

**2022-2027 Memorandum of Agreement**  
**Dockbuilder and Supervisor Dockbuilder,**  
**New York City District Council of Carpenters, UBCJA and**  
**the City of New York**

1. Term: February 1, 2022 through January 31, 2027 (60 months)
2. Hourly Wage Rates:

Dockbuilder					
Period		Hourly Rate	Saturday Rate	Sunday & Holiday Rate	
a.	02/1/2022 - 01/31/2023	\$53.63	\$80.45	\$107.26	
b.	02/1/2023 - 01/31/2026	\$55.24	\$82.86	\$110.48	
c.	02/1/2026 - 01/31/2027	\$57.04	\$85.56	\$114.08	

Supervisor Dockbuilder					
Period		Hourly Rate	Saturday Rate	Sunday & Holiday Rate	
a.	02/1/2022 - 01/31/2023	\$56.97	\$85.46	\$113.94	
b.	02/1/2023 - 01/31/2026	\$58.68	\$88.02	\$117.36	
c.	02/1/2026 - 01/31/2027	\$60.59	\$90.89	\$121.18	

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 Dockbuilder and Supervisor Dockbuilder 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 wage rates 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 wage rates pursuant to Section 2.c. of this MOA shall be payable as soon as practicable following the effective date of such wage rates.

5. Prohibition of Further Economic Demands

No Party to this agreement shall make additional economic or non-economic demands during the term of this MOA.

6. Compensatory Time Option

- a. As soon as practicable, employees shall have the option of cash compensation or compensatory time for overtime, including overtime worked at a premium rate on Saturday and Sunday, as well as the option of cash compensation or compensatory time for work performed on holidays, at the discretion of their employing agency. Such option shall be subject to applicable law, including the Fair Labor Standards Act. Overtime compensated in compensatory time shall be compensated at the same rate and under the same rules as overtime compensated in cash.
- b. Any agency may continue to compensate overtime or holidays solely in cash at their discretion, or may deny requests for compensatory time in lieu of cash.

7. Annuity

An additional supplemental benefit in the form of an Annuity Fund payment shall be disbursed for each day actually worked, consistent with the 2005-2008 Consent Determination, any successor to that Consent Determination for the period 2008-2020 and existing practices. Annuity Fund payments shall be as follows:

Dockbuilders and Supervisor Dockbuilders			
Period		Hourly	Daily
02/1/2022	- 01/31/2024	\$7.41	\$59.28
02/1/2024	- 01/31/2026	\$9.85	\$78.80
02/1/2026	- 01/31/2027	\$9.89	\$79.12

8. Annual Leave

Dockbuilders and Supervisor Dockbuilders, Hired on or before June 30, 2017.

Period	Per Annum Allowance	Monthly Accrual (hh:mm)
02/1/2022 - 01/31/2025	24 workdays	16:00
02/1/2025 - 01/31/2027	28 workdays	18:40

Dockbuilders and Supervisor Dockbuilders, Hired on or after July 1, 2017.

Period	Per Annum Allowance		Monthly Accrual (hh:mm)
02/01/2022 - 01/31/2025	During first 8 years of service	16 workdays	10:40
	After 8 years of service	21 workdays	14:00
	After 15 years of service	23 workdays	15:20
02/01/2025 - 01/31/2027	During first 8 years of service	20 workdays	13:20
	After 8 years of service	25 workdays	16:40
	After 15 years of service	27 workdays	18:00

9. Sick Leave

Dockbuilders and Supervisor Dockbuilders		
Period	Per Annum Allowance	Monthly Accrual (hh:mm)
02/1/2022 - 01/31/2025	9 workdays	6:00
02/1/2025 - 01/31/2027	11 workdays	7:20

10. 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.

11. Continuation of Terms


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


12. Approval of Agreement

This MOA is subject to union ratification.

**FOR THE CITY OF NEW YORK**

**FOR THE DISTRICT COUNCIL OF  
CARPENTERS, UBCJA**

BY:   
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RENEE CAMPION  
Commissioner of Labor Relations

BY:   
\_\_\_\_\_  
MARTIN LYDON  
Director of Civil Service Affairs  
New York City District Council of  
Carpenters, UBCJA