

2023-2028 Memorandum of Agreement
Communication Electrician
Local 3, International Brotherhood of Electrical Workers and
the City of New York

1. Term: January 17, 2023 – February 16, 2028 (61 months)

2. General Wage Increases

	<u>Effective Date</u>	<u>General Wage Increases</u>
a.	March 13, 2023	3.00%
b.	January 17, 2024	3.00% compounded
c.	January 17, 2025	3.00% compounded
d.	January 17, 2026	3.00% compounded
e.	January 17, 2027	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 *2023-2028 Communication Electrician 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 increase pursuant to Section 2.a. of this MOA shall be payable as soon as practicable upon ratification of this MOA.

- c. The general wage increases pursuant to Section 2.b., 2.c., 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 January 17, 2023, there shall be a \$50 per annum per employee increase to the active welfare fund contribution, from \$1,906.25 to \$1,956.25.
- b. Effective January 17, 2023, there shall be a \$250 per annum per employee increase to the retiree welfare fund contribution, from \$1,906.25 to \$2,156.25.
- c. Effective January 17, 2027, there shall be a \$71.42 per annum per employee increase to the retiree welfare fund contribution, from \$2,156.25 to \$2,227.67.

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. 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.

8. 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.

9. 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 3, IBEW

BY:



SEAN FITZPATRICK
Business Representative

Dated: October 26, 2023