

**2018-2021 Memorandum of Agreement**  
**Communications Workers of America, Local 1180**  
**and the City of New York**

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

5/6/18 – 12/12/2021

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. May 6, 2018	2.00%
b. May 6, 2019	2.25% compounded
c. October 6, 2020	3.00% compounded

3. Additions to Gross

- i. The general wage increases set forth in Section 2 above shall not apply to “additions to gross.” “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform cleaning allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and, certification, educational, license, evening, or night shift differentials.
- ii. Section 3.i does not apply to Recurring Increment Payments that automatically increase with wage increases.
- iii. Section 3.i does not apply to Service Increments once earned for two years that are rolled into base salary and increased with wage increases.
- iv. Section 3.i does not apply to the experience differential that automatically increases with wage increases.

4. Conditions of Payment

- a. The general wage increases pursuant to Sections 2.a. and 2.b. of this *2018-2021 CWA Local 1180 Memorandum of Agreement* (“MOA”) shall be payable as soon as practicable upon the execution of this MOA.
- b. The general wage increase pursuant to Section 2.c. of this MOA shall be payable as soon as practicable after the effective date of such increase.

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

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.

7. Assignment Differentials

Effective March 6, 2020, the following assignment differentials shall apply:

- a. \$1,000 per annum for legal coordinators at the Department of Correction who interact with inmates.
- b. \$1,500 per annum for Principal Administrative Associates performing case management duties at SNAP centers.

8. Training Fund

Effective December 6, 2021 the training fund contribution shall be increased to \$100 per employee, and shall be applicable to NYCHA and the Department of Education.

9. Longevity Increment

Effective March 6, 2020, the 15-year Longevity Increment shall be increased to \$1,000, and employees in the title of Administrative Manager (NM) shall be entitled to the 15-year Longevity Increment.

10. Experience Differential

Effective March 6, 2020, the experience differential contained in Article III, Section 10(1) of the Collective Bargaining shall be modified to the following:

<u>Years in Assignment Level</u>	<u>Experience Differential</u>
After 3 years	\$1,000
After 4 Years	\$2,000 total (an additional \$1,000)
After 5 Years	\$2,509 total (an additional \$509)

Employees advanced to a higher level after obtaining the experience differential shall maintain the differential following their advancement.

**11. Recurring Increment Payment**

Effective March 6, 2020, employees in the title of Administrative Manager (NM) shall be entitled to the contractual recurring increment payments.

**12. PPCT Uniform Allowance**

Effective March 6, 2020, the annual uniform allowance for Principal Police Communications Technicians shall be increased to \$300 per annum.

**13. Release Time**

- a. Effective March 6, 2020, the union shall be entitled to one additional full-time release position with pay and benefits.
- b. Effective March 6, 2020, the union president, if on full-time release with pay and benefits, shall have an annual salary equivalent to the maximum salary for the Administrative Manager (NM) title.

**14. Administrative Manager (NM)**

The pay levels, salary schedules, and related provisions contained in the February 4, 2019 Memorandum of Agreement concerning the Administrative Manager (NM) title, including the 8% promotional guarantee for promotions into the title, shall be incorporated into the collective bargaining agreement.

**15. 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 execution of this MOA and agree to take the necessary steps to implement.

**16. Non-Economic Issues**

- a. A labor-management committee, which shall include H+H, will be formed to discuss improvements to voluntary transfer procedures, consistent with the collective bargaining agreement.
- b. The side letter on page 43 of the collective bargaining agreement regarding assignment to higher levels within a title shall be modified to include the following additional criteria:
  - Attaining jointly sponsored certifications and
  - Earning academic degrees.
- c. The labor-management committees concerning civil service issues and career advancement agreed to in the February 4, 2019 Memorandum of Agreement regarding the Administrative Manager (NM) title shall begin to meet as soon as practicable following execution of this agreement.

**17. 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.

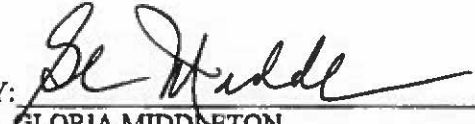
**18. Continuation of Terms**

The terms of the predecessor collective bargaining agreement and related agreements shall be continued except as modified pursuant to this MOA.

**FOR THE CITY OF NEW YORK**

BY:   
RENEE CAMPION  
Commissioner of Labor Relations

**FOR CWA LOCAL 1180**

BY:   
GLORIA MIDDLETON  
President

**FOR CWA District 1**

BY: 

Dated: 12/9, 2019



# Office of Labor Relations

22 Cortlandt Street, New York, NY 10007  
nyc.gov/olr

**Renee Campion**  
*Commissioner*  
**Steven H. Banks**  
*First Deputy Commissioner*  
*General Counsel*

**Claire Levitt**  
*Deputy Commissioner*  
*Health Care Cost Management*  
**Georgette Gestely**  
*Director, Employee Benefits Program*

December 5, 2019

Gloria Middleton  
President  
CWA Local 1180  
6 Harrison Street  
New York, NY 10013

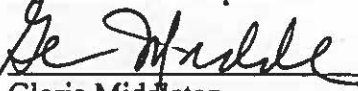
Dear Ms. Middleton,

This letter serves to confirm our agreement that CWA 1180 and the Department of Education will work together to draft and execute a collective bargaining agreement covering titles represented by the union at DOE, including School Business Manager, which will contain terms and conditions of employment applicable to DOE employees.

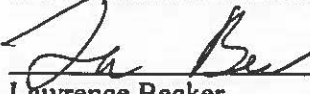
Sincerely,

  
Renee Campion

Agreed and Accepted

  
Gloria Middleton  
President, CWA Local 1180

Agreed and Accepted on behalf of  
The Department of Education

  
Lawrence Becker  
Chief Executive Officer



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*Director, Employee Benefits Program*

December 5, 2019


Gloria Middleton  
President  
CWA Local 1180  
6 Harrison Street  
New York, NY 10013

Dear Ms. Middleton,

This letter serves to confirm our mutual understanding regarding the expenditure of the 0.10% Additional Compensation Fund agreed to in the parties' 2008-10 Collective Bargaining Agreement.

Effective January 1, 2019 the annual annuity contribution shall be increased to \$526.14 and employees in the title of Administrative Manager (NM) shall be entitled to the annuity contribution.

This agreement, together with the February 4, 2019 letter agreement regarding a lump sum annuity contribution, shall fully expend the 0.10% additional compensation fund.

Sincerely,  
  
Renee Campion

Agreed and Accepted

  
Gloria Middleton  
President, CWA Local 1180



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Director, Employee Benefits Program

December 5, 2019

Gloria Middleton  
President  
CWA Local 1180  
6 Harrison Street  
New York, NY 10013


Dear Ms. Middleton,

This letter serves to confirm our mutual understanding regarding the expenditure of the 0.91% Additional Compensation Fund agreed to in the parties' 2010-18 Collective Bargaining Agreement.

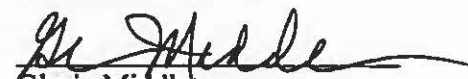
Effective October 6, 2017, the following salary rates shall apply to the title of Coordinating Manager:

<u>Title</u>	<u>New Hire Rate</u>	<u>Incumbent Min.</u>	<u>Maximum</u>
Coordinating Manager (DOHMH)			
Level 1	N/A	\$54,824	\$89,807
Level 2	N/A	\$62,868	\$102,024
Coordinating Manager (H+H)			
Level A	\$47,673	\$54,824	\$89,807
Level B	\$54,668	\$62,868	\$102,637

This agreement, together with the charge for the Administrative Manager (NM) 8% promotional guarantee contained in the February 4, 2019 Memorandum of Agreement, shall fully expend the 0.91% additional compensation fund.

Sincerely  
  
Renee Campion

Agreed and Accepted

  
Gloria Middleton  
President, CWA Local 1180