2022-2027 School Security/Traffic Memorandum of Agreement
Organization of Staff Analysts ("OSA" or "Union") and the City of New York ("City")

1. Term: 6/12/22 – 12/11/27 (66 months)

2. General Wage Increases

	Effective Date	General Wage Increases
a.	November 8, 2022	3.00%
b.	June 12, 2023	3.00% compounded
c.	June 12, 2024	3.00% compounded
d.	June 12, 2025	3.00% compounded
e.	June 12, 2026	3.25% compounded

3. Additions to Gross

The general increase provided for in section 2, e.. shall be applied to "additions to gross." "Additions to gross" shall be defined as assignment differentials. "Additions to gross" shall be defined to include uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowances, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, evening, or night shift differentials.

4. Ratification Bonus

a. A lump sum cash payment in the amount of $3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of $3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this Agreement shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than $3,000 in bonus payments pursuant to this section.

Other than full-time employees shall be paid a pro-rated bonus based on hours worked between January 1, 2024, and December 31, 2024 (e.g., a part-time or hourly paid employee who worked full-time hours would receive the whole bonus)

5. Conditions of Payment

   a. The Lump sum cash payment pursuant to Section 4 of this 2022-2027 MOA shall be payable as soon as practicable upon ratification.

   b. The general wage increases pursuant to Section 2. a., 2. b., and 2. c. of this 2022-2027 MOA shall be payable as soon as practicable upon ratification.

   c. The general wage increases pursuant to Section 2. d., and 2. e. of this 2022-2027 MOA shall be payable as soon as practicable following the effective date of such increases.

6. Longevity Increments

   a. Effective June 12, 2027, the 15-year Longevity Increment shall be increased by $282 for the titles of Administrative School Security Manager, Level I (TC 10083), Administrative Traffic Enforcement Agent, Level I, II and III (TC 10042) and Associate Supervisor of School Security, Level II (TC 60821).

   b. Effective June 12, 2027, the 15-year Longevity Increment shall be increased by $865 for the title of Associate Supervisor of School Security, Level I (TC 60821).

7. Welfare Fund

   Effective June 12, 2027, there shall be a recurring $839 per annum per employee (active and retiree) increase to the welfare fund contribution.

8. Prohibition of Further Economic Demands

   No party to this agreement shall make additional economic demands during the term of this 2022-2027 MOA or during the negotiations for the applicable Successor Separate Unit Agreement.

9. Payroll

   a. Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving

paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

b. The parties shall continue to discuss methods to encourage all employees to participate in direct deposit, including marketing of free checking options and available incentives, and changes to distribution methods.

10. Continuation of Terms

The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

11. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: _____

RENEE CAMPION
Commissioner of Labor Relations

FOR ORGANIZATION OF STAFF ANALYSTS

BY: Robert J Croghan

ROBERT CROGHAN
Chairperson

Dated: ~~January~~ February 3, 2025