

**2017-2020 Roofer Memorandum of Agreement**  
**City Employees Local 237, IBT and City of New York**

1. Term: March 18, 2017 through October 17, 2020 (43 months)

3/18/2017-10/17/2020

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. March 18, 2017	2.00%
ii. March 18, 2018	2.25% compounded
iii. April 18, 2019	3.25% compounded

3. Conditions of Payment

The general wage increases pursuant to Section 2 of this Memorandum of Agreement (MOA) shall be payable as soon as practicable upon the ratification of this MOA.

4. Prohibition of Further Economic Demands

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

5. Annuity Fund

Effective April 18, 2019, the daily annuity contribution shall be increased to \$4.30 per hour actually worked for each day actually worked, up to a maximum of \$8,978.40 per annum on behalf of all full-time and full-time per diem employees.

6. Compensatory Time Option

As soon as practicable, employees shall have the option of compensatory time or cash compensation for overtime, subject to applicable law, including the Fair Labor Standards Act. Overtime compensated in compensatory time will be compensated at the same rate and under the same rules as overtime compensated in cash.

Any agency which determines that the option of compensatory time would cause operational issues may continue to compensate overtime solely in cash, establish a cap on compensatory time accrual, or deny requests for compensatory time in lieu of cash due to operational concerns.

At the New York City Housing Authority, the accrued balance of compensatory time shall be capped at 240 hours per employee.

7. 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 A and are deemed to be part of this MOA.

8. 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.

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 CITY EMPLOYEES UNION, LOCAL  
237, I.B.T.**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

BY:   
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GREGORY FLOYD  
President

Dated: January 31, 2020