

**2021-2026 Memorandum of Agreement**  
**District Council 37, Local 1320, Sewage Treatment Workers**  
**and the City of New York**

1. Term: 5 years, 1 month

9/23/21 – 10/22/26

2. Wage Increases

- a. General Wage Increases

| <u>Effective Date</u>   | <u>General Wage Increases</u> |
|-------------------------|-------------------------------|
| i. September 23, 2021   | 3.00%                         |
| ii. September 23, 2022  | 3.00% compounded              |
| iii. September 23, 2023 | 3.00% compounded              |
| iv. September 23, 2024  | 3.00% compounded              |
| v. September 23, 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. Annuity Contribution

Effective September 23, 2025, the annuity contribution shall be increased from \$4.97 to \$5.25 for each paid working day, up to a maximum of \$1,370.25 per annum.

Effective September 23, 2026, the annuity contribution shall be increased from \$5.25 to \$6.37 for each paid working day, up to a maximum of \$1,662.57 per annum.

6. Welfare Fund

Effective September 23, 2026, there shall be a recurring \$50 per annum per employee (active and retiree) increase to the welfare fund contribution from \$1,825 to \$1,875 per annum.

7. Prohibition of Further Economic Demands

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

8. 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.

9. 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.

10. Approval of Agreement

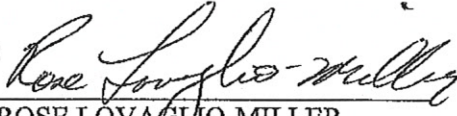
This Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY:  D.P. for  
R.C.

RENEE CAMPION  
Commissioner of Labor Relations

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

BY: 

ROSE LOVAGLIO-MILLER  
Associate Director

**FOR DISTRICT COUNCIL 37,  
LOCAL 1320, AFSCME, AFL-CIO**

BY: 

THOMAS CUSTANCE  
President

Dated: ~~October~~ <sup>November</sup> 3, 2023