

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

1. Term: 4 years, 1 month

3/26/18 – 4/25/22

2. Applicability

This *2018-2022 IBT Local 237 Memorandum of Agreement* (“MOA”) applies to the following bargaining units:

Special Officers (non-LL 56) (CBU 047)

Institutional Titles A (CBU 121)

Institutional Titles B (CBU 108)

Hospital Technicians (Radiography) (CBU 125)

Public Information and Health Education Titles (CBU 142)

DOE School Guards (CBU 409)

DOE School Lunch Managers (CBU 407)

3. 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

4. Conditions of Payment

- a. The general wage increases pursuant to Section 2.a. and 2.b. of this 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.

5. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of this MOA, except as set forth in section 11.

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.

7. Special Officers

- a. NYC Health + Hospitals and the Department of Citywide Administrative Services shall each provide retiree ID cards, in a form and design determined by the agency, to bargaining unit members who retire in good standing. The agency shall have sole discretion to determine the criteria for qualification to receive a retiree ID card. An agency's decision not to issue an ID card to a retiree shall not be subject to the grievance procedure.
- b. NYC Health + Hospitals and the Department of Citywide Administrative Services shall each seek to inform union representatives as soon as practicable of any serious on-the-job injuries suffered by a bargaining unit member.
- c. Effective September 26, 2019, the uniform allowance for Special Officers shall be increased to \$1,500 per annum.
- d. Effective January 26, 2020, the assignment differential for H+H Special Officers assigned as Lieutenants shall be increased to \$4,000 per year.
- e. Effective June 26, 2020, the annual salary rate for H+H Supervising Special Officers, Assignment Level II, shall be increased to \$75,000.

8. Differentials & Wage Adjustments

Effective January 26, 2020, the following shall apply:

- a. The annual salary rate for all Supervisor Blasting Inspectors, and the contractual maximum for the title, shall be increased by \$8,000.
- b. The Bridge Operator assignment differential shall be increased to \$8,000 per year.
- c. The Supervisor of Traffic Device Maintainer assignment differential shall be increased to \$8,000 per year.
- d. The assignment differential for Cooks and Senior Cooks assigned to kitchens or other food service functions at the Department of Correction shall be increased to \$5,098 per year.
- e. There shall be a \$2,000 per year differential for Radiographers who perform contrast dye injections as a regular part of their duties and responsibilities. The

Union shall withdraw the request for arbitration filed with NYC Health + Hospitals concerning such duties.

9. 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.

10. 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. DOE Titles

The Union and the Department of Education (“DOE”) will continue negotiations regarding the School Food Manager collective bargaining unit and regarding attorneys employed by the DOE. The economic cost of an agreement regarding such titles shall not exceed 0.39%, effective October 26, 2021, based on the December 31, 2016 payroll, including spinoffs and pensions.

12. Continuation of Terms

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

13. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

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

BY:  SB For RC

RENEE CAMPION
Commissioner of Labor Relations

BY: 

GREGORY FLOYD
President

Dated: August 23, 2019