

2 Broadway
New York, NY 10004

Richard Davey
President



New York City Transit

March 15, 2024

Gloria Middleton
President
Communications Workers of America, Local 1180
6 Harrison Street, 4th Floor
New York, NY 10013

Re: 2022-2027 General Wage Increases

Dear Ms. Gloria Middleton:

On September 14, 2023, the City of New York and Communications Workers of America, Local 1180 signed a Memorandum of Agreement covering the time period of December 13, 2021 through June 12, 2027. Pursuant to the Collective Bargaining Agreement between the New York City Transit Authority ("NYCT") and Communications Workers of America, Local 1180 ("CWA 1180"), the parties agree to implement the following economic items.

The term of the Union's last Agreement with NYCT expired on December 31, 2021. As such the term of the Agreement shall be January 1, 2022 through June 30, 2027. Effective January 1 of each year, NYCT shall grant the same general wage increases and additions to gross to employees represented by CWA 1180 as described under Sections 2 and 4 of the 2021-2027 Memorandum of Agreement with the City of New York. In addition, there shall be a one-time lump sum cash payment in the amount of \$3,000, prorated for other than full-time employees, as described in Section 3. For the purpose of the lump sum payment, eligibility shall be based on the Union's ratification date of the City of New York Agreement, which was October 30, 2023. The parties also agree that effective January 1, 2025, as described in Section 10, employees who have been in the title of Administrative Manager (Represented) for five (5) years shall be eligible to receive the CWA, Local 1180 Experience Differential.

Based on the above, the parties agree that CWA 1180 and NYCT will not put forth additional economic demands to negotiate on the issue of wages and salary adjustments for 2022 through 2027.


If the above accurately reflects your understanding and concurrence, please sign below and return this letter.

Very truly yours,


David Franceschini
Deputy Chief, Collective Bargaining
Office of Labor Relations

I CONCUR FOR:

Communications Workers of America, Local 1180

By:  3/15/2024
Gloria Middleton
President
CWA, Local 1180
Date