

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, 2017 and continue through April 30, 2021.

2. General Wage Increase

Effective October 1, 2017, the annual salary in effect on September 30, 2017 shall be increased by two (2%) percent.

Effective October 1, 2018, the annual salary in effect on September 30, 2018 shall be increased by two and one-quarter (2.25%) percent.

Effective November 1, 2019, the annual salary in effect on October 31, 2019 shall be increased by three (3%) 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 per Paragraph #3 below.

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. Salary Range for Administrative Staff Analyst Title

Effective April 30, 2021, the salary ranges set forth below, shall be applied to those employees in titles named below.

Title Code	Title Name	New Hire	Incumbent (Minimum)	Maximum
TAA01	Administrative Staff Analyst (non-Manager)	\$84,451	\$84,451	\$113,550

4. **Longevity**

Effective September 1, 2019, the existing longevity payment schedule shall be modified as follows:

<u>Continuous Service</u>	<u>From</u>	<u>To</u>
Ten (10) Years	\$580	\$755
Fifteen (15) Years	\$1,160	\$1,335
Twenty (20) Years	\$1,744	\$1,919

5. **Commutation Pass**

Effective within 60 days of full and final ratification, employees will be entitled to either the Metro North Railroad, the Long Island Rail Road, or NYCT Express Bus pass for commutation purposes. In addition, employees will be entitled to use their EPIC Pass on SIRTOA. All existing rules and regulations applicable to commutation passes shall apply. The MTA reserves the exclusive right to revoke the use of such pass, if abuse is established.

6. **Compensatory Time Policy/Instruction**

The Authority's current Policy/Instruction regarding Compensatory Time shall continue to apply to employees covered under this Agreement with the following amendments:

- A. i. The annual overtime cap for employees shall be set at 16% above the employee's annual rate of pay. It will be calculated on a rolling fifty-two (52) week period updated every two (2) weeks and will include all pay code events except for compensatory time.
- ii. Under special circumstances, and with approval of the Department Head and the Office of Labor Relations, an employee may be permitted to earn up to 25% above their annual rate of pay.
- iii. Except for the adjustments specified in paragraph ii. above, no other adjustments to the overtime cap will be permitted unless approved by the President of New York City Transit.
- B. Employees will no longer be required to reach the compensatory time limit of 160 hours before receiving monetary overtime. However, the maximum number of compensatory time hours that can be banked by an employee will continue to be 160 hours.
- C. All other existing provisions of the Authority's current Policy/Instruction regarding Compensatory Time shall continue to apply.

7. 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 9th day of ~~APRIL~~, 2023.

May

For: New York City Transit Authority

For: Organization of Staff Analysts

By:

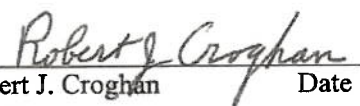

Richard Davey

President

New York City Transit Authority


5/15/23
Date

By:


Robert J. Croghan

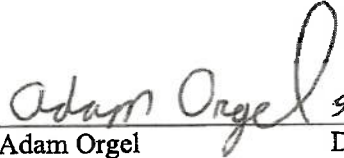
President

5/9/2023
Date


David Franceschini

Deputy Chief, Collective Bargaining
Office of Labor Relations

5/9/2023
Date


Adam Orgel

Vice Chairperson

5-9-2023
Date