November 20, 2023

MEMORANDUM OF UNDERSTANDING

BETWEEN

TRANSPORT WORKERS UNION OF AMERICA

Locals 2001 and 2055

AND

MTA METRO-NORTH RAILROAD

The parties hereby agree to the following terms and conditions of employment for a new labor agreement ("Agreement") for the period September 1, 2019, through October 31, 2023, and thereafter as provided by law.

This Memorandum of Understanding, upon execution, is subject to approval by the membership of the Transport Workers of America, the TWU International President, and final approval by the Board of the Metropolitan Transportation Authority ("full and final ratification").

1. **General Wage Increases**

   a) Effective September 1, 2019, wages shall be increased by two percent (2%) over the rates then in effect.

   b) Effective September 1, 2020, wages shall be increased by two and one-quarter percent (2.25%) over the rates then in effect.

   c) Effective September 1, 2021, wages shall be increased by two and one-half percent (2.5%) over the rates then in effect.

   d) Effective September 1, 2022, wages shall be increased by two and three-quarters percent (2.75%) over the rates then in effect.

2. **Retroactive Wages**

   a) Every active employee, and any employee who (1) retired; (2) died; (3) resigned in good standing while having a vested right to a pension under the MTA DB Pension Plan or a vested right in the MTA Defined Contribution Plan; or (4) was dismissed and subsequently reinstated or rehired with seniority restored, shall receive payment for service under the above schedule of general wage increases.

b) The parties agree to meet and confer periodically to discuss any issues pertaining to the implementation of retroactive pay.

3. **Moratorium**

a) This Agreement covers a period of fifty (50) months in duration and shall be effective September 1, 2019, through October 31, 2023, and shall remain in effect thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

b) There shall be a moratorium on the service of Section 6 notices until October 1, 2023.

Except as modified herein, all other terms and conditions of the parties' current collective bargaining agreement shall continue.

Dated: November 20, 2023

For: Transport Workers Union

Patrick Howard
President, Local 2001

Robert Cifarelli
President, Local 2055

For: Metro-North Railroad

Kelli Coughlin
Deputy Chief Labor Relations Officer

420 Lexington Avenue
New York, NY 10170
www.mta.info

Catherine A. Rinaldi
President

Metro-North Railroad

November 20, 2023 **Letter No. 2**

Mr. Patrick Howard
President, TWU Local 2001
25 Newbridge Road, Suite 208
Hicksville, NY 11801

Mr. Robert Cifarelli
President, TWU Local 2055
P.O. Box 9719
New Haven, CT 06536

Re: Union Officials' Reasonable Access to Metro-North Railroad Facilities

Dear Sirs:

This letter confirms the understanding reached between Metro-North Railroad ("Carrier") and the Transport Workers Union of America, Locals 2001 and 2055 ("Union") with respect to the general guidelines for labor management interactions and union officials' access to Carrier facilities. The parties have reached this understanding to resolve disputes, as well as to promote mutual respect and sound labor relations.

Designated union officials may have reasonable access to Carrier facilities to represent employees in accordance with the parties' Collective Bargaining Agreement. The Union will provide the Carrier with reasonable notice in advance of the designated union officials' arrival to the Carrier's property and the designated union official will advise Carrier supervision/management and local management upon their arrival to the facility. It is understood that meetings will not be conducted on work time and must not interfere with employee work assignments. Additionally, it is further understood that meetings shall take place in locations that do not create an unsafe condition or otherwise disrupt railroad operations.

Please indicate your concurrence with this understanding by signing below and returning a fully executed copy to my attention.

Sincerely,

Kelli Coughlin
Deputy Chief Labor Relations Officer

On behalf of the TWU:

11/20/23

Patrick Howard
President, Local 2001

Date

11/20/2023

Robert Cifarelli
President, Local 2055

Date

420 Lexington Avenue
New York, NY 10170
www.mta.info

Catherine A. Rinaldi
President

Metro-North Railroad

November 20, 2023 **Letter No. 1**

Mr. Patrick Howard
President, TWU Local 2001
25 Newbridge Road, Suite 208
Hicksville, NY 11801

Mr. Robert Cifarelli
President, TWU Local 2055
P.O. Box 9719
New Haven, CT 06536

Re: Tool Allowance

Dear Sirs:

This letter confirms our agreement that effective January 1, 2024, the cleaners/carman tool allowance provided for in Rule 7-M-1 shall be increased by five hundred dollars ($500), to a total of six hundred and fifty dollars ($650) per year.

Please indicate your concurrence with the terms of this Agreement by signing below and returning to my attention.

Sincerely,

Kelli Coughlin
Deputy Chief Labor Relations Officer

On behalf ~~of the~~ TWU:

Patrick Howard
President, Local 2001

11/20/23
Date

Robert Cifarelli
President, Local 2055

11/20/2023
Date