

2021-2027 Memorandum of Agreement (“MOA”)
Organization of Staff Analysts (“OSA” or “Union”) and the City of New York (“City”)

1. Term: 5 years, 6 months

9/6/21 – 3/5/27

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. September 6, 2021	3.00%
b. September 6, 2022	3.00% compounded
c. September 6, 2023	3.00% compounded
d. September 6, 2024	3.00% compounded
e. September 6, 2025	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2, e.. shall be applied to “additions to gross.” “Additions to gross” shall be defined as assignment differentials. “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.

4. 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.

5. Conditions of Payment

- a. The Lump sum cash payment pursuant to Section 4 of this 2021-2027 OSA MOA shall be payable as soon as practicable upon ratification.
- b. The general wage increases pursuant to Section 2. a., 2. b., and 2. c. of this 2021-2027 OSA MOA shall be payable as soon as practicable upon ratification.
- c. The general wage increases pursuant to Section 2. d., and 2. e. of this 2021-2027 OSA MOA shall be payable as soon as practicable following the effective date of such increases.

6. Work Flexibility

The parties agree to a remote work pilot consistent with the terms of the District Council 37 Remote Work Pilot dated May 31, 2023. The parties further agree to continue to discuss work flexibility measures to enhance the recruitment and retention of City employees and employee morale, including but not limited to compressed schedules and flexible scheduling.

7. Adjustment of Incumbents to New Salary Minimums

Employees in titles listed in Appendix "A" of this agreement who were in an affected title and active in the unit as of June 30, 2021, and remained in the same title and active in the unit as of September 5, 2023, shall have their salaries adjusted to meet the incumbent minimum and/or new hire minimum salaries that were effective July 1, 2021 for employees newly entering the title pursuant to the 2017-2021 Staff Analyst Memorandum of Agreement. Employees shall have the general wage increases set forth in Section 2 applied to the salaries as adjusted pursuant to this section.

8. Welfare Fund

Effective September 6, 2026, there shall be a recurring \$839 per annum per employee (active and retiree) increase to the welfare fund contribution.

9. Prohibition of Further Economic Demands

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

10. Payroll

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

11. 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.

12. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR ORGANIZATION OF STAFF ANALYSTS

BY: 

RENEE CAMPION
Commissioner of Labor Relations

BY: 

ROBERT CROGHAN
Chairperson

Dated: December 11, 2023

APPENDIX "A"

Title Code	Title Name
1002A	Admin Staff Analyst fmr M1
1002D	Admin Staff Analyst fmr M2
1002E	Admin Staff Analyst fmr M3
1002F	Admin Comm Rel Specialist fmr M1-3
1006C	Health Svcs Mgr NM L1
1006D	Health Svcs Mgr NM L2
06711	Budget Analyst (Compt)
06713	Budget Analyst (IBO)
50103	Strategic Initiative Specialist (NC DOT)
50938	Strategic Initiative Specialist (NC HRA)
50940	Strategic Initiative Specialist (NC DEP)
54737	Confidential Strategy Planner (HRA)
54738	Confidential Strategy Planner (DOI)
54739	Confidential Strategy Planner (DCAS)
54740	Confidential Strategy Planner (Compt)
54741	Confidential Strategy Planner (ACS)
54743	Confidential Strategy Planner (DOHMH)
54745	Confidential Strategy Planner (DOITT)
54746	Confidential Strategy Planner (HPD)
55075	Asst Director Intergroup Relations (HA)
55091	Director Tenant/Community Affairs (HA)
1019A	Deputy Asst Director fmr M1-2 (CCRB)