicians.

UNITY/UFT efforts have improved the professional lives of School Psychologists and Social Workers on many levels:

- **SESIS Arbitration (2013)** – **UNITY/UFT** secured payments totaling approximately \$3.9 million for School Psychologists and \$1.5 million for School Social Workers who performed SESIS work outside of the contractual work day. More than 2000 members in these titles received some compensation, with payments ranging from several hundred to as much as \$50,000. 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.
- **Finney-Pratt Arbitration (2013)** – A precedential victory by **UNITY/UFT** on behalf of our titles, this case reaffirmed that preferences regarding lunch duration and starting /ending time of the workday (including a preference to start before 8:00 am to ensure timely arrival at a per session site) shall not be unreasonably denied.
- As a result of **UNITY/UFT** efforts, all school-based support team psychologists have 20 hours of per session per year available to them for case management.
- **UNITY/UFT negotiated a salary increase of 18%**. Three years ago, the top salary for Social Workers and School Psychologists was \$105,051; next month (May 1, 2016) the top salary rises to \$114,252. At the end of this contract in 2018, the top salary will be \$125,446. 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.

Stay informed and connected



www.UnityCaucus.org



/UnityCaucus



/UFTUnity



/Unity_Committee

feel free to reproduce and distribute

UNITY = PERSISTENCE + COURAGE + VISION