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**Contract Database Metadata Elements**

**Title: MTA New York City Transit and Manhattan and Bronx Surface Transit Operating Authority and New York City Transit Authority Clerical / Administrative Employees, New York District Council 37, AFSCME, AFL-CIO, Local 1655, Local 2627, Local 1404, Local 154, Local 983 (2002) (MOA)**

**Employer Name: MTA New York City Transit and Manhattan and Bronx Surface Transit Operating Authority**

**Union: New York City Transit Authority Clerical / Administrative Employees, New York District Council 37, AFSCME, AFL-CIO**

**Local: 1655, 2627, 1404, 154, 983**

**Effective Date: 07/01/02**

**Expiration Date: 06/30/05**

**PERB ID Number: 7870**

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AD / 7870

**MEMORANDUM OF ECONOMIC AGREEMENT**

AGREEMENT made between the MTA NEW YORK CITY TRANSIT and the MANHATTAN AND BRONX SURFACE TRANSIT OPERATING AUTHORITY (hereinafter collectively referred to as the "Authorities") and District Council 37, Local 1655, Local 2627, Local 1404, Local 154, and Local 983 (Excluding HPPTs) of the AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFCSME), AFL-CIO (hereinafter referred to as the "Union")

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

1. **Term of Agreement**

The term of this Agreement shall be effective from July 1, 2002 and continue through June 30, 2005.

2. **General Wage Increase**

The annual salary for employees represented by the Union shall be increased as follows:

Effective July 1, 2003, the annual salary in effect on June 30, 2003 shall be increased by 3.0 percent.\*

Effective July 1, 2004, the annual salary in effect on June 30, 2004 shall be increased by 2.0 percent.

An additional 1% wage increase will be available subject to identification of funding through a Joint Labor/Management Committee on Productivity Initiatives. Resources generated can be used to provide an additional salary increase in the third year and /or allow for improvement of Authority benefit modifications for new employees.

3. **Lump Sum\***

As soon as practicable following the ratification of this Agreement, employees will be eligible for a \$1,000 pensionable lump sum payment.

4. **New Employee Hire Rates**

The hiring rate for new employees hired on or after July 1, 2004 will be 15% lower than the incumbent rate. After any two years of fulltime service, employees will earn the incumbent rate.

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The Vice President of Labor Relations may, after notification to the Union, exempt certain hard to recruit titles from the “new employee” provisions set forth in this provision. Such determination is final and not subject to the arbitration procedure.

5. **NYC Transit Benefit Modifications**

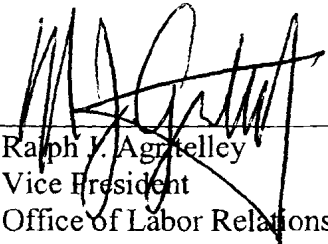
- a. Employees hired on or after July 1, 2004 will earn the following new annual leave schedule:

Years of Service	Days of Annual Leave Accrual
1-4	14
Beginning with 5 <sup>th</sup> Year	15
6	17
7	18
8	19
9	20
10	21
11	22
12	23
13	24
14-16	25
17+	27

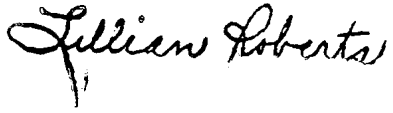
- b. Night shift differential will be in effect from 8:00 pm to 8:00 am for employees hired on or after July 1, 2004 for the first three years of employment.
- c. Employees hired on or after July 1, 2004, will cash out their sick leave on the basis of one day of terminal leave for each three days of accumulated sick leave upon separation from employment after 10 years of service up to a maximum of 120 days.
- d. Employees hired on or after July 1, 2004 will not be eligible for the personal leave day.

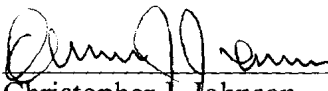
IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the 13<sup>th</sup> day of Oct. 2004.

**For: MTA New York City Transit**

By:  \_\_\_\_\_ Date 10/13/04  
Ralph J. Agnetelley  
Vice President  
Office of Labor Relations

**For: District Council 37, American Federation of State, County and Municipal Employees, AFL-CIO**

By:  \_\_\_\_\_ Date  
Lillian Roberts  
Executive Director  
District Council 37

 \_\_\_\_\_ Date 10/13/04  
Christopher J. Johnson  
Senior Director  
Labor Research & Negotiations