THE ADVOCATE

CAYUGA-ONONDAGA BOCES
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Providing comprehensive employment and personnel relations services to local school districts for over 40 years.

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Welcome New Chief School Officers

The Cayuga-Onondaga BOCES Office of Personnel Relations welcomes and wishes much success to

MICHAEL HAYDEN, the recently appointed Chief School Officer at the CLYDE-SAVANNAH CENTRAL SCHOOL DISTRICT

and

STEPHAN VIGLIOTTI, the recently appointed Chief School Officer at the NORTH ROSE-WOLCOTT CENTRAL SCHOOL DISTRICT

Best wishes!

NYS EDUCATION DEPARTMENT AND NYS HEALTH DEPARTMENT ISSUES VACCINATIONS MEMO

On February 9, 2015, Dr. Cosimo Tangorra, Jr., of the Office of P-12 Education, and Gus Birkhead, M.D., M.P.H., of the Office of Public Health at the NYS Department of Health, issued the following memo to District Superintendents of Schools, as well as all Superintendents of Public Schools and Adminsitrators for Public, Charter and Non-public Schools:

The New York State Education Department (SED) and the New York State Department of Health (DOH) are committed to ensuring that schools across New York State are adhering to state public health laws requiring vaccination of children prior to school admission. Given the recent media attention and the fact that DOH has confirmed three cases of measles in New York State, including New York City, we write to remind you to continue to take all appropriate measures to protect New York's students through your responsibility to oversee children's admissions to school.

As you know, New York Public Health Law (PHL) § 2164 requires that parents vaccinate their children against serious diseases – including polio, measles, chicken pox, whooping cough, and others. Public and private school officials may not admit unvaccinated children to school in excess of 14 days unless: (1) the student is transferring from out-of-state or from another country and can show a good faith effort to get the necessary certification or other evidence of immunizations, in which case the 14-day period may be extended to not more than 30 days; or (2) the student has been legally exempted for medical reasons or because the child's parents hold genuine and sincere religious beliefs which are contrary to vaccination practices (PHL § 2164[7][a], [8], [9]; Education Law § 914[1]; 10 NYCRR § 66-1.3).

In January 2015, 102 people from 14 states were reported to have measles in the United States (U.S.). Most of these cases are part of a large, multi-state measles outbreak linked to an amusement park in California. DOH reports that due to high rates of immunization, the measles virus does not readily circulate in the U.S. In 2014, many of the 644 reported cases of disease in the U.S. were associated with travel from other countries having lower measles immunization rates. Since measles continues to be endemic outside of the U.S., the potential for outbreaks domestically remains. This is especially true when unvaccinated individuals, who may cluster in communities, are exposed to the imported measles virus. **http://emergency.cdc.gov/han/han00376.asp**

According to both the DOH and the Centers for Disease Control and Prevention (CDC), measles can be prevented by getting the safe and highly effective Measles, Mumps, and Rubella (MMR) vaccine. Individuals are not considered at risk of acquiring measles if they are immune. Individuals considered immune to measles are those who:

- have received two doses of MMR vaccination
- were born prior to 1/1/57
- have a blood test confirming immunity
- have a history of laboratory-confirmed measles

The DOH reports that NYS has a strong vaccination program along with a school system with high rates of MMR vaccination. As stated by the DOH, individuals not vaccinated are 22 times more likely to acquire measles than those who have received two measles vaccinations, usually given as the MMR vaccine. **http://www.health.ny.gov/diseases/communicable/measles/fact_sheet.htm**

According to the CDC, measles is a contagious viral respiratory disease which is spread through the air by the coughing and sneezing of an infected individual. It begins with a fever, runny nose, cough, sore throat and red eyes. It is followed by a rash that begins on the face and descends to the trunk and extremities. Individuals infected are contagious four days before the rash through four days after the rash began. The measles virus can live for up to two hours on a surface or in an airspace where the infected person has been present. Approximately 3 out of 10 individuals who are infected with measles can develop one or more complications: pneumonia, ear infections, or diarrhea. For FAQs please refer to: **http://www.cdc.gov/vaccines/vpd-vac/measles/faqs-dis-vac-risks.htm**

The single best way to prevent measles is to be vaccinated. Many New Yorkers have been vaccinated but everyone should check with their health care provider if uncertain of their measles immune status. In the event of an outbreak of a vaccine preventable disease, all schools must maintain a complete and current list of susceptible students e.g. students who have been granted exemptions, are in process and/or awaiting serologic testing results. Please refer to the SED Immunization Guidelines for Schools for more details: **http://www.p12.nysed.gov/sss/documents/IMMUNIZATIONGUIDELINES-FORSCHOOLS.pdf**

School administrators are reminded to review the district's policies to ensure compliance with PHL §2164. Administrators should also share this information with their district medical director and professional healthcare personnel (school nurses). Questions should be directed to your local county health department or the New York City Department of Health and Mental Hygiene where applicable, or the Office of Student Support Services at 518-486-6090.

Additional Resources:

New York State Department of Health Urging Unvaccinated Individuals to Monitor for Symptoms: **https://www.health.ny.gov/press/releases/2015/2015-01-30_measles.htm**

Communicable Disease Reporting Requirements in New York State **http://www.health.ny.gov/forms/instructions/doh-389_instructions.pdf**

CDC's Measles (Rubeola) website: **http://www.cdc.gov/measles/index.html**

CDC's Measles Vaccination website: **http://www.cdc.gov/measles/vaccination.html**

Vaccination Exemption Construed Narrowly

The recent outbreak of measles in California has increased focus on how different states approach vaccination and how public entities can address the decrease in vaccination rates. Although vaccinations are mandated in all fifty states, many states (including California) permit

parents to avoid immunizing their children by allowing an exception to immunization based on the parents' "philosophical beliefs." In contrast, New York and over half the states in the country do not provide a broad philosophical exemption to immunization. In New York, there are only two exemptions to immunization: (1) an exemption based on a sincerely held religious belief; and (2) an exemption based on the detrimental impact to a child's health according to a licensed physician. If parents do not establish the right to avail themselves to one of these two exemptions and they do not vaccinate their children, public schools may not admit their unvaccinated children. The law provides a fourteen day window to allow for compliance and an additional thirty days to provide the necessary certification of immunization where students are transferring from out-of-state or another country.

Last fall, the Commissioner of Education reviewed a situation where parents sought to utilize the medical exemption. In *Appeal of a Student with a Disability*, the parents appealed the school district's denial of their request for an exemption from the diphtheria, tetanus and pertussis booster immunization ("Tdap"). 114 LRP 43087 (N.Y. SED 09/05/14). In this case, the parents submitted a "Medical Request for Immunization Exemption" completed by their child's pediatrician. The form stated that their child "may have had an ALTE (acute life threatening event) after Measles vaccine 3/20/03 ... also may have had reactions to prior vaccines." The parents also submitted a letter from the pediatrician stating that the child "had a reaction to a vaccine at four years of age." According to the medical records, the child had received four doses of the diphtheria, tetanus and pertussis vaccine ("DTaP") between the ages of two months and fifteen months and a measles vaccine at age four.

Because of inconsistencies in the immunization records and the pediatrician's statements, the school district had the records reviewed by a medical specialist in its Office of School Health. That doctor also spoke with another one of the child's doctors who had signed documentation asserting that a Tdap exemption was appropriate for this student. During their conversations, the district's medical specialist determined that the alleged reaction to "a prior DTaP vaccine" was based on the parents' recollection, not contemporaneous records documenting the alleged reaction.

When reviewing this case on appeal, the Commissioner construed the medical exemption narrowly and found that the school district was not unreasonable when denying the parents' request for a medical exemption where there were inconsistencies in the medical documentation and the parents did not provide "evidence that the specific immunization for which the exemption [was] requested would be detrimental to the child."

The End of Negotiated Alternative Discipline Procedures for Tenured School Employees

The New York Court of Appeals has effectively put an end to the use of negotiated alternative procedures to discipline or remove tenured school employees. Late last year, a majority of the Court overturned an unpaid suspension of a tenured school social worker, who had been disciplined pursuant to the alternative discipline procedures contained in the parties' collective bargaining agreement since at least 1992. In 2011, the Rochester City School District suspended tenured social worker

Roseann Kilduff for thirty days without pay for misconduct. At the time of the suspension, the parties' collective bargaining agreement contained an alternative disciplinary procedure that stated, *"[e]xcept as provided elsewhere in this Section, any disciplinary action imposed upon any eligible teacher may be processed as a grievance and arbitration procedure."*

Ms. Kilduff did not immediately avail herself to this procedure by filing a grievance. Rather, she made a request to the District for a hearing pursuant to Education Law Section 3020-a. The District denied Ms. Kilduff's request, advising her that she was not entitled to a Section 3020-a hearing and that she could challenge the discipline only by use of the alternative disciplinary process in the agreement. When this request was denied, Ms. Kilduff grieved the discipline pursuant to the terms of the collective bargaining agreement. When she was not successful in overturning the unpaid suspension by use of the grievance procedure, Ms. Kildruff decided to pursue the matter in the court. She filed an Article 78 petition, alleging that she was not provided the protections contained in Education Law Section 3020-a.

In 1994, Education Law Section 3020(1) was amended. The amended provisions state that no tenured person can be "disciplined or removed" without complying with Section 3020-a or *in accordance with alternative disciplinary procedures contained in a collective bargaining agreement that was effective on or before September 1, 1994, if the alternative procedure was unaltered by renegotiation.*

In the Article 78 proceeding, Ms. Kilduff argued that the District and the Association had renegotiated the collective bargaining agreement since 1994 and, therefore, she had the option of using either the Section 3020-a process or the alternative disciplinary process in the labor agreement. The District argued that the language of the alternative disciplinary process had remained unaltered by negotiation since before 1994, and accordingly, the alternative disciplinary procedures process was grandfathered" in and remained in force.

A majority of the highest court in the State of New York sided with Ms. Kilduff and stated:

> *In any case, it is the language of the statute that is the best evidence of the Legislature's intent and Education Law Section 3020-a plainly provides that, in any collective bargaining agreement taking effect on or after September 1, 1994, tenured employees must be permitted to elect the discipline procedures set forth in Education Law Section 3020-a. Here, as the Appellate Division correctly observed, the determinative circumstance is that the governing renegotiated collective bargaining agreement became effective in 2006. Kilduff v. Rochester City School District, 24 NY3d 505, 2014 N.Y. Slip Op. 08056 (November 20, 2014) (internal citation removed).*

By this decision, the Court of Appeals has wiped out an effective tool that has been useful in addressing a wide range of relatively minor disciplinary cases. Going forward, it is less likely that schools will undertake the time and expense required for a Section 3020-a case if a tenured faculty member commits misconduct such as using profanity in the classroom or abusing personal days. Districts may even refrain from using the Section 3020-a process in cases where a short-term unpaid suspension would be appropriate. The Court has significantly raised the cost of addressing troubling behavior by tenured faculty members. From a practitioner's vantage point, the *Kilduff* decision goes against the use of progressive discipline penalties in dealing with tenured faculty misconduct. An unintended consequence of this decision and the current 3020-a procedures may mean that school districts will only prosecute very serious misconduct cases. The concept of corrective discipline could be fall by the wayside.

In addition, the decision is an attack on the integrity of the process of collective bargaining. The school district negotiated and likely traded some value in exchange for a more efficient and cost conscious procedure to correct employee misconduct. The "value" of this exchange has been subverted by the Court's decision.

FAPE VIOLATIONS CONCERNING DISABLED STUDENTS

In a *Dear Colleague* letter dated October 21, 2014, the U.S. Department of Education's Office for Civil Rights ("OCR") reiterated its expectations for how a school district should respond to allegations of bullying of a disabled student. The OCR's position has not changed significantly since it first addressed this issue in 2000. It also addressed harassment and bullying issues in a 2010 *Dear Colleague* letter.

The guidance from the OCR is reflected in decisions by New York courts, which have considered the legal requirements for districts dealing with allegations of harassment or bullying of disabled students. *See T.K. v. New York City Dept. of Educ.*, 779 F.Supp.2d 289, 317 (E.D.N.Y. 2011)

> ("When responding to bullying incidents, which may affect the opportunities of a special education student to obtain an appropriate education, a school must take prompt and appropriate action. It must investigate if the harassment is reported to have occurred. If harassment is found to have occurred, the school must take appropriate steps to prevent it in the future. These duties of a school exist even if the misconduct is covered by its anti-bullying policy, and regardless of whether the student has complained, asked the school to take action, or identified the harassment as a form of discrimination...
>
> It is not necessary to show that the bullying prevented all opportunity for an appropriate education, but only that it is likely to affect the opportunity of the student for an appropriate education. The bullying need not be a reaction to or related to a particular disability.")

In this most recent *Dear Colleague* letter on the subject, the OCR addressed the impact of bullying and harassment on disabled students, and provided examples showing how such behavior may deny students a free, appropriate public education ("FAPE"). While the the OCR did not provide a clear definition of what triggers an inquiry into whether a disabled student was denied a FAPE, it suggested that a district should convene the IEP or 504 team and discuss the extent of any FAPE-related issues when there is "a sudden decline in grades, the onset of emotional outbursts, an increase in the frequency or intensity of behavioral interruptions, or a rise in missed classes[.]"

The important take away from the OCR's letter is that districts need to be proactive about bullying and harassment of disabled students. Some may incorrectly assume that the obligation for districts to investigate allegations of bullying or harassment occurs only when the district becomes aware of the problem. However, this *Dear Colleague* letter makes it clear that districts can be liable for a denial of FAPE if they are not proactive and investigate whether bullying or harassment are the reasons that a disabled student's grades have declined or the student has acted out in a manner inconsistent with prior behavior.

When confronted with allegations of bullying or unexpected changes to a disabled student's grades or behavior, districts should promptly commence an investigation to determine if bullying or harassment occurred and whether it has had any effect on the student's receipt of FAPE. If so, it is the district's obligation to take measures to prevent the bullying from occurring again and to convene the IEP or 504 team to determine what can be done to make sure the student receives a FAPE.

RECENT AREA TEACHER CONTRACT SETTLEMENTS (shaded areas = contract term)

DATA COLLECTED BY THE CAYUGA-ONONDAGA BOCES OFFICE OF PERSONNEL RELATIONS

CAYUGA-ONONDAGA BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
BOCES	**10-13**	4.50	4.50	1.50	1.75	2.25	2.25	2.25			2.71
Auburn	**6-12**	3.45	3.00	3.00	0.00	2.25	2.25				2.33
Cato-Meridian	**11-12**	3.80	3.80	3.80	2.00	2.00	2.00				2.90
Jordan-Elbridge	**12-14**	3.85	3.90	0.50	2.01	2.18	2.50	2.50	2.50		2.49
Moravia	**6-13**	4.00	4.00	2.00	2.00	0.00	2.00	2.50	2.50		2.44
Port Byron	**6-13**	4.25	3.70	2.00	2.00	2.00	2.00				2.66
Skaneateles	**5-14**	3.75	3.75	1.50	1.50	1.50	2.50	2.60	2.75		2.48
So. Cayuga	**4-13**	4.00	2.00	2.00	2.00	2.00	2.25	2.25			2.36
Union Springs	**6-14**	4.25	4.25	2.00	2.00	2.00	2.00				2.75
Weedsport	**7-13**	4.35	4.50	0.00	2.00	2.00	2.00				2.48
	AVG.	**4.02**	**3.74**	**1.83**	**1.73**	**1.82**	**2.23**	**2.42**	**2.58**		

BROOME-TIOGA BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
Chenango Vall.	**4-11**	4.10	2.50	2.75	2.75	2.75					2.97
Deposit	**9-13**	4.25	2.50	2.50	2.00	2.50	2.50				2.71
Maine-Endwell	**5-08**	4.50	4.50	4.50	4.50						4.50
Owego-Apal.	**1-13**	4.35	2.95	2.95	2.95	2.00	2.00				2.87
Union-Endicott	**11-10**	4.00	$2,253	2.70	2.70	2.70	2.70				2.96
Whitney Point	**6-13**	3.00	3.30	3.50	0.00	2.20	2.20				2.37
	AVG	**4.03**	**3.58**	**3.15**	**2.48**	**2.43**	**2.35**				

GENESEE VALLEY BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
Geneseo	**6-12**	4.20	4.20	2.00	2.00	2.00					2.88

GREATER SO. TIER BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
Hornell	**7-13**	4.40	4.00	2.20	2.00	2.50	2.75				2.98

OSWEGO BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
Hannibal	**6-14**	3.50	3.50	0.00	1.75	1.75	2.20	2.20	2.20		2.14
Oswego	**12-14**	4.00	4.00	0.00	1.75	2.00	2.00	2.00			2.25
	AVG	**3.75**	**3.75**	**0.00**	**1.75**	**1.88**	**2.10**	**2.10**	**2.20**		

RECENT AREA TEACHER CONTRACT SETTLEMENTS (shaded areas = contract term)

TOMPKINS-SENECA-TIOGA BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
BOCES		4.00	4.00	4.00							4.00
Candor		3.00	3.00		2.00	2.00	2.00				2.40
Dryden	**6-14**	4.20	2.60	2.60	3.00	3.00	3.00	3.00	3.05		3.06
George Jr. Rep.	**9-08**	3.26									3.26
Groton	**3-13**	3.50	3.50	3.50	3.50	2.50	2.60	2.70	2.70		3.06
Ithaca	**6-11**	2.20	2.00	2.00	2.00	2.00	2.00				2.03
Lansing	**9-12**	3.40	3.50	3.50	2.70	2.70	3.00	3.00			3.11
Newfield	**5-14**	3.50	2.50	2.00	2.00	3.00	3.50	2.75	2.50		2.72
South Seneca	**7-13**	4.00	4.00	1.50	1.50	2.45	2.45				2.65
Trumansburg	**1-13**	4.00	4.20	2.70	2.70	3.00	3.00				3.27
	AVG	**3.51**	**3.26**	**2.73**	**2.43**	**2.58**	**2.69**	**2.86**	**2.75**		

WAYNE - FINGER LAKES BOCES

	Date Settled	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	AVG.
BOCES		3.00	2.50	1.90	1.90						2.33
Bloomfield		3.90	3.85	3.60	3.35	1.98	2.00	2.00			2.95
Canandaigua		4.20	4.10	3.85	2.00	2.69	2.65	2.57			3.15
Clyde-Savan.	**6-12**	5.00	5.00	5.00	2.25	2.25	2.25				3.63
Dundee	**1-12**	4.00	4.00	2.60	2.50	2.50					3.12
Gananda		4.00	2.75	2.75	2.60	2.60	2.75				2.91
Geneva	**6-12**	4.58	4.22	4.15	2.00	2.00					3.39
Gorham-M'sex	**6-14**	3.50	3.50	2.25	2.25	2.50	2.50	2.50			2.71
Honeoye	**2-12**	4.00	2.60	2.50	2.50						2.90
Lyons	**6-10**	4.25	4.66	3.37	3.88						4.04
Man-S'ville	**8-14**	4.00	4.00	1.80	2.00	2.00	2.00	2.50			2.61
Marion		4.50	3.50	2.80	2.00	2.00					2.96
Naples	**9-11**	4.00	4.00	2.25	2.25	2.25					2.95
Newark	**10-13**	4.00	2.50	2.50	1.25	2.50	2.50				2.54
N Rose-Wolcott	**4-12**	4.32	4.27	1.00	2.47	1.90					2.79
Pal-Mac	**6-09**	3.20	3.90	3.90	2.48	3.90					3.48
Penn Yan	**6-13**	4.00	4.00	2.29	2.29	1.90	2.00	2.00			2.64
Phelps-Cl Spr.		4.00	2.89	2.89	2.89	2.00	2.00	2.00			2.67
Red Creek		4.50	4.50	2.75	2.75	2.50	2.40	2.40			3.11
Romulus	**10-10**	3.33 apprx	3.33 apprx	3.50	3.50						3.42
Seneca Falls	**6-12**	3.67	3.91	3.50	3.45	2.00	2.00				3.09
Sodus		4.15	3.80	3.80	2.00	2.00	2.20	2.00			2.85
Victor		4.30	4.30	4.00	2.00	2.50	2.50				3.27
Waterloo	**5-13**	4.05	3.89	3.72	2.00	1.50	1.75	1.95			2.69
Wayne	**11-12**	4.25	4.00	3.00	2.00	3.00	2.00				3.04
Williamson		4.00	3.00	3.00	2.00	2.25	2.50				2.79
	AVG	**4.03**	**3.73**	**3.03**	**2.41**	**2.31**	**2.25**	**2.21**			

AREA UNEMPLOYMENT RATES

New York State Rate

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	7.3%	7.7%	7.2%	6.1%	6.4%	6.5%	6.7%	6.1%	5.6%	5.7%	5.8%	5.7%	
2013	9.1%	8.6%	8.0%	7.4%	7.5%	7.8%	7.8%	7.5%	7.4%	7.3%	6.8%	6.6%	7.7%

Syracuse, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	7.4%	7.6%	7.1%	5.8%	6.1%	6.2%	6.4%	6.0%	5.7%	5.7%	5.8%	5.7%	
2013	9.3%	8.9%	8.2%	7.5%	7.4%	7.7%	7.5%	7.1%	7.1%	6.8%	6.6%	6.5%	7.6%

Cayuga County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	7.5%	7.8%	7.2%	5.6%	5.7%	5.5%	5.8%	5.6%	5.1%	5.2%	5.3%	5.5%	
2013	9.2%	9.0%	8.2%	7.3%	6.7%	6.9%	6.9%	6.6%	6.4%	6.3%	6.2%	6.2%	7.2%

Broome County Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	8.0%	8.2%	7.6%	6.1%	6.4%	6.5%	6.8%	6.3%	6.0%	6.0%	6.0%	6.1%	
2013	9.7%	9.2%	8.4%	7.6%	7.5%	8.0%	7.8%	7.4%	7.4%	7.1%	7.0%	7.0%	7.8%

Ithaca, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	4.9%	4.9%	4.4%	3.5%	4.1%	4.5%	4.8%	4.4%	3.9%	3.9%	3.8%	3.5%	
2013	6.3%	5.5%	5.0%	4.6%	4.9%	5.6%	5.6%	5.4%	4.7%	4.6%	4.2%	4.0%	5.0%

Ontario/Seneca/Wayne/Yates Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	7.3%	7.7%	7.0%	5.7%	5.5%	5.4%	5.4%	5.0%	5.0%	4.9%	5.3%	5.8%	
2013	9.2%	9.0%	8.3%	7.3%	6.7%	6.7%	6.3%	5.8%	5.9%	5.7%	5.8%	6.0%	6.9%

Rochester, NY Metropolitan Statistical Area

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Ann. Avg.
2014	7.0%	7.2%	6.7%	5.5%	5.8%	5.8%	6.1%	5.8%	5.5%	5.4%	5.4%	5.4%	
2013	8.7%	8.3%	7.7%	7.1%	7.0%	7.1%	7.2%	6.8%	6.8%	6.5%	6.2%	6.1%	7.1%

Source: New York State Department of Labor
Labor Statistics
www.labor.state.ny.us

CONSUMER PRICE INDICES

	INDEX 1982-84 BASE YEAR=100	% INCREASE FROM PRIOR MONTH	% INCREASE FROM PRIOR YEAR
November 2014			
NY-Northeastern New Jersey Area			
1. All Urban Consumers	259.382	-0.4	0.8
2. Urban Wage Earners & Clerical Workers	254.638	-0.5	0.6
U.S. City Average			
1. All Urban Consumers	236.151	-0.5	1.3
2. Urban Wage Earners & Clerical Workers	231.551	-0.7	1.1
December 2014			
NY-Northeastern New Jersey Area			
1. All Urban Consumers	258.080	-0.5	0.3
2. Urban Wage Earners & Clerical Workers	253.224	-0.6	0.1
U.S. City Average			
1. All Urban Consumers	234.812	-0.6	0.8
2. Urban Wage Earners & Clerical Workers	229.909	-0.7	0.3
January 2015			
NY-Northeastern New Jersey Area			
1. All Urban Consumers	258.376	0.1	-0.5
2. Urban Wage Earners & Clerical Workers	253.159	0.0	-0.9
U.S. City Average			
1. All Urban Consumers	233.707	-0.5	-0.1
2. Urban Wage Earners & Clerical Workers	228.294	-0.7	-0.8

COST OF LIVING UPDATE

	ALL CITIES				NY - NORTHEASTERN NEW JERSEY			
Month	Revised Wage Earner Index	%	All Urban Consumers Index	%	Revised Wage Earner Index	%	All Urban Consumers Index	%
Jan-13	226.5	1.5	230.3	1.6	250.8	2.2	254.8	2.2
Feb-13	228.7	1.9	232.2	2.0	252.3	2.3	256.2	2.4
Mar-13	229.3	1.3	232.8	1.5	252.7	1.8	256.6	1.9
Apr-13	228.9	0.9	232.5	1.1	252.0	1.3	256.0	1.4
May-13	229.4	1.2	232.9	1.4	252.3	1.3	256.3	1.4
Jun-13	230.0	1.8	233.5	1.8	252.9	1.8	256.9	1.8
Jul-13	230.1	2.0	233.6	2.0	253.3	2.1	257.3	2.1
Aug-13	230.4	1.5	233.9	1.5	253.6	1.6	257.7	1.7
Sep-13	230.5	1.0	234.1	1.2	254.4	1.4	258.5	1.6
Oct-13	229.7	0.8	233.5	1.0	252.9	0.9	257.1	1.1
Nov-13	229.1	1.1	233.1	1.2	253.0	1.0	257.4	1.2
Dec-13	229.2	1.5	233.0	1.5	253.1	1.4	257.3	1.5
Jan-14	230.0	1.6	233.9	1.6	255.5	1.8	259.6	1.9
Feb-14	230.9	1.0	234.8	1.1	254.8	1.0	259.0	1.1
Mar-14	232.6	1.4	236.3	1.5	255.9	1.3	260.0	1.3
Apr-14	233.4	2.0	237.1	2.0	255.9	1.6	260.0	1.6
May-14	234.2	2.1	237.9	2.1	257.1	1.9	261.2	1.9
Jun-14	234.7	2.0	238.3	2.1	257.1	1.7	261.4	1.7
Jul-14	234.5	1.9	238.3	2.0	257.3	1.6	261.5	1.6
Aug-14	234.0	1.6	237.9	1.7	256.7	1.2	261.1	1.3
Sep-14	234.2	1.6	238.0	1.7	256.9	1.0	261.1	1.0
Oct-14	233.2	1.5	237.4	1.7	256.0	1.2	260.5	1.3
Nov-14	231.6	1.1	236.2	1.3	254.6	0.6	259.4	0.8
Dec-14	229.9	0.3	234.8	0.8	253.2	0.1	258.1	0.3
Jan-15	228.3	-0.8	233.7	-0.1	253.2	-0.9	258.4	-0.5
Feb-15								
Mar-15								
Apr-15								
May-15								
Jun-15								
Jul-15								
Aug-15								
Sep-15								
Oct-15								
Nov-15								
Dec-15								

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