

2020-2025 Memorandum of Agreement
Local 891 I.U.O.E. and the City of New York and the Department of Education

1. Term:

The term of this Agreement shall be from August 1, 2020 through December 31, 2025

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. August 1, 2020	3.00%
ii. August 1, 2021	3.00% compounded
iii. August 1, 2022	3.00% compounded
iv. August 1, 2023	3.00% compounded
v. August 1, 2024	3.25% compounded

3. Ratification Bonus

- a. A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status (“B Status”), military leave with pay (“K status”), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

4. Additions to Gross

- i. Effective August 1, 2024, the general wage increase provided for in Section 2(v) shall be applied to the Fire Safety Director assignment differential rates contained in Article XXXVI section 2 of the parties collective bargaining agreement.

5. Conditions of Payment

- i. The Lump sum cash payment pursuant to Section 3 of this *2020-2025 MOA* shall be payable as soon as practicable upon ratification of this *2020-2025 MOA*.
- ii. The general wage increases pursuant to Section 2(i), (ii), (iii) and (iv) of this MOA shall be payable as soon as practicable upon the ratification of the *2020-2025 MOA*.
- iii. The general wage increases pursuant to Section 2 (v) of this *2020-2025 MOA* shall be payable as soon as practical after the effective date of such increases of the *2020-2025 MOA*.

6. Education Fund Increase

Effective August 1, 2025, the contribution to the Educational Fund shall be increased by \$104 per annum per covered employee.

7. Annuity Fund Increase

Effective August 1, 2025, the contribution to the Annuity Fund shall be increased by \$2,456 per employee per year.

8. Release Time

Effective August 1, 2025, the one release time position for which the union currently provides reimbursement to the Department, will convert to a release time position with pay and will no longer be reimbursed by the union.

9. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the *2020-2025 MOA*.

10. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the *2020-2025 MOA*.

11. Payroll

Effective upon ratification of this MOA, all employees who receive paychecks via direct deposit shall be opted out of receiving paper paystubs. Employees may choose to opt-in via NYCAPS or other appropriate method.

12. Approval of Agreement

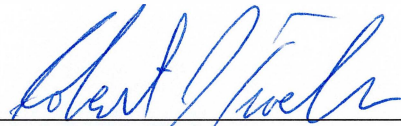
This Agreement is subject to union ratification and adoption by the Board of Education.

FOR THE CITY OF NEW YORK



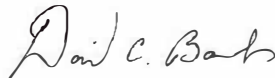
BY: _____
Renee Campion
Commissioner of Labor Relations

FOR LOCAL 891 I.U.O.E.:




BY: _____
Robert J. Troeller
President/Business Manager

FOR DOE:



BY: _____
David C. Banks
Chancellor
Board of Education for the City School
District of the City of New York

BY:  _____
Dr. Angela Green Gregory W. Faulkner
Chairperson
Board of Education for the City School
District of the City of New York

September 26, 2023