

**STIPULATION AND AGREEMENT
BETWEEN NEW YORK CITY TRANSIT
AND DISTRICT COUNCIL 37
LOCALS 154, 983 (Motor Vehicle Operators), 1407, 1655, 2627, and 3652**

AGREEMENT made between NEW YORK CITY TRANSIT and the MANHATTAN AND BRONX SURFACE TRANSIT OPERATING AUTHORITY (hereinafter referred to as the "Authorities") and DISTRICT COUNCIL 37, LOCALS 154, 983 (Motor Vehicle Operators), 1407, 1655, 2627, and 3652 of the AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFCSME), and AFL-CIO (hereinafter referred to as the "Union") and jointly referred to as the "Parties".

WHEREAS, the Parties Collective Bargaining Agreement, which expired on December 31, 2008, states that during the term of the Parties Agreement, the Authorities will grant salary adjustments negotiated between the Union and the City of New York to employees in the same titles who work for the Authorities; and

WHEREAS, the Authorities have already implemented the general wage increase provisions of the City of New York and the Union's Agreement for the 65-month and 12-day period ending November 6, 2026; and

WHEREAS, the City of New York and the Union's Agreement for the period ending November 6, 2026, included additional compensation funds not to exceed 0.50% of the December 31, 2020 payroll, effective May 26, 2023, for the purchase of recurring benefits mutually agreed to by the parties; and

WHEREAS, the City of New York and the Union's Agreement for the period ending November 6, 2025, included equity funds not to exceed 1.00% of the December 31, 2020 payroll, effective May 26, 2023, for the purchase of recurring benefits mutually agreed to by the parties; and

WHEREAS, the Parties now seek to resolve the allocation of the 0.50% additional compensation funds and 1.00% equity funds; and

WHEREAS, to resolve this matter would foster the interest of sound labor-management relations.

It is hereby stipulated and agreed that:

1. **Maternity/Paternity**

Effective as of the date of execution of this Agreement, Maternity/Paternity leave will increase from two (2) Company-paid weeks to four (4) Company-paid weeks, including multiple births. All other rules and procedures currently in effect for the utilization of Maternity/Paternity leave shall continue to apply.

2. **Annuity Fund**

Effective May 26, 2023:

- A. The Authority will increase its contribution to Local 154's Annuity Fund from \$478 to \$878 for each employee in full pay status on a twenty-eight (28) day cycle basis.
- B. The second paragraph of Section XXXII of the July 1, 2005 through December 31, 2008 Collective Bargaining Agreement shall be amended to include Local 1407 in the Annuity Fund agreement. Effective May 26, 2023, the Authority shall contribute to the existing Annuity Fund on a twenty-eight (28) day cycle, a recurring pro-rata daily contribution for each paid working day which amount shall not exceed \$400 for each employee in full pay status in the prescribed twelve (12) month period for the benefit of active employees in Local 1407.
- C. All other terms and conditions of the separate Annuity Fund Agreement and Section XXXII of the Collective Bargaining Agreement shall continue in effect.
- D. The Authority and the Union will amend the current separate supplemental Annuity Fund agreement dated May 10, 2000 withing 90 days of full execution of this Agreement.

3. **Recurring Increment Payment and Longevity Increment:**

Effective May 26, 2023:

A. **Local 154:**

A nine (9) year Recurring Increment Payment (RIP) of \$795 shall be created for all titles listed below (Pattern 75):

- Claims Specialist I (TA432)
- Claims Specialist II (TA433)
- Claims Specialist III (TA461)

B. **Local 983:**

\$690 shall be added to the existing twenty (20) year Recurring Increment Payment for the Motor Vehicle Operator (TA648) title (Pattern 77).

C. Local 1407:

\$675 shall be added to the existing eight (8) year Recurring Increment Payment for all titles listed below (Pattern 27):

Accountant Level I (TA053)
Associate Management Auditor (TA293)
Associate Management Auditor Level II (OA511)
Assistant Accountant (TA081)
Management Auditor Level I (TA622)
Management Auditor Level I (OA510)
Management Auditor Level II (TAA04)
Management Auditor Trainee (OA508)
Management Auditor Trainee (TA621)
Workers Compensation Benefits Examiner 1a (TAW26)
Workers Compensation Benefits Examiner 1b (TA926)
Workers Compensation Benefits Examiner 2 (TA050)
Workers Compensation Benefits Examiner 3 (TAW50)

D. Local 1655:

- i. A fifteen (15) year Recurring Increment Payment of \$2,500 shall be created for all titles listed below (Pattern Numbers 73, 32)

Pattern 73 Titles:

TA691 Prin. Admin. Assoc. I
TA733 Prin. Admin. Assoc. I Secy.

Pattern 32 Titles:

OA565 Drug & Alcohol Technician
OA566 Drug & Alcohol Technician

- ii. A fifteen (15) year Recurring Increment Payment of \$2,500 shall be created for all titles listed below (*New* Pattern Number to be established).

OA075 Assoc Cashier (Vault Handler)
TA297 Assoc. Cashier (TA) 1
TA298 Assoc. Cashier (TA) 2
TA384 Assoc. Trans. Cust. Serv. Sp. II OP
TA368 Assoc. Trans. Cust. Serv. Spec. 1
TA369 Assoc. Trans. Cust. Serv. Spec. 2
TA408 Clerical Aide
TA809 Clerical Associate I
TA666 Clerical Associate IA
TA697 Clerical Associate IB

TA443 Elevator Operator
 TA661 Office Machine Aide I
 TA659 Office Machine Aide II
 TA727 Public Relations Assistant
 TA003 Secretary 1A
 TA004 Secretary 1B
 TA861 Steno. Spec. I
 TA863 Steno. Spec. II
 TA866 Steno. Spec. III
 TA695 Supervising Assoc Cash'r I TA
 TA757 Supervising Assoc Cash'r II TA
 TA973 Supervisor Office Mach. Oper.
 OA201 Transit Cust. Serv. Spec. I
 TA366 Transit Cust. Serv. Spec. I
 TA382 Transit Cust. Serv. Spec. I I(Op)
 TA945 Word Processor I
 TA946 Word Processor II
 TA316 Computer Assoc. (TS) I
 TA332 Computer Assoc. (TS) II
 TA333 Computer Assoc. (TS) III
 TA524 Laboratory Assoc. II
 OA597 Laboratory Technician
 TA965 X-Ray Technician

E. Local 2627:

- i. \$1,140 shall be added to the existing three (3) year Recurring Increment Payment for all titles listed below (Pattern 82):

TA318 Computer Aide I
 TA314 Computer Aide II
 TA315 Computer Assoc. (Operations) I
 TA319 Computer Assoc. (Operations) II
 TA346 Computer Assoc. (Operations) III
 TA328 Computer Assoc. (SW) I
 TA329 Computer Assoc. (SW) II
 TA343 Computer Assoc. (SW) III
 TA415 Computer Progr. Analyst I
 TA414 Computer Progr. Analyst II
 TA308 Computer Progr. Analyst Trainee
 TA225 Computer Spc. (Oper) 1 - NR Ben
 TAC25 Computer Spc. (Oper) 1 - DC37 Ben
 TA226 Computer Spc. (Oper) 2 - NR Ben

TAC26 Computer Spc. (Oper) 2 - DC37 Ben
 TA227 Computer Spc. (Oper) 3 - NR Ben
 TAC27 Computer Spc. (Oper) 3 - DC37 Ben
 TAC28 Computer Spc. (Oper) 4 - DC37
 TA228 Computer Spc. (Oper) 4 - NR Ben
 TACS1 Computer Spc. (SW) 1 DC37 Ben
 TA327 Computer Spc. (SW) 1 NR Ben
 TACS2 Computer Spc. (SW) 2 DC37 Ben
 TA324 Computer Spc. (SW) 2 NR Ben
 TACS3 Computer Spc. (SW) 3 DC37 Ben
 TA334 Computer Spc. (SW) 3 NR Ben
 TACS4 Computer Spc. (SW) 4 DC37 Ben
 TA342 Computer Spc. (SW) 4 NR Ben
 TATV1 Telcm Asc (Voice) 1 DC37 Ben
 TA166 Telcm Asc (Voice) 1 NR Ben
 TATV2 Telcm Asc (Voice) 2 DC37
 TA167 Telcm Asc (Voice) 2 NR Ben
 TATV3 Telcm Asc (Voice) 3 DC37
 TA336 Telcm Asc (Voice) 3 NR Ben
 TAT33 Telcm Asc (Voice) 4 DC37
 TAT34 Telcm Asc (Voice) 4 NR Ben
 TAT35 Telcm Asc (Voice) 4 Op DC37
 TAT36 Telcm Asc (Voice) 4 Op NR Ben
 TAT13 Telcm Asc (Voice) Op 1 NR Ben
 TATV5 Telcm Asc (Voice) Op 2 DC37
 TAT14 Telcm Asc (Voice) Op 2 NR Ben
 TATV6 Telcm Asc (Voice) Op 3 DC37
 TAT15 Telcm Asc (Voice) Op 3 NR Ben
 TATV4 Telcm Asc(Voice)1 Op DC37 Ben
 TAT38 Telecomm Asc (Data) 4 Op DC37
 TAT37 Telecomm Asc (Data) 4 Op NR Bn
 TAT32 Telecomm Assoc DATA 4 DC37BEN
 TAT31 Telecomm Assoc Data IV NR BEN

- ii. A fifteen (15) year Longevity Increment (LI) of \$800 shall be created for all titles listed below who currently do not receive a LI (New Pattern Number to be established or add these titles to existing Pattern 16 or 45):

TA415 Computer Progr.Analyst I
 TA414 Computer Progr.Analyst II
 TA308 Computer Progr.Analyst Trainee
 TA225 Computer Spc.(Oper) 1 - NR Ben
 TAC25 Computer Spc.(Oper) 1-DC37 Ben
 TA226 Computer Spc.(Oper) 2 - NR Ben

TAC26 Computer Spc.(Oper) 2-DC37 Ben
 TA227 Computer Spc.(Oper) 3 - NR Ben
 TAC27 Computer Spc.(Oper) 3-DC37 Ben
 TAC28 Computer Spc.(Oper) 4 - DC37
 TA228 Computer Spc.(Oper) 4 - NR Ben
 TACS1 Computer Spc.(SW) 1 DC37 Ben
 TA327 Computer Spc.(SW) 1 NR Ben
 TACS2 Computer Spc.(SW) 2 DC37 Ben
 TA324 Computer Spc.(SW) 2 NR Ben
 TACS3 Computer Spc.(SW) 3 DC37 Ben
 TA334 Computer Spc.(SW) 3 NR Ben
 TACS4 Computer Spc.(SW) 4 DC37 Ben
 TA342 Computer Spc.(SW) 4 NR Ben
 TATV1 Telcm Asc (Voice) 1 DC37 Ben
 TA166 Telcm Asc (Voice) 1 NR Ben
 TATV2 Telcm Asc (Voice) 2 DC37
 TA167 Telcm Asc (Voice) 2 NR Ben
 TATV3 Telcm Asc (Voice) 3 DC37
 TA336 Telcm Asc (Voice) 3 NR Ben
 TAT33 Telcm Asc (Voice) 4 DC37
 TAT34 Telcm Asc (Voice) 4 NR Ben
 TAT35 Telcm Asc (Voice) 4 Op DC37
 TAT36 Telcm Asc (Voice) 4 Op NR Ben
 TAT13 Telcm Asc (Voice) Op 1 NR Ben
 TATV5 Telcm Asc (Voice) Op 2 DC37
 TAT14 Telcm Asc (Voice) Op 2 NR Ben
 TATV6 Telcm Asc (Voice) Op 3 DC37
 TAT15 Telcm Asc (Voice) Op 3 NR Ben
 TATV4 Telcm Asc(Voice)1 Op DC37 Ben
 TAT38 Telecomm Asc (Data) 4 Op DC37
 TAT37 Telecomm Asc (Data) 4 Op NR Bn
 TAT32 Telecomm Assoc DATA 4 DC37BEN

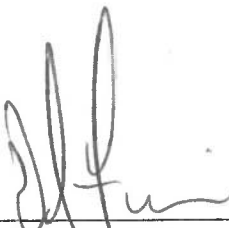
F. Local 3652:

The current Recurring Increment Payment (Pattern 21) shall be increased by \$85 at each step.

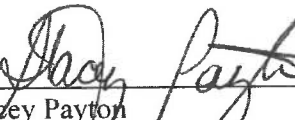
IN WITNESS WHEREOF, the parties have set their hands and seals as of the 11th day of JULY, 2025.

New York, New York

For: MTA New York City Transit

By:  7/11/2025
David Franceschini Date
Deputy Chief, Collective Bargaining
Office of Labor Relations

For: District Council 37, Locals 154, 983
(Motor Vehicle Operators) 1407, 1655,
2627, and 3652 American Federation of
State, County and Municipal Employees,
AFL-CIO

By:  7/10/2025
Stacey Payton Date
Associate Director, Research & Negotiations
District Council 37