

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 October 1, 2008 and continue through September 30, 2010.

2. General Wage Increase

Effective October 1, 2008, the annual salary in effect on September 30, 2008 shall be increased by four (4.0) percent.

Effective October 1, 2009, the annual salary in effect on September 30, 2009 shall be increased by four (4.0) 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.

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. Longevity Payments

Effective September 30, 2010 the existing longevity payment schedule shall be modified as follows:

<u>Continuous Service</u>	<u>From</u>	<u>To</u>
Ten (10) Years	\$ 516	\$ 563
Fifteen (15) Years	\$1,032	\$1,126
Twenty (20) Years	\$1,552	\$1,693

4. Long Term Disability

By payroll deduction, employees shall contribute five dollars (\$5.00) per biweekly pay period to fund the continuation of the existing long term disability plan. Such payroll deductions shall commence with the first payroll check to be issued in September 2010.

5. 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 2010.

For: New York City Transit Authority

For: Organization of Staff Analysts

By: Anita Miller 6/24/10
Anita Miller Date
Acting Vice President
Office of Labor Relations

By: Robert J. Croghan 6/23/10
Robert J. Croghan Date
Chairperson

Naomi Drake 6/24/10
Naomi Drake Date
Acting Senior Director
Collective Bargaining

Michael Collins 6/23/10
Michael Collins Date
OSA Special Representative to
New York City Transit Authority