

**2021-2027 Memorandum of Agreement**  
**CWA Local 1180 and the City of New York**

1. Term: 5 years and 6 months

12/13/2021-6/12/2027

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
i. December 13, 2021	3.00%
ii. December 13, 2022	3.00% compounded
iii. December 13, 2023	3.00% compounded
iv. December 13, 2024	3.00% compounded
v. December 13, 2025	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 December 13, 2025, the general wage increase provided for in Section 2(v) shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and certification, educational, license, evening, or night shift differentials.
- ii. Section 4.i does not apply to Recurring Increment Payments that automatically increase with wage increases.
- iii. Section 4.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 4.i does not apply to the experience differential that automatically increases with wage increases.

#### 5. Conditions of Payment

- i. The Lump sum cash payment pursuant to Section 3 of this *2021-2027 MOA* shall be payable as soon as practicable upon ratification of this *2021-2027 MOA*.
- ii. The general wage increases pursuant to Section 2(i) and (ii) of this MOA shall be payable as soon as practicable upon the ratification of the *2021-2027 MOA*.
- iii. The general wage increases pursuant to Section 2 (iii), (iv) and (v) of this *2021-2027 MOA* shall be payable as soon as practical after the effective date of such increases of the *2021-2027 MOA*.

#### 6. Welfare Fund Increase

Effective December 13, 2025, there shall be a recurring \$167 per annum per employee (active and retiree) increase to the welfare fund contribution

#### 7. NYC H+H Assistant Directors of Hospitals

Effective June 1, 2022, the NYC H+H title Assistant Director of Hospitals shall be eligible to receive the existing CWA L1180 Experience Differential, Recurring Increment Payment, Longevity Increment and Annuity.

8. DOE School Business Manager

Effective December 13, 2021, the DOE title of School Business Manager shall be eligible to receive the CWA Local 1180 Experience Differential, Longevity Increment and Recurring Increment Payment.

9. Coordinating Managers

Effective December 13, 2021, any NYC H+H Assistant Coordinating Managers who receive the Experience Differential and who are promoted to Coordinating Managers after 12/13/2021 shall retain the Experience Differential upon promotion.

10. Administrative Managers (NM)

Effective December 13, 2024, the title Administrative Manager (NM) shall be eligible to receive the CWA Local 1180 Experience Differential.

11. Work Flexibility Committee

The Parties agree to a remote work pilot consistent with the terms of the District Council 37 Remote Work Pilot dated May 31, 2023. The parties further agree to continue to discuss work flexibility measures to enhance the recruitment and retention of City employees and employee morale, including but not limited to compressed schedules and flexible scheduling.

12. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic demands during the term of the *2021-2027 MOA*.

13. Continuation of Terms

The terms of the predecessor separate unit agreement shall be continued except as modified pursuant to the *2021-2027 MOA*.

14. 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.