

**2021-2026 Memorandum of Agreement**  
**Communication Workers of America, Local 1183 and the City of New York**

1. Term: 5 years and 6 months

1/19/2021-7/18/2026

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. January 19, 2021	3.00%
ii. January 19, 2022	3.00% compounded
iii. January 19, 2023	3.00% compounded
iv. February 19, 2024	3.00% compounded
v. January 19, 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. Additions to Gross

- i. Effective January 19, 2025, 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 *2021-2026 CWA Local 1183 MOA* shall be payable as soon as practicable upon ratification of this *2021-2026 CWA Local 1183 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 *2021-2026 CWA, Local 1183 MOA*.
- iii. The general wage increases pursuant to Section 2(iv) and (v) of this MOA shall be payable as soon as practical after the effective date of such increases of the *2021-2026 CWA, Local 1183 MOA*.

6. Longevity Increment

- i. Effective January 19, 2021 the title of Senior Administrator (Board of Elections) shall be eligible to receive the Longevity Increment.
- ii. Effective January 19, 2023, there shall be a \$100 increase to each step of the Longevity Increment schedule. The new schedule shall be as follows:

	current longevity	current increment	increment increase	new longevity	new increment
After 5 years	566		100	666	
After 10 years	916	350	100	1116	450
After 15 years	1566	650	100	1866	750
After 20 years	1703	137	100	2103	237
After 25 years	1903	200	100	2403	300
After 30 years	2115	212	100	2715	312

7. Experience Differential

Effective January 19, 2023 an experience differential shall be created in the amount of \$500 for employees who complete 5-years of city service. The experience differential shall apply to all titles, except Voting Machine Technician (Board of Elections) and Senior Voting Machine Technician (Board of Elections).

8. Welfare Fund Increase

Effective January 19, 2021, there shall be a recurring \$100 per annum per employee (active and retiree) increase to the welfare fund contribution.

9. Release Time

Effective October 19, 2023, the union shall have an additional 52 days of paid release time per year. The release time days shall be used in a manner consistent with Executive Order 75, and approval for the use of these days shall be subject to the operational needs of the Board.

10. Labor Management Committee

Effective upon ratification of this MOA, the parties agree to amend Article XIV of the collective bargaining agreement by adding the following Section 6:

**Section 6.**

The Board and the Union agree to discuss issues regarding Release Time under Executive Order 75, issues related to employee's salary placement and other issues related to terms and conditions of employment, understanding that the Labor Management meetings are not intended to modify any provision of this Agreement."

11. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the *2021-2026 CWA, Local 1183 MOA*.

12. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the *2021-2026 CWA, Local 1183 MOA*.


13. 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 or other appropriate method.

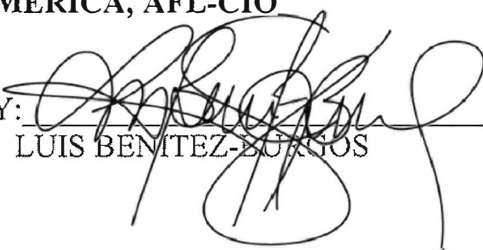
14. Approval of Agreement

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, AFL-CIO**

  
BY: \_\_\_\_\_  
LUIS BENITEZ-BURGOS

**BOARD OF ELECTIONS**

  
BY: \_\_\_\_\_  
SIMON SHAMOUN  
President, Board of Elections in the City of  
New York

**FOR COMMUNICATION WORKERS OF AMERICA, LOCAL 1183, AFL-CIO**

  
BY: \_\_\_\_\_  
DONNA G. ELLABY  
President, Local 1183

September \_\_7\_\_, 2023