

2021-2026 Memorandum of Agreement
Automotive Service Workers
Service Employees International Union (SEIU) Local 246 and
the City of New York

1. Term: July 7, 2021 – October 6, 2026 (63 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. July 7, 2021	3.00%
b. July 7, 2022	3.00% compounded
c. July 7, 2023	3.00% compounded
d. July 7, 2024	3.00% compounded
e. July 7, 2025	3.25% compounded

3. Additions-to-Gross

Effective July 7, 2025, the general increase provided for in subsection 2. e. shall be applied to “additions to gross.” “Additions to gross” shall be defined as uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, and night shift differentials.

4. Ratification Bonus

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 this *2021-2026 SEIU Local 246 Automotive Service Worker Memorandum of Agreement* (“MOA”) to those employees who are in active payroll status and in a title covered by this MOA, 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 MOA 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 MOA shall be payable as soon as practicable upon ratification of this MOA.
- b. The general wage increases pursuant to Section 2.a., 2.b. and 2.c. of this MOA shall be payable as soon as practicable upon ratification of this MOA.
- c. The general wage increases pursuant to Section 2.d., and 2.e. of this MOA shall be payable as soon as practicable following the effective date of such increases.

6. Longevity Differential

- a. Effective July 7, 2023, the Longevity Differential for employees in the title of Autobody Worker, title code 92501, shall be increased by \$1,963 for after five (5) years of service and by \$3,926 for after (10) years of service. The new longevity differential amounts are as follows:

	<u>Current</u>	<u>July 7, 2023</u>
After 5 years	\$500	\$2,463
After 10 years	\$1,300	\$5,226

- b. This differential shall be paid consistent with Article III, Section 10 of the 2017-2021 Automotive Service Worker Agreement dated December 27, 2021.

7. Annuity

Effective July 7, 2026, the annuity contribution shall be increased from \$6.26 to \$6.67 for each paid working day, which shall not exceed \$1,740.87 per annum. This annuity shall be paid consistent with the Annuity Fund language in the 2017-2021 Automotive Service Worker Agreement dated December 27, 2021.

8. Welfare Fund

Effective July 7, 2026, there shall be a recurring \$100 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 or non-economic demands during the term of this 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 separate unit agreement shall be continued except as modified pursuant to this MOA.

12. Approval of Agreement

This MOA is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR LOCAL 246, SEIU

BY: 

RENEE CAMPON
Commissioner of Labor Relations

BY: 

JOSEPH COLANGELO
President

Dated: December 5, 2023