

**2017-2021 Memorandum of Agreement**  
**District Council 37, Local 376 and the City of New York**  
**Highway Repairer**

1. Term: 3 years and 8 months (44 months)

7/1/17 – 2/28/21

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. July 1, 2017	2.00%
b. July 1, 2018	2.25% compounded
c. August 1, 2019	3.00% compounded

3. Conditions of Payment

- a. The general wage increases pursuant to Section 2.a. and 2.b. of this *2017-2021 DC 37, Local 376 Highway Repairer 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. Education Fund

Effective May 1, 2018, the City’s contribution to the DC37 Education Fund shall be a total of \$100 per covered employee per annum.

6. 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.

Effective February 1, 2021, there shall be a \$50 per annum (active and retiree) increase to the welfare fund contribution, from \$1,775 to \$1,825 per annum.

7. Annuity

Effective August 1, 2019 the annuity contribution shall be increased to \$5.49 for each paid working day up to a maximum of \$1,432.89 per annum.

8. Paid Family Leave

The parties agree to work together 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 ratification of this MOA and agree to take the necessary steps to implement.

9. 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.

10. Continuation of Terms


The terms of the predecessor consent determination and related agreements shall be continued except as modified pursuant to this MOA.

11. Approval of Agreement

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

**FOR DISTRICT COUNCIL 37,  
AFSCME, AFL-CIO**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

BY:   
\_\_\_\_\_  
DAVID PASKIN  
Director of Research and Negotiation

Dated: March 11, 2019