

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

1. Term: February 16, 2021 – March 15, 2026 (61 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. February 16, 2021	3.00%
b. February 16, 2022	3.00% compounded
c. February 16, 2023	3.00% compounded
d. February 16, 2024	3.00% compounded
e. February 16, 2025	3.25% compounded

3. 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 Carriage Upholsterer 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.

4. Conditions of Payment

- a. The Lump sum cash payment pursuant to Section 3 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.

5. Annuity Fund

- a. Effective February 16, 2025, the annuity contribution shall be increased by \$0.22 to a total of \$9.72 for each paid working day up to a total maximum contribution of \$2,536.92 per annum on behalf of all full-time and full-time per diem employees.
- b. Effective February 16, 2026, the annuity contribution shall be increased by \$0.50 to a total of \$10.22 for each paid working day up to a total maximum contribution of \$2,667.42 per annum on behalf of all full-time and full-time per diem employees.
- c. The annuity fund increases pursuant to Section 5.a. and 5.b. of this MOA shall be paid consistent with the Annuity Fund language in the 2017-2021 Carriage Upholsterers Consent Determination dated June 16, 2021.

6. Welfare Fund

Effective February 16, 2026, there shall be a recurring \$100 per annum per employee (active and retiree) increase to the welfare fund contribution, from \$1,575 to \$1,675.

7. Prohibition of Further Economic Demands

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

8. 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.

9. Continuation of Terms

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

10. Approval of Agreement

This MOA is subject to union ratification.

FOR THE CITY OF NEW YORK

BY:



RENEE CAMPION
Commissioner of Labor Relations

FOR LOCAL 246, SEIU

BY:



JOSEPH COLANGELO
President

Dated: November 14, 2023

