MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT made between the New York City Transit Authority (hereinafter referred to as the "Authority") and the Transport Workers Union, Local 106, Transit Supervisors Organization, Station Supervisors, Level II (hereinafter referred to as the "Union").

It is mutually agreed that the collective bargaining agreement between the Authority and the Union shall be amended as follows¹:

1. TERM:

The term of this agreement shall be October 26, 2024 to December 10, 2027.

GENERAL WAGE INCREASES:

The wage rates for employees represented by the Union shall be increased as follows²:

| Effective Date(s): | Increase: |
|--------------------|-----------|
| October 26, 2024 | 3.00% |
| October 26, 2025 | 3.00% |
| October 26, 2026 | 3.50% |

3. <u>ESSENTIAL WORKER BONUS AND SUPPLEMENTAL ESSENTIAL WORKER BONUS</u>

As soon as practicable following ratification, each employee who is in active service with the MTA on the date of full and final ratification will receive an Essential Worker Bonus in the amount of \$3000 and an additional Supplemental Essential Worker Bonus in the amount of \$1000.

The bonuses shall be pensionable.

4. TERMINAL LEAVE/VACATION CASH OUT

Section 2.8 (e) shall be amended to provide that, upon retirement, employees shall have the option to cash out all remaining vacation days that have already been credited to the employee's vacation bank prior to retirement. Such cash-out will not be considered pensionable income.

¹ This Agreement is subject ratification by LOCAL 106's membership in addition to ratification by the MTA Board.

² Full retroactive pay shall be paid for all time periods listed above. Increase in overtime caps by 150% of wage increases.

5. GENERAL APPLICABILITY:

The MTA will inform its support Departments (i.e., Pensions, Business Service Center, Workers Compensations, Procurement, et al.,) of the terms of the Agreement with the Union.

6. <u>CONTINUATION OF TERMS</u>

Except as otherwise expressively provided or modified by this Agreement, all provisions, stipulations and side letters attached to the previous Collective Bargaining Agreements as amended, shall continue in effect.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION, WHETHER BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, TO PERMIT ITS IMPLEMENTATION SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL. IT IS FURTHER AGREED THAT THE PARTIES WILL JOINTLY SEEK SUCH APPROVAL WHERE REQUIRED.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the *tt* th day of March, 2025.

FOR: TWU, Local 106

Philip Valenti Date

President

FOR: NYC Transit

Demetrius Crichlow

President

Anita L. Miller

Date

Chief Employee and Labor Relations Officer

David Franceschini

Date

3/12/2015

Deputy Chief Collective Bargaining

Office of Labor Relations