



THE CITY OF NEW YORK  
**OFFICE OF LABOR RELATIONS**  
40 Rector Street, New York, NY 10006-1705  
<http://nyc.gov/olr>

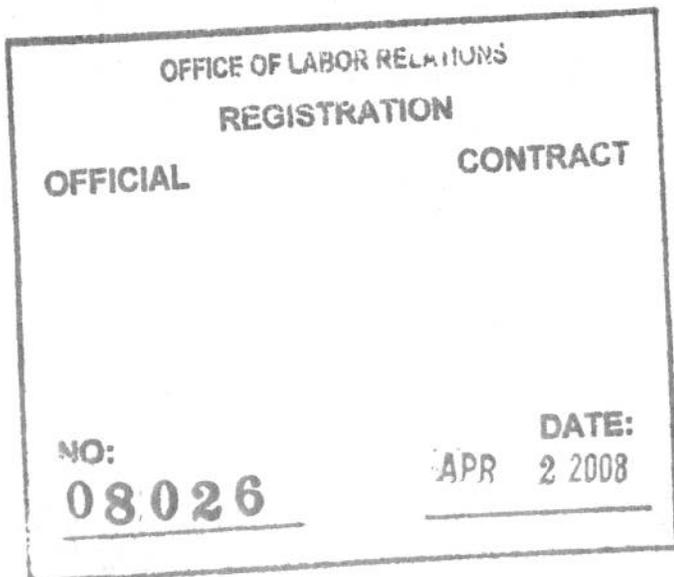
**JAMES F. HANLEY**  
*Commissioner*  
**MARGARET M. CONNOR**  
*First Deputy Commissioner*

TO: HEADS OF CONCERNED CITY DEPARTMENTS AND AGENCIES  
FROM: JAMES F. HANLEY, COMMISSIONER *James F. Hanley*  
SUBJECT: EXECUTED CONTRACT: HOSPITAL TECHNICIANS  
TERM: JULY 1, 2005 TO MARCH 2, 2008

Attached for your information and guidance is a copy of the executed contract entered into by the Commissioner of Labor Relations and the New York City Health & Hospitals Corporation on behalf of the City of New York and District Council 37, A.F.S.C.M.E., AFL-CIO, on behalf of the incumbents of positions listed in Article I of said contract.

The contract incorporates terms of an agreement reached through collective bargaining negotiations and related procedures.

DATED: APR 2 2008



**2005 - 2008  
HOSPITAL TECHNICIANS AGREEMENT**

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION.....2

ARTICLE II - DUES CHECKOFF.....3

ARTICLE III - SALARIES.....3

ARTICLE IV - WELFARE FUND.....13

ARTICLE V - PRODUCTIVITY AND PERFORMANCE.....14

ARTICLE VI - GRIEVANCE PROCEDURE.....15

ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES.....24

ARTICLE VIII - NO STRIKES.....24

ARTICLE IX - CITYWIDE ISSUES.....24

ARTICLE X - UNION ACTIVITY.....25

ARTICLE XI - LABOR-MANAGEMENT COMMITTEE.....25

ARTICLE XII - FINANCIAL EMERGENCY ACT.....25

ARTICLE XIII - APPENDICES.....26

ARTICLE XIV - SAVINGS CLAUSE.....26

ARTICLE XV - CONTRACTING-OUT CLAUSE.....26

Appendix A.....28

AGREEMENT entered into this 2nd day of April, 2008 by and between the City of New York and related public employers pursuant to and limited to their respective elections or statutory requirement to be covered by the New York City Collective Bargaining Law and their respective authorizations to the City to bargain on their behalf and the New York City Health and Hospitals Corporation (hereinafter referred to jointly as the "Employer"), and District Council 37, A.F.S.C.M.E., AFL-CIO (hereinafter referred to as the "Union"), for the thirty-two (32) month and two (2) day period from July 1, 2005 to March 2, 2008.

WITNESSETH:

WHEREAS, the parties hereto have entered into collective bargaining and desire to reduce the results thereof to writing,

NOW, THEREFORE, it is mutually agreed as follows:

ARTICLE I - UNION RECOGNITION AND UNIT DESIGNATION

Section 1.

The Employer recognizes the Union as the sole and exclusive collective bargaining representative for the bargaining unit set forth below, consisting of employees of the Employer, wherever employed, whether full-time, part-time per annum, hourly or per diem, in the below listed title(s), and in any successor title(s) that may be certified by the Board of Certification of the Office of Collective Bargaining to be part of the unit herein for which the Union is the exclusive collective bargaining representative and in any positions in Restored Rule X titles of the Classified Service the duties of which are or shall be equated by the City Personnel Director and the Director of the Budget for salary purposes to any of the below listed title(s):

53057,001060	Ambulance Technician
001850	Ambulatory Care Technician
21561,215610	Assistant Bio-Medical Equipment Technician
001360	Beautician
21562,215620	Bio-Medical Equipment Technician
21560,215600	Bio-Medical Equipment Technician Trainee
003350	Certified Respiratory Therapy Technician
005000	IV Technician
901140,90114,90116	Licensed Barber (incl. DOC)
001860	Maternal and Child Care Technician
005060	Medical Waste Technician
001890	Medicine-Surgery Technician
52015, 520150	Mortuary Technician
001900	Operating Room Technician
988010	Patient Care Associate
986010	Patient Care Technician
002420	Pharmacy Technician

08026

001870	Psychiatric-Social Health Technician
001880	Rehabilitation Technician
980000	Respiratory Therapy Aide
003340	Respiratory Therapy Technician
980010,980020	Respiratory Therapy Technician
003330	Respiratory Therapy Technician Trainee
21563,215630	Sr. Bio-Medical Equipment Technician

**Section 2.**

The terms "Employee" and "Employees" as used in this Agreement shall mean only those persons in the unit described in Section 1 of this Article.

**ARTICLE II - DUES CHECKOFF**

**Section 1.**

a. The Union shall have the exclusive right to the checkoff and transmittal of dues on behalf of each employee in accordance with the Mayor's Executive Order No. 98, dated May 15, 1969, entitled "Regulations Relating to the Checkoff of Union Dues" and in accordance with the Mayor's Executive Order No. 107, dated December 29, 1986, entitled "Procedures for Orderly Payroll Check-Off of Union Dues and Agency Shop Fees."

b. Any Employee may consent in writing to the authorization of the deduction of dues from the Employee's wages and to the designation of the Union as the recipient thereof. Such consent, if given, shall be in a proper form acceptable to the City, which bears the signature of the Employee.

**Section 2.**

The parties agree to an agency shop to the extent permitted by applicable law, as described in a supplemental agreement hereby incorporated by reference into this Agreement.

**ARTICLE III - SALARIES**

**Section 1.**

a. This Article III is subject to the provisions, terms and conditions of the Alternative Career and Salary Pay Plan Regulations, dated March 15, 1967 as amended, except that the specific terms and conditions of this Article shall supersede any provisions of such Regulations inconsistent with this Agreement subject to the limitations of applicable provisions of law.

b. Unless otherwise specified, all salary provisions of this Agreement, including minimum and maximum salaries, advancement or level increases, general increases, education differentials and any other salary adjustments, are based upon a normal work week of 37.5 hours for the titles of Ambulance Technician, Ambulatory Care Technician, Beautician, Licensed Barber (incl. DOC), Maternal and Child Care Technician, Medicine-Surgery Technician, Operating Room Technician, Psychiatric-Social Health

Technician, Rehabilitation Technician, Patient Care Associate, Patient Care Technician, Pharmacy Technician, Respiratory Therapy Technician Trainee, Respiratory Therapy Technician (980010, 980020) and a normal work week of 35 hours for the remaining titles in the bargaining unit. In accordance with Article IX, Section 24 of the 1995-2001 Citywide Agreement, an Employee who works on a full-time, per-diem basis shall receive their base salary (including salary increment schedules) and/or additions-to-gross payment in the same manner as a full-time, per-annum employee. An Employee who works on a part-time per annum basis and who is eligible for any salary adjustments provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed on the relationship between the number of hours regularly worked each week by such Employee and the number of hours in the said normal work week, unless otherwise specified.

- c. Employees who work on a part-time per diem or hourly basis and who are eligible for any salary adjustment provided in this Agreement shall receive the appropriate pro-rata portion of such salary adjustment computed as follows, unless otherwise specified:

Per diem rate - 1/261 of the appropriate minimum basic salary

Hourly Rate -40 hour week basis - 1/2088 of the appropriate minimum basic salary

-37.5 hour week basis - 1/1957.5 of the appropriate minimum basic salary.

-35 hour week basis - 1/1827 of the appropriate minimum basic salary.

- d. The maximum salary for a title shall not constitute a bar to the payment of any salary adjustment or pay differentials provided for in this Agreement but the said increase above the maximum shall not be deemed a promotion.

## Section 2.

Employees in the following title(s) shall be subject to the following specified salary(ies), salary adjustment(s), and/or salary range(s):

### **a. Salaries Effective July 1, 2005**

	i. Minimum*		ii. Maximum
	(1) Hiring Rate	(2) Incumbent Rate	
Ambulance Technician	\$26,925	\$30,964	\$36,234
Ambulatory Care Technician	\$26,925	\$30,964	\$36,234
Asst. Bio-Med Equipment Technician***	\$27,837	\$32,013	\$36,272
Beautician	\$25,783	\$29,650	\$34,771
Bio-Med Equipment Technician ***	\$31,828	\$36,602	\$41,444
Bio-Med Equipment Technician Trainee	\$25,714	\$29,571	Flat Rate
Certified Respiratory Therapy Tech. @	\$32,217	\$37,050	\$45,236
IV Technician	\$30,412	\$34,974	\$42,059
Licensed Barber (including DOC)	\$25,783	\$29,650	\$34,771
Maternal & Child Care Technician	\$26,925	\$30,964	\$36,234

Medical Waste Technician	\$27,527	\$31,656	\$36,932
Medicine & Surgery Technician	\$26,925	\$30,964	\$36,234
Mortuary Technician	\$28,430	\$32,694	\$37,190
Operating Room Technician	\$26,925	\$30,964	\$36,234
Patient Care Associate #	see footnote	\$32,366	\$37,812
Patient Care Technician #	see footnote	\$29,894	\$34,529
Pharmacy Technician #	see footnote	\$33,644	\$37,679
Psychiatric Social Health Technician	\$26,925	\$30,964	\$36,234
Rehabilitation Technician	\$26,925	\$30,964	\$36,234
Respiratory Therapy Aide	\$24,897	\$28,631	\$34,748
Respiratory Therapy Technician @	\$28,577	\$32,864	\$38,315
Respiratory Therapy Technician ***			
Level I	\$28,577	\$32,864	\$38,315
Level II	\$32,217	\$37,050	\$45,236
Respiratory Therapy Tech. Trainee @	\$24,897	\$28,631	\$34,748
Senior Bio-Med Equipment Technician ***	\$35,348	\$40,650	\$46,929

**NOTE:**

- @ To be deleted
- \* See Article III, Section 4, "New Hires"
- \*\* Each appointment to this position above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- \*\*\* Each appointment to this position at HHC above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- # Footnote (\*) is not applicable.

**b. Salaries Effective August 1, 2006**

**i. Minimum\***

	(1) Hiring Rate	(2) Incumbent Rate	ii. Maximum Rate
Ambulance Technician	\$27,463	\$31,583	\$36,959
Ambulatory Care Technician	\$27,463	\$31,583	\$36,959
Asst. Bio-Med Equipment Technician***	\$28,394	\$32,653	\$36,997
Beautician	\$26,298	\$30,243	\$35,466
Bio-Med Equipment Technician ***	\$32,464	\$37,334	\$42,273
Bio-Med Equipment Technician Trainee	\$26,228	\$30,162	Flat Rate
Certified Respiratory Therapy Tech. @	\$32,862	\$37,791	\$46,141
IV Technician	\$31,020	\$35,673	\$42,900
Licensed Barber (including DOC)	\$26,298	\$30,243	\$35,466
Maternal & Child Care Technician	\$27,463	\$31,583	\$36,959
Medical Waste Technician	\$28,077	\$32,289	\$37,671
Medicine & Surgery Technician	\$27,463	\$31,583	\$36,959
Mortuary Technician	\$28,998	\$33,348	\$37,934
Operating Room Technician	\$27,463	\$31,583	\$36,959
Patient Care Associate #	see footnote	\$33,013	\$38,568
Patient Care Technician #	see footnote	\$30,492	\$35,220
Pharmacy Technician #	see footnote	\$34,317	\$38,433
Psychiatric Social Health Technician	\$27,463	\$31,583	\$36,959
Rehabilitation Technician	\$27,463	\$31,583	\$36,959

Respiratory Therapy Aide	\$25,395	\$29,204	\$35,443
Respiratory Therapy Technician @	\$29,149	\$33,521	\$39,081
Respiratory Therapy Technician ***			
Level I	\$29,149	\$33,521	\$39,081
Level II	\$32,862	\$37,791	\$46,141
Respiratory Therapy Tech. Trainee @	\$25,395	\$29,204	\$35,443
Senior Bio-Med Equipment Technician ***	\$36,055	\$41,463	\$47,868

**NOTE:**

- @ To be deleted
- \* See Article III, Section 4. "New Hires"
- \*\* Each appointment to this position above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- \*\*\* Each appointment to this position at HHC above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- # Footnote (\*) is not applicable.

**c. Salaries Effective February 1, 2007**

**i. Minimum\***

	(1) Hiring Rate	(2) Incumbent Rate	ii. Maximum Rate
Ambulance Technician	\$28,562	\$32,846	\$38,437
Ambulatory Care Technician	\$28,562	\$32,846	\$38,437
Asst. Bio-Med Equipment Technician	\$29,530	\$33,959	\$38,477
Beautician	\$27,350	\$31,453	\$36,885
Bio-Med Equipment Technician ***	\$33,763	\$38,827	\$43,964
Bio-Med Equipment Technician Trainee	\$27,277	\$31,368	Flat Rate
Certified Respiratory Therapy Tech. @	\$34,177	\$39,303	\$47,987
IV Technician	\$32,261	\$37,100	\$44,616
Licensed Barber (including DOC)	\$27,350	\$31,453	\$36,885
Maternal & Child Care Technician	\$28,562	\$32,846	\$38,437
Medical Waste Technician	\$29,201	\$33,581	\$39,178
Medicine & Surgery Technician	\$28,562	\$32,846	\$38,437
Mortuary Technician	\$30,158	\$34,682	\$39,451
Operating Room Technician	\$28,562	\$32,846	\$38,437
Patient Care Associate #	see footnote	\$34,334	\$40,111
Patient Care Technician #	see footnote	\$31,712	\$36,629
Pharmacy Technician #	see footnote	\$35,690	\$39,970
Psychiatric Social Health Technician	\$28,562	\$32,846	\$38,437
Rehabilitation Technician	\$28,562	\$32,846	\$38,437
Respiratory Therapy Aide	\$26,410	\$30,372	\$36,861
Respiratory Therapy Technician @	\$30,315	\$34,862	\$40,644
Respiratory Therapy Technician ***			
Level I	\$30,315	\$34,862	\$40,644
Level II	\$34,177	\$39,303	\$47,987
Respiratory Therapy Tech. Trainee @	\$26,410	\$30,372	\$36,861
Senior Bio-Med Equipment Technician ***	\$37,497	\$43,122	\$49,783

**NOTE:**

- @ To be deleted
- \* See Article III, Section 4. "New Hires"

- \*\* Each appointment to this position above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- \*\*\* Each appointment to this position at HHC above the July 1, 2005 and August 1, 2006 hiring rate will be handled on a case by case basis.
- # Footnote (\*) is not applicable.

### **Section 3. General Wage Increases**

- a. The general increases, effective as indicated, shall be:
- i. Effective on July 1, 2005, Employees shall receive a general increase of 3.15%.
  - ii. Effective on August 1, 2006, Employees shall receive an additional general increase of 2%.
  - iii. Effective on February 1, 2007, Employees shall receive an additional general increase of 4%.
  - iv. Part-time per annum, per session, hourly paid and part-time per diem Employees (including seasonal appointees) and Employees whose normal work year is less than a full calendar year shall receive the increases provided in subsections 3 (a)(i), 3 (a)(ii), and 3 (a)(iii) on the basis of computations heretofore utilized by the parties for all such Employees.
- b. The increases provided for in Section 3. (a) shall be calculated as follows:
- i. The general increase in Section 3. (a)(i) shall be upon the base rates (including salary or incremental salary schedules) of the applicable titles in effect on June 30, 2005;
  - ii. The general increase in Section 3. (a)(ii) shall be based upon the base rates (including salary or increment salary schedules) of the applicable titles in effect on July 31, 2006.
  - iii. The general increase in Section 3. (a)(iii) shall be based upon the base rates (including salary or increment salary schedules) of the applicable titles in effect on January 31, 2007.
  - iv. Notwithstanding the provisions set forth in Section 3, the appointment rate for any Employee newly hired on or after July 1, 2005 shall be in accordance with Section 4 ("New Hires") of this *2005-2008 Hospital Technician Agreement*.
- c. i. The general increases provided for in subsections 3. (a)(i), 3. (a)(ii) and 3.(a)(iii) shall be applied to the base rates, incremental salary levels and the minimum and maximum rates (including levels) if any, fixed for the applicable titles, and to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, longevity increments, recurring increment payments, advancement

increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

- ii. Notwithstanding Section 3 (c)(i) above, the total cost of the increase set forth in 3(c)(i) as it applies to "additions to gross" shall not exceed a cost of 0.11 percent of the December 31, 2004 payroll, including spinoffs and pensions. Recurring increment payments are excluded from this provision.

#### **Section 4. New Hires**

- a. The appointment rate for an employee newly hired on or after July 1, 2005 and appointed at a reduced hiring rate shall be the applicable minimum "hiring rate" as set forth in subsections 2(a)(i)(1), 2(b)(i)(1), and 2(c)(i)(1). On the two year anniversary of the employee's original date of appointment, such employee shall be paid the indicated minimum "incumbent rate" for the applicable title that is in effect on such two year anniversary as set forth in subsections 2(a)(i)(1), 2(b)(i)(1), and 2(c)(i)(1) of this Article III.
- b.
  - i. For a title subject to an incremental pay plan, the employee shall be paid the appropriate increment based upon the employee's length of service. Section 2 of this Article III reflects the correct amounts and has been adjusted in accordance with the provisions of Section 3(c)(i) of this Article III.
  - ii. Employees who change titles or levels before attaining two years of service will be treated in the new title or level as if they had been originally appointed to said title or level on their original hiring date.
- c. For the purposes of Sections 4(a) and 4(b), employees 1) who were in active pay status before July 1, 2005, and 2) who are affected by the following personnel actions after said date shall not be treated as "newly hired" employees and shall be entitled to receive the indicated minimum "incumbent rate" set forth in subsections 2(a)(i)(1), 2(b)(i)(1), and 2(c)(i)(1) of this Article III:
  - i. Employees who return to active status from an approved leave of absence.
  - ii. Employees in active status (whether full or part-time) appointed to permanent status from a civil service list, or to a new title (regardless of jurisdictional class or civil service status) without a break in service of more than 31 days.
  - iii. Employees who were laid off or terminated for economic reasons who are appointed from a recall/preferred list or who were subject to involuntary redeployment.
  - iv. Provisional employees who were terminated due to a civil service list who are appointed from a civil service list within one year of such termination.
  - v. Permanent employees who resign and are reinstated or who are appointed from a civil service list within one year of such resignation.

- vi. Employees (regardless of jurisdictional class or civil service status) who resign and return within 31 days of such resignation.
  - vii. A provisional employee who is appointed directly from one provisional appointment to another.
  - viii. For employees whose circumstances were not anticipated by the parties, the First Deputy Commissioner of Labor Relations is empowered to issue, on a case-by-case basis, interpretations concerning application of this Section 4. Such case-by-case interpretations shall not be subject to the dispute resolution procedures set forth in Article VI of this Agreement.
- d. The First Deputy Commissioner of Labor Relations may, after notification to the affected union(s), exempt certain hard to recruit titles from the provisions of subsection 4.

**Section 5.**

Each general increase provided herein, effective as of each indicated date, shall be applied to the rate in effect on the date as specified in Section 3 of this Article. In the case of a promotion or other advancement to the indicated title on the effective date of the general increase specified in Section 3 of this Article, such general increase shall not be applied, but the general increase, if any, for the title formerly occupied, effective on the date indicated shall be applied.

**Section 6.**

In the case of an employee on leave of absence without pay, the salary rate of such employee shall be changed to reflect the salary adjustment specified in Article III.

**Section 7. Advancement Increases**

A person permanently employed by the Employer who is appointed or promoted on a permanent, provisional, or temporary basis in accordance with the Rules and Regulations of the New York City Personnel Director or, where the Rules and Regulations of the New York City Personnel Director are not applicable to a public employer, such other Rules or Regulations as are applicable to the public employer, without a break in service to any of the following title(s) from another title in the direct line of promotion or from another title in the Career and Salary Plan, the minimum rate of which is exceeded by at least 8 percent by the minimum rate of the title to which appointed or promoted, shall receive upon the date of such appointment or promotion either the minimum basic salary for the title to which such appointment or promotion is made, or the salary received or receivable in the lower title plus the specified advancement increase, whichever is greater:

<u>TITLE</u>	<u>7/1/05</u>	<u>8/1/06</u>	<u>2/1/07</u>
Ambulance Technician	\$996	\$1,016	\$1,057
Ambulatory Care Technician	\$996	\$1,016	\$1,057
Assistant Bio-Med Equipment Technician	\$996	\$1,016	\$1,057
Bio-Med Equipment Technician	\$996	\$1,016	\$1,057

Certified Respiratory Therapy Technician *	\$1,053	\$1,074	\$1,117
Maternal & Child Care Technician	\$996	\$1,016	\$1,057
Medicine & Surgery Technician	\$996	\$1,016	\$1,057
Operating Room Technician	\$996	\$1,016	\$1,057
Psychiatric/Social Health Technician	\$996	\$1,016	\$1,057
Rehabilitation Technician	\$996	\$1,016	\$1,057
Respiratory Therapy Technician Level I	\$996	\$1,016	\$1,057
Respiratory Therapy Technician *	\$996	\$1,016	\$1,057
Senior Bio-Med Equipment Technician	\$1,111	\$1,133	\$1,178

**Section 8. Level Increases**

An employee assigned to a higher level in the titles listed below shall receive upon the effective date of such assignment either the minimum salary rate of the new level or the advancement increase listed below, whichever is greater. Neither an advancement to a higher level nor the receipt of an advancement increase for such an assignment shall be considered a promotion.

	<u>7/1/05</u>	<u>8/1/06</u>	<u>2/1/07</u>
Respiratory Therapy Technician, Level II	\$1,053	\$1,074	\$1,117

**Section 9. Longevity Increment**

- a. Employees with 15 years or more of "City" service in pay status shall receive a longevity increment of \$800 per annum.
- b. The rules for eligibility for the longevity increment described above in subsection 8a, shall be set forth in Appendix A of this Agreement and are incorporated by reference herein.

**Section 10. Assignment Differentials**

a. Licensed Barber /Beautician

i. A differential in the pro-rated annual amount stated below shall continue to be provided for one (1) Barber in each hospital, where four (4) or more Barbers are employed, who is duly assigned and designated as Barber-In-Charge to supervise the scheduling and performance of barber services in such a hospital:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$810
8/1/06	\$826
2/1/07	\$859

ii. A differential in the pro-rated annual amount stated below shall continue to be provided for one (1) Beautician who is duly assigned and designated as Beautician-In-Charge to supervise the scheduling and performance of beautician services in Bird S. Coler, Goldwater, and Seaview Hospitals:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$810
8/1/06	\$826
2/1/07	\$859

**b. Mortuary Technician**

A differential in the pro-rated annual amount stated below for the performance of the more difficult and responsible duties of Mortuary Technician shall be provided for all such positions at the Office of the Chief Medical Examiner, and for Mortuary Technicians employed by the Health and Hospitals Corporation who regularly perform such duties. More difficult and responsible duties to be regularly performed as a major function of such a position shall include assisting a pathologist with the physically arduous procedures of the autopsy, e.g., removing of the skull cap, weighing of the organs, and opening of the intestines:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$1,622
8/1/06	\$1,654
2/1/07	\$1,720

**c. Department of Correction**

A pro-rated annual differential in the amounts stated below shall be provided to each employee regularly assigned to a Department of Correction prison facility as follows:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$694
8/1/06	\$708
2/1/07	\$736

**Section 11. Uniform Allowance**

**a.** Where a full uniform is required by the hospital or agency and the same is not supplied, an annual allowance in the amount specified below shall be provided for the titles listed below as follows:

<u>Eligible Titles</u>	<u>Annual Amounts</u>		
	<u>7/1/05</u>	<u>8/1/06</u>	<u>2/1/07</u>
Ambulance Technician	\$491	\$501	\$521
Ambulatory Care Technician	\$491	\$501	\$521
Assistant Bio-Medical Equipment Technician	\$491	\$501	\$521
Bio-Medical Equipment Technician Trainee	\$491	\$501	\$521
Bio-Medical Equipment Technician	\$491	\$501	\$521
Certified Respiratory Therapy Technician	\$491	\$501	\$521
IV Technician	\$491	\$501	\$521
Maternal and Child Care Technician	\$491	\$501	\$521
Medicine-Surgery Technician	\$491	\$501	\$521

Operating Room Technician	\$491	\$501	\$521
Patient Care Associate	\$491	\$501	\$521
Patient Care Technician	\$491	\$501	\$521
Psychiatric-Social Health Technician	\$491	\$501	\$521
Rehabilitation Technician	\$491	\$501	\$521
Respiratory Therapy Aide	\$491	\$501	\$521
Respiratory Therapy Technician	\$491	\$501	\$521
Respiratory Therapy Technician Trainee	\$491	\$501	\$521
Sr. Bio-Medical Equipment Technician	\$491	\$501	\$521

**b. Licensed Barber (inc. DOC)/ Beautician**

The employing agency shall provide on a pro-rata basis three (3) uniforms annually to each incumbent who is required to wear a uniform in the titles of Licensed Barber (incl. DOC) and Beautician.

**Section 12. Equipment Allowance**

A pro-rated annual allowance in the amount stated below shall be provided for the repair, maintenance and replacement of the equipment used by Licensed Barbers (incl. DOC) and Beauticians in the performance of their duties:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$170
8/1/06	\$173
2/1/07	\$180

**Section 13. Certified Operating Room Technicians**

Operating Room Technicians certified by the National Association of Surgical Technologists shall receive a certification differential in the pro-rata annual amount stated below:

<u>Effective Date</u>	<u>Annual Amount</u>
7/1/05	\$1,120
8/1/06	\$1,142
2/1/07	\$1,188

**Section 14. Training Fund**

a. Pursuant to the provisions of a separate agreement between the City and District Council 37, a training fund contribution at the rate of twenty-five dollars (\$25) per annum, shall continue to be made to the District Council Education Fund on behalf of each full-time per annum incumbent in the titles listed below, provided however that no contribution shall be made to such fund during any period in which the separate agreement between the City and District Council 37 relating to the operation of such fund is of no force and effect. This section shall be subject to the waiver in Article IV, Section 1(b).

Eligible Titles

Ambulance Technician  
Ambulatory Care Technician  
Assistant Bio-Medical Equipment Technician  
Beautician  
Bio-Medical Equipment Technician  
Bio-Medical Equipment Technician Trainee  
Certified Respiratory Therapy Technician  
Licensed Barber (inc. DOC)/ Beautician  
Maternal and Child Care Technician  
Medical Waste Technician  
Medicine-Surgery Technician  
Mortuary Technician  
Operating Room Technician  
Psychiatric-Social Health Technician  
Rehabilitation Technician  
Respiratory Therapy Aide, Level I  
Respiratory Therapy Aide, Level II  
Respiratory Therapy Technician  
Respiratory Therapy Technician Trainee  
Senior Bio-Medical Equipment Technician

**ARTICLE IV - WELFARE FUND**

**Section 1.**

- a. In accordance with the election by the Union pursuant to the provisions of Article XIII of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the Welfare Fund provisions of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement.
- b. When an election is made by the Union pursuant to the provisions of Article XIII, Section 1(b), of the Citywide Agreement between the City of New York and related public employers and District Council 37, AFSCME, AFL-CIO, the provisions of Article XIII, Section 1(b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, shall apply to Employees covered by this Agreement, and when such election is made, the Union hereby waives its right to training, education and/or legal services contributions provided in this Agreement, if any. In no case shall the single contribution provided in Article XIII, Section 1(b) of the 1995-2001 Citywide Agreement, as amended or any successor agreement(s) thereto, exceed the total amount that the Union would have been entitled to receive if the separate contributions had continued.

**Section 2.**

The Unions agree to provide welfare fund benefits to domestic partners of covered Employees in the

same manner as those benefits are provided to spouses of married covered Employees.

### **Section 3.**

In accordance with the Health Benefits Agreement dated January 11, 2001, each welfare fund shall provide welfare fund benefits equal to the benefits provided on behalf of an active Employee to widow(er)s, domestic partners and/or children of any employee who dies in the line of duty as that term is referenced in Section 12-126(b)(2) of the New York City Administrative Code. The cost of providing this benefit shall be funded by the Stabilization Fund.

## **ARTICLE V - PRODUCTIVITY AND PERFORMANCE**

### **Introduction**

Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the Employer and the Union. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities. To achieve and maintain a high level of effectiveness, the parties hereby agree to the following terms:

### **Section 1. - Performance Levels**

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise performance standards or norms notwithstanding the existence of prior performance levels, norms or standards. Such standards, developed by usual work measurement procedures, may be used to determine acceptable performance levels, to prepare work schedules and to measure the performance of each employee or group of employees. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of performance standards or norms hereunder.
- b. Employees who work at less than acceptable levels of performance may be subject to disciplinary measures in accordance with applicable law.

### **Section 2. - Supervisory Responsibility**

- a. The Union recognizes the Employer's right under the New York City Collective Bargaining Law to establish and/or revise standards for supervisory responsibility in achieving and maintaining performance levels of supervised Employees for employees in supervisory positions listed in Article I, Section 1, of this Agreement. Notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on Employees are within the scope of collective bargaining. The Employer will give the Union prior notice of the establishment and/or revision of standards for supervisory responsibility hereunder.

- b. Employees who fail to meet such standards may be subject to disciplinary measures in accordance with applicable law.

### **Section 3. - Performance Compensation**

The Union acknowledges the Employer's right to pay additional compensation for outstanding performance.

The Employer agrees to notify the Union of its intent to pay such additional compensation.

## **ARTICLE VI - GRIEVANCE PROCEDURE**

### **Section 1. - Definition:**

The term "*Grievance*" shall mean:

- a. A dispute concerning the application or interpretation of the terms of this Agreement;
- b. A claimed violation, misinterpretation or misapplication of the rules or regulations, *written* policy or orders of the Employer applicable to the agency which employs the grievant affecting terms and conditions of employment; provided, disputes involving the Personnel Rules and Regulations of the City of New York or the Rules and Regulations of the Health and Hospitals Corporation with respect to those matters set forth in the first paragraph of Section 7390.1 of the Unconsolidated Laws shall not be subject to the grievance procedure or arbitration;
- c. A claimed assignment of Employees to duties substantially different from those stated in their job specifications;
- d. A claimed improper holding of an open-competitive rather than a promotional examination;
- e. A claimed wrongful disciplinary action taken against a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation upon whom the agency head has served written charges of incompetence or misconduct while the Employee is serving in the Employee's permanent title or which affects the Employee's permanent status.
- f. Failure to serve written charges as required by Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation upon a permanent Employee covered by Section 75(1) of the Civil Service Law or a permanent Employee covered by the Rules and Regulations of the Health and Hospitals Corporation where any of the penalties (including a fine) set forth in Section 75(3) of the Civil Service Law have been imposed.

- g. A claimed wrongful disciplinary action taken against a provisional Employee who has served for two years in the same or similar title or related occupational group in the same agency.
- h. A claimed wrongful disciplinary action taken against a non-competitive Employee as defined in Section 11 of this Article.
- i. A claimed wrongful disciplinary action taken against a per diem Employee who has been employed in the Health and Hospitals Corporation as defined in Section 12 of this Article.

## **Section 2.**

The Grievance Procedure, except for grievances as defined in Sections 1d, 1e, 1g, 1h and 1i of this Article, shall be as follows:

Employees may at any time informally discuss with their supervisors a matter which may become a grievance. If the results of such a discussion are unsatisfactory, the Employees may present the grievance at **Step I**.

All grievances must be presented in writing at all steps in the grievance procedure. For all grievances as defined in Section 1 (c), no monetary award shall in any event cover any period prior to the date of the filing of the **Step I** grievance unless such grievance has been filed within thirty (30) days of the assignment to alleged out-of-title work. No monetary award for a grievance alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be issued unless such grievance has been filed within the time limitation set forth in **Step I** below for such grievances; if the grievance is so filed, any monetary award shall in any event cover only the period up to six years prior to the date of the filing of the grievance.

**Step I** - The Employee and/or the Union shall present the grievance in the form of a memorandum to the person designated for such purpose by the agency head no later than 120 days after the date on which the grievance arose except that grievances alleging a miscalculation of salary rate resulting in a payroll error of a continuing nature shall be presented no later than 120 days after the first date on which the grievant discovered the payroll error. The Employee may also request an appointment to discuss the grievance and such request shall be granted. The person designated by the Employer to hear the grievance shall take any steps necessary to a proper disposition of the grievance and shall issue a determination in writing by the end of the third work day following the date of submission.

**NOTE:** *The following STEP I(a) shall be applicable only in the Health and Hospitals Corporation in the case of grievances arising under Section 1(a) through 1(c) and 1(f) of this Article and shall be applied prior to Step II of this Section:*

**STEP I(a)** - An appeal from an unsatisfactory determination at **Step I** shall be presented in writing to the person designated by the agency head for such purpose. An appeal must be made within five (5) work days of the receipt of the **Step I** determination. A copy of the grievance appeal shall be sent to the person who initially passed upon the grievance. The person designated to receive the appeal at this Step I shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination to the Employee and/or the Union by the end of the fifth work day following the day on which the appeal was filed.

**STEP II** - An appeal from an unsatisfactory determination at **STEP I** or **STEP I(a)**, where applicable, shall be presented in writing to the agency head or the agency head's designated representative who shall not be the same person designated in **STEP I**. The appeal must be made within five (5) work days of the receipt of the **STEP I** or **STEP I(a)** determination. The agency head or designated representative, if any, shall meet with the Employee and/or the Union for review of the grievance and shall issue a determination in writing by the end of the tenth work day following the date on which the appeal was filed.

**STEP III** - An appeal from an unsatisfactory determination at **STEP II** shall be presented by the Employee and/or the Union to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the **STEP II** determination. The grievant or the Union should submit copies of the **STEP I** and **STEP II** grievance filings and any agency responses thereto. Copies of such appeal shall be sent to the agency head. The Commissioner of Labor Relations or the Commissioner's designee shall review all appeals from **STEP II** determinations and shall issue a determination on such appeals within fifteen (15) work days following the date on which the appeal was filed.

**STEP IV** - An appeal from an unsatisfactory determination at **STEP III** may be brought solely by the Union to the Office of Collective Bargaining for impartial arbitration within fifteen (15) work days of receipt of the **STEP III** determination. In addition, the Employer shall have the right to bring directly to arbitration any dispute between the parties concerning any matter defined herein as a "grievance". The Employer shall commence such arbitration by submitting a written request therefor to the Office of Collective Bargaining. A copy of the notice requesting impartial arbitration shall be forwarded to the opposing party. The arbitration shall be conducted in accordance with Title 61 of the Rules of the City of New York. The costs and fees of such arbitration shall be borne equally by the Union and the Employer.

The arbitrator's decision, order or award (if any) shall be limited to the application and interpretation of the Agreement, and the arbitrator shall not add to, subtract from or modify the Agreement. The arbitrator's award shall be final and binding and enforceable in any appropriate tribunal in accordance with Article 75 of the Civil Practice Law and Rules. The arbitrator may provide for and direct such relief as the arbitrator deems necessary and proper, subject to the limitations set forth above and any applicable limitations of law.

### **Section 3.**

As a condition to the right of the Union to invoke impartial arbitration set forth in this Article, including the arbitration of a grievance involving a claimed improper holding of an open-competitive rather than a promotional examination, the Employee or Employees and the Union shall be required to file with the Director of the Office of Collective Bargaining a written waiver of the right, if any, of such Employee(s) and the Union to submit the underlying dispute to any other administrative or judicial tribunal except for the purpose of enforcing the arbitrator's award.

### **Section 4.**

- a. Any grievance under Section 1 (d) relating to a claimed improper holding of an

open-competitive rather than a promotional examination shall be presented in writing by the Employee or the Union representative to the Commissioner of Labor Relations not later than thirty (30) days after the notice of the intention to conduct such open-competitive examination, or copy of the appointing officer's request for such open-competitive examination, as the case may be, has been posted in accordance with Section 51 of the Civil Service Law. The grievance shall be considered and passed upon within ten (10) days after its presentation. The determination shall be in writing, copies of which shall be transmitted to both parties to the grievance upon issuance.

b. A grievance relating to the use of an open-competitive rather than a promotional examination which is unresolved by the Commissioner of Labor Relations may be brought to impartial arbitration as provided in Sections 2 and 3 above. Such a grievance shall be presented by the Union, in writing, for arbitration within 15 days of the presentation of such grievance to the Commissioner of Labor Relations, and the arbitrator shall decide such grievance within 75 days of its presentation to the arbitrator. The party requesting such arbitration shall send a copy of such request to the other party. The costs and fees of such arbitration shall be borne equally by the Employer and the Union.

### **Section 5.**

In any case involving a grievance under Section I (e) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

**STEP A** - Following the service of written charges, a conference with such Employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

If the Employee is satisfied with the determination in **STEP A** above, the Employee may choose to accept such determination as an alternative to and in lieu of a determination made pursuant to the procedures provided for in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As a condition of accepting such determination, the Employee shall sign a waiver of the Employee's right to the procedures available to him or her under Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation.

**STEP B(i)** - If the Employee is not satisfied with the determination at **STEP A** above then the Employer shall proceed in accordance with the disciplinary procedures set forth in Section 75 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation. As an alternative, the Union with the consent of the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement, including the right to proceed to binding arbitration pursuant to **STEP IV** of such Grievance Procedure. As a condition for submitting the matter to the Grievance Procedure the Employee and the Union shall file a written waiver of the right to utilize the procedures available to the Employee pursuant to Sections 75 and 76 of the Civil Service Law or the Rules and Regulations of the Health and Hospitals Corporation or any other administrative or judicial tribunal, except for the purpose of enforcing an arbitrator's award, if any. Notwithstanding such waiver, the period of an Employee's suspension without pay pending hearing and determination of charges shall

not exceed thirty (30) days.

**STEP B(ii)** - If the election is made to proceed pursuant to the Grievance Procedure, an appeal from the determination of **STEP A** above, shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totaling more than thirty (30) days, the Union with the consent of the grievant may elect to skip **STEP C** of this Section and proceed directly to **STEP D**.

**STEP C** - If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

**STEP D** - If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in **STEP IV** of the Grievance Procedure set forth in this Agreement.

#### **Section 6.**

In any case involving a grievance under Section 1(g) of this Article, the following procedure shall govern upon service of written charges of incompetence or misconduct:

**STEP A** - Following the service of written charges, a conference with such employee shall be held with respect to such charges by the person designated by the agency head to review a grievance at **STEP I** of the Grievance Procedure set forth in this Agreement. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a determination in writing by the end of the fifth day following the date of the conference.

**STEP B(i)** - If the Employee is not satisfied with the determination at **STEP A** above, then the Employee may choose to proceed in accordance with the Grievance Procedure set forth in this Agreement through **STEP III**. The Union, with the consent of the Employee, shall have the right to proceed to binding arbitration pursuant to **STEP IV** of such Grievance Procedure. The period of an employee's suspension without pay pending hearing and determination of charges shall not exceed thirty (30) days.

**STEP B(ii)** - An appeal from the determination of **STEP A** above shall be made to the agency head or designated representative. The appeal must be made in writing within five (5) work days of the receipt of the determination. The agency head or designated representative shall meet with the Employee and the Union for review of the grievance and shall issue a determination to the Employee and the Union by

the end of the tenth work day following the day on which the appeal was filed. The agency head or designated representative shall have the power to impose the discipline, if any, decided upon, up to and including termination of the accused Employee's employment. In the event of such termination or suspension without pay totaling more than thirty (30) days, the Union with the consent of the grievant may elect to skip **STEP C** of this Section and proceed directly to **STEP D**.

**STEP C** - If the grievant is not satisfied with the determination of the agency head or designated representative the grievant or the Union may appeal to the Commissioner of Labor Relations in writing within ten (10) days of the determination of the agency head or designated representative. The Commissioner of Labor Relations shall issue a written reply to the grievant and the Union within fifteen (15) work days.

**STEP D** - If the grievant is not satisfied with the determination of the Commissioner of Labor Relations, the Union with the consent of the grievant may proceed to arbitration pursuant to the procedures set forth in **STEP IV** of the Grievance Procedure set forth in this Agreement.

### Section 7.

A grievance concerning a large number of employees and which concerns a claimed misinterpretation, inequitable application, violation or failure to comply with the provisions of this Agreement may be filed directly at **STEP III** of the grievance procedure except that a grievance concerning employees of the Health and Hospitals Corporation may be filed directly at **STEP II** of the grievance procedure. Such "group" grievance must be filed no later than 120 days after the date on which the grievance arose, and all other procedural limits, including time limits, set forth in this Article shall apply. All other individual grievances in process concerning the same issue shall be consolidated with the "group" grievance.

### Section 8.

If a determination satisfactory to the Union at any level of the Grievance Procedure is not implemented within a reasonable time, the Union may re-institute the original grievance at **STEP III** of the Grievance Procedure; or if a satisfactory **STEP III** determination has not been so implemented, the Union may institute a grievance concerning such failure to implement at **STEP IV** of the Grievance Procedure.

### Section 9.

If the Employer exceeds any time limit prescribed at any step in the Grievance Procedure, the grievant and/or the Union may invoke the next step of the procedure, except that only the Union may invoke impartial arbitration under **STEP IV**.

### Section 10.

The Employer shall notify the Union in writing of all grievances filed by Employees, all grievance hearings, and all determinations. The Union shall have the right to have a representative present at any grievance hearing and shall be given forty-eight (48) hours' notice of all grievance hearings.

**Section 11.**

Grievances relating to a claimed wrongful disciplinary action taken against a non-competitive employee under Section 1 (h) of this Article shall be subject to and governed by the following special procedure:

The provisions contained in this section shall not apply to any of the following categories of employees covered by this contract:

- a. Per diem Employees.
- b. Temporary Employees.
- c. Probationary Employees.
- d. Trainees, provisionals.
- e. Non-competitive Employees with less than three (3) months service in the title.
- f. Competitive class Employees.
- g. Employees covered by Section 75(1) of the Civil Service Law or Section 7:5:1 of the Rules and Regulations of the Health and Hospitals Corporation

**Step I(n)** - Following the service of written charges upon an Employee a conference shall be held with respect to such charges by a person who is designated by the agency head to review such charges. The Employee may be represented at such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a decision in writing by the end of the fifth day following the date of the conference.

**Step II(n)** - If the Employee is dissatisfied with the decision in Step I above, he may appeal such decision. The appeal must be within five (5) working days of the receipt of such decision. Such appeal shall be treated as a grievance appeal beginning with Step II of the Grievance Procedure set forth herein.

**Section 12.**

Grievances relating to a claimed wrongful disciplinary action taken against a per diem Employee employed by the Health and Hospitals Corporation under Section 1(i) of this Article shall be subject to and governed by the following special procedure:

The provisions contained in this Section 12 shall only apply to Employees who meet *all* of the following criteria:

- 1. The Employee is serving in a title represented by District Council 37, Local 420, *and*
- 2. The Employee is employed by the Health and Hospitals Corporation, *and*
- 3. The Employee has served as a per diem in the same title or in two (2) or more titles covered by this Agreement for two (2) continuous calendar years, with no break in service, *and*
- 4. The Employee has been assigned to work and has worked 37.5 hours per week each

- week during the prior two (2) calendar years (less approved time off for usage of annual and sick leave), *and*
5. The Employee has been employed as described in numbers 1,2,3, and 4 above for the two (2) consecutive calendar years immediately preceding the filing of charges, *and*
  6. The Employee has not been separated from service for more than two (2) calendar weeks in the preceding two (2) calendar years.

In any case involving a grievance under Section 1 (i) of this Article upon service of written charges of incompetence or misconduct the following procedures shall govern:

**Step I** - Following the service of written charges upon an employee a conference shall be held with respect to such charges by a person who is designated by the agency head to review such charges. The Employee may be represented by such conference by a representative of the Union. The person designated by the agency head to review the charges shall take any steps necessary to a proper disposition of the charges and shall issue a decision in writing by the end of the fifth day following the date of the conference.

**Step II** - If the Employee is dissatisfied with the decision in Step I above, he may appeal such decision. The appeal must be within five (5) working days of the receipt of such decision. Such appeal shall be treated as a grievance appeal beginning with Step II of the Grievance Procedure set forth herein.

### **Section 13.**

Each of the steps in the Grievance Procedure, as well as time limits prescribed at each step of this Grievance Procedure, may be waived by mutual agreement of the parties.

### **Section 14.**

A non-Mayoral agency not covered by this Agreement but which employs employees in titles identical to those covered by this Agreement may elect to permit the Union to appeal an unsatisfactory determination received at the last step of its Grievance Procedure prior to arbitration on fiscal matters only to the Commissioner of Labor Relations. If such election is made, the Union shall present its appeal to the Commissioner of Labor Relations in writing within ten (10) work days of the receipt of the last step determination. The Union should submit copies of the grievance filings at the prior steps of its Grievance Procedure and any agency responses thereto. Copies of such appeals shall be sent to the agency head. The Commissioner of Labor Relations, or the Commissioner's designee, shall review all such appeals and answer all such appeals within fifteen (15) work days. An appeal from a determination of the Commissioner of Labor Relations may be taken to arbitration under procedures, if any, applicable to the non-Mayoral agency involved.

### **Section 15.**

The grievance and the arbitration procedure contained in this Agreement shall be the exclusive remedy for the resolution of disputes defined as "grievances" herein. This shall not be interpreted to preclude either party from enforcing the arbitrator's award in court. This Section shall not be construed in any manner to limit the statutory rights and obligations of the Employer under Article XIV of the

**Section 16. Expedited Arbitration Procedure.**

- a. The parties agree that there is a need for an expedited arbitration process which would allow for the prompt adjudication of grievances as set forth below.
- b. The parties voluntarily agree to submit matters to final and binding arbitration pursuant to the New York City Collective Bargaining Law and under the jurisdiction of the Office of Collective Bargaining. An arbitrator or panel of arbitrators, as agreed to by the parties, will act as the arbitrator of any issue submitted under the expedited procedure herein.
- c. The selection of those matters which will be submitted shall include, but not limited to, out-of-title cases concerning all titles, disciplinary cases wherein the proposed penalty is a monetary fine of one week or less or written reprimand, and other cases pursuant to mutual agreement by the parties. The following procedures shall apply:

**i. SELECTION AND SCHEDULING OF CASES:**

- (1) The Deputy Chairperson for Disputes of the Office of Collective Bargaining shall propose which cases shall be subject to the procedures set forth in this Section 16 and notify the parties of proposed hearing dates for such cases.
- (2) The parties shall have ten business days from the receipt of the Deputy Chairperson's proposed list of cases and hearing schedule(s) to raise any objections thereto.
- (3) If a case is not proposed by the Deputy Chairperson for expedited handling, either party may, at any time prior to the scheduling of an arbitration hearing date for such case, request in writing to the other party and to the Deputy Chairperson of Disputes of the Office of Collective Bargaining that said case be submitted to the expedited procedure. The party receiving such request shall have ten business days from the receipt of the request to raise any objections thereto.
- (4) No case shall be submitted to the expedited arbitration process without the mutual agreement of the parties.

**ii. CONDUCT OF HEARINGS:**

- (1) The presentation of the case, to the extent possible, shall be made in the narrative form. To the degree that witnesses are necessary, examination will be limited to questions of material fact and cross examination will be similarly limited. Submission of relevant documents, etc., will not be unreasonably limited and may be submitted as a "packet" exhibit.
- (2) In the event either party is unable to proceed with hearing a particular case, the case shall be rescheduled. However, only one adjournment shall be permitted. In the event that either party is unable to proceed on a second occasion, a default judgment may be entered against the adjourning party at the Arbitrator's discretion absent good cause shown.
- (3) The Arbitrator shall not be precluded from attempting to assist the parties in settling a particular case.

- (4) A decision will be issued by the Arbitrator within two weeks. It will not be necessary in the Award to recount any of the facts presented. However, a brief explanation of the Arbitrator's rationale may be included. Bench decisions may also be issued by the Arbitrator.
- (5) Decisions in this expedited procedure shall not be considered as precedent for any other case nor entered into evidence in any other forum or dispute except to enforce the Arbitrator's award.
- (6) The parties shall, whenever possible, exchange any documents intended to be offered in evidence at least one week in advance of the first hearing date and shall endeavor to stipulate to the issue in advance of the hearing date.

#### **ARTICLE VII - BULLETIN BOARDS: EMPLOYER FACILITIES**

The Union may post notices on bulletin boards in places and locations where notices usually are posted by the Employer for the Employees to read. All notices shall be on Union stationery, and shall be used only to notify Employees of matters pertaining to Union affairs. Upon request to the responsible official in charge of a work location, the Union may use Employer premises for meetings during Employees' lunch hours, subject to availability of appropriate space and provided such meetings do not interfere with the Employer's business.

#### **ARTICLE VIII - NO STRIKES**

In accordance with the New York City Collective Bargaining Law, as amended, neither the Union nor any Employee shall induce or engage in any strikes, slowdowns, work stoppages, mass absenteeism, or induce any mass resignations during the term of this Agreement.

#### **ARTICLE IX - CITYWIDE ISSUES**

This Agreement is subject to the provisions, terms and conditions of the Agreement which has been or may be negotiated between the City and the Union recognized as the exclusive collective bargaining representative on Citywide matters which must be uniform for specified employees, including the employees covered by this Agreement.

Employees in Rule X titles shall receive the benefits of the Citywide Agreement unless otherwise specifically excluded herein.

#### **ARTICLE X - UNION ACTIVITY**

Time spent by Employee representatives in the conduct of labor relations with the City and on Union activities shall be governed by the terms of Executive Order No. 75, as amended, dated March 22, 1973, entitled "Time Spent on the Conduct of Labor Relations between the City and Its Employees and on Union Activity" or any other applicable Executive Order.

08026

## **ARTICLE XI - LABOR-MANAGEMENT COMMITTEE**

### **Section 1.**

The Employer and the Union, having recognized that cooperation between management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a labor-management committee in each of the agencies having at least fifty Employees covered by this Agreement.

### **Section 2.**

Each labor-management committee shall consider and recommend to the agency head changes in the working conditions of the Employees within the agency who are covered by this Agreement. Matters subject to the Grievance Procedure shall not be appropriate items for consideration by the labor-management committee.

### **Section 3.**

Each labor-management committee shall consist of six members who shall serve for the term of this Agreement. The Union shall designate three members and the agency head shall designate three members. Vacancies shall be filled by the appointing party for the balance of the term to be served. Each member may designate one alternate. Each committee shall select a chairperson from among its members at each meeting. The chairpersonship of each committee shall alternate between the members designated by the agency head and the members designated by the Union. A quorum shall consist of a majority of the total membership of a committee. A committee shall make its recommendations to the agency head in writing.

### **Section 4.**

The labor-management committee shall meet at the call of either the Union members or the Employer members at times mutually agreeable to both parties. At least one week in advance of a meeting the party calling the meeting shall provide, to the other party, a written agenda of matters to be discussed. Minutes shall be kept and copies supplied to all members of the committee.

## **ARTICLE XII - FINANCIAL EMERGENCY ACT**

The provisions of this Agreement are subject to applicable provisions of law, including the New York State Financial Emergency Act for the City of New York as amended.

## **ARTICLE XIII - APPENDICES**

The Appendix or Appendices, if any, attached hereto and initialed by the undersigned shall be deemed a part of this Agreement as if fully set forth herein.

**ARTICLE XIV - SAVINGS CLAUSE**

In the event that any provision of this Agreement is found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

**ARTICLE XV - CONTRACTING-OUT CLAUSE**

The problem of "Contracting Out" or "Farming Out" of work normally performed by personnel covered by this Agreement shall be referred to the Labor-Management Committee as provided for in Article XI of this Agreement.



NEW YORK CITY HEALTH AND HOSPITALS CORPORATION  
APPROVED AS TO FORM  
APPROVED AS TO CONTENT  
CERTIFIED TO THE NATIONAL CONTRACT BOARD  
DATE: \_\_\_\_\_  
BY: \_\_\_\_\_  
TITLE: \_\_\_\_\_

08.028

WHEREFORE, we have set our hands and seals this 2nd day of April, 2008.

**CITY OF NEW YORK AND  
RELATED PUBLIC EMPLOYERS  
AS DEFINED HEREIN**

**DISTRICT COUNCIL 37  
A.F.S.C.M.E., AFL-CIO**

BY: *James F. Hanley*  
JAMES F. HANLEY  
Commissioner of Labor Relations

BY: *Lillian Roberts*  
LILLIAN ROBERTS  
Executive Director

**NEW YORK CITY HEALTH AND  
HOSPITALS CORPORATION**

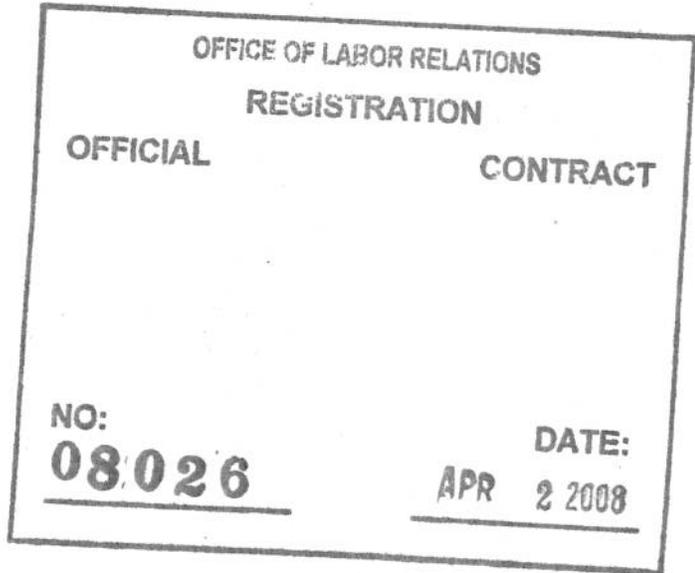
BY: *Frank J. Cirillo*  
FRANK J. CIRILLO  
Senior Vice President

**APPROVED AS TO FORM:**

BY: *Paul T. Rephen*  
PAUL T. REPHEN  
Acting Corporation Counsel

**CERTIFIED TO THE  
FINANCIAL CONTROL BOARD**

DATE: \_\_\_\_\_  
UNIT: HOSPITAL TECHNICIANS  
TERM: July 1, 2005 – March 2, 2008



## Appendix A

### Longevity Increment Eligibility Rules

The following rules shall govern the eligibility of Employees for the longevity increment provided for in Article II, Section 9 of the **2005-2008 Hospital Technicians Unit Agreement**:

1. Only service in pay status shall be used to calculate the 15 years of service, except that for other than full time per annum Employees only a continuous year of service in pay status shall be used to calculate the 15 years of service. A continuous year of service shall be a full year of service without a break of more than 31 days. Where the regular and customary work year for a title is less than a twelve month year, such as a school year, such regular and customary year shall be credited as a continuous year of service counting towards the 15 years of service. If the normal work year for an employee is less than the regular and customary work year for the employee's title, it shall be counted as a continuous year of service if the employee has customarily worked that length work year and the applicable agency verifies that information.

2. Service in pay status prior to any breaks in service of more than one year shall not be used to calculate the 15 years of service. Where an Employee has less than seven years of continuous service in pay status, breaks in service of less than one year shall be aggregated. Where breaks in service aggregate to more than one year they shall be treated as a break in service of more than one year and the service prior to such breaks and the aggregated breaks shall not be used to calculate the 15 years of service. No break used to disqualify service shall be used more than once.

3. The following time in which an Employee is not in pay status shall not constitute a break in service as specified in paragraph 2 above:

- a. time on a leave approved by the proper authority which is consistent with the **Rules and Regulations of the New York City Personnel Director** or the appropriate personnel authority of a covered organization.
- b. time prior to a reinstatement.
- c. time on a preferred list pursuant to **Civil Service Law Sections 80 and 81** or any similar contractual provision.
- d. time not in pay status of 31 days or less.

Notwithstanding the above, such time as specified in subsections a, b and c above shall not be used to calculate the 15 years of service.

4. Once an Employee has completed the 15 years of "City" service in pay status and is eligible to receive the \$800 longevity increment, the \$800 shall become part of the employee's base rate for all purposes except as provided in paragraph 5 below.

5. The \$800 longevity increment shall not become pensionable until fifteen months after the Employee begins to receive such \$800 increment. Fifteen months after the employee begins to receive the \$800 longevity increment, such \$800 longevity increment shall become pensionable and as part of the Employee's base rate, the \$800 longevity increment shall be subject to the general increases provided in Article III, Section 3(a) of this Agreement.