

# PAID HOLIDAYS

## Citywide Contract, Article V, Section 9

New Year's Day	Labor Day
MLK Jr. Day	Columbus Day
Washington's Birthday	Veterans' Day
Memorial Day	Election Day
Juneteenth	Thanksgiving Day
Independence Day	Christmas Day

# HOLIDAY PREMIUM

## Citywide Contract, Article III, Section 2

If you work on a recognized holiday, you are entitled to:

- Pay at 1.5X your usual hourly rate; AND
- 7 hours of "Holiday Leave" comp time

Listed as "Holiday Premium" on pay stub.

# EDUCATION BENEFITS

- **Tuition reimbursement** - \$1,500/yr
  - Eligible: Undergrad, grad, post-grad & continuing ed courses; job-related conferences+
- **DC 37 Ed Fund** courses & programs
  - Labor edu. courses, job training, tech +
- **CUNY School of Labor & Urban Studies (SLU)** certificate and degree programs

# SHOP STEWARD CONTACT

Name \_\_\_\_\_

Phone \_\_\_\_\_

Email \_\_\_\_\_

*What are Shop stewards?* Learn more using QR →



# ANNUAL LEAVE

## Citywide, Article V, Section 1; amended in 2004

You can begin using annual leave after completing 4 months of service. Leave accrual rate is based on years of all City service (NOTE: workers hired before July 1, 2004 increased their accruals faster, but have all now reached the maximum 189 hrs annually).

Years of service	Annually	Monthly
First year	105 hrs	8:45 hrs
Beginning of 5th year	112 hrs	9:20 hrs
Beginning of 6th year	119 hrs	9:55 hrs
Beginning of 7th year	126 hrs	10:30 hrs
Beginning of 8th year	133 hrs	11:05 hrs
Beginning of 9th year	140 hrs	11:40 hrs
Beginning of 10th year	147 hrs	12:15 hrs
Beginning of 11th year	154 hrs	12:50 hrs
Beginning of 12th year	161 hrs	13:25 hrs
Beginning of 13th year	168 hrs	14:00 hrs
Beginning of 14th year	175 hrs	14:35 hrs
Beginning of 17th year	189 hrs	15:45 hrs

*Annual leave and sick leave accruals post to Citytime on the first Saturday following the first Sunday of each month*

# SICK LEAVE

## Citywide, Article V, Section 3; amended in 2004

You can begin using sick leave immediately upon accruing it. Leave accrual rate is based on years of all City service (NOTE: workers hired before July 1, 2004 increased their accruals faster). Up to 3 days of sick leave may be used to care for family members each year.

Years of service	Monthly accrual	Annual max
First 5 years of service	5:50 hrs	10 days
Beginning of 6th year	1 day (7 hrs)	12 days



# Local 768 DC37, AFSCME

CARMEN DE LEÓN  
President

# CONTRACTUAL COMPENSATION SUMMARY

For **Inspectors** working  
in **Department of  
Consumer & Worker  
Protection (DCWP)**



[tinyurl.com/dcwpins](https://tinyurl.com/dcwpins)



Get help  
understanding  
your compensation  
and read original  
contracts online at  
**Local768.net**  
[Accurate as of  
5/2025]

# OVERTIME

## Citywide Contract, Article IV

Listed as "Overtime" on pay stub. Depending on the type of overtime you're working (voluntary or involuntary) you are entitled to the following compensation in addition to your usual salary:

		Hours 35-40 in a week	Hours over 40 in a week
Authorized voluntary overtime	Inspectors	Straight time in comp	1.5x your hrs in comp time
	Associate Inspectors	Straight time in comp	
Ordered involuntary overtime	Inspectors & Associate Inspectors	Your usual hourly rate (cash)*	1.5x your usual hrly rate (cash)

# PAID FAMILY LEAVE

## Added to Citywide Economic Agreement 2019

Partial pay (67% of weekly pay) for up to 12 wks to bond with a new child, care for an ill family member or assist family during military deployment. Time may be used continuously or intermittently (in full-day units). Job security and insurance programs continue throughout leave. Members are eligible after completing 6 months of service.

# SHIFT DIFFERENTIAL

## Citywide Contract, Article III, Section 1

Listed as "Shift Differential" on paystub. A 10% shift differential will be paid on top of your normal hourly rate for hours (at least 1) worked according to these rules:

Years of service	Start of Shift Differential	End of Shift Differential
First 3 years	8 pm	8 am
Beginning of 4th year	6 pm	8 am

\*Use QR to calculate your hourly rate of pay, more details on meal allowances, shift differentials and your union rights.

# BASE PAY

All of these guarantees (summarized below) can be found in our **Social Services & Related Titles (SSRT) unit contract** by using the references provided. "Incumbent" min is the guaranteed rate after 2 years of city service.

	Inspector-DCWP (33997)		Associate Inspector-DCWP (33998)	
	Level 1	Level 2	Level 1	Level 2
<u>Hire-In Min</u>	\$49,396 / \$1,895	\$61,736 / \$2,368	\$72,262 / \$2,772	\$79,585 / \$3,053
<u>"Incumbent" Min</u>	\$56,805 / \$2,179	\$70,996 / \$2,723	\$83,101 / \$3,187	\$91,523 / \$3,510

# ADDITIONS TO GROSS

Additions to Gross (ATG) are payments made on top of a member's base pay after a certain number of years in city service in title. ATG's are compounded so after 10 years, you receive the LD & RIP; after 15 years you also receive the LI each year.

<u>After X years of Service</u>	<b>Longevity Differential</b> (SSRT: Article III, Section 9 + current LD pay order)			
<u>2 yrs</u>	\$438 / \$17	\$525 / \$20	\$613 / \$24	\$699 / \$27
<u>5 yrs</u>	\$876 / \$34	\$1,049 / \$40	\$1,227 / \$47	\$1,398 / \$54
<u>7 yrs</u>	\$1,313 / \$50	\$1,574 / \$60	\$1,839 / \$71	\$2,098 / \$80
<b>Recurring Increment Payment (RIP)</b> (SSRT: Article III, Section 16 + current RIP pay order)				
<u>10 yrs</u>	\$722 / \$28			
<b>Longevity Increment (SSRT: Article III, Section 8)</b>				
<u>15 yrs</u>	\$800 / \$31			

Pay above indicates the amount paid [Annually/Biweekly]

# DC 37 ANNUITY FUND

## Defined-contribution pension plan for dues-paying members (SSRT: Article III, Section 15)

The Annuity Plan is a union-administered employee pension plan (distinct from NYCERS) that is funded solely through Employer contributions pursuant to our union contract. The City contributes \$3.05/working day for Inspectors up to a max of \$794/year<sup>^</sup>. You are 100% vested in your credited balance from day 1 and your balance is available for distribution for any reason upon termination of city employment.

# JOIN US \* GET INVOLVED \*

This is YOUR UNION to build

DCWP Inspectors are entitled to the following rates, payments, and benefits throughout our career **because of the power of bargaining collectively**. Alone, we are powerless to improve our working conditions, but by standing together we have power in numbers and can improve standards for everyone. Don't belong to DC 37 yet? Enroll as a member (or recommit) at [DC37.net](http://DC37.net). Visit [Local768.net](http://Local768.net) or contact your steward or rep to learn how to become active in your Local.