MEMORANDUM OF UNDERSTANDING

AGREEMENT made between the NEW YORK CITY TRANSIT AUTHORITY (the "Authority") and the ORGANIZATION OF STAFF ANALYSTS (the "Union").

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

1. **Term of Agreement**

   This Agreement shall commence on May 1, 2021 and continue through October 31, 2026.

2. **General Wage Increase**

   Effective May 1, 2021, the annual salary in effect on April 30, 2021 shall be increased by three (3%) percent.

   Effective May 1, 2022, the annual salary in effect on April 30, 2022 shall be increased by three (3%) percent.

   Effective May 1, 2023, the annual salary in effect on April 30, 2023 shall be increased by three (3%) percent.

   Effective May 1, 2024, the annual salary in effect on April 30, 2024 shall be increased by three (3%) percent.

   Effective May 1, 2025, the annual salary in effect on April 30, 2025 shall be increased by three and a quarter (3.25%) percent.

   Minimum and maximum salary ranges shall be adjusted by the above general wage increases. The new hire salary shall continue to be fifteen percent (15%) below the minimum incumbent salary, except for the Administrative Staff Analyst (non-Manager) title.

   Retroactive wage increases shall be granted only to employees who at the time of full and final ratification were incumbents and only for service performed during the effective periods. Employees, who, during the above periods were laid off, retired, died; or who were dismissed and subsequently reinstated/rehired with seniority restored shall be entitled to the above increases on a prorata basis for service performed during the effective periods.

3. **Ratification Bonus**[1]

A pensionable lump sum payment in the amount of $3,000 shall be payable to full-time employees who are in active payroll status as of full and final ratification of this agreement.

4. **Longevity**

The existing longevity payment schedule shall be modified as follows:

Continuous Service	Current	Effective 5/1/2025*	Effective 4/30/2026
Ten (10) Years	$755	$780	$1,651
Fifteen (15) Years	$1335	$1,378	$2,917
Twenty (20) Years	$1,919	$1,981	$4,194

*This increase reflects the 3.25% General Wage Increase effective May 1, 2025 that is applied to the Additions to Gross per the 2021 – 2027 City Agreement.

5. **Telework**

Employees of the Union shall be eligible for telework in accordance with the terms set forth in Policy Number 11-078 (MTA Teleworking Policy and Program). In accordance with Section VII, Paragraph B of the policy, the MTA maintains the right to modify or rescind this Policy Directive at its sole discretion.

Employees represented by the Union that are eligible to telework shall participate in the Performance Management Program regardless of whether or not they participate in the Telework Program.

Employees that are assigned to work areas that are determined not to be eligible for telework by department management based on their job functions will not be required to participate in the Performance Management Program.

6. **Compensatory Time**

The maximum number of compensatory time hours that can be banked by an employee will be increased from 160 hours to 200 hours.

All other existing provisions of the Authority's current Policy/Instruction regarding Compensatory Time shall continue to apply.

[1] In the event an employee previously received the $3,000 bonus while represented by another bargaining unit in this round of bargaining, he/she will not be eligible for a second bonus under this Agreement.

7. **Bereavement Leave**

Effective upon full and final ratification, bereavement leave shall be amended to include stepchildren and grandchildren where not already included.

8. **Ratification**

This Agreement shall not become effective until it has been ratified by the Metropolitan Transportation Authority Board and the Union Membership.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, 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 this ____ day of JUNE, 2024.

For: New York City Transit Authority

By: _____ 8/2/24
Demetrius Crichlow — Date
Interim President
New York City Transit Authority

_____ 8/6/24
Anita L. Miller — Date
Chief Labor and Employee Relations Officer

_____ 7/3/2024
David Franceschini — Date
Deputy Chief, Collective Bargaining
Office of Labor Relations

For: Organization of Staff Analysts

By: _____ 6/24/2024
Robert J. Croghan — Date
President

_____ 6-24-24
Adam Orgel — Date
Vice Chairperson