

**Report of Tentative Contract Agreement
Between
CWA and Bergen's Promise, Inc.**

The following is a summary of the tentative agreement reached on December 11, 2007 between Local 1037 and Bergen's Promise. The Bargaining Committee believes this agreement meets the goals established through the Bargaining Surveys and recommends ratification of this agreement.

DURATION: Contract begins on January 1, 2008 and is effective through June 30, 2010.

WAGES: All Case Managers, Senior Case Managers, Administrative Assistants, Receptionists and Community Resource Assistants not above the maximum salary for their job title will receive the following across the board wage increases:

January 1, 2008:	\$1500
January 1, 2009:	\$1300
January 1, 2010:	\$700

Anyone at or above the maximum salary for their title shall receive stipends of \$1,000 (1/1/08), \$1,000 (1/1/09) and \$500 (1/1/10) in lieu of the wage increases.

The new maximum salary for Senior Care Managers will be raised to \$49,000.
The new maximum salary for Care Managers will be raised to \$46,000.

HEALTHCARE: No changes to the healthcare plan and no increases in employee contributions.

TRAVEL EXPENSES: Mileage reimbursement increases to \$.42 per mile.

VACATION: After 4 years all full-time employees will receive 4 weeks paid vacation.

HOURS OF WORK (FLEX TIME):

Employees may use up to 7 consecutive hours of accrued flex time.

When the needs of families or other extraordinary circumstances occur which prohibit employees from utilizing accrued flex time during the normal two week period, employees may apply for a one week extension.

HEALTH AND SAFETY:

New language requiring management to investigate and take appropriate remedial measures when employees raise concerns about work-related safety and health issues.

OTHER CONTRACT CHANGES:

Newly hired and current employees will be subject to periodic background checks for the purpose of uncovering any information that impacts essential job functions or that might jeopardize the safety of families. Employees may challenge any corrective action or discipline through the grievance procedure including arbitration.

Specifies that the existing policy prohibiting employees from being under the influence of drugs or alcohol also applies to on-call hours.

Extends the existing policy requiring employees to notify the employer of any convictions for controlled substance violations to also include driving while intoxicated or impaired.

New employees will be subject to a probationary period of 90 days.