

**2022-2027 Memorandum of Agreement**  
**1199SEIU, the City of New York ("City") and NYC Health + Hospitals ("NYC H+H")**

1. Term: 5 years and 6 months

4/10/2022 – 10/9/2027

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. September 6, 2022	3.00%
ii. April 10, 2023	3.00% compounded
iii. April 10, 2024	3.00% compounded
iv. April 10, 2025	3.00% compounded
v. April 10, 2026	3.25% compounded

3. Ratification Bonus

A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of this *2022-2027 1199SEIU Memorandum of Agreement ("MOA")* to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this *MOA* shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

#### 4. Additions to Gross

Effective April 10, 2026, the general wage increase provided for in Section 2(v) shall 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.

#### 5. Conditions of Payment

- i. The Lump sum cash payment pursuant to Section 3 of this *MOA* shall be payable as soon as practicable upon ratification of this *MOA*.
- ii. 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 the *MOA*.
- iii. The general wage increases pursuant to Section 2 (iv) and (v) of this *MOA* shall be payable as soon as practicable after the effective date of such increases of the *MOA*.

#### 6. Longevity Differentials, Longevity Increments and Service Increments

Effective April 10, 2024, the longevity differentials, longevity increments, and service increments shall be increased as set forth in Appendix A.

#### 7. Equity Fund

The parties agree that 1.00% in equity funding shall be available effective April 10, 2024 and shall be used to address situations where there is demonstrable evidence of significant recruitment and retention issues and/or compelling evidence of significant changes in job duties or qualifications. The funds available shall be based on the December 31, 2020 payroll, including spinoffs and pensions.

Any agreed upon adjustments must be mutually agreed upon by the parties and the parties agree that they will conclude these equity discussions by December 31, 2024. The 3% general wage increase effective April 10, 2025 and the 3.25% general wage increase effective April 10, 2026 will not be paid until the equity discussion are concluded.

The parties agree to begin meeting within 60 days of ratification of this *MOA*.

8. Additional Compensation Fund ("ACF")

The parties agree that, effective July 10, 2020, the After 1 year of Service Longevity Differential for Licensed Practical Nurses shall be increased from \$432 to \$951.

The parties further agree that effective July 10, 2020, the After 5 years of Service Longevity Increment for Laboratory Assistant and Phlebotomist shall be increased from \$200 to \$719.

The new schedules are set forth below:

LPN - Longevity Differential

YOS	Current	7/10/2020
After 1 yos	\$432	\$951
After 5 yos	\$589	\$1,108
After 10 yos	\$1,089	\$1,608
After 15 yos	\$1,468	\$1,987
After 20 yos	\$1,738	\$2,257

Laboratory Assistant and Phlebotomist – Longevity Increment

YOS	Current	7/10/2020
After 5 yos	\$200	\$719
After 8 yos	\$492	\$1,011
After 10 yos	\$758	\$1,277
After 15 yos	\$1,896	\$2,415
After 20 yos	\$2,000	\$2,519
After 25 yos	\$2,500	\$3,019

The parties further agree that this fully spends and resolves the 0.27% ACF which was available pursuant to paragraph 5 of the parties prior 2018-2022 Memorandum of Agreement dated April 7, 2021.

9. Work Flexibility Committee

The parties agree to a remote work pilot for employees in Mayoral agencies consistent with the terms of the DC37 Remote Work Pilot dated May 31, 2023, as well as a compressed

work pilot consistent with the terms of the DC37 Compressed Work Pilot dated January 11, 2024.

The parties agree to a remote work pilot for employees at NYC Health + Hospitals consistent with the terms of the DC37 Remote Work Pilot dated December 21, 2023. The union and NYC H+H agree to meet and discuss the feasibility of a compressed work pilot.

**10. Prohibition of Further Demands**

Except as provided for in Section 7 of this *MOA*, no party to this agreement shall make additional economic or non-economic demands during the term of this *MOA*.

**11. Continuation of Terms**

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

**12. Payroll**

Effective upon ratification of this *MOA*, all employees who receive paychecks via direct deposit shall be opted out of receiving paper paystubs. Employees may choose to opt-in via NYCAPS Employee Self-Service or other appropriate method at employers not on NYCAPS.

**13. Approval of Agreement**

This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

**FOR 1199:**

BY: 

RENEE CAMPION  
Commissioner of Labor Relations

BY: 

STACY GRAY  
Vice-President

**FOR NYC HEALTH + HOSPITALS**

BY: 

ANDREA G. COHEN  
Senior Vice-President and General Counsel

April 8, 2024

COMMITTEE MEMBERS

April 8, 2024

~~U.S.~~

Chadi Oziuke

Janita Patricia

~~David E. Cox~~

~~Alfonso~~

Alfonso

James Brown

Shawn W. Allen

Fabiola Buddan-Mayo

Hydri.

Alie Broyer

Owendyke

John King

Ernie DiMarco

Colin King

At. Dempsey.

Kevin Lee

Wesley P. Brown

Angela McLean

Martine

## APPENDIX A

### Dieticians Occ Group - Longevity Differential

YOS	Current	4/10/2024
After 5 yrs	\$500	\$1,283
After 10 yrs	\$1,000	\$1,783
After 15 yrs	\$1,500	\$2,283
After 20 yrs	\$2,000	\$2,783

### Associate Pharmacist (HMH), Pharmacist, Poison Info Specialist Principal Pharmacist, Senior Pharmacist, Supervising Pharmacist Longevity Differential

YOS	Current	4/10/2024
After 3 yrs	\$2,570	\$3,353
After 5 yrs	\$3,570	\$4,353
After 10 yrs	\$4,570	\$5,353

### Health System Pharmacist Level 1 - Longevity Differential

YOS	Current	4/10/2024
After 3 yrs	\$1,570	\$2,353

### Health System Pharmacist Level 2 & 3 and Collaborative Drug Therapy Management Pharmacist - Longevity Differential

YOS	Current	4/10/2024
After 3 yrs	\$3,000	\$3,783

### Clinical Laboratory Technologist Level 2, Laboratory Microbiologist Level 2 Longevity Differential

YOS	Current	4/10/2024
After 5 yrs	\$500	\$1,283
After 9 yrs	\$1,453	\$2,236
After 15 yrs	\$2,913	\$3,696
After 20 yrs	\$3,000	\$3,783

### LPN - Longevity Differential

YOS	Current	4/10/2024
After 1 yrs	\$951	\$1,734
After 5 yrs	\$1,108	\$1,891
After 10 yrs	\$1,608	\$2,391
After 15 yrs	\$1,987	\$2,770
After 20 yrs	\$2,257	\$3,040

Associate Laboratory Microbiologist Level I, II, III, Clinical Laboratory  
Technologist Level III, IV, V, Microbiologist (incl. spec.)

Senior Bacteriologist, Principal Microbiologist - Service Increment

YOS	Current	4/10/2024
After 5 yrs	\$906	\$1,689
After 10 yrs	\$1,950	\$2,733
After 15 yrs	\$3,448	\$4,231
After 20 yrs	\$3,800	\$4,583

Clinical Laboratory Technologist Level I, Cytotechnologist, Junior  
Bacteriologist

Laboratory Microbiologist Level I, Senior Bacteriologist - Longevity  
Increment

YOS	Current	4/10/2024
After 5 yrs	\$500	\$1,283
After 8 yrs	\$792	\$1,575
After 10 yrs	\$1,014	\$1,797
After 15 yrs	\$2,314	\$3,097
After 20 yrs	\$2,500	\$3,283

Laboratory Associate Level 1, 2, Laboratory Technician, Clinical Laboratory  
Technician Level 2, Senior Laboratory Technician & (OCME)

Longevity Increment

YOS	Current	4/10/2024
After 5 yrs	\$200	\$983
After 8 yrs	\$492	\$1,275
After 10 yrs	\$758	\$1,541
After 15 yrs	\$1,896	\$2,679
After 20 yrs	\$2,000	\$2,783
After 25 yrs	\$2,500	\$3,283

Laboratory Assistant, Phlebotomist

Longevity Increment

YOS	Current	4/10/2024
After 5 yrs	\$719	\$1,502
After 8 yrs	\$1,011	\$1,794
After 10 yrs	\$1,277	\$2,060
After 15 yrs	\$2,415	\$3,198
After 20 yrs	\$2,519	\$3,302
After 25 yrs	\$3,019	\$3,802