

1199/LVHH
Memorandum of Agreement
March 9, 2023

1. This Memorandum of Agreement (“MOA”) shall apply to and modify the collective bargaining agreements currently in effect between (a) the League of Voluntary Hospitals and Homes of New York (“League”) and 1199SEIU United Healthcare Workers East (“Union”) covering the Employers listed in Schedule A (“League multi-employer CBA”), (b) the Employers listed in Schedule B and the Union (“Other CBAs”) and (c) the League and the RN Division of the Union covering the Employers listed in Schedule C (“League/RN CBAs”), hereinafter collectively referred to as (“the CBA(s)”).

2. Effective Date, Duration and Agreements

- A. All CBAs shall remain in full force and effect including all side letters, exhibits, stipulations and attachments thereto, except as modified in this MOA.
- B. Effective July 1, 2023 the parties’ 2021-2024 Agreement shall be extended through September 30, 2026 (“Extension Period”).
- C. The Other CBAs shall be incorporated in the League multi-employer CBA, subject to the provisions of paragraph 6.
- D. The League/RN Division Employers shall continue to collectively constitute a wholly independent bargaining group with the individual Employer agreements preserved.

3. General Wage Increases, Increases to Minimum Rates and Steps

A. Wage increases and corresponding adjustments:

<u>Date</u>	<u>Increase</u>
July 1, 2023	7%
October 1, 2024	6%
October 1, 2025	5%

For the avoidance of doubt, the 10/1/23 wage increase of 3% agreed to in the September 2021 MOA shall no longer be in effect, and shall be replaced by the above wage schedule.

4. 1199SEIU National Benefit Fund (NBF)

A. Effective as of the following dates during the Extension Period the NBF required contribution rate for League Hospitals shall be as follows:

	WC I (PMPY)	WC II/III (% of Gross Wages)
10/1/2024	\$24,475	42.74%
10/1/2025	\$25,990	42.81%

- B.** Effective as of the following dates during the Extension Period the NBF required contribution rate for League Nursing Homes shall be as follows:

	WC I (PMPY)	WC II/III (% of Gross Wages)*
10/1/2024	\$21,957	42.74%
10/1/2025	\$23,244	42.81%

*Nursing Home employers will exclude overtime wages from any contributions made for employees in Wage Classes II and III.

The NBF contribution methodology defined in the June 21, 2022 Milliman letter shall be amended to reflect the assumptions and methodology underlying the above contribution rates.

- C.** Amend the NBF plan to provide cost containment initiatives and other reductions of approximately \$165 million, over the term of the agreement, including the Extension Period.

5. Diversions for the Training and Upgrading Fund (TUF), Job Security Fund (JSF), Child Care Fund (CCF) and Labor Management Initiatives, Inc. (LMI) (collectively Small Funds)

For the 2024-2025 and 2025-2026 contract years, up to \$80 million dollars will be made available from NBF diversions to the TUF, LMI, Healthcare Education Project (HEP) and the Contract Administrator/Delegate Training Program. The final amount needed to maintain the programs under applicable criteria will be calculated by Fund staff and approved by the parties. A schedule of diversions will be developed to be approved by CIPC. Disputes at CIPC under this paragraph shall not be subject to arbitration.

6. Registered Nurses

All provisions of the RN provisions of the 2021-2024 MOA and the individual RN CBAs which sunset, including pilot programs, shall continue.

7. Other CBAs

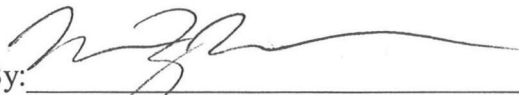
All terms and conditions in the Other CBAs for the Employers and new bargaining units set forth in Schedule B shall remain in full force and effect and shall be deemed local agreements to the League Multi-Employer Collective Bargaining Agreement, unless expressly modified during the course of these negotiations and incorporated into this MOA.

- 8.** This MOA is subject to ratification by (a) the Union membership and the League Members in Schedules A and B as a multi-employer group, and (b) the Union members of the RN Division voting as a single group and the League RN Employers in Schedule C, voting as a single group. Both parties shall use their best efforts to ratify the Agreement within thirty

(30) days. If this MOA is not ratified by both parties, the 2021-2024 League CBA shall remain in full force and effect.

AGREED:

LEAGUE OF VOLUNTARY HOSPITALS
AND HOMES OF NEW YORK
(on behalf of Schedule A & B Employers)

By: 

Marc Z. Kramer, President

Date: March 9, 2023


LEAGUE OF VOLUNTARY
HOSPITALS AND HOMES OF
(on behalf of Schedule C Employers)

By: 

Daniel F. Murphy Jr., Counsel


Date: March 9, 2023

1199SEIU UNITED HEALTHCARE WORKERS EAST


By: 

George Gresham, President

Date: March 9, 2023

By: 

Nadine Williamson, R.N.
Executive Vice President, RN
Division
Date: March 9, 2023

By: 

Milly Silva, Secretary/Treasurer
Date: March 9, 2023

SCHEDULE A¹

MEMBER INSTITUTIONS OF THE LEAGUE OF VOLUNTARY HOSPITALS AND HOMES OF NEW YORK, A MULTI-EMPLOYER BARGAINING UNIT, COVERED BY THIS AGREEMENT

ARAMARK

ARCH CARE

Carmel Richmond Healthcare and Rehabilitation Center
Ferncliff Nursing Home Co., Inc.
Mary Manning Walsh Home
Providence Rest Nursing Home and Rehabilitation Center
St. Vincent DePaul Residence
Terence Cardinal Cooke Health Care Center

BON SECOURS COMMUNITY HOSPITAL

BRONXCARE HEALTH SYSTEM

BRONXCARE SPECIAL CARE CENTER

BROOKDALE HOSPITAL MEDICAL CENTER

Schulman & Schachne Institute for Nursing & Rehabilitation
Arlene and David Schlang Pavilion

THE BROOKLYN HOSPITAL CENTER

CABRINI OF WESTCHESTER

COHEN'S CHILDREN MEDICAL CENTER

EGER HEALTH CARE & REHABILITATION CENTER

Eger Harbor House, Inc.

EPISCOPAL HEALTH SERVICES, INC.

St. John's Episcopal Hospital South Shore
Episcopal Health Services South Shore Billing

FLUSHING HOSPITAL MEDICAL CENTER

GOOD SAMARITAN HOSPITAL

INTERFAITH MEDICAL CENTER

¹ The parties shall have 48 hours from the signing of this MOA to review and make any necessary corrections to Schedules A, B and C.

ISABELLA GERIATRIC CENTER

JAMAICA HOSPITAL MEDICAL CENTER
Jamaica Hospital DTC
Jamaica Hospital Nursing Home

KINGSBROOK JEWISH MEDICAL CENTER
Rutland Nursing Home, Inc.

LENOX HILL HOSPITAL

LONG ISLAND JEWISH FOREST HILLS

LONG ISLAND JEWISH MEDICAL CENTER

LONG ISLAND HOME DBA SOUTH OAKS HOSPITAL

LONG ISLAND JEWISH VALLEY STREAM

MAIMONIDES MEDICAL CENTER

MAIMONIDES MIDWOOD COMMUNITY HOSPITAL (FKA NEW YORK COMMUNITY HOSPITAL)

MANHATTAN EYE EAR & THROAT HOSPITAL

MID-HUDSON VALLEY STAFFCO, LLC

MJHS

Menorah Center for Rehabilitation and Nursing Care
Adult Day Health Center

MONTEFIORE HEALTH SYSTEM

MONTEFIORE MOUNT VERNON HOSPITAL
MONTEFIORE NEW ROCHELLE
MONTEFIORE SCHAEFFER EXTENDED CARE FACILITY
MONTEFIORE MEDICAL CENTER
Jack D. Weiler Hospital on the Einstein Campus
Montefiore Wakefield Campus
Montefiore Westchester Square
Moses Campus

MOUNT SINAI HEALTH SYSTEM

THE MOUNT SINAI HOSPITAL
Mount Sinai Hospital
Mount Sinai Queens
BETH ISRAEL MEDICAL CENTER
Mount Sinai Beth Israel

Mount Sinai Brooklyn
ST. LUKE'S ROOSEVELT HOSPITAL CENTER
Mount Sinai Morningside
Mount Sinai West
NEW YORK EYE AND EAR INFIRMARY OF MOUNT SINAI
QUEENS HOSPITAL CENTER (Affiliation)
ELMHURST HOSPITAL CENTER (Affiliation)

THE NEW JEWISH HOME
Manhattan Division
Sarah Neuman Nursing Home

NEWYORK-PRESBYTERIAN HOSPITAL/BROOKLYN METHODIST

NEWYORK-PRESBYTERIAN HOSPITAL/COLUMBIA UNIVERSITY MEDICAL CENTER

NEWYORK-PRESBYTERIAN HOSPITAL/WESTCHESTER

NEWYORK-PRESBYTERIAN HOSPITAL/LOWER MANHATTAN

NEWYORK-PRESBYTERIAN QUEENS HOSPITAL

NORTHWELL HEALTH, AMBULATORY SERVICES

NYU LANGONE HEALTH SYSTEM

NYU Langone Tisch/Kimmel Pavilion
NYU Langone Orthopedic Hospital
NYU Langone Hospital Brooklyn
NYU Langone Long Island
Sunset Park Family Health Council at NYU Langone
Coler Carter (Affiliation)
Bellevue Hospital (Affiliation)
Gouverneur Diagnostic Treatment Center (Affiliation)
Woodhull Medical and Mental Health Center (Affiliation)
Cumberland Diagnostic and Treatment Center (Affiliation)

PARKER JEWISH INSTITUTE FOR HEALTH CARE AND REHABILITATION

PLAINVIEW HOSPITAL

REBEKAH REHAB & EXTENDED CARE CENTER

RICHMOND UNIVERSITY MEDICAL CENTER

RIVERSIDE HEALTH CARE SYSTEM, INC.

St. John' s Riverside Hospital
Andrus Pavilion
Dobbs Ferry Pavilion

Park Care Pavilion

SBH HEALTH SYSTEM

SILVERCREST CENTER FOR NURSING AND REHABILITATION

SOUTH SHORE UNIVERSITY HOSPITAL

ST. MARY'S CENTER INC.

ST. PATRICK'S HOME*

ST. VINCENT CATHOLIC MEDICAL CENTER

STATEN ISLAND UNIVERSITY HOSPITAL

Staten Island University Hospital - North Site

Staten Island University Hospital - South Site

STONY BROOK EASTERN LONG ISLAND HOSPITAL PEO

STONY BROOK SOUTHAMPTON PEO

SYOSSET HOSPITAL

UNION COMMUNITY HEALTH CENTER

UNITED HEBREW OF NEW ROCHELLE

WYCKOFF HEIGHTS MEDICAL CENTER

ZUCKER HILLSIDE HOSPITAL

*At the time of the signing of this MOA, a dispute exists between the parties as to whether St. Patrick's Home effectively withdrew from the League prior to the reopening of the collective bargaining agreement. The parties agree that neither the existence of this agreement nor its contents is intended to be relevant to or used in the resolution of this dispute.

SCHEDULE B

**NEW LEAGUE MEMBERS AND EXISTING MEMBER INSTITUTIONS
WITH COLLECTIVE BARGAINING AGREEMENTS
WHO JOINED SINCE SEPTEMBER 23, 2021**

ANDRUS ON HUDSON

SCHEDULE C
LEAGUE OF VOLUNTARY HOSPITALS AND HOMES OF NEW YORK
1199 RN INSTITUTIONS AND AFFILIATES

BETH ISRAEL MEDICAL CENTER

Mount Sinai Beth Israel
Mount Sinai Brooklyn

BON SECOURS HOSPITAL

BROOKDALE HOSPITAL MEDICAL CENTER

Schulman & Schachne Institute for Nursing & Rehab
Arlene and David Schlang Pavilion

EPISCOPAL HEALTH SERVICES, INC.

St. John's Episcopal Hospital South Shore

LONG ISLAND JEWISH FOREST HILLS

GOOD SAMARITAN HOSPITAL

JAMAICA HOSPITAL MEDICAL CENTER

Jamaica Hospital Nursing Home

MAIMONIDES MIDWOOD COMMUNITY HOSPITAL (FKA NEW YORK
COMMUNITY HOSPITAL)

MID-HUDSON VALLEY STAFFCO, LLC

MONTEFIORE MEDICAL CENTER

Montefiore Wakefield Campus

THE MOUNT SINAI HOSPITAL

Mount Sinai Queens

NEWYORK-PRESBYTERIAN QUEENS HOSPITAL

NYU LANGONE HEALTH

NYU Langone Orthopedic Hospital

RIVERSIDE HEALTH CARE SYSTEM, INC.

St. John's Riverside Hospital
Park Care Pavilion

SBH HEALTH SYSTEM

SOUTH SHORE UNIVERSITY HOSPITAL

THE LONG ISLAND HOME dba SOUTH OAKS HOSPITAL

STONY BROOK EASTERN LONG ISLAND HOSPITAL PEO

STONY BROOK SOUTHAMPTON PEO

Agreement Regarding Funds for Contract Administrators and Delegate Training Program

The Contract Administrators and Delegate Training Program (CADT) shall be extended for the period October 1, 2024 to September 30, 2026 and total costs for that period shall not exceed \$14.2 million. The program will continue under the same terms and conditions as described in the July 30, 2002 agreement and 2001 -2005, 2004 - 2008, 2007-2011, 2011-2015, 2015-2018, 2018-2021 and 2021-2024 League multi-employer CBA side letters, and subsequent written agreements adjusted to reflect the duration of this Agreement.

Funding shall be from the National Benefit Fund (NBF) surplus by way of credits to Employer contributions that would otherwise be due to the NBF (CADT Contribution Deductions); and

Whereas, the parties wish to specify the manner and timing of CADT Contribution Deductions;

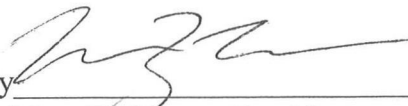
NOW THEREFORE, the following shall constitute an amendment of the CBA:

Each Member shall take its CADT Contribution Deductions to fund the CADT for the periods during the monthly National Benefit Fund Contributions specified below.

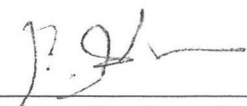
PERIOD	MONTH OF NBF CONTRIBUTION DEDUCTION
October 1, 2024 – September 30, 2026 (24 months)	September 2026

IN WITNESS WHEREOF, the League and the Union have executed this Agreement.

League of Voluntary Hospitals and Homes 1199SEIU United Healthcare Workers East

By 

Marc Z. Kramer, President

By 

George Gresham, President

Date: March 9, 2023

Date: March 9, 2023

March 9, 2023

George Gresham, President
1199SEIU United Healthcare Workers East
498 Sevent Avenue
New York, NY 10018

Re: 1199-League Agreement re: Contract
Administrator Program/Delegate Training Program
For 2024-2025 and 2025-2026 Contract Years

Dear George:

This letter memorializes the parties' intent to fully fund the Contract Administrators and Delegate Training Programs ("Programs") from October 1, 2024 through September 30, 2026.

The parties agree to extend the Programs and project that for the period of October 1, 2024 through September 30, 2026, the expenses for both Programs will not exceed \$14.2 million. The total funding allocated for the Delegate Training Program is estimated to be \$1.2 million and the reimbursement amounts in Article V, Section 7 for delegate training days are to be \$395 per day for Guild members and \$707 per day for RNs. The Contract Administration side letter will be updated accordingly. The total funding allocated to the Contract Administrator program during the October 1, 2024 to September 30, 2026 period is estimated to be \$13 million.

Any disputes regarding the funding of the Programs, the specific amounts of funding or the specific sources of funding shall be submitted to CIPC for resolution.

If the forgoing accurately reflects our understanding, please sign and return an executed copy for our files.


Very truly yours,
League of Voluntary Hospitals and Homes



Marc Z. Kramer, President

Accepted and Agreed to by:

1199SEIU United Healthcare Workers East



George Gresham, President