

**2017-2020 Memorandum of Agreement**  
**Local 621, SEIU and the City of New York**

1. Term: 3 years and 7 months (43 months)

3/13/17 – 10/12/20

10/31/17 – 5/30/21 for Deputy Directors

2. General Wage Increases

| <u>Effective Date</u>   | <u>General Wage Increases</u> |
|---|-------------------------------|
| a. March 13, 2017<br>(October 31, 2017 for Deputy Directors)  | 2.00%                         |
| b. March 13, 2018<br>(October 31, 2018 for Deputy Directors)  | 2.25% compounded              |
| c. April 13, 2019<br>(November 30, 2019 for Deputy Directors) | 3.00% compounded              |

3. Conditions of Payment

- a. The general wage increase pursuant to Sections 2.a. and 2.b. of this *2017-2021 Local 621 Memorandum of Agreement* (“MOA”) shall be payable as soon as practicable upon the ratification of this MOA.
- b. The general wage increase pursuant to Sections 2.c. of this MOA shall be payable as soon as practicable after the effective date of such increases of this MOA.
- c. The general wage increases pursuant to Section 2 shall be applied to the base rates, the minimum hiring rates, minimum incumbent rates and maximum rates (including levels), fixed for the applicable titles, and to assignment differentials.

4. First-Year Reduction

Effective April 13, 2019, the base rates, minimum incumbent rates, and maximum rates for all titles shall be reduced by 2.42% for the first year of service following promotion into the bargaining unit. Such reduced rate shall apply only to employees promoted into the bargaining unit on or after April 13, 2019.

5. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of this MOA.

6. Health Savings and Welfare Fund Contributions

- a. The May 5, 2014 and June 28, 2018 letter agreements regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee will be attached as an Appendix, and are deemed to be part of this MOA.
- b. Effective January 13, 2018 there shall be an \$87.02 per annum (active and retiree) increase to the welfare fund contribution.
- c. Effective January 13, 2019 there shall be a \$168.75 per annum (active and retiree) increase to the welfare fund contribution.
- d. Effective April 13, 2019 there shall be a \$24.23 per annum (active and retiree) increase to the welfare fund contribution.
- e. Effective April 13, 2019 there shall be a \$1,082.05 (active and retiree) one-time lump sum welfare fund contribution.

7. Paid Family Leave

The parties agree to “opt in” to the New York State Paid Family Leave Program, as implemented by the City of New York, as soon as practicable following the ratification of this MOA and agree to take the necessary steps to implement.

8. Direct Deposit

Effective the day after this agreement is ratified, the employer may require that all newly hired employees be paid exclusively through direct deposit or electronic funds transfer. For employees on direct deposit, the employer may provide pay stubs electronically except where the employee has requested in writing to receive a printed pay stub.

Further, the parties shall work together regarding incumbent employees’ enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

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**

BY:   
RENEE CAMPION  
Commissioner of Labor Relations

**FOR LOCAL 621, SEIU**

BY:   
JOSEPH GIATTINO  
President

Dated: <sup>March</sup> ~~February~~ 4, 2019