

**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)\***

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 member to the DC37 Education Fund. 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