

2022-2027 Memorandum of Agreement
Electrical Inspectors
Local 3, International Brotherhood of Electrical Workers and
the City of New York

1. Term: 3/29/2022 through 9/28/2027 (66 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. September 1, 2022	3.00%
b. March 29, 2023	3.00% compounded
c. March 29, 2024	3.00% compounded
d. March 29, 2025	3.00% compounded
e. March 29, 2026	3.25% compounded

3. Additions-to-Gross

Effective March 29, 2026, or the applicable date of the Successor Separate Unit Agreement, the general increase provided for in subsection 2.c shall be applied to "additions to gross," except as provided in section 7 of this MOA. "Additions to gross" shall be defined as uniform allowances, equipment allowances, transportation allowances, uniform maintenance allowance, assignment differentials, service increments, longevity differentials, advancement increases, assignment (level) increases, and experience, certification, educational, license, and night shift differentials.

4. Ratification Bonus

A lump sum cash payment in the amount of \$3,000, pro-rated for other than full time employees, shall be payable as soon as practicable upon ratification of this *2022-2027 Electrical Inspector, Local 3 IBEW, Memorandum of Agreement* ("MOA") to those employees who are in active payroll status and in a title covered by this MOA, as of the date of ratification. Active payroll status is defined as being in active payroll status ("B Status"), military leave with pay ("K status"), or on paid family leave. The lump sum cash payment shall be pensionable, consistent with applicable law.

All full time per annum and full time per diem employees who were in active status on the date of the ratification are entitled to receive the lump sum cash payment of \$3,000. Employees who were terminated for cause, resigned, retired, or otherwise separated from service prior to the date of ratification of this MOA shall not be eligible for the lump sum cash payment.

In no event shall any employee receive greater than \$3,000 in bonus payments pursuant to this section.

5. Conditions of Payment

- a. The lump sum cash payment pursuant to Section 4 of this MOA shall be payable as soon as practicable upon ratification of this MOA.
- b. The general wage increases pursuant to Section 2.a, 2.b, and 2.c of this MOA shall be payable as soon as practicable upon ratification of this MOA.
- c. The general wage increases pursuant to Section 2.d. and 2.e of this MOA shall be payable as soon as practicable following the effective date of such increases.

6. Welfare Fund Contributions

- a. Effective March 29, 2026, there shall be a \$50 per annum per employee increase to the active welfare fund contribution.
- b. Effective March 29, 2026, there shall be a \$321.42 per annum per retiree increase to the retiree welfare fund contribution.

7. Service Increment

- a. Effective March 29, 2026, the service increment schedule is hereby replaced in its entirety, with the following schedule:

After 1 year of service	\$693
After 2 years of service	\$1,369
After 5 years of service	\$3,459
After 7 years of service	\$5,582
After 10 years of service	\$7,130

- b. The 3.25% increase pursuant to Section 3 of this MOA is incorporated into the after 1 year, after 2 years and after 5 years of service increments set forth in subsection 7(a). The 3.25% increase pursuant to Section 3 of this MOA shall not be applied to the after 7 years or after 10 years of service increments.
- c. Service Increments shall not become pensionable until two years after the employee becomes eligible to receive such increment. An employee becomes eligible for payment at the beginning of the quarter immediately following the appropriate anniversary date (January 1, April 1, July 1, October 1). There is no pro-ration or retroactive payment for the time between the actual anniversary date and the beginning of the quarter.

8. Work Flexibility Committee

The parties agree to a remote work pilot consistent with the terms of the DC37 Remote Work Pilot dated May 31, 2023, as well as a compressed work pilot consistent with the terms of the DC37 Compressed Work Pilot dated January 11, 2024.

9. Prohibition of Further Economic Demands

No Party to this agreement shall make additional economic or non-economic demands during the term of this MOA.

10. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, the Department of Education, and the New York City Housing Authority who receive paychecks via direct deposit shall be opted out of receiving paper pay stubs. Employees may choose to opt-in and receive paper stubs via NYCAPS Employee Self-Service or the appropriate method at employers not on NYCAPS.

11. Continuation of Terms

The terms of the predecessor collective bargaining agreement, MOA, and related agreements shall be continued except as modified pursuant to this MOA.

12. Approval of Agreement

This MOA is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: 
RENEE CAMPION
Commissioner of Labor Relations

FOR LOCAL 3, IBEW

BY: 
Sean Fitzpatrick
Business Representative

Dated: May 21, 2024



Office of Labor Relations

22 Cortlandt Street, New York, NY 10007
nyc.gov/olr

Renee Campion
Commissioner
Daniel Pollak
First Deputy Commissioner
Nicole Andrade
General Counsel

Claire Levitt
Deputy Commissioner
Health Care Strategy
Georgette Gestely
Director, Employee Benefits Program

May 21, 2024

Mr. Sean Fitzpatrick
Business Representative
International Brotherhood of Electrical Workers – Local 3
158-11 Harry Van Arsdale Ave., Room 402
Flushing, NY 11365

Dear Mr. Fitzpatrick:


The parties agree to a labor management forum to meet and further discuss issues related to the Administrative Inspector (Electrical) (Non-Managerial) title.

If the above accords with your understanding, please execute the signature line provided below.

Very Truly Yours,


Renee Campion

Agreed and Accepted on Behalf of IBEW, Local 3.

BY: 

Sean Fitzpatrick
Business Representative