

**MEMORANDUM OF AGREEMENT COMMUNICATIONS WORKERS OF AMERICA, LOCAL
1180 AND
THE CITY OF NEW YORK AND NYC HEALTH + HOSPITALS**

MEMORANDUM OF AGREEMENT entered into this 9th day of May, 2023 by and between the undersigned Communications Workers of America, on behalf of itself and its Local 1180 (the "Union") and the City of New York (the "City") and NYC Health + Hospitals (NYC H+H) concerning the title Assistant Director (Hospitals) (Title Code Nos. 00013C, 00013E, and 00013G).

1) Establishment of Salary Ranges

a) Effective December 12, 2021 the following salary ranges will be established:

	New Hire*	Minimum	Maximum
Assistant Director Level I	\$47,826	\$55,000	\$96,783
Assistant Director Level II	\$54,500	\$62,675	\$108,507
Assistant Director Level III	\$68,696	\$79,000	\$119,271

**Employees hired on or after December 12, 2021 shall be paid the hiring rate effective December 12, 2021. Upon completion of two (2) years of active or qualified inactive service, such employee shall be paid the indicated "minimum" for the applicable title that is in effect on the two-year anniversary of their original appointment as set forth in the applicable Successor Separate Unit Agreement. In no case shall an employee receive less than the stated hiring rate.*

- b) Any current incumbent who is below the new minimums for their level, will be moved up to the new hire rate or new incumbent minimum, depending on their date of appointment.
- c) Any current incumbent who is earning above the new minimum for their level will be red-circled and not have their salary reduced.

2) New Assistant Director Level III Job Description

A new job description as set forth in Appendix A will be issued for Assistant Director (Hospitals) Level III.

3) Non-Economic Items

The title Assistant Director (Hospitals) shall be added to the Principal Administrative Associate ("PAA") collective bargaining agreement between CWA Local 1180 and the City of New York/NYC H+H. All non-economic terms of the PAA collective bargaining agreement shall apply.

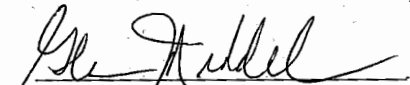
4) Welfare Fund

All employees in the Assistant Director (Hospitals) title shall be eligible for the Welfare Fund contributions contained in the PAA collective bargaining agreement. The applicability of any other economic items contained in the PAA agreement may be discussed in the next round of collective bargaining.

5) Labor Management Committee

NYC H+H agrees to undertake an analysis of the incumbent employees in the Assistant Director (Hospitals) title to ensure each employee's duties are consistent with their current assigned level. If it is determined that an incumbent employee's duties are not consistent with their current level, NYC H+H may assign the employee duties consistent with that level or may place the employee into the appropriate level or title that is consistent with their assigned duties and responsibilities. An employee demoted to a lower level or placed into a different title as part of this analysis, will not suffer a reduction in their compensation (including addition to gross). NYC H+H agrees to have a discussion with the Union prior to changing any employee's level or title as a result of this review process. If any Assistant Director (Hospitals) believes that their assigned duties and responsibilities are inconsistent with their new level or title, the Union may elect to bring the dispute directly to the Office of Collective Bargaining for expedited impartial arbitration. The parties shall mutually agree upon an arbitrator to hear such disputes, and the rules set forth in Article VI, Section 15(c)(ii) of the parties' collective bargaining agreement shall govern the conduct of hearings.

**FOR COMMUNICATIONS WORKERS
OF AMERICA, LOCAL 1180**



GLORIA MIDDLETON
President

5/1/2023
DATE


**FOR COMMUNICATIONS WORKERS
OF AMERICA**



LUIS BENITEZ/BURGOS, Esq.
CWA Representative

5/1/2023
DATE


FOR THE CITY OF NEW YORK



RENEE CAMPION
Commissioner

5/9/2023
DATE

FOR NYC HEALTH + HOSPITALS



Andrea G. Cohen, Esq.
General Counsel/Senior V.P.

5/3/23
DATE