

2017-2020 Memorandum of Agreement
United Probation Officers Association and the City of New York

1. Term: 3 years and 7 months (43 months)

4/28/2017-11/27/2020

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
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- | | |
|--------------------|------------------|
| i. April 28, 2017 | 2.00% |
| ii. April 28, 2018 | 2.25% compounded |
| iii. May 28, 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. Maintenance Allowance

Effective May 28, 2019, there shall be a maintenance allowance of \$250 per annum.

6. Annuity

Effective May 28, 2019, there shall be an annuity contribution of \$261 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

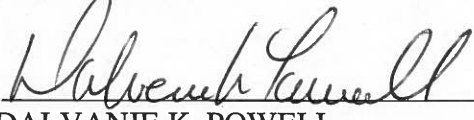
This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: 

RENEE CAMPION
Commissioner of Labor Relations

**FOR UNITED PROBATION OFFICERS
ASSOCIATION**

BY: 

DALVANIE K. POWELL
President

April 15, 2019