

DC 37 Research and Negotiations

MEMORANDUM

August 22, 2011

TO: Parks Local Presidents
FROM: Evelyn Seinfeld *ES*
RE: Department of Parks Voluntary Attrition Program

Enclosed is a copy of the Parks Voluntary Attrition Program.

District Council 37 has reached an agreement with the City of New York to avoid layoffs in the Department of Parks and Recreation. Under the agreement, the Union won a no layoff guarantee for all Parks employees for the duration of fiscal year 2012. In exchange, the Union agreed to allow the City and the Parks Department to offer all Parks Department employees a 6-month voluntary attrition program.

Key features of the agreement include:

- A guarantee that there will be no layoffs of DC 37 represented employees in the Parks Department through the fiscal year 2012, which ends June 30, 2013.
- Enactment of a six-month Voluntary Attrition Program that allows all full-time and year round seasonal employees in the Parks Department the option of either voluntarily retiring or resigning and then continuing to work for up to six months a year for the next three years. Important features of the Program are as follows:
 - The program is capped at 330 participants.
 - The program is only open to those who volunteer before December 31, 2011.
 - Employees who volunteer for the program will return in their current title, earn their current base salary (including assignment differential, if any, and other additions-to-gross, if any) and will perform in-title work similar to their regular assignment.
 - Employees who volunteer will receive a one-time lump sum cash payment for their accrued annual leave, compensatory time, and any applicable terminal leave.

- The six month positions are expected to be available for three years.

- Impartial binding arbitration for disputes arising over terminations, unsatisfactory ratings during employment, and the terms of the agreement.

If you have any questions, please contact me.

Enclosure

Cc: Lillian Roberts

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