

CWA STRONG UNION STRONG

CWA Local 1037 / Bergen's Promise – 3/30/26

CONTRACT SUMMARY

Due to the tremendous solidarity displayed by the CWA members who work here at Bergen's Promise, your Bargaining Committee was able to secure a stellar Memorandum of Agreement that accomplished **EVERY** major goal that members identified in the bargaining survey. This victory would not have been possible if the members didn't come together to show unity and determination.

1) Wage Increases

- Employees who complete their first year of service will receive a \$1,000 increase to base pay.
- Employees with 1-3 years of service will get a \$1,100 increase to base pay AND a 3.25% increase to base pay retroactive to 1/1/26.
- Employees with 3-5 years of service will get a \$1,250 increase to base pay AND a 3.75% increase to base pay retroactive to 1/1/26.
- Employees with 5+ years of service will get a \$1,500 increase to base pay AND a 5% increase to base pay retroactive to 1/1/26.

Note that all of this money will go into base pay as opposed to the prior longevity bonuses we got in previous contracts. Base pay is better because it compounds into the future.

2) An Extra Telework Day

Members sent the Bargaining Team to the table with a clear mandate to make the pilot telework day permanent and to try to increase telework from 1 to 2 days. We won both!

3) Lowering the Percentage That We Pay For Healthcare Premiums

The last contract stated that we had to pay 13% of the total cost of the premiums. BP wanted us to pay 30% moving forward! That would have more than doubled what comes out of our checks for healthcare. We fought back hard on this and managed to LOWER our contribution to 12%! The overall premiums did go up which we can't control, so we will end up paying a little more even though the percentage share will go down, but nowhere near as management initially proposed.

4) Prevented Any New Language That Could Have Forced Us to Work Weekends

We understand that Bergen's Promise needs to be able to provide services to families every day of the week. But we stood firm that management should not have the right to

force us to work on the weekend. After many contentious conversations, management decided to pull their proposal for this topic.

5) Increased Number of Stewards

We removed the former cap of 2 stewards and now we can have as many as is “reasonable.” Management will also be required to provide us a list of bargaining unit members at least once a year.

6) Extended the Timeframe to File Grievances

Luckily, we don’t need to file many grievances here, but if/when we do, we now have more time to file for arbitration.

7) Non-Substantive Language Changes to Articles:

- 12. HEALTH AND SAFETY (don’t drink or be high on the clock)
- 13. VACATION, SICK, PERSONAL LEAVES (removed NA verbiage)
- 15. PROBATIONAL PERIOD (rehired employees go through probation)

8) Duration: This will be a 3-year contract spanning 1/1/26 – 12/31/28. We will be back at the table this October to negotiate the raises for next year.

This victory belongs to every member who filled out a bargaining survey, signed the petition, came out to the group solidarity picture day, and who took the solidarity selfie. Management knew we were willing and able to escalate our contract campaign and that’s why we won this great deal. We should keep organizing to increase our solidarity and our mobilization capacity for the next round of negotiations.

Your Bargaining Committee enthusiastically encourages every member to vote “YES” in this ratification!

In Solidarity From YOUR Bargaining Committee,

Meghan Monroe, Nigera Minkins, Ronald Fields II, Stephanie Nieto, Xavier Rosa, and Jim McAsey