



Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
nyc.gov/olr

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Commissioner

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*Deputy Commissioner
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Georgette Gestely
Director, Employee Benefits Program

May 10, 2024

Benny Boscio
President
Correction Officers' Benevolent Association
77-10 21st Ave
East Elmhurst, NY 11370

RE: 2022-2027 Uniform Officers Coalition Economic Agreement ("UOCEA")

Dear Mr. Boscio:

This is to confirm the parties' mutual understanding and agreement concerning additional economic items negotiated by the parties pursuant to Section 4 of the UOCEA ("Unit Bargaining").

1. The term of the agreement set forth in Section 1 of the UOCEA shall be extended by 2 months. Therefore, the term of the Correction Officers Benevolent Association unit agreement shall be March 1, 2022 through April 30, 2027.
2. Effective April 30, 2027, the following one-time lump sum cash bonuses shall be paid to employees who have completed the years of service as Correction Officers indicated below and are on active payroll (i.e., leave status B or K) as Correction Officers on April 30, 2027. The lump sum cash payment shall not become part of the employee's basic salary rate nor be added to the employee's salary for the calculation of any salary-based benefits including the calculation of future collective bargaining increases. The bonus shall be pensionable, consistent with applicable law.
 - a. 20 or more years of completed service - \$10,000
 - b. 15 to 19 years of completed service - \$7,500
 - c. 9.5 to 14 years of completed service - \$5,000

3. Effective March 1, 2027, the annual contribution to the welfare fund on behalf of retired employees shall be increased by \$299, from \$1,675 to \$1,974.
4. Effective March 1, 2025, the meal allowance for employees assigned to facilities that do not offer meals (e.g., courts, hospital wards) shall be increased to \$7 per completed shift. This payment shall not go up automatically with future general wage increases.
5. Effective March 1, 2027, the existing portion of 20-year longevity that does not automatically increase with future collective bargaining increases shall be increased by \$1,300.
6. When filling new and vacant job assignments within a command, the Department shall post the vacant job assignment to allow all Correction Officers within the command an opportunity to apply for the vacancy and assign the job assignment within a reasonable time after the application period is closed, consistent with existing policies established by the Department. The determination of the Department as to assignment to a Post shall not be grievable. Authorized union representatives may request to meet with facility leadership in the event that the Department's determination as to the posted job assignment is not consistent with the criteria established in policy (e.g. seniority, work performance, attendance record, special skills or required clearances).
7. Article XVI, Section 15 of the collective bargaining agreement shall be modified to read as follows: "The Department shall send the union a copy of any directive or order affecting terms and conditions of employment at least fourteen (14) calendar days prior to issuance, except where emergency circumstances make such a timeframe impracticable, in which case the policy will be shared as soon as practicable prior to issuance. The union shall be permitted to submit comments and/or proposed changes to the policy for the Department's consideration during that time period."
8. Employees shall be given at least two (2) weeks' notice prior to any rotation in shift, except where shorter notice is required due to the exigencies or operational needs of the Department. In such cases, notice shall be given as soon as practicable.
9. The Department shall take steps to improve the process for issuing "good guy letters" with the goal of reducing the time it takes to issue such letters. The Department shall implement a process to expedite issuance of good guy letters where the retiring Officer submits proof such letter is required for post-separation employment.
10. The Department shall make reasonable efforts to improve the frequency and reliability of route bus service.
11. Article III, Section 3 of the collective bargaining agreement shall be modified to read as follows: The Department shall make every reasonable effort to pay overtime within four (4) weeks after the end of the month in which the overtime is worked.

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12. The Union agrees to withdraw with prejudice litigation, grievances, requests for arbitration, and improper practice petitions that the parties mutually determine moot or settled as a result of collective bargaining.

This agreement fully resolves all unit bargaining matters as set forth in Section 4 of the UOCEA MOA.

If the above conforms to your understanding, please execute the signature line below.

Sincerely,



Renee Campion

Agreed to by COBA

BY:


Benny Bascio, President