

## MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT consisting of three (3) pages is made by and between the New York City Transit Authority ("Authority") and the Organization of Staff Analyst ("Union").

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

1. **Term:**

This agreement shall commence on July 13, 2006 and continue in effect through September 30, 2008.

2. **Wages:**

Employees represented by the Union shall receive a general wage increase as follows:

(a) Effective August 13, 2006, the rates of pay that were in effect on August 12, 2006 shall be increased by two percent (2%).

(b) Effective February 13, 2007 the rates of pay that were in effect on February 12, 2007 shall be increased by five percent (5%).

Minimums and maximum salary ranges shall be adjusted by the general wage increase.

3. **Longevity Payments:**

Effective September 30, 2008, employees represented by the Union shall become eligible for Longevity Increments. Said longevity increments shall be added to the employee base salary in the following increments:

10 years of continuous service: Five Hundred and Sixteen Dollars (\$516.00)

15 years of continuous service: an additional \$516.00 for a total of One Thousand and Thirty-Two Dollars (\$1,032.00)

20 years of continuous service: an additional \$520.00 for a total of One Thousand Five Hundred and Fifty-Two Dollars (\$1,552.00).

The following rules shall govern the eligibility of employees for longevity increments:

- a. Only service in pay status shall be used to calculate the 10, 15 and 20 years of service. A continuous year of service shall be a full year of service without a break for more than 31 days.
- b. Service in pay status prior to any breaks in service of more than one (1) year shall not be used to calculate the 10, 15 and 20 years of service.
- c. The following time in which an employee is not in pay status shall not constitute a break in service:
  1. time on an approved leave of absence;
  2. time not in pay status of 31 days or less;

3. time prior to reinstatement;
  4. time on a preferred list pursuant to Civil Service Law §80 and 81 or any other similar contract provision.
- d. Once the employee has completed the 10, 15 or 20 years of service in pay status and is eligible to receive the longevity payment, the longevity payment shall become part of the employee's base wage rate for all purposes.
  - e. The respective longevity payment shall not become pensionable until fifteen (15) months after the employee becomes eligible to receive such payment. Such payment shall be made on a pro-rated, bi-weekly basis.
  - f. For purposes of longevity increments, employees who have service either with the City of New York, Manhattan and Bronx Surface Transit Operating Authority or the New York City Transit Authority, such service will count toward their eligibility, subject to items (a) through (c) of this paragraph.

#### **4. Article II Recognition and Article IX Wages**

The Collective Bargaining Agreement shall be amended to include the titles of Administrative Staff Analyst (non-managerial) and Staff Analyst Trainee.

#### **5. Miscellaneous**

- a. Employees who are required to wear Personal Protective Equipment in the performance of their duties shall be supplied with the necessary equipment at no cost to the employee.
- b. Effective upon ratification of this Memorandum of Understanding, employee meal allowance will be increased to \$8.25.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR 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.

IT IS FURTHER AGREED TO BY THE PARTIES THAT THIS MEMORANDUM OF UNDERSTANDING SHALL NOT BECOME EFFECTIVE UNTIL RATIFICATION BY THE UNION MEMBERSHIP.

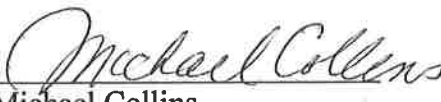
Handwritten signature and initials, possibly "RJR" and "SKP", with a small number "2" below.

IN WITNESS WHEREOF, the parties have set their hands and seals this 23 day of MAY, 2008.


New York, New York


FOR: ORGANIZATION OF  
STAFF ANALYST

  
Robert J. Croghan, Chairperson

  
Michael Collins  
OSA Special Representative to  
New York City Transit Authority

FOR: MTA NYC Transit

  
Howard Roberts, President

  
Judith Pierce  
Sr. VP, Administration

