

**CUNY ECONOMIC AGREEMENT**  
**On behalf of**  
**Locals 375, 384, 983, 1407, 1597, 1797, 2054 & 2627**  
**District Council 37, AFSCME, AFL-CIO**  
**Terms of Proposed Agreement**  
**(November 1, 2009 to January 31, 2017)**  
**10.41% in wage increases over 87 months**

---

- 1. TERM OF THE CONTRACT** – 87 months; November 1, 2009 to January 31, 2017
- 2. \$1,000 RATIFICATION BONUS**  
Lump sum payment payable upon ratification. Pro-rated for other than full-time employees (pensionable, consistent with applicable law).
- 3. COMPOUNDED WAGE INCREASES**  
1% - May 1, 2011  
1% - May 1, 2012  
2.5% - May 1, 2013  
2% - May 1, 2014  
2% - May 1, 2015  
1.5% - May 1, 2016
- 4. RETROACTIVE PAY ON ALL WAGE INCREASES**
- 5. CUNY HAS AGREED TO IMPLEMENT THE \$15 MINIMUM WAGE SCHEDULE FOR THOSE MEMBERS WHO MAKE LESS THAN \$15.**
- 6. HEALTH BENEFITS PRESERVED WITH NO PREMIUM INSURANCE COSTS**
- 7. WELFARE FUND INCREASES:**  
\$200 per active/retiree annual rate increase to the welfare fund effective 1/31/17.  
*(Prorated for part-timers)*
- 8.** The Union shall be permitted to use college electronic mail facilities (email) for the distribution of authorized union communications and/or meeting notices.
- 9.** The Disciplinary Procedure shall be amended to allow colleges to terminate an employee if the employee has been absent without authorization and fails to notify or communicate such absence for a period of fifteen (15) or more consecutive work days; and fails to respond to follow-up correspondence sent to the employee via regular and overnight mail, within five (5) work days of its receipt advising the employee of his/her job abandonment status.
- 10.** The terms of the previous CUNY Blue and White Collar agreement will continue unless altered by this agreement.