

2018-2022 Memorandum of Agreement
International Alliance of Theatrical Stage Employees, Local 306 and
the City of New York

1. Term: 4 years and 1 month (49 months)

2/15/18 – 3/14/22

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. February 15, 2018	2.00%
b. February 15, 2019	2.25% compounded
c. March 15, 2020	3.00% compounded

3. Conditions of Payment

- a. The general wage increase pursuant to Sections 2.a. and 2.b. of this *2018-2022 International Alliance of Theatrical Stage Employees, Local 306* ("MOA") shall be payable as soon as practicable upon the ratification of this MOA.
- b. The general wage increases pursuant to Section 2.c. of this MOA shall be payable as soon as practicable after the effective date of such increase.

4. Longevity Increment

Effective December 15, 2018, the longevity increment identified in Article III, Section 8 of the parties' Collective Bargaining Agreement shall be amended to include the following:

Employees with 20 years or more of "City" service in pay status who are not already eligible for longevity differential or service increment established by a salary review or equity panel shall receive a total longevity increment of \$3,614.

Employees with 25 years or more of "City" service in pay status who are not already eligible for longevity differential or service increment established by a salary review or equity panel shall receive a total longevity increment of \$3,974.

5. Differential – Body Worn Cameras

Effective December 15, 2019, Media Services Technicians employed by the New York City Police Department or any of the District Attorney's Offices assigned to duties related to Body Worn Camera footage shall receive a differential of \$640 per annum while assigned to such work.

6. Prohibition of Further Economic Demands

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

7. Health Savings and Welfare Fund Contributions

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.

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

FOR: IATSE, LOCAL 306

BY: _____

RENEE CAMPION
Commissioner of Labor Relations

BY: _____

BARRY GARFMAN
Business Representative

~~April~~ ^{June 5}, 2019