

ADAPT Community Network

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ADAPT
COMMUNITY NETWORK

[we change]

ADAPT Community Network

- Formerly United Cerebral Palsy of New York City
- We are a network of organizations having added New York League for Early Learning and Human First.
- The agency was founded in 1946
- We are one of the largest I/DD agencies in the State
- Servicing over 20,000 Individuals and Families in NYC
- Manage approximately 3,500 employees.
- Unionized environment with 2 separate unions

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- The initial 3.25% granted was to be used for CFR codes
 - 100-199 Support Staff
 - 200-299 Direct Care Staff
- The second 3.25% will be granted and is to be used for
 - 100-199 Support Staff
 - 200-299 Direct Care Staff
 - 300-399 Clinical Staff

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- We used the first of two increases of 3.25% received to offset 2017 increases.
- The second of the increases have not yet been received.

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- We have several options that we are considering
 - Use this money to create separation between job titles thereby addressing the “compression” issue
 - Provide additional increases to DSPs.

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- There are several issues that challenge us:
 - The impact of NY minimum wage increases.
 - NYC has a minimum wage of \$13.00 per hour.
 - This increases to \$15.00 per hour on 12/31/18.
 - Increasing wages by 3.25% on top of \$13.00 per hour will be obliterated by the minimum wage increase.
 - Will the State allow us all to give this increase on top of the minimum wage to get to the goal of a “Living Wage.”