

**DC 37 Economic Agreement**  
**Terms of Proposed Contract Agreement**  
**Contract value – 8.10% overall**  
**7.42% in compounded wage increases over contract term**  
**(September 26, 2017 to May 25, 2021)\***

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- 1. Term of Contract – 44 months**
- 2. Compounded Wage Increases**  
2% - September 26, 2017  
2.25% - September 26, 2018, compounded  
3% - October 26, 2019, compounded  
**A total of 7.42% in compounded wage increases**  
Additions to Gross shall be increased by 3% effective October 26, 2019.
- 3. Retroactive Pay from the First Day of the Agreement**
- 4. Health Insurance**  
Continuation of premium-free health plans provided for by the MLC Health Agreement.
- 5. Additional Compensation Fund (ACF)**  
Fund equaling 0.2% of payroll available to each bargaining unit for negotiations.  
Effective date: July 26, 2019.
- 6. Equity Panel**  
A tripartite panel will examine titles that have recruitment and retention inequities and new job requirements. The total cost of any enhancements shall not exceed 0.2% of payroll. Effective date: July 26, 2019.
- 7. Education Fund**  
\$100 contribution per year per covered employee to the DC37 Education Fund adding \$20 million over the term of the agreement for education programs.  
Effective date: July 26, 2018
- 8. Paid Family Leave Benefit**  
Public employees\*\* will be covered by the New York State Paid Family Leave Benefit, which provides partially paid leave, health insurance and right to return to work, in order to bond with a newly born, adopted or fostered child; care for a close relative with a serious health condition; or assist loved ones when a family member is deployed abroad on active military service. Paid Leave shall be effective on January 1, 2019 and paid for through a small payroll deduction.  
*\*\*Cultural and library employees are already participating in this plan.*
- 9. Welfare Fund Contributions**  
\$100 cash payment effective July 1, 2018  
\$100 cash payment effective July 1, 2019  
\$50 recurring contribution effective April 26, 2021
- 10. Direct Deposit**  
Employees hired after the date of ratification will be enrolled automatically in direct deposit, except for JTPs and Seasonals.
- 11. Citywide Modifications**  
Article XII Union Rights and Article IX of the Citywide Working Conditions contract shall expand members' access to the union.
- 12. Continuation of All Other Terms of the Previous Economic Agreement**

*\* Effective Dates are different for some contracts*