

Overview of Unit Contract Bargaining in 2026

PRESENTATION TO 3005 MEMBERS

7/9/26



Agreements for Discussion

- ▶ Feelings around contracts and money can get heated. It's OK to acknowledge your strong emotions but keep it respectful
- ▶ One mic
- ▶ Make space, take space
- ▶ 2 minute time limit for any question or comment
- ▶ Unless it's directly relevant to current unit contract negotiations, we will not be addressing questions about the economic contract. That will be negotiated in the fall, so there is time later for that
- ▶ All of our contracts are on our webpage:
https://local3005.net/contracts?_gl=1*71mp7d*_gcl_au*MzcxNjA5ODI5LjE3NzkyNDEyNzI

Additional Compensation Funds (ACF)

- ▶ Each economic contract for DC37 members sets aside Additional Compensation Funds (ACFs) to be used for subsequent bargaining unit contracts
 - ▶ The 2021-2026 contract allocated .5% of payroll for ACF spending
 - ▶ We have been waiting since Spring 2023 for this money

6. Prohibition of Further Economic Demands

Except as provided for in Sections 7 and 8 of this Agreement, no Party to this agreement shall make additional economic demands during the term of this *2021-2026 DC 37 MOA* or during the negotiations for the applicable *Successor Separate Unit Agreement*.

7. Additional Compensation Funds

Effective May 26, 2023, or the applicable date of the Successor Separate Unit Agreement, each bargaining unit shall have available funds not to exceed 0.50% to purchase recurring benefits, mutually agreed to by the parties. The funds available shall be based on the December 31, 2020 payroll, including spinoffs and pensions.

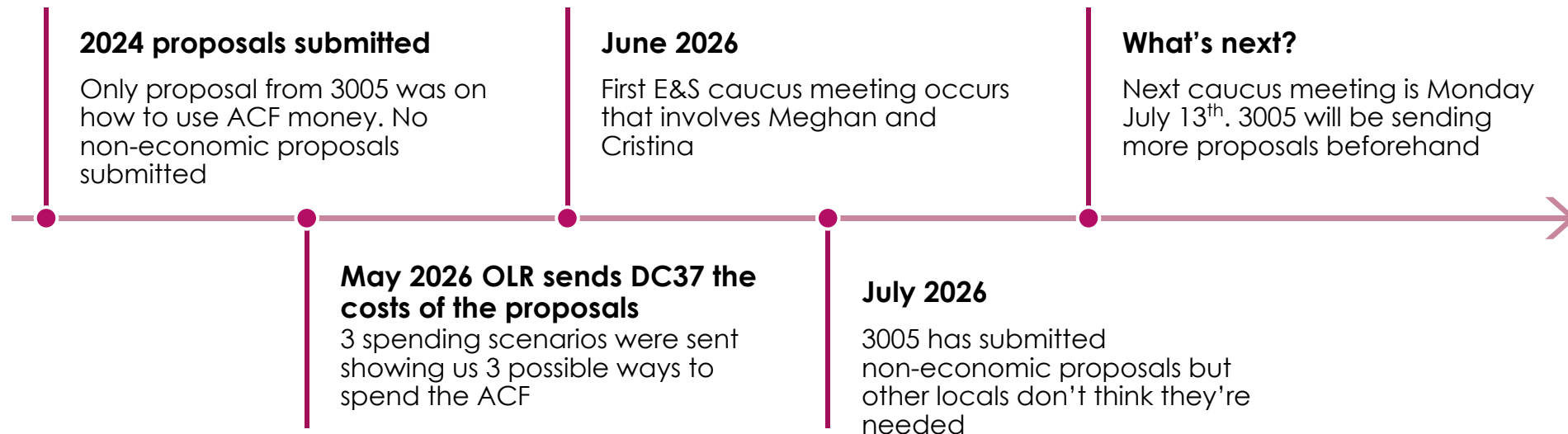
This is language from 2021-2026, but the next contract will likely also have ACF

Bargaining Units for 3005

- ▶ 3005 has members in two bargaining unit and each one has its own contract:
 - ▶ Health Services (only Administrative Public Health Nurses)
 - ▶ Engineering and Scientific (all other 3005 titles)
- ▶ Each of these 2 unit contracts covers multiple locals in addition to 3005
 - ▶ This means that we do not get to decide everything ourselves. We have to come to agreement with the other locals covered by the same contract
- ▶ Health Services also includes Locals 768, 436, 299, 1189
 - ▶ DC37 assigned negotiator: Michele Trester
- ▶ E & S also includes Locals 375, 3778, 3599
 - ▶ DC37 assigned negotiator: Ben Totushek

Bargaining Timeline

- ▶ In Spring 2024 local presidents of each bargaining unit met and submitted proposals to their DC37 negotiator. DC37 then sent them to OLR who sat on it for 2 years
- ▶ Because these proposals were about spending the .5% of ACF, the Office of Labor Relations had to cost them out. We recently received these
- ▶ Bargaining with the city may start later in July



Scope of Unit Contracts

- ▶ Unit contracts are intended to deal with title-specific issues primarily. It is not where we get any across the board salary increases
- ▶ When our contracts expire the terms are still in place
- ▶ The last Engineering & Scientific unit contract that included workplace issues (non-economic) articles was the 2010-2017 unit contract
- ▶ The 2018-2021 Engineering & Scientific contract only touched on 2 economic issues, leaving the rest of the 2010-2017 contract in place
- ▶ While DC37 staff are currently mostly just concerned with spending the ACFs by bargaining our unit contracts before November, we in 3005 see this as an opportunity to address other issues that cause problems for members between each contract negotiation period

Recurring Increment Payments (RIPs)

- ▶ The .5% is a small amount of money to distribute to all members
- ▶ .5% does not go to general wage increases but they can be spent on additions to gross, such as RIPs (you see RIPs on your paychecks)
- ▶ RIPs are small payments that you receive after 12 months of service. Each year it goes up by a set amount according to our unit contract (i.e., the RIP Schedule)
- ▶ RIPs only increase in these ways: 1) every time there is a general wage increase as set by our economic contract (last one was summer 2025), 2) if we spend our ACFs to increase the RIP Schedule
- ▶ Check Your Paycheck guide:
<https://docs.google.com/document/d/1CjoZCEKyNXAl8MbesYOd5F5XZlzwURCM5KbLte-4eUU/edit?tab=t.0>

Status Quo of E&S RIPs

- ▶ Before COVID-19 a number of management-level Admin titles were brought into E&S. They were offered a low RIP Schedule
- ▶ 3005 only has 2 members in Admin titles in E&S, but other locals have more
- ▶ Non-Admin titles get a yearly RIP of ~\$184 vs \$16.88 for Admin titles
- ▶ With the proposal submitted in 2024, only RIPs would increase. Existing service increments and longevity differential amounts given at 5, 10, 15 years would stay in place
- ▶ The proposal submitted in 2024 asked OLR to cost out 3 possible ways to spend the .5% on RIPs

Scenario 1

- ▶ Spending the .5% in equal amounts across all Engineering & Scientific titles
= **everyone gets \$37 more dollars per year**

Non-Admin RECURRING INCREMENT PAYMENT	\$37Each Step RIP 1-12		\$40Each Step RIP 13-20			
	25th month		37th month		3%	49th month
	5/26/23		5/26/24			5/26/25
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$221.00	\$221.00	\$228.00	\$228.00	\$235.00	\$235.00
After 2	\$221.00	\$442.00	\$228.00	\$456.00	\$235.00	\$470.00
After 3	\$221.00	\$663.00	\$228.00	\$684.00	\$235.00	\$705.00
After 4	\$221.00	\$884.00	\$228.00	\$912.00	\$235.00	\$940.00
After 5	\$222.00	\$1,106.00	\$229.00	\$1,141.00	\$236.00	\$1,176.00
After 6	\$222.00	\$1,328.00	\$229.00	\$1,370.00	\$236.00	\$1,412.00
After 7	\$222.00	\$1,550.00	\$229.00	\$1,599.00	\$236.00	\$1,648.00
After 8	\$222.00	\$1,772.00	\$229.00	\$1,828.00	\$236.00	\$1,884.00
After 9	\$222.00	\$1,994.00	\$229.00	\$2,057.00	\$236.00	\$2,120.00
After 10	\$222.00	\$2,216.00	\$229.00	\$2,286.00	\$236.00	\$2,356.00
After 11	\$222.00	\$2,438.00	\$229.00	\$2,515.00	\$236.00	\$2,592.00
After 12	\$222.00	\$2,660.00	\$229.00	\$2,744.00	\$236.00	\$2,828.00
After 13	\$226.00	\$2,886.00	\$233.00	\$2,977.00	\$241.00	\$3,069.00
After 14	\$226.00	\$3,112.00	\$233.00	\$3,210.00	\$241.00	\$3,310.00
After 15	\$226.00	\$3,338.00	\$233.00	\$3,443.00	\$241.00	\$3,551.00
After 16	\$226.00	\$3,564.00	\$233.00	\$3,676.00	\$241.00	\$3,792.00
After 17	\$226.00	\$3,790.00	\$233.00	\$3,909.00	\$241.00	\$4,033.00
After 18	\$227.00	\$4,017.00	\$234.00	\$4,143.00	\$242.00	\$4,275.00
After 19	\$227.00	\$4,244.00	\$234.00	\$4,377.00	\$242.00	\$4,517.00
After 20	\$227.00	\$4,471.00	\$234.00	\$4,611.00	\$242.00	\$4,759.00

Admin RECURRING INCREMENT PAYMENT	\$37Each Step RIP 1-12		\$40Each Step RIP 13-20			
	25th month		37th month		3%	49th month
	5/26/23		5/26/24			5/26/25
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$53.88	\$53.88	\$55.00	\$55.00	\$57.00	\$57.00
After 2	\$53.88	\$107.76	\$55.00	\$110.00	\$57.00	\$114.00
After 3	\$53.88	\$161.64	\$55.00	\$165.00	\$57.00	\$171.00
After 4	\$53.88	\$215.52	\$55.00	\$220.00	\$57.00	\$228.00
After 5	\$53.88	\$269.40	\$55.00	\$275.00	\$57.00	\$285.00
After 6	\$53.88	\$323.28	\$55.00	\$330.00	\$57.00	\$342.00
After 7	\$53.88	\$377.16	\$55.00	\$385.00	\$57.00	\$399.00
After 8	\$53.88	\$431.04	\$55.00	\$440.00	\$57.00	\$456.00
After 9	\$53.88	\$484.92	\$55.00	\$495.00	\$57.00	\$513.00
After 10	\$53.88	\$538.80	\$55.00	\$550.00	\$57.00	\$570.00
After 11	\$53.88	\$592.68	\$55.00	\$605.00	\$57.00	\$627.00
After 12	\$53.88	\$646.56	\$55.00	\$660.00	\$57.00	\$684.00
After 13	\$58.00	\$704.56	\$60.00	\$720.00	\$62.00	\$746.00
After 14	\$58.00	\$762.56	\$60.00	\$780.00	\$62.00	\$808.00
After 15	\$58.00	\$820.56	\$60.00	\$840.00	\$62.00	\$870.00
After 16	\$58.00	\$878.56	\$60.00	\$900.00	\$62.00	\$932.00
After 17	\$58.00	\$936.56	\$60.00	\$960.00	\$62.00	\$994.00
After 18	\$58.00	\$994.56	\$60.00	\$1,020.00	\$62.00	\$1,056.00
After 19	\$58.00	\$1,052.56	\$60.00	\$1,080.00	\$62.00	\$1,118.00
After 20	\$58.00	\$1,110.56	\$60.00	\$1,140.00	\$62.00	\$1,180.00

Scenario 2

- Admin titles would get \$54 more and non-Admin titles would get \$34 more in a year

Non-Admin						
RECURRING INCREMENT PAYMENT	25th month		37th month		49th month	
			5/26/24	3%	5/26/25	3.25%
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$218.00	\$218.00	\$225.00	\$225.00	\$232.00	\$232.00
After 2	\$218.00	\$436.00	\$225.00	\$450.00	\$232.00	\$464.00
After 3	\$218.00	\$654.00	\$225.00	\$675.00	\$232.00	\$696.00
After 4	\$218.00	\$872.00	\$225.00	\$900.00	\$232.00	\$928.00
After 5	\$219.00	\$1,091.00	\$226.00	\$1,126.00	\$233.00	\$1,161.00
After 6	\$219.00	\$1,310.00	\$226.00	\$1,352.00	\$233.00	\$1,394.00
After 7	\$219.00	\$1,529.00	\$226.00	\$1,578.00	\$233.00	\$1,627.00
After 8	\$219.00	\$1,748.00	\$226.00	\$1,804.00	\$233.00	\$1,860.00
After 9	\$219.00	\$1,967.00	\$226.00	\$2,030.00	\$233.00	\$2,093.00
After 10	\$219.00	\$2,186.00	\$226.00	\$2,256.00	\$233.00	\$2,326.00
After 11	\$219.00	\$2,405.00	\$226.00	\$2,482.00	\$233.00	\$2,559.00
After 12	\$219.00	\$2,624.00	\$226.00	\$2,708.00	\$233.00	\$2,792.00
After 13	\$220.00	\$2,844.00	\$227.00	\$2,935.00	\$234.00	\$3,026.00
After 14	\$220.00	\$3,064.00	\$227.00	\$3,162.00	\$234.00	\$3,260.00
After 15	\$220.00	\$3,284.00	\$227.00	\$3,389.00	\$234.00	\$3,494.00
After 16	\$220.00	\$3,504.00	\$227.00	\$3,616.00	\$234.00	\$3,728.00
After 17	\$220.00	\$3,724.00	\$227.00	\$3,843.00	\$234.00	\$3,962.00
After 18	\$221.00	\$3,945.00	\$228.00	\$4,071.00	\$235.00	\$4,197.00
After 19	\$221.00	\$4,166.00	\$228.00	\$4,299.00	\$235.00	\$4,432.00
After 20	\$221.00	\$4,387.00	\$228.00	\$4,527.00	\$235.00	\$4,667.00

Admin						
RECURRING INCREMENT PAYMENT	25th month		37th month		49th month	
			5/26/24	3%	5/26/25	3.25%
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$70.88	\$70.88	\$73.00	\$73.00	\$75.00	\$75.00
After 2	\$70.88	\$141.76	\$73.00	\$146.00	\$75.00	\$150.00
After 3	\$70.88	\$212.64	\$73.00	\$219.00	\$75.00	\$225.00
After 4	\$70.88	\$283.52	\$73.00	\$292.00	\$75.00	\$300.00
After 5	\$70.88	\$354.40	\$73.00	\$365.00	\$75.00	\$375.00
After 6	\$70.88	\$425.28	\$73.00	\$438.00	\$75.00	\$450.00
After 7	\$70.88	\$496.16	\$73.00	\$511.00	\$75.00	\$525.00
After 8	\$70.88	\$567.04	\$73.00	\$584.00	\$75.00	\$600.00
After 9	\$70.88	\$637.92	\$73.00	\$657.00	\$75.00	\$675.00
After 10	\$70.88	\$708.80	\$73.00	\$730.00	\$75.00	\$750.00
After 11	\$70.88	\$779.68	\$73.00	\$803.00	\$75.00	\$825.00
After 12	\$70.88	\$850.56	\$73.00	\$876.00	\$75.00	\$900.00
After 13	\$73.00	\$923.56	\$75.00	\$951.00	\$77.00	\$977.00
After 14	\$73.00	\$996.56	\$75.00	\$1,026.00	\$77.00	\$1,054.00
After 15	\$73.00	\$1,069.56	\$75.00	\$1,101.00	\$77.00	\$1,131.00
After 16	\$73.00	\$1,142.56	\$75.00	\$1,176.00	\$77.00	\$1,208.00
After 17	\$73.00	\$1,215.56	\$75.00	\$1,251.00	\$77.00	\$1,285.00
After 18	\$73.00	\$1,288.56	\$75.00	\$1,326.00	\$77.00	\$1,362.00
After 19	\$73.00	\$1,361.56	\$75.00	\$1,401.00	\$77.00	\$1,439.00
After 20	\$73.00	\$1,434.56	\$75.00	\$1,476.00	\$77.00	\$1,516.00

Scenario 3

- Most of the ACFs go towards improving the RIP schedule of Admin titles so that their RIPs are nearly the same as the RIP schedule of non-Admin titles. **Non-Admin titles would get ~\$10 more per year, while Admin titles get ~\$167 more per year**

Non-Admin						
RECURRING INCREMENT PAYMENT	25th month		37th month 5/26/24		49th month 5/26/25	
			3%		3.25%	
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$194.00	\$194.00	\$200.00	\$200.00	\$207.00	\$207.00
After 2	\$194.00	\$388.00	\$200.00	\$400.00	\$207.00	\$414.00
After 3	\$194.00	\$582.00	\$200.00	\$600.00	\$207.00	\$621.00
After 4	\$194.00	\$776.00	\$200.00	\$800.00	\$207.00	\$828.00
After 5	\$195.00	\$971.00	\$201.00	\$1,001.00	\$208.00	\$1,036.00
After 6	\$195.00	\$1,166.00	\$201.00	\$1,202.00	\$208.00	\$1,244.00
After 7	\$195.00	\$1,361.00	\$201.00	\$1,403.00	\$208.00	\$1,452.00
After 8	\$195.00	\$1,556.00	\$201.00	\$1,604.00	\$208.00	\$1,660.00
After 9	\$195.00	\$1,751.00	\$201.00	\$1,805.00	\$208.00	\$1,868.00
After 10	\$195.00	\$1,946.00	\$201.00	\$2,006.00	\$208.00	\$2,076.00
After 11	\$195.00	\$2,141.00	\$201.00	\$2,207.00	\$208.00	\$2,284.00
After 12	\$195.00	\$2,336.00	\$201.00	\$2,408.00	\$208.00	\$2,492.00
After 13	\$199.00	\$2,535.00	\$205.00	\$2,613.00	\$212.00	\$2,704.00
After 14	\$199.00	\$2,734.00	\$205.00	\$2,818.00	\$212.00	\$2,916.00
After 15	\$199.00	\$2,933.00	\$205.00	\$3,023.00	\$212.00	\$3,128.00
After 16	\$199.00	\$3,132.00	\$205.00	\$3,228.00	\$212.00	\$3,340.00
After 17	\$199.00	\$3,331.00	\$205.00	\$3,433.00	\$212.00	\$3,552.00
After 18	\$200.00	\$3,531.00	\$206.00	\$3,639.00	\$213.00	\$3,765.00
After 19	\$200.00	\$3,731.00	\$206.00	\$3,845.00	\$213.00	\$3,978.00
After 20	\$200.00	\$3,931.00	\$206.00	\$4,051.00	\$213.00	\$4,191.00

Admin RIP Equalization						
RECURRING INCREMENT PAYMENT	25th month		37th month 5/26/24		49th month 5/26/25	
			3%		3.25%	
	RIP	RIP Total	RIP	RIP Total	RIP	RIP Total
After 1	\$184.00	\$184.00	\$190.00	\$190.00	\$196.00	\$196.00
After 2	\$184.00	\$368.00	\$190.00	\$380.00	\$196.00	\$392.00
After 3	\$184.00	\$552.00	\$190.00	\$570.00	\$196.00	\$588.00
After 4	\$184.00	\$736.00	\$190.00	\$760.00	\$196.00	\$784.00
After 5	\$185.00	\$921.00	\$191.00	\$951.00	\$197.00	\$981.00
After 6	\$185.00	\$1,106.00	\$191.00	\$1,142.00	\$197.00	\$1,178.00
After 7	\$185.00	\$1,291.00	\$191.00	\$1,333.00	\$197.00	\$1,375.00
After 8	\$185.00	\$1,476.00	\$191.00	\$1,524.00	\$197.00	\$1,572.00
After 9	\$185.00	\$1,661.00	\$191.00	\$1,715.00	\$197.00	\$1,769.00
After 10	\$185.00	\$1,846.00	\$191.00	\$1,906.00	\$197.00	\$1,966.00
After 11	\$185.00	\$2,031.00	\$191.00	\$2,097.00	\$197.00	\$2,163.00
After 12	\$185.00	\$2,216.00	\$191.00	\$2,288.00	\$197.00	\$2,360.00
After 13	\$186.00	\$2,402.00	\$192.00	\$2,480.00	\$198.00	\$2,558.00
After 14	\$186.00	\$2,588.00	\$192.00	\$2,672.00	\$198.00	\$2,756.00
After 15	\$186.00	\$2,774.00	\$192.00	\$2,864.00	\$198.00	\$2,954.00
After 16	\$186.00	\$2,960.00	\$192.00	\$3,056.00	\$198.00	\$3,152.00
After 17	\$186.00	\$3,146.00	\$192.00	\$3,248.00	\$198.00	\$3,350.00
After 18	\$187.00	\$3,333.00	\$193.00	\$3,441.00	\$199.00	\$3,549.00
After 19	\$187.00	\$3,520.00	\$193.00	\$3,634.00	\$199.00	\$3,748.00
After 20	\$187.00	\$3,707.00	\$193.00	\$3,827.00	\$199.00	\$3,947.00

Where Are We Now

- ▶ Meghan needs to vote on a RIP scenario
- ▶ We do NOT think improving the RIPs is enough. We want to also bargain for non-economic improvements
- ▶ We issued a poll earlier this week on RIPs and work flexibility:
<https://forms.gle/TXKttPaNq5ea4yqf8>
- ▶ We issued a poll this morning on 8 more proposals: <https://forms.gle/WzFEK5gUP5978UBR6>
- ▶ **We expect negotiations within the caucus to be very difficult**
- ▶ **This will mean we need to take action to apply pressure for these proposals**
- ▶ **What are you interested in doing to fight for proposals?**

Please complete this poll today!

- ▶ We are adding 7 more proposals to send and want to know what you think



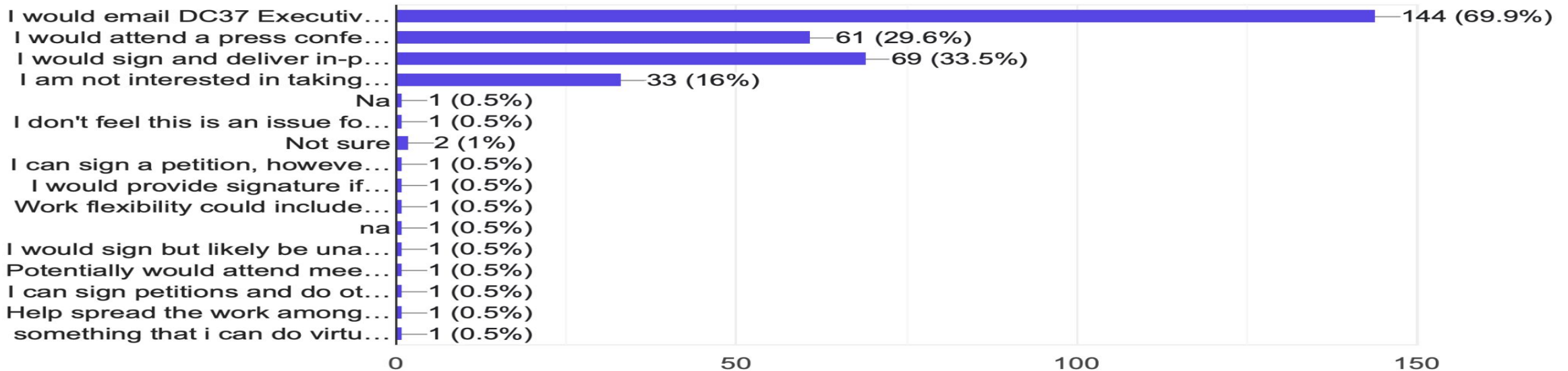
Extra Slides

Poll Results

- ▶ Poll results suggest that members want to take action around work flexibility

5. Obtaining work flexibility in our Unit Contract will not be successful unless we apply pressure. What action(s) would you be willing to do to advocat...or improved work flexibility? Select all that apply:

206 responses



MANDATORY VS PERMISSIVE SUBJECTS

- ▶ Labor law and the law around collective bargaining in NY was not set up for workers. Collective action against management is usually our strongest hand.
- ▶ Nonetheless, it's good to be aware of it. Examples of each:
- ▶ **Mandatory:** compensation, benefits, leave of absences, employment issues (sign in/out, dress codes, length of work day, discipline)
- ▶ **Permissive:** Job descriptions, layoffs, job security, staffing levels, starting salary for a new position
- ▶ For permissive, we would have to pressure management to negotiate at all. We can pressure them independent of DC37

MANAGEMENT'S RIGHTS (TAYLOR LAW)

- ▶ DC37 is reluctant to negotiate over issues considered “management's rights.”
Language in City's version of the Taylor Law about management's rights:

b. It is the right of the city, or any other public employer, acting through its agencies, to determine the standards of services to be offered by its agencies; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for other legitimate reasons; maintain the efficiency of governmental operations; determine the methods, means and personnel by which government operations are to be conducted; determine the content of job classifications; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work. Decisions of the city or any other public employer on those matters are not within the scope of collective bargaining, but, notwithstanding the above, questions concerning the practical impact that decisions on the above matters have on terms and conditions of employment, including, but not limited to, questions of workload, staffing and employee safety, are within the scope of collective bargaining.