



May 28, 2021

Vincent Modafferi, President
Transport Workers Union
Local 106 (TSO)
5768 Mosholu Avenue
Bronx, NY 10471

Dear Mr. Modafferi:

This letter is to memorialize our discussions during the 2018 – 2020 round of bargaining between the TSO Local 106 Operating Supervisory Unit/CRT Supervisory Unit, the TSO Local 106 Queens Supervisory Unit, the TSO Local 106 MTA Bus Supervisory Unit, the New York City Transit Authority, MaBSTOA and the MTA Bus Company regarding outstanding cash amounts available to the Union in the amount of \$103,000. After discussions, the parties agreed that the outstanding cash amounts for each of the bargaining units would be combined and may be applied to any of the bargaining units for mutually agreed upon purposes. The parties agree that addressing the MTA Bus pension issue applicable to members who have prior service time in the Liberty Lines Pension Plan may be an acceptable use of such funds, provided that all associated costs are fully funded.

This letter is also to memorialize the parties understanding regarding additional release time for the MTA Bus Maintenance Chairman, who by contract receives three (3) days of paid release time per week. The parties agree to extend the terms of the February 8, 2019 letter agreement while the parties continue their discussions in the next round of bargaining, which are expected to begin later this year. It is also agreed that \$10,000 of annual recurring left-over funding from the 2018-2020 round of bargaining will be carried over into the next round of bargaining and applied toward any permanent contractual resolution for additional release time for the MTA Bus Maintenance Chair.

If the above reflects your understanding, please sign below.

Sincerely,

Kim Moore-Ward
Deputy Chief People and Labor Relations Officer
New York City Transit

I CONCUR:

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Vincent Modafferi, President
Transport Workers Union Local 106 (TSO)



New York City Transit

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Bronx, NY 10471

Dear Mr. Modafferi:

This letter is to memorialize our discussions during the 2018 – 2020 round of bargaining between the TSO Local 106 Operating Supervisory Unit/CRT Supervisory Unit, the TSO Local 106 Queens Supervisory Unit, the TSO Local 106 MTA Bus Supervisory Unit, the New York City Transit Authority, MaBSTOA and the MTA Bus Company regarding the following issues, which the parties determined not to include in the collective bargaining agreement and/or for which the parties have agreed to continue discussions:

Cash-Out Deferrals:

The parties engaged in discussions regarding providing additional opportunities for employees to make a special deferral to an employee's Deferred Compensation Plan (401k/457) for designated cash-outs, ie vacation cash-outs, and the parties have agreed to continue those discussions.

Women's Issues:

The parties agree to continue their discussions on the following women's issues:

- 1) Expression of breast milk locations
- 2) Consideration of pregnancy related absences and chronic absenteeism charges
- 3) Policies and procedures for reasonable accommodations
- 4) Domestic violence prevention awareness
- 5) Availability and distribution of a "Work pay Status" letter upon request of a pregnant employee

Buses:

The parties agree to continue their discussions on expanding the Mentors Program for Dispatchers.

If the above reflects your understanding, please sign below.

Sincerely,

Kim Moore-Ward
Deputy Chief People and Labor Relations Officer
New York City Transit

I CONCUR:

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Re: Union Security, Check-Off and Agency Shop Provisions

Dear Mr. Modafferi:

This is to confirm the parties' discussions regarding Collective Bargaining Agreement (CBA) provisions between the TSO Local 106 Operating Supervisory Unit/CRT Supervisory Unit, the TSO Local 106 Queens Supervisory Unit, the TSO Local 106 MTA Bus Supervisory Unit, the New York City Transit Authority, MaBSTOA and the MTA Bus Company addressing the above references topics. During the course of negotiations over the 2018 – 2020 Memoranda of Understanding, the United States Supreme Court issued its decision in Janus V. American Federation of State, County, and Municipal Employees, Council 31, and the parties discussed amending the CBA provisions as a result of the Janus decision. While recognizing portions of the CBA provisions will require revision, it was agreed to leave these sections unchanged as the MTA and its Unions continue to address issues related to the implementation of the Janus decision. While it is the intent of all parties to comply with the requirements of the Janus decision, it was agreed that amendments to existing contractual Union Security and Check-Off clauses in all TSO Collective Bargaining Agreements with MTA Agencies will be handled on a global basis, including these bargaining units.

If the above reflects your understanding, please sign below.

Sincerely,

Kim Moore-Ward
Deputy Chief People and Labor Relations Officer
New York City Transit

I CONCUR:

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President
Vincent Modafferi; Transport Workers Union, Local 106 (TSO)