

2010-2018 Memorandum of Agreement
Taxi and Limousine Inspector and Local Law 56
Special Officers Bargaining Unit
City of New York and Teamsters Local 237

1. **Term:** 7 years and 6 months (90 months)

The term of this 2010-2018 Local 237 Memorandum of Agreement ("MOA") for the Taxi and Limousine Inspector/Local Law 56 Special Officer Bargaining Unit¹ shall be from September 26, 2010 through March 25, 2018, or 90 months from the date of termination of the applicable existing Successor Separate Unit Agreement.

2. **Ratification Bonus**

A lump sum cash payment in the amount of \$1,000, 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 on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

- i. Full-time per annum and full-time per diem Employees shall receive a lump sum cash payment in accordance with Interpretive Memorandum No. 102, dated August 26, 2014.
- ii. Part-time per annum, part-time per diem (including seasonal appointees), per session, hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment based on their regularly scheduled hours and the hours in a full calendar year.
- iii. The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.
- iv. For circumstances that were not anticipated by the parties, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the application of

¹ The "Taxi and Limousine Inspector/Local Law 56 Special Officer Bargaining Unit" consists of Traffic and Limousine Inspectors, Associate Taxi and Limousine Inspectors and Special Officers and Supervising Special Officers employed by the New York City Human Resources Administration, Department of Homeless Services, Department of Health and Mental Hygiene, and Administration for Children's Services (including the former Department of Juvenile Justice).

Section 2 of this MOA. Such case-by-case interpretations shall not be subject to any dispute resolution procedures as per past practice of the parties.

3. **General Wage Increases**

<u>Effective Date</u>	<u>General Wage Increases</u>
i. March 26, 2012	1.00%
ii. March 26, 2013	1.00% compounded
iii. March 26, 2014	1.00% compounded
iv. March 26, 2015	1.50% compounded
v. March 26, 2016	2.50% compounded
vi. March 26, 2017	3.00% compounded

4. **Conditions of Payment**

- a. The lump sum cash payment pursuant to Section 2 of this MOA shall be payable as soon as practicable upon ratification of this MOA.
- b. The general increases pursuant to Sections 3i, ii, iii and iv of this MOA shall be payable as soon as practicable upon execution of this MOA.
- c. The general increase pursuant to Section 3 v. of this MOA shall be payable as soon as practicable after the effective date of such increase.
- d. The general increase provided in Section 3vi. of this MOA shall be payable as soon as practicable upon the execution of the successor unit agreement.

5. **Additions to Gross**

The general wage increases provided for in Sections 3 i, ii, iii, iv, v, and vi shall not be applied to "additions to gross". This shall not establish a precedent or practice for successor collective bargaining agreements.

6. **New Hire Local Law 56 Special Officers**

a. *Salary Schedules*

- i. **New Hires**: Effective January 1, 2016, salaries of employees hired into the Special Officer and Supervising Special Officer titles shall be governed by the salary schedules set forth below. Percent wage

increases to employees' salaries are reflected in each column of the chart below, while step increases to employees' salaries are reflected in each row of the chart below. In determining an employee's salary, one must move across to a new column on the date of a given wage increase, and down a row on the appropriate date of step increase, as described in Section 6.b.

<i>effective =></i>		1/1/2016	3/26/2016	3/26/2017
Hiring Rate		\$30,714	\$31,482	\$32,426
After 1		\$31,729	\$32,522	\$33,498
After 2		\$32,744	\$33,563	\$34,570
After 3		\$33,759	\$34,603	\$35,641
After 4		\$34,774	\$35,643	\$36,712
After 5		\$35,789	\$36,684	\$37,785
After 6		\$36,804	\$37,724	\$38,856
After 7		\$44,269	\$45,376	\$46,737

For example, the salary of an employee hired on January 1, 2016 would initially be \$30,714. On March 26, 2016, that employee's salary would increase to \$31,482. On January 1, 2017, that employee would advance to the next step and his or her salary would be \$32,522. On March 26, 2017, the employee's salary would increase to \$33,498. On January 1, 2018, the employee would advance to the next step and his or her salary would be \$34,570.

b. Step Movement

On the schedule described in Section 6.a, and consistent with the 2008-2010 Special Officers Agreement, Incumbent and New Hire Special Officers and Supervising Special Officers shall advance their yearly step on the January or July following the attainment of the required time.

7. Uniform and/or Clothing Allowance

The Uniform and/or Clothing Allowance for Special Officers and Supervising Special Officers covered by this agreement shall be increased by \$332 per year to \$1,000 on July 1, 2015; by \$332 per year to \$1,000 on July 1, 2016, and by \$465 to \$1133 on July 1, 2017 until March 25, 2018. On March 25, 2018, the Uniform and/or Clothing Allowance for Special Officers and Supervising Special Officers shall be increased by \$832 per year to \$1500 per annum.

The Uniform and/or Clothing Allowance for Taxi and Limousine Inspectors and Associate Taxi and Limousine Inspectors shall be increased by \$320 per year to \$1,000 on July 1, 2015; by \$320 per year to \$1,000 on July 1, 2016, and by \$453 to \$1133 on July 1, 2017 until March 25, 2018. On March 25, 2018, the Uniform and/or Clothing Allowance for Taxi and Limousine Inspectors and Associate Taxi and Limousine Inspectors shall be increased by \$820 per year to \$1500 per annum.

8. Health Savings and Welfare Fund Contributions

The May 5, 2014 Letter Agreement 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 is deemed to be part of this MOA.

9. New Administrative Benefits Fund

- a. The Union shall create an administrative benefits trust fund, to be called the Local 237 Administrative Trust Fund. The purpose of the Local 237 Administrative Trust Fund shall be to receive contributions from the Employer and to distribute and allocate such funds to the Retiree Welfare Fund and the Active Welfare Fund as the trustees of the Local 237 Administrative Trust Fund deem appropriate.
- b. As soon as practicable after the Local 237 Administrative Trust Fund is established, all contributions made by the Employer pursuant to Article XIII, Section 1.b of the Citywide Agreement shall be made to the Local 237 Administrative Trust Fund.
- c. The contributions to be made by the Employer pursuant to the Agreement contained in Sections 8, 9, and 10 of this MOA shall be made to the Local 237 Administrative Trust Fund.

10. Additional Contributions to Local 237 Administrative Trust Fund

- a. As soon as practicable after the Local 237 Administrative Trust Fund is established, the Employer welfare fund contributions on behalf of each eligible full-time active employee and retiree shall be increased by \$280 per annum. Contributions for non-full-time employees and retirees shall be increased by the appropriate pro-rata share. Such contributions shall be effective retroactive to July 1, 2014.
- b. Prior to the expiration of this MOA, upon the mutual agreement of the parties, contributions to the Local 237 Administrative Trust Fund set forth in Subsection a, above, may be reallocated on a cost-neutral basis.

11. Labor-Management

A labor-management committee will be created to discuss TLC issues.

12. Citywide Agreement

A committee shall be established to jointly incorporate the current applicable Citywide provisions into the new Taxi and Limousine Inspector/Local Law 56 Special Officer Unit Agreement. All provisions must be mutually agreed to by the parties.

13. Discussions

Nothing contained in this MOA shall preclude the parties from continuing discussions to identify, review, recommend and develop initiatives that will generate workplace savings, maximize the potential of the City workforce and ensure the provision of essential services, while at the same time providing increased compensation for the workforce. The parties must conclude all discussions regarding this Section no later than 24 months after the date of ratification of this MOA unless they have mutually agreed to extend the deadline.

The final general wage increase in this Agreement as stated in Section 3.vi shall not be paid unless and until: (1) these discussions are completed by the parties; or (2) following 12 months after the ratification date of this MOA, either party terminates these discussions, in which case the payment will be made pursuant to the final wage increase in Section 3.vi.

14. Prohibition of Further Economic Demands

Except as set forth in Section 12, no party to this MOA shall make additional economic demands during the term of this MOA.

15. Included and Excluded Titles

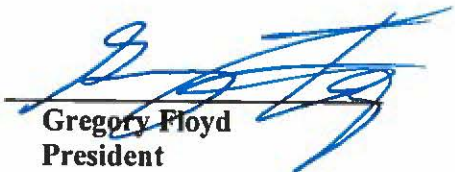
Appendix "A" of this Agreement shall contain the list of Local 237-represented titles slated for inclusion and exclusion in this Memorandum of Agreement.

16. **Ratification**

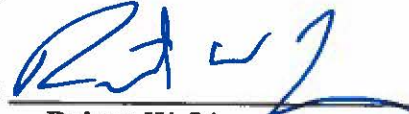
This MOA is subject to ratification by the Union.

WHEREFORE, we have hereunto set our hands and seals this 7 day of December 2015.

City Employees Union, Local 237, IBT

By: 
Gregory Floyd
President

City of New York

By: 
Robert W. Linn
Commissioner
Office of Labor Relations

2010-2018 Memorandum of Agreement
Local 237 and the City of New York

Appendix "A"

LIST OF INCLUDED TITLES

CBU (Taxi and Limousine Inspector/Local Law 56 Special Officer)

TITLE CODE:	TITLE:
35143	ASSOCIATE TAXI AND LIMOUSINE INSPECTOR
70810	SPECIAL OFFICER (ACS/DJJ, DOHMH, DHS, and HRA)
70817	SUPERVISING SPECIAL OFFICER (ACS/DJJ, DOHMH, DHS, and HRA)
35116	TAXI AND LIMOUSINE INSPECTOR



THE CITY OF NEW YORK
OFFICE OF LABOR RELATIONS
40 Rector Street, New York, NY 10006-1705
<http://nyc.gov/olr>

ROBERT W. LINN
Commissioner

May 5, 2014

Harry Nespoli
Chair, Municipal Labor Committee
125 Barclay Street
New York, NY 10007

Dear Mr. Nespoli:

This is to confirm the parties' mutual understanding concerning the following issues:

1. Unless otherwise agreed to by the parties, the Welfare Fund contribution will remain constant for the length of the successor unit agreements, including the \$65 funded from the Stabilization Fund pursuant to the 2005 Health Benefits Agreement between the City of New York and the Municipal Labor Committee.
2. Effective July 1, 2014, the Stabilization Fund shall convey \$1 Billion to the City of New York to be used to support wage increases and other economic items for the current round of collective bargaining (for the period up to and including fiscal year 2018). Up to an additional total amount of \$150 million will be available over the four year period from the Stabilization Fund for the welfare funds, the allocation of which shall be determined by the parties. Thereafter, \$ 60 million per year will be available from the Stabilization Fund for the welfare funds, the allocation of which shall be determined by the parties.
3. If the parties decide to engage in a centralized purchase of Prescription Drugs, and savings and efficiencies are identified therefrom, there shall not be any reduction in welfare fund contributions.
4. There shall be a joint committee formed that will engage in a process to select an independent healthcare actuary, and any other mutually agreed upon additional outside expertise, to develop an accounting system to measure and calculate savings.

5. The MLC agrees to generate cumulative healthcare savings of \$3.4 billion over the course of Fiscal Years 2015 through 2018, said savings to be exclusive of the monies referenced in Paragraph 2 above and generated in the individual fiscal years as follows: (i) \$400 million in Fiscal Year 2015; (ii) \$700 million in Fiscal Year 2016; (iii) \$1 billion in Fiscal Year 2017; (iv) \$1.3 billion in Fiscal Year 2018; and (v) for every fiscal year thereafter, the savings on a citywide basis in health care costs shall continue on a recurring basis. At the conclusion of Fiscal Year 2018, the parties shall calculate the savings realized during the prior four-year period. In the event that the MLC has generated more than \$3.4 billion in cumulative healthcare savings during the four-year period, as determined by the jointly selected healthcare actuary, up to the first \$365 million of such additional savings shall be credited proportionately to each union as a one-time lump sum pensionable bonus payment for its members. Should the union desire to use these funds for other purposes, the parties shall negotiate in good faith to attempt to agree on an appropriate alternative use. Any additional savings generated for the four-year period beyond the first \$365 million will be shared equally with the City and the MLC for the same purposes and subject to the same procedure as the first \$365 million. Additional savings beyond \$1.3 billion in FY 2018 that carry over into FY 2019 shall be subject to negotiations between the parties.

6. The following initiatives are among those that the MLC and the City could consider in their joint efforts to meet the aforementioned annual and four-year cumulative savings figures: minimum premium, self-insurance, dependent eligibility verification audits, the capping of the HIP HMO rate, the capping of the Senior Care rate, the equalization formula, marketing plans, Medicare Advantage, and the more effective delivery of health care.

7. Dispute Resolution

- a. In the event of any dispute under this agreement, the parties shall meet and confer in an attempt to resolve the dispute. If the parties cannot resolve the dispute, such dispute shall be referred to Arbitrator Martin F. Scheinman for resolution.
- b. Such dispute shall be resolved within 90 days.
- c. The arbitrator shall have the authority to impose interim relief that is consistent with the parties' intent.
- d. The arbitrator shall have the authority to meet with the parties at such times as the arbitrator determines is appropriate to enforce the terms of this agreement.
- e. If the parties are unable to agree on the independent health care actuary described above, the arbitrator shall select the impartial health care actuary to be retained by the parties.
- f. The parties shall share the costs for the arbitrator and the actuary the arbitrator selects.

If the above accords with your understanding and agreement, kindly execute the signature line provided.

Sincerely,

A handwritten signature in black ink, appearing to read "R. W. Linn", written over a horizontal line.

Robert W. Linn
Commissioner

Agreed and Accepted on behalf of the Municipal Labor Committee

BY: 
Harry Nespoli, Chair



OFFICE OF LABOR RELATIONS

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ROBERT W. LINN
Commissioner

RENEE CAMPION
First Deputy Commissioner

MAYRA E. BELL
General Counsel
CHRIS BERNER
Chief of Staff
GEORGETTE GESTELY
Director, Employee Benefits Program

INTERPRETIVE MEMORANDUM No. 102

TO: All Affected Agencies
FROM: Renee Campion, First Deputy Commissioner
DATE: August 26, 2014
RE: Lump Sum Ratification Bonus

This interpretive memorandum is to provide guidance regarding the payment of the lump sum ratification bonus provided in Section 2 of the 2010-2017 Memorandum of Agreement between District Council 37 and the City of New York, and subsequent collective bargaining agreements as applicable.

The language of the agreement reads:

A lump sum cash payment in the amount of \$1,000, 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 on payroll as of the date of ratification. The lump sum cash payment shall be pensionable, consistent with applicable law.

A. Eligibility Guidelines

To be eligible for the lump sum payment, an employee must be serving in active payroll status in a title covered by the applicable collective bargaining agreement on the date of ratification of the agreement. Any questions regarding the date of ratification should be directed to the Office of Labor Relations. In the case of the 2010-2017 Memorandum of Agreement between District Council 37 and the City of New York, the ratification date was August 5, 2014.

Active payroll status is defined as being in payroll status "B" (active) or "K" (military leave with pay).

Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of the agreement shall not be eligible for the lump sum cash payment.

B. Lump Sum Cash Payment for Full-Time Per Annum and Full-Time Per Diem Employees

All full-time per annum and full-time per diem employees who were in active paid status on the date of ratification are entitled to receive the lump sum cash payment of \$1,000.

C. Proration of Lump Sum Cash Payment for other than Full-Time and Full-Time Per Diem Employees

Part-time per annum, part-time per diem (including seasonal appointees), per session, hourly paid Employees and Employees whose normal work year is less than a full calendar year shall receive a pro-rata portion of the lump sum cash payment based on their regularly scheduled hours between July 1, 2013 and June 30, 2014.

- i. Part-time employees who were in active pay status the entire period from July 1, 2013 through June 30, 2014, and on the date of ratification, shall receive a pro-rata lump sum cash payment not to exceed \$1,000.
 - *For example:* An employee in a 40-hour title works 20 hours per week for the entire time period from July 1, 2013 through June 30, 2014. This employee would receive a lump sum ratification bonus of \$500
- ii. Employees who were in active pay status on the date of ratification, and for a portion of the period July 1, 2013 through June 30, 2014, shall receive a pro-rata lump sum cash payment not to exceed \$1,000 based upon the portion of time that they were in active pay status.
 - *For example:* A seasonal employee in a 40-hour title works 10 weeks during the period July 1, 2013 through June 30, 2014, an average of 48 scheduled hours per week. This employee would receive a lump sum ratification bonus of \$229.89¹.
- iii. School Year Based Employees:
Where the regular and customary work year for a title is less than a twelve-month year, such as a school year, such computations provided for in Section C a. i. and a. ii. shall be based on service during the period from September 5, 2013 through June 26, 2014 or other applicable dates for other school-based employees.

¹ $\frac{480 \text{ Scheduled Hours Worked}}{2088 \text{ Scheduled Hours Per Year}} \times \$1000 = \$229.89$

D. Effect of Lump Sum Ratification Bonus

The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.

E. Timing of Payment

The lump sum cash payment shall be paid as soon as practicable upon ratification of the applicable agreement.

F. Additional Determinations

For unique circumstances that are not covered by this memorandum, the First Deputy Commissioner of Labor Relations may elect to issue, on a case-by-case basis, interpretations concerning the payment of the lump sum ratification bonus. Such case-by-case interpretations are not subject to any dispute resolution procedures.