

Proposed DC 37 Economic Agreement
16.21% in compounded wage increases over contract term
(May 26, 2021 to November 6, 2026)*

- 1. Term of Contract – 65 months & 12 days**
- 2. Compounded Wage Increases**

3% - May 26, 2021
3% - May 26, 2022, compounded
3% - May 26, 2023, compounded
3% - May 26, 2024, compounded
3.25% - May 26, 2025, compounded

A total of 16.21% in compounded wage increases

Additions to Gross will be increased by 3.25% effective May 26, 2025.
- 3. Retroactive Pay from the First Day of the Agreement**
- 4. \$3,000 Ratification Bonus**

Lump sum payment to employees in active pay status on the date of ratification. Pro-rated for other than full-time employees (pensionable, consistent with applicable law).
- 5. Health Insurance**

Continuation of premium-free health plans provided for by the MLC Health Agreement.
- 6. Additional Compensation Fund (ACF)**

Funds equaling 0.5% of payroll available to each bargaining unit for negotiations. Adjustments will be effective and retroactive to May 26, 2023.
- 7. Equity Panel**

A tripartite panel will examine titles that have inequities and new job requirements. Adjustments will be effective and retroactive to May 26, 2023.
- 8. \$18 Minimum Rate for DC 37**

Effective July 1, 2023, members will earn no less than \$18 per hour. **
- 9. Welfare Fund Contributions**

A \$50 recurring contribution will be added to the Welfare Fund effective May 26, 2023.
- 10. Child Care Trust Fund**

The Union will establish a Child Care Trust Fund to provide assistance for members' child care expenses.
- 11. Work Flexibility Committee**

The Union and the City will form a committee to:

 - Implement a remote work pilot no later than June 1, 2023;
 - Develop policies for compressed work schedules and flexible scheduling; and
 - Expand transit benefits.
- 12. Pandemic Response Joint Committee**

The committee will review and improve the City's ongoing response to COVID and future contagious diseases.
- 13. Payroll**

Effective as soon as practicable after ratification all employees of mayoral agencies, elected officials, DOE and NYCHA will need to opt-in to receive paper pay stubs.
- 14. Continue all other terms of the previous economic agreement.**

** Effective Dates are different for some contracts*
*** Hourly School Employees are paid over the summer.*
The combination of school year rate and summer pay makes the effective rate over \$18.