

2017-2021 Memorandum of Agreement
Communications Workers of America, Local 1182 and the City of New York

1. **Term:** 3 years and 10 months, 11 days (46 months and 11 days)

12/31/2017-11/10/2021

2. **General Wage Increases**

<u>Effective Date</u>	<u>General Wage Increases</u>
i. December 31, 2017	2.00%
ii. December 31, 2018	2.25% compounded
iii. December 31, 2019	3.00% compounded

3. **Additions to Gross**

- i. The general wage increases provided for in Section 2(i), (ii), and (iii) shall not be applied to "additions to gross." "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

4. **Conditions of Payment**

- i. The general wage increases pursuant to Section 2(i) and (ii) of this MOA shall be payable as soon as practicable upon the ratification of this MOA.
- ii. The general wage increase pursuant to Section 2(iii) of this MOA shall be payable as soon as practical after the effective date of such increases of this MOA.

5. **Salary Schedule**

Effective October 31, 2018, there shall be a Step 11 added to the salary schedule for Traffic Enforcement Agent, Level II as set forth below. The December 31, 2017 wage increase to employees' salaries is reflected in the second column and the October 31, 2018 Step 11 increase is reflected in the third column of the chart below.

Movement from step to step shall continue to be annual based on the employee's Level II anniversary date. There shall be no salary increases on Steps 9 and 10. Employees will reach Step 11 after 10 years of service as a Level II.

	12/31/2017	10/31/2018
Step 1	\$39,398	\$39,398
Step 2	\$39,766	\$39,766
Step 3	\$40,238	\$40,238
Step 4	\$40,778	\$40,778
Step 5	\$41,146	\$41,146
Step 6	\$41,566	\$41,566
Step 7	\$42,038	\$42,038
Step 8	\$44,051	\$44,051
Step 9	-	\$44,051
Step 10	-	\$44,051
Step 11	-	\$44,451

Effective October 31, 2019, there shall be a \$442 increase to Step 11 as forth below. The December 31, 2018 wage increase to employees' salaries is reflected in the second column and the October 31, 2019 Step 11 increase is reflected in the third column of the chart below.

	12/31/2018	10/31/2019
Step 11	\$45,451	\$45,893

Effective December 31, 2019, there shall be a \$1981 increase to Step 11 inclusive of the wage increase effective on the same date as set forth below.

	12/31/2019
Step 11	\$47,874

6. Annuity

Effective July 31, 2021, the annuity contribution shall be increased to \$283.46 per annum.

7. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of this MOA.

8. Health Savings and Welfare Fund Contributions

The May 5, 2014 and June 28, 2018 Letter Agreements regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, will be attached as Appendix and are deemed to be part of this MOA.

9. Paid Family Leave

The parties agree to work together to "opt-in" to the New York State Paid Family Leave program as soon as practicable following the ratification of this MOA and agree to take the necessary steps to implement.

10. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to this MOA.

11. Direct Deposit

Effective the day after this agreement is ratified, the Employer may require that all newly hired employees be paid exclusively through direct deposit or electronic funds transfer. For employees on direct deposit, the employer may provide pay stubs electronically except where the employee has requested in writing to receive a printed pay stub.

Further, the parties shall work together regarding incumbent employees' enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

11. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: _____

RENEE CAMPION
Commissioner of Labor Relations

FOR COMMUNICATION WORKERS OF AMERICA

BY: _____

WILLIAM GALLAGHER
Downstate NY Area Director

FOR COMMUNICATION WORKERS OF AMERICA, LOCAL 1182

BY: _____

RICKY MORRISON
Staff Representative

November 7, 2019