

October 17, 2022

MEMORANDUM OF UNDERSTANDING

Between

METROPOLITAN TRANSPORTATION AUTHORITY POLICE

BENEVOLENT ASSOCIATION

AND

METROPOLITAN TRANSPORTATION AUTHORITY

The parties hereby agree to the following terms and conditions of employment for a new labor agreement ("Agreement") for the period October 15, 2018, through April 14, 2024.

This Memorandum of Understanding, upon execution, is subject to ratification by the membership of the Union and final approval by the Board of the MTA ('final ratification').

1. Wages

a. General Wage Increases (applicable to all members of the bargaining unit hired on or before the date of full and final ratification)

Effective October 15, 2018, wages shall be increased two and one-half percent (2.5%) over the rates then in effect.

Effective December 15, 2019, wages shall be increased two percent (2%) over the wages then in effect.

Effective February 15, 2021, wages shall be increased two and one-quarter percent (2.25%) over the wages then in effect.

Effective February 15, 2022, wages shall be increased two and one-half percent (2.5%) over the wages then in effect.

Effective February 15, 2023, wages shall be increased two and three-quarters percent (2.75%) over the wages then in effect.

A handwritten signature in black ink, appearing to be 'ALM' followed by a stylized flourish.

b. Wage Progression

The wage progressions for each rank shall be amended as follows: every new entrant into the bargaining unit (police officer) after full and final ratification shall be subject to a new wage progression which will require each new entrant to remain for two additional years in the progression. Every officer promoted to Detective after full and final ratification shall be subject to an additional two year progression to top pay. Every officer promoted to Sergeant and Lieutenant after full and final ratification shall be subject to an additional two year progression to top pay by requiring each promotee to remain in steps two and three for twenty four months each. The new wage progression for police officer is attached hereto as Exhibit A. The new wage progression for Sergeant and Lieutenant is attached hereto as Exhibit B.

2. Retroactive Wages

Every active employee, and any employee who deceased or retired prior to final ratification or separated with a vested pension benefit unless terminated, shall receive payment for service under the above schedule of general wage increases.

3. Lump Sum

Every active employee in the bargaining unit on full and final ratification shall receive a non-recurring lump sum payment of \$500.00.

4. Productivity Pay

Effective on March 1, 2023, each step of each progression shall be increased by \$5,000 except that new entrants to the bargaining unit shall be subject to a new wage progression attached hereto as Exhibit A.

5. Additional Provisions

a. Detective Differential.

The Detective differential shall be increased to \$10,000 upon full and final ratification. Newly promoted Detectives after full and final ratification shall continue to receive the Detective Differential of \$7,000 until their third anniversary in rank

b. Deployment Flexibility

A handwritten signature in black ink, appearing to read 'ARM' followed by a stylized name, possibly 'Duo'.

Up to 10% of the assignments for each rank (police officer, sergeant and lieutenant) may be posted with a non-rotating schedule comprised of four ten hour tours per week (4X10). Employees shall continue to pick reporting location but may be assigned to other duties and locations within the tour.

c. Scheduling

The Department may adjust start and finish times within a one hour window of the original posted start and end times (before or after) between general picks upon fourteen days' notice to the Organization.

In addition, the Department may post patrol assignments in Districts 1,2,6,7 and 8 with start times of 0500 and 1700 but only during a general pick.

d. Location lock in.

Officers shall not be locked into an assigned reporting location for their first twelve months of service.

e. Longevity

Article 15 of the collective bargaining agreement will be revised to remove the *, ** and R provisions and all related notes.

f. Grievance

The Organization agrees to withdraw with prejudice the grievance on applicability of the revised wage progressions from an earlier round of negotiations.

g. Other Provisions

(1) The agreement shall be revised to remove reference to the NYPD regarding Emergency Services training.

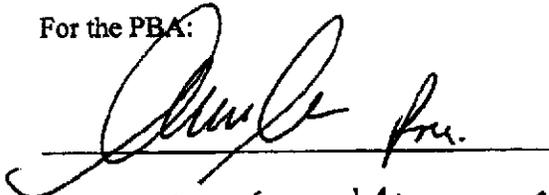
(2) The parties agree to continue discussions regarding home confinement and chronic sick policies for thirty days succeeding full and final ratification. The parties further recognize that technology has rendered obsolete certain provisions of the agreement regarding notifications, call outs, reporting and similar matters. The Union and Department agree to exercise best efforts at modernizing these provisions before the drafting of a new consolidated Collective Bargaining Agreement. Either party may file for binding interest arbitration of either or both issues if no agreement can be reached.

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This Memorandum of Understanding constitutes the complete agreement reached between the parties on October 17, 2022.

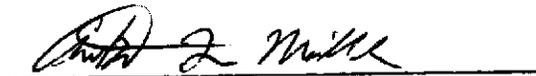
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL. IT IS FURTHER AGREED THAT THE PARTIES WILL JOINTLY SEEK SUCH APPROVAL WHERE REQUIRED.

For the PBA:



Michael O'Meara, President

For the MTA:



10/17/2022
Date

10/17/2022
Date



MTA PO wage progressions

10.1.2022 (assuming ratification).

\$46,021

\$50,404

\$56,979

\$65,745

\$74,511

\$85,468

\$96,426

\$109,978 (top pay)

Hired after full and final

\$44,000 (Entry)

\$48,000 2d year

\$55,000 3d year

\$63,000 4th year

\$71,000 5th year

\$79,000 6th year

\$88,000 7th year

\$96,000 8th year

\$104,000 9th year

10th year and thereafter: top rate as determined by the labor agreement
then in effect

Alan
