

**2021-2027 Memorandum of Agreement**  
**Communication Workers of America Local 1182 and the City of New York**

1. Term: 5 years and 6 months

11/11/21 – 5/10/27

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. November 11, 2021	3.00%
ii. November 11, 2022	3.00% compounded
iii. November 11, 2023	3.00% compounded
iv. April 11, 2025	3.00% compounded
v. November 11, 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 November 11, 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 *2021-2027 MOA* shall be payable as soon as practicable upon ratification of this *2021-2027 MOA*.
- ii. The general wage increases pursuant to Section 2(i) and (ii) of this *MOA* shall be payable as soon as practicable upon the ratification of the *2021-2027 MOA*.
- iii. The general wage increases pursuant to Section 2 (iii), (iv) and (v) of this *2021-2027 MOA* shall be payable as soon as practical after the effective date of such increases of the *2021-2027 MOA*.

6. Annuity Fund Increase

Effective November 11, 2023 the annuity contribution shall be increased by \$108.04 per annum per employee for a new total annuity contribution of \$391.50 per annum per employee.

7. Uniform Allowance

Effective November 11, 2023, the uniform allowance shall be increased by \$192 per annum for a new total uniform allowance of \$1,000 per annum.

8. Longevity Differential

Effective November 11, 2023, a 15-year Longevity differential step in the amount of \$2,700 shall be established.

9. Salary Schedule

- i. Effective November 11, 2023, the existing Steps 8, 9 and 10 for TEA Level II shall be eliminated and the existing Step 11 shall become the new Step 8. In addition, \$100 shall be added to the new Step 8, an additional \$470 shall be added to Steps 1 and 2 and an additional \$420 shall be added to Steps 3, 4 and 5. The resulting TEA Level II salary schedule is set forth below:

\*Salary Schedule Adjustment

TEA - Level II		11/11/2021	11/11/2022	11/11/2023	4/11/2025	11/11/2025
				3% plus		
Step	Current	3%	3%	adjustment	3%	3.25%
Step 11	\$ 47,874	49,310	50,789			
Step 10	\$ 46,393	47,785	49,219			
Step 9	\$ 46,393	47,785	49,219			
Step 8	\$ 46,393	47,785	49,219	<b>52,413</b>	53,985	55,740
Step 7	\$ 44,274	45,602	46,970	48,379	49,830	51,449
Step 6	\$ 43,776	45,089	46,442	47,835	49,270	50,871
Step 5	\$ 43,334	44,634	45,973	<b>47,772</b>	49,205	50,804
Step 4	\$ 42,947	44,235	45,562	<b>47,349</b>	48,769	50,354
Step 3	\$ 42,377	43,648	44,957	<b>46,726</b>	48,128	49,692
Step 2	\$ 41,881	43,137	44,431	<b>46,234</b>	47,621	49,169
HR/Step 1	\$ 41,493	42,738	44,020	<b>45,811</b>	47,185	48,719

- ii. The TEA Level I salary schedule is set forth below:

TEA	Current	11/11/2021	11/11/2022	11/11/2023	4/11/2025	11/11/2025
Level I	Salary	3%	3%	3%	3%	3.25%
Step 10	\$ 44,259	45,587	46,955	48,364	49,815	51,434
Step 9	\$ 41,138	42,372	43,643	44,952	46,301	47,806
Step 8	\$ 40,513	41,728	42,980	44,269	45,597	47,079
Step 7	\$ 39,960	41,159	42,394	43,666	44,976	46,438
Step 6	\$ 37,508	38,633	39,792	40,986	42,216	43,588
Step 5	\$ 36,956	38,065	39,207	40,383	41,594	42,946
Step 4	\$ 35,849	36,924	38,032	39,173	40,348	41,659
Step 3	\$ 34,743	35,785	36,859	37,965	39,104	40,375
Step 2	\$ 33,539	34,545	35,581	36,648	37,747	38,974
HR/Step 1	\$ 32,986	33,976	34,995	36,045	37,126	38,333

10. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the 2021-2027 MOA.

11. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the 2021-2027 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 or other appropriate method.

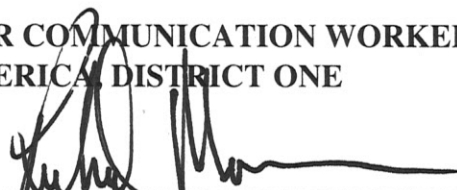
13. Approval of Agreement

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, DISTRICT ONE**

BY:   
\_\_\_\_\_  
RICHARD MORRISON  
Staff Representative

**FOR COMMUNICATION WORKERS OF AMERICA, LOCAL 1182**

BY:   
\_\_\_\_\_  
SYED RAHIM  
President

October 25, 2023