

2021-2026 Memorandum of Agreement
District Council 37, Local 1087, Compositors
and the City of New York

1. Term: 5 years, 4 days
8/26/21 – 8/29/26

2. Wage Increases

a. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. August 26, 2021	3.00%
ii. August 26, 2022	3.00% compounded
iii. August 26, 2023	3.00% compounded
iv. August 26, 2024	3.00% compounded
v. August 26, 2025	3.25% compounded

3. Ratification Bonus

- a. 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 the Agreement 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 Agreement 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 2021-2026 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 MOA.

- b. The general wage increases pursuant to Section 2.a.i., ii. and iii. of this 2021-2026 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 MOA.
- c. The general wage increases pursuant to Section 2.a.iv. and v. of this 2021-2026 MOA shall be payable as soon as practicable following the effective date of such increases.

5. Welfare Fund

Effective August 26, 2025, there shall be a recurring \$31.25 per annum per employee (active and retiree) increase to the welfare fund contribution. The per annum per employee active and retiree contribution will increase from \$1,825 to \$1,856.25.

Effective August 26, 2026, there shall be a recurring \$18.75 per annum per employee (active and retiree) increase to the welfare fund contribution. The per annum per employee active and retiree contribution will increase from \$1,856.25 to \$1,875.

6. Prohibition of Further Demands

No party to this agreement shall make additional economic or non-economic demands during the term of this 2021-2026 MOA.

7. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, 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.

8. Continuation of Terms

The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

9. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

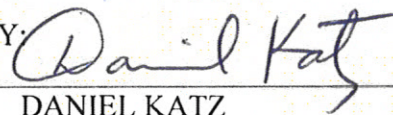
BY:



RENEE CAMPION
Commissioner of Labor Relations

**FOR DISTRICT COUNCIL 37,
AFSCME, AFL-CIO**

BY:



DANIEL KATZ
Director Research & Negotiations

Dated: March 29, 2024