

2019-2023 Memorandum of Agreement
Communications Electrician
Local 3, International Brotherhood of Electrical Workers and
the City of New York

1. Term: 3 years and 7 months (43 months)
6/17/19 – 1/16/23

2. General Wage Increases

<u>Effective Date</u>	<u>General Wage Increases</u>
a. June 17, 2019	2.00%
b. June 17, 2020	2.25% compounded
c. July 17, 2021	3.00% compounded

3. Conditions of Payment

- a. The general wage increase pursuant to Sections 2.a. of this *2019-2023 Communication Electrician Memorandum of Agreement* ("MOA") shall be payable as soon as practicable upon the execution of this MOA.
- b. The general wage increases pursuant to Section 2.b. and 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.

Effective April 17, 2020 there shall be a \$162.50 per annum (active and retiree) increase to the welfare fund contribution.

Effective April 17, 2021 there shall be a \$168.75 per annum (active and retiree) increase to the welfare fund contribution.

6. Floating Holiday

Effective calendar year 2020, Lincoln's Birthday shall be converted to a floating holiday. Use of the floating holiday will be pursuant to the rules contained in the Citywide collective bargaining agreement concerning floating holidays.

7. Compensatory Time Option

As soon as practicable, employees shall have the option of compensatory time or cash compensation for overtime, subject to applicable law, including the Fair Labor Standards Act. Overtime compensated in compensatory time will be compensated at the same rate and under the same rules as overtime compensated in cash.

8. 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.

9. 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' enrollment in direct deposit, with the objective of 100% of employees being paid electronically.

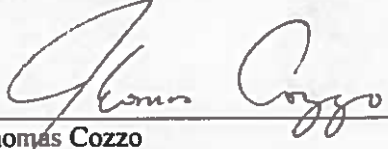
10. Continuation of Terms

The terms of the predecessor Consent Determination and related agreements shall be continued except as modified pursuant to this MOA.

FOR THE CITY OF NEW YORK

FOR LOCAL 3, IBEW

BY: 
RENEE CAMPION
Commissioner of Labor Relations

BY: 
Thomas Cozzo
Business Representative

Dated: October 1, 2019