

**2010-2021 MEMORANDUM OF AGREEMENT**  
**LOCAL LODGE NO. 5 AND THE CITY OF NEW YORK**

**MEMORANDUM OF AGREEMENT** entered into this 10<sup>TH</sup> day of November, 2021 by and between the undersigned Local Lodge No. 5, International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers (the "Union") and the City of New York (the "City").

**WHEREAS**, the undersigned parties desire to enter into a collective bargaining agreement, including this *2010-2021 MOA* and a consent determination successor to the one terminating on August 2, 2010 to cover the employees in the Blacksmith collective bargaining unit;

**WHEREAS**, the undersigned parties intend by this *2010-2021 MOA* to cover all economic and non-economic matters and to incorporate the terms of this *2010-2021 MOA* into a consent determination covering the period from August 3, 2010 through January 2, 2021;

**NOW, THEREFORE**, it is jointly agreed as follows:

1. Term: 8/3/2010 – 7/2/2021

2. Ratification Bonus

A lump sum cash payment in the amount of \$1,000, pro-rated for other than full-time employees, shall be payable as soon as practicable upon ratification of the Agreement to any employee active on the date of ratification or who retired during the term of the agreement. The lump sum cash payments shall not become part of the Employee's basic salary rate nor be added to the Employee's basic salary for the calculation of any salary based benefits including the calculation of future collective bargaining increases.

3. General Wage Increases

The general wage increases and applicable base salary rates are set forth below.

Date	Wage Increase	Blacksmith	Blacksmith's Helper	Supervisor Blacksmith
		Hourly Rate		
2/3/2012	1%	\$48.72	\$36.54	\$55.64
2/3/2013	1%	\$49.21	\$36.91	\$56.20
2/3/2014	1%	\$49.70	\$37.28	\$56.76
2/3/2015	1.5%	\$50.45	\$37.84	\$57.61
2/3/2016	2.5%	\$51.71	\$38.79	\$59.05
2/3/2017	3.056%	\$53.29	\$39.98	\$60.85
2/3/2018	2%	\$54.36	\$40.78	\$62.07
2/3/2019	2.25%	\$55.58	\$41.70	\$63.47
2/3/2020	3.25%	\$57.39	\$43.06	\$65.53

4. Annuity Contribution

- a. There shall be a lump sum annuity contribution of \$13,497 on behalf of each full-time employees active on payroll as of July 2, 2021.
- b. Effective July 2, 2021, there shall be a recurring annuity contribution of \$14.18 per day for each day worked, up to an annual maximum of \$3,700.98.
- c. The contributions set forth in this Section 4 shall be subject to a separate supplemental agreement to be executed by the parties.

5. Sunday and Holiday Premium

Effective December 31, 2021, employees shall be entitled to 2x the straight-time rate of pay for all overtime work performed on Sundays and Holidays.

6. Annual Leave Accruals

Effective December 31, 2021, employees shall accrue 5 fewer annual leave days per year.

7. Compensatory Time

As soon as practicable, the 80-hour cap on compensatory time set forth in the Consent Determination shall be increased to 240 hours.

8. Direct Deposit

Effective upon ratification, the employer may require all employees hired after the date of execution of this agreement be enrolled in direct deposit.

9. 2008-2010 Additional Compensation Fund

This agreement fully resolves the 0.10% additional compensation fund from the 2008-2010 round of bargaining.

10. Health Savings and Welfare Fund Contributions

The May 5, 2014 and June 28, 2018 Letter Agreements regarding health savings and welfare fund contributions between the City of New York and the Municipal Labor Committee, will be attached as an Appendix, and is deemed to be part of this *2010-2021 Local Lodge 5 MOA*.

11. Prohibition of Further Demands

No Party to this agreement shall make additional economic or non-economic demands during the term of this *2010-2021 Local Lodge 5 MOA*.

**FOR THE CITY OF NEW YORK**

**FOR LOCAL LODGE NO. 5**

BY: \_\_\_\_\_

RENEE CAMPION  
Commissioner of Labor Relations

BY: \_\_\_\_\_

STEVEN LUDWIGSON  
Business Manager, Local Lodge No. 5