

**2018-2021 Memorandum of Agreement**  
**International Organization of Masters, Mates & Pilots**  
**and the City of New York**

1. **Term:** 3 years and 7 months (43 months)

1/6/18 – 8/5/21

2. **General Wage Increases**

<u>Effective Date</u>	<u>General Wage Increases</u>
a. January 6, 2018	2.00%
b. January 6, 2019	2.50% compounded
c. February 6, 2020	3.00% compounded

3. **Conditions of Payment**

- a. The general wage increases pursuant to Sections 2.a. and 2.b. of this *2018-2021 International Organization of Masters, Mates & Pilots Marine Titles Memorandum of Agreement* (“MOA”) shall be payable as soon as practicable upon the execution of this MOA.
- b. The general wage increase pursuant to Section 2.c. of this MOA shall be payable as soon as practicable after the effective date of such increase.

4. **Prohibition of Further Economic Demands**

No party to this agreement shall make additional economic demands during the term of this MOA.

5. **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 are deemed to be part of this MOA.

6. **Clothing Maintenance Allowance**

Effective November 6, 2019, the Clothing Maintenance Allowance shall be increased by \$217 per annum for each title covered by this agreement.

7. **Paid Family Leave**

The parties agree to “opt in” to the New York State Paid Family Leave Program, as implemented by the City of New York, as soon as practicable following the execution of this MOA and agree to take the necessary steps to implement.

8. Direct Deposit

Effective the day after this agreement is ratified, the employer may require that all newly hired employees be paid exclusively through direct deposit or electronic funds transfer. For employees on direct deposit, the employer may provide pay stubs electronically except where the employee has requested in writing to receive a printed pay stub.

Further, the parties shall work together regarding incumbent employees' voluntary enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

9. Union Rights and Representation

The Citywide modifications agreed to in the June 2018 District Council 37-City of New York Memorandum of Agreement shall apply to all titles covered by this agreement, including those not covered under the Citywide agreement.

10. Correction of Name of Union

All references in the Collective Bargaining Agreement to Atlantic Maritime Group ("AMG") shall be corrected to reflect the legal name of the Union, International Organization of Masters, Mates & Pilots ("MMP").

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 Agreement is subject to union ratification.

**FOR THE CITY OF NEW YORK**

BY:  11/15/19  
RENEE CAMPION  
Commissioner of Labor Relations

**FOR INTERNATIONAL ORGANIZATION  
OF MASTERS, MATES & PILOTS**

BY:   
DON MARCUS  
International President

BY:   
STEPHEN DOHERTY  
Vice President, Atlantic Maritime Group

Dated: October 23, 2019