



New Jersey Turnpike Authority

Employee Union Contract

IFPTE Local 196

Memorandum of Agreement

IFPTE LOCAL 196

-and-

NEW JERSEY TURNPIKE AUTHORITY

WHEREAS IFPTE Local 196 and the New Jersey Turnpike Authority ("Authority") are parties to a collective bargaining agreement with a term of July 1, 2007 through June 30, 2011;

WHEREAS IFPTE Local 196 Senior Citizen Toll Collectors and the Authority are parties to a collective bargaining agreement with a term of July 1, 2007 through June 30, 2011; and

WHEREAS the parties agree that the collective bargaining agreements may be re-opened.

NOW THEREFORE, the parties agree to amend the collective bargaining agreements as follows and further agree that such changes to the agreements shall carry into the successor collective bargaining agreements.

1. Effective June 30, 2011, the annual base salary for Toll Collectors and Toll Violation Officers, who were members of Local 196 on or before June 30, 2011, shall be \$57,000.

Effective July 1, 2012 the annual base salary for Toll Collectors and Toll Violation officers, who were member of Local 196 on or before June 30, 2011, shall be \$49,500.

Effective June 30, 2011, Toll Violation Officers, who were members of Local 196 on or before June 30, 2011, shall be paid an additional seventy-five cents (\$0.75) per hour over the base rates set forth above.

2. Effective July 1, 2013, the Toll Collector and Toll Violation Officer positions shall be eliminated. Also effective July 1, 2013, all Toll Collectors and Toll Violation Officers will be laid off. In light of this Agreement, the Authority is not obligated to provide Toll Collectors and Toll Violation Officers with the contractually mandated sixty (60) calendar days advance notice or pay in lieu thereof.
3. Local 196 agrees to withdraw, with prejudice, the UPC it filed with PERC regarding the Authority's Toll Attendant RFP.
4. ARTICLE XX - LONGEVITY PAY POLICY, for Toll Collectors and Toll Violation Officers who were hired on or before July 1, 1996, and were eligible to receive longevity pay, such payments will be frozen as of June 30, 2011 and no future longevity increases will occur.
5. ARTICLE IV - SENIORITY, Section 5 - Layoff, Bumping, and Recall Procedures, effective June 30, 2011, Toll Collectors and Toll Violation Officers cannot bump employees in the Maintenance Department.
6. Article XI BENEFITS, Section A Holidays, Paragraph 1, amend to provide as follows: Effective January 1, 2012, all Toll Collectors and Toll Violation officers are allowed paid holidays as follows:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	General Election Day
Good Friday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

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7. Article XI BENEFITS, A. Holidays, Paragraph 3(c), Policies Affecting Holidays, effective June 30, 2011, delete the following: "The Authority will grant an additional bonus compensation each day to those employees who are called into work whether scheduled or not on Christmas Eve, Christmas Day, New Year's Eve, New Year's Day, Easter Sunday, Mother's Day and Father's Day shall be \$70.00 for each year of the contract."

8. Article XI, Section B Vacation, Paragraph 1, Allowances/Permanent Employees, amend to read as follows:

"Effective January 1, 2012, vacations with pay for Toll Collectors and Toll Violation Officers will be granted in accordance with the following:

Schedule:

<u>Length of Service</u>	<u># of Days</u>
First calendar year of employment	maximum 6 days
1 year to 5 years	10
5 years to 10 years	15
10 years	20
Each year thereafter	1 additional day to attainment of six (6) weeks for employees hired on or before June 30, 2011, five (5) weeks for employees hired on or after July 1, 2011.

9. Article XI - BENEFITS, Section B Vacation, Paragraph 2, subsections (c), (d) and (f), effective June 30, 2011 for Toll Collectors and Toll Violation Officers amend to read as follows:

- (c) Where in any calendar year the vacation, or any part thereof, is not taken due to the demands of Authority business, or is deferred at the request of the employee with Departmental concurrence, such vacation periods or parts thereof not taken shall accumulate and shall be taken during the next succeeding calendar year only. Thus, the maximum amount of vacation an employee may have at any time is two year's worth of earned vacation time. Unused vacation time shall not be paid out at time of separation. However:

- (i) ~~employees with an entitlement of more than fifteen (15) days shall have an option to accumulate unused days over fifteen (15) of the current year's entitlement until separation from employment.~~
- (ii) ~~effective January 1, 2008, employees may cash in unused days over fifteen (15) of the current year's entitlement. Only the current year's vacation entitlement is eligible for cash-in consideration. With at least three (3) weeks written notice to the Payroll Department, an employee can cash in vacation time on or about July 1 and December 10, pursuant to the schedule below.~~

Employee's Annual Vacation-Entitlement (in days)	Number of Vacation Days eligible for Cash-In on July 1	Maximum Annual Cash- In
20	5	5
21	5	6
22	5	7
23	5	8
24	5	9
25	5	10

26	6	11
27	6	12
28	7	13
29	7	14
30	8	15
31	8	16
32	9	17
33	9	18
34	10	19
35	10	20
36	11	21
37	11	22
38	12	23
39	12	24
40	13	25

(d) ~~Retiring or Deceased Employees. Effective January 1, 2006, the employee's vacation entitlement in his/her calendar year of separation will be paid on a pro-rated basis to reflect months of service worked in the year of separation. In other words, employees will be entitled to 1/12th of their vacation entitlement per each month of service worked in the calendar year of separation.~~

(e) Effective January 1, 2008, for the purpose of prorating vacation time, employees who are on an active (paid) status from the first day of a month through the fifteenth day of a month will earn that month's entire entitlement time.

(f) ~~An employee whose employment terminates within 90 days of his/her hiring is not entitled to vacation or to pay in lieu thereof.~~

10. Article XI - BENEFITS, Section I Retirement, Paragraph 7 Separation Bonus delete for Toll Collectors and Toll Violation Officers effective June 30, 2011.

11. ARTICLE III - HOURS OF WORK AND OVERTIME, B. Tolls, Section 1(e) - Hours of Work & Bank-Out Pay, effective June 30, 2011 eliminate bank-out pay.

12. Article XI - BENEFITS, Section J, Uniforms. Effective July 1, 2011 all Toll Collectors and Toll Violation employees shall annually be paid \$100 per year for safety shoes and there shall be no cleaning allowance.

13. Article XI - BENEFITS, Section K, Temporary Disability Plan. Effective June 30, 2011, Temporary Disability Benefit will require a 1-week waiting period in all cases, the benefit period shall be twenty-six (26) weeks, and rates paid will be based on state mandated rates. Before an employee is eligible for another TDB benefit year, said employee must be returned to work full-time for a period of at least three (3) months and there can be no unpaid time in that 3-month period. But consistent with State regulations, the maximum number of TDB weeks and employee may receive in a 52-week period is 26 weeks. Entitlement time cannot be used during the mandatory waiting period.

14. Article XI - BENEFITS, Section I Retirement, Paragraph 3, Medical Protection After Retirement, effective June 30, 2011 amend to provide that eligibility for retiree benefits for Toll Collectors and Toll Violation

*Toll Collectors and
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Officers who enter the bargaining unit or after June 30, 2011, shall be 25 years of Authority service and 55 years of age, or 15 years of Authority service and 62 years of age.

15. Effective June 30, 2011, all newly hired Toll Collectors and Toll Violation Officers will be enrolled in direct deposit.
16. Article III, HOURS OF WORK AND OVERTIME, C General, Section 10 Meal Allowance. Effective June 30, 2011 all meal allowances for Toll Collectors and Toll Violation Officers shall be \$12.
17. ARTICLE III - HOURS OF WORK AND OVERTIME, C General, Section 13 Compensatory Time. Effective June 30, 2011, maximum number of comp days Toll Collectors and Toll Violation Officers shall be three (3) and comp days cannot be cashed in. Toll Collectors and Toll Violation Officers who enter the bargaining unit on or after June 30, 2011 are ineligible for comp days.
18. ARTICLE XVIII - ABSENCE POLICIES, Section 4 Leave of Absence – Without Pay, Paragraph D, effective June 30, 2011 for Toll Collectors and Toll Violation Officers amend to read as follows, "Whenever an employee is absent from work due to illness, accident or other like cause, after exhausting all benefits under this Agreement, the employee ~~shall~~ ~~may be considered placed to be~~ on leave of absence without pay for ~~two (2) years~~ one (1) year or the period of incapacity whichever is less."
19. Effective June 30, 2011, tolls employees shall work 8 ½ hour days with ½ hour unpaid lunch.
20. The salary schedule for full-time toll collectors who enter the union on or after June 30, 2011 will be a 10-year wage progression beginning at \$12/hour progressing to \$21.15/hour.
21. Effective June 30, 2011 Authority can create part-time toll collectors to work Monday through Sunday working 4-hour shifts to cover morning and afternoon rush hour periods and break periods. Part-time toll collectors will start at \$12/hour. 5-year wage progression to maximum of \$14/hour.
22. Article III HOURS OF WORK AND OVERTIME, C General, Section 14 State of Emergency Bonus, effective June 30, 2011 eliminate State of Emergency Bonus for Toll Collectors and Toll Violation Officers.
23. Effective June 30, 2011, on two (2) weeks notice the Authority can adjust Toll Collector schedules on an as needed basis.
24. ARTICLE III - HOURS OF WORK AND OVERTIME, B Tolls, Section 2, subsection (c), Reassignment, (4) effective June 30, 2011 amend to read, "The Collectors may be assigned to fill unscheduled absences at their Plazas or at the two (2) adjoining mainline Plazas or interim Plazas, if required. Any such assignment shall be in inverse order of seniority."
25. Local 196 Senior Citizen Toll Collectors – Effective June 30, 2013 the Senior Citizen Toll Collector job title shall be eliminated and the collective bargaining agreement between IFPTE Local 196 Senior Citizen Toll Collectors and the Authority shall cease to exist.
26. Local 196 Senior Citizen Toll Collectors ARTICLE XIV - ABSENCE POLICIES, effective June 30, 2011, amend to provide employees must work a minimum of 400 hours per year contract year – June 30th through June 30th. If employees fail to do so, the Authority can terminate the employee.

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27. Local 196 Senior Citizen Toll Collectors -- Effective June 30, 2011, reduce hourly rate to \$17.00/hour
28. Local 196 Senior Citizen Toll Collectors -- Article V, Section 5, effective June 30, 2011, union shall receive 40 hours of release time for the contract year -- July 1st through June 30th.
29. Local 196 Senior Citizen Toll Collectors Article VII, Benefits, Section C, Uniforms, effective June 30, 2011, delete in its entirety and replace with "The Authority will annually reimburse an employee up to \$100 for safety shoes upon valid proof of purchase."
30. Local 196 Senior Citizen Toll Collectors -- Article VII, Benefits, Section D, Sick pay, effective June 30, 2011, amend to provide that the Authority will not pay an employee for unused sick time.
31. Local 196 Senior Citizen Toll Collectors -- Article VII, Benefits, Section E, Holiday pay, effective June 30, 2011, delete \$55 Bonus Holiday.
32. Local 196 Senior Citizen Toll Collectors -- Article VII, Benefits, Section H, Non-Revenue Tickets, effective June 30, 2011 amend to read as follows: "Effective 12/31/99, non-revenue tickets will not be issued to employees who leave the Authority. Effective June 30, 2004, the Authority will cease the distribution of personal non-revenue tickets to active Senior Citizen Toll Collectors. ~~In accordance with Authority policy, all business travel of active Senior Citizen Toll Collectors will be transacted with the use of a non-revenue E-ZPass transponder.~~"
33. Local 196 Senior Citizen Toll Collectors -- Article III - INTENT AND PURPOSE, HOURS OF WORK AND OVERTIME, Section 10, effective June 30, 2011 eliminate state of emergency bonus.
34. This agreement is subject to the ratification of the membership of Local 196 and Local 196 Senior Citizen Toll Collectors and the approval by the Authority's Board of Commissioners.

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Veronique Hakim,
Executive Director

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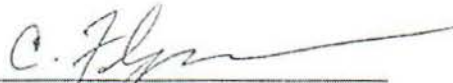
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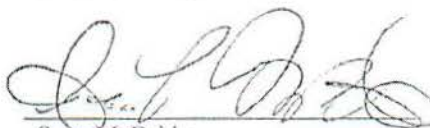
Patrick O'Halloran,
President

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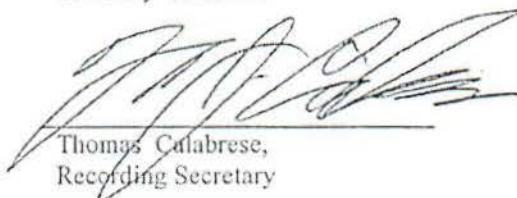
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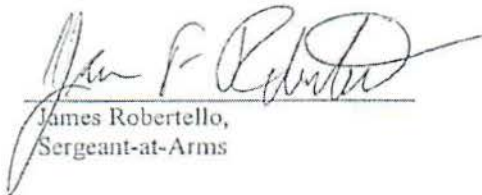
Charles Flynn,
Vice President



Sean McBride,
Secretary-Treasurer

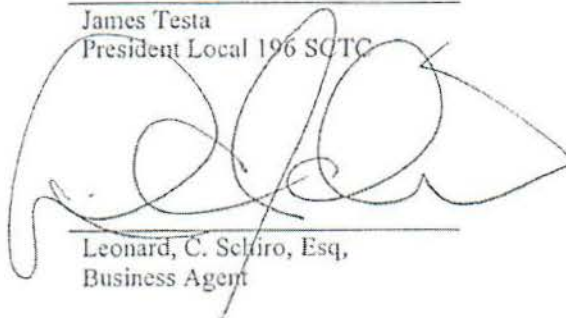


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