

CUNY ECONOMIC AGREEMENT

On behalf of

Local 384, District Council 37, AFSCME, AFL-CIO

Educational Opportunity Centers of

Brooklyn, Queens, Manhattan and the Bronx and

The City University of New York

Terms of Proposed Agreement

(June 1, 2021 to January 9, 2027)

14.94% in wage increases over 67 months and 9 days

1. TERM OF THE CONTRACT – 67 months and 9 days

2. \$3,000 RATIFICATION BONUS

Lump sum payment payable upon ratification. Pro-rated for other than full-time employees (pensionable, consistent with applicable law).

3. COMPOUNDED WAGE INCREASES

2.5% – June 1, 2021

2.5% – June 1, 2022, compounded

3% – June 1, 2023, compounded

3% – June 1, 2024, compounded

3.125% – June 1, 2025, compounded

A total of 14.94% in compounded wage increases

Additions to Gross shall be increased by 3.125% effective June 1, 2025.

4. \$18 MINIMUM WAGE

Effective July 1, 2023, members of the collective bargaining unit will earn no less than \$18 per hour.

5. RETROACTIVE PAY ON 2021, 2022 & 2023 WAGE INCREASES

6. WELFARE FUND INCREASES:

\$50 per active/retiree annual rate increase to the Welfare Fund effective June 1, 2023.

7. HEALTH BENEFITS PRESERVED WITH NO PREMIUM INSURANCE COSTS

8. CUNY shall allow the Union access to formal employee orientation program/onboarding sessions, either in-person or via a remote platform, to provide union membership information.

9. The terms of the previous CUNY agreement will continue unless altered by this agreement.

Subject to ratification by Union membership, and CUNY Board of Trustees' approval

Prepared by the Department of Research and Negotiations, District Council 37, AFSCME, AFL-CIO, January 2024