



# COMMUNIQUE

## UNION SETTLES CONTRACT

**In the midst of the holiday season, more than 8,100 Local 1180 members covered by the PAA et al contract received one of their best gifts of the year when the union settled its contract with the city and brought to closure months of negotiations that sealed an almost 44-month deal.**

**“I am pleased to announce that we have settled our PAA et al contract with the City. With a unanimous vote on the terms by the CWA 1180 Bargaining Committee, I signed the Memorandum of Agreement on December 9, 2019,” President Gloria Middleton wrote in her statement posted on the union’s website breaking the news.**

The term of the contract is from May 6, 2018 - December 12, 2021, and calls for a 7.25 percent wage hike during the 43 months and seven days of the agreement. The agreement follows the wage pattern set by DC 37 in July 2018 since they hold the bargaining certificate for city municipal unions.

“Our bargaining committee members devoted a lot of time and energy into making sure that our members’ highest priorities, needs, and wants were included in the final contract terms,” Middleton said. “While it might seem like negotiations took a long time, in reality they did not. The process was quite smooth, with both parties respecting each other at the bargaining table and making a commitment to respect the negotiations process of give and take. In the end, we walked away with a deal that our members can be proud of and happy with — one that puts more money in their pockets and more benefits at their disposal.”

The following is a **partial summary** of the terms and conditions of the economic agreement:

**GENERAL WAGE INCREASES**

Effective Date	General Wage Increase
May 6, 2018	2.00%
May 6, 2019	2.25%
Oct. 6, 2020	3.00%

**ASSIGNMENT DIFFERENTIALS** (Effective March 6, 2020)

- \$1,000 per annum for Legal Coordinators with inmate contact at the Department of Correction
- \$1,500 per annum for PAAs performing case management duties at SNAP centers

**LONGEVITY INCREMENT** (Effective March 6, 2020)

- The 15-year Longevity Increment shall be increased from \$925 to \$1,000
- Employees in the Administrative Manager (NM) title will be entitled to the 15-year Longevity Increment

**EXPERIENCE DIFFERENTIAL**

Effective March 6, 2020, the Experience Differential shall be modified to the following:

Years in Assignment Level	Experience Differential
After 3 Years	\$1,000
After 4 Years	\$1,000
After 5 Years	\$509
<b>TOTAL AFTER 5 YEARS</b>	<b>\$2,509</b>

**NOTE:** Employees advancing to a higher level after obtaining the Experience Differential shall maintain the Differential following their advancement.

**RECURRING INCREMENT PAYMENT**

Effective March 6, 2020, employees in the title of Administrative Manager (NM) shall be entitled to the contractual Recurring Increment Payments

**PPCT UNIFORM ALLOWANCE**

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

**COORDINATING MANAGERS** (Effective October 6, 2017)

Adjustments of minimum salaries of the Coordinating Manager will increase 8 percent above the Assistant Coordinating Manager minimum salaries

### **ANNUITY FUND** (Effective January 1, 2019)

- The annual Annuity contribution shall be increased to \$526.14
- Employees in the title of Administrative Manager (NM) shall be entitled to the annuity

### **PAID FAMILY LEAVE**

The parties agree to opt in to the NYS Paid Family Leave Program as implemented by the City of New York, as soon as applicable

### **EEO SETTLEMENT**

All terms and conditions of the Settlement will be incorporated into the Collective Bargaining Agreement where applicable

### **NEXT STEPS**

In early January 2020, Middleton said that members covered by the PAA et al contract will receive a full packet of the terms and conditions of the negotiated contract so they can vote for ratification. Since these ballot packages will be mailed to home addresses on file with the Local, it's important for members to make sure that they have their most current and updated information registered with Local 1180.

Ballot packages will be marked "Ballot" and will come from the American Arbitration Association (AAA). Inside will be the information on the contract, a phone number for questions, and a PIN number to use when voting electronically on ratification of the contract.

AAA will tally the votes on or about January 28, 2020. AAA will provide clear instructions on how to cast your ballot. If a majority of the members vote YES for ratification, payout of the 2% due from May 2018 and the payout of the 2.25% due from May 2019 will be included in paychecks 30 to 45 days later.

"This has been a long but prevailing process," Middleton said. "Thank you for your patience, understanding, and support. We wanted to make sure we did the best we could by all our members, taking into consideration the monies we had allocated to us to spend and where the highest needs in various titles could be met. Of course, that all takes time."

Shop Stewards Rose Reeves and Floretha Bryant both served on the Bargaining Committee for the first time and agreed that they had no idea how much went into resolving a contract.

"It was ecstatic being selected to work on the collective bargaining

committee. I am in my 36th year of city service and I never knew how intense and fundamental bargaining was, down to the smallest detail," Reeves said. "I loved the way President Middleton kept us involved throughout the entire process. What we thought and said mattered; even if she didn't agree, she put it out there. Kudos to her for her patience. In the end, we walked away with a very good contract that complements our recent salary increase from the EEO settlement for the Administrative Managers and helps PAAs as well. How sweet is that?"

Bryant said that serving on the Bargaining Committee was exciting, informative, and a huge learning experience.

"Knowing that I was a part of the negotiations process, helping our members get what they requested to be in the new contract, was awesome. I felt like my voice and opinion mattered in the whole process," she said. "President Middleton worked really hard to achieve the goals for all the members of CWA 1180. The major demands and requests of the members were met without hesitation. As part of the Committee, we were treated as part of the team and our voices mattered."

Bryant said that prior to serving on the Committee this year, she had no idea how much work went into the process even before negotiations with the City began, and just how time intensive it is from start to finish.

"Being on the collective bargaining committee showed me all the work that goes into negotiating our contracts, how the money must be calculated into percentages correctly so that we know where it is being spent in each area that needs the funds. If everyone had a chance to serve on the committee, they would understand better why the process takes as long as it does.

"All our members should be excited about the new contract. There are new things added to the contract like education incentives, training incentives, the increase for experience differentials and much more," Bryant said.

In a published report in *The Chief*, Labor Commissioner Renee Campion said, "The parties came together in good faith and respecting each other's proposals at the table."

Middleton said she hopes that members support this contract by voting YES to ratify and staying CWA #StrongerTogether. ■



*Bargaining Committee with their big smiles upon sealing the contract deal with the City. Executive Board Members Denise Gilliam, Helen S. Jarrett, and Hazel O. Worley; Allan Brawer, Policy Research Managing Partner; Rose Reeves, HPD Shop Steward; Office of Labor Relations Commissioner Renee Campion; Carmen Carter, DCAS Shop Steward; President Gloria Middleton; Elaine Blair-Walker, H+H Shop Steward; Floretha Bryant, DOC Shop Steward; Executive Board Member and Staff Rep Gregory Smith; Zenola Fields, DOF Shop Steward; and Robin Blair-Batte, Secretary-Treasurer. Not pictured: Second Vice President Gerald Brown. All contract story photos: Helen S. Jarrett*