

2021-2026 Memorandum of Agreement
Welder, Local 15 International Union of Operating Engineers (IUOE)
and the City of New York

1. Term: February 1, 2021 – February 28, 2026 (61 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. February 1, 2021	3.00%
b. February 1, 2022	3.00% compounded
c. February 1, 2023	3.00% compounded
d. February 1, 2024	3.00% compounded
e. June 15, 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 Local 15 IUOE Welder 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., 2.c., and 2.d. of this MOA shall be payable as soon as practicable upon ratification of this MOA.

c. The general wage increase pursuant to Section 2.e. of this MOA shall be payable as soon as practicable following the effective date of such increase.

5. Annual Leave Accrual

Effective February 1, 2026, employees covered by this MOA shall accrue one (1) additional annual leave day per annum.

6. Night Shift Differential

The current night shift differential language "*The night shift differential for a shift worked from 4:00 P.M. to 8:00 A.M. shall be \$7.02*" is hereby modified to read as follows:

The night shift differential for a shift worked from 4:00 p.m. to 8:00 a.m. shall be \$0.88 per hour. This hourly differential shall be prorated for scheduled work performed between 4:00 p.m. and 8:00 a.m. in increments of less than one full hour.

The modification pursuant to this Section does not apply retroactively and will be implemented as soon as practicable upon ratification of this MOA.

The union further agrees to withdraw with prejudice the Step III Grievance docketed as OLR No. 52882.

7. Prohibition of Further Economic Demands

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

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 separate unit agreement 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

BY: 

RENEE CAMPION
Commissioner of Labor Relations

FOR LOCAL 15, IUOE

BY: 

THOMAS CALLAHAN
President/Business Manager

Dated: May 1, 2024