

DC 37, Local 1087 Radio Repair Mechanics Memorandum of Agreement
November 4, 2015

WHEREAS, the undersigned parties desire to enter into a collective bargaining agreement, including this 2008-2017 MOA and the successor to the Consent Determination terminating on June 30, 2008, to cover employees represented by the Union;

WHEREAS, the undersigned parties intend by this 2008-2017 MOA to cover all economic matters and to incorporate the terms of this MOA into the Consent Determination and side letters covering the period of July 1, 2008 through October 3, 2017;

WHEREAS, the undersigned parties intend by this 2008-2017 MOA to continue all of the same terms and conditions specified in the Consent Determination terminating on June 30, 2008, except as amended below;

1. General Wage Increases

a. 2008-2010 Round

1/1/2014	2.00% compounded
1/1/2015	1.961% compounded
1/1/2016	2.00% compounded
1/1/2017	1.9605% compounded

b. 2010-2017 Round

1/1/2012	1.00%
1/1/2013	1.00% compounded
1/1/2014	1.00% compounded
1/1/2015	1.50% compounded
1/1/2016	2.50% compounded
1/1/2017	3.00% compounded

2. Lump Sum Payments Stemming from 2008-2010 Round

a. For those continuously employed and active on the date of payment:

7/1/2015 ¹	12.50% (1/8 of amount accrued)
7/1/2017	12.50% (1/7 of amount accrued)
7/1/2018	25.00% (1/3 of amount accrued)
7/1/2019	25.00% (1/3 of amount accrued)
7/1/2020	25.00% (remainder of amount)

b. Retirees shall receive lump sum payments based on the same schedule as actives, as set forth in Section 2(a), above.

c. The following employees shall be considered "continuously employed" for purposes of the lump sum payments identified in Section 2(a):

- Manuel Roman
- Leon Simmons

¹ This payment will be scheduled for February 1, 2016, assuming this MOA has been ratified on or before December 1, 2015.

- d. It is the intent of the Agreement that retirees and actives continuously employed as of the dates of payout and up to and including the final payment date of July 1, 2020, after having received all the lump sum payments, shall have received the total amount of lump sum cash equal to the amount they would have received if they had received 4% increases on 7/1/08 and 7/1/09, compounded.

3. Ratification Bonus

A lump sum cash payment in the amount of \$1,000, prorated for other than full-time employees, shall be payable as soon as practicable upon execution of this Agreement to those bargaining unit members who were on active payroll as of the day of ratification.

The ratification bonus shall be pensionable, consistent with applicable law.

The ratification bonus shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits, including the calculation of future collective bargaining increases.

4. Authorized Absences

Effective January 1, 2016, the paid leave benefits set forth in Article III, Sections 1(a-f) of Comptroller's Appendix A shall apply.

5. Health Savings

The May 5, 2014 letter agreement regarding health savings and welfare fund contributions between the Municipal Labor Committee and the City will be attached as an Appendix and is deemed to be part of this MOA.

6. Promotional Opportunities

DC37 and the City agree to immediately form a labor/management committee to discuss the issue of promotional opportunities for bargaining unit members. The committee shall consist of representatives of OLR, OMB, affected agencies/employers, DC37, and Local 1087.

7. Duration

This agreement shall be effective from July 1, 2008 through October 3, 2017.

8. Ratification

This agreement is subject to ratification by the Union.

AGREED AND ACCEPTED:


Steven Banks


David Paskin


Manuel Roman