

2021-2026 Memorandum of Agreement
Supervisor of Mechanics
Local 3, International Brotherhood of Electrical Workers and
the City of New York

1. Term: April 9, 2021 - May 8, 2026 (61 months)

2. General Wage Increases

	<u>Effective Date</u>	<u>General Wage Increases</u>
a.	June 2, 2021	3.00%
b.	April 9, 2022	3.00% compounded
c.	April 9, 2023	3.00% compounded
d.	April 9, 2024	3.00% compounded
e.	April 9, 2025	3.25% compounded

3. 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 *2021-2026 Supervisor of Mechanics 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.

4. Conditions of Payment

- a. The lump sum cash payment pursuant to Section 3 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.

5. Welfare Fund Contributions

- a. Effective April 9, 2021, there shall be a \$50 per annum per employee increase to the active welfare fund contribution, from \$1,806.25 to \$1,856.25.
- b. Effective April 9, 2021, there shall be a \$250 per annum per employee increase to the retiree welfare fund contribution, from \$1,806.25 to \$2,056.25.
- c. Effective April 9, 2025, there shall be a \$71.42 per annum per employee increase to the retiree welfare fund contribution, from \$2,056.25 to \$2,127.67.

6. Prohibition of Further Economic Demands

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

7. Compensatory Time Option

- a. Employees shall have the option to take compensatory time for overtime hours worked in lieu of cash, subject to applicable laws, including FLSA, at the discretion of their employing agency. Overtime compensated in compensatory time shall be compensated at the same rate and under the same rules as overtime compensated in cash.
- b. The overtime language of the Consent Determination will be amended to include "or paid in compensatory time" and will now read as follows: "Overtime shall be paid in cash or compensatory time at the rate of time and one-half (1-1/2x) after forty (40) hours actually worked."
- c. The option to take compensatory time for overtime hours worked as an alternative to cash, pursuant to Section 7.a. of this MOA shall be implemented as soon as practicable upon ratification of this MOA.
- d. Any agency may continue to compensate overtime solely in cash at their discretion, or may deny requests for compensatory time in lieu of cash.

8. 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.

9. 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.

10. Approval of Agreement

This MOA is subject to union ratification.

FOR THE CITY OF NEW YORK

FOR LOCAL 3, IBEW

BY:



RENEE CAMPION

Commissioner of Labor Relations

BY:



SEAN FITZPATRICK

Business Representative

Dated: October 26, 2023