

"2022 - 2027" Uniformed Officers Coalition Economic Agreement
("UOCEA")

MEMORANDUM OF ECONOMIC AGREEMENT made this ^{13th} day of June, 2023, ("2022-2027 Uniformed Officers Coalition Economic Agreement") by and between the undersigned Unions ("the Unions") and the City of New York ("the Employer");

WITNESSETH

WHEREAS, the undersigned parties desire to enter into collective bargaining agreements, including this 2022-2027 Uniformed Officers Coalition Economic Agreement ("UOCEA") and agreements successor to existing unit agreements expiring on: July 30, 2021 (UFOA); February 15, 2022 (LBA); December 31, 2022 (USCA); February 28, 2022 (COBA); July 31, 2022 (CEA); November 29, 2022 (CCA); June 24, 2023 (SOA); May 31, 2023 (ADW/DWA); December 9, 2021 (SBA); May 31, 2022 (DEA); July 31, 2020 (UFA-Firefighters/Fire Marshals); July 27, 2021 (UFA-Pilots/Marine Engineers) and July 31, 2020 (UFA-Wipers) respectively, to cover the employees represented by the Unions ("Employees"); and

WHEREAS, the undersigned parties intend by this UOCEA to cover all cost-related matters and to incorporate the terms of this UOCEA into the Separate Unit Agreements,

NOW, THEREFORE, it is jointly agreed as follows:

Section 1. Term.

The term of each Separate Unit Agreement shall be sixty (60) months from the expiration date of the Predecessor Separate Unit Agreements.

Section 2. Continuation of Terms.

All terms of the Predecessor Separate Unit Agreements shall be continued except as modified pursuant to this UOCEA

Section 3. General Wage Increases.

a. The general increases, effective as indicated, shall be:

- (i) Effective on the first day of the applicable Successor Separate Unit Agreement, Employees shall receive a rate increase of 3.25%.

- (ii) Effective on the first day of the 13th month of the applicable Successor Separate Unit Agreement, Employees shall receive an additional rate increase of 3.25%.
 - (iii) Effective on the first day of the 25th month of the applicable Successor Separate Unit Agreement, Employees shall receive an additional rate increase of 3.5%.
 - (iv) Effective on the first day of the 37th month of the applicable Successor Separate Unit Agreement, Employees shall receive an additional rate increase of 3.5%.
 - (v) Effective on the first day of the 49th month of the applicable Successor Separate Unit Agreement, Employees shall receive an additional rate increase of 4.00%.
- b. The increases provided for in this Section 3 a. shall be calculated as follows:
- (i) The increases in Section 3a. (i) shall be based upon the base rates (which shall include salary or incremental schedules) of the applicable titles in effect on the last day¹ of the prior Agreement.
 - (ii) The increases in Section 3a. (ii) shall be based upon the base rates (which shall include salary or incremental schedules) of the applicable titles in effect on the last day of the 12th month of the applicable Successor Separate Unit Agreement.
 - (iii) The increases in Section 3a. (iii) shall be based upon the base rates (which shall include salary or incremental schedules) of the applicable titles in effect on the last day of the 24th month of the applicable Successor Separate Unit Agreement.
 - (iv) The increases in Section 3a. (iv) shall be based upon the base rates (which shall include salary or incremental schedules) of the applicable titles in effect on the last day of the 36th month of the applicable Successor Separate Unit Agreement.
 - (v) The increases in Section 3a. (v) shall be based upon the base rates (which shall include salary or incremental schedules) of the applicable titles in effect on the last day of the 48th month of the applicable Successor Separate Unit Agreement.

¹ July 30, 2021 (UFOA); February 15, 2022 (LBA); December 31, 2022 (USCA); February 28, 2022 (COBA); July 31, 2022 (CEA); November 29, 2022 (CCA); June 24, 2023(SOA); May 31, 2023 (ADW/DWA); December 9, 2021 (SBA); May 31, 2022 (DEA); July 31, 2020 (UFA-Firefighters/Fire Marshals); July 27, 2021 (UFA-Pilots/Marine Engineers) and July 31, 2020 (UFA-Wipers)

- c. The increases provided in this Section 3 shall be applied to the base rates and salary grades fixed for the applicable titles, except as may be modified in the separate Unit Agreement (other than basic maximum salary).

Section 4. Unit Bargaining.

- A. Effective on the first day of the 37th month of the applicable Successor Separate Unit Agreement, each union shall have 0.21% available to spend on mutually agreeable items that will help improve salary compression and/or recruitment/retention issues. Each member of the Uniformed Officers' Coalition and each employing agency shall have a committee to discuss each individual unit's unique issues (both employer and employee). The parties may mutually agree to additional savings and/or credits needed, including extending the term set forth in Section 1, to fund any additional economic proposals other than to enhance the general wage increases set forth in Section 3.
- B. Any terms and conditions of employment which are the subject of proposals made in Unit Bargaining which are not mutually agreed by the parties shall remain unchanged from the prior Agreement, and any economic demands may not be submitted to binding interest arbitration. The parties may mutually agree to waive this Section 4(B) and submit any proposal(s) to binding interest arbitration upon mutual consent. Any dispute about whether a demand has an economic cost may be submitted to impartial arbitration by either party under the rules of the Office of Collective Bargaining. In such case, the arbitration must be resolved before any interest arbitration panel is established.
- C. The parties agree to commence Unit Bargaining as soon as practicable after the execution of this *UOCEA*.

Section 6. Conditions of Payment.

The general wage increases provided for in Section 3 of the *UOCEA* shall be payable as soon as practicable upon ratification of the *UOCEA* and after the effective date of such increases.

Section 7. Approval of Agreements.

This *UOCEA* and the separate unit agreements are subject to union ratification in accordance with each union's rules and bylaws and subject to approval in accordance with applicable law.

Section 8. Incorporation of Certain Provisions Into Other Agreements.

All applicable provisions of this *UOCA* shall be incorporated into the *Successor Separate Unit Agreements*.

Section 9. Savings Clause.

In the event that any provision of this *UOCA* is found to be invalid, such finding shall not impair the validity and enforceability of the remaining provisions of this *UOCA*.

The failure of any Union to ratify this *UOCA*, or the successor Unit Agreement, whichever is placed for ratification, shall not impair the validity and enforceability of this *UOCA* with regard to any Union ratifying.


This *UOCA* sets out the parties' complete agreement on all subjects on which the parties bargained or could have bargained and codifies all agreements and understandings as between the City and the *UOC*, except as it relates to the unit bargaining set forth in Section 4.

WHEREFORE, we have hereunto set our hands and seals this 13th day of June, 2023.

FOR THE CITY OF NEW YORK

By: 
RENEE CAMPION
Commissioner of Labor Relations

FOR THE CAPTAINS ENDOWMENT ASSOCIATION

By: 
CHRIS MONAHAN
President

FOR THE LIEUTENANTS BENEVOLENT ASSOCIATION

By: 
LOU TURCO
President

FOR THE SERGEANTS BENEVOLENT ASSOCIATION

By: 
VINCENT VALBLONG
President

FOR THE DISTRICTS EMPLOYMENT ASSOCIATION

By: *Paul DiGiorgio*
PAUL DIGIORGIO
President

FOR THE UNIFORMED FIRE OFFICERS ASSOCIATION

By: *James McLaughlin*
JAMES MCGLAUGHLIN
President

FOR THE UNIFORMED FIRE OFFICERS ASSOCIATION

By: *Andrew Ansero*
ANDREW ANSERO
President

FOR THE ASSISTANT DEPUTY WARDENS/DEPUTY WARDENS ASSOCIATION

By: *Joseph Russo*
JOSEPH RUSSO
President

FOR THE CORRECTION CAPTAINS ASSOCIATION:

By: *Patrick Perraiuolo*
PATRICK PERRAIUOLO
President

FOR THE CORRECTION OFFICERS BENEFIT ASSOCIATION

By: *Benny Bobic, Jr.*
BENNY BOBIC, JR.
President

FOR THE UNIFORMED SANITATION OFFICERS ASSOCIATION

By: *Enrico Azzari*
ENRICO AZZARI
President

FOR THE SANITATION OFFICERS ASSOCIATION

By: *Joseph Mannion*
JOSEPH MANNION
President