

## Why DC 37 Members Need and Deserve A Raise

The City, through its PEG program, annually closes large budget deficits. The 2013 budget includes \$6.2 billion in savings generated through 11 rounds of PEGs since 2007. The PEG programs mean the budget has been balanced on the backs of our members – through the loss of thousands of our members' jobs (through layoff and attrition) and the frontline services they provide. We have helped create over \$6 billion in savings and revenue this year and it is time to use some of those monies to pay a fair raise to our members.

### Key Reasons our Members Need and Deserve a Raise

- **Inflation** - Since March of 2009, the last time our members had a wage increase, the Consumer Price Index rose by 7.9 percent. Our members need a wage increase just to keep up with the rising cost of living.
- **Productivity** – Over the past few years, layoffs and attrition have reduced the City workforce by the thousands, forcing our members to do more with less. Yet our members have consistently risen to the challenge, delivering the same or even increased levels of service with fewer employees.
- **Overtime** – The City spent \$1.2 billion on overtime in FY 2012. Better management of its overtime usage, and a reduction on excessive overtime would save the City substantial sums annually and help fund a wage increase.
- **Privatization** – The City spends billions of dollars annually paying people who aren't public employees, doing work formerly done by our members (and other public servants). **Numerous private contracts have annual cost escalators, while our members have gone 3 ½ years with no raise.**
- **DC 37 Provided the City with Significant Revenue-Generating Ideas.** We provided the City with numerous recommendations to raise revenue, including the hiring of additional auditors that the City itself estimates will increase audit revenue by \$350 million between FY 12 and FY 14.
- **Comparing settlement of PEF and CSEA with the State of New York is not an apples-to-apples comparison with our members.**
  - State employees receive step increases even if they do not receive collective bargaining increases, while ours do not.

DISTRICT COUNCIL 37, AFSCME, AFL-CIO  
2010 COUNCIL-WIDE BARGAINING DEMANDS

GENERAL ECONOMIC

1. There shall be a three (3) year agreement.
2. A fair, reasonable and liveable wage increase effective the first day of each year of the agreement.
3. The reduced hiring rate shall be eliminated.
4. The benefit modifications for new hires shall be restored.
5. A recurring annuity payment.
6. Mileage and meal allowances shall be increased.

JOB SECURITY

7. No layoffs during the term of this agreement.

HEALTH & WELFARE

8. Increase the welfare fund contribution rate for actives and retirees.

All terms and provisions of the current agreement shall continue unless modified in these negotiations.

The Union reserves the right to add or amend proposals until such time as a final agreement is reached.

City of New York  
Proposals for Councilwide Bargaining

Item

- 1 Term of Agreement: Five (5) Years
- 2 Wage Increases: 0%/0%/0%/2%/2%; no increase in additions to gross
- 3 Eliminate any and all prohibitions against "rescheduling" and any attendant penalties in any unit agreement.
- 4 Eliminate any "reverse out-of-title" provisions.
- 5 Eliminate any and all references to selection of employees based on seniority, and/or any and all restrictions on assignments based on transfer procedures in any unit agreement.
- 6 Increase Administrative Charges for Union Dues.
- 7 Modify pension requirements for New Hires to include extended service requirements and increased employee contributions.
- 8 Implement Employee Contributions (10% Co-premiums for Actives and Retirees) for Basic Health Insurance; implement HIP co-pays and increase deductibles.
- 9 A. Reduce Welfare Fund Contributions by \$100 on a rate basis;  
B. Raise part-time threshold to 20 hours/week
- 10 Administrative expenses incurred by the Welfare Fund shall not exceed 7.5% of the annual contributions.
- 11 Welfare fund reserves that exceed one (1) year's contributions must be used to provide additional benefits.
- 12 Convert all Leave With Pay to LWOP.

The City of New York reserves the right to add to, delete, modify, and/or reinstate any of these proposals until such time as a final agreement is reached.