

CWA Local 1037 / Arc of Essex – 5/1/26

CONTRACT SUMMARY

Due to the solidarity displayed by the CWA members who work here at the Arc of Essex, your Bargaining Committee was able to secure a great contract that accomplished the goals identified by members on 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

- **1/1/26** (with retroactive pay to Jan 1)
 - i. Employees with less than 1 year of service as of 1/1/26 will receive a \$1.00 an hour raise
 - ii. 1-5 years of service receive a \$1.10 raise
 - iii. 6-10 years of services receive a \$1.30 raise
 - iv. 11+ years of service receive a \$1.50 raise
- **1/1/27**
 - i. 0-9 years of service receive a \$0.50 raise
 - ii. 10+ years of service receive a \$1.10 raise
 - iii. If Arc loses funding from the State, Arc may try to reduce or eliminate your 2027 raise so we have to be ready to fight like hell if that happens.
- **1/1/28**
 - i. 0-5 years of service receive a \$0.40 raise
 - ii. 6+ years of service receive a \$0.90 raise
 - iii. If Arc loses funding from the State, Arc may try to reduce or eliminate your 2028 raise so we have to be ready to fight like hell if that happens.
- **Longevity Bonuses (every year)**
 - i. 10-14 years of service = \$200
 - ii. 15-19 years of service = \$250
 - iii. 20+ years of service = \$300
- **Increased Hiring Rates and Minimum Rates for Substitutes**
 - i. 1/1/26 hiring rate (except substitutes) = \$19
 - ii. 1/1/27 hiring rate(except substitutes) = \$19.40 (could be increased to \$20 if additional funding comes in from the State)
 - iii. Minimum rate for substitutes with less than 10 years = \$18
 - iv. Minimum rate for substitutes with more than 10 years = \$19
- **Signing Bonus**

- i. One-time bonus for employees on payroll (except substitutes) of \$575 if this agreement is ratified.

2) Healthcare

- We did not agree to any concessions on healthcare.
- We got Arc to agree to add a new plan design called the Silver Plan.
 - i. The bad thing about the Silver plan: It is a high deductible plan. The Silver plan will not cover anything until you reach your deductible (\$2,500 for single, and \$5,000 for family coverage). The deductible is reset on January 1 so if you go to the doctor on January 2, you should expect to pay the entire bill.
 - ii. The good things about the Silver plan: The premiums (what comes out of your check) will be essentially in the middle of the Gold and Bronze plans (less expensive than Gold, more expensive than Bronze). Another benefit of the plan is that you can put pre-tax money onto a Health Savings Account (HSA). If you get paid \$100 from the Arc, your take home pay is going to be more like \$60 because of taxes. But if you put \$100 of your pay into the HSA, you get to spend all of that \$100 on your health care expenses, such as your deductible.
 - iii. Also, the Arc agreed to contribute \$500 into your Silver plan HSA the first year that you sign up for it and \$250 every year after that.
 - iv. Your Bargaining Committee fought very hard to get the deductible as low as possible for the Silver plan, but the Arc and its broker were very stubborn on this point. So we do not necessarily encourage you to select this plan unless you don't use your health care much. But if you don't use your health care much, you might also consider being in the Bronze plan because the premiums are even cheaper.

3) Grievance Procedure Improvements

- We increased the amount of time that we can file grievance appeals from 10 calendar days to 15 business days.
- The Arc also agreed to provide more information related to certain grievances.

4) Holidays

- We swapped out Columbus Day (2nd Monday in October) and won Juneteenth (June 19).

5) Health And Safety

- Surgical masks will now be contractually guaranteed but you have to ask for them to get them.
- Arc will now offer paid, annual Non-Violent Crisis Intervention training.

6) Duration: This will be a 3-year contract spanning 3/1/26 – 2/28/29.

This victory belongs to every member who filled out a bargaining survey, signed the petition, and was ready to take direct action at the 5k. 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,

Adeline Clesca, Donna King, Manuel Burse, Marylyn Rodriguez, Tanisha Freeland, and Jim McAsey

PS: The most important thing for us to prepare for the future is to recruit additional Shop Stewards. We should have a shop steward for every worksite. Can you volunteer? If not, who do you suggest be a shop steward for your worksite? Let one of the Bargaining Committee members know.

PPS: The second most important thing to do now is to sign up your coworkers who are non-members to be full members of the Union. Only members get to vote in this ratification election.