

Market Recovery Addendum to
COLLECTIVE BARGAINING AGREEMENT

between

The Association of Wall-Ceiling & Carpentry Industries of New York, Incorporated

and

The New York City & Vicinity District Council of Carpenters

This Addendum is made and entered this 17th day of September 2025, and effective as of the 1st day of July, 2024.

WHEREAS, The New York City & Vicinity District Council of Carpenters ("District Council") and The Association of Wall-Ceiling & Carpentry Industries of New York, Incorporated ("Association") recognize the growth of residential and hotel construction in New York City which has been built by non-signatory contractors with non-Union labor and the increasing encroachment of non-signatory contractors into the commercial construction sector; and

WHEREAS, the District Council and the Association further recognize that this trend will continue and will ultimately erode work opportunities for Union labor.

NOW, THEREFORE, in order to combat the effects of such non-Union construction in Interior Carpentry, and in an effort to recover this market for the benefit of Union labor represented by the District Council, the parties have negotiated and agreed that, upon the appropriate written notification to the District Council by an Employer member of the Association of the Employer's intent to bid under this Addendum, the terms of the parties' collective bargaining agreement (the "Agreement") will be modified as follows and this document will be referred to as the "Market Recovery Addendum" ("Addendum"):

- 1) The provisions of this Addendum will only apply to interior construction jobs that started on or after July 1, 2019, i.e., that were called in to and approved by the District Council with at least one Carpenter on the job on or after July 1, 2019. All jobs in progress prior to July 1, 2019 will continue at their current rate of wages and benefit funds contributions until the completion of the job.
- 2) The Addendum provides for two categories of Journeyman: "Certified Journeyman" and "Journeyman." The Certified Journeyman shall have higher rates for wages and benefit funds' contributions than the Journeyman. The Journeyman will assist the Certified Journeyman in the job functions specified in the Agreement.
- 3) A District Council represented Carpenter who has worked in covered employment as a Journeyman on or before December 31, 2018 will be grandfathered and considered a Certified Journeyman for purposes of this Addendum. An Apprentice who has

successfully completed a UBC Apprenticeship program and progressed to the Journeyman classification on or before December 31, 2019 will also be classified as a Certified Journeyman. District Council represented Carpenters not grandfathered as Certified Journeymen will be classified as Certified Journeymen after having worked 10,000 hours in covered interior systems work. The District Council and the Employer will require proof of covered interior systems employment. Upon providing proof of covered employment, Apprentices will be credited for all hours worked while in the Apprenticeship Program.

- 4) **The number of Journeymen shall never be higher than the number of Certified Journeymen.** No crew shall be comprised of more than 40% Journeymen. There shall be at least 20% Apprentices on all crews. For a 10-person crew, the ratio shall be 4 Certified Journeymen, 3 Journeymen, and 3 Apprentices. The District Council will provide a schedule of the acceptable ratios of Certified Journeymen, Journeymen, and Apprentices based on crew size that conform to the ratio rules of this Addendum.
- 5) The new rates set out in the attached Schedules 1 through 4 will take effect July 1, 2024. The attached rate schedules cover the period July 1, 2024 through June 30, 2025 and are part of this Addendum.
 - a) The Market Recovery rates for Manhattan Commercial work are included in Schedule 1.
 - b) The Market Recovery rates for Manhattan Residential & Hospitality work are included in Schedule 2
 - c) The Market Recovery rates for Outerborough Commercial work are included in Schedule 3. "Outerborough" refers to: North of 110th Street in the borough of Manhattan, as well as Brooklyn, Queens, The Bronx, Staten Island, and any island within the five boroughs of New York City.
 - d) The Market Recovery rates for Outerborough Residential & Hospitality work are included in Schedule 4, with the same definition of "Outerborough" as in paragraph 5(c) immediately above.
- 6) Increases in the total hourly combined wage and benefit package under this Addendum for the period beginning July 1, 2024 and the subsequent years are:

July 1, 2024	July 1, 2025	July 1, 2026	July 1, 2027	July 1, 2028
\$2.50	\$2.75	\$2.75	\$2.75	\$2.50

THE NEW YORK CITY & VICINITY
DISTRICT COUNCIL OF CARPENTERS

By: 
Paul Capurso
Executive Secretary-Treasurer

THE ASSOCIATION OF WALL-CEILING &
CARPENTRY INDUSTRIES OF NEW
YORK, INCORPORATED

By: 
Patrick A. Wehle Executive Director