

DC 37 ECONOMIC AGREEMENT

Terms of Proposed Agreement

(July 1, 2002 to June 30, 2005)

If new.
> 7/1/04

1. Term of Contract – 36 months

2. Wage Increases

\$1,000 (pensionable, consistent with applicable law) lump sum cash payment payable upon ratification (pro-rated for other than full-time employees).

3% - 1st day of 13th month (7/1/03)*

2% - 1st day of 25th month (7/1/04)*, compounded.

(All additions to gross increased by across the board increases)

Units have the flexibility to modify the application of the general increases in the third year.

3. An additional 1% will be available, subject to identification of funding, through the Joint Labor Management Committee on Productivity Initiatives. Resources generated can be used to provide an additional salary increase in the third year, and/or allow for improvement of Citywide benefit modifications for new employees.

4. Joint Committee on Productivity Initiatives

Co-Chaired by the Deputy Mayor for Operations and the DC 37 Executive Director. The Committee will identify efficiencies including but not limited to examining sick leave usage, streamlining workers compensation and contracting in. The Committee will report in October, 2004 on these additional productivity savings to be applied to DC 37.

5. Citywide Benefit Modifications

a. All employees shall be eligible to use three **(3) days of sick leave** to care for an **ill family member**.

For new hires, appointed on or after

July 1, 2004:

b. The hiring rate for **employees hired on or after July 1, 2004** will be 15% lower than

the incumbent rate. After two years of service, employees will earn the incumbent rate.

c. Night shift differential will be in effect from 8:00 p.m. to 8:00 a.m. for **employees hired on or after July 1, 2004** for the first three years of employment.

d. **Employees hired on or after July 1, 2004** will earn **annual leave as follows:**

| <u>Years of Service</u> | <u>Annual Leave Accrual</u> |
|-------------------------|-----------------------------|
| 1-4 | 15 |
| Beginning with 5th year | 16 |
| " 6 | 17 |
| " 7 | 18 x 12 = 126. |
| " 8 | 19 |
| " 9 | 20 |
| " 10 | 21 |
| " 11 | 22 |
| " 12 | 23 |
| " 13 | 24 |
| " 14-16 | 25 |
| " 17+ | 27 |

e. **Employees hired on or after July 1, 2004** will cash out their sick leave on the basis of one day of terminal leave for each three days of accumulated sick leave upon separation from city employment after 10 years of service.

f. **Employees hired on or after July 1, 2004** will accrue sick leave at a rate of 10 days per year for the first five years of employment.

g. **Employees hired on or after July 1, 2004** will not be eligible for the floating holiday.

6. Labor Management Committees

Labor Management committees will be established to:

- Explore resources for **child care**
- Review pension issues including **Physically Taxing** titles
- Explore **telecommuting** and **alternate work schedules**

7. Continuation of all other terms of the previous economic agreement.

* Effective Dates are different for Family Paraprofessionals