



1199SEIU FAMILY OF FUNDS

EmployerNEWS

Summer/Fall 2009

LETTER FROM THE EXECUTIVE DIRECTORS

The new League and Union contract that stabilizes all of our Funds and preserves benefits is truly a remarkable achievement. Given all that the collective bargainers faced – the dramatic losses in our Pension Fund, the mandates of the federal Pension Protection Act, the continued escalation of healthcare costs, and the financial challenges facing our institutions and our industry – this was certainly the most difficult bargaining climate in recent memory. But with labor and management agreeing to shared responsibility, the Pension Fund and the important benefits and programs your contributions support were preserved. As always, our Family of Funds is committed to continuing to administer these benefits as effectively and efficiently as possible to strengthen our industry’s workforce, our institutions and patient care.

In this edition of *Family of Funds Employer News*, we have included a summary of the new contract’s provisions that directly impact our Funds. You will also read about some of the important programs and benefits that the contract preserves, including the Child Care Fund’s efforts to encourage students to pursue nursing careers and the Training and Employment Funds’ labor management programs that are improving quality indicators and patient care.

As always, we look forward to working together with you to continue supporting your employees and the industry – especially during these difficult economic times.

Sincerely,

Mitra Behroozi
Executive Director
Benefit and Pension Funds

Deborah King
Executive Director
Training and Employment Funds

Vivian Fox
Executive Director
Child Care Funds

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New Contract Stabilizes the 1199SEIU Funds and Protects Benefits Through 2015

Responding to the effects of the fragile economy, the stock market's collapse and spiraling healthcare costs, the League and the Union came together to find ways to stabilize the 1199SEIU Health Care Employees Pension Fund and the 1199SEIU National Benefit Fund. Like every pension fund in the country, the 1199SEIU Healthcare Employees Pension Fund suffered dramatic losses at the end of 2008, which put it at risk of being forced into a federally-mandated default plan under the Pension Protection Act. This default plan would have drastically cut benefits for both working and retired members while also increasing employer contributions, leaving employers to pay more for less.

With the threat of the default plan hanging over the bargaining parties, the League and Union were able to reach an agreement which stabilizes all of the 1199SEIU Funds and preserves benefits through one of the toughest economic environments in recent history.

Under the new contract, all parties agreed to share responsibility and take on necessary sacrifices. League employers will increase their contributions to the Health Care Employees Pension Fund from 6.75 to 15.8 percent and increase contributions to the National Benefit Fund from 22.5 to 28.38 percent (see schedule below). Your 1199SEIU employees will divert their 3 percent 2009 wage increase to the Benefit and Pension Funds, as well as 1 percent of their 2010 wage increase, and the 2009-2010 retiree COLAs were eliminated. New 1199SEIU hires will accrue pension credit at a lower rate of 1.60%, rather than the existing 1.85%, multiplied by their final ten-year average pay, instead of their final five highest-paid years. Past service credit for newly organized institutions and units has also been eliminated.

The contract also directs the National Benefit Fund to find an additional \$150 million in cost containment over the next five years. As in the past, the Fund's leadership will work closely with the Cost Containment Committee of management and Union trustees to identify every area to hold the line on costs.

The new contract also preserves the many other supportive benefits offered by our Training and Employment and Child Care Funds, the benefits that

help you retain an experienced workforce, help your workers upgrade their skills for the changing workplace and perform better at their jobs because they have access to dependable, affordable child care.

Contract Highlights

- **3% 2009 wage increase and 1% of 2010 wage increase diverted to the Benefit and Pension Funds (members will receive a 2% wage increase in March of 2011, a 2.5% bonus in 2012, and 2.5% wage increases in 2013 and 2014)**
- **2009 and 2010 retiree COLAs eliminated**
- **2011 increase in pension multiplier to 1.875% rescinded**
- **Pension multiplier for new hires after August 1, 2009 reduced to 1.60% of ten-year final average pay, with no past service credit**
- **Benefit Fund directed to save \$150 million over the life of the contract**
- **Funding maintained for Training and Employment and Child Care Funds**
- **\$15.5 million to fund RN Labor Management Initiatives (LMI) and Training and Job Security programs**
- **\$93.7 million to fund the Training and Upgrading Fund, LMI and Healthcare Education Project, and Delegate Training programs**

Pension Fund Contribution Increases

<u>Effective Date</u>	<u>Percentage</u>
Current	6.75%
December 1, 2009	7.45%
December 1, 2010	8.71%
December 1, 2011	9.16%
December 1, 2012	15.80%

Benefit Fund Contribution Increases

<u>Effective Date</u>	<u>Percentage</u>
December 1, 2009	26.88%
December 1, 2011	28.38%
February 1, 2015	23.50%

Contract Continues Funding for Labor Management Programs in Our Industry

1199SEIU Facilities Highlight Successes at National Conference

Both employers and the Union recognize the importance of building labor management partnerships within our industry. In support of that work, the recent League contract continued funding for the Training and Employment Funds' labor management programs, including the Quality Care Community (formerly the Quality Care Committee).

The QCC was founded in 2002 as a partnership between the Nursing Home Division of 1199SEIU and the Continuing Care Leadership Committee (CCLC) to improve care at New York State nursing home facilities. Through the work of their joint labor management committees, the facilities participating in QCC projects have created innovative new approaches to dining, bathing, scheduling, activities and more that are engaging residents and staff and creating supportive communities within our homes.

These new models of care are also being recognized nationally as innovative ways to bring labor and management together to change the culture and improve patient care in nursing homes. This summer, the QCC was a primary sponsor of the national Pioneer Network Conference. Fourteen facilities sent attendees, and four 1199SEIU facilities were selected to present the achievements of their pilot labor management projects, which are raising quality indicators and improving performance standards across the board.

Representatives from Cobble Hill Health Center presented their model for promoting and sustaining person-centered care by engaging all levels of staff. Focusing on the issues that an urban high-rise facility might face, Isabella Geriatric Center's staff and leaders shared their experience in creating a more nurturing and comfortable environment for residents and staff. Jewish Home Lifecare led a panel on their successes in using music and rhythm to engage residents, caregivers and families. Finally, Parker Jewish Institute's representatives explored how the facility has made improvements over time by shifting from a medical model of care to a resident-centered culture.

The QCC leadership plan to expand its work and scope moving forward, seeking to involve additional nursing facilities as well as the number of nursing home staff involved at individual homes. Additionally, the QCC recently launched programming for the next two-year cycle with a conference focusing on performance improvement in pain management, reducing pressure ulcers and consistent assignment of staff to nursing home residents. Keep an eye out for more information on the Quality Care Community's work, or contact the Labor Management Project at (212) 894-4314 or 4315.

Collective Bargaining Agreement Supports RN Retention and Recruitment

The new Collective Bargaining Agreement supports many labor-management programs that have been making a difference in our hospitals and nursing homes, particularly those that focus on building and retaining a qualified, dedicated nursing workforce. The opening of negotiations in May coincided with one of those programs, the sixth annual Nurse of Distinction Award ceremony, sponsored by the RN Labor Management Initiatives. This year's ceremony was the best-attended Nurse of Distinction Award ceremony to date, with over 800 nurses as well as management and Union leaders on hand.

The Awards, which were created as part of the collective bargaining agreement between the 1199SEIU RN Division and the League of Voluntary Hospitals and Homes, acknowledge the contributions of nurses to the healthcare industry and recognize nurses who demonstrate outstanding professional expertise and the ability to make improvements within the profession.

Bruce McIver, President, League of Voluntary Hospitals and Homes of NY; 1199SEIU President George Gresham; and Norma Amsterdam, 1199SEIU Executive Vice President, helped kick off the evening with opening remarks. And at this year's event, Governor David Paterson, in a surprise visit, expressed his admiration for the hard work and dedication of all 1199SEIU healthcare workers, especially nurses.

"Nurses form the foundation of care in our institutions and perform with excellence every shift, every day, despite the challenges inherent in their profession," said Bruce McIver. "They work according to the highest standards of patient care delivery, always looking for avenues to raise the bar, and we're proud to be able to recognize their dedication and skill at this event."

Overall, the 78 nominees represented 27 contributing 1199SEIU hospitals and nursing homes in five categories. The winners were:

Nurse of Distinction in a Hospital Setting: Patricia McQuade, RN – Good Samaritan Hosp.

Nurse of Distinction in a Nursing Home Setting: Georgia Stewart, RN – Center for Nursing & Rehabilitation

Nurse Leader: Elizabeth Ponte, RN – Good Samaritan Hosp.

Novice Nurse: Richard Spatafora, RN – Beth Israel Medical Center-Petrie Division

Nurse Preceptor: Mary Kostenblatt, RN – Good Samaritan Hosp.

Child Care Fund Registration Begins in September

Supporting 1199SEIU Workers and Institutions with Reliable Child Care

The new contract preserves another critical benefit that many working 1199SEIU parents depend on – affordable, reliable child care that gives them peace of mind to focus on patient care. These programs do not just benefit working families; they also strengthen institutions by helping to reduce absenteeism, improve patient outcomes and allow your 1199SEIU employees to perform better while on the job.

Registration for 2010 Child Care Fund benefits begins in September 2009. Members must register in order to be considered for benefits. The Child Care Fund will hold two 2010 Registration Kickoff events: one on Saturday, September 12, from 10:00 am to 4:00 pm, at 310 West 43rd Street in Manhattan; and the other on Saturday, September 19, from 9:00 am to 12:30 pm, at the Fund's Hicksville office, at 100 Duffy Avenue. During the registration period, members can register in person at one of more than 10 convenient locations. Members can also easily register online at www.1199SEIUFunds.org beginning September 1. To better serve you, the CCF has extended its office hours during registration. More information is provided in the registration information packet, which was mailed to eligible members in August. Registration officially ends on October 31.

Registration Sites

1199SEIU Child Care Funds (Manhattan)
1199SEIU Child Care Funds (Hicksville Office)
1199SEIU Future of America Learning Center 1
1199SEIU Future of America Learning Center 2
1199SEIU Brooklyn Cluster
1199SEIU Staten Island Office
1199SEIU White Plains Office
One Fordham Plaza (Bronx)
Jamaica Hospital
Capital Region (Albany)
Rochester Region

Child Care Fund Program Spotlight: Pre-RN Program Supports Nursing Workforce

One of the many child care benefits that 1199SEIU parents can register for this fall is the WorkForce 2000 program, which offers a Pre-RN track for students interested in a career in nursing. The WorkForce 2000 Pre-RN program addresses the nursing shortage directly by giving students with an interest in nursing the support they need to build careers in our industry.

This unique program helps students complete the high school and college coursework they will need to pursue a career in nursing, and gives them unique, practical training opportunities through fieldwork and contact with practicing nurses.

In addition to healthcare facility site visits and scientific field trips, students attend classes at New York University, where they receive academic support in science and math, SAT preparation classes, nursing workshops, and CPR/AED and First Aid Certification.

"The program helped me decide that nursing was the career I really wanted," said Veronica Zielinski, an NYU College of Nursing freshman and 2008 Pre-RN Program participant. "I was exposed to many different nursing areas, and was fortunate enough to have been paired up with a mentor I still keep in touch with."