MEMORANDUM OF UNDERSTANDING

THIS AGREEMENT made between New York City Transit Authority and the Manhattan and Bronx Surface Transit Operating Authority (hereinafter referred to as the "Authority"), and the Transport Workers Union, Local 106, TSO (**Maintenance Supervisor Level II Unit**) (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 follows[1]:

1. TERM:

   This agreement shall continue in effect from September 1, 2024 –September 22, 2027.

2. GENERAL WAGE INCREASES:[2]

   The wage rates for employees represented by the Union shall be increased as follows[3]:

Effective Date(s):	Increase:
September 1, 2024	3.00%
September 1, 2025	3.00%
September 1, 2026	3.50%

3. ESSENTIAL WORKER BONUS:[2]

   As soon as practicable, each employee who was in active service with the MTA on September 1, 2024 will receive an Essential Worker Bonus of $3,000 (provided such employee did not receive such bonus as a member of another bargaining unit).

4. SUPPLEMENTAL ESSENTIAL WORKER BONUS:[2]

   Each employee who was in active service with the MTA on February 28, 2025 will receive a Supplemental Essential Worker Bonus of $1,000 (provided such employee did not receive such bonus as a member of another bargaining unit).

5. MAINTENANCE BONUS:

   Effective with the 2026 payment, the Maintenance bonus shall be increased by $230, from $970 to $1200, for those maintenance titles currently receiving such bonus.

6. LONGEVITY:

   Effective with the 2026 payment, the Longevity bonus shall be increased by $150 at each step ($700, $800, $900, $1000)

[1] This agreement is subject to ratification by the membership of the Union, in addition to approval by the MTA Board.
[2] Employees have the option to roll all or part of the retroactive GWI, Essential Worker Bonus, and Supplemental Essential Worker Bonus into Deferred Compensation.
[3] Full retroactive pay shall be paid for all time periods listed above. Increase overtime caps by 150% of wage increases.

7. TRAINER DIFFERENTIAL:

Effective upon full and final ratification, Maintenance Supervisors Level II assigned to full time training positions shall receive an annual differential of $3,250. This annual differential shall be prorated for all time spent in a full-time training position during the year, and shall be payable on all paid hours, including paid leave.

8. RATES OF PAY:

Effective upon full and final ratification, the annual salary rate of pay for the titles of Maintenance Supervisor (Electric Power) Level II, Maintenance Supervisor (Power Cable) Level II and Maintenance Supervisor (Power Distribution) Level II shall be increased to that of the titles of Maintenance Supervisor (Signals) Level II, Maintenance Supervisor (Elevators) Level II and Maintenance Supervisor (Car Equipment) Level II.

9. PRESCRIPTION DRUGS:

Effective as soon as practicable following full and final ratification, the prescription drug program for active employees and pre-Medicare retirees shall be amended to include a Formulary for Non-Specialty medications and a Specialty Formulary for Specialty medications. Specifically, the prescription drug program shall be amended to include the current Prescription Benefit Manager's (CVS) Standard Control Opt-In Formulary for Non-Specialty medications and Advance Control Specialty Formulary for Specialty medications. Additionally, the parties agree to implement CVS's PrudentRX program that covers certain Specialty medications, which also provides for $0 co-pays for eligible Specialty medications under the program.

Any future Request for Proposal (RFP) for a Prescription Benefits Manager shall include programs that mirror the CVS Programs indicated above.

10. AUTISM COVERAGE:

Effective as soon as practicable following full and final ratification, the Medical Plan for active employees and pre-Medicare retirees will include Autism Spectrum Disorder coverage.

11. ADMINISTRATIVE EFFICIENCIES:

The parties have agreed to the following administrative efficiencies:

- The requirement to provide paper pay advices to employees on direct deposit shall be eliminated. Pay advices shall continue to be available electronically through the MTA BSC Self Service Portal.
- Employees currently receiving paper paychecks shall retain the option to continue to receive paper paychecks. New hires and promotees into the bargaining shall be required to enroll in Direct Deposit.

12. OTO/AVA Annual Cash-Out with Deferral Options:

The terms and conditions in Appendix A of the 2020-2024 MOU shall be amended to the following. Once per year, payable on or about June/July, employees will be eligible to cash-out OTO and/or AVA days with the ability to roll all or part into his/her Deferred Compensation Plan(s). Such an election shall be made on a form provided by the Authority.

Employees will also continue to be eligible to cash out AVA days and OTO time throughout the year on the same basis as is currently in effect.

13. SICK LEAVE:

Employees shall be required to provide a Doctor's certification for sick leave absences of more than three (3) days.

14. ORIENTATION:

Newly hired/promoted employees to the bargaining unit shall be scheduled for a two (2) hour orientation with the Union within the first thirty (30) days of becoming an MSII.

15. REVENUE COLLECTION LEVEL II:

Effective October 10, 2024, the Authority voluntarily recognized the Union as the exclusive bargaining representative for employees in the title of Collection Supervisor (Revenue) Level II. To date, the parties have engaged in ongoing discussions over the working conditions for employees in the title of Collection Supervisor (Revenue) Level II. It is the intent of the parties to extend the terms of the Maintenance Supervisor Level II Collective Bargaining Agreement to employees in the title of Collection Supervisor (Revenue) Level II, and the parties have agreed to meet over the next 120 days to discuss and work out implementation issues that may arise as a result of transitioning to the terms and conditions set forth in the Collective Bargaining Agreement. In the interim, all current working conditions shall continue to apply.

Employees in the title of Collection Supervisor (Revenue) Level II shall be immediately eligible for the general wage increases and bonuses set forth in Paragraphs 2, 3 and 4 of this Agreement.

16. WINTER COATS:

Effective as soon as practicable, the Authority will provide winter coats to Track Department MSIIs. Thereafter, the jackets will be replaced on a five (5) year cycle. The five-year replacement cycle shall be based on the anniversary date of the issuance of a winter coat to an employee.

17. CONTINUATION OF TERMS

Except as otherwise expressly in 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.

RJ

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the th day of September, 2026.

FOR: NYCT

9/21/26

Demetrius Crichlow, President Date

FOR: TWU Local 106

9/3/26

Philip Valenti, President Date

Anita L. Miller Date
Chief Labor and Employee Relations Officer

9/3/26

Joseph Betancourt, Chairman Date

9/3/2026

David Franceschini, Deputy Chief Date
Collective Bargaining