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Title: **New York City Transit Authority and Subway Surface Supervisors Association (SSSA), (1998) (MOA)**

K#: **840054**

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840054

MEMORANDUM OF UNDERSTANDING

AGREEMENT made between New York City Transit Authority (hereinafter referred to as "the Authority") and Subway Surface Supervisors Association (hereinafter referred to as the "Union" or "SSSA").

(Supervisors)

It is mutually agreed that the collective bargaining agreement between the Authority and the Union shall be amended as follows: 3,100 miles

TERM

This agreement shall be effective from February 21, 1998 and continue in effect through October 31, 2003. This agreement is subject to approval by the Metropolitan Transportation Authority ("MTA") Board and ratification by the membership of the Union.

2. **JOB SECURITY/NO LAYOFF**

During the period between full ratification and approval of this agreement and October 31, 2003, the Authority will not layoff or furlough any employee represented by the Union, consistent with the original no layoff agreement reached between New York City and DC 37. Prior to any demotions due to unforeseen fiscal problems, cooperative efforts between the parties regarding redeployment, reassignment, etc. of employees, shall continue where necessary.

Prior to demoting supervisory employees to the hourly ranks due to budget reductions, NYC Transit will meet with the Union to discuss whether the Union can generate sufficient savings to avoid such demotions.

3. **GENERAL WAGE INCREASES**

The wage rates for employees represented by the Union shall be increased as follows:

- a. Effective March 1, 1999, the rates of pay in effect on February 28, 1999 shall

20/51/12

37 pages

MOU

RA

be increased by 3.75 percent.

- b. Effective August 1, 2000, the rates of pay that were in effect on July 31, 2000 shall be increased by five (5) percent.
- c. Effective August 1, 2001, the rates of pay that were in effect on July 31, 2001, shall be increased by three (3) percent.
- d. Effective August 1, 2002, the rates of pay that were in effect on July 31, 2002 shall be increased by four (4) percent.
- e. There shall be an increase of 3.75 percent in the night shift differential effective March 1, 1999.
- f. Rates of pay below the top rates shall be adjusted in accordance with the appropriate progression schedules.

4. **LUMP SUM PAYMENT**

Effective upon full ratification and approval of this agreement, the Authority shall pay as soon as practicable, a one-time lump sum payment of 2 percent (2%) calculated by multiplying 2 percent (2%) times the employee's hourly rate as of November 1, 1997 times two thousand and eighty eight (2088). This payment is pensionable. The payment is to be made to all employees on the payroll on November 1, 1996 and November 1, 1997. Employees in an hourly title on November 1, 1996 who were subsequently promoted and were in a supervisory title on November 1, 1997 are eligible for the lump sum as set forth herein. For employees hired before November 1, 1996 who have retired or have been injured on duty prior to November 1, 1997, so that they are not on the payroll on that date, the lump sum shall be prorated.



5. **LONGEVITY PAYMENTS**

A. Effective June 1, 1997, the Authority will make longevity payments according to the following schedule:

- a) An employee with thirty (30) or more years of continuous service shall receive an annual payment of five hundred dollars (\$500.00).
- b) An employee with twenty five (25) but less than thirty (30) years of continuous service shall receive an annual payment of four hundred dollars (\$400.00).
- c) An employee with twenty (20) but less than twenty-five (25) years of continuous service shall receive an annual payment of three hundred dollars (\$300.00).
- d) An employee with fifteen (15) but less than twenty (20) years of continuous service shall receive an annual payment of two hundred dollars (\$200.00).

Entitlement for the longevity shall be based upon the anniversary date of the individual who meets the stated criteria. Such payments are pensionable.

B. Upon full ratification and approval of the agreement, longevity payments due to employees for the retroactive period from June 1, 1997 through Decemberr 31, 1999 shall be paid in one lump sum to be paid as soon as practicable. Thereafter, payments will be made in a lump sum on the first payroll period in December. Employees who resign, die, retire or are separated from service or are promoted to a title that does not receive longevity payments before the

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payment for longevity is made will be paid a pro-rata share of the longevity payment based on the number of days the employee was in paid status during the eligible year.

6. **25/55 EARLY RETIREMENT PLAN EMPLOYEE HEALTH CONTRIBUTION**

Effective upon full ratification and approval of the agreement, the additional one (1) percent employee contribution made by participating members, pursuant to the parties' collective bargaining agreement, will be eliminated and refunded retroactive to January 1, 1997. All 25/55 medical contributions made by participating members prior to January 1, 1997 shall revert to the Authority.

7. **PENSION**

The MTA and the Authority has supported state legislation which has been signed into law which would reduce all member contributions as follows: those paying contributions of 5.3 percent will pay 2 percent, and those paying 3 percent contribution will pay 2 percent contribution as soon as the law allows.

8. **HEALTH & WELFARE BENEFITS**

(See attached Stipulation and Agreement)

9. **DISCIPLINE PROCEDURE**

a. Disciplinary cases where the recommended penalty is a 15-day suspension or less will be subject to the disciplinary arbitration provisions in the contract pursuant to Article I, Section 1.7(B)1.

b. All cases involving sick leave violations, despite the level of the penalty with the exception of those charges involving fraud, will be processed through the disciplinary arbitration provision in the contract.

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c. The parties agree no charge of fraudulent sick lines will be brought against an employee if more than one year has expired since submission of the sick lines.

d. It is understood that employees will not be pre-disciplinary suspended for time and attendance related violations except where the charge involves fraud.

10. **EARNINGS CAP** (Related to Overtime Distribution)

a. The parties agree that the earnings cap for supervisors covered by the agreement shall be \$85,000 over a rolling 12-month period including all monies paid to the employee. It is understood that such an earnings cap will be correspondingly increased by negotiated increases in wages including the 3.75% increase as set forth above. This provision replaces the procedure detailed in Article II, Section 2.2 (g) 1 of the existing integrated agreement. NYC Transit will continue to publish a list indicating which employees have exceeded the earnings cap.

b. Any retroactive monies paid pursuant to this agreement related to periods prior to October 1, 1999 shall not be considered in the calculation of an employee's earnings for purposes of the cap.

c. Exceptions to the earnings cap can only be made by a Department Head based upon unusual circumstances involving an employee or the operation or an emergency.

11. **COMMERCIAL DRIVER'S LICENSES**

Commencing upon full ratification and approval of this agreement, the Authority will reimburse employees required to have Commercial Drivers Licenses.

12. **COMMINGLING** - See attached side letter



13. **TRANSITCHEK**

Effective as soon as practicable following full ratification and approval, the Authority will offer Transitchek benefits to employees who express interest.

14. **401(K)**

Effective on the earliest practicable date, but in no event, later than January 1, 2001, the Authority will offer employees the option of opening a 401(k) account on the same terms and conditions as currently in effect, as it may be amended.

15. **REGIONAL BUS COMPANY**

The parties agree that the artificial distinctions that currently exist between the bus operations at the Transit Authority and the Operating Authority do not well serve the riding public or the members of the union. In furtherance of that mutual recognition, the parties agree to convene a senior level labor/management executive committee. This committee will be charged with developing a plan to consolidate the bus operations at the Transit Authority and the Manhattan and Bronx Surface Transportation Operating Authority into a new subsidiary of the Metropolitan Transportation Authority. The purpose of such consolidated bus company would be providing efficient, cost effective bus service in the metropolitan region transportation district.

The parties agree that the Committee will convene no later than 30 days following full ratification and approval of this agreement. The Committee will identify impediments to the creation and efficient operation of such regional bus authority and recommend solutions to said impediments. If the parties agree that such consolidated bus company is feasible and have resolved outstanding issues then required legislation shall be jointly drafted and supported.



16. **SICK LEAVE CASH-OUT**

Effective November 1, 2000, the parties agree to establish a sick leave cash out program as follows:

Employees with ten (10) or more years of service with NYC Transit, and a minimum of half of their potential sick leave will be paid, upon retirement and voluntary separation, a non-pensionable lump sum cash payment of 50% of their sick leave balance. Employees who have 70 percent or more of their potential sick leave at the time of voluntary separation and retirement from the Transit Authority will receive a cash out allowance of 60 percent of their sick leave balance. This payment will be based on (8) hours straight time pay for each day at the rate in effect at the time of separation.

17. **SICK LEAVE CONTROL PROGRAM**

Effective April 1, 2001, the following sick leave control provisions shall apply:

- 1) An employee having five (5) unsubstantiated instances of sick leave absences in any running one year period will be counseled by his/her supervisor, at which time he/she will be advised and instructed to improve his/her sick leave record. The employee shall be paid for the time he/she is counseled and may have a union representative present if he/she requests one.
- 2) Upon the sixth (6) unsubstantiated instance of sick leave absence in any running one year period, he/she will be placed on the Sick Leave Control List and be so notified with a copy to his/her union representative. The employee shall be required to acknowledge in writing receipt of the notification that he/she is on the Sick Leave Control List.



- 3) An employee having a recent pattern of one or two day absences, with less than one half (1/2) of his possible sick leave balance in the bank, will be counseled by his/her supervisor. The employee will be advised and instructed to improve his/her sick leave record. Should such patterned absences continue the employee will be placed on the Sick Leave Control List.
- 4) An employee who is placed on the Sick Leave Control List must provide medical documentation for all sick leave absences including unpaid absences, regardless of duration. Failure to do so will be cause for loss of pay, if the employee would be normally entitled to same, and may be cause for disciplinary action. New employees promoted into the SSSA on or after November 1, 2000 and approval of the agreement who at any time are on the Sick Leave Control List will not be granted sick leave with pay for the first (1st) day of any sick leave instances while on such list.
- 5) Each Department must furnish daily to Absentee Control a list of all employees who are on the Sick Leave Control List and have reported sick.
- 6) The record of each employee on the Sick Leave Control List will be reviewed every six (6) months starting with the date the employee is placed on the Sick Leave Control List. If on the six (6) month review, the employee has two (2) or less sick leave instances during the previous six (6) months or four (4) or less sick leave instances during the previous twelve (12) months, his/her name will be removed.
- 7) In the event the employee was absent more than two (2) times during the six (6) month period or more than four (4) times during the twelve (12) month



period, he/she will remain on the Sick Leave Control List and may be subject to appropriate disciplinary action.

8) A notice will be sent to all employees who have been removed from the Sick Leave Control List, with a copy to his/her Union Representative.

18. Article II, Section 2.8 (e) shall be modified to read "
"An employee may elect to accumulate an AVA day only if he/she does not have a total of fifty (50) days of AVAs to his/her credit. At the employee's option, he/she may elect to accumulate up to forty-eight (48) hours of OTO time. OTO time may be used to receive time off with prior approval of the department. OTO time will be accumulated at the rate of 1 1/2 hours for each overtime hour worked."
19. If an employee does not utilize his/her personal leave day during the calendar year, he/she may cash-out the PLD during the last month of the calendar year with appropriate written notice. Such a cash-out will not be considered pensionable income.
20. The side letter dated 4/28/97 appendix C paragraph A (1) is amended to read as follows: "The Authority agrees to allow the SSSA to designate four persons who will work one week assigned on regular Authority work assignments and one week devoted to contract administration".
21. The side letters dated April 28, 1997 (various topics); November 22, 1982 (SSSA-Workers' Compensation/Differential Pay); and April 14, 1992 (Additional sick leave requests) shall continue in effect during the term of this agreement. The new side letters appended hereto shall also be appended to the collective bargaining agreement.
22. **ADDITIONAL PROVISIONS**





The parties agree to further amend the collective bargaining agreement consistent with the attached Appendices A & B and this MOU.

This agreement may not be entered into evidence during any interest arbitration procedures to establish a contract to be effective February 21, 1998.


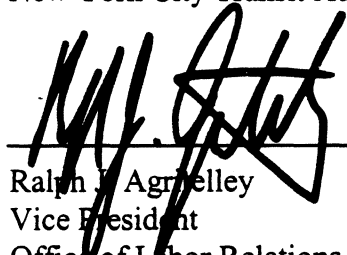
IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAD GIVEN APPROVAL. IT IS FURTHER AGREED THAT THE PARTIES WILL JOINTLY SEEK SUCH APPROVAL WHERE REQUIRED.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of ___ day of July, 2000.
New York, New York


NEW YORK CITY TRANSIT AUTHORITY

 7/25/2000  7-6-2000

Tony Gammone Date Lawrence G. Reuter Date
President President
Subway Surface Supervisors Association New York City Transit Authority

 7/5/00  7/5/2000

Wayne Viviano Date Ralph J. Agrifoglio Date
Vice President Vice President
Subway Surface Supervisors Association Office of Labor Relations

 7/5/2000

Jacqueline Mason Date
Secretary-Treasurer
Subway Surface Supervisors Association

Appendix A

Whereas, NYC Transit entered into a collective bargaining agreement with Transport Workers Union, Local 100 which incorporates the titles and duties of the CMA, ABM, MMC, CME, CMF and CMC into the Car Inspector title and duties; and

Whereas, NYC Transit and TWU, Local 100 have agreed to utilize a five person inspection team on new technology subway cars and on all linked cars; and

Whereas, NYC Transit and TWU, Local 100 have agreed that all Car Inspector positions including the newly incorporated titles will be utility positions assigned by management; and

Whereas, NYC Transit and the Subway Surface Supervisors Association recognize the importance of the maintenance supervisors role in fully monitoring and implementing the agreement with Transport Workers Union, Local 100;

Whereas, the following agreement is in the furtherance of sound labor relations.

FIRST: Maintenance Supervisors in the Division of Car Equipment will be responsible for the following:

- a) Assign employees in the new Car Inspector title to assure maximum productivity including a quality work product.
- b) Help monitor, help assist, and help train employees where new skills are needed to perform the full duties of the new Car Inspector title.
- c) Monitor and assign employees to assure that the five-person inspection team will be as productive and produce at a minimum the same number of inspections as were performed by the six person teams.
- d) Monitor and document the improved productivity.



SECOND: The parties agree to pay Maintenance Supervisors an additional \$1.00 per hour (in the base rate of pay) during the term of the collective bargaining agreement. In order to maintain such a payment into the next collective bargaining agreement, the Maintenance Supervisors must consistently implement and demonstrate full compliance with the provisions set forth in paragraph "FIRST".

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Appendix B

Whereas, NYC Transit has entered into agreements with the unions representing the hourly workforce concerning productivity/work quality standards in the maintenance, repair and inspection of buses.

Whereas, NYC Transit and the Subway Surface Supervisors Association agree that Maintenance Supervisors have an important role in overseeing and implementing these productivity/quality standards; and

The parties agree to the following:

1. The Maintenance Supervisor shall assign each maintainer under their supervision to primary maintenance functions for 95% of the productive work time on each shift. Productive work-time includes all work hours absent contractual breaks and the scheduled lunch period. Primary maintenance functions includes duties such as: removing, disassembling, cleaning, inspecting, machining, installing and adjusting vehicle parts, components or systems, fabrication, painting and structural work.
2. Such assignments will be based upon the quality/productivity standards agreed upon by the unions representing the hourly workforce, i.e. the flat rate manual times or the times established by the Work Procedure Review Teams for certain core jobs.
3. Time lost due to the lack of parts, unavailable tools or equipment or the unavailability of buses shall not exceed 5% of productive time on any shift.
4. Maintenance Supervisors shall help to monitor the work performance of the hourly workforce and will be responsible for helping to identify, counsel and help train maintainers who fail to meet normal productivity/quality standards as agreed upon by the hourly unions with NYC Transit.
5. Daily work assignments will be made to reflect the following principle:

To achieve maximum productivity with a quality work product recognizing that some employees have different skill levels and fairly distributing work assignments taking into consideration those skill levels and performance.

6. Maintenance Supervisors who meet the standards outlined in the above provisions at least 90% of the time in each quarter shall receive a \$600 bonus to be paid within 20 work days from the end of the quarter. After the first two (2) full quarters, a supervisor must achieve 95% compliance to receive the



bonus. Commencing in the second quarter of the year 2002, the bonus will be increased to \$700.

7. In order to receive the bonus, the supervisor must actually work forty (40) days in the quarter in which the bonus is to be paid. Paid vacation shall count as time actually worked.
8. Management and the Union will monitor the program on a daily basis. Compliance will be measured and monitored utilizing NYC Transit's work order system.
9. The intent of this program is to reward superior performance, however, no punitive or disciplinary action resulting from individual non-achievement of this incentive will be taken based upon this agreement.
10. The agreement shall be reviewed every six (6) months by management and the Union to address problems. Any changes, amendments, or modifications to this agreement, must be agreed to by both parties.
11. Within 60 days after full ratification of the contract, all Maintenance Supervisors will receive a \$300 bonus payment.

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New York City Transit

July 5, 2000

Mr. Tony Gammone
President
Subway Surface Supervisors Association
350 State Street
Brooklyn, NY 11217

Re: 2000 Side Letter

Dear Mr. Gammone:

The parties agree to the following:

1. Co-mingling of TA and MaBSTOA Work in Bus Maintenance

The following terms apply to the operation of co-mingled central maintenance facilities:

If the OA Maintainers are moved back to the Bronx (out of the East New York (ENY) Shop), the OA Supervisors assigned with them at ENY will also be moved back to the Bronx.

The East New York Revenue Shop will continue to have TSO represented supervisors as long as MaBSTOA hourly employees are assigned to that facility.

To the extent that CMF functions continue to be performed at East New York, SSSA Supervisors will supervise the following functions: engine assembly, machine and fabrication shops, "V" drive converters, and transmissions and units overhauled in the unit assembly area of the shop.

The OA/TA supervisory staffing mix at the Central Maintenance Facility at ENY or at any co-mingled facility will be based upon the mix of the hourly workforce at such facility (i.e. 75% TA Maintainers to 25% OA Maintainers then the supervisory mix will be 75% to 25% OA).

Mr. Tony Gammone

July 5, 2000

Page 2

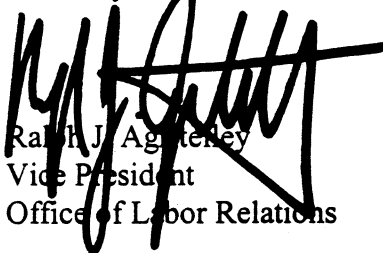
Seniority for the purpose of choosing vacations, other days off (AVA, single vacation days, etc.) and overtime in co-mingled facilities shall be seniority in a supervisory title, whether OA or TA. It is understood that all affected unions will have to agree to this term in order for it to become applicable.

2. The following applies to all other co-mingled facilities:

To the extent that co-mingling is extended into other areas, job locations and tours of the operation within or outside of the Department of Buses, where it does not already exist, the parties agree to meet to discuss and negotiate the impact of such a decision prior to implementation. If the parties cannot agree, existing contractual provisions will apply to the co-mingled facility or work.

3. Co-mingling which already exists in other areas of the operation is not modified by this agreement nor are contractual restrictions where they exist.

Sincerely,



Ralph J. Agterley
Vice President
Office of Labor Relations

Agreed:



Tony Gammone
President
SSSA



New York City Transit

July 5, 2000

Mr. Tony Gammone
President
Subway Surface Supervisors Association
350 State Street
Brooklyn, NY 11217

Re: Employee Recognition Program

Dear Mr. Gammone:

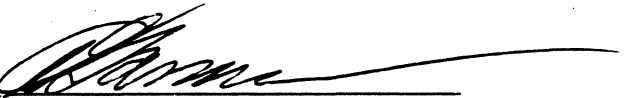
This side-letter will confirm that if the SSSA representative who presently works for the Employee Recognition Program retires or leaves for any reason while this contract is in effect, SSSA will have the right to appoint a new SSSA representative as a replacement.

Sincerely,



Ralph L. Agnifoglio
Vice President
Office of Labor Relations

I agree:



Tony Gammone
President
SSSA

Stipulation and Agreement

Whereas, NYC Transit (hereafter referred to as "the Authority" and the Subway Surface Supervisors Association (hereafter referred to as "SSSA" or the "Union") have reviewed the health benefit package provided to employees and retirees; and

Whereas, the parties have decided to purchase a new and improved benefit package primarily through a larger group plan and to extend the new benefit plan to future retirees; and

Whereas, the parties have agreed to discontinue the Health Benefit Trust as the vehicle for providing supplemental benefits; and

Whereas, the parties recognize that providing an overall improved benefit package to active employees and future retirees is costly and will require some cost sharing.

Therefore, the parties have agreed to the following:

1. The parties agree that as soon as practicable, but not later than January 1, 2001, active employees and future retirees (i.e. those who retire after the date of the implementation of the new plan) shall receive as their health benefit package the NYSHIP plan. The plan offers participants several different choices of health care providers for the contributions set forth herein. In addition, active employees and future retirees will receive the supplemental benefit package applicable to NYC Transit non-represented Level II supervisors active or retired. The supplemental benefit package will be administered through NYC Transit. Current retirees will continue to be provided the GHF and HIP plans in which they currently participate.
2. The parties agree that the level of benefits and program elements such as co-payments and deductibles are established by NYSHIP and the supplemental plan and are not subject to negotiation by the parties. NYC Transit agrees to provide written notice to the Union of any changes to the plans.
3. Effective the date when the new plans become effective, all contributions to the HBT shall cease, and the Health Benefit Trust will be eliminated. Any surplus monies in the Trust shall revert to NYC Transit taking into consideration expenses and claims incurred but not reported. It is agreed that all outstanding claims under the Trust must be filed on or before March 31, 2001.
4. Future retirees (provided they have a minimum of 10 years in the pension system or a disability retirement is granted) will receive the plan of benefits at no cost to them. Active employees will make the following payments to NYC Transit through payroll deduction to help defer the cost of the new plan for active employees and future



retirees. If an employee has 10 years or more of service with the NYC Transit and dies or a retiree under this plan dies, his/her spouse will continue all benefits under the plan and children (under the age limits of the NYSHIP plan) will continue all benefits until such time as the spouse remarries. Listed below is the cost to active employees

\$6 per two week pay period for an individual plan per active employee
\$23 per two week pay period for a family plan per active employee

5. If for whatever reason the NYSHIP plan were no longer available to NYC Transit employees, the parties shall meet to negotiate a new plan.

6. Wage Progression - The wage progression for employees hired or promoted into titles represented by the Union on or after full and final ratification of this agreement shall be as follows. It is understood that for the purpose of this schedule "hired or promoted into a title" shall mean actually reporting and performing the work of the title:
 - a. Employees in the titles, MS I (Signals), MS I (Car Equipment), MS I (Power Cable), MS I (Electrical Power), MS I (Power Distribution), MS I (Power Electronics), MS I (Electronic Equipment) and Assistant Train Dispatcher shall receive during the first three years of employment a percentage of the top rate for the title in accordance with the following schedule:
 - 85% starting salary
 - 85% during the second year of service
 - 85% during the third year of service
 - 100% after three years of service


 - b. Employees hired or promoted into all other titles represented by the Union on or after full and final ratification of this contract extension shall receive during the first three years of employment in the title a percentage of the top rate for the title in accordance with the following schedule:
 - 80% starting salary
 - 80% during the second year of service
 - 80% during the third year of service
 - 100% after three years of service

 - c. Employees in the bargaining unit shall not experience a decrease in pay if they accept a promotion to another title within the bargaining unit. They shall be slotted into the next highest progression in the new title which grants them a salary increase. Thereafter, they will progress through the progression of the new title.




7. The parties agree to work together to ensure a smooth transition from the present plans to the new plan and agree to utilize a mutually agreed upon accounting firm to assist with the orderly elimination of the Health Benefit Trust.

8.* Upon full ratification and approval, the collective bargaining agreement shall be amended to reflect the provisions of this stipulation and agreement*.




Tony Gammone
President
Subway Surface Supervisors Assoc.
7/05/2000

Date



Ralph J. Aritelle
Vice President, Office of Labor Relations
New York City Transit Authority
7/5/2000

Date



Lawrence G. Reuter
President
New York City Transit Authority
7-6-2000

Date

SUBWAY SUPERVISORS ASSOCIATION (08)

278 ASST. TRAIN DISPATCHER

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	42,568	30,869	44,164	32,027	44,164	32,027	46,372	32,027	46,372	32,027	47,763	32,027	49,674	32,027
7th Month	43,382	31,458	45,009	32,638	45,009	32,638	47,259	32,638	47,259	32,638	48,677	32,638	50,624	32,638
2nd Year	46,059	33,399	47,786	34,651	47,786	34,651	50,175	34,651	50,175	34,651	51,680	34,651	53,747	34,651
3rd Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,449	30,057	43,004	31,184	43,004	31,184	45,155	31,184	45,155	31,184	46,509	31,184	48,370	31,184
2nd Year	43,888	31,825	45,534	33,018	45,534	33,018	47,811	33,018	47,811	33,018	49,245	33,018	51,215	33,018
3rd Year	46,326	33,593	48,063	34,853	48,063	34,853	50,467	34,853	50,467	34,853	51,981	34,853	54,061	34,853
4th Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,449	30,057	43,004	31,184	43,004	31,184	45,155	31,184	45,155	31,184	46,509	31,184	48,370	31,184
4th Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

SUBWAY SUPERVISORS ASSOCIATION (08)

347 CAR APPEARANCE SUPERVISOR

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,123	29,820	42,665	30,938	42,665	30,938	44,798	30,938	44,798	30,938	46,142	30,938	47,988	30,938
7th Month	41,859	30,353	43,429	31,491	43,429	31,491	45,600	31,491	45,600	31,491	46,968	31,491	48,847	31,491
2nd Year	42,590	30,885	44,187	32,043	44,187	32,043	46,396	32,043	46,396	32,043	47,788	32,043	49,700	32,043
3rd Year	44,059	31,950	45,711	33,148	45,711	33,148	47,997	33,148	47,997	33,148	49,437	33,148	51,414	33,148

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	35,247	25,560	36,569	26,518	36,569	26,518	38,398	26,518	38,398	26,518	39,550	26,518	41,131	26,518
2nd Year	37,450	27,158	38,854	28,176	38,854	28,176	40,797	28,176	40,797	28,176	42,021	28,176	43,702	28,176
3rd Year	41,856	30,353	43,425	31,491	43,425	31,491	45,597	31,491	45,597	31,491	46,965	31,491	48,843	31,491
4th Year	44,059	31,950	45,711	33,148	45,711	33,148	47,997	33,148	47,997	33,148	49,437	33,148	51,414	33,148

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	35,247	25,560	36,569	26,518	36,569	26,518	38,398	26,518	38,398	26,518	39,550	26,518	41,131	26,518
4th Year	44,059	31,950	45,711	33,148	45,711	33,148	47,997	33,148	47,997	33,148	49,437	33,148	51,414	33,148

SUBWAY SUPERVISORS ASSOCIATION (08)

369 ASSOC.TRANS.CUST.SERV.SPEC.II

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,945	28,289	43,518	29,350	43,518	29,350	45,694	29,350	45,694	29,350	47,065	29,350	48,947	29,350
2nd Year	44,566	30,057	46,237	31,184	46,237	31,184	48,549	31,184	48,549	31,184	50,006	31,184	52,006	31,184
3rd Year	49,809	33,593	51,677	34,853	51,677	34,853	54,261	34,853	54,261	34,853	55,889	34,853	58,125	34,853
4th Year	52,431	35,361	54,397	36,687	54,397	36,687	57,117	36,687	57,117	36,687	58,831	36,687	61,184	36,687

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,945	28,289	43,518	29,350	43,518	29,350	45,694	29,350	45,694	29,350	47,065	29,350	48,947	29,350
2nd Year	44,566	30,057	46,237	31,184	46,237	31,184	48,549	31,184	48,549	31,184	50,006	31,184	52,006	31,184
3rd Year	49,809	33,593	51,677	34,853	51,677	34,853	54,261	34,853	54,261	34,853	55,889	34,853	58,125	34,853
4th Year	52,431	35,361	54,397	36,687	54,397	36,687	57,117	36,687	57,117	36,687	58,831	36,687	61,184	36,687

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,945	28,289	43,518	29,350	43,518	29,350	45,694	29,350	45,694	29,350	47,065	29,350	48,947	29,350
4th Year	52,431	35,361	54,397	36,687	54,397	36,687	57,117	36,687	57,117	36,687	58,831	36,687	61,184	36,687

SUBWAY SUPERVISORS ASSOCIATION (08)

505 MTCE.SUPV.(REVENUE) I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	50,540	36,648	52,435	38,022	52,435	38,022	55,057	38,022	55,057	38,022	56,709	38,022	58,977	38,022
7th Month	51,350	37,237	53,276	38,633	53,276	38,633	55,940	38,633	55,940	38,633	57,618	38,633	59,923	38,633
2nd Year	53,764	38,988	55,780	40,450	55,780	40,450	58,569	40,450	58,569	40,450	60,326	40,450	62,739	40,450
3rd Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	44,962	32,603	46,649	33,826	46,649	33,826	48,982	33,826	48,982	33,826	50,451	33,826	52,470	33,826
2nd Year	47,773	34,641	49,564	35,940	49,564	35,940	52,043	35,940	52,043	35,940	53,604	35,940	55,749	35,940
3rd Year	53,393	38,716	55,395	40,168	55,395	40,168	58,166	40,168	58,166	40,168	59,911	40,168	62,308	40,168
4th Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	44,962	32,603	46,649	33,826	46,649	33,826	48,982	33,826	48,982	33,826	50,451	33,826	52,470	33,826
4th Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

SUBWAY SUPERVISORS ASSOCIATION (08)

478 TRANSIT PROPERTY PROT. SUPV.I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	41,246	29,911	42,793	31,033	42,793	31,033	44,933	31,033	44,933	31,033	46,281	31,033	48,132	31,033
7th Month	42,055	30,496	43,632	31,640	43,632	31,640	45,814	31,640	45,814	31,640	47,188	31,640	49,076	31,640
2nd Year	44,223	32,067	45,881	33,270	45,881	33,270	48,175	33,270	48,175	33,270	49,620	33,270	51,605	33,270
3rd Year	46,425	33,665	48,166	34,927	48,166	34,927	50,574	34,927	50,574	34,927	52,091	34,927	54,175	34,927

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	37,140	26,932	38,533	27,942	38,533	27,942	40,459	27,942	40,459	27,942	41,673	27,942	43,340	27,942
2nd Year	39,461	28,615	40,941	29,688	40,941	29,688	42,988	29,688	42,988	29,688	44,277	29,688	46,049	29,688
3rd Year	44,104	31,982	45,758	33,181	45,758	33,181	48,045	33,181	48,045	33,181	49,486	33,181	51,466	33,181
4th Year	46,425	33,665	48,166	34,927	48,166	34,927	50,574	34,927	50,574	34,927	52,091	34,927	54,175	34,927

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	37,140	26,932	38,533	27,942	38,533	27,942	40,459	27,942	40,459	27,942	41,673	27,942	43,340	27,942
4th Year	46,425	33,665	48,166	34,927	48,166	34,927	50,574	34,927	50,574	34,927	52,091	34,927	54,175	34,927

SUBWAY SUPERVISORS ASSOCIATION (08)

565 MTCE.SUPV.(ELEC.POWER) II REP 094 MTC SUPV (SURFACE)II REP 601 MTC SUPV (POWER DIST)II REP 610 MTC SUPV (SIGNALS)II REP
 624 MTC SUPV (STORES) II REP 625 MTC SUPV (STR H AC&H) II REP 630 MTC SUPV (TRACL) II REP

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	56,041	40,637	58,143	42,161	58,143	42,161	61,050	42,161	61,050	42,161	62,882	42,161	65,397	42,161
7th Month	56,848	41,223	58,980	42,769	58,980	42,769	61,929	42,769	61,929	42,769	63,787	42,769	66,338	42,769
2nd Year	58,869	42,689	61,077	44,290	61,077	44,290	64,131	44,290	64,131	44,290	66,055	44,290	68,697	44,290
3rd Year	58,869	42,689	61,077	44,290	61,077	44,290	64,131	44,290	64,131	44,290	66,055	44,290	68,697	44,290

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,095	34,151	48,862	35,432	48,862	35,432	51,305	35,432	51,305	35,432	52,844	35,432	54,958	35,432
2nd Year	50,039	36,286	51,915	37,647	51,915	37,647	54,511	37,647	54,511	37,647	56,147	37,647	58,392	37,647
3rd Year	55,926	40,555	58,023	42,076	58,023	42,076	60,924	42,076	60,924	42,076	62,752	42,076	65,262	42,076
4th Year	58,869	42,689	61,077	44,290	61,077	44,290	64,131	44,290	64,131	44,290	66,055	44,290	68,697	44,290

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,095	34,151	48,862	35,432	48,862	35,432	51,305	35,432	51,305	35,432	52,844	35,432	54,958	35,432
4th Year	58,869	42,689	61,077	44,290	61,077	44,290	64,131	44,290	64,131	44,290	66,055	44,290	68,697	44,290

SUBWAY SUPERVISORS ASSOCIATION (08)

555 MTCE.SUPV.(ELEC EQUIP) I

571 MTC SUPV (POWER ELECTRON) I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	50,540	36,648	52,435	38,022	52,435	38,022	55,057	38,022	55,057	38,022	56,709	38,022	58,977	38,022
7th Month	51,350	37,237	53,276	38,633	53,276	38,633	55,940	38,633	55,940	38,633	57,618	38,633	59,923	38,633
2nd Year	53,764	38,988	55,780	40,450	55,780	40,450	58,569	40,450	58,569	40,450	60,326	40,450	62,739	40,450
3rd Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,773	34,641	49,564	35,940	49,564	35,940	52,043	35,940	52,043	35,940	53,604	35,940	55,749	35,940
2nd Year	50,583	36,679	52,480	38,054	52,480	38,054	55,104	38,054	55,104	38,054	56,758	38,054	59,028	38,054
3rd Year	53,393	38,716	55,395	40,168	55,395	40,168	58,166	40,168	58,166	40,168	59,911	40,168	62,308	40,168
4th Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,773	34,641	49,564	35,940	49,564	35,940	52,043	35,940	52,043	35,940	53,604	35,940	55,749	35,940
4th Year	56,203	40,754	58,311	42,282	58,311	42,282	61,227	42,282	61,227	42,282	63,064	42,282	65,587	42,282

SUBWAY SUPERVISORS ASSOCIATION (08)

552 MTCE.SUPV.(ELEC.POWER) I

566 MTC SUPV (POWER CABLES) I

569 MTC SUPV (POWER DIST) I

573 MTC SUPV (SIGNALS) I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	49,305	35,754	51,154	37,095	51,154	37,095	53,712	37,095	53,712	37,095	55,323	37,095	57,536	37,095
7th Month	50,117	36,343	51,996	37,706	51,996	37,706	54,596	37,706	54,596	37,706	56,234	37,706	58,483	37,706
2nd Year	52,465	38,045	54,432	39,472	54,432	39,472	57,154	39,472	57,154	39,472	58,869	39,472	61,224	39,472
3rd Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,611	33,799	48,359	35,067	48,359	35,067	50,777	35,067	50,777	35,067	52,301	35,067	54,392	35,067
2nd Year	49,353	35,788	51,204	37,130	51,204	37,130	53,764	37,130	53,764	37,130	55,377	37,130	57,592	37,130
3rd Year	52,095	37,776	54,048	39,192	54,048	39,192	56,751	39,192	56,751	39,192	58,454	39,192	60,791	39,192
4th Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,611	33,799	48,359	35,067	48,359	35,067	50,777	35,067	50,777	35,067	52,301	35,067	54,392	35,067
4th Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

SUBWAY SUPERVISORS ASSOCIATION (08)

312 COLLECTION SUPERVISOR (REV) I 623 DISPATCHER I (SURFACE TRANSIT) 899 SURFACE LINE DISPATCHER

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	44,597	32,340	46,269	33,553	46,269	33,553	48,582	33,553	48,582	33,553	50,039	33,553	52,041	33,553
7th Month	45,405	32,926	47,108	34,161	47,108	34,161	49,463	34,161	49,463	34,161	50,947	34,161	52,985	34,161
2nd Year	49,109	35,610	50,951	36,945	50,951	36,945	53,499	36,945	53,499	36,945	55,104	36,945	57,308	36,945
3rd Year	52,808	38,294	54,788	39,730	54,788	39,730	57,527	39,730	57,527	39,730	59,253	39,730	61,623	39,730

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	42,246	30,635	43,830	31,784	43,830	31,784	46,022	31,784	46,022	31,784	47,402	31,784	49,298	31,784
2nd Year	44,887	32,550	46,570	33,771	46,570	33,771	48,898	33,771	48,898	33,771	50,365	33,771	52,380	33,771
3rd Year	50,168	36,379	52,049	37,744	52,049	37,744	54,651	37,744	54,651	37,744	56,290	37,744	58,542	37,744
4th Year	52,808	38,294	54,788	39,730	54,788	39,730	57,527	39,730	57,527	39,730	59,253	39,730	61,623	39,730

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	42,246	30,635	43,830	31,784	43,830	31,784	46,022	31,784	46,022	31,784	47,402	31,784	49,298	31,784
4th Year	52,808	38,294	54,788	39,730	54,788	39,730	57,527	39,730	57,527	39,730	59,253	39,730	61,623	39,730

SUBWAY SUPERVISORS ASSOCIATION (08)

652 TRAIN SERVICE SUPERVISOR

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	54,689	39,658	56,740	41,145	56,740	41,145	59,577	41,145	59,577	41,145	61,364	41,145	63,819	41,145
7th Month	55,501	40,247	57,582	41,756	57,582	41,756	60,461	41,756	60,461	41,756	62,275	41,756	64,766	41,756
2nd Year	56,843	41,220	58,975	42,766	58,975	42,766	61,924	42,766	61,924	42,766	63,782	42,766	66,333	42,766
3rd Year	58,186	42,194	60,368	43,776	60,368	43,776	63,386	43,776	63,386	43,776	65,288	43,776	67,900	43,776

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,549	33,755	48,294	35,021	48,294	35,021	50,709	35,021	50,709	35,021	52,230	35,021	54,320	35,021
2nd Year	49,458	35,865	51,313	37,210	51,313	37,210	53,878	37,210	53,878	37,210	55,495	37,210	57,715	37,210
3rd Year	55,277	40,084	57,350	41,587	57,350	41,587	60,217	41,587	60,217	41,587	62,024	41,587	64,505	41,587
4th Year	58,186	42,194	60,368	43,776	60,368	43,776	63,386	43,776	63,386	43,776	65,288	43,776	67,900	43,776

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,549	33,755	48,294	35,021	48,294	35,021	50,709	35,021	50,709	35,021	52,230	35,021	54,320	35,021
4th Year	58,186	42,194	60,368	43,776	60,368	43,776	63,386	43,776	63,386	43,776	65,288	43,776	67,900	43,776

SUBWAY SUPERVISORS ASSOCIATION (08)

540 MTCE.SUPV.(A.C.&R.S.) I	535 MTC SUPV (TRACK EQUIP) I	557 MTC SUPV (ELEV&ESC) I	560 MTC SUPV (LIGHTING) I
575 MTC SUPV (STORES) I	577 MTC SUPV (STR A CARP) I	579 MTC SUPV (STRB MASONRY)I	581 MTC SUPV(STR C IRONWORK) i
583 MTC SUPV(STR D SHTMETAL)I	585 MTC SUPV(STR E PLUMB) I	587 MTC SUPV (STR F PAINT) I	590 MTC SUPV (STR H AC&H) I
592 MTC SUPV (SURFACE) I	594 MTC SUPV (TELEPHONES)I	609 MTC SUPV (TRACK) I	612 MTC SUPV (TURNSTILES)I
614 MTC SUPV (VENT & DRAIN) I	738 SCHEDULE MAKER	915 TRAIN DISPATCHER	980 YARD DISPATCHER

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	49,305	35,754	51,154	37,095	51,154	37,095	53,712	37,095	53,712	37,095	55,323	37,095	57,536	37,095
7th Month	50,117	36,343	51,996	37,706	51,996	37,706	54,596	37,706	54,596	37,706	56,234	37,706	58,483	37,706
2nd Year	52,465	38,045	54,432	39,472	54,432	39,472	57,154	39,472	57,154	39,472	58,869	39,472	61,224	39,472
3rd Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	43,870	31,811	45,514	33,004	45,514	33,004	47,790	33,004	47,790	33,004	49,224	33,004	51,193	33,004
2nd Year	46,611	33,799	48,359	35,067	48,359	35,067	50,777	35,067	50,777	35,067	52,301	35,067	54,392	35,067
3rd Year	52,095	37,776	54,048	39,192	54,048	39,192	56,751	39,192	56,751	39,192	58,454	39,192	60,791	39,192
4th Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	43,870	31,811	45,514	33,004	45,514	33,004	47,790	33,004	47,790	33,004	49,224	33,004	51,193	33,004
4th Year	54,837	39,764	56,893	41,255	56,893	41,255	59,738	41,255	59,738	41,255	61,530	41,255	63,991	41,255

SUBWAY SUPERVISORS ASSOCIATION (08)

192 DEPUTY STATION SUPERVISOR 878 SUPERVISOR STATION I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	42,568	30,869	44,164	32,027	44,164	32,027	46,372	32,027	46,372	32,027	47,763	32,027	49,674	32,027
7th Month	43,382	31,458	45,009	32,638	45,009	32,638	47,259	32,638	47,259	32,638	48,677	32,638	50,624	32,638
2nd Year	46,059	33,399	47,786	34,651	47,786	34,651	50,175	34,651	50,175	34,651	51,680	34,651	53,747	34,651
3rd Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	39,011	28,289	40,474	29,350	40,474	29,350	42,498	29,350	42,498	29,350	43,774	29,350	45,525	29,350
2nd Year	41,449	30,057	43,004	31,184	43,004	31,184	45,155	31,184	45,155	31,184	46,509	31,184	48,370	31,184
3rd Year	46,326	33,593	48,063	34,853	48,063	34,853	50,467	34,853	50,467	34,853	51,981	34,853	54,061	34,853
4th Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	39,011	28,289	40,474	29,350	40,474	29,350	42,498	29,350	42,498	29,350	43,774	29,350	45,525	29,350
4th Year	48,764	35,361	50,593	36,687	50,593	36,687	53,123	36,687	53,123	36,687	54,717	36,687	56,906	36,687

SUBWAY SUPERVISORS ASSOCIATION (08)

547 MTCE.SUPV.(CAR EQUIP) I

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	49,305	35,754	51,154	37,095	53,245	37,095	55,908	37,095	55,902	37,095	57,579	37,095	59,882	37,095
7th Month	50,117	36,343	51,996	37,706	54,087	37,706	56,792	37,706	56,786	37,706	58,490	37,706	60,829	37,706
2nd Year	52,465	38,045	54,432	39,472	56,523	39,472	59,350	39,472	59,344	39,472	61,125	39,472	63,570	39,472
3rd Year	54,837	39,764	56,893	41,255	58,984	41,255	61,934	41,255	61,928	41,255	63,786	41,255	66,337	41,255

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,611	33,799	48,359	35,067	50,450	35,067	52,973	35,067	52,967	35,067	54,557	35,067	56,738	35,067
2nd Year	49,353	35,788	51,204	37,130	53,295	37,130	55,960	37,130	55,954	37,130	57,633	37,130	59,938	37,130
3rd Year	52,095	37,776	54,048	39,192	56,139	39,192	58,947	39,192	58,941	39,192	60,710	39,192	63,137	39,192
4th Year	54,837	39,764	56,893	41,255	58,984	41,255	61,934	41,255	61,928	41,255	63,786	41,255	66,337	41,255

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	46,611	33,799	48,359	35,067	50,450	35,067	52,973	35,067	52,967	35,067	54,557	35,067	56,738	35,067
4th Year	54,837	39,764	56,893	41,255	58,984	41,255	61,934	41,255	61,928	41,255	63,786	41,255	66,337	41,255

SUBWAY SUPERVISORS ASSOCIATION (08)

549 MTCE.SUPV.(CAR EQUIP) II REP

APPOINTED Before 9/23/93

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	56,041	40,637	58,143	42,161	60,234	42,161	63,246	42,161	63,240	42,161	65,138	42,161	67,743	42,161
7th Month	56,848	41,223	58,980	42,769	61,071	42,769	64,125	42,769	64,119	42,769	66,043	42,769	68,684	42,769
2nd Year	58,869	42,689	61,077	44,290	63,168	44,290	66,327	44,290	66,321	44,290	68,311	44,290	71,043	44,290
3rd Year	58,869	42,689	61,077	44,290	63,168	44,290	66,327	44,290	66,321	44,290	68,311	44,290	71,043	44,290

APPOINTED On or after 9/24/93 and before 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,095	34,151	48,862	35,432	50,953	35,432	53,501	35,432	53,495	35,432	55,100	35,432	57,304	35,432
2nd Year	50,039	36,286	51,915	37,647	54,006	37,647	56,707	37,647	56,701	37,647	58,403	37,647	60,738	37,647
3rd Year	55,926	40,555	58,023	42,076	60,114	42,076	63,120	42,076	63,114	42,076	65,008	42,076	67,608	42,076
4th Year	58,869	42,689	61,077	44,290	63,168	44,290	66,327	44,290	66,321	44,290	68,311	44,290	71,043	44,290

APPOINTED On or After 7/27/2000

	12/1/96 to 2/28/99		3/1/99 to 7/26/00		7/27/00 to 7/31/00		8/1/00 to 12/31/00		1/1/01 to 7/31/01		8/1/01 to 7/31/02		8/1/02 to 11/15/03	
	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff	BaseAmt	NSDiff
Entrance	47,095	34,151	48,862	35,432	50,953	35,432	53,501	35,432	53,495	35,432	55,100	35,432	57,304	35,432
4th Year	58,869	42,689	61,077	44,290	63,168	44,290	66,327	44,290	66,321	44,290	68,311	44,290	71,043	44,290