



THE CITY OF NEW YORK
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**MAYOR DE BLASIO ANNOUNCES CONTRACT AGREEMENTS WITH THREE MORE
MUNICIPAL UNIONS: CWA LOCAL 1180, CSBA, IATSE LOCAL 306**

74 percent of city workforce has now reached agreements—compared to 0 percent when Mayor took office

Agreements conform to established civilian pattern

NEW YORK—Mayor Bill de Blasio announced today that the City of New York has reached contract agreements with three more municipal unions: Communications Workers of America Local 1180 (CWA Local 1180), the Civil Service Bar Association (CSBA), and the International Alliance of Theatrical Stage Employees Local 306 (IATSE Local 306).

Today's announcement means that 74 percent of the city's workforce has now reached contract agreements or tentative contract agreements, compared to 0 percent of the workforce when this administration took office.

These agreements are consistent with the established civilian pattern, providing approximately 10 percent in raises over seven years and a \$1,000 ratification bonus, offset by significant savings. The costs and additional benefits agreed upon with these three unions are fully funded within the pattern settlement and require no new funding over previous budgetary projections.

The agreements also incorporate the unprecedented, guaranteed and enforceable health care savings agreed upon with the Municipal Labor Committee. The MLC and the City have agreed to secure \$3.4 billion in health care savings through Fiscal Year 2018, and \$1.3 billion in recurring savings every year thereafter. The City and the municipal unions are securing cost-cutting measures, aimed at bending the curve of rising health care costs for the first time.

"When this administration took office, every single contract with municipal employees was expired. Today, 74 percent of our workforce is now under contract," said **Mayor de Blasio**. "We've made it a priority to restore the productive, respectful dynamic between the City and its employees, securing agreements that provide workers with the fair wages they deserve—while protecting New York City taxpayers and our City's long-term fiscal health."

CWA Local 1180

The tentative agreement with CWA Local 1180 covers over 8,200 administrative employees across City government, including principal administrative associates, supervisors of office machine operations, and administrative managers, who have been working without a contract since 2010.

The proposed seven-year, seven-month contract with CWA Local 1180 would begin, retroactively, on October 6, 2010 and expire on May 5, 2018.

Under the tentative agreement announced today, employees would receive raises of 10 percent over the first seven years, and 0.91 percent over the seven-month contract extension to pay for additional benefits.

The City and CWA Local 1180 have also agreed to continue to develop initiatives that will generate workplace savings, maximize the potential of the City workforce, and ensure the provision of essential services, while also allowing for increased compensation for the workforce. The parties will conclude discussions on this issue no later than 24 months after the date of contract ratification.

The terms of the agreement must be approved by CWA Local 1180's membership.

CWA Local 1180 employees will receive compounded increases based on the civilian pattern, with the seven-month contract extension, as follows:

April 6, 2012: 1.00%
April 6, 2013: 1.00%
April 6, 2014: 1.00%
April 6, 2015: 1.50%
April 6, 2016: 2.50%
April 6, 2017: 3.00%
October 6, 2017 (Additional Compensation Fund): 0.91%

The agreement also includes a one-time \$1,000 ratification payment.

The cost of the tentative CWA Local 1180 agreement over the FY2015-2019 Financial Plan is as follows (requiring no new funding over previous budgetary projections):

Gross Cost: \$265.1 million
Health Savings and Stabilization Fund: (\$132.1 million)
Net Cost: \$133 million

Civil Service Bar Association

The tentative agreement with CSBA—which is affiliated with Teamsters Local 237—covers 845 employees serving as attorneys across City agencies, who have been working without a contract since 2010.

The proposed seven-year, six-month contract with CSBA would begin, retroactively, on February 18, 2010 and expire on August 17, 2017.

Under the tentative agreement announced today, employees would receive raises of 10 percent over the first seven years and 0.78 percent over the six-month contract extension to pay for additional benefits.

The City and CSBA have also agreed to a Continuing Legal Education program, which will be developed in collaboration with the Law Department, and to the reconvening of a Professional Development Committee.

The terms of the agreement must be approved by CSBA's membership.

CSBA employees will receive compounded increases based on the civilian pattern, with the six-month contract extension, as follows:

August 18, 2011: 1.00%
August 18, 2012: 1.00%
August 18, 2013: 1.00%
August 18, 2014: 1.50%
August 18, 2015: 2.50%

August 18, 2016: 3.00%
February 18, 2017 (Additional Compensation Fund): 0.78%

The agreement also includes a one-time \$1,000 ratification payment.

The cost of the tentative CSBA agreement over the FY2015-2019 Financial Plan is as follows (requiring no new funding over previous budgetary projections):

Gross Cost: \$43.6 million
Health Savings and Stabilization Fund: (\$13.6 million)
Net Cost: \$30 million

IATSE Local 306

The contract agreement with IATSE Local 306 covers 37 employees, largely in District Attorneys' Offices and the Police Department, who serve as media services and audio visual technicians.

The seven-year, four-month contract with IATSE Local 306 began, retroactively, on October 15, 2010 and expires on February 14, 2018.

IATSE Local 306 agreed to forego a general wage increase scheduled for April 2012 to fund an increased longevity increment. As a result, employees will receive raises of 9 percent over the first seven years, and 0.52 percent over the four-month contract extension to pay for additional benefits.

The City and IATSE Local 306 have also agreed to form a labor-management committee to discuss training opportunities for members, particularly as it relates to new technology.

The terms of the agreements have already been ratified by IATSE Local 306's membership.

IATSE Local 306 employees will receive compounded increases based on the civilian pattern, with the four-month contract extension, as follows:

April 15, 2013: 1.00%
April 15, 2014: 1.00%
April 15, 2015: 1.50%
April 15, 2016: 2.50%
April 15, 2017: 3.00%
October 15, 2017 (Additional Compensation Fund): 0.52%

The agreement also includes a one-time \$1,000 ratification payment.

The cost of the IATSE Local 306 agreement over the FY2015-2019 Financial Plan is as follows (requiring no new funding over previous budgetary projections):

Gross Cost: \$1.3 million
Health Savings and Stabilization Fund: (\$0.6 million)
Net Cost: \$0.7 million

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