



March 21, 2020

Mr. Anthony Utano,
President
Transport Workers Union, Local 100
195 Montague Street
Brooklyn, New York 11201

Re: Temporary Agreement During COVID-19

Dear Mr. Utano:

The following memorializes the terms of the mutual temporary agreement between New York City Transit Authority ("Transit Authority" or "Authority") and the Transport Workers Union, Local 100 ("TWU") on the processing of discipline cases and doctor's certification requirement on sick forms:

1. The Authority shall temporarily suspend the doctor certification requirement for all absences of five days or less.
2. Only discipline cases for suspended employees (employees currently suspended without pay) shall be processed at all Steps of the discipline grievance process. Non-suspension cases, unless for a pre-disciplinary suspended employee whose case is on a calendar, will not be calendared during the period of this agreement.
3. To not have employees come in during this difficult period and be served with charges, a moratorium on the contract limitation period for notification of charges between March 15, 2020 and April 15, 2020.

These terms are effective between March 15, 2020 and April 15, 2020. The parties agree to have further discussions, on or about April 15, 2020 on the need to extend any of the terms stated herein.

A handwritten signature in black ink that reads "Anthony Utano".

ANTHONY UTANO
President
Transport Workers Union, Local 100

A handwritten signature in blue ink that reads "Baimusa Kamara".

BAIMUSA KAMARA
Deputy Vice President
Office of Labor Relations
New York City Transit Authority