



BENTE/AFSCME LOCAL 2419
1600 Lyell Avenue
Suite One, Upper Level
Rochester, New York 14606

June 9, 2017

Dear BENTE Member:

OUR CONTRACT HAS BEEN SETTLED AND WE HAVE REACHED A TENTATIVE AGREEMENT!

The next step is for the Tentative Agreement to be ratified (voted on) by the Members of BENTE/AFSCME Local 2419 and the Board of Education. In conversations with Board Members, I do not anticipate any issues with getting enough votes to ratify the Agreement. The Board meeting will take place on June 15th.

As for the membership, the proposed Tentative Agreement was presented to the Executive Board at a special emergency meeting held on the afternoon of Friday, June 9th. The BENTE Negotiating Team and the BENTE Executive Board unanimously approved the Tentative Agreement for ratification. Highlights of the Tentative Agreement are contained on the back of this letter.

A ratification meeting is scheduled for Tuesday, June 20th in the Main Stage at School of the Arts. At this meeting, I will give a presentation with the details of the new Tentative Collective Bargaining Agreement, followed by a question and answer period. Members can vote on the Tentative Agreement at any time from 4:00 PM until 7:00 PM, and I will give a presentation at 5:00 PM. Members will also be able to vote from 7:00 AM until 5:00 PM the following day (Wednesday, June 21st) at the BENTE Union Office. I will be available to answer any and all questions on the Tentative Collective Bargaining Agreement throughout the day.

I cannot thank the Negotiating Team, the Executive Board, the Stewards, and all of you enough for your unwavering support and dedication.

Sincerely,

Daniel DiClemente, President
BENTE/AFSCME Local 2419

2017-2021 CONTRACT HIGHLIGHTS

- Four-year contract with a 3.00% raise per year for members off steps
- Complete overhaul of wage schedule, lifting lower paid workers who will receive raises of between 13% and 52% over the life of the contract
- No changes in health insurance or percentage of contribution
- Games/events for School Safety Officers (School Sentries) increased from \$45 to \$65 and an additional \$45 for a second game (up from \$25). The Lead SSO stipend will also be increased from .75 to 1.50 per hour.
- Increase in longevity increments
- Bilingual differential increased from .40/hr to .50/hr
- Night Differential will no longer be paid past 4:30 PM for members whose shift ends at 5:00 PM
- Student Teaching Leave increased from 60% to 80%
- Pool Certification and Refrigeration License stipend, Increase in Boiler License stipend
- Vacation accrual calculated based on the date of permanent hire as opposed to the date that the member became 12-months
- Safety Shoes reimbursement will increase from \$100 to \$125 beginning on July 1, 2018
- Overtime for clerical staff will be based on 40-hours as opposed to 35-hours
- Reduction in required hours for Maintenance Mechanic training stipends
- Members will be able to take paid time off (illness, personal, vacation) in hourly increments as opposed to half and full days with approval from supervisor
- Tool allowance for mechanics increased from \$600 to \$800
- Modified Attendance Incentive (retirement)
- 8-hour guarantee for Bus Drivers increased from 15 to 20 drivers
- Food Services Summer Employment Agreement
- \$75,000 annually for Professional Development

**IT IS VERY IMPORTANT FOR YOU TO COME OUT
AND VOTE IN FAVOR OF YOUR CONTRACT!**