

2021-2026 Memorandum of Agreement
Allied Building Inspectors, Local 211, IUOE and
the City of New York

1. Term: 5 years, 6 months

4/3/21 – 10/2/26

2. General Wage Increases

| <u>Effective Date</u> | <u>General Wage Increases</u> |
|-----------------------|-------------------------------|
| a. April 3, 2021 | 3.00% |
| b. April 3, 2022 | 3.00% compounded |
| c. April 3, 2023 | 3.00% compounded |
| d. April 3, 2024 | 3.00% compounded |
| e. April 3, 2025 | 3.25% compounded |

3. Additions to Gross

The general increase provided for in section 2, e. shall be applied to “additions to gross.” “Additions to gross” shall be defined to include uniform maintenance allowances, assignment differentials, service increments, advancement increases, and assignment (level) increases.

4. Ratification Bonus

- a. 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 the Agreement to those employees who are in active payroll status and in a title covered by this Agreement, 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 Agreement 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 2021-2026 Local 211 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 Local 211 MOA.
- b. The general wage increases pursuant to Section 2a., 2 b. and 2c. of this 2021-2026 Local 211 MOA shall be payable as soon as practicable upon ratification of this 2021-2026 Local 211 MOA.
- c. The general wage increases pursuant to Section 2.d., and e. of this 2021-2026 Local 211 MOA shall be payable as soon as practicable following the effective date of such increases.

6. Annuity Fund

The parties agree to takes the necessary measures to establish an annuity fund for Covered Employees under this agreement. Effective April 3, 2023, there shall be a \$500 per annum, per employee, contribution to the annuity fund.

7. Personal Vehicle Use

Effective April 3, 2023, there shall be an additional \$5.80 paid for each day an Employee uses their personal vehicle for actual and authorized agency use. Such payment will be issued for each day of personal vehicle use approved pursuant to Article VIII, Section 2 of the Citywide Agreement. However, payments pursuant to this paragraph shall be in addition to mileage reimbursements pursuant to Article VIII, Section 2. The additional payments pursuant to this section shall be pensionable but shall not be treated as an ATG or go up with collective bargaining unless otherwise bargained.

8. Service Increments

Effective April 3, 2023, the 2-year service increment shall be increased by \$408 and the 5-year service increment shall be increased by \$620.

Effective April 3, 2023, the service increment schedule shall be as follows:

| | |
|--------------------------|---------|
| After 1 year of service | \$392 |
| After 2 years of service | \$1,475 |

| | |
|---------------------------|---------|
| After 5 years of service | \$2,767 |
| After 6 years of service | \$3,257 |
| After 9 years of service | \$3,746 |
| After 11 years of service | \$4,887 |
| After 12 years of service | \$5,511 |
| After 14 years of service | \$6,786 |
| After 20 years of service | \$8,228 |
| After 22 years of service | \$9,528 |

Effective April 3, 2025, the service increment shall be increased by 3.25%.

Effective April 3, 2025, the service increment schedule shall be as follows:

| | |
|---------------------------|---------|
| After 1 year of service | \$405 |
| After 2 years of service | \$1,523 |
| After 5 years of service | \$2,857 |
| After 6 years of service | \$3,363 |
| After 9 years of service | \$3,868 |
| After 11 years of service | \$5,046 |
| After 12 years of service | \$5,690 |
| After 14 years of service | \$7,007 |
| After 20 years of service | \$8,495 |
| After 22 years of service | \$9,838 |

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-ratio or retroactive payment for the time between the actual anniversary date and the beginning of the quarter.

9. Non-Economic Issues

The parties shall establish a labor-management committee, with representatives from Office of Labor Relations and HPD or DOB, to discuss topics including but not limited to, the following: uniforms and footwear; changing areas; Peace Officer training,

emergency response protocols; remote work and/or compressed work schedules; and the use of annual leave and compensatory time.

10. Prohibition of Further Economic Demands

No party to this agreement shall make additional economic or non-economic demands during the term of this 2021-2026 Local 211 MOA or during the negotiations for the applicable Successor Separate Unit Agreement.

11. Payroll

Effective as soon as practicable following ratification of this agreement, all employees of Mayoral agencies, 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.

12. 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.

13. Approval of Agreement

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

**FOR ALLIED BUILDING INSPECTORS,
LOCAL 211, IUOE**

BY:  DP
For RC

RENEE CAMPION
Commissioner of Labor Relations

BY: 

Matthew Gugliotta
President

Dated: August 24, 2023