MEMORANDUM OF UNDERSTANDING

BETWEEN

MTA METRO-NORTH RAILROAD

AND

TRANSPORT WORKERS UNION OF AMERICA

LOCALS 2001 AND 2055

Representing

Coach Cleaners, Carmen, Carmen Helpers and Cabinet Makers

The parties hereby agree to the following amendments and changes to the Collective Bargaining Agreement for the period November 1, 2023 through October 31, 2026.

This Memorandum of Understanding is subject to ratification by the membership of the Transport Workers Union of America, Locals 2001 and 2055, the TWU International President, and final approval by the Metropolitan Transportation Authority Board of Directors.

THIS AGREEMENT is made this 11th day of March 2025 by and between Metro-North Commuter Railroad ("Metro-North") and the employees represented by the Transport Workers Union of America ("TWU"), Locals 2001 and 2055.

Article I – General Wage Increases

Section 1 – 2023 General Wage Increase

Effective November 1, 2023, all rates of pay in effect shall be increased by three percent (3%).

Section 2 – 2024 General Wage Increase

Effective November 1, 2024, all rates of pay in effect shall be increased by three percent (3%).

Section 3 – 2025 General Wage Increase

Effective November 1, 2025, all rates of pay in effect shall be increased by three and one-half percent (3.5%).

Section 4 – Ratification Lump Sum Payment

All active employees covered by this Agreement as of the date of full and final ratification shall, as soon as practicable following said ratification, receive a ratification lump sum payment of $3,000.

Section 5 – Eligibility for Wage Increases

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 Defined Benefit 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.

Article II – Work Rules

1. Electronic Payroll:

    a. Effective after full and final ratification, all provisions within the Agreement requiring the Carrier to provide employees with printed pay advices, pay checks or draft checks shall be eliminated. All payroll information and functions shall be

exclusively electronic in nature, including mandatory direct deposit and internet-based pay advices/pay checks that may be independently accessed by an employee for their own personal viewing and printing.

2. Computer-Based Training:

   a. Effective after full and final ratification, employees shall be required and paid to complete up to sixteen (16) hours of annual computer-based training assigned by the Carrier on their own time, outside of working hours, and with their own personal electronic devices. An employee who does not own a personal electronic device may request from Metro-North the ability to utilize Carrier equipment on Carrier property, with the understanding that approval for such usage is conditioned on the training being completed outside of regularly scheduled working hours. All employees who complete all of the required computer-based training courses on or before the established deadline will be compensated at the straight time rate of pay for the estimated cumulative hourly duration of all the required computer-based training. Payment for completion of all required courses shall be made as soon as practicable after the completion deadline.

3. New Technology

   a. The parties agree that new technology which impacts current job titles and/or duties shall be implemented cooperatively and with any requisite training. Such new technology may support but not supplant the current scope of TWU jurisdiction duties. Any disputes arising out of the terms of this provision shall be subject to the claims procedure in the Controlling Agreement and Section 3 of the Railway Labor Act.

Article IV – Moratorium

1. This Agreement covers a period of thirty-six (36) months in duration from November 1, 2023 through October 31, 2026, and shall remain in effect thereafter until changed or modified in accordance with the provisions of the Railway Labor Act, as amended.

2. The parties to this Agreement shall not serve or progress prior to September 1, 2026 (not to become effective before November 1, 2026) any notice or proposal for the purpose of changing agreements.

This Memorandum of Understanding is subject to ratification by the membership of Transport Workers Union of America Locals 2001 and 2055, the TWU International President, and final approval by the Metropolitan Transportation Authority Board of Directors.

In Witness Whereof, the parties hereto sign their Agreement at New York, New York on this 11th day of March 2025.

FOR: TRANSPORT WORKERS UNION

Patrick Howard
President, Local 2001

Robert Cifarelli
President, Local 2055

FOR: METROPOLITAN TRANSPORTATION AUTHORITY (MTA)

Anita Miller
MTA Chief Labor & Employee Relations Officer

FOR: METRO-NORTH COMMUTER RAILROAD

Kelli Coughlin
Senior Deputy Chief, Labor Relations
Railroad Operations