

## **MEMORANDUM OF UNDERSTANDING**

THIS AGREEMENT made by and between NEW YORK CITY TRANSIT AUTHORITY, MANHATTAN AND BRONX SURFACE TRANSIT OPERATING AUTHORITY, STATEN ISLAND RAPID TRANSIT OPERATING AUTHORITY, MTA HEADQUARTERS, and the MTA BUS COMPANY (hereinafter jointly referred to as the “EMPLOYERS”) and UNITED TRANSIT LEADERSHIP ORGANIZATION, NATS Local 351 (hereinafter referred to as the “Union”).

Subject to ratification by the Union’s membership and the MTA Board, it is mutually agreed that the Collective Bargaining Agreements between the Employers and the Union shall be amended as follows<sup>1</sup>:

**1. Term:**

The term of this agreement shall be January 1, 2025 through February 15, 2027.

**2. Wages:**

Effective January 1, 2025 the annual rates of pay in effect on December 31, 2024 shall be increased by three percent (3%).

Effective January 1, 2026 the annual rates of pay in effect on December 31, 2025 shall be increased by three and a half percent (3.5%).

Any active employee, and any employee who 1) retired; 2) died; 3) resigned in good standing while having a vested right to retire from MTA or MTA Agency service pursuant to an MTA or MTA agency recognized pension plan; or 4) was dismissed and subsequently reinstated or rehired with seniority restored, shall receive payment for service performed under the above scheduled general wage increases.

**3. MTA Bus Retiree Passes:**

Upon full and final ratification, all MTA Bus retirees who retired from active service with MTA Bus will be entitled to Retiree Transportation Passes on all MTA Bus buses.

**4. Pre-Disciplinary Suspension:**

For Pre-Disciplinary Suspension Cases, the Disciplinary Grievance Procedure shall be amended to include an expedited timeline as follows:

Step I

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<sup>1</sup> The following terms apply to employees at all employing agencies unless otherwise specified.

An employee or his/her Union representative shall have two (2) days to appeal disciplinary charges from the time of notification.

The Department Head or his/her designee shall schedule the hearing within five (5) days of receipt of the appeal.

The Department Head or his/her designee shall render a decision within ten (10) days of the hearing.

#### Step II

An employee or his/her Union representative shall have two (2) days to appeal the Step I decision to the Deputy Chief, Administrative Trials and Hearing, or his/her designee.

The Deputy Chief, Administrative Trials and Hearing, or his/her designee shall schedule the hearing within ten (10) days of receipt of the appeal.

The Deputy Chief, Administrative Trials and Hearing, or his/her designee shall render a decision within fifteen (15) days of the hearing.

#### Arbitration

An employee or his/her Union representative shall have two (2) days to appeal the Step II decision to the Deputy Chief, Administrative Trials and Hearing, or his/her designee.

#### Health and Welfare Benefits:

Employees who are pre-disciplinary suspended shall retain their health and welfare benefits for a period of sixty (60) days following removal from service. This does not impact the employee's pre-disciplinary suspended status pending processing of the disciplinary action.

#### **5. Compensatory Time:**

The Compensatory Time provisions of Paragraph 5 of the January 1, 2022 to December 31, 2024 MOU shall be eliminated. In lieu of those provisions, the MTA All-Agency Compensatory Time Policy Number 11-093 shall be extended to the Union, as amended.

#### **6. Health & Welfare:**

The parties shall continue discussions to study and review the feasibility of the implementation of alternative health benefit delivery methods that will reduce the cost to provide the same level and quality of benefits that are currently enjoyed by active and retired Union members and their dependents, or to provide improved benefits greater than those enjoyed by active and retired Union members and their dependents, at no additional cost to Union members and/or the Authority.

#### **7. Union Release Time:**

The union shall be granted one (1) additional NYCT paid release time position.

8. Continuation of Terms:



Except as otherwise expressly provided in or modified by this Agreement, all provisions of any previous Collective Bargaining Agreements, any stipulations or side letters between the parties not included as part of any previous Collective Bargaining Agreement, and any attachments to 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.


IN WITNESS WHEREOF, the parties hereto set their hands and seals as of this 31<sup>st</sup> day of December 2025.

New York, New York

FOR: United Transit Leadership Organization FOR: New York City Transit

	
Mario Bucceri	Demetrius Crichlow
President	President
United Transit Leadership Organization	New York City Transit & MTA Bus

Officer

 01/05/2026  
Anita L. Miller Date  
Chief Labor and Employee Relations

Office of Labor Relations

 12/31/2025  
David Franceschini Date  
Deputy Chief Collective Bargaining  
Office of Labor Relations