

**2021-2026 Memorandum of Agreement**  
**Plumbers Local Union No. 1, United Association**  
**and**  
**the City of New York**

1. Term: August 1, 2022 – August 31, 2027 (61 months)

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. August 1, 2022	3.00%
b. August 1, 2023	3.00% compounded
c. August 1, 2024	3.00% compounded
d. August 1, 2025	3.00% compounded
e. August 1, 2026	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 *2022-2027 Plumbers Local Union No. 1, United Association 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. and 2.b. of this MOA shall be payable as soon as practicable upon ratification of this MOA.

- c. The general wage increases pursuant to Section 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. Annuity Fund

- a. Effective August 1, 2026, there shall be a \$0.39 annuity increase for each day actually worked. The annuity fund payments shall be as follows:

Plumber, Thermostat Repairer, Supervisor Plumber, Supervisor Thermostat Repairer:	\$8.92 for each day actually worked.
Plumber's Helper:	\$5.38 for each day actually worked.

- b. Effective August 1, 2027, there shall be a \$2.20 annuity increase for each day actually worked. The annuity fund payments shall be as follows:

Plumber, Thermostat Repairer, Supervisor Plumber, Supervisor Thermostat Repairer:	\$11.12 for each day actually worked.
Plumber's Helper:	\$7.58 for each day actually worked.

- c. The annuity fund increases pursuant to Section 5.a. and 5.b. of this MOA shall be paid consistent with the Annuity Fund language in the January 1, 2019 through July 31, 2022 Consent Determination dated September 23, 2022.

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 Consent Determination 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**

**FOR PLUMBERS LOCAL NO. 1, U.A.**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

BY:   
\_\_\_\_\_  
PAUL O'CONNOR  
Business Manager  
Plumbers Local Union No. 1, U.A.

Dated: January 25, 2024