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**
   
<table>
<thead>
<tr>
<th>Effective Date</th>
<th>General Wage Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. March 26, 2018</td>
<td>2.00%</td>
</tr>
<tr>
<td>b. June 26, 2019</td>
<td>2.25% compounded</td>
</tr>
<tr>
<td>c. June 26, 2020</td>
<td>3.00% compounded</td>
</tr>
</tbody>
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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

BY: RENEE CAMPION
Commissioner of Labor Relations

FOR LOCAL 237, INTERNATIONAL BROTHERHOOD OF TEAMSTERS

BY: GREGORY FLOYD
President

Dated: July 23, 2019