MEMORANDUM OF UNDERSTANDING

BETWEEN

TRANSPORT WORKERS UNION OF AMERICA

REPRESENTING CARMEN AND CAR APPEARANCE MAINTAINERS

AND

NEW JERSEY TRANSIT RAIL OPERATIONS

The parties hereby agree to the following terms and conditions of employment for a new labor agreement ("Agreement") for the period July 1, 2024 through June 30, 2027.

This Memorandum of Understanding is subject to ratification by the membership of TWU and final approval by the New Jersey Transit Board of Directors.

This Agreement amends the agreement between TWU and New Jersey Transit Rail Operations (NJTRO) amended through June 30, 2024. The rules in the agreement are changed only to the extent indicated herein and remain otherwise unchanged and in full force until changed in accordance with the provisions of the Railway Labor Act, as amended. The rule changes set forth in this Memorandum of Understanding shall become effective as specified herein.

1. **Wages**

Effective July 1, 2024, wages shall be increased by three percent (3%) over the rates in effect June 30, 2024.

Effective July 1, 2025, wages shall be increased by three percent (3%) over the rates in effect June 30, 2025.

Effective July 1, 2026, wages shall be increased by three percent (3%) over the rates in effect June 30, 2026.

2. **Holidays**

Amend Rule 4-C-2(a) by adding Veteran's Day as a holiday, effective calendar year 2024.

3. **Sick Leave**

Amend Rule 7 (1), effective July 1, 2024, to increase the annual allowance of sick days to six (6) days.

4. **Term**

This Agreement shall continue in full force and effect from July 1, 2024 through June 30, 2027.

5. **Moratorium**

There shall be a moratorium on the serving of Section 6 Notices until April 1, 2027, not to become effective until July 1, 2027.

This Memorandum of Understanding constitutes the complete agreement of the parties with respect to changes in the Collective Bargaining Agreement reached between the undersigned.

For the Organization:

TWU:

Patrick Howard
President, Local 2001
Transport Workers Union of America

Patrick Flannery
Executive Vice President, Local 2001
Transport Workers Union of America

For the Company:

New Jersey Transit Rail Operations:

Patrick J. McGreal
DGM- Labor Relations & Administration

APPROVED:

Kevin Corbett
President and CEO
New Jersey Transit Corporation