

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into by and between TWU Local 100 (Employer) and OPEIU Local 153 (Union) on this 8<sup>th</sup> day of December, 2020. Subject to ratification by the membership of the bargaining unit employees, the terms and conditions of the collective bargaining agreement between the Employer and the Union shall continue and remain in full force and effect, except as specifically set forth herein.

1. Term

The term of the agreement shall be from May 16, 2019 through and including May 15, 2023.

2. Wage Increases

|              |       |
|--------------|-------|
| May 16, 2019 | 2%    |
| May 16, 2020 | 2.25% |
| May 16, 2021 | 2.5%  |
| May 16, 2022 | 2.75% |

Full retroactivity from May 16, 2019, payable within sixty (60) days of notice of ratification from OPEIU L. 153.

3. Commutation Stipend

Each member of the bargaining unit shall receive a \$100.00 per month commutation stipend, commencing August 2020. Retroactivity from August 2020, payable within sixty (60) days of notice of ratification from OPEIU L. 153.

4. 401(k) Plan

All employees covered by this agreement shall be eligible to participate in the Local 153 OPEIU, 401(k) plan. Eligibility to participate in this plan will be decided by the Trustees of the plan.

Dated: Brooklyn, NY  
December 8, 2020

For TWU Local 100

*Anthony Stevens*

For OPEIU Local 153

*[Signature]* 12/1/20