

# **DC 37 FACT SHEET**

## **Residency Requirement for New York City employees**

### **What is it?**

- City employees subject to the residency requirement **MUST** reside in the five boroughs as a condition of their employment.

### **Origin**

- Began with a Mayoral Directive in 1978 and a change to the Administrative Code in 1986.
- Pursuant to then Mayor Edward I. Koch's Directive of 1978, residence was required as a condition of employment for civilian employees who were provisional, non-competitive, exempt, seasonal, labor class, temporary or part-time. In effect, the residency requirement affected all civilian employees who were not permanent competitive civil servants.
- In 1986, the Administrative Code was changed requiring any person (meaning a civil servant) hired on or after September 1, 1986 to reside in the City and thereafter maintain city residence.

### **Situation Today**

- 240,000 city employees are **NOT** subject to residency requirements. They include teachers, uniformed employees of the Police, Fire and Sanitation Depts., workers in hard-to-recruit titles and civilian employees whose agencies do not require city residency (e.g., Transit Authority, CUNY, TBTA, OTB, Libraries, Cultural Institutions and others).
- 45,000 DC 37 members **ARE** subject to the residency requirement. Many are lower paid clerical and blue collar workers, particularly women and minorities.
- These DC 37 members work in the Departments of Social Services, Homeless Services, ACS, Finance, Environmental Protection, Transportation, Parks, HPD, Buildings, City Planning, Citywide Admin Services, Health, Law, Sanitation (non-uniforms), Police (non uniforms), Fire (non-uniforms), and Correction (non uniforms), among others.

### **Intro. 452 Restores Fairness and Choice**

- On July 12, 2006, DC 37 and the City reached a contract agreement under which both parties agreed to support a change in the Administrative Code to expand permissible limits on residency for covered workers to include not only City of NY but also Nassau, Westchester, Suffolk, Orange, Rockland or Putnam counties, and that the Mayoral Directive 78-13 (as amended July 26, 1978) and any other covered employer's rules or procedures be similarly modified.
- A bill was introduced on Oct. 11, 2006, in the City Council by Joseph Addabbo (District 32-Queens) to modify the stringent residency requirement and allow municipal workers to reside in the six counties surrounding NYC.
- Intro. 452 has yet to be voted on. DC 37 has asked Council Speaker Christine Quinn to put the matter on the calendar for an up or down vote.
- DC 37 members need fairness and choice at a time when New York City housing costs have skyrocketed.