



Office of Labor Relations

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August
May 11, 2025

Ignazio Azzara
President
Uniformed Sanitation Chiefs Association
Canal Street, PO Box 1426
New York, New York 10013

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

Dear Mr. Azzara:

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 Chief unit agreement shall be January 1, 2023 through February 29, 2028.
2. Effective January 1, 2026, there shall be an increase of \$0.52 per employee per day in the annuity contribution. This amount shall not be increased by future general wage increases.
3. Effective January 1, 2026, there shall be a per annum increase in the welfare fund contribution of \$300 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 2026 (i.e., the payment that would have been made in or around December 2025).
5. Effective January 1, 2026, the following salary schedule for General Superintendent (Sanitation) Level II 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	\$180,669
Step 2	\$181,810
Step 3	\$182,952
Step 4	\$193,634

6. The parties will continue to discuss issues related to excessive accrual of comp time and any mutually agreeable approaches to that issue. The terms of Section 4(b) of the UOCEA shall continue to apply to such discussions.

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

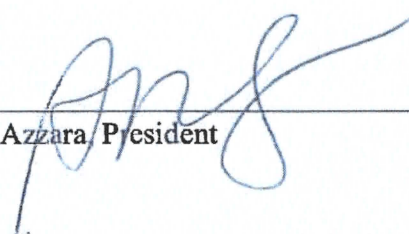
If the above conforms to your understanding, please execute the signature line below.

Sincerely,


Renee Campion

Agreed to by the Uniformed Sanitation Chiefs Association

BY:



Ignazio Azzara, President