

Ship Carpenters, Supervisor Ship Carpenters,
 Dockbuilders, Supervisor Dockbuilders, and Riggers
 Memorandum of Agreement ("MOA")
 February 1, 2018

WHEREAS, the undersigned parties desire to enter into successor collective bargaining agreements to the New York City Comptroller's Consent Determination covering employees represented by the New York City District Council of Carpenters, UBCJA ("the Union") in the titles Ship Carpenter and Supervisor Carpenter, Dockbuilder and Supervisor Dockbuilder, and Rigger, respectively, for the period July 1, 2005 through June 30, 2008 ("the 2005-08 Consent Determinations"); and

WHEREAS, the undersigned parties intend by this MOA to set forth their agreement on all economic matters for Ship Carpenters and Supervisor Ship Carpenters, Dockbuilders and Supervisor Dockbuilders, and Riggers for the period July 1, 2008 through December 31, 2020 ("the 2008-2020 Period");

NOW THEREFOR,

1. The 2008-2020 Period

During the 2008-2020 Period, the undersigned parties will continue all of the terms and conditions set forth in the 2005-08 Consent Determinations, except as provided herein.

2. Hourly Wages*

Ship Carpenter	
Period	Hourly Rate
7/1/2008-6/30/2009	\$43.02
7/1/2009-9/30/2010	\$44.02
10/1/2010-6/30/2013	\$46.15
7/1/2013-8/19/2013	\$48.08
8/20/2013-6/30/2014	\$48.88
7/1/2014-6/30/2018	\$49.88
7/1/2018-12/31/2020	See section 3

Supervisor Ship Carpenter	
Period	Hourly Rate
7/1/2008-6/30/2009	\$46.02
7/1/2009-9/30/2010	\$47.02
10/1/2010-6/30/2013	\$49.15
7/1/2013-8/19/2013	\$51.08
8/20/2013-6/30/2014	\$51.88
7/1/2014-6/30/2018	\$52.88
7/1/2018-12/31/2020	See section 3

For Ship Carpenters and Supervisor Ship Carpenters: Saturdays shall continue to be paid at time and one-half; Sundays and Holidays shall continue to be paid at double time; overtime shall continue to be paid at time and one-half after 8 hours worked; workers performing work on a second shift shall receive one hour at the double time rate of pay for the last hour of the shift

(eight hours pay for seven hours of work); there must be a first shift for there to be a second shift.

Dockbuilder	
Period	Hourly Rate
7/1/2008-6/30/2009	\$43.61
7/1/2009-9/30/2010	\$44.61
10/1/2010-6/30/2013	\$46.74
7/1/2013-6/30/2014	\$46.82
7/1/2014-6/30/2018	\$48.35
7/1/2018-12/31/2020	See section 3

Supervisor Dockbuilder	
Period	Hourly Rate
7/1/2008-6/30/2009	\$46.61
7/1/2009-9/30/2010	\$47.61
10/1/2010-6/30/2013	\$49.74
7/1/2013-6/30/2014	\$49.82
7/1/2014-6/30/2018	\$51.35
7/1/2018-12/31/2020	See section 3

For Dockbuilders and Supervisor Dockbuilders: Saturdays shall continue to be paid at time and one-half; Sundays and Holidays shall continue to be paid at double time; overtime shall continue to be paid at time and one-half after 8 hours worked; workers performing off shift work commencing between 5:00 P.M. and 10:00 P.M. shall work eight and one-half hours allowing for one half hour for lunch, but will be paid the straight time hourly wage rate for 9 hours and the straight time supplemental benefits for 8 hours.

Rigger	
Period	Hourly Rate
7/1/2008-6/30/2009	\$43.69
7/1/2009-6/30/2010	\$44.24
7/1/2010-6/30/2013	\$46.19
7/1/2013-6/30/2014	\$47.69
7/1/2014-6/30/2018	\$48.44
7/1/2018-12/31/2020	See section 3

For Riggers: Saturdays shall continue to be paid at time and one-half; Sundays and Holidays shall continue to be paid at double time; overtime shall continue to be paid at time and one-half after 8 hours worked; workers performing work on a second shift shall receive the straight time rate of pay plus fifteen (15%) percent, and members of the second shift shall be allowed one half-hour to eat, with this time being included in the hours of the workday established; there must be a first shift to work a second shift; all additional hours worked shall be paid at the time and one-half pay rate of pay plus fifteen (15%) per cent for weekday hours.

*Consistent with Comptroller's Determination and Order, dated June 22, 2015, in OATH Index No. 2445/15.

3. Wage Increases for the Period July 1, 2018 through December 31, 2020 ("the 2018 – 2020 Period")

Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers will receive the same general wage increases negotiated in the next civilian pattern agreement between the City and a municipal union. Those general wage increases will be paid to Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers on July 1, 2018, July 1, 2019, and July 1, 2020, i.e., on the first day of the 1st, the 13th and the 25th months of the 2018-2020 Period, except as otherwise provided in this Paragraph 3. If the civilian pattern agreement delays the payment of a general wage increase(s) for some period of time after the first day of the 1st, the 13th and/or the 25th months of that union's contract, the general wage increase(s) due to Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers under this MOA will be delayed for the same period of time from July 1, 2018, July 1, 2019, and July 1, 2020, but in no event for more than three months, i.e., to no later than October 1, 2018, October 1, 2019, and/or October 1, 2020, respectively. If, following the first general wage increase, the civilian pattern agreement accelerates the payment of general wage increase(s) to a date(s) earlier than the first day of the 13th or 25th months of the pattern period, those general wage increase(s) will be paid to Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers on the accelerated schedule, measured from July 1, 2019 and/or July 1, 2020.

4. Annuity

Effective July 1, 2008, an additional supplemental benefit in the form of an Annuity Fund payment shall be disbursed for each day actually worked, consistent with the 2005-08 Consent Determinations and existing practices. Annuity Fund payments shall be as follows:

Period	Ship Carpenter		Supervisor Ship Carpenter	
	Hourly	Daily	Hourly	Daily
7/1/2008 – 1/31/2018	\$7.85	\$62.80	\$6.89	\$55.12
2/1/2018 - 12/31/2020	\$5.21	\$41.68	\$5.21	\$41.68

Period	Dockbuilder		Supervisor Dockbuilder	
	Hourly	Daily	Hourly	Daily
7/1/2008 – 1/31/2018	\$10.38	\$83.04	\$9.28	\$74.24
2/1/2018 - 12/31/2020	\$7.21	\$57.68	\$7.21	\$57.68

Period	Rigger	
	Hourly	Daily
7/1/2008 – 1/31/2018	\$10.48	\$83.84
2/1/2018 - 12/31/2020	\$7.21	\$57.68

5. Annual Leave

<u>Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers Hired on or Before June 30, 2017</u>		
<u>Period</u>	<u>Per Annum Allowance</u>	<u>Monthly Accrual (hh:mm)</u>
7/1/2008 – 1/31/2018	28 workdays	18:40
2/1/2018 – 7/31/2018	19 and 1/3 workdays	12:55
8/1/2018 – 12/31/2020	24 workdays	16:00

<u>Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers Hired on or After July 1, 2017</u>		
<u>Period</u>	<u>Per Annum Allowance</u>	<u>Monthly Accrual (hh:mm)</u>
7/1/2017 – 1/31/2018	28 workdays	18:40
2/1/2018 – 1/31/2019	9 and approx. 1/2 workdays	06:20
2/1/2019 – 12/31/2020	During first 8 years of service- 16 workdays After 8 years of service- 21 workdays After 15 years of service- 23 workdays	10:40 14:00 15:20

6. Sick Leave

<u>Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers</u>		
<u>Period</u>	<u>Per Annum Allowance</u>	<u>Monthly Accrual (hh:mm)</u>
7/1/2008 – 1/31/2018	12 workdays	08:00
2/1/2018 – 7/31/2018	5 and 1/2 workdays	03:40
8/1/2018 – 12/31/2020	9 workdays	06:00

7. Authorized Absences with Pay

Effective July 1, 2008, the paid leave benefits set forth in Article III, Sections 1(a-f) of Appendix A, attached hereto, shall apply.

Effective February 1, 2018, the paid leave benefits set forth in Article III, Sections 1(a-f) of Appendix A, attached hereto, shall be eliminated for Ship Carpenters, Supervisor Ship Carpenters, Dockbuilders, Supervisor Dockbuilders, and Riggers.

8. Restoration of Benefits/Implementation of Rates

The new benefit accrual rates set forth in Paragraphs 4, 5, 6 and 7 herein, including restoration of those benefits which were reduced or eliminated for Dockbuilders and Supervisor Dockbuilders during the period January 1, 2017 through January 31, 2018, and reduction of those benefits [i.e. paid leave and/or annuity] which were increased for Riggers, Ship Carpenters, and Supervisor Ship Carpenters during the period January 1, 2017 through January

31, 2018, will be implemented by the City in the first payroll processing period following the ratification referenced in Paragraph 11 herein. The parties anticipate that such ratification will occur on February 14, 2018, and that the next payroll processing period following such ratification, therefore, will be in March 2018.

9. Voluntary Discontinuance of Litigation/Withdrawal of OATH Complaints

Upon the execution of this MOA and the ratification referenced in Paragraph 11 herein, the undersigned parties, who are parties to OATH Index No. 17/2139; New York State Supreme Court, County of Queens, Index No. 1825/2017; and New York State Supreme Court, County of New York, Index Nos. 162704/2015 and 451354/2017, will write jointly to these respective tribunals advising them that the undersigned parties have reached a settlement in principle of each pending matter and request that each respective tribunal take no further action in those matters while the settlement terms are being implemented. Upon the benefit restorations and implementation referenced in Paragraph 8 herein and the filing by the Office of the Comptroller of the City of New York of the 2008-2020 Consent Determinations referenced in Paragraph 10 herein, the Union will voluntarily discontinue with prejudice the aforesaid pending matters as against the City of New York, and will voluntarily withdraw with prejudice any pending complaints against the City of New York filed with the Office of the Comptroller of the City of New York.

10. Consent Determinations/Term

The parties shall promptly incorporate the terms of this MOA into separate, mutually agreeable Consent Determinations for, respectively, (1) Ship Carpenters and Supervisor Ship Carpenters, (2) Dockbuilders and Supervisor Dockbuilders, and (3) Riggers, applicable to the undersigned parties. The terms of those Consent Determinations will be July 1, 2008 through December 31, 2020. The parties shall promptly submit those Consent Determinations to the Office of the Comptroller of the City of New York with the joint request that they be promptly determined, entered and filed.

11. Ratification

This agreement is subject to Union membership ratification.

AGREED AND ACCEPTED:



Robert W. Linn
Commissioner of Labor Relations
City of New York



William Lacey
Civil Service Director
New York City District Council of Carpenters, UBCJA