

2018-2022 Memorandum of Agreement
Local 237, International Brotherhood of Teamsters and
the City of New York
School Safety Agents

1. Term: 4 years, 1 month
3/26/18 – 4/25/22

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. March 26, 2018	2.00%
b. June 26, 2019	2.25% compounded
c. June 26, 2020	3.00% compounded

3. Conditions of Payment

- a. The general wage increases pursuant to Section 2.a. and 2.b. of this *2018-2022 School Safety Agent Memorandum of Agreement* (“MOA”) shall be payable as soon as practicable upon the ratification of this MOA.
- b. The general wage increase pursuant to Sections 2.c. of this MOA shall be payable as soon as practicable after the effective date of such increase.

4. Prohibition of Further Economic Demands

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

5. 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 an Appendix, and are deemed to be part of this MOA.

6. Uniform Allowance

Effective September 26, 2019, the uniform allowance shall be increased to \$1,500 per annum.

7. Locker Rooms

The NYPD shall make best efforts to provide adequate locker rooms with sufficient storage space at each facility to which School Safety Agents are assigned. To the extent space constraints make this impracticable, the City will explore other avenues for addressing the issues.

A labor-management committee shall be established to meet regularly regarding this issue, and the Office of Labor Relations will make efforts to include a representative from the Department of Education on the committee.

8. Safety Committee

The parties shall establish a labor-management committee at the NYPD to discuss safety issues relating to School Safety Agents.

9. Notification of on-the-job injuries

The NYPD will continue to seek to inform union representatives as soon as practicable of any serious on-the-job injuries suffered by a bargaining unit member, as per its current practice.

10. Retiree ID Cards

The NYPD shall continue to provide retiree ID cards, in a form and design determined by the agency, to bargaining unit members who retire in good standing. The NYPD shall have sole discretion to determine the criteria for qualification to receive a retiree ID card. A decision by the NYPD not to issue an ID card to a retiree shall not be subject to the grievance procedure.

11. Paid Family Leave

The parties agree to "opt in" to the New York State Paid Family Leave Program, as implemented by the City of New York, as soon as practicable following the execution of this MOA and agree to take the necessary steps to implement.

12. 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.

13. Continuation of Terms

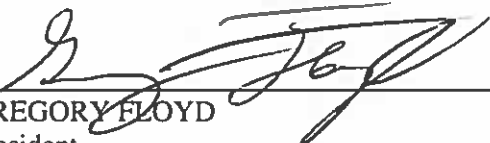
The terms of the predecessor collective bargaining agreement and related agreements shall be continued except as modified pursuant to this MOA.

FOR THE CITY OF NEW YORK

**FOR LOCAL 237, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS**

BY: 

RENEE CAMPION
Commissioner of Labor Relations

BY: 

GREGORY FLOYD
President

Dated: July 23, 2019