

2017-2021 Memorandum of Agreement
Communications Workers of America, Local 1181 and the City of New York

1. Term: 4 years and 5 months, 5 days (53 months and 5 days)

6/6/2017-11/10/2021

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. June 6, 2017	2.00%
ii. June 6, 2018	2.25% compounded
iii. July 6, 2019	3.00% compounded
iv. January 6, 2021	1.63% compounded

3. Additions to Gross

- i. The general wage increases provided for in Section 2(i), (ii), (iii), and (iv) 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), (ii), and (iii) 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(iv) of this MOA shall be payable as soon as practical after the effective date of such increases of this MOA.

5. Annuity

Effective April 6, 2019, there shall be an annuity contribution of \$261 per annum.

6. Promotions

The parties agree to the formation of a joint labor-management committee consisting of the New York City Police Department, two (2) Representatives of CWA, Local 1181 (Union), and a Staff Representative of the CWA's International Union.

The Committee shall meet at either party's request to review and discuss Upgrades of an Associate Traffic Enforcement Agent (ATEA) I to an ATEA II or ATEA III. The NYPD will take all reasonable steps to notify the Union before an Upgrade occurs. Seniority shall be one of the factors considered in Upgrade decisions and the Union can provide input into the Upgrade decision. The intent will be to improve communications, problem solve, and openly discuss issues of concern to both parties regarding Upgrades.

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 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. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to this MOA.

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.

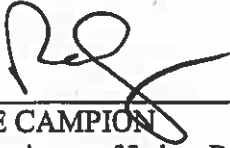
Further, the parties shall work together regarding incumbent employees' enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

11. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: _____


RENEE CAMPION
Commissioner of Labor Relations

FOR COMMUNICATION WORKERS OF AMERICA

BY: _____


WILLIAM GALLAGHER
Downstate NY Area Director

FOR COMMUNICATION WORKERS OF AMERICA, LOCAL 1181

BY: _____


WAYNE POOLE
Staff Representative

November 7, 2019