

**2021-2026 Horseshoers Memorandum of Agreement**  
**City Employees Local 237, IBT and City of New York**

1. Term: 5 years, 1 month (7/13/21 – 8/12/26)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. July 13, 2021	3.00%
b. July 13, 2022	3.00% compounded
c. July 13, 2023	3.00% compounded
d. July 13, 2024	3.00% compounded
e. July 13, 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 Local 237 Memorandum of Agreement (MOA) shall be payable as soon as practicable upon ratification of this 2021-2026 MOA.
- b. The general wage increases pursuant to Section 2a., 2.b. and 2.c. of this 2021-2026 Local 237 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 MOA.
- c. The general wage increases pursuant to Section 2.d., and e. of this 2021-2026 Local 237 MOA shall be payable as soon as practicable following the effective date of such increases.

5. Annuity Fund

Effective July 13, 2026, the daily annuity contribution shall be increased by 2 cents to \$9.10 for each paid working day up to a maximum of \$2,375.10 per annum.

6. Welfare Fund

Effective July 13, 2026, there shall be a recurring \$200 per annum per employee (active and retiree) increase to the welfare fund contribution. The per annum per employee active contribution will increase from \$1,855 to \$2,055. The per annum per employee retiree contribution will increase from \$2,055 to \$2,255.

7. Compensatory Time

- a. Employees shall have the option to take compensatory time for overtime hours worked in lieu of cash, subject to applicable laws, including FLSA, at the discretion of their employing agency. Overtime compensated in compensatory time shall be compensated at the same rate and under the same rules as overtime compensated in cash.
- b. The option to take compensatory time for overtime hours worked as an alternative to cash, pursuant to Section 7.a. of this MOA shall be implemented as soon as practicable upon ratification of this MOA.
- c. Any agency may continue to compensate overtime solely in cash at their discretion, or may deny requests for compensatory time in lieu of cash.

8. Prohibition of Further Economic Demands

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

9. Payroll

- a. Effective as soon as practicable following ratification of this agreement, all employees 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.
- b. The parties shall continue to discuss methods to encourage all employees to participate in direct deposit, including marketing of free checking options and available incentives, and changes to distribution methods.

10. Continuation of Terms

The terms of the predecessor consent determination and related agreements shall be continued except as modified pursuant to this MOA.

11. Approval of Agreement

This agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY: \_\_\_\_\_

RENEE CAMPION  
Commissioner of Labor Relations

**FOR CITY EMPLOYEES UNION, LOCAL  
237, I.B.T.**

BY: \_\_\_\_\_

GREGORY FLOYD  
President

Dated: October 23, 2023