



**NEW YORK CITY HOUSING AUTHORITY**

250 BROADWAY • NEW YORK, NY 10007

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GENERAL MANAGER

June 10, 2004

Dennis Sullivan  
District Council 37,  
A.F.S.C.M.E., AFL – CIO

Re: Leave Accrual Rates and Other  
Terms for New Hires

Dear Mr. Sullivan:

District Council 37, American Federation of State, County and Municipal Employees, AFL-CIO (“Union”) and the City of New York (“City”) reached a collectively bargained agreement with a term of July 1, 2002 to June 30, 2005 (“DC 37/City CBA”). Pursuant to an election entered pursuant to the New York City Collective Bargaining Law, the New York City Housing Authority (“Authority”) is bound by the terms of the DC 37/City CBA with respect to wages, salaries, and contributions to union welfare funds for the non-unique titles represented by District Council 37. This letter agreement reflects the understanding of the Authority and the Union with respect to the application of certain provisions of the DC 37/City CBA to employees of the Authority who are represented by the Union and are hired by the Authority on or after July 1, 2004.

1. Accrued Leave. Among other things, the terms of the DC 37/City CBA included modification of certain leave accruals applicable to employees hired on or after July 1, 2004. The Authority and the Union agree that the following modifications to the Authority’s leave accrual rates are agreed to in lieu of the leave accrual modifications provided in the DC/City CBA (which refers to separate accruals of annual and sick leave, as contrasted with the Authority’s single bank of leave) and shall be applicable to employees hired by the Authority on or after July 1, 2004:

<u>During Year Immediately Preceding the Anniversary Dates Below</u>	<u>Annual Leave Accrual</u>
<i>1<sup>st</sup> Anniversary</i>	23
<i>2<sup>nd</sup> Anniversary</i>	23
<i>3<sup>rd</sup> Anniversary</i>	24
<i>4<sup>th</sup> Anniversary</i>	24
<i>5<sup>th</sup> Anniversary</i>	25
<i>6<sup>th</sup> Anniversary</i>	25

7 <sup>th</sup> Anniversary	27
8 <sup>th</sup> Anniversary	27
9 <sup>th</sup> Anniversary	31
10 <sup>th</sup> Anniversary	32
11 <sup>th</sup> Anniversary	33
12 <sup>th</sup> Anniversary	34
13 <sup>th</sup> Anniversary	34
14 <sup>th</sup> Anniversary	34
15 <sup>th</sup> Anniversary	34
16 <sup>th</sup> Anniversary	35
17 <sup>th</sup> Anniversary	35
18 <sup>th</sup> Anniversary	36

2. Night Shift Differential. During their first three (3) years of employment, there shall be a night shift differential for all scheduled hours between 8:00 p.m. and 8:00 a.m.

3. Floating Holiday. Floating Holiday shall be eliminated.

By executing the signature line below, you indicate your agreement with and acceptance of these terms.


Very truly yours,



Douglas Apple  
General Manager

Agreed and accepted on behalf of:

District Council 37,  
A.F.S.C.M.E., AFL - CIO

  
Dennis Sullivan

Civil Service Technical Guild  
Local 375, District Council 37

  
Claude Fort, P.E.  
President