

American Federation of State, County and Municipal Employees, AFL-CIO

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Telephone (585) 458-8670 • Fax (585) 458-2661

July 26, 2021

Sisters and Brothers:

I am proud to announce that we have successfully negotiated a Tentative Collective Bargaining Agreement between the BENTE Union and the Rochester City School District. The agreement must be ratified by the members of BENTE and voted on by the RCSD Board of Education.

Highlights of the tentative agreement are as follows:

- Three-year agreement with a minimum of 3% wage increases each year, retroactive to July 1, 2021
- Substantial increases to the wage schedule, with the lowest bracket being increased from \$12.50/hr to \$15.00/hr as of July 1, 2021
- Elimination of Excellus Healthy Rewards as of January 1, 2022; no other changes to medical insurance contributions, co-pays, or current medical plans
- Safety shoe allowance increased as of July 1, 2023 from \$125 to \$150
- BENTE Professional Development increased to \$80,000 per year
- District has discretion to determine which day(s) to designate the Holiday(s) if it falls on a Saturday or a Sunday (i.e. Friday or Monday)
- For the 2021-2022 school year only, all members will be paid for the day before Thanksgiving
- For the 2021-2022 school year only, all members will receive one additional personal day
- Increased flexibility for members regarding dates of transfer
- Interview process and bracket increase for Lead Sentry title
- Bracket increases for Bus Drivers, Truck Drivers, Driver/Movers, and Senior Automotive Mechanics
- Language allowing ten-month employees to utilize personal days during any recess day (excluding summer recess)
- Juneteenth as a recognized paid annual Holiday
- Occupational and Physical Therapists APTA and AOTA dues can now be reimbursed from the \$600/year allotted for seminars



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Leonela Malinao *Food Service*

Patrick Soto *Plant Maintenance*

Carol Bednick-Carmel *OT/PT's*

Jill Harold *Secondary*

Roosevelt Murray *Security*

April Terrigino *Transportation*

Trustees

Zelder Bice

Pete DiBenedetto

Jessica Rinebold

Dan DiClemente, President

CONTRACT RATIFICATION

Monday, August 9, 2021

7:00 AM – 6:00 PM

Franklin High School Auditorium

Voting for the proposed Tentative Agreement between the BENTE union and the RCSD will take place all day on Monday, August 9 between 7:00 a.m. and 6:00 p.m.

Handouts outlining every change in the new Collective Bargaining unit will be available for all members who attend the ratification meeting.

In order to attend the meeting and to cast your ballot for the proposed Collective Bargaining Agreement, you must be a dues paying member of the BENTE union.

Please contact the Union office at 458-8670 if you have any questions or concerns regarding your eligibility to vote.

On ratification day, please be aware of the following:

- Members must present a photo ID – either your employee ID or a driver's license.
- All members must be present to vote. No write-in or absentee ballots will be allowed.

Official results of the ratification will be posted on the BENTE website at www.bentelocal2419.org.

The BENTE/AFSCME Local 2419 Negotiating Team and Executive Board have unanimously approved the agreement.

Please come out to vote and show your support!