

**CUNY ECONOMIC AGREEMENT**  
**On behalf of**  
**Locals 375, 384, 983, 1407, 1597, 1797, 2054 & 2627**  
**District Council 37, AFSCME, AFL-CIO**  
**Terms of Proposed Agreement**  
**(February 1, 2017 to May 31, 2021)**  
**8.24% in wage increases over 52 months**

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- 1. Term of the Contract** – 52 months;  
February 1, 2017 to May 31, 2021
- 2. Compounded Wage Increases**  
2% - February 1, 2017  
2% - February 1, 2018  
2% - February 1, 2019  
2% - February 1, 2020  
**A total of 8.24% in compounded wage increases**  
Additions to Gross shall be increased by 4.04% effective, February 1, 2020.
- 3. Retroactive Pay On All Wage Increases**
- 4. Health Benefits Preserved with No Premium Insurance Costs**  
Provided for by MLC Health Agreement
- 5. Welfare Fund Increases:**  
CUNY will pay \$50 per active/retiree annual recurring rate increase to the welfare fund.  
Effective date: May 1, 2020.
- 6. Additional Compensation Fund (ACF)**  
0.2% of payroll available to each bargaining unit for negotiations.  
Effective date: February 1, 2019.
- 7. Equity Fund**  
0.2% of payroll for agreed upon titles with inequities and new job requirements.  
Effective date: February 1, 2019.
- 8. Education Fund**  
CUNY will pay a \$100 annual contribution per Welfare Fund eligible employee to the DC 37 Education Fund.  
Effective date: February 1, 2019.
- 9. Paid Family Leave Benefit**  
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. Anticipated start date of benefit is October 2019 and will be paid for through a small payroll deduction.
- 10. Contract Modifications**  
Agrees to amend Articles II and IX of the Blue and White Collar agreements to expand member access to the union.
- 11. Labor Management Committee**  
Establishment of high level labor management committee to resolve university wide matters.
- 12. The terms of the previous CUNY Blue and White Collar agreements will continue unless altered by this agreement.**