Memorandum of Agreement

Between

Southeastern Pennsylvania Transportation Authority

And

Sheet Metal, Air, Rail & Transportation Workers (SMART)

Railroad, Mechanical and Engineering Department

March 4, 2025

The Southeastern Pennsylvania Transportation Authority ("SEPTA") and the Sheet Metal, Air, Rail and Transportation Workers (the "Union"), do hereby enter into this Memorandum of Agreement to revise the Agreement between them dated February 14, 2024 as follows:

1. **Section 1501. Term of Agreement**

   One (1) year contract, commencing on February 17, 2025 at 12:01 a.m. through and including 12:00 a.m. midnight on February 16, 2026. Unless specifically noted herein, all provisions are effective upon ratification of the new agreement by both parties.

   In a meaningful effort to complete negotiations in sufficient time to permit any changes agreed up to become effective promptly after the amendable date of this agreement; the parties may submit Section 6 notices any time after August 16, 2025. However, no change will become effective prior to the first day following February 16, 2026.

2. **Section 501. Rates of Pay**

   Section 501(a) will be amended to reflect the following wage increases:

   5% on May 4, 2025

* * *

Chad Cuneo date
Chief Labor Relations Officer

John McCloskey date
Directing General Chairperson

3/4/25
Jeff Thompson date
Senior Director, Vehicle Maintenance

Michael Coleman date
General President

3/4/25
Andrew Montagna date
Manager, Labor Relations

March 4, 2025

John McCloskey
General Chairperson
Sheet Metal, Air, Rail and Transportation Workers (SMART)
25 Amanda Circle
Bear, DE 19701

Side-Letter re: Section 502(c)

Dear Mr. McCloskey:

This will confirm our understanding regarding Section 502(c) of the Agreement. Employees may request the option to forgo their thirty-minute meal period and complete their shift after working eight consecutive hours. The Authority will consider such request in view of the Carrier's needs of service. The request for the employee to work through their meal period will not be unreasonably denied by the Authority. However, the final decision about whether or not a request is approved will rest solely with the Authority and such decision shall not be subject to the grievance procedure.

Please indicate your concurrence by signing in the space provided. A fully executed copy will be provided for your files.

Very truly yours,

Chad Cuneo
Chief Labor Relations Officer

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John McCloskey Date
Directing General Chairperson