

### Summary of New Classified Staff Contract Provisions

Contract Provisions	Required Actions and Dates
<p><b>Collective Bargaining (Retroactive) Increases</b></p> <ul style="list-style-type: none"> <li>- The term of the new contract is 7 years and 3 months. For classified staff employees represented by DC37, general wage increases are as follows:               <ul style="list-style-type: none"> <li>o 1% effective 5/1/11</li> <li>o 1% effective 5/1/12 compounded</li> <li>o 2.5% effective 5/1/13 compounded</li> <li>o 2% effective 5/1/14 compounded</li> <li>o 2% effective 5/1/15 compounded</li> <li>o 1.5% effective 5/1/16 compounded</li> </ul> </li> </ul>	<p>-Retroactive increases will be included in the employee's pay during January 2017.</p>
<p><b>Ratification Bonus</b></p> <ul style="list-style-type: none"> <li>- Lump sum payment of \$1,000 will be paid to full time employees represented by DC37 who were on active pay status on the union ratification date of 7/18/16.</li> <li>- The \$1,000 lump sum cash payment will not be included in the employee's base salary for future salary increases.</li> <li>- Part time/hourly employees will receive a pro-rated lump sum cash payment; a College Assistant who works the contractual maximum of 1040 hours will receive \$569.</li> <li>- In order to be eligible for the pro-rata lump sum cash payment, the hourly employee must have worked during FY2016 (any part of the period from 7/1/15 to 6/30/16) excluding any sick and/or annual leave paid during this period.</li> </ul>	<p>-Central Office spreadsheet of employees and calculations must be verified and approved by HR no later than 9/22/16.</p> <p>-Bonuses will be included in the 10/21/16 paycheck.</p>
<p><b>Phased In Wage Increases for College Assistants</b></p> <ul style="list-style-type: none"> <li>- CUNY will implement a phased-in minimum wage increase to \$15/hour as follows:               <ul style="list-style-type: none"> <li>o Effective 12/31/16: new rate of \$12</li> <li>o Effective 12/31/17: new rate of \$13.50</li> <li>o Effective 12/31/18; new rate of \$15</li> </ul> </li> <li>- For College Assistants and other CUNY hourly employees whose salary is less than \$12/hour on 12/31/16, after implementation of the collective bargaining increases (retroactive payment) these employees will receive hourly increases as indicated above.</li> </ul>	<p>-HR will adjust the minimum salaries for applicable College Assistants accordingly.</p>
<p><b>Changes in Procedures for Job Abandonment– Articles 25 and 29 of the Blue and White Collar Contracts</b></p> <ul style="list-style-type: none"> <li>- Colleges may now terminate without a disciplinary hearing if the employee has 15 or more consecutive unauthorized absences and has not notified the department manager ("no call, no show") nor responded to HR's follow-up correspondence within 5 days of receipt.</li> </ul>	