

**2021-2026 Memorandum of Agreement**  
**Local Union 1969, Civil Service Employees**  
**District Council 9, I.U.P.A.T.**  
**Glazier and Supervisor Glazier and**  
**the City of New York**

1. Term: June 21, 2021 – July 20, 2026 (61 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. June 21, 2021	3.00%
b. June 21, 2022	3.00% compounded
c. June 21, 2023	3.00% compounded
d. June 21, 2024	3.00% compounded
e. June 21, 2025	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 *2021-2026 Local Union, 1969, Civil Service Employees District Council 9, I.U.P.A.T. Glazier and Supervisor Glazier Memorandum of Agreement* ("MOA") to those employees who are in active payroll status and in a title covered by this MOA, 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. Conditions of Payment

- a. The Lump sum cash payment pursuant to Section 3 of this MOA shall be payable as soon as practicable upon ratification of this MOA.

- b. The general wage increases pursuant to Section 2.a., 2.b. and 2.c. of this MOA shall be payable as soon as practicable upon ratification of this MOA.
- c. The general wage increases pursuant to Section 2.d., and 2.e. of this MOA shall be payable as soon as practicable following the effective date of such increases.

5. Annuity Fund

- a. Effective June 21, 2025, the annuity contribution shall be increased by \$0.03 per hour to a total of \$2.54 per hour actually worked to a maximum of \$17.78 per day.
- b. Effective June 21, 2026, the annuity contribution shall be increased by \$0.12 per hour to a total of \$2.66. per hour actually worked to a maximum of \$18.62 per day.
- c. The annuity fund increases pursuant to Section 5.a. and 5.b. of this MOA shall be paid consistent with the Annuity Fund language in the 2017-2021 Glazier and Supervisor Glazier Consent Determination dated February 14, 2022.

6. Welfare Fund

Effective September 21, 2023, there shall be a recurring \$50 per annum per employee (active and retiree) increase to the welfare fund contribution, from \$1,975 to \$2,025.

7. Prohibition of Further Economic Demands

No Party to this agreement shall make additional economic or non-economic demands during the term of this MOA.

8. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

9. Continuation of Terms

The terms of the predecessor Consent Determination and related agreements shall be continued except as modified pursuant to this MOA.

**10. Approval of Agreement**

This MOA is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

**FOR LOCAL 1969  
CIVIL SERVICE EMPLOYEES, I.U.P.A.T.**

BY:   
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JOSEPH AZZOPARDI  
Business Manager/Secretary Treasurer  
District Council 9, I.U.P.A.T.

Dated: December 5, 2023