

AGREEMENT BETWEEN
NEW JERSEY TURNPIKE AUTHORITY
AND
LOCAL 194
INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS,
AFL/CIO-CLC

July 3, 1995 to June 28, 1999

TABLE OF CONTENTS

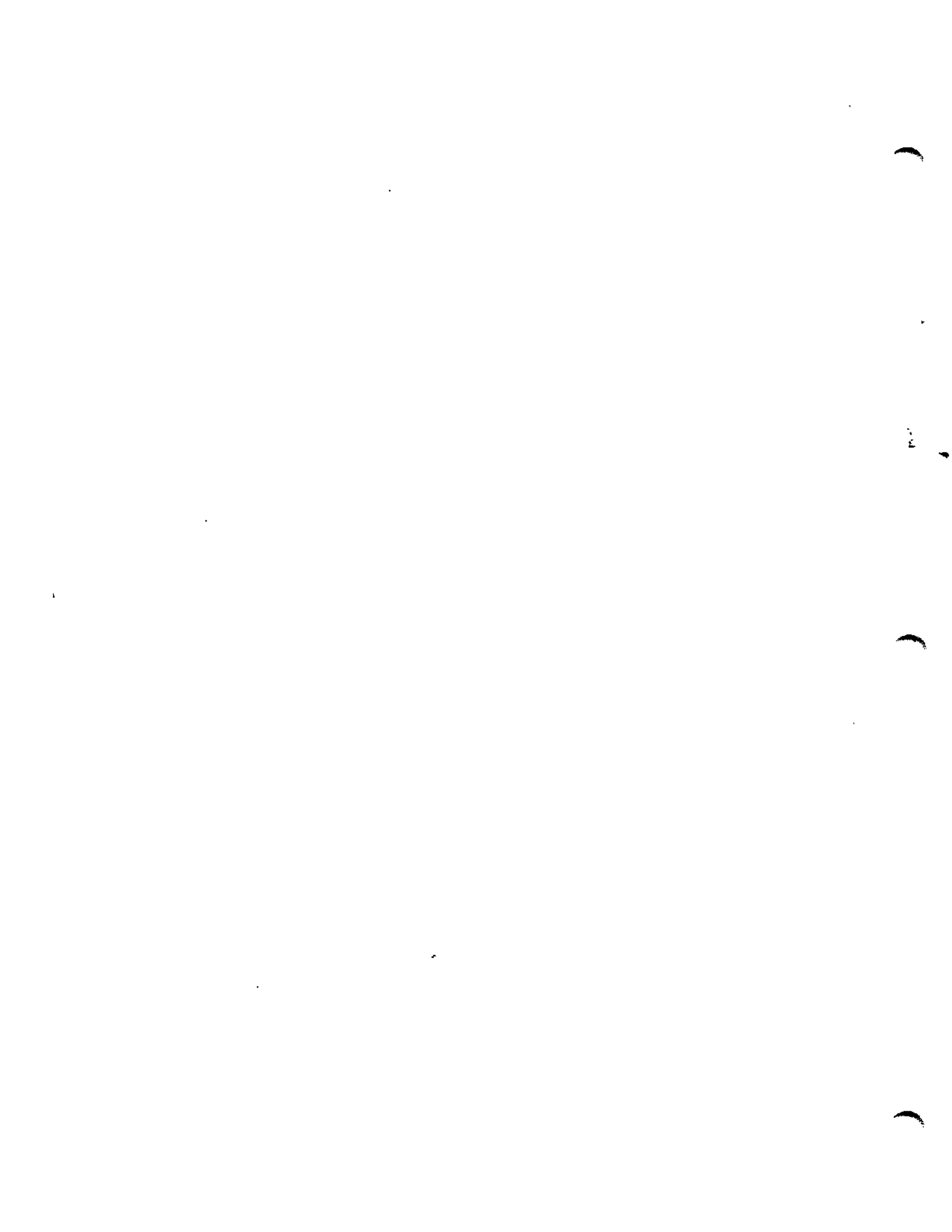
ARTICLE		PAGE
I	Statement of Joint Purpose	1
II	Recognition	1
III	Payroll Dues Deductions	1
IV	Unit Identification	2
V	Discrimination	2
VI	Maintenance of Membership	2
VII	Classes of Employees	3
	A. Permanent Employee	3
	B. Probationary Employee	3
	C. Seasonal Employee	4
	D. Temporary Employee	4
	E. Part-Time Employees, Toll Collection	4
VIII	Hours of Work, the Work Day and Work Week	4
	A. Maintenance Department	4
	B. Toll Collection Department	5
	C. Office, Clerical and Technical Unit	7
IX	Pay Policies	7
	A. General	7
	1. Job Classifications and Salary Ranges	7
	2. Shift Differential	8
	3. Inter-Departmental Transfers	8
	4. Overtime Committee	9
	B. Maintenance Department	9
	1. Meal Allowance	9
	2. Paychecks	9
	3. Special Assignment	9
	4. Overtime Duty	9
	C. Toll Collection Department	11
	1. Paychecks	11
	2. Overtime Duty	11
	(a) Emergency Overtime	11
	(b) Time Change	11
	(c) Overtime Equalization	12
	(d) Extended Tour Check-Out Time	12
	(e) Meal Allowance	12
	(f) Overtime-Filling a Regular Tour	12
	D. Office, Clerical and Technical Unit	13
	1. Special Assignment	13
	2. Overtime Duty	13
X	Seniority	14
XI	Job Assignments, Operating Unit	14
	A. Transfers	14

ARTICLE		PAGE
	B. Temporary Assignments	15
	C. Inter-Departmental Transfers	16
XII	Promotions, Operating Unit	16
XIII	Promotion and Transfers, Office, Clerical and Technical Unit	17
XIV	Promotion to Management Positions, Operating Unit	19
XV	Leaves of Absence	20
	A. Leaves With Pay	20
	1. General	20
	2. Sick Leave	21
	3. Temporary Disability Leave Policy	23
	4. Attendance in Court	26
	5. Military Field Training	26
	6. Veterans Administration	26
	7. Jury Duty	26
	8. Death in Family	27
	B. Vacations	27
	1. Schedule	27
	2. Policies Affecting Vacations	27
	C. Leaves Without Pay	29
	1. Sickness	29
	2. Military Leave	29
	3. Unauthorized Leave	30
XVI	Grievance Procedure	30
XVII	Disciplinary Action	31
	A. Supervisory Discipline	32
	B. Administrative Discipline	33
XVIII	Benefits	34
	A. Health Plans	34
	B. Outline of Health Plan	35
	1. Termination of Indemnity Plan	35
	2. New Hirees in Self-Funded HMO	35
	3. Self-Funded HMO/Self-Funded Point of Service	35
	4. Employees and Eligible Dependent under Treatment	35
	5. Point of Service Deductible, Out of Pocket Maximum	35
	6. Items of Coverage in Self-Funded HMO/ Alternate Benefit Program	36
	7. Vision Care Allowances	36
	8. Prescription Co-payment	36
	9. Dental Plan	36
	10. Statement of Benefits	36
	C. New Employee Coverage	36
	D. Physical Examinations	36

ARTICLE

PAGE

E.	Group Life Insurance	36
F.	Travel Insurance	37
G.	Holidays	37
H.	Days of Special Significance	38
I.	Uniforms	38
J.	Worker's Compensation	39
K.	Longevity Payment	39
L.	Tool Allowance	40
M.	Mileage	40
N.	Meal Allowance	40
O.	Pension Plan	40
P.	Retirement	41
	1. Vacation Pay	41
	2. Sick Leave Payments	41
	3. Health Benefits	41
	(a) Retirees Under Age 65	41
	(b) Retirees Age 65 and Over	41
	(c) Survivor Benefits	42
	4. Public Employees' Retirement System	42
	5. Social Security	42
N.	Suggestion Awards Program	42
O.	Tuition Refund Program	42
P.	Group Life Insurance	43
XIX	Safety	43
XX	Mutual Cooperation	43
XXI	Union Representation	44
XXII	Term of Agreement	45
	Appendix: Salary Rates and Ranges	47
	Cost of Living Allowance	47



AGREEMENT BETWEEN
NEW JERSEY TURNPIKE AUTHORITY

and

LOCAL 194, INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, AFL/CIO-CLC

This Agreement, made and entered into as of July 3, 1995 and effective through midnight, June 28, 1999, is between the New Jersey Turnpike Authority, hereinafter referred to as the "Authority" and Local 194, International Federation of Professional and Technical Engineers, AFL/CIO-CLC, hereinafter referred to as the "Union".

ARTICLE I
Statement of Joint Purpose

The parties to this agreement affirm their understanding that the Authority is a public benefit corporation and its facilities are managed for the safety and convenience of the public, essential commerce, and the national defense. It is the declared purpose of this agreement to maintain the quality and efficiency of Authority facilities and services, mindful of the public need for economic transportation, the employee need for fair compensation, working conditions and benefits, and the obligations of the Authority under State and other laws and its covenants with the holders of its bonds. To this end, the Authority and the Union join themselves together to observe in good faith the terms of this agreement.

ARTICLE II
Recognition

The Authority recognizes the Union as exclusive representative of the Operating employees of the Maintenance and Toll Collection Departments as certified by the Public Employment Relations Commission in its written opinion dated March 5, 1970, Docket Number R-50; and also the exclusive representative of the Office, Clerical and Technical employees as certified by the certification dated February 23, 1972, Docket Number R-403, in accordance with the laws and Constitution of the State of New Jersey.

ARTICLE III
Payroll Dues Deductions

The Authority agrees to deduct from the compensation of any employee member of the International Federation of Professional and Technical Engineers, Local 194 sufficient monies for the purpose of paying the employee's dues to the International Federation of Profession and Technical Engineers, Local 194, provided said employee makes such request, in writing, to the Comptroller's Office of the Authority.

Monies so deducted by the Authority shall be transmitted to the International Federation of Professional and Technical Engineers, Local 194.

Any such written request for the deduction of employee's dues, as stated above, may be withdrawn by the employee at any time upon the filing of Notice of Withdrawal with the Comptroller's Office of the Authority. The filing of Notice of Withdrawal shall be effective, to halt deduction of said monies, as of January 1, or July 1, as selected by the employee next succeeding the date of which Notice of Withdrawal is filed, whichever of said dates first succeeds the date of filing of Notice of Withdrawal, at such time Article VI, Paragraph C shall prevail.

ARTICLE IV Unit Identification

The Toll Collection and Maintenance Unit shall consist of all permanent full-time toll collectors, utility men, and permanent full-time maintenance employees, including craft employees, maintenance records clerks, parts and inventory counter-men and communications technicians in the Operating division of the New Jersey Turnpike Authority; but excluding all part-time, seasonal and temporary employees, under Certification of the Public Employment Relations Commission dated March 5, 1970, Docket Number R-50.

The Office, Clerical and Technical Unit shall consist of all permanent full-time office, clerical and technical employees of the New Jersey Turnpike Authority; but excluding all part-time employees, seasonal employees, temporary employees, staff photographers, communication technicians, confidential secretaries, supervisors, professional and executive employees, police, and all employees under Certification of the Public Employment Relations Commission dated February 23, 1972, Docket Number R-403.

ARTICLE V Discrimination

The Authority and the Union recognizes the Constitutional equality of each and every employee, and agrees that no employee shall be discriminated against in the course of his or her employment with this Authority by reason of age, sex, color, creed, nationality, union activity, disability, marital status and veteran status.

ARTICLE VI Maintenance of Membership

A. It is the intent of this Agreement to preserve the security and integrity of the negotiating unit as herein defined and as contemplated by the Constitution and laws of the State of New Jersey. In view of the fact that the Union, as the exclusive negotiating agent for all employees, is obligated to represent fairly without discrimination all employees within the Unit, whether or not they are members, it is recognized that there is a corollary obligation on the part of said employees to compensate the Union for its expenses of such representation.

B. When the Supreme Court declares Maintenance of Membership to be legal, the following provisions will be effective the first of the month next following the month of such decision:

1. The Union covenants and represents that it conducted an election for its members concluding on July 8, 1970, wherein the Union membership exercised their option to accept or reject maintaining their membership during the term of this agreement. All present members of the Union, having exercised said option, shall remain members of the Union for the term of this agreement. All employees who are not now members may remain non-members. However, if said employees are otherwise eligible for membership, they may be members of the Union. All new employees of the negotiating unit shall have thirty (30) days in which to become members of the Union or remain non-members. However, if said new employees are otherwise eligible for membership, they may become members of the Union at any time. Those who elect to become members of the Union will remain so for the life of the agreement.

2. For those who remain in the Union or become members of the Union, continued membership shall be a condition of employment for the life of the agreement.

C. Effective July 1, 1980, each employee covered by this agreement shall, as a condition of employment, be required to pay a fee equal to eighty-five percent (85%) of the normal dues of Local 194, IFPTE, AFL/CIO-CLC, unless such employee is a member of the Union.

Fees deducted from employees' weekly salaries shall be transmitted to Local 194, IFPTE, AFL/CIO-CLC in the same manner as dues.

ARTICLE VII Classes of Employees

A. Class 5

Permanent Employee - A full-time employee who has successfully completed the probationary working test period as prescribed by the New Jersey Turnpike Authority and who has been assigned to a permanent position. Full-time service shall be considered to be an eight-hour work day and forty-hour work week for the Operating Unit; and a seven-hour work day and thirty-five hour work week for the Office, Clerical and Technical Unit, except the Communications Dispatcher shall work an eight-hour day and forty-hour work week as prescribed by the New Jersey Turnpike Authority; and as may be modified by mutual consent of the International Federation of Professional and Technical Engineers, Local 194 and the New Jersey Turnpike Authority.

B. CLASS 4

Probationary Employee - An employee who is hired by the New Jersey Turnpike Authority to fill a permanent continuing position on a full-time basis, and who is in the process of completing the prescribed working test period for new hires.

C. CLASS 3

Seasonal Employee

- An employee who is hired for the purpose of rendering occasional services on a non-continuing, but recurring basis, who may work the prescribed work day and work week; provided, however, that such employment shall not exceed one hundred twenty-five (125) work days in a calendar year.

D. CLASS 2

Temporary Employee

- 1) An employee who is hired on a full-time basis to work the prescribed work day and work week in a position which is not permanently budgeted; as a sick leave replacement for an employee or worker's compensation; as a replacement for a permanent employee on a leave of absence; or as a casual employee to provide specific services for a period not exceeding one (1) calendar year. Should a temporary employee in the Office, Clerical and Technical Unit be retained beyond eighteen (18) months, such employee shall be considered Permanent from the original date of hire and the Probationary period shall be waived.

2) An employee who is hired as a substitute for a regular employee who has been summarily suspended for theft and/or pilferage or who has been absent for a period of thirty (30) consecutive days inclusive of Saturdays, Sundays and Holidays for Sick Leave or Temporary Disability or Workers Compensation. This application shall be reduced to twenty-seven (27) days on July 1, 1996 to twenty-four (24) days on July 1, 1997 and to twenty-one (21) days on July 1, 1998.

E. CLASS 1

Part-Time Employee
Toll Collection

- An employee whose regular work hours will be eight (8) hours per day, sixteen (16) hours per week and scheduled for duty on Saturday and Sunday.

ARTICLE VIII

Hours of Work, the Work Day and Work

A. MAINTENANCE DEPARTMENT

1. The scheduled work week for the Maintenance Department shall be forty (40) hours per week, consisting of five (5) eight-hour work days.

2. The regular working hours for the standard shift will run from 8:00 a.m. to 4:30 p.m. on Mondays through Fridays, excluding holidays. Non-standard shifts, similarly, shall consist of an eight-hour work day. All shifts shall include two 15-minute break periods, and shall be exclusive of one-half (1/2) hour lunch period. Additional emergency breaks may be granted at the

discretion of the supervisor, over and above those specified, for reasons of health, weather, etc. Break periods shall be specified by supervision dependent upon the circumstances. Lunch periods will be taken at the nearest Maintenance Facility to the job site.

3. There are presently a number of non-standard shift assignments and from time-to-time, additional non-standard shift assignments will be necessary. Persons employed prior to July 1, 1980, including technicians, and working standard shifts are not subject to changes in their basic shifts. Anyone hired on or after July 1, 1980, except cable/craft persons, may be required to work shift assignments, as such shifts are put into effect, starting with the most recent (having least seniority) employee within the classification and work group.

4. The beginning of non-standard shifts, both as to hour and day of the week, will be determined so that services will be available when needed. These shifts will be published as far in advance as practicable.

5. On all shift work there will be at least twelve (12) hours off between the end of one shift and the beginning of the next.

6. For shifts other than standard, there will be two (2) consecutive days off in each week, whenever possible.

B. TOLL COLLECTION DEPARTMENT

1. The scheduled work week for the Toll Collection Department is forty (40) hours per week, consisting of five (5) eight-hour work days in any one work week.

2. Each employee's work week shall be determined by a published schedule indicating his initial and concluding hour. The work week for all employees will commence with the number one shift each Monday morning and continue through the number three shift the next following Sunday night including check-out time.

3. Starting and closing time for all shifts shall be standard to all Interchanges.

4. The Toll Collection operation shall employ the following shifts, including check-out time:

<u>Shift</u>	<u>Start</u>	<u>Finish</u>
1	10:30 p.m. (Preceding Day)	7:00 a.m.
1C	5:30 a.m.	2:00 p.m.
2	6:30 a.m.	3:00 p.m.
2B	10:30 a.m.	7:00 p.m.
2C	1:30 p.m.	10:00 p.m.
3	2:30 p.m.	11:00 p.m.

5. Whenever possible, employees will be given two (2) consecutive days off in each scheduled work week.

6. The regular work day will include no more than seven (7) hours of booth duty, the remainder of the regular eight (8) hours of work represent check-out time and break time for each scheduled tour. Collectors will be

allowed one-half (1/2) hour check-out time for each scheduled tour of duty at all interchanges, whether working an entry or an exit lane. There shall be two 15-minute breaks during the regular work day. An uninterrupted lunch period of one-half (1/2) hour will be provided at all interchanges. Insofar as possible, break and meals will follow a pre-arranged schedule and there shall be at least forty-five (45) minutes between an employee's break and meal period. However, where conditions warrant, employees may combine their breaks and meal period into a single relief, with the approval of the supervisor.

Additional emergency breaks may be granted at the discretion of the supervisor, over and above those specified, for reasons of health, weather, etc.

If, in an emergency, breaks or meal periods cannot be provided, employees will be compensated at overtime rates.

7. The work day will consist of a 24-hour period beginning at the time of the start of a collector's regularly scheduled shift. The work day may be reduced by four (4) hours, becoming a 20-hour period commencing with the start of a collector's regularly scheduled shift when shifts are being rotated and when heavy traffic conditions are anticipated. In no event will a collector be scheduled to work any shift at straight time pay without at least twelve (12) hours off between the end of one shift and the beginning of the next, exclusive of check-out time.

8. (a) Rebidding of all schedules will occur only as needed with a minimum time to be once yearly unless the opening of additional facilities should require a special re-bid. Selections for positions shall be by Job Classification Seniority.

(b) Nothing herein shall prohibit the Authority from establishing and posting modified schedules of work dictated by changing traffic patterns; but changes in permanent schedules made for such reasons shall apply only to the next or subsequent schedules.

9. The Authority will actively seek to reduce the number of double-door operations in Tolls and will periodically review all such operations in its attempt to eliminate, except as needed, for lunch and meal periods.

10. The Authority will eliminate one-man operations.

11. Schedules will be revised to eliminate combination shifts except as performed by vacation reserve collectors.

12. The Authority will establish Monday through Friday schedules for all permanent Collectors.

13. Schedules will be posted two (2) weeks in advance of the effective date of each and the weekly lane schedules will be maintained as posted. Tour swaps in the Toll Collection Department will be permitted with a least 24-hours notice to supervision, provided a minimum of eight (8) hours of off-duty is provided for between shifts. Double tour swaps will be permitted only in emergency situations with the prior approval of supervision.

14. Travel for Vacation Reserve collectors will be limited to Interchanges within their respective sub-sections unless movement is essential

to provide lane coverage. Vacation reserve collectors shall provide coverage for all types of lane vacancies including "traffic" coverage, at their assigned Interchange prior to movement to another Interchange within the sub-section

15. Temporary employees may be used as a substitute for a regular employee who has been summarily suspended for theft or pilferage, or absent on sick leave, temporary disability or workers compensation as provided under Article VII, D, 2.

C. OFFICE, CLERICAL AND TECHNICAL UNIT

1. The scheduled work week shall be thirty-five (35) hours per week, consisting of five (5) 7-hour work days.

2. The regular hours of work on a scheduled work day shall be the first seven (7) hours worked (eight (8) hours for Communications Dispatchers) and time thereafter shall be considered overtime.

3. Communications Dispatchers shall work a 40-hour week, consisting of five (5) 8-hour work days in any one work week. Schedules will be posted as far in advance as practical and the Authority will not change posted schedules unless requested by or agreed upon by the individual(s) affected.

4. There shall be a 15-minute break period in the first half of the work day and a continuation of past practice in the second half. There shall be a wash-up period of five (5) minutes at the end of the work day.

ARTICLE IX
Pay Policies

A. GENERAL

1. Job Classifications and Salary Ranges

(a) The job classifications for employees are shown in Appendix along with the salary ranges.

(b) New employees will serve an active probationary period of six (6) months commencing with the date of hire. There will be an option to provide for a three-month extension in the event unusual circumstances are involved, if agreeable to both the Authority and the Union, with the six-month rate of pay not becoming effective until the completion of the extended probationary period. Probationary employees will receive periodic reviews throughout the probationary period.

Probationary employees in the Toll Collection Department shall be deemed "permanent" under the terms of this Agreement following receipt, evaluation, and approval by the Department Head of all relevant performance information and statistics. Within a period not to exceed thirty (30) days, the employee's six-month rate of pay shall be paid retroactive to the date of the employee's successful completion of the probationary period.

(c) Employees hired before June 27, 1977 shall, upon promotion, receive the job rate. Employees hired on or after June 27, 1977 shall be placed on the next higher rate of the salary range from the employee's existing rate of pay

and shall proceed along the newly acquired range according to the time schedule thereafter. However, promotions in the Office, Clerical and Technical Unit will provide that the employee shall advance to the next highest step on the newly-acquired scale provided such step represents an increase of at least \$500 annually. Otherwise, the employee shall advance to such step on the new pay scale which is at least \$500 over the employee's annual rate of pay immediately prior to the promotion. Thereafter, the employee will proceed along the newly acquired scale by advancing one step on the anniversary date of the promotion.

(d) In the event the Authority adds new Job Classifications during the life of this Agreement, said classification shall be forwarded to the Union, together with the Job Description and Salary Range prior to being put into effect. Such changes shall become a part of the Appendix.

2. Shift Differential

(a) A shift differential shall be paid to all employees whose shifts begin on or after 12:00 noon according to the rates listed below:

After 12:00 Noon	\$.40
After 6:00 p.m.	\$.50

(b) The Vacation Relief and Reserve employees in the Toll Collection Department and employees regularly involved in rotating shifts will, in lieu of the differential above, receive:

\$.45

(c) The shift differential shall be added to and become a part of the base rate of pay after application of longevity.

(d) For purposes of any paid leave time such as Holidays, Vacations, Sick Leave, etc., an employee shall be paid at the differential rate, if any, effective immediately prior to the leave.

(e) Shift differential will apply to the employee assigned to the shift for regular duty and not overtime. Employees working overtime shall be paid at the overtime rate computed for the shift for which they are regularly assigned, including differential and/or longevity pay, if any.

3. Inter-Departmental Transfers

(a) Employees hired before July 3, 1989 shall be placed on the two-year rate, proceed to the three-year rate after a six-month work-test period, and to the Job Rate a year thereafter.

(b) Employees hired on or after July 3, 1989 shall be placed on the scale at the rate immediately lower than their existing rate, but in no event higher than the two-year rate. Said employees shall proceed along the newly acquired range according to the time schedules thereafter.

(c) Employees transferring to a lower paying position shall:

a. Be placed on the next lower rate on the newly acquired scale and proceed along the newly acquired range according to the time schedules thereafter if length of service is less than four (4) years, or

b. Assume the Job Rate if at Job Rate prior to transfer.

4. Overtime Committee

The parties agree to form a Committee to study and make recommendations to the Executive Director and the Commissioners concerning meaningful methods of reducing all forms of overtime.

B. MAINTENANCE DEPARTMENT

1. Meal Allowance Application

For overtime of two (2) or more hours, a meal allowance will be paid. Employees who are required to work more than ten (10) continuous hours will receive one-half (1/2) hour off with pay and a meal allowance. During a declared emergency, the Authority will grant a meal allowance after each additional eight-hour period over the first ten (10) hours and appropriate paid time off for additional meals.

2. Paychecks

Whenever possible, paychecks will be available each week on Fridays at each district and shop before 12:00 noon.

3. Special Assignment

The Authority will pay, in addition to all other pay, the sum of \$.30 per hour to employees in the Maintenance Person Classification who are temporarily assigned to the following duties:

- A. Paving crew; rakers; tack coaters; screed men; dump-men; calcium work
- B. Concrete saw operators, jack hammer/pavement breaker operators or burners.
- C. Road service patrol

The Authority will pay in addition to all other pay the sum of \$.75 per hour to the employees who are assigned the duty of grass job leader.

4. Overtime Duty

(a) Every possible effort will be made to keep the overtime assignments equal among the men in the same classification in the same work group.

(b) The work day and work week of operating employees of the Maintenance Department have been described previously. It is expected that each employee will be available for a reasonable amount of overtime. The Union assures the Authority that employees will work a reasonable amount of overtime and will assist the Authority in having employees available in an overtime situation. Overtime pay at the rate of time and one-half shall be paid for any work in

excess of eight (8) hours in one (1) day, or for work in excess of the 40-hour work week.

(1) In emergency situations involving snow and ice control, time and one-half shall be paid Monday through Friday for all hours worked after twenty-four (24) consecutive hours.

(c) Assignment for overtime duty shall be according to rules promulgated by the Maintenance Department, which shall not be in conflict with the Provisions of this Article.

(1) When held over for overtime beyond the scheduled working hours, each man will be required to work a minimum of four (4) hours and paid at time and one-half rates. When called out for overtime duty, each man reporting for such duty will be credited with a minimum of four (4) hours of pay calculated at time and one-half rates. Employees may be called in or scheduled to work two (2) hours before their regularly scheduled working hours, with a guarantee of two (2) hours minimum overtime pay.

Overtime pay will be calculated from the time a man reports to his regular place of duty or elsewhere as directed. When an employee is called in for overtime duty and is unable to proceed via Turnpike to his designated place of duty due to stoppage of traffic on all or part of the Turnpike, his pay will be calculated from the time of reporting to an Interchange.

(2) Any employee who refuses an overtime assignment will have his overtime record charged with eight (8) hours, or the hours worked by the man taking the assignment, whichever is greater. Employees called in for emergencies in Trades and/or Technical areas shall not be charged for hours worked. Employees refusing shall be charged.

(3) If an employee has arrived at his regular job location prior to the normal starting time and is directed to commence work in an emergency situation, he shall be paid solely on the basis of time and one-half pay for hours worked prior to the normal starting time. For all such work assigned, a minimum of one (1) hour's pay at time and one-half will be granted. Hours worked under these conditions will not be charged against the overtime roster.

(4) For overtime duty continuing beyond the regular work day, any employee who refuses this overtime will have his overtime record charged with the actual hours worked by the man taking the assignment.

(5) In an overtime situation, supervision will determine the number of workers required in each Job Classification. Selection for overtime duty, except as provided in items (6) and (9) below, will be on a rotation basis within Job Classification from a weekly roster. The roster will be effective Monday of each week and will reflect an up-to-date accumulation of hours to and including pre-shift overtime the same Monday. The roster will begin with the lowest number of hours in order to the highest number.

(6) On a holdover, the roster referred to in item (5) above, will be utilized unless the work involved is a continuation of work already in progress prior to the end of the regularly-scheduled shift; in which event, those employees working on the job will continue in that assignment.

Whenever possible, the Steward or Alternate will be assigned to the held-over job. In a job continuation situation, additional and/or replacement personnel will be assigned from the overtime roster. The Union steward or alternate will assist the supervisor in the selection procedure.

(7) Overtime will be cumulative.

(8) A duplicate record of overtime lists will be provided for Union Stewards.

(9) The Union Steward or Alternate will be the first called out on an overtime situation within his classification, except in those cases where only one (1) person is required.

C. TOLL COLLECTION DEPARTMENT

1. Paychecks

Paychecks will be available each week before Friday at all Interchanges. Holiday and overtime pay, mileage and meal allowance will be paid within ten (10) days following the last day of the work week in which the same were incurred.

2. Overtime Duty

The work day and work week for operating employees of the Toll Collection Department have been described previously. Each collector is expected to be available for a reasonable amount of overtime. When overtime occurs, employees will be paid at time and one-half for any work beyond eight (8) hours in any work day, or in excess of the 40-hour work week. The Union assures the Authority that employees will work a reasonable amount of overtime and will assist the Authority in having employees available in an overtime situation. Under no condition shall compensation be in excess of two and one-half (2 1/2) times the base rate for hours worked, except as hereinafter provided in case of the guaranteed minimum.

(a) Emergency Overtime

(1) If called in for emergency duty, a minimum of four (4) hours pay will be guaranteed at time and one-half, unless the employee reports beyond the time requested, in which case, time and one-half for hours actually worked will be granted.

(2) Any holdover shall be paid a minimum of four (4) hours except in the case of coverage for lateness, which will provide a minimum of one (1) hour overtime, or the hours actually worked, whichever is greater.

(b) Time Change

In those instances involving change of time in the Spring and Fall of each year, payment will be made in accordance with the following:

(1) Where a change in time results in hours worked beyond the normal work day, overtime will be paid for the additional hours worked.

(2) Where change in time results in hours worked that less than the normal work day, no loss of pay will be incurred.

(c) Overtime Equalization

(1) Assignment for overtime duty shall be according to rules promulgated by the Toll Collection Department, which shall not be in conflict with the provisions of this Article.

(2) As opportunities for overtime work arise, the collectors at each Interchange will be called upon to perform such overtime work in balanced rotation, by Interchanges, except when the need for overtime work requires that a collector be held over beyond his regular eight (8) hours of work.

(3) Overtime will be equalized as much as possible by a cumulative system. Refusals or non-availables will be treated as overtime worked and they shall be charged in the rotation system with the hours worked by their replacement. An overtime list showing the accumulative hours of overtime worked will be posted at each Interchange with a copy to be provided to the Union Steward.

(d) Extended Tour Check-Out Time

Whenever a collector's overtime is connected to his scheduled tour, or he is working a double tour (day off), he will be entitled to take his half-hour check-out time near the end of the first tour worked, or after his next tour starts. Either selection is to be with the approval of the supervisor.

(e) Meal Allowance

In case of a holdover or call-in overtime, a meal allowance shall be paid and a meal period granted when the employee's time on duty equals twelve (12) or more continuous hours of work. The employee shall be paid one-half (1/2) hour at time and one-half if the meal period cannot be granted.

(f) Overtime - Filling a Regular Tour

Any regular tour, for which neither the assigned collector, vacation reserve Collector, Part-Time Collector, a seasonal employee is available, shall be completed or filled by a holdover or call-in for the full period of the tour.

A temporary employee may be used as a substitute for a regular employee who has been summarily suspended for theft or pilferage or absent on sick leave, temporary disability, or workers compensation as provided under Article VII, D.

In the event no Collector is available within a Section to cover a Lane Schedule, the Section Manager may require filling the schedule with a Collector from another Section. However, in the covering of a 'traffic' lane on the regular schedule, the Section Manager is not required to fill the lane.

All Part-Time employees will only be eligible for duty on Monday through Friday after all Permanent and Probationary employees within the Department have been canvassed.

D. OFFICE, CLERICAL AND TECHNICAL UNIT

1. Special Assignment

a. Employees who are assigned to fill in or take the place of an employee in a higher classification upon starting, shall receive the higher rate of pay, plus the assigned employee's longevity, provided that the combined new rate of pay does not exceed the combined rate of pay of the employee being replaced. In the event the combining of the base rate plus the assigned employee's longevity exceeds the combined rate of the employee being replaced, the maximum payable to the assigned employee shall be the combined rate of the employee being replaced. Supervisors shall notify an employee of the special assignment prior to the employee undertaking said special assignment.

b. An employee temporarily assigned for a period exceeding one month (30) days consecutively shall receive Leaves of Absences and Benefits at the higher rate of pay until such employee is restored to his or her former position.

c. It is understood that a break in assignment due to Vacation, Illness, a Holiday, or such other Leave of Absence does not constitute an actual change in assignment as long as assignment continues at least one day after leave. For example, if Wednesday is a Holiday and employee "A" is assigned to a higher level position for that week, the Holiday is not considered to be a "break" in assignment and Monday, Tuesday, Thursday and Friday will be considered to be four consecutive days.

2. Overtime Duty

Every possible effort will be made to keep the overtime assignments equal in the same classification in the same work group. It is expected that each employee will be available for a reasonable amount of overtime.

Overtime pay at the rate of time and one-half shall be paid for any work in excess of seven (7) hours in one (1) day, except for Communications Dispatchers' work which shall be in excess of eight (8) hours per day, or for work in excess of 35-hour work week, except for Communications Dispatchers for work in excess of a 40-hour work week as follows:

1. When an employee in the Unit is called out from home, such employee will be credited with a minimum of three (3) hours work calculated at the overtime rate.

2. When an employee is held over for duty beyond the scheduled working hours, such employee will be credited with a minimum of one (1) hour's work calculated at the overtime rate.

3. When an employee begins overtime work prior to the start of the scheduled working hours, such employee will be paid for the time actually worked calculated at the overtime rate.

4. The Authority shall pay a Meal Allowance for two (2) hours or more on holdover and an additional Meal Allowance for each seven (7) continuous hours worked thereafter.

5. There shall be no pyramiding of overtime.

ARTICLE X
Seniority

There exists, for purposes of this agreement, four (4) types of Seniority, the application of which appear in the agreement where appropriate. The four (4) types of Seniority are defined as:

1. Turnpike Seniority, which shall consist of the accumulated, continuous employment of the employee with the Authority.
2. Departmental Seniority, which shall consist of an employee's continuous service within a department.
3. Job Location Seniority, which shall consist of an employee's time spent in a specific job location.
4. Job Classification Seniority, which shall consist of an employee's time spent in a specific job classification.

An employee's Seniority shall not be lost because of absence due to illness, excused leaves of absence, or layoff not extending beyond two (2) years. An employee shall cease to have Seniority rights by voluntary quitting, termination through discharge, unauthorized absence of more than five (5) consecutive work days, or due to layoff extending beyond two (2) years. Seniority lists will be kept current and available at convenient locations.

ARTICLE XI
Job Assignments, Operating Unit

A. Transfers

1. All vacancies or contemplated positions within the negotiating unit shall be posted on bulletin boards listing the job title and location of each position and a copy of such notice shall be sent to the Union.
2. Employees in the same job title as a posted position shall notify their Department Head, in writing, within eleven (11) days of the date of the posting that they wish to be transferred to the location posted. Selection for the position shall be on the basis of job classification seniority of those requesting transfer. This transfer procedure shall be exhausted before application of the promotional provisions of this agreement.
3. Should the position be for a least rated position within the operating department, the Authority will, in the event no transfer is requested, recruit a candidate from outside the negotiating unit.
4. The Authority shall maintain separate lists (District, Division, and State Police) for purposes of job assignments and transfers of Automotive Mechanics, including Temporary Assignments.
5. When a vacancy or vacancies exist within the operating unit for Toll Collection, a notice of this will be posted within the Section in which it occurs for a period of eleven (11) days. In addition, any vacancy or vacancies occurring as a result of the positing will also be filled at the same time.

Those interested in an announced vacancy or any vacancies developing as a result of filling same should complete the Section Bid Form. This form will list all the possible choices within the Section and the man bidding should indicate his choice or choices in order of their desirability. This form may also be used to indicate a desire for transfer to another Section. Selections shall be on the basis of Job Classification Seniority.

6. Employees will be moved into the new position no later than 90 days after acceptance for transfer. The actual timing of the move shall be worked out between the respective Department Heads. If an employee is unable to move due to business necessity, the employee shall begin receiving the new rate of pay on the first working day following 90 days. Management will continue efforts to move the employee to the new location and position. In case of demotion, the employee shall retain current pay rate until the actual transfer takes place.

Transfer rules will provide detailed operating procedures covering all transfers and will be consistent with this agreement.

B. Temporary Assignments

1. Employees may be temporarily assigned to duty at locations other than those to which they are regularly assigned. Travel cost will be compensated whenever the Turnpike distance between the location of his regular assignment and of his temporary duty assignment exceeds five (5) miles round-trip and Turnpike transportation is not provided.

2. Where a maintenance employee is temporarily assigned to duty in districts or shops other than those to which he/she is regularly assigned, the hours of work will be calculated from and to the time of reporting in and out at the district or section to which he/she is regularly assigned, unless the district or section to which the maintenance employee is temporarily assigned is closer to his/her home in which case the hours of work will be calculated from and to the time of reporting in and out at the district or section to which he/she is temporarily assigned.

3. Temporary Assignments in Maintenance will be offered to employees on the basis of Location Seniority or Job Classification Seniority, whichever is applicable. If no one accepts the assignment, the assignment will be made on the basis of inverse seniority. Effort will be made, whenever possible, to indicate in advance of offers to affected employees, the length of time of a Temporary Assignment.

4. (a) An employee temporarily assigned for a period exceeding one month (30) days consecutively shall receive Leaves of Absence and Benefits at the higher rate of pay until such employee is restored to his or her former position.

(b) It is understood that a break in assignment due to Vacation, Illness, a Holiday, or such other Leave of Absence does not constitute an actual change in assignment as long as assignment continues day after leave. For example, if Wednesday is a Holiday and employee "A" is assigned to a higher level position for that week, the Holiday is not considered to be a "break" in assignment and Monday, Tuesday, Thursday and Friday will be considered to be four consecutive days.

5. Personnel temporarily assigned to a supervisory position will be paid the employee's regular rate plus \$1.00 per hour for time served in the supervisory position.

C. Inter-Departmental Transfers

1. If vacancies cannot be filled from within the department in which they occur, the vacancies will be posted throughout all other departments. Employees desiring to be considered for such vacancies, if qualified, will be considered prior to all other applicants.

2. The Authority shall reassign any employee failing to satisfactorily complete the trial period to his former classification where a vacancy exists.

3. Vacancies filled in accordance with (1) and (2) above will be on a trial basis for a period of six (6) months. New employees on probation shall be considered for filling vacancies under this provision.

ARTICLE XII

Promotions, Operating Unit

A. It is the desire of the Union and the Authority to advance and to promote those employees within the negotiating unit who are senior to other employees in the unit and are most qualified for advancement and promotion. Promotions and advancement to vacancies within the negotiating unit will be made available to eligible employees within the respective department, i.e., Toll Collection vacancies in the negotiating unit will be made available to employees in the Toll Collection Department; Maintenance Department vacancies will be made available to eligible employees in the negotiating unit in the Maintenance Department.

B. Promotion or advancement to a job classification in the Toll Collection Department and the Maintenance Department, respectively, will be predicated upon the following:

1. Posting shall consist of the formal announcement of an existing or anticipated vacancy in a department within the negotiating unit (Toll Collection or Maintenance Department). The announcement shall include a complete description of the vacancy to be filled, duties to be performed, and prequalification requirements. The announcement shall be posted on all bulletin boards in Maintenance Districts or Toll Plazas, as the case may be, for no less than eleven (11) consecutive days, (264 hours).

2. Eligible employees in the respective department within the negotiating unit who wish to bid on the existing or anticipated vacancy will be given the opportunity of filing a job bid form. The job bid form shall be filed with the respective Department Head in which the vacancy does or will exist, and a copy of the job bid form will be forwarded to the President of the Union, or his designee, no later than midnight of the eleventh day of posting. All bids for posted positions will be date stamped.

3. All eligible job bidders will be required to successfully complete a standardized, job-related, written and/or oral examination and physical. Examinations shall be prepared by the Authority. The Union shall have access to examination results.

4. All eligible job bidders who successfully complete the examination will be listed in the order of their final numerical average for both written and oral examinations, except that employees who have successfully completed the

prescribed pre-qualification examination and who are senior in point of service shall be given preference for selection for advancement or promotion over junior employees in point of service who may have substantially the same numerical rating. Each employee on a Promotional List shall be permitted one (1) refusal to accept an offer within the employees Division in Maintenance, or Section in Tolls. Upon an employee's second refusal to accept an appointment from the list within the Division or Section, such employee shall be removed from the list.

5. There shall be an Apprentice Program in the Maintenance Department, which will provide a combination of educational and on-the-job training by means of which employees can achieve placement on Promotional Lists for Trades and Technicians. This program will be under the direction of an "Apprentice Program Review Committee," consisting of representatives of the Authority and the Union. The Committee shall be empowered to adopt rules and procedures for the program's operation. Rules and procedures adopted by the Committee may waive, modify, or substitute for requirements otherwise needed to achieve promotional levels for Trades and Technicians.

a) Employees involved in on-the-job training shall receive an additional rate of thirty cents (\$.30) per hour added to their base rate of pay but, in no event shall their rate of pay exceed the Job Rate for Trades. This Apprentice Rate shall be paid on a daily basis to those employees actually assigned to on-the-job training.

6. Every effort will be made to advance or to promote eligible employees within the department in which the vacancy exists or is anticipated. No attempt will be made to recruit outside of the negotiating unit until posting and bidding procedures have been exhausted in both departments, (Toll Collection or Maintenance), which constitute the negotiating unit.

7. All employees who are appointed within the negotiating unit and which are clearly recognized as advancement or promotion will be subject to a working test period of no more than six (6) months. The determination by the Authority that an employee has failed to successfully complete the working test period shall not be considered a disciplinary action, but it will be subject to the grievance procedures outlined in this agreement. If unsatisfactory, the employee shall revert to the previously held classification and rate without loss of seniority.

8. Employees will be moved into the new position no later than 90 days after acceptance for promotion. The actual timing of the move shall be worked out between the respective Department Heads. If an employee is unable to move due to business necessity, the employee shall begin receiving the new rate of pay on the first working day following 90 days. Management will continue efforts to move the employee to the new location and position. In case of demotion, the employee shall retain current pay rate until the actual transfer takes place.

ARTICLE XIII

Promotions and Transfers, Office, Clerical and Technical Unit

A. It is the desire of the Union and the Authority to advance and to promote those employees within the negotiating unit who are most qualified for

advancement and promotion and who are senior to other employees in the unit. Promotion to vacancies will be made available to unit employees first within the respective department, then from other departments.

B. Promotion to a Job Classification will be predicated upon the following:

1. Posting shall consist of the formal announcement of an existing or anticipated vacancy within the affected department. It shall include a complete description of the vacancy to be filled, duties to be performed, and prequalification requirements. The announcement shall be placed on all bulletin boards within the affected department for eleven (11) days.

(a) Promotions in the Unit shall be based on:

1. Education and experience.
2. Credit for past performance with the Turnpike.
3. Testing related to the specific job.

2. Eligible employees in the department who wish to be considered for the vacancy will be given the opportunity of filing a Job Request form which shall be submitted to the Personnel Department no later than close of business of the last specified day of posting. A copy of each Job Request form will be sent to the Union.

3. All eligible employees who have filed a Job Request form will be required to successfully complete a written and/or oral examination pertinent to the job which shall be provided for by the Authority. Selection for promotion or advancement shall be made on the basis of the most qualified, senior eligible employee, selected in accordance with PAR.1 (a) above.

All candidates shall be notified individually of the test results and promotional status.

4. Failing to fill the vacancy by promotion from among employees within the department, posting of the vacancy shall be accomplished in all other departments on the basis of Paragraphs 1 through 3 above. The vacancy shall be filled either by lateral transfer (in which case Job Classification Seniority applies), or by promotion (in which case, Unit Seniority applies), in that order, in accordance with Paragraph 3 above. Probationary employees shall not be eligible for transfer or promotion until all qualified permanent Unit employees have had the opportunity to bid for the vacancy.

If vacancies cannot be filled from within the unit in which they occur, the vacancies will be posted throughout the Tolls - Maintenance unit. Employees desiring to be considered for such vacancies, if qualified, will be considered prior to all other applicants.

5. All qualified candidates who are promoted or transferred will be required to successfully complete a six-month working test period. Such working test period shall be considered an extension and integral part of the qualifying process. Unsuccessful appointees will be informed in writing of their disqualification and a copy will be sent to the Union. Whenever possible, the Authority will return those appointees, who are not successful in completing the working test period, or who wish to withdraw, to a position in their former classification and salary.

6. The Promotional Procedure within the department shall be exhausted before application of #4 above.

7. Should the position or vacancy be for a least-rated position within the unit, the Authority will, in the event no transfer is requested, recruit a candidate from outside the unit.

8. Employees who have passed the test for a particular job classification shall be placed on a promotional list. Preference for promotions shall be first from within the department and then, outside the department.

9. Where practicable, effort will be made to maintain and apply promotional lists of previously qualified personnel through testing. However, at its discretion, the Authority may abolish such listings and retest if required due to changes in the job content and responsibilities of the position.

10. Employees will be moved whenever possible into the new position no later than 60 days after acceptance for promotion, demotion or transfer. In any event, employees will be moved into the new position no later than 90 days after acceptance for promotion, demotion or transfer. The actual timing of the move shall be worked out between the respective Department Heads. If an employee is unable to move due to business necessity, the employee shall begin receiving the new rate of pay on the first working day following 90 days. Management will continue efforts to move the employee to the new location and position. In case of demotion, the employee shall retain current pay rate until the actual transfer takes place.

ARTICLE XIV

Promotion to Management Positions, Operating Unit

A. It is the intention of the Authority, in cooperation with the Union, to promote to first level management or first level supervisory positions in the operating departments, those employees who are most qualified and, wherever possible, those who are senior in point of service to other qualified candidates. Promotional opportunities for employees in the Toll Collection Department will be restricted to employees in that department. Promotional opportunities in the Maintenance Department shall be restricted to employees in the Maintenance Department.

B. The Authority shall announce and post for each department constituting the negotiating unit the lines of promotion to first level management or supervisory positions.

C. Employees who are interested in the respective promotional opportunities which are available to them shall be required to take a prescribed battery of formal job-related examinations conducted by the Authority for the specific first level management, or first level supervisory position, or positions. The names of all candidates who meet the standards fixed for the respective examinations will be placed on a promotional list in the order of their seniority. Such list shall hereafter be referred to as the Promotional Pool. Candidates who have met the minimum standards for the respective examination shall only be eligible for promotion to the position or positions, for which they have been tested.

D. In the establishment of the Promotional Pool, all existing and anticipated first level management or supervisory vacancies will be announced and posted at all Toll Plazas and Maintenance Districts, respectively. The posted notice will contain the management or supervisory job title, the work location of the existing or anticipated vacancy, and the closing date for the filing of bid applications.

The closing date shall not be less than eleven (11) days from the date of posting; and may be extended by mutual agreement. Copies of all posted notices shall be sent to the Union. Employees in the Promotional Pool who are eligible for the posted vacancy, or anticipated vacancy, must declare their interest in promotion in writing. The declaration of interest shall be addressed to the Department Head in the operating group in which the vacancy or anticipated vacancy exists.

E. Selection from the Promotional Pool for vacancies shall be made on the basis of the order of seniority of those on the list. However, the Authority reserves the right to select one (1) junior employee from the list for each senior employee appointed from the list. The senior employee so by-passed shall be the next eligible candidate appointed. Upon rejection of a second offer for a promotion within the division in which the employee works in Tolls, or within the division in Maintenance, said employee shall be removed from the list, but shall thereafter be eligible for testing for additional subsequent lists.

F. All qualified candidates who are promoted will be required to successfully complete a six-month working test period. Such working test period shall be considered an extension and integral part of the qualifying examination process. Unsuccessful appointees will be informed in writing of their disqualification, and the Union and its representatives will be given the opportunity to review the documented reasons for such disqualification. Appointees who are not successful in completing the working test period shall be returned to a position in their former classification without reduction in the salary which had been fixed for that classification and without loss of seniority.

G. It is agreed that the Authority will exhaust every effort to promote the most qualified and most senior employees before making any attempt to recruit non-members of the negotiating unit. However, the Authority may freely transfer management and supervisory personnel. Such transfers shall, in all cases, take precedence over the promotional privileges herein set forth.

H. Promotional examinations for each of the several existing or anticipated first-level management or supervisory positions in the Toll Collection and Maintenance Departments shall be conducted as required so as to maintain at least three (3) names on each list, or in those instances where it is not practicable to maintain this number, a lesser number will be acceptable. All existing lists will remain until exhausted with no time expiration date.

ARTICLE XV Leaves of Absence

A. Leave with Pay

1. General

Leaves of absence with pay may be granted for a variety of reasons, but must meet the approval of the Authority. In all cases of absenteeism, the Authority shall have the right to investigate absences or require substantiation of absence which in its opinion merit verification to determine whether payment shall be granted.

In addition, in cases of chronic absenteeism or when certain patterns of absenteeism are developed by an employee, his supervisor may require a physician's report or other justification relating to these patterns, or chronic absences, for the purpose of determining possible disciplinary action or dismissal.

Absences due to illness or off-job injury will be compensated as provided under Paid Sick Leave Policy. When absence extends beyond two (2) consecutive work days in the Operating Unit, and three (3) consecutive work days in the Office, Clerical and Technical Unit, a doctor's certificate or such form as may be prescribed by the Authority must be presented upon the employee's return to work. When no certificate is presented, the time will be considered leave without pay. The paid leave policy does not apply to occupational disabilities covered under Worker's Compensation laws. No absences with pay will be authorized except those herein enumerated.

Employees in the Office, Clerical and Technical Unit shall be permitted to take leave time, excluding vacations, on the basis of individual hours.

Reporting Absences in Tolls

When illness, injury, or other emergency prevents an employee from reporting for duty, he must make every effort to report such absence at least two (2) hours before the start of his regularly scheduled starting time. Continued abuse of this provision will be subject to disciplinary action.

2. Sick Leave

Sick Leave Definition

For purposes of this agreement, Sick Leave shall mean absences from regular work assignment of any employee within the unit because of illness; accidental exposure to contagious disease; attendance upon a member of the employee's immediate family, seriously ill and requiring the care or attendance of such employee; or absence caused by death in the immediate family in excess of that prescribed under Article XV, Paragraph A, (8), Death in Family. Prescribed forms and other reasonable proofs of the causes for the use of Sick Leave may be required by the Authority when it considers such proofs to be necessary.

Leave of absence will be granted for reasons of maternity. The extent of Maternity Leave absence from commencement to termination of such absence will be determined by medical certification which the Authority will conduct in accordance with the Sick Leave Policy.

The Authority reserves the right to conduct at its own expense such health programs and individual medical examinations as it may consider necessary to the health and welfare of all personnel, as well as individual employees. Medical determinations which may result in an extension of Sick Leave with pay, reduced pay, or without pay, or in recommendation for involuntary retirement shall not be considered disciplinary actions, but may be appealed through the grievance procedure provided for in this agreement.

The extent of absences with full pay shall be determined by the following schedule:

(a) New employees shall be allowed one (1) sick day per working month during the first year of employment and for the remainder of that calendar year ending December 31. One (1) personal leave day may be granted for each three (3) earned sick leave credits. Thereafter, each employee will be credited with fifteen (15) sick leave days per year, five (5) of which may be used for personal leave at the option of the employee. Employees upon notification, may designate personal days for personal reasons and cannot be required to use

personal days for sickness. Personal leave will be granted subject to the following restrictions:

None will be granted on a holiday.

Personal leave days are not cumulative.

Personal leave days will not be substituted for any prior excused or unexcused absences without pay.

No more than five (5) employees at one time in each section shall be granted personal leave in the Toll Collection Department, except with the approval of the Department Head.

No more than two (2) employees at one time in the working force assigned to one area shall be granted personal leave in the Maintenance Department, except with the approval of the Department Head.

The number of employees who shall be granted leave at one time in each department of the Office, Clerical and Technical Unit will be determined and approved by the Department Head.

Personal Leave days not used within the calendar year will remain as sick days.

Personal Leave days shall not be taken in units of less than half-days, except in emergencies.

(b) Subtraction is made from total established credit taking into consideration absences of the employee of the following types: sick leave and personal leave. Other absences are not charged in arriving at net credit which is defined as the accumulated amount of unused sick leave.

(c) There shall be a separation allowance in the case of official retirement in accordance with provisions of PERS, the Social Security program, death, or resignation in good standing, in which case, an allowance of 100% of net credit shall be paid at the then current rate.

(d) If an employee has had more absences than credit, such employee will have only fifteen (15) days paid leave for the current year. Only absences resulting from sickness, off-job injury and personal leave will be chargeable under this policy.

(e) During the first five (5) years of employment, an employee may at the conclusion of each year, at his option, convert up to five (5) days of his accrued credits for that year to cash payment. Starting with the sixth year of employment, the conversion option may be increased up to ten (10) days. This payment will be made on or before December 10 and at the current year's rate. In the event absences occur after the closing date for selection of these options, such absences will be charged to the following year's sick bank.

(f) Employees with less than four (4) years of service will be permitted to cash-in unused Sick Leave in excess of five (5) days subject to the limitations of subparagraph (e) above.

3. Temporary Disability Leave Policy

(a) All employees are eligible for Temporary Disability Benefits after one (1) year of service on the following basis:

After one year - 13 weeks of benefits.

After two years - 26 weeks of benefits.

The employee is assigned a benefit year (not to be construed as a calendar year) at the time the employee goes on Temporary Disability and the fifty-two (52) week period is calculated from this date. If the employee returns to work without receiving the maximum number of payments and is not on Temporary Disability again within that 52-week period, such employee will not be assigned a new benefit year until again placed on Temporary Disability. If eligible for Temporary Disability more than once within a 52-week period, the previous number of disability weeks is deducted from the maximum number available as per the above-listed schedule in one (1) 52-week period.

(b) Before an employee is eligible for another benefit year, said employee must be returned to work full time for a period of at least three (3) months.

(c) Dependent upon unit to which assigned, payment is made as follows:

Operating: Payment is 80% of any employee's regular salary according to the schedule provided. An employee is eligible for the benefit after using all paid leave credit. There shall be a five-day waiting period for each disability. The first waiting period shall be without pay. On second and subsequent waiting periods, the five (5) days are recoverable with pay after the sixth continuous work day of proven disability.

Office, Clerical and Technical: Payment at 100% of an employee's regular salary. An employee is eligible for the benefit after using all paid leave credit.

(d) In all cases, the illness must be substantiated by the employee's notifying the Medical Section of the attending doctor's name, address and telephone number. The Medical Section may contact the physician for further details when necessary.

(e) If an employee is receiving Temporary Disability payments at the time the benefit year anniversary is reached and such employee has not returned to work, the payments are continued until the 26 weeks' benefits are exhausted or until return to work, whichever occurs first.

(f) Sick Leave credits do not accumulate while on Temporary Disability. Appropriate credits will be given when a employee returns to full duty.

(g) An employee who is on extended Disability Leave must have a medical certification from the Turnpike Authority physician before returning to duty.

TEMPORARY DISABILITY CHART
7/3/95 - 6/28/99

<u>STRAIGHT TIME BASIC WEEKLY RATE</u>	<u>WEEKLY DISABILITY BENEFIT</u>
\$485 but less than \$490	\$392
\$490 but less than \$495	\$396
\$495 but less than \$500	\$400
\$500 but less than \$505	\$404
\$505 but less than \$510	\$408
\$510 but less than \$515	\$412
\$515 but less than \$520	\$416
\$520 but less than \$525	\$420
\$525 but less than \$530	\$424
\$530 but less than \$535	\$428
\$535 but less than \$540	\$432
\$540 but less than \$545	\$436
\$545 but less than \$550	\$440
\$550 but less than \$555	\$444
\$555 but less than \$560	\$448
\$560 but less than \$565	\$452
\$565 but less than \$570	\$456
\$570 but less than \$575	\$460
\$575 but less than \$580	\$464
\$580 but less than \$585	\$468
\$585 but less than \$590	\$472
\$590 but less than \$595	\$476
\$595 but less than \$600	\$480
\$600 but less than \$605	\$484
\$605 but less than \$610	\$488
\$610 but less than \$615	\$492
\$615 but less than \$620	\$496
\$620 but less than \$625	\$500
\$625 but less than \$630	\$504
\$630 but less than \$635	\$508
\$635 but less than \$640	\$512
\$640 but less than \$645	\$516
\$645 but less than \$650	\$520
\$650 but less than \$655	\$524
\$655 but less than \$660	\$528
\$660 but less than \$665	\$532
\$665 but less than \$670	\$536
\$670 but less than \$675	\$540
\$675 but less than \$680	\$544
\$680 but less than \$685	\$548
\$685 but less than \$690	\$552
\$690 but less than \$695	\$556
\$695 but less than \$700	\$560
\$700 but less than \$705	\$564
\$705 but less than \$710	\$568
\$710 but less than \$715	\$572
\$715 but less than \$720	\$576
\$720 but less than \$725	\$580
\$725 but less than \$730	\$584
\$730 but less than \$735	\$588
\$735 but less than \$740	\$592
\$740 but less than \$745	\$596

TEMPORARY DISABILITY CHART
7/3/95 - 6/28/99

<u>STRAIGHT TIME BASIC WEEKLY RATE</u>	<u>WEEKLY DISABILITY BENEFIT</u>
\$745 but less than \$750	\$600
\$750 but less than \$755	\$604
\$755 but less than \$760	\$608
\$760 but less than \$765	\$612
\$765 but less than \$770	\$616
\$770 but less than \$775	\$620
\$775 but less than \$780	\$624
\$780 but less than \$785	\$628
\$785 but less than \$790	\$632
\$790 but less than \$795	\$636
\$795 but less than \$800	\$640
\$800 but less than \$805	\$644
\$805 but less than \$810	\$648
\$810 but less than \$815	\$652
\$815 but less than \$820	\$656
\$820 but less than \$825	\$660
\$825 but less than \$830	\$664
\$830 but less than \$835	\$668
\$835 but less than \$840	\$672
\$840 but less than \$845	\$676
\$845 but less than \$850	\$680
\$850 but less than \$855	\$684
\$855 but less than \$860	\$688
\$860 but less than \$865	\$692
\$865 but less than \$870	\$696
\$870 but less than \$875	\$700
\$875 but less than \$880	\$704
\$880 but less than \$885	\$708
\$885 but less than \$890	\$712
\$890 but less than \$895	\$716
\$895 but less than \$900	\$720
\$900 but less than \$905	\$724
\$905 but less than \$910	\$728
\$910 but less than \$915	\$732
\$915 but less than \$920	\$736
\$920 but less than \$925	\$740
\$925 but less than \$930	\$744
\$930 but less than \$935	\$748
\$935 but less than \$940	\$752
\$940 but less than \$945	\$756
\$945 but less than \$950	\$760
\$950 but less than \$955	\$764
\$955 but less than \$960	\$768
\$960 but less than \$965	\$772
\$965 but less than \$970	\$776
\$970 but less than \$975	\$780
\$975 but less than \$980	\$784
\$980 but less than \$985	\$788
\$985 but less than \$990	\$792
\$990 but less than \$995	\$796
\$995 but less than \$1000	\$800
\$1000 but less than \$1005	\$804
\$1005 but less than \$1010	\$808

4. Attendance in Court:

(a) These absences must be substantiated by a regular subpoena, warrant or court order. No pay shall be granted when a employee is himself plaintiff, petitioner, or defendant in the action, unless the employee is a co-defendant with the Authority. Employees subpoenaed as witnesses due to outside employment may be paid for such time provided it is charged to either Personal Leave or Sick Leave.

(b) Any employee joined as co-defendants with the Authority or appearing in its behalf shall be paid in accordance with normal pay policy.

5. Military Field Training - subject training does not include weekend attendance at meetings, rifle range, etc.

(a) Any permanent full-time employee who is a member of the National Guard, the organized reserve of the Army of the United States, United States Naval Reserve, United States Air Force Reserve, or some organization affiliated therewith shall be entitled to a leave with pay on all days on which he is ordered to military field training, not to exceed fifteen working days per year.

(b) Employees desiring to attend a military service school of the above branches of military services will be given a leave of absence without pay, provided such absence is convenient to the Authority. This leave can be with pay if the employee can substitute service schooling for annual field training. An employee may apply accrued vacation toward attendance at service schools.

(c) National Guard duty under declared emergencies shall be with pay.

6. Veterans Administration - Medical Appointments - When instituted by the Veterans Administration only.

7. Jury Duty

a) Jury Duty shall be on a weekly basis and, with proper notification and certification, time spent on Jury Duty shall be considered time worked, "if scheduled". Employees on Jury Duty will be considered to be on a Monday to Friday work schedule. In the event an employee is released from Jury Duty before the end of a week, such employee shall be required to return to duty following such release and work the balance of the week. In those areas where reporting to Jury Duty is by a call-in system, an employee notified that he or she is not required for Jury Duty must report to work if scheduled.

(b) Employees impaneled for grand jury service will be credited with one day of work each day spent on grand jury. No employee will be required to work more than five days, including grand jury duty time, in any one work week.

(c) In any week in which a Holiday occurs, an employee will receive Holiday Pay in addition to Jury Duty pay.

(d) In those instances where an employee is called for pre-qualification of jury service, the employee will be excused with pay if scheduled to work on that day.

(e) In the event any employee is called for Jury Duty and said employee is eligible for exemption by virtue of the statutes and laws of the State of New Jersey, that employee shall so notify the Court that he or she is entitled to said exemption by virtue of employment with the Turnpike Authority.

(f) In the Office, Clerical and Technical Unit in the event an employee is released from Jury Duty prior to Friday, and is not required to return, such employee shall be required to report to work (if scheduled) until credited with 5 days of work for that week.

8. Death in Family

(a) A leave of absence of five (5) working days shall be granted in the event of the death of a spouse, parent, or child; three (3) working days for a sibling, parent-in-law, natural grandparent, or grandchild; and one (1) day for sister- or brother-in-law, son- or daughter-in-law, or natural aunt or uncle. Any additional days beyond this schedule shall be charged to sick leave, if any; vacation, if any; or authorized leave without pay.

(b) The above leaves shall take precedence over any other leave.

B. Vacations

Vacations with pay will be granted in accordance with the following:

1. Schedule:

<u>Length of Service</u>	<u># of Days</u>
Up to six months	0
6 months to 1 year	5
1 year to 5 years	10
5 years to 10 years	15
10 years	20
Each year thereafter to an attainment of eight (8) weeks for employees hired before June 30, 1980, and six (6) weeks for employees hired on or after June 30, 1980.	1 additional day

2. Policies affecting vacations:

(a) Employment must be continuous to receive the above vacation allowances.

(b) Where in any calendar year the vacation, any part thereof, is not taken by reason of pressure 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. However, employees with an entitlement of more than fifteen (15) days shall have an option to:

a. Cash in unused days over 15 of the current year's entitlement on or before December 10th of each year.

b. Accumulate unused days over 15 of the current year's entitlement until separation from employment.

(c) If upon separation from the Authority an employee has authorized accrued vacation time earned in a previous year, he will receive a vacation allowance at his present rate for such accrued vacation time and also vacation allowance on the basis of one-twelfth (1/12) of the current year's vacation entitlement for each full month of service in the year of separation, less any vacation actually taken. In event of death or retirement, full vacation allowance for the calendar year will be granted to the extent not taken.

(d) Vacation checks for one week or more shall be provided in all cases except emergency vacations on short notice.

(e) Employees on leave of absence without pay for any reason shall not accrue vacation credit for the period of absence and a deduction by twelfths shall be made to vacation credit for the calendar year in which the absence occurs. Periods of absence resulting in deductions to vacation credit are those of one continuous month or more with lesser periods not counting.

(f) Subject to such limitations upon the number of employees which may be prescribed by the Department Head, vacation periods within the Maintenance Department may be selected by the employees themselves, preference of choice being given to those within each district or section in order of job classification seniority.

(g) Toll Collectors will be given the choice of vacation periods by subdivision as now or may hereafter prevail. Collectors with fifteen (15) or more years of service will be allowed to take up to five (5) single vacation days from their vacation bank provided they give at least five (5) work days advance notice, which may be waived at the discretion of the Section Manager. Eligible Collectors desiring to take up to five (5) single vacation days will declare this intent at the time vacation periods are selected. No more than five (5) employees at one time in each section shall be granted single vacation days in the Toll Collection Department, except with the approval of the Department Head. Only three (3) employees at one time in each section shall be granted single vacation days on a Holiday, except with the approval of the Department Head. Collectors shall choose vacation periods on the basis of job classification seniority under the following stipulations:

SUMMER VACATIONS

All employees with one or more years of service shall be entitled to one week's vacation during summer months. Summer months shall be from the first Monday in June through the nearest Monday to September 15th.

Collectors with ten (10) or more years of service shall be granted two (2) weeks during this period if requested. Employees completing twenty-five (25) or more years of service within the calendar year will be permitted to take a third summer week of vacation.

Collectors with one (1) but less than ten (10) years of service shall be granted one (1) week vacation during this period if requested.

Collectors with less than one (1) year of service will not normally be eligible for a summer vacation except that any summer week not picked after

selections under the above provisions have been made will then be made available on a seniority basis.

NON-SUMMER VACATIONS

Vacations during the non-summer period will be provided so that twelve (12) vacation selections will be made available per week per Section.

Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of Authority business, or is deferred at the written request of the employee prior to March 1 of the year, the vacation is to be delayed and with Departmental concurrence, such vacation periods or parts thereof not granted shall accumulate and shall be granted during the next succeeding vacation year only. Such accumulation of vacation shall not, however, be taken during the summer vacation period.

A collector has 24 hours after he has been given his vacation choices to make a selection. However, if an additional 24 hour period is requested, it will be granted. If he does not select during this period, he will be bypassed. When he has made known his choice of selections, he will be given what is available at this time, even if a junior man has already selected.

(h) All Office, Clerical and Technical employees with one or more years of service shall be entitled to one (1) week's vacation during summer months. Summer months shall be July and August. Vacation selections shall be with preference based on total Turnpike seniority.

(i) The vacation period shall be from January 1 through December 31 of each year.

C. Leaves Without Pay

The Authority under certain situations may grant leaves of absence without pay.

1. Sickness

(a) When an employee has exhausted temporary disability sick benefits as previously described or other sick leave benefits, the Authority may place the employee involved on leave of absence without pay for a period of six months or until earlier return to work. Vacation credit will not accrue for the period of absence without pay except as otherwise may be provided by the Authority.

(b) During any such leave of absence, the Authority will continue to pay the cost of healthcare plans covering the individual employee.

Pay the cost of healthcare plans covering such employee's dependents, if the employee himself previously carried such coverage.

Pay the entire cost of any group life insurance such employee carried under the Turnpike Group Life Plan.

2. Military Leave

Leaves of absence without pay will be granted for induction or enlistment into the Armed Forces as set forth as follows:

(a) Military leaves without pay shall be granted by the Authority to any employee upon evidence that the employee is to be inducted into or has voluntarily enlisted in the Armed Forces or as provided by Federal or State Law.

(b) Upon enlistment or induction the Authority will grant military leave payments as follows if the leave is to extend six months or longer.

- a) Six months to one year of employment, one-half of a month's pay.
- b) One or more years of employment, one month's pay.
- c) Such vacation pay as would normally be received during the year of induction or enlistment.

(c) Rights of Reinstatement - Employees on military leave will, upon termination of such leave, be reinstated in accordance with Federal or State Law.

3. Unauthorized Leave

An employee shall cease to have Seniority rights in the event of unauthorized absence for more than five (5) consecutive work days.

ARTICLE XVI Grievance Procedure

A grievance is any cause or complaint arising between the parties with reference to a term or condition of employment. Grievances shall be handled in the following manner in order to insure their fair and expeditious handling.

A grievance shall be presented not more than five (5) working days after the occurrence of the cause for such complaint. All time limits herein may be waived in unusual situations on request of either party.

All employees in necessary attendance at meetings initiated by the Authority or representatives of an employee's choosing to deal with grievances or proposals will be excused from any scheduled duty during meeting time without loss of pay. Whenever possible, these meetings will be scheduled during working hours.

Pertinent work records will be made available during the discussion of grievances. All parties shall have the right to present, examine, and cross-examine witnesses and to present and examine evidence.

Step #1

In the first instance, the employee and/or the Union will discuss with the supervisor involved any grievance or complaint. Every effort should be made by both parties to find agreement.

If, after discussion, the grievance or complaint is not settled, it shall then be placed in writing by the employee or the Union on the appropriate form, and an answer will be furnished in writing within 48-hours by supervision. If the grievance is not resolved at this step, it will be forwarded to the Labor Relations Committee.

The Labor Relations Committee shall consist of two (2) Labor representatives appointed by whatever manner the Union shall deem best, provided that at least one of whom shall be from the same Operations Group (Maintenance, Tolls, or Office-Clerical-Technical) as the aggrieved, and two (2) Management representatives who either work at the Authority or are management consultants. The representatives of the Operations Group shall be interchangeable. Where either the Union or Management representatives are directly connected or will present testimony or evidence concerning the grievance, the respective party will designate a substitute to hear the grievance.

Step #2

The Labor Relations Committee will conduct a hearing within five (5) working days of receipt of the grievance and then submit its findings and decision to the Executive Director. The Executive Director will review the findings and instruct the Labor Relations Committee to advise the parties as to the decision reached within fifteen (15) working days of the hearing.

If the Union remains aggrieved at the completion of the aforementioned procedures, it may, within fifteen (15) days of receipt of a denial, request arbitration of the grievance. If the appeal to arbitration is not taken within said period, the denial shall be final and binding. Arbitration will be binding with the cost to be paid by the loser.

If the decision of the Labor Relations Committee has Authority-wide impact on matters of critical policy or substantial monies, the Authority has the limited right in these instances only to appeal an adverse decision to arbitration. This limited right will be used only in these enumerated instances and not to appeal individual grievances or small group grievances.

In the event a multi-employee situation arises, the Union and the Authority may, by mutual consent, meet and discuss the situation in lieu of a written grievance. In such cases, if the matter is not resolved, the Parties will reduce their respective positions to writing, which, as in Step #2 of the Grievance Procedure, may become subject to Arbitration.

ARTICLE XVII

Disciplinary Action

Each employee in the negotiating units should clearly understand the rules, regulations, and procedures which have been enunciated by the Commission, set forth in public statements of Personnel Policy and in manuals prepared for the use of employees in the units. Each employee in the negotiating unit is obliged to conform, comply, and to carry out these rules, regulations, and procedures. Violations by omission or commission of these rules, regulations, and procedures shall constitute reasonable cause for the initiation of disciplinary action. Each supervisor within the departments which constitute the negotiating units shall be responsible for the communications of all changes, modifications, or amendments of rules, regulations, and procedures, to the employees for whom they have responsibility.

For purposes of this agreement, there shall be two basic levels of disciplinary action: Supervisory Discipline and Administrative Discipline. No disciplinary action can be taken after five business days after the department head or the department head designee becomes aware of the incident leading to disciplinary action. Business days, for purposes of this Article, shall be those days in which the Administration offices are open for normal business. Weekends,

holidays, and other closings are not counted as part of the five business days. All time limits in this Article may be waived in unusual situations on request of either party.

A. Supervisory Discipline shall consist of those minor violations which may result in a recommendation to the Department Head for a short term suspension not exceeding five (5) days.

Informal reprimands should be documented by each supervisor and thoroughly discussed with the offending employee, and a copy sent to the Union. In the event the employee wishes to appeal the reprimand, he may request a hearing which shall be granted according to the procedures set forth under Supervisory Discipline.

No penalty which arises out of Supervisory Discipline shall be imposed without the concurrence of the respective Department Head and the opportunity to appeal.

In the exercise of Supervisory Discipline, the employee who is alleged to be guilty of violations of rules, regulations, or procedures shall be served with a formal notice and specifications of the alleged violation which shall hereafter be referred to as "Advisory Notice of Disciplinary Action."

The employee involved in a Supervisory Disciplinary Action shall be advised of the date, time, and place of the hearing of the charges. The hearing notice shall be served upon the employee no less than five days in advance of the date fixed for the hearing. The date of the hearing may be changed by mutual consent. The employee shall be entitled to and may select representation of his own choice. In all cases, the Union shall receive a copy of the "Advisory Notice of Disciplinary Action." The Union shall be invited to attend the hearing, notwithstanding the fact that the employee may have elected to be represented by a non-Union member or a person having no affiliation with the Union or the negotiating unit.

As a respondent, the employee involved shall be entitled to request in his defense such witnesses as he may wish to have present; the right of cross-examination of all witnesses and the right to have made available to him such records, files, and documents as he may consider necessary to his defense. Upon the hearing of all testimony and a review of all records and documents submitted in evidence, the hearing officer, who shall be the Division Supervisor or Section Manager in hearings involving Toll Collection, the Division Manager or Superintendent in hearings involving Maintenance, or the Department Head or his designee in hearings involving Office, Clerical and Technical personnel. (In case of the designee, the recommendation is made to the Department Head.) Upon approval by the Department Head, the employee or employees involved will be advised of the findings.

Any employee who is found guilty of violation of rules, regulations, or procedures, shall have the right to appeal in writing to the Executive Director, within five days next succeeding the judgment rendered by the hearing officer. A decision on the appeal shall be rendered within ten (10) working days after receipt of appeal.

In the event the decision of the Executive Director is unsatisfactory, the Union may submit the matter to binding arbitration. All requests for binding arbitration shall be filed within ten (10) working days after

receipt of the decision of the Executive Director. Copy of said request shall be given to the Authority. The cost of arbitration shall be borne by the loser.

The decision rendered at any of the levels of the hearing and/or arbitration, as set forth above, shall be deemed final and binding, unless appeal is taken therefrom as hereinabove provided.

B. Administrative Discipline shall consist of those major or flagrant violations or rules, regulations, or procedures, which may be based upon a supervisor's recommendation and are concurred in by the Department Head. Such action may result in a suspension of more than five (5) days, a fine, a demotion, or dismissal.

Each employee who is alleged to have violated rules, regulations, or procedures of the Authority flagrantly or in a major degree shall be served with an "Advisory Notice of Disciplinary Action," which shall specify the charges which have been preferred against him. The employee involved in an Administrative Disciplinary Action shall be advised of the date, time and place of the formal hearing of the charges. The hearing notice shall be served upon the employee no less than ten days in advance of the date fixed for the hearing. The date of the Hearing may be changed by mutual consent. The employee shall be entitled to and may select representation of his own choice. In all cases, the Union shall receive a copy of the "Advisory Notice of Disciplinary Action." The Union shall be invited to attend the hearing, notwithstanding the fact that the employee may have elected to be represented by a non-Union member or a person having no affiliation with the Union or the negotiating unit.

In all cases involving Administrative Discipline in which a penalty of more than five (5) days, fine, demotion, or dismissal has been recommended, the hearing officer or officers designated by the Executive Director, shall render a decision no less than 72 hours, nor more than forty-five (45) days, after the conclusion of the hearing or hearings.

As a respondent, the employee involved shall be entitled to request in his defense such witnesses as he may wish to have present; the right of cross-examination of all witnesses and the right to have made available to him such records, files, and documents as he may consider necessary to his defense. In the event the Hearing Officer determines the employee(s) to be guilty of a charge or charges as specified, he will notify the Union after rendering a decision of the penalty to be imposed. The Union may accept the penalty on behalf of the employee(s) and waive the right to Arbitration. Upon the hearing of all testimony and a review of all records and documents submitted in evidence, the hearing officer or officers shall advise the employee or employees involved of the findings.

Any employee who is found guilty of a major or flagrant violation of rules, regulations, or procedures, shall have the right to appeal in writing to the Executive Director, within five (5) days next succeeding the judgment rendered by the hearing officer or officers. A decision of the appeal shall be rendered within ten (10) working days after receipt of appeal.

In the event the decision of the Executive Director is unsatisfactory, the Union may submit the matter to binding arbitration. All requests for binding arbitration shall be filed within ten (10) working days after receipt of the decision of the Executive Director. Arbitration appeals

time shall be waived provided written notice for waiver is submitted within the specified time limit. Such waiver request shall indicate the date on which a decision will be made and the waiver shall end after that date. Copy of said request shall be given to the Authority. The cost of arbitration shall be borne by the loser.

The decision rendered at any of the levels of the hearing and/or arbitration, as set forth above, shall be deemed final and binding, unless appeal is taken therefrom as hereinabove provided.

C. 1. It is understood that all disciplinary actions, initiated by the Authority, against any member of the negotiating unit do not constitute grievable matters. In all such disciplinary actions, it is recognized that the Authority is the aggrieved party. Relief from Administrative Disciplinary Action or Supervisory Disciplinary Action shall be through the procedure outlined in this disciplinary action article.

2. In no case involving either Supervisory or Administrative Discipline shall a penalty be imposed which is more severe than that which was originally recommended. On appeal, no penalty shall be imposed which is more severe than that which resulted from the initial hearing.

3. A hearing may be waived by an employee, with the mutual consent of the Authority and the Union, and an agreed upon penalty invoked.

4. Nothing herein contained shall be construed as a restriction or limitation of the right of the Authority or any of its agents to summarily suspend any employee who is unfit for duty, or patently suspect of theft, pilferage, serious insubordination, or flagrant breach of working conditions.

5. Records of disciplinary actions which involve warnings or suspension of less than ten 10 days and which do not involve criminal charges or actions shall be removed from employees' personnel files if there are no further disciplinary actions of any kind for three consecutive years. After removal, such records may be retained for historical informational purposes as needed for proper handling of investigations and complaints filed outside this agreement, but they shall not be used for personnel or disciplinary decisions.

ARTICLE XVIII Benefits

A. The Authority shall provide the following Health Plans for all permanent full-time employees and their eligible dependents, at no cost to the employee except as provided in Section B or as presently mentioned in the Authority's Self-Funded HMO:

Self-Funded Point of Service Health Plan
Self-Funded HMO
Dental Plan
Vision Care Program
Prescription Drug Card Plan
Employee Assistance Program

B. The Authority shall provide the following health benefits for employees, spouses, and unmarried dependents through the age of 23, at no cost to the employee except as provided herein or as presently provided in the Authority's Self-Funded HMO.

1. On a date to be determined by the Authority, the existing Indemnity Plan shall be terminated and all presently "optional" HMO's shall be ended except as modified in Paragraph 4. below.
2. All newly-hired employees covered by the Agreement shall be enrolled in the Authority's Self-Funded HMO.
3. On a date to be determined by the Authority, all existing employees, except for those employees in the Self-Funded HMO, shall either be covered by the Authority's Self-Funded Point of Service Plan which shall provide for an alternate services option described in Paragraph 5. below or the Authority's Self-Funded HMO.

Employees presently covered by the Authority's Self-Funded HMO shall remain in said plan.

Employees shall on an annual enrollment date elect either Point of Service or Authority's Self-Funded HMO Plan, and once the HMO is elected, the employee is not permitted to transfer out of the Authority's Self-Funded HMO.

4. Employees, spouses, and/or eligible dependents under treatment before the new plan is put into effect shall be retained in their existing program(s) until treatment is completed. Thereafter, they will be transferred to the Authority's Self-Funded Point of Service Plan with the same alternate services option as provided all employees or the Authority's Self-Funded HMO.
5. The Point of Service Plan benefits program shall allow for out-of-network coverage without limitations or restrictions on the following basis:

- (a) There shall be a Deductible payable by the employee with an annual Out-of-Pocket cost limitation (excluding deductibles) as follows:

Effective	Deductible	Out-of-Pocket Maximum
Start to 12/31/96	\$250.00	\$400.00
1/1/97 to 12/31/97	\$250.00	\$400.00
1/1/98 to 12/31/98	\$300.00	\$600.00
1/1/99 to 12/31/99	\$300.00	\$600.00

- (b) After the Deductible amount, benefits shall be on a co-payment basis of 80% by the Authority and 20% by the employee, subject to Maximums in (a).
- (c) The Authority will make its best effort to ensure that covered employees receive continuity of care in catastrophic cases so as to provide the least amount of

dislocation to the patient. The Authority will use its best efforts to enroll the employees' current primary physicians in the Authority's Self-Funded HMO.

(d) All plans will provide mammograms for women over age 50 and for all others as are certified to be a medical necessity.

6. Items of coverage in both the Self-Funded HMO and alternate benefit program shall be as agreed upon between the parties but in no event shall coverage exceed what is provided in the current indemnity plan or the Authority's Self-Funded HMO.
7. Effective January 1, 1996, Vision Care allowances shall be raised \$5.00 in each category (examinations, frames and lenses).
8. Effective the first of the month following the signing of the final Agreement by the parties, the Prescription Medicine co-payment will be \$1.00 for generic drugs and \$5.00 for name-brand drugs unless no generic equivalent is available, then the co-payment shall be \$1.00.
9. The current Dental Plan will be unchanged and the Authority assures Local 194 of satisfactory performance by the administrator.
10. Except for the above changes, there shall be no diminution of benefits from those provided under Agreement between the parties that expired on July 2, 1995.

C. New employees will have the above coverages on the first of the month next following two months after the effective date of hire. Descriptive brochures for all health plans will be made available by the Human Resources Department.

D. Employees are entitled to complete physical examinations according to schedule after attaining eligibility based on length of service. Employees will be notified by the Authority when they are eligible on individual basis. These examinations are optional and voluntary to the employee at no cost.

E. Group Life Insurance

Commencing on the first of the month next following two months after the effective date of hire, permanent full-time employees will become eligible for group life insurance in varying amounts depending upon salary. Such insurance will be made available effective in the following amounts at no cost to the employee.

SCHEDULE OF AMOUNTS

<u>Classification of Employees</u> <u>According to Annual Earnings*</u>	<u>Amount of</u> <u>Life Insurance</u>
\$ 6,000 or more but less than \$ 8,000	\$ 6,000
\$ 8,000 or more but less than \$10,000	\$ 8,000
\$10,000 or more but less than \$15,000	\$10,000
\$15,000 or more but less than \$20,000	\$15,000
\$20,000 and over	\$20,000

*Annual Earnings as used above shall be based upon an employee's earnings, exclusive of overtime pay, for normal work weeks. A descriptive brochure describing the Group Life Insurance Plan in great detail is available upon request to the Personnel Department.

F. Travel Insurance

The Authority provides travel insurance including sojourn to all employees. This insurance provides accidental death and dismemberment coverage for employees traveling on official business for the Authority.

G. Holidays

1. The following are recognized as paid holidays:

New Year's Day	Labor Day
Martin Luther King, Jr. Day	Columbus Day
President's Day (3rd Monday in February)	Election Day
Good Friday	Veterans Day
Easter Sunday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day

2. Holidays which fall on either Saturday or Sunday will be observed on Friday or Monday respectively in the Maintenance Department, and in the Office, Clerical and Technical Unit except as otherwise directed.

3. In Maintenance an employee will receive an additional day's absence with pay or an additional day's pay when a recognized holiday falls within his vacation period. In Toll Collection a recognized holiday which falls within a collector's vacation period will be compensated for in the same manner as a normal scheduled day off.

4. The Authority will grant an additional \$35 in compensation each day to those personnel who are not scheduled and who are called in to work on Christmas Eve, Christmas Day, New Year's Eve, and Easter Sunday.

5. Holiday pay shall consist of a day's pay at straight time.

6. Employees working on a holiday shall receive time and one-half for all hours worked in addition to the holiday pay as defined above. Where work extends beyond eight hours on a holiday, employees shall be compensated at the rate of double time and one-half for such hours worked.

7. Employees scheduled to work on a holiday and having an authorized absence on that day shall receive holiday pay only and no other form of compensation except in the case of death in the family or jury duty, providing proper certification is presented.

8. Employees working rotating shifts and scheduled off on the holiday shall receive holiday pay for the holiday in addition to their regular week's basic salary.

9. The holiday period shall be considered to be from 11:00 p.m. to 11:00 p.m. in the Toll Collection Department and from 12:00 midnight to 12:00 midnight in the Maintenance Department, and the Office, Clerical and Technical Unit.

The holiday designated for the night shift working 10:30 p.m. to 7:00 a.m., Monday through Friday, will be the actual day of the holiday. The 24-hour period for pay purposes will begin at 7:00 a.m. on the actual holiday to 7:00 a.m. of the following day.

10. Sick leave payments shall not be made for any holiday.

11. Holiday pay will not be paid to any employee on a leave of absence without pay, or who is on suspended or laid-off status. Employees on Worker's Compensation during a period in which a holiday falls will be paid in accordance with the provision dealing with Worker's Compensation.

12. Any employee having an unauthorized absence either the last scheduled workday before any holiday, or on the first scheduled work day after any holiday, shall forfeit any holiday pay due for that day.

13. Employees having an unauthorized absence on a holiday on which he is scheduled to work shall receive no compensation of any kind.

H. Days of Special Significance

The Authority recognizes that, from time-to-time, Presidents of the United States and/or Governors of New Jersey have declared days, other than the Holidays listed above, as days of special significance whereby the respective state or federal employees are granted paid time off.

In the future, the Authority will treat such days it wishes to recognize as follows:

(1) Employees who are not required for operational purposes will be permitted the time off.

(2) Employees who are required to work or employees who are scheduled off or on a paid leave status will be given an additional day's pay at straight time pay.

I. Uniforms

1. The Authority will provide uniforms to be worn on duty by personnel in all field job classifications in the Maintenance Department to include an outer protective garment, and an intermediate weight jacket, and short sleeve shirts for optional summer wear, with the cost of cleaning to be borne by the Authority.

2. Uniforming will be in accordance with "Rules Governing Toll Collection Uniforming and Appearance" as promulgated by the Toll Collection Department.

a. An allowance in the amount of the following will be paid for cleaning and minor maintenance of all Toll Collector uniforms. This amount will be payable at a flat rate of \$34.58 per month for the first year, \$35.00 per month the second year, and \$35.42 for the third and \$35.83 for the fourth and final year of the Contract to each individual, payable in the final paycheck issued each month.

7/3/95: \$415.00/yr. (\$34.58/mo.)
7/1/96: \$420.00/yr. (\$35.00/mo.)
6/30/97: \$425.00/yr. (\$35.42/mo.)
6/29/98: \$430.00/yr. (\$35.83/mo.)

Utility Men shall receive 50% of the Toll Collector's allowance.

- b. Failure to comply with the "Rules governing Toll Collection Uniforming and Appearance" or to clean properly and maintain uniforms may result in disciplinary action which may include denial of the Uniform allowance.
 - c. Two identification badges per Collector containing the Collector's first name or nickname, dependent on Department of Toll Collection approval, and the Collector's Toll employee number. The lanes will be identified by Interchange and number.
3. Foul weather gear will be issued.
 4. Strict use of issued uniforming will be enforced.
 5. The Authority will provide smocks for those personnel whose assignment warrants it.
 6. Communications Dispatchers will be provided three (3) white shirts with an appropriate logo and three (3) pair of navy pants. Communications Dispatchers shall receive a cleaning allowance of twenty-five (25%) of the Toll Collector's allowance under subparagraph F.2 above.

J. Worker's Compensation

Employees of the Operating Unit shall receive from the Authority the difference between the total amount of temporary benefits paid under the Worker's Compensation and 100% of the employee's regular wages for the first (1st) week of absence from work due to injury and 80% benefits effective the second (2nd) and subsequent weeks.

Employees of the Office, Clerical and Technical Unit shall receive from the Authority the difference between the total amount of temporary benefits paid under Worker's Compensation and 100% of the employee's regular wages for the period absent from work due to the injury.

In no event shall an employee receive an amount exceeding his or her regular earnings.

K. Longevity Payment

Employees shall be entitled to receive a longevity pay which shall be added to and become a part of the base rate of pay as follows:

a) A sum of 4% for all employees who have at least ten (10) but less than fifteen (15) years of service, including those who reach 10 years of service, effective their anniversary date, and

b) A sum of 6% for all employees who have at least fifteen (15) but less than thirty (30) years of service, including those who reach 15 years of service, effective their anniversary date.

c) A sum of 7% for all employees who have at least thirty (30) years of service, including those who reach 30 years of service, effective their anniversary date.

d) These longevity payments shall not be cumulative.

L. Tool Allowance

Automotive mechanics will provide all required basic tools needed for performance of their trade.

All journeyman automotive mechanics and other craftsmen required to have tools will receive a tool allowance payable in January of each year. This allowance will cover all loss of personal property furnished by the employee. Loaner tools will be provided as available until an employee is able to replace a broken tool. Tool allowance will be paid on the following basis:

1/1/96:	\$320
1/1/97:	\$330
1/1/98:	\$340
1/1/99:	\$350

M. Mileage

Mileage will be paid on the basis of 28 cents per mile and will be included in weekly paychecks. Mileage allowance shall be increased in the event the Federal Internal Revenue Service regulations permit allowances in excess of 28 cents per mile. The rate will then be adjusted accordingly.

N. Meal Allowance

Meals will be paid at the following rates:

7/3/95:	\$9.65
7/1/96:	\$9.65
6/30/97:	\$9.65
6/29/98:	\$9.65

Meal Allowance will be included in weekly pay checks.

O. Pension Plan

1. Permanent full-time employees are required to join the Public Employees' Retirement System at the time of hire. This plan requires employees to make contributions to the System on a percentage basis according to age at time of hire. The Authority matches these contributions thus providing for a retirement income. Basically, the program provides each employee with:

- (a) A guaranteed retirement income for life based on the total years of service credit established in the System and final average salary.
- (b) Financial protection in case of disability or death.
- (c) Benefits in addition to Federal Social Security coverage.
- (d) Opportunity to participate in supplemental Annuity System by additional payroll deductions.

2. In connection with (b) above, this System has as one of its main features life insurance protection totaling 3 times the employee's base salary. Of this, 1-1/2 times annual salary is available at no cost. Descriptive brochures describing the Pension Plan in greater detail are available.

P. Retirement

1. Vacation Pay

Full vacation allowance for the calendar year of retirement will be granted to the extent not taken.

2. Sick Leave Payments

100% allowance shall be granted on unused sick leave and shall be paid at the then current rate.

3. Health Benefits

(a) Retirees Under Age 65

Retirees under age 65 and their eligible dependents will continue to maintain the same health benefit coverage which was available while a full-time employee.

Health benefit and Prescription Card Plans which were available to retiree and eligible dependents while a full-time employee, will continue up to retiree age 65.

Effective July 3, 1989 all employees who retire and are under age 65 will continue to receive benefits as indicated above. However, upon becoming age 65 and continuing through age 70, they will continue to receive health benefits and the Prescription Drug Card Plans.

Full premium cost will be borne by the Authority.

(b) Retirees Age 65 and Over

For those retirees and/or their eligible dependents upon reaching age 65, it is necessary to enroll in Part A and Part B of Medicare for which the Authority will reimburse the cost of Part B Medicare premium.

In addition to the above, the Authority will continue to provide the appropriate carve out Health benefits to the retiree and/or eligible dependents at no cost to the retiree.

Effective July 3, 1989 all employees who retire and are age 65 through age 70 will continue to receive health benefit coverage and the Prescription Drug Card Plans.

Any change to family status should be reported to the Human Resources Department.

(c) Eligible surviving dependents of future deceased employees and future retirees shall be extended Hospitalization and Medical-Surgical coverage after the present policy for extension of coverage has expired, based on the following service schedule:

- One (1) Year - Employees or retirees with 10 or less years of service, or until remarriage of spouse;
- Two (2) Years - Employees or retirees with less than 15, but more than 10 years of service, or until remarriage of spouse;
- Five (5) Years - Employees or retirees with 15 or more years of service, but less than 20 years of service, or until remarriage of spouse;
- Ten (10) Years - Employees or retirees with 20 or more years of service, or until remarriage of spouse.

4. Public Employees' Retirement System

Those retirees who are enrolled in this System will receive benefits as explained and outlined in the PERS booklet for eligible employees. This pension is in addition to Social Security Benefits.

5. Social Security

All retirees are enrolled in this System and will receive benefits at the eligible age according to the method approved by the Social Security Administration.

Q. Suggestion Awards Program

The Authority has a Suggestion Awards Program in which all personnel are urged to participate. Official suggestion blanks are available at the Public Information Office. Additional information describing the Program is likewise available.

R. Tuition Refund Program

The Authority will provide a Tuition Refund Program for prior approved courses. Eligibility is dependent upon achieving permanent status. Upon satisfactory completion of a course or courses which are related to present or future Turnpike job opportunities, the Authority will reimburse the employee's cost of tuition and those fees essential to the completion of the course, excluding books.

Employees who receive reimbursement will be required to sign an agreement indicating they will not leave the employment of the Turnpike for a (1) one year period following receipt of the most recent reimbursement or they will be required to return the amount of the last reimbursement.

S. Group Life Insurance

The Authority will continue payment of premiums for \$10,000 of group life insurance for all retirees to age 70.

ARTICLE XIX SAFETY

An Employee Safety Manual sets forth Authority policy regarding safety rules and procedures on the Turnpike. Each employee must familiarize himself with the material contained in the manual as he bears a responsibility for not only his own safety, but that of his fellow workers. The manual deals with general policies, specific rules, traffic protection procedures and rules, and forms necessary for completion when accidents occur.

The Authority will provide all proved safety devices reasonably necessary for the protection of its personnel.

A Safety Committee chosen by election from among those Turnpike employees indicating willingness to participate will function for the purpose of maintaining and enforcing the safety rules and regulations referred to above.

No employee shall be required to perform work under unsafe or unhealthy conditions, drive or operate unsafe vehicles, equipment, etc., work without proper tools and equipment or without ample safety precautions, including cones, flares, safety signals, flagmen, etc. Should an employee complain that his work requires to be in unsafe or unhealthy situations, in violation of accepted safety rules, the matter shall be promptly investigated by the Authority. If investigation discloses an unsafe condition, corrective action shall be taken immediately.

In the event of an injury on the job to an employee, the Authority shall, at the time of the injury, provide transportation to professional medical assistance when it is deemed necessary.

The Safety Manual is adopted as part of this Agreement and may be revised from time to time by mutual consent.

ARTICLE XX MUTUAL COOPERATION

A. The Union and Authority agree that cooperation in employer-employee relations is necessary in order to maintain a high level of service to the public and the morale of employment in their daily work.

B. The parties agree to resolve problems arising from differences through the Grievance and Disciplinary Action procedures contained herein and further agree to meet and discuss in good faith all matters giving rise to a dispute on the application of this Agreement.

C. The Authority agrees that the provisions of this Agreement shall be carried out in all respects through the life of this Agreement and assures the Union compliance by its Administrative and Management Personnel.

D. Should any portion of this Agreement be held unlawful or unenforceable by any Court of Competent jurisdiction, such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision whereupon the

parties agree to negotiate immediately a substitute for the invalidated portion thereof.

E. Neither the Union nor any of its members shall cause or participate in any strike, work stoppage, slowdown, impediment to work or other overt act of disharmony during the term of this Agreement. The grievance procedure and disciplinary action procedure shall be fully utilized as heretofore described, and the Authority and the Union agree to accept as binding upon each, all decisions rendered in arbitration cases arising out of this Agreement.

F. The Union agrees that it will, in the event Paragraph E above is violated by any of its members, immediately notify all members, generally, and the violator(s) specifically, to cease and desist in any and all such action. The Union further agrees that it will assist the Authority in preventing and stopping such action and that the Authority shall have any and all recourse in law to restore normal working operations, including action against individual employees, the Union, and its representative should they fail to comply with the provisions of this Article.

G. Violations of Paragraph E above are considered "Just Cause" within the meaning of the Discipline and Discharge provision of this Agreement.

H. Either Party to this Agreement may seek legal relief or enforcement of the provisions of the Agreement, including recovery of cost and damages sustained in the event it is necessary to seek a court order to obtain compliance with an Arbitration decision.

I. The Authority and the Union agree that patrons utilizing the New Jersey Turnpike must, at all times, be treated with the utmost courtesy and respect. In this vein, the Authority and the Union agree to work together to improve relations between patrons and Toll Collectors and to actively investigate all complaints received in accordance with mutually agreeable procedures.

ARTICLE XXI Union Representation

A. All activities including grievance and disciplinary hearings between the employees' representatives and the Authority shall be conducted during normal working hours with such time to be considered as excused absences with pay.

B. Released time for Union representatives will be granted on the basis of eight (8) hours per week for every one hundred (100) employees or major fraction thereof with such time to be considered as excused absence with pay.

C. The Union be granted three (3) delegates to the State AFL/CIO Convention and five (5) delegates to the I.F.P.T.E. International Convention, with such time to be considered as excused absence with pay. The ratio of participation shall be two (2) delegates to the State AFL/CIO Convention and four (4) delegates to the I.F.P.T.E. International Convention from the Operating Unit, and one (1) delegate to the State AFL/CIO Convention and one (1) delegate to the I.F.P.T.E. International Convention from the Office, Clerical and Technical Unit.

D. Officers of the Union shall be released from work for such other matters as may be deemed necessary by the Union, such time considered as absences without pay and shall only be considered upon written request.

E. In all cases requiring released time for Union representation, the employee will notify his immediate supervisor in advance.

ARTICLE XXII

Term of Agreement

This Agreement shall be effective as of the Third day of July, 1995, and shall continue in full force and effect through Midnight, June 28, 1999.

The Authority shall increase wages and provide non-reoccurring bonuses (which do not add to base) as follows:

Effective 1/1/97	\$550 Bonus (non-reoccurring; not added to base)
Effective 6/30/97	3.5%
Effective 1/1/98	\$700 Bonus (non-reoccurring; not added to base)
Effective 6/29/98	3.5%

The lump sum "bonus" payments (not to be added to base) to be provided to all employees, as follows in exchange for a work rule modification concerning temporary employees:

Effective 7/1/96	\$800 (non-reoccurring; not added to base)
Effective 1/1/97	\$250 (non-reoccurring; not added to base)
Effective 1/1/98	\$100 (non-reoccurring; not added to base)

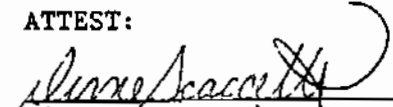
New rates of pay, as set forth above, shall be effective June 30, 1997, with a subsequent increase on June 29, 1998. Rates of pay and their effective dates shall be set forth in the attached "Wage Schedule."

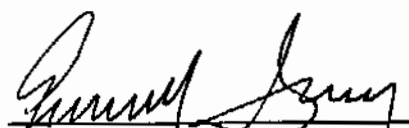
It is understood between the parties that this Agreement represents in part, a merger of the prior labor agreement dated June 29, 1992 through July 2, 1995 and the memoranda of understanding executed during the course of negotiations for this Agreement.

This Agreement shall be binding upon the parties herein, their executors, successors and assignees.

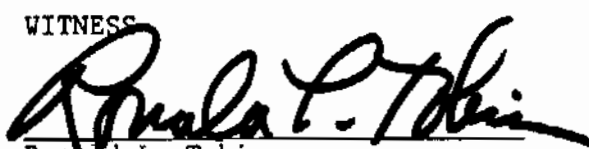
IN WITNESS WHEREOF, the parties have caused this Agreement to be executed under their hands and seals.

ATTEST:

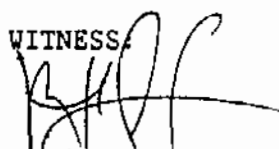

Diane Scaccetti
Turnpike Authority Secretary


Edward Gross
Acting Executive Director

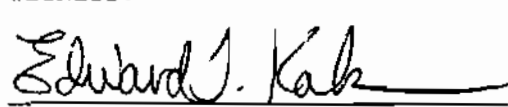
WITNESS:


Ronald L. Tobia
Special Labor Counsel


WITNESS:


Mary-Elizabeth Garrity
Director of Human Resources

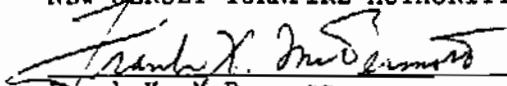
WITNESS:


Edward Kahn
Business Manager

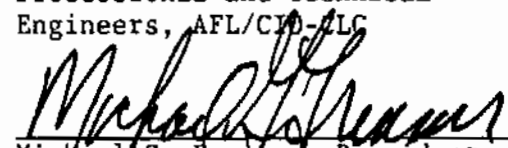
WITNESS:

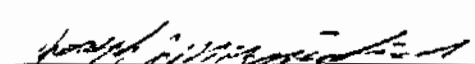

Francis A. Forst
Consultant

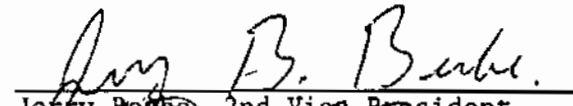
NEW JERSEY TURNPIKE AUTHORITY

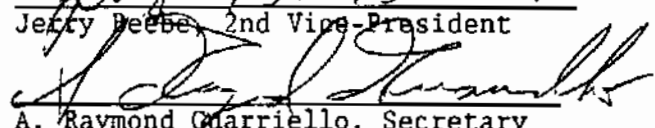

Frank X. McDermott
Chairman

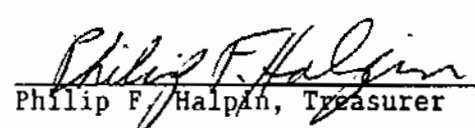
LOCAL 194, International Federation of
Professional and Technical
Engineers, AFL/CIO-ILC

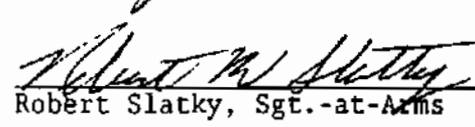

Michael G. Kronmer, President

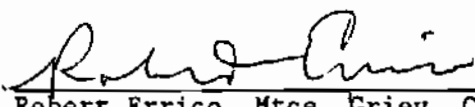

Joseph Miecznikowski, 1st Vice-President

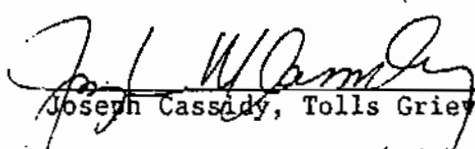

Jerry Beebe, 2nd Vice-President

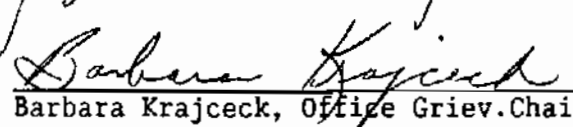

A. Raymond Garriello, Secretary


Philip F. Halpin, Treasurer


Robert Slatky, Sgt.-at-Arms


Robert Errico, Mtce. Griev. Chairman


Joseph Cassidy, Tolls Grievance Chairman


Barbara Krajceck, Office Griev. Chair.

APPENDIX

I. Salary Rates and Ranges:

The salary rates and ranges of all employees shall be in accordance with the attached schedule.

II. Cost-of-Living Allowance:

A Cost-of-Living Adjustment will be applied effective 6/28/96 based on the increase in the Metropolitan New York-North Jersey Consumer Price Index between June 1, 1995 and May 31, 1996 payable on the following basis: For every 1% or major part of 1% over 10%, the Authority will increase rates by 1/2% retroactive to 6/29/95 by lump sum and thereafter to the rates of pay. The Cost-of-Living Adjustment will be continued on the same basis in 1996, 1997 and 1998 based on the June 1st through May 31st increases in the Consumer Price Index.

MAINTENANCE & ENGINEERING SERVICES DEPARTMENT

<u>EFFECTIVE DATE</u>	<u>HIRE RATE</u>	<u>AFTER 6 MONTHS</u>	<u>AFTER 12 MONTHS</u>	<u>AFTER 18 MONTHS</u>	<u>AFTER 24 MONTHS</u>	<u>AFTER 30 MONTHS</u>	<u>AFTER 36 MONTHS</u>	<u>AFTER 42 MONTHS</u>	<u>AFTER 48 MONTHS</u>
4/3/96	\$7.00	\$7.25	\$7.50	\$7.75	\$8.00	\$8.25	\$8.50	\$8.75	\$9.00

Janitor*

*Position as set forth in the Memorandum of Understanding between Local 194 and the Authority resolving certain issues relating to alternate employment opportunities.

<u>EFFECTIVE DATE</u>	<u>SALARY</u>
4/3/96	\$12.00

Janitor+

+Position as set forth in the Memorandum of Understanding between Local 194 and the Authority resolving certain issues relating to alternate employment opportunities.

MAINTENANCE & ENGINEERING SERVICES DEPARTMENT

<u>EFFECTIVE DATE</u>	<u>HIRE RATE</u>	<u>AFTER 6 MONTHS</u>	<u>AFTER 1ST YEAR</u>	<u>AFTER 2ND YEAR</u>	<u>AFTER 3RD YEAR</u>	<u>JOB RATE AFTER 4TH YEAR</u>
7/3/95	\$13.10	\$13.74	\$14.37	\$15.66	\$16.94	\$18.21
7/1/96	\$13.10	\$13.74	\$14.37	\$15.66	\$16.94	\$18.21
6/30/97	\$13.56	\$14.22	\$14.87	\$16.21	\$17.53	\$18.85
6/29/98	\$14.03	\$14.72	\$15.39	\$16.78	\$18.14	\$19.51

Maintenance Person
Messenger

7/3/95	\$13.65	\$14.28	\$14.91	\$16.19	\$17.46	\$18.76
7/1/96	\$13.65	\$14.28	\$14.91	\$16.19	\$17.46	\$18.76
6/30/97	\$14.13	\$14.78	\$15.43	\$16.76	\$18.07	\$19.42
6/29/98	\$14.62	\$15.30	\$15.97	\$17.35	\$18.70	\$20.10

Maintenance Records Clerk

7/3/95	\$13.99	\$14.64	\$15.29	\$16.64	\$17.98	\$19.29
7/1/96	\$13.99	\$14.64	\$15.29	\$16.64	\$17.98	\$19.29
6/30/97	\$14.48	\$15.15	\$15.83	\$17.22	\$18.61	\$19.97
6/29/98	\$14.99	\$15.68	\$16.38	\$17.82	\$19.26	\$20.67

Parts and Inventory Counterman

7/3/95	\$14.76	\$15.44	\$16.11	\$17.49	\$18.89	\$20.23
7/1/96	\$14.76	\$15.44	\$16.11	\$17.49	\$18.89	\$20.23
6/30/97	\$15.28	\$15.98	\$16.67	\$18.10	\$19.55	\$20.94
6/29/98	\$15.81	\$16.54	\$17.25	\$18.73	\$20.23	\$21.67

Body Repairperson	Mason
Carpenter	Mechanic, Automotive
Communications Craft Person	Mechanic, Building Maintenance
Heavy Equipment Operator	Mechanic, Sign Layout
Landscaper	Mechanic, Toll System
Linestriper	Painter
Machinist	Welder

7/3/95	\$16.19	\$16.80	\$17.50	\$18.85	\$20.19	\$21.53
7/1/96	\$16.19	\$16.80	\$17.50	\$18.85	\$20.19	\$21.53
6/30/97	\$16.76	\$17.39	\$18.11	\$19.51	\$20.90	\$22.28
6/29/98	\$17.35	\$18.00	\$18.74	\$20.19	\$21.63	\$23.06

Communications Technician
Electronics Technician
Power & Light Electrician
Toll Technician

TOLL COLLECTION DEPARTMENT

<u>EFFECTIVE DATE</u>	<u>HIRE RATE</u>	<u>AFTER 6 MONTHS</u>	<u>AFTER 1ST YEAR</u>	<u>AFTER 2ND YEAR</u>	<u>AFTER 3RD YEAR</u>	<u>JOB RATE AFTER 4TH YEAR</u>
7/3/95	\$13.10	\$13.74	\$14.37	\$15.66	\$16.94	\$18.21
7/1/96	\$13.10	\$13.74	\$14.37	\$15.66	\$16.94	\$18.21
6/30/97	\$13.56	\$14.22	\$14.87	\$16.21	\$17.53	\$18.85
6/29/98	\$14.03	\$14.72	\$15.39	\$16.78	\$18.14	\$19.51

Distribution Clerk
Stock Service Clerk

7/3/95	\$13.10	\$13.86	\$14.64	\$16.19	\$17.72	\$19.29
7/1/96	\$13.10	\$13.86	\$14.64	\$16.19	\$17.72	\$19.29
6/30/97	\$13.56	\$14.35	\$15.15	\$16.76	\$18.34	\$19.97
6/29/98	\$14.03	\$14.85	\$15.68	\$17.35	\$18.98	\$20.67

Toll Collector

7/3/95	\$13.10	\$13.86	\$14.64	\$16.19	\$17.72	\$19.29
7/1/96	\$13.10	\$13.86	\$14.64	\$16.19	\$17.72	\$19.29
6/30/97	\$13.56	\$14.35	\$15.15	\$16.76	\$18.34	\$19.97
6/29/98	\$14.03	\$14.85	\$15.68	\$17.35	\$18.98	\$20.67

<u>Effective Date</u>	<u>Salary</u>
4/3/96	\$16.19

Split-Shift Toll Collector*

*Position as set for in the Memorandum of Understanding between Local 194 and the Authority resolving certain issues relating to alternate employment opportunities.

OFFICE AND CLERICAL TITLES

<u>SALARY</u> <u>GRADE</u>	<u>EFFECT.</u> <u>DATE</u>	<u>HIRE</u> <u>RATE</u>	<u>AFTER</u> <u>6 MONTHS</u>	<u>AFTER</u> <u>1ST YEAR</u>	<u>AFTER</u> <u>2ND YEAR</u>	<u>AFTER</u> <u>3RD YEAR</u>	<u>JOB RATE</u> <u>AFTER</u> <u>4TH YEAR</u>
4	7/3/95	\$20,538.29	\$21,879.15	\$23,219.97	\$25,901.63	\$28,583.29	\$31,264.93
	7/1/96	\$20,538.29	\$21,879.15	\$23,219.97	\$25,901.63	\$28,583.29	\$31,264.93
	6/30/97	\$21,257.13	\$22,644.92	\$24,032.67	\$26,808.19	\$29,583.71	\$32,359.20
	6/29/98	\$22,001.13	\$23,437.49	\$24,873.81	\$27,746.48	\$30,619.14	\$33,491.77

Clerk-Typist
Duplicating Machine Operator
General Clerk

General Clerk, Finance & Budgets
Mail Clerk-Messenger/Shipping Clerk
Stockperson

5	7/3/95	\$21,031.34	\$22,389.36	\$23,747.34	\$26,463.34	\$29,179.32	\$31,895.31
	7/1/96	\$21,031.34	\$22,389.36	\$23,747.34	\$26,463.34	\$29,179.32	\$31,895.31
	6/30/97	\$21,767.44	\$23,172.99	\$24,578.50	\$27,389.56	\$30,200.60	\$33,011.65
	6/29/98	\$22,529.30	\$23,984.04	\$25,438.75	\$28,348.19	\$31,257.62	\$34,167.06

File Clerk
Senior Mail Clerk-Messenger/Shipping Clerk

Senior Clerk-Typist

6	7/3/95	\$21,552.10	\$22,937.46	\$24,322.83	\$27,093.56	\$29,871.03	\$32,635.02
	7/1/96	\$21,552.10	\$22,937.46	\$24,322.83	\$27,093.56	\$29,871.03	\$32,635.02
	6/30/97	\$22,306.42	\$23,740.27	\$25,174.13	\$28,041.83	\$30,916.52	\$33,777.25
	6/29/98	\$23,087.14	\$24,571.18	\$26,055.22	\$29,023.29	\$31,998.60	\$34,959.45

Accident Records Clerk
Claims Examiner
Disbursements Clerk
Inventory Clerk
Offset Press Operator

Office Services Clerk
Office Services Clerk-Engineering
Payroll Clerk
Stenographer

7	7/3/95	\$22,182.22	\$23,595.00	\$25,007.78	\$27,833.40	\$30,658.95	\$33,484.56
	7/1/96	\$22,182.22	\$23,595.00	\$25,007.78	\$27,833.40	\$30,658.95	\$33,484.56
	6/30/97	\$22,958.60	\$24,420.83	\$25,883.05	\$28,807.57	\$31,732.01	\$34,656.52
	6/29/98	\$23,762.15	\$25,275.56	\$26,788.96	\$29,815.83	\$32,842.63	\$35,869.50

Auxiliary Machine Operator
Benefits Clerk
Human Resources Clerk
Office Services Aide
Police Records Clerk

Receptionist
Senior File Clerk
Senior Stockperson
Telephone Operator-Maintenance
Ticket Preparation Clerk

OFFICE AND CLERICAL TITLES

<u>SALARY</u> <u>GRADE</u>	<u>EFFECT.</u> <u>DATE</u>	<u>HIRE</u> <u>RATE</u>	<u>AFTER</u> <u>6 MONTHS</u>	<u>AFTER</u> <u>1ST YEAR</u>	<u>AFTER</u> <u>2ND YEAR</u>	<u>AFTER</u> <u>3RD YEAR</u>	<u>JOB RATE</u> <u>AFTER</u> <u>4TH YEAR</u>
8	7/3/95	\$22,976.86	\$24,416.99	\$25,857.15	\$28,737.49	\$31,617.81	\$34,498.15
	7/1/96	\$22,976.86	\$24,416.99	\$25,857.15	\$28,737.49	\$31,617.81	\$34,498.15
	6/30/97	\$23,781.05	\$25,271.58	\$26,762.15	\$29,743.30	\$32,724.43	\$35,705.59
	6/29/98	\$24,613.39	\$26,156.09	\$27,698.83	\$30,784.32	\$33,869.79	\$36,955.29
		Accounts Clerk			Purchasing Clerk		
		Benefits Assistant			Senior Office Services Clerk-Engineering		
		Claims Specialist			Senior Ticket Supply Clerk		
		Data Analyst			Stenographer-Secretary		
		Head File Clerk			Telephone Operator		
		Microfilm Clerk			Toll Coll. Credit & Collection Clerk		
		Office Services Assistant					

9	7/3/95	\$23,853.61	\$25,334.88	\$26,816.13	\$29,778.65	\$32,741.17	\$35,703.70
	7/1/96	\$23,853.61	\$25,334.88	\$26,816.13	\$29,778.65	\$32,741.17	\$35,703.70
	6/30/97	\$24,688.49	\$26,221.60	\$27,754.69	\$30,820.90	\$33,887.11	\$36,953.33
	6/29/98	\$25,552.59	\$27,139.36	\$28,726.10	\$31,899.63	\$35,073.16	\$38,246.70
		Administrative Steno/Secretary-Toll Collection					
		Chief File Clerk			Senior Claims Specialist		
		Emergency Services Assistant			Senior Data Analyst		
		Senior Accounts Clerk			Traffic Data Analyst		

10	7/3/95	\$24,839.71	\$26,372.38	\$27,905.03	\$30,970.33	\$34,035.65	\$37,100.96
	7/1/96	\$24,839.71	\$26,372.38	\$27,905.03	\$30,970.33	\$34,035.65	\$37,100.96
	6/30/97	\$25,709.10	\$27,295.41	\$28,881.71	\$32,054.29	\$35,226.90	\$38,399.49
	6/29/98	\$26,608.92	\$28,250.75	\$29,892.57	\$33,176.19	\$36,459.84	\$39,743.47
		Assistant Traffic Coordinator			Publications Assistant		
		Computer Payroll Clerk			Purchasing Assistant		
		Contract Coordinator			Right-of-Way Draftsperson		
		Public Information Specialist			Specifications Assistant		

TECHNICAL TITLES

SALARY GRADE	EFFECT. DATE	HIRE RATE	AFTER 6 MONTHS	AFTER 1ST YEAR	AFTER 2ND YEAR	JOB RATE	
						AFTER 3RD YEAR	AFTER 4TH YEAR
IX	7/3/95	\$23,890.06	\$25,466.10	\$27,042.13	\$30,194.18	\$33,346.25	\$36,498.31
	7/1/96	\$23,890.06	\$25,466.10	\$27,042.13	\$30,194.18	\$33,346.25	\$36,498.31
	6/30/97	\$24,726.21	\$26,357.41	\$27,988.60	\$31,250.98	\$34,513.37	\$37,775.75
	6/29/98	\$25,591.63	\$27,279.92	\$28,968.21	\$32,344.76	\$35,721.34	\$39,097.90

Printing Coordinator

IX-A (40 hours)	7/3/95	\$27,121.03	\$28,922.20	\$30,723.42	\$34,325.73	\$37,928.10	\$41,530.49
	7/1/96	\$27,121.03	\$28,922.20	\$30,723.42	\$34,325.73	\$37,928.10	\$41,530.49
	6/30/97	\$28,070.27	\$29,934.48	\$31,798.74	\$35,527.13	\$39,255.58	\$42,984.06
	6/29/98	\$29,052.73	\$30,982.19	\$32,911.70	\$36,770.58	\$40,629.53	\$44,488.50

Communications Dispatcher
Data Entry Technician, Maintenance

X	7/3/95	\$27,693.99	\$29,396.46	\$31,098.92	\$34,503.86	\$37,908.80	\$41,313.72
	7/1/96	\$27,693.99	\$29,396.46	\$31,098.92	\$34,503.86	\$37,908.80	\$41,313.72
	6/30/97	\$28,663.28	\$30,425.34	\$32,187.38	\$35,711.50	\$39,235.61	\$42,759.70
	6/29/98	\$29,666.49	\$31,490.23	\$33,313.94	\$36,961.40	\$40,608.86	\$44,256.29

Computer Operator	Junior Programmer
Computer Payroll Assistant	Right-of-Way Engineering Aide
Drafter	Senior Dispatcher
Engineering Aide	Traffic Engineering Aide

XI	7/3/95	\$29,337.96	\$31,132.06	\$32,926.14	\$36,514.29	\$40,102.47	\$43,690.62
	7/1/96	\$29,337.96	\$31,132.06	\$32,926.14	\$36,514.29	\$40,102.47	\$43,690.62
	6/30/97	\$30,364.79	\$32,221.68	\$34,078.55	\$37,792.29	\$41,506.06	\$45,219.79
	6/29/98	\$31,427.56	\$33,349.44	\$35,271.30	\$39,115.02	\$42,958.77	\$46,802.48

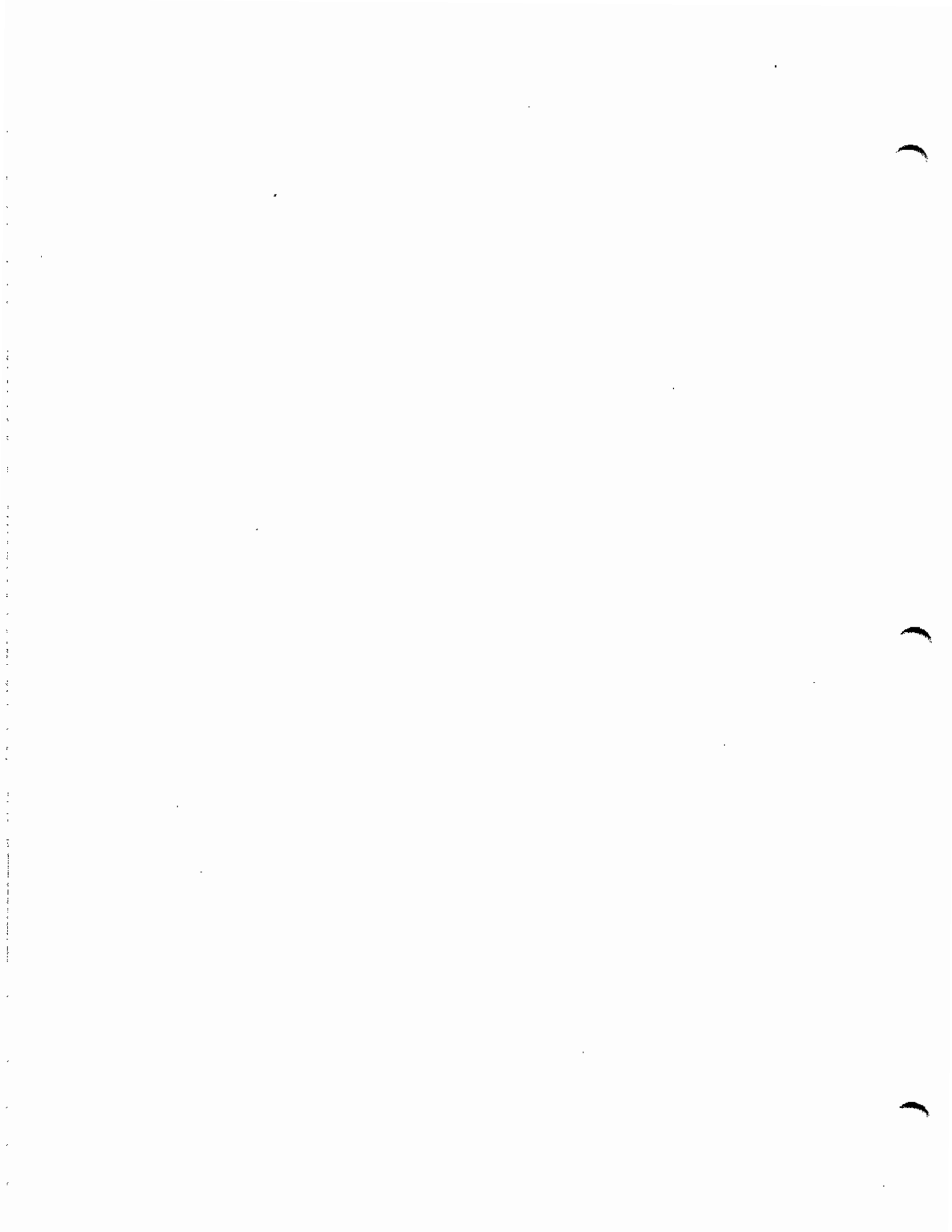
Programs and Procedures Librarian

XII	7/3/95	\$31,712.54	\$33,635.33	\$35,558.16	\$39,403.76	\$43,249.37	\$47,094.98
	7/1/96	\$31,712.54	\$33,635.33	\$35,558.16	\$39,403.76	\$43,249.37	\$47,094.98
	6/30/97	\$32,822.48	\$34,812.57	\$36,802.70	\$40,782.89	\$44,763.10	\$48,743.30
	6/29/98	\$33,971.27	\$36,031.01	\$38,090.79	\$42,210.29	\$46,329.81	\$50,449.32

Programmer

XIII	7/3/95	\$34,208.17	\$36,402.39	\$38,596.65	\$42,985.07	\$47,373.51	\$51,761.98
	7/1/96	\$34,208.17	\$36,402.39	\$38,596.65	\$42,985.07	\$47,373.51	\$51,761.98
	6/30/97	\$35,405.46	\$37,676.47	\$39,947.53	\$44,489.55	\$49,031.58	\$53,573.65
	6/29/98	\$36,644.65	\$38,995.15	\$41,345.69	\$46,046.68	\$50,747.69	\$55,448.73

Systems Analyst



AFTER THE COMPLETION OF ALL STEPS OF FACT FINDING, LAYOFF PROCEDURES WERE POSTED ON ALL AUTHORITY BULLETIN BOARDS, MAILED TO ALL MEMBERS OF LOCAL 194 AND MAILED TO THE EXECUTIVE BOARD OF LOCAL 194.

Layoff Procedures

Alternatives to Layoff

The decision to lay off employees is a managerial prerogative. A contractual right to meet and confer on alternative means of achieving the Authority's goals is sensible. It is also consistent with the Authority's objectives of economical and efficient service delivery. Except for emergency circumstances, notice to the Union of the possibility of a layoff will occur at least thirty (30) days prior to the Employer's decision to lay off so that there is sufficient time for discussing alternatives to the proposed layoff.

Notice of Intended Layoff

Notice of intended layoff shall be provided to Local 194 and the affected employee at least sixty (60) days in advance of the intended layoff date.

Identification of Layoffs

The Authority shall designate the department(s) and or section(s) where it has decided to effectuate a reduction in force and enumerate same by job classification or title.

Seniority

Layoffs shall be implemented beginning with date of hire as the determining seniority factor. Last hired within the designated section shall be the first employee designated for layoff. There are no bumping rights.

Seniority During Layoff Period

No employee shall lose or gain seniority during a layoff period; however, seniority shall only be maintained for two (2) years after the layoff.

Scope of Layoff Unit

The Authority shall identify and designate the scope of the unit for layoff by specific job title, by department and/or section. Identical or substantially similar job titles in other departments shall remain unaffected as well as job titles in the same or different departments and/or section not otherwise designated for layoff.

Recall

A recall preference list shall be established for laid off employees. The list shall be in the order of last to leave, first to return. No new hire shall be made in a position which a laid off employee is qualified to fill until the procedures set forth under the "Notice of Recall" provision have been implemented. Only vacancies which become available in the bottom three (3) pay grades of the Maintenance titles and the remaining two (2) pay grades of the Toll Collection titles will be used for the recall of affected employees. Any applicable test for

the Maintenance titles or for the Toll Collection titles, with the exception of the test for the position of toll collector, will be waived. Licensing requirements will not be waived. Training will be provided as required within the titles specified for recall. Recall candidates must meet all other employment criteria except as provided herein.*

*Item entitled "Recall" beginning with the fourth sentence, applies only to custodians in the Maintenance and Engineering Services Department and Utility employees in the Toll Collection Department. Like terms will be negotiated in the event of future lay-offs based on the nature of the skill being eliminated. All other provisions apply generally for layoffs within the Authority.

Notice of Recall

Notice of recall will be sent to the last address provided to the Authority with a copy sent simultaneously to Local 194. It is the affected employee's responsibility to keep his/her address current. The Authority will not be liable for incorrect addresses. The recall candidate will have ten (10) working days to respond to notice of recall. Failure to respond in the time allotted will be deemed as rejection of offer and termination of rights under recall provision.

Temporary, Part-Time and Seasonal Employees

Existing agreements concerning the use of temporary, part-time and seasonal employees shall remain unaffected while full-time employees are on layoff status.

Health Benefits

The Authority will provide, at no expense to the affected employee, medical health benefits for the first sixty (60) days of the layoff period. Thereafter, the affected employee may purchase medical health benefits at 102% of the group premium for a period of sixteen (16) months. This is in accordance with NJ Public

Health Law and the Consolidated Omnibus Budget Reconciliation Act ("COBRA"). Other health benefits, such as prescription drug, dental care and vision care, may be purchased by the affected employee from the first day of lay-off at 102% of the group premium.

Vacation and Sick Leave Banks

Vacation and sick leave banks will be paid in a lump sum with the current year pro-rated based on the effective date of the layoff. Payment for bank balances will be included in final paycheck.

Property Return

All Authority-owned property must be returned in order to receive final paycheck, but in no circumstances should this date exceed five (5) days from last day of active employment.

