



## Contract Changes/Benefits

Since early November CTU and the diocese have been working on specific language for the new contract.

In the teacher duties article, the total number of duties outside the school day has been reduced to seven from eight. The agreement calls for baccalaureate and graduation to be counted as one duty when they are held on the same day.

The extended leave provided after all sick leave and other time has been used has been reduced to six months from one year.

The schools' contribution to the 403(b) plan remain at 5% and teachers will begin receiving the employer contribution after one year of service [down from three years].

Graduate credit reimbursement increases to \$1035 per year at \$310.50 per credit.

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## Fines Assessed

The Executive Board voted at the November meeting to fine CTU members who crossed the picket lines October 19-22.

During the strike, six members crossed daily at Holy Spirit, 1 member crossed daily at CCHS and 1 member crossed daily at PVI.

In a letter to members informing them of the fine, President Bill Blumenstein noted that the union members' actions were contrary to the solidarity of the union and led to extending the length of the strike.

The amount of the fine is \$488, representing \$250 for the signing bonus and \$238 which was the amount lost for the one day on the average salary.

## NACST John J. Reilly Scholarship

Reilly Scholarship applications will be available in January for CTU members with children in their senior year at any high school.

The annual scholarship is awarded by NACST to 4 children of affiliate members.

The scholarship is \$1000 per year for all four years of the child's college education.

The scholarship was established in memory of the first National Association of Catholic School Teachers President John J. Reilly.

In addition to any award which may be made by the National, CTU awards \$500 per year to CTU nominees for the Reilly Scholarship.

CTU members with eligible children should contact the union office to get the application.

## Contract Changes/Benefits

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Dental benefits increase to \$1500 per year [up from \$1000].

Language incorporating the Diocesan HealthCare Plan for Early Retirees and the Diocesan Severance Plan are now included in the contract.

Prescription co-pays increase to \$50 non-formulary, \$25 formulary, and \$10 generic. The co-pay for ninety [90] day mail order prescriptions is \$100 non-formulary, \$50 formulary, and \$20 generic, these including diabetic medications. The co-pay for approved injectables (other than diabetic medications) is \$100 and \$200 for ninety [90] day mail order, if available as a 90 day supply.

In medical benefits, employees will not pay into the premium for the Point of Service plan for the first two years of the contract. After the first two years, all employees will contribute 5% to the premium, unless an agreement is worked out in the next two years between CTU and the diocese regarding cost savings in any High Deductible Medical Plan which is Health Savings Account qualified.

The union and diocese have agreed to work together during the next two years to look into the development of a High Deductible Medical Plan which is Health Savings Account qualified in order to reduce health care costs to the schools. The initial meeting to discuss the HealthCare plan is set for January 6, 2010.

The new medical benefits do not have any lifetime limits on in-network benefits and include a vision plan [different than the Vision Benefits of America plan].

The out-of-pocket maximum per year remains at \$1000 per individual/\$2000 per family for the Point of Service Plan and \$750 per individual/\$1500 per family for the Direct Access Plan.

The in-patient hospital care co-pay increases to \$300 per admission for the Point of Service Plan and remains at 80% for the Direct Access Plan.

The emergency services co-pay increases to \$75 for the Point of Service Plan and remains at \$50 for the Direct Access Plan.

## Wildwood Catholic

Preparations to begin negotiations at Wildwood Catholic have begun with distribution of the initial negotiation questionnaire to WCHS members.

Following the tabulation of the completed questionnaires, a survey will be distributed to members, a negotiation team will be selected from applicants and a membership meeting will be set at the school.

Negotiations are set to begin in the spring.



*CTU members on the line at HSHS*

## CTU Website

In the week from announcement of the strike to ratification the union website received more than 21,000 hits.

CTUNJ.com usually receives 40 to 50 hits a week.

A hit occurs when a visitor to the site views any page.

Site pages included the two letters from CTU President Bill Blumesnstein to parents mailed September 19 and October 5.

A page was set up to present the October 4 "fact sheet" which described union and diocesan positions prior to the strike.

Daily postings were made throughout the strike to update happenings on the lines and in the schools.



*CTU members on the line at PVI*

## Salary Payments

While CCHS and PVI handled the signing bonus and payment for two days the same way, HSHS and the Special Education programs faced a deduction of two days from the November 15 paycheck.

Bookkeepers for HSHS & for the Special Education teachers deducted four days from the November 15 paycheck.

Since pay periods do not reflect a set number of days, the bookkeepers at CCHS and PVI [in accordance with a previous grievance issue settlement] deducted the four days from the yearly salary, then added two of the days back in to the paycheck. The average number of workdays for the 20 pay periods is just over 9 days.

HSHS teachers will receive one day back in each of the December 15 and January 15 paychecks.

The repayment of the two days has not yet been resolved for teachers in the Special Education program.



*CTU members picketing at the Camden Diocesan Center October 22*

## Communication & Support

The strength of union members on strike was enhanced by two avenues of communication: from members themselves and from parents.

Prior to the October 19 commencement of the strike CTU members made numerous contacts with the Superintendent and Bishop through email and phone.

Members responded to the Superintendent's letter to parents which characterized union proposals as unreasonable and irresponsible.

The two parent meetings October 13 and 15 led to parents becoming engaged in the process; again, through communication of support for the teachers to diocesan and local school officials.



*CCHS & PVI members on the line together at CCHS October 22*

## Parental Letter

*the following letter was received during the strike*

Dearest CCHS Teachers,

We wanted you all to know how valuable you are to our 3 children. Joseph is a senior, Sarah is a sophomore and Andrew is in 2nd grade.

We chose CCHS because of the feeling we received when looking for high schools. We have started a CCHS tradition in our family and our youngest participated in last year's theater productions as a first grader. He expects to attend CCHS when he's a freshman!!

You have given our children the ability to stand up for what they believe in. They have learned many valuable life lessons from your example. They are proud to stand with you as a family. Camden Catholic is a very special place.

We continue to pray for a peaceful resolution and hope you all receive your much over due reward.

I taught in the public schools. I never had to strike, but I am very proud that my 2 children stood with you this week.

God bless everyone and thank you!

Love,

Natalie and John Godley

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