

11-15-2023

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**Memorandum of Agreement between AFSCME Local 3914 and  
the New Jersey Turnpike Authority**

Whereas, the Turnpike Authority and the Unions (IFPTE Locals 194, 196, chapters 1 and 12, and 200 and AFSCME Local 3914) have entered into an MOA to resolve joint issues; and

Whereas, the Joint MOA provides for across-the-board increases of 3.5% each year and an additional step to be added to each salary range/grade/schedule in the amount of 3%; for the unit members of IFPTE Locals 194, 196, chapters 1 and 12, and 200 (the "Other Unions"); and

Whereas, due to issues of compression impacting non-aligned Authority managers to whom managers represented by Local 3914 report, the Joint MOA does not provide for the same ATBs to be applied to unit members of Local 3914 who are at the maximum step of their salary guide and does not provide an additional step for any Local 3914 unit members; and

Whereas, the Authority recognizes, but does not agree with the position of Local 3914 that each of its unit members should be entitled to receive the 3.5% across the board increase each year of the successor collective bargaining agreement, as well as the additional step; and

Whereas, the Authority and Local 3914 do not want to delay the finalization of a Joint MOA between the Other Unions and the Authority;

Therefore, the Authority and Local 3914 agree as follows:

1. The Authority will make best efforts, in coordination with Local 3914, to address the issue of compression in a manner that will permit unit members of Local 3914 to receive equitable compensation relative to employees who are their subordinates.
2. The Authority further commits to negotiating an MOA with 3914 that permits a 3914 unit member to progress to the maximum or TOR of each salary grade within a reasonable period of time.
3. The Authority agrees that effective July 1, 2023, all unit members of Local 3914, including members currently at TOR, will receive a of 3.5% increase to their base salary through June 30, 2024 Further, the Authority agrees that all employees not at TOR will receive an across-the-board increase of 3.5% to base salary on July 1, 2024, 2025 and 2026.
4. Managers not at TOR will receive a PIP ("Annual Increment") to base salary in the following amounts effective July 1, 2023, based upon the following years of service:

|             |            |
|-------------|------------|
| 0-5 years   | \$500.00   |
| 6-10 years  | \$1,000.00 |
| 11-15 years | \$1,500.00 |
| 16-20 years | \$2,000.00 |

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|             |            |
|-------------|------------|
| 21-25 years | \$2,500.00 |
| 26+         | \$3,000.00 |

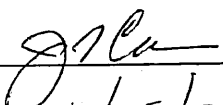
Managers at TOR will receive the above PIPs as off base payments.

5. The Authority agrees to continue negotiating at a separate table with Local 3914 regarding the following open issues:
- a. salary increases in Years 2 through 4 of the collective bargaining agreement (2024-2026);
  - b. ensuring employees reach the maximum salary within a reasonable period of time; and
  - c. further commits to working with Local 3914 to address the compression issues in a manner that will permit Local 3914 unit members to receive equitable salary increases.
6. This MOA is enforceable through the grievance/arbitration provisions of the parties' CBA.

On behalf of the Turnpike Authority

On behalf of Local 3914

Dated:

  
11/15/2023

Dated:

  
11-15-23