2019-2022
Plumbers Local Union No. 1, United Association
Memorandum of Agreement

1. **Term** January 1, 2019 through July 31, 2022
   3 years and 7 months (43 months)

2. **General Wage Increases**

<table>
<thead>
<tr>
<th>Effective Date</th>
<th>General Wage Increases</th>
</tr>
</thead>
<tbody>
<tr>
<td>January 1, 2019</td>
<td>2.00%</td>
</tr>
<tr>
<td>January 1, 2020</td>
<td>2.50% compounded</td>
</tr>
<tr>
<td>February 1, 2021</td>
<td>3.00% compounded</td>
</tr>
</tbody>
</table>

3. **Conditions of Payment**

   The general wage increases pursuant to Section 2 of this 2019-2022 Plumbers Local Union No. 1, United Association Memorandum of Agreement ("MOA") shall be payable as soon as practicable upon the ratification of this MOA.

4. **Annuity**

   Effective November 1, 2020, there shall be a $1.46 annuity increase for each day actually worked paid consistent with the terms of the 2016-2018 Consent Determination dated 11/2/2018.

   Effective November 1, 2020, the annuity fund payments shall be as follows:

   - Plumber and Supervisor Plumber: $8.53 for each day actually worked.
   - Plumbers Helper: $4.99 for each day actually worked.

5. **Prohibition of Further Economic Demands**

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

6. **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 Appendices, and are deemed to be part of this MOA.
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 ratification of this MOA and agree to take the necessary steps to implement.

8. **Continuation of Terms**

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

9. **Direct Deposit**

Effective the day after this agreement is ratified, the Employer may require all newly hired employees be paid exclusively through direct deposit of electronic funds transfer. For Employees on direct deposit, the employer may provide pay stubs electronically except where the employee had 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. **Approval of Agreement**

This Agreement is subject to union ratification.

FOR THE CITY OF NEW YORK

BY: [Signature]
Renee Campion
Commissioner of Labor Relations

FOR PLUMBERS LOCAL NO. 1, U.A.

BY: [Signature]
Michael Apuzzo
Business Manager
Plumbers Local Union No. 1, U.A.

Date: 8-23-2022