

November 13, 2009

Tentative Union Contract Summary

Dear Sisters and Brothers,

We have fought a long battle both at the negotiating table and in our community. Through our petition drive over the summer, our attendance at a board of education meeting and our informational picket, we have secured back some crucial benefits from our previous Union contract. We should be very proud of all the work we did. We have reached a tentative agreement and the negotiating committee recommends ratification. Below you will a brief summary of what is included. Also, the entire tentative agreement is included in this mailing.

Summary

General Wage Increases

- \$200 ratification bonus (what we receive if we vote and approve this contract)
- January 1, 2010: \$.50
- August 1, 2010: \$.45
- August 1, 2011: \$.40

Paid Sick Days

- Accrue .5 sick days per month to a maximum of 5 paid sick days per year. Any unused paid sick days will be paid out at the end of the school year.

Paid Time Off

- 5 paid days off.
- Effective January 1, 2010 1 floating holiday.

Seniority

- Chartwells has agreed to honor our district seniority.

Health Insurance

- All employees working 30 hours or more shall have three options for health insurance coverage which can be found in Appendix 1.

401K

- Chartwells will contribute \$.35 for every hour you contribute \$1 to a 401K plan.
- The Union and Chartwells will sit down 60 days prior to the end of this contract to negotiate renewed participation in the previous pension.

The ratification vote will be held on Wednesday November 18, 2009 at 2pm at the board of education annex building.

If you have any questions about the tentative agreement please see a Union Officer or call the Union at 860-951-6614 or 1-800-894-9479 and ask for Pat Hayes or Maggie Russell.

In Solidarity,

The Negotiating Committee, Pat Hayes and Maggie Russell.