## 2021-2026 Memorandum of Agreement
## Local 621, SEIU and the City of New York

1. Term:  5 years, 1 month and 6 days

   10/13/20 – 11/18/25

   5/31/21 – 7/5/26 for Deputy Directors

2. General Wage Increases

   | Effective Date | | General Wage Increases |
   |---|---|---|
   | a. | October 13, 2020 (May 31, 2021 for Deputy Directors) | 3.00% |
   | b. | October 13, 2021 (May 31, 2022 for Deputy Directors) | 3.00% compounded |
   | c. | October 13, 2022 (May 31, 2023 for Deputy Directors) | 3.00% compounded |
   | d. | October 13, 2023 (May 31, 2024 for Deputy Directors) | 3.00% compounded |
   | e. | October 13, 2024 (May 31, 2025 for Deputy Directors) | 3.25% compounded |

3. Additions to Gross

   a. The general increases provided for in section 2. shall be applied to "additions to gross." "Additions to gross" shall be defined as assignment 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 2021-2026 Local 621 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 Local 621MOA.

   b. The general wage increases pursuant to Section 2a., 2 b. and 2c. of this 2021-2026 Local 621 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 Local 621 MOA.

   c. The general wage increases pursuant to Section 2.d., and e. of this 2021-2026 Local 621 MOA shall be payable as soon as practicable following the effective date of such increases.

6. Welfare Fund

The parties agree that additional economic bargaining may occur only for the limited purpose of adjusting Welfare Fund contributions to ensure the amount and timing aligns with any increases requested by the funds' administrator. Any such increases to the welfare fund contribution shall be funded by a contract extension.

7. Prohibition of Further Economic Demands

Except as provided for in Section 6 of this Agreement, no Party to this agreement shall make additional economic demands during the term of this 2021-2026 Local 621 MOA or during the negotiations for the applicable Successor Separate Unit Agreement.

8. Payroll

   a. 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.

   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.

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**            **FOR LOCAL 621, SEIU**

BY: _____            BY: _____

RENEE CAMPION                          CARL CHIARAMONTE
Commissioner of Labor Relations        President

Dated: June 27, 2023