



Office of Labor Relations

22 CORTLANDT STREET
NEW YORK, NY 10007
nyc.gov/olr

Renee Campion
Commissioner

Daniel Pollak
First Deputy Commissioner

Nicole M. Andrade
General Counsel

Claire Levitt
Deputy Commissioner
Health Care Strategy

Georgette Gestely
Director, Employee Benefits Program

March 20, 2024

Joseph Mannion
President
Sanitation Officers Association
96-10 Linden Blvd.
Ozone Park, New York 11417

RE: 2022-2027 Uniform Officers Coalition Economic Agreement (“UOCEA”)

Dear Mr. Mannion:

This is to confirm the parties’ mutual understanding and agreement concerning additional economic items negotiated by the parties pursuant to Section 4 of the UOCEA (“Unit Bargaining”).

1. The term of the agreement set forth in Section 1 of the UOCEA shall be extended by 2 months. Therefore, the term of the Sanitation Officer unit agreement shall be June 25, 2023 through August 24, 2028.
2. Effective June 25, 2026, there shall be an increase of \$261 per employee per annum in the annuity contribution. This amount shall not be increased by future general wage increases.
3. Effective June 25, 2026, there shall be a per annum increase in the welfare fund contribution of \$100 per active employee and retiree.
4. The union shall establish an employee expense reimbursement fund, subject to the terms of a separate agreement between the parties. The annual uniform allowance payment shall cease beginning with the payment for fiscal year 2025. Effective June 25, 2026, there shall be a \$170 per employee per annum increase in the contribution to the employee expense reimbursement fund.
5. Effective June 25, 2026, there shall be an increase of \$223 to the 10, 15, and 20-year longevity payments.

6. Effective June 25, 2026, the union shall have available 25 additional days per year of release time to be used by designated union officials subject to the provisions of Executive Order 75.
7. Effective June 25, 2026, the following salary schedule for Sanitation Supervisors shall apply. For purposes of clarity, the 3.5% general wage increase in 3(a)(iv) of the UOCEA does not apply on top of this schedule. The 4% wage increase in 3(a)(v) shall apply on the date specified in that paragraph.

Step 1	\$104,006
Step 2	\$105,032
Step 3	\$106,068
Step 4	\$111,430
Step 5	\$118,198
Step 6	\$128,030

This agreement fully resolves all unit bargaining matters as set forth in Section 4 of the UOCEA MOA.

If the above conforms to your understanding, please execute the signature line below.

Sincerely,


Renee Campion

Agreed to by the Sanitation Officers Association

BY: Joseph Mannion
Joseph Mannion, President



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Joseph Mannion
President
Local 444, SEIU
Sanitation Officers Association
96-10 Linden Blvd., 1st Floor
Ozone Park, NY 11417

Re: Agreement covering period from June 25, 2023 to August 24, 2028

Dear Mr. Mannion:

This is to confirm our mutual understanding and agreement that, the Sanitation Officers Association had previously allocated funding to provide a maximum of seventy-five (75) days of release time with pay and benefits annually, effective April 1, 2003.

This is to further confirm our mutual understanding and agreement that effective June 25, 2026, the Sanitation Officers Association has allocated funds to provide an additional twenty-five (25) days of release time with pay and benefits, thereby allowing a maximum of one hundred (100) such days. The union may carry-over unused days to the following year up to a cap of twenty (20) carried-over days. In the event of extraordinary and unforeseen circumstances that prevent the union from using its release days in a given year (e.g., the COVID pandemic), an additional number of days may be carried over at the discretion of the Department.

This is to also confirm our mutual understanding and agreement that the allocation of these days shall be made in the Union's discretion, but shall be subject to the exigencies of the Department and shall require the Union to provide the Department with two weeks' notice in advance of the Union's intent to use such days.

Very truly yours,

RENEE CAMPION

ACCEPTED AND AGREED ON BEHALF OF LOCAL 444

By: Joseph Mannion
Joseph Mannion
President