

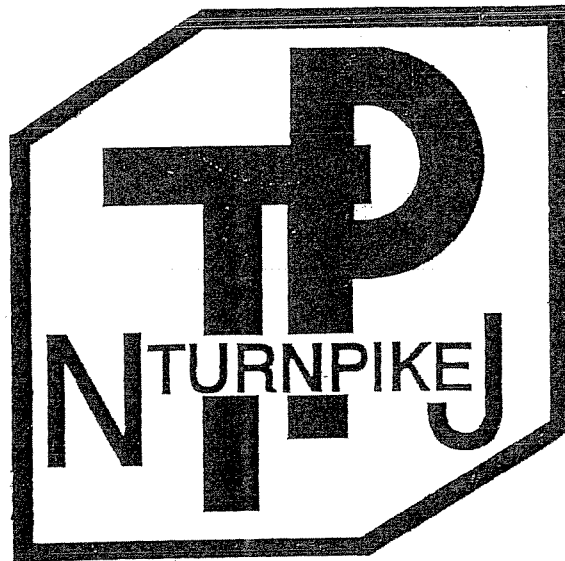
AGREEMENT BETWEEN

NEW JERSEY TURNPIKE AUTHORITY

AND

**NEW JERSEY TURNPIKE SUPERVISORS
ASSOCIATION**

LOCAL 200, I.F.P.T.E., AFL/CIO-CLC



SEPTEMBER 29, 2003 – SEPTEMBER 23, 2007

AGREEMENT
BETWEEN
NEW JERSEY TURNPIKE AUTHORITY
AND
NEW JERSEY TURNPIKE SUPERVISORS ASSOCIATION
LOCAL 200 and 200A, I.F.P.T.E., AFL/CIO-CLC

September 29, 2003 to September 23, 2007

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NEW JERSEY TURNPIKE AUTHORITY
AND
LOCAL 200, I.F.P.T.E., AFL/CIO-CLC

This agreement, approved on December 18, 2003, and effective September 29, 2003 at 12:01 a.m. through September 23, 2007 at 12:00 midnight, is between the New Jersey Turnpike Authority, hereinafter referred to as the "Authority" and, Local 200 and 200A, I.F.P.T.E., AFL/CIO-CLC.

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 Association join themselves together to observe in good faith the terms of this Agreement.

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the majority representative before they are established. Pursuant to the applicable New Jersey Law.

ARTICLE II

Recognition

The Authority recognizes Local 200 as exclusive representative of the Supervisors in the Turnpike Division Engineering, Finance/Budget, Maintenance, Operations, Technology and Administrative Services, and Toll Collection Departments as certified by the Public Employment Relations Commission in its written opinion dated August 17, 1989 and October 22, 1997 in accordance with the Laws and Constitution of the State of New Jersey. Additionally, the Authority recognizes Local 200A as the exclusive

matters filed under the Authority's procedure for sexual harassment and/or discrimination complaints, shall be separate and apart from this Agreement's Grievance Procedure set forth in Article XIV or the Disciplinary Action Procedure set forth in Article XV.

After a complaint is filed and the Authority conducts an investigation, the Authority's Executive Director will issue a Decision as to whether the Authority's Policy on Discrimination and/or Sexual Harassment was violated and the discipline to be imposed against any employee found to have violated this Policy.

In the event the Decision of the Executive Director results in the imposition of discipline, and that Decision is upheld by the Authority's Board of Commissioners, the Association may upon its execution of a Confidentiality Agreement obtain a copy of the report prepared by the investigators who investigated the internal complaint. The names of the Complainant and witnesses as well as any other privileged or confidential material shall be redacted from the Investigation Report. In the event the parties proceed to arbitration, the Association may then obtain a copy of the investigator's report in which the names of the complainant and witnesses shall be revealed. However, any privileged information will continue to be redacted.

The Association may submit the imposition of employee discipline to binding arbitration pursuant to the rules of the Public Employment Relations Commission ("PERC") and said arbitration shall be conducted pursuant to the Rules of PERC. All requests for binding arbitration shall be filed within fifteen (15) business days from receipt of the Investigation Report.

The Arbitrator shall conduct a hearing de novo and decide only the appropriateness of discipline imposed, if any. In no event shall the Arbitrator decide whether the Authority's Discrimination and Sexual Harassment Policy was violated.

The cost of arbitration shall be borne equally by both parties.

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 Association, as the exclusive negotiating agent for all employees, is obligated to represent fairly and 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 Association for its expenses of such representation.

C. Temporary Supervisory Employee -

Any Maintenance employee of the New Jersey Turnpike Authority who serves in a Supervisory position. Any Supervisory employee who is temporarily assigned to a supervisory position of a higher pay grade shall be paid the employee's regular rate plus \$1.00 per hour while serving in that supervisory position. In the event that the employee is promoted on a permanent basis, every consideration to the time served in the temporary assignment will be given to the employee when being placed within the salary grade of the new position. In the event that the employee is promoted to a permanent supervisory position, job classification seniority will be established upon the effective date of the permanent promotion. The terms of the contract's bid procedure will determine the promoted employee's job location.

D. Temporary Toll Plaza Supervisor -

A full-time Toll Collector who is assigned as a temporary substitute for a full-time Toll Plaza Supervisor who has been summarily suspended for theft and/or pilferage or who has been absent for a period of eighteen (18) days inclusive of Saturdays, Sundays and holidays for sick leave, temporary disability or worker's compensation.

Except that if an absence due to any of the above circumstances is known from the outset to exceed eighteen (18) days, the replacement with a Temporary Toll Plaza Supervisor can occur as soon as possible thereafter.

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 (8) hour work days in any one (1) work week. The current seven (7) day work cycle shall continue.
Break periods shall be made available consistent with past practice.
2. Each Supervisor's work week shall be set forth in a published schedule indicating his/her initial and concluding hour. The work week for all employees will commence with the number one (1) shift each Monday and continue through the number three (3) shift the next following Sunday night.
3. The Toll Collection operation shall employ the following shifts:

Shift 1 -	10:00 p.m. to 6:00 a.m.
Shift 2 -	6:00 a.m. to 2:00 p.m.
Shift 2B -	10:00 a.m. to 6:00 p.m.
Shift 3 -	2:00 p.m. to 10:00 p.m.
4. Whenever possible, Supervisors shall be given two (2) consecutive days off in each scheduled work week, consistent with past practice.
5. The regular work day shall include no more than one (1) eight (8) hour shift. Any changes shall be subject to approval by both the New Jersey Turnpike Authority and Local 200, I.F.P.T.E., AFL/CIO-CLC.
6. The work day will consist of a twenty-four (24) hour period beginning at the time of the start of the Supervisor's regularly scheduled shift. In no event will the Supervisor 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.
7. (a) Rebidding of all schedules will occur as needed. Selection for a position shall be by Job Classification Seniority.

(b) Nothing herein shall prohibit the parties from establishing and posting modified schedules of work dictated by changing traffic patterns.

Tour swaps shall be permitted subject to the approval of the Division Manager.
8. A seven (7) week work schedule shall be posted two (2) weeks in advance of the effective date. No modifications to posted Vacation Relief schedules shall occur unless mutually agreed upon by the Supervisor involved and the Division or Assistant Division Manager.
9. Vacation Relief Supervisors are guaranteed a minimum of one (1) weekend off in each seven (7) week period, not including his/her vacation.

5. The work day will consist of a twenty-four (24) hour period beginning at the time of the start of the Supervisor's regularly scheduled shift. In no event will the Supervisor 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.

E. OPERATIONS DEPARTMENT – TRAFFIC CONTROL SUPERVISORS

1. The scheduled work week for the Traffic Control Supervisors is forty (40) hours per week, consisting of five (5) eight (8) hour work days in any one work week. The current seven (7) day work cycle shall continue.
2. Each Supervisor's work week shall be set forth in a published schedule indicating his/her initial and concluding hour. The published schedule will be posted for a seven (7) week schedule, two (2) weeks in advance of the effective date. No changes shall be made to the schedule without the mutual consent of the Supervisor(s) and the Manager involved. The work week for all employees will commence with the number one (1) shift each Monday and continue through the number three (3) shift the next following Friday night, excluding holidays.
3. The Traffic Control Supervisors shall employ the following shifts:

Shift 1 - 10:00 p.m. to 6:00 a.m.
Shift 2 - 6:00 a.m. to 2:00 p.m.
Shift 2A - 8:00 a.m. to 4:00 p.m.
Shift 3 - 2:00 p.m. to 10:00 p.m.
Shift 4 - 6:00 p.m. to 2:00 a.m.

Any change to the above-referenced shifts shall be after discussion with the Association whose consent will not be unreasonably withheld.

4. The regular work day shall include no more than one (1) eight (8) hour shift. Any changes to the regular work day shall be subject to approval by both the Authority and the Association.
5. The work day will consist of a twenty-four (24) hour period beginning at the time of the start of the Supervisor's regularly scheduled shift. In no event will the Supervisor 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.

F. HIGHWAY ADVISORY RADIO MANAGER

1. The scheduled work week for the Highway Advisory Radio Manager shall be forty (40) hours per week, consisting of five (5), eight (8) hour work days. The current seven (7) day work cycle shall continue.

7. When a vacancy occurs, a selection will be made based on job classification seniority.
8. A seven (7) week work schedule shall be posted two (2) weeks in advance of the effective date.
9. Shift and location assignment schedules shall be consistent with past practice.

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) All new employees and newly promoted Supervisors will serve an active probationary period of six (6) months commencing with the date of promotion. There will be an option to provide for up to a six (6) month extension in the event unusual circumstances are involved. The total probationary period shall not exceed one (1) year. The six (6) month rate of pay shall not become effective until the satisfactory completion of the probationary period. The one (1) year rate shall become effective six (6) months from the date of the approved six (6) month increase and the two (2) year increase on the anniversary date of the one year increase. Probationary employees will receive periodic reviews and counseling throughout the probationary period.
- c) In the event the Authority adds new Job Classifications during the life of this Agreement, said classification shall be forwarded to the Association together with the Job Description and Salary Range prior to being put into effect. Such changes shall become part of the Appendix.
- d) The Authority agrees to pay fifteen (15) minutes of overtime per day to provide for swing period for supervisors working a 24/7 schedule including Division shift supervisors. The parties agree to abide by this additional time as it has conducted in the past.

2. Shift Differential

- a) A shift differential shall be paid to all supervisors except those in the Administrative Unit assigned to non-rotating shifts other than Monday

- iv. Maintenance of cooperative relationship between all levels of management, supervision, and rank and file.
- c) Each employee shall meet with the manager of his/her business unit no later than six (6) months from the start of the appraisal period to discuss employment performance and areas of deficiency.
- d) Those employees who receive a "pass" appraisal rating will qualify for an incentive bonus based on the performance review in each year of the contract with the ability to earn bonuses on the following dates: (1) July 1, 2004 - \$450.00; (2) July 1, 2005 - \$450.00; (3) July 1, 2006 - \$450.00; (4) July 1, 2007 - \$450.00. Effective July 1, 2004 the bonus will increase to \$450.00. Pay shall be included within the salary reported annually for pension purposes effective June 30, 2003.
- e) Each newly hired or newly promoted employee who is otherwise eligible for a PIP bonus and who has served more than three (3) months and up to six (6) months in the position, shall receive half of the bonus or \$225. Each newly hired or newly promoted employee who is otherwise eligible for the PIP bonus and who has served more than six (6) months in the position, shall receive the full bonus or \$450. In all cases, the employee must have met the performance standard for receiving a PIP bonus.
- f) Employees who receive a "fail" appraisal rating will not qualify for an incentive bonus.
- g) Appeals of final performance appraisals will be reviewed by a committee comprised of one (1) Management representative and one (1) Association representative. The Management representative will be appointed by the Executive Director and will be outside the affected employee's department. An appeal must be filed within five (5) working days of the completed appraisal; findings of the committee must be submitted to the Executive Director within ten (10) working days of the receipt of the committee's recommendation. In the event that the committee cannot reach a joint recommendation, then each representative will submit a recommendation to the Executive Director. The Executive Director's decision is final.

B. MAINTENANCE DEPARTMENT

1. Meal Allowance Application

For overtime of two (2) or more hours, a meal allowance will be paid. Supervisors who are required to work more than ten (10) continuous hours will receive one-half (1/2) hours off with pay and a meal allowance. During a declared emergency or snow or ice condition, the Authority will grant a meal

4. Snow Bonus

The Snow Bonus will be paid to Maintenance employees covered by the Local 200 contract in an amount not to exceed \$1000 on April 15th of each year. The criteria and list of employee titles eligible for Snow Bonus will be mutually agreed upon by the Director of Maintenance and Local 200.

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 fourteen (14) days following the last day of the work week in which the same were incurred.

2. Overtime Equalization

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

Each Supervisor will work 30% of the overtime offered on a monthly basis. Each Supervisor will be reviewed on the number of overtime opportunities accepted. The first review period will be sixty (60) days and each thirty (30) days thereafter. Failure to work the established minimum percentage of overtime offered will subject the Supervisor to disciplinary action. Extended absences for illness or vacation will be taken into account when determining the Supervisor's acceptance of overtime.

Upon attaining \$100,000.00 in annual salary due to overtime, plaza supervisors will be removed from the overtime equalization list. Upon attaining the \$100,000.00 mark, these plaza supervisors shall be placed on a separate overtime rotation list and, if in managements' sole discretion, said supervisors are needed they will be called in order of seniority off of the exalted overtime rotation list. However, it is understood by both parties that the use of the exalted list shall be purely discretionary to the New Jersey Turnpike Authority.

3. Meal Allowance

In case of a holdover or call-in of two (2) or more hours, a meal allowance shall be paid.

consecutive hours by Turnpike Supervisory Personnel (Salary Grade IX through XII).

- b) Assignment of overtime duty shall be according to the rules promulgated by the Operations Department and the Association.
 - i) When held over for overtime beyond the regular work day, each Supervisor will be paid for the hours actually worked.
 - ii) If an employee has arrived at his regular job location prior to the scheduled starting time and is directed to commence work, he shall be paid solely on the basis of time and one-half (1-1/2) pay for hours worked prior to the scheduled starting time.
 - iii) If a Traffic Operations Center Shift Supervisor is called in for a meeting, a minimum of four (4) hours pay will be guaranteed at time and one-half (1-1/2). If a Traffic Operations Center Shift Supervisor is called in for emergency duty, a minimum of two (2) hours pay will be guaranteed at time and one-half (1-1/2).
- c) Traffic Operations Center Shift Supervisors
 - i) Scheduled Traffic Operations Center Shift Supervisors will be canvassed first to cover a vacant shift. In the event a Supervisor refuses or is not available, a Supervisor scheduled off may be called to cover the portion of the vacant shift, or if need be, the entire shift.
 - ii) The 2A shift will be used to cover absences with twelve (12) hours off maintained between scheduled shifts. If in the event less than twelve (12) hours off exists between shifts, two (2) hours at straight time will be paid additional.
- d) Traffic Control Supervisors
 - i) The Traffic Control Supervisor scheduled to work the Office Duty Shift may be reassigned to provide coverage for an absence that extends for five (5) or more days or as extra coverage for other roadway shifts, if needed.
 - ii) The scheduled Traffic Control Supervisors will be held over or called in to provide coverage for open shifts due to individual vacation, sick, or personal leave days. A rotating overtime list will be maintained.

F. INTERCHANGE MANAGERS

1. Paychecks

Paychecks will be available each week on Thursday in accordance with current practice.

decision these positions are added to the Bargaining Unit, there will be no interruption of seniority.)

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

Promotions

The Authority agrees that it will post for eleven (11) days, supervisory position openings within the New Jersey Turnpike for the sole purpose of notification. This posting does not establish, through implication or otherwise, that any promotional pool would be created for the purpose of the promotion of any employee and is for notification purposes only.

ARTICLE XII

Preservation of Rights

The parties agree that all benefits, rights, duties, obligations, terms and conditions of employment that are not specifically set forth in this Agreement shall be maintained in not less than the standards in effect at the time of the commencement of collective bargaining negotiations between the parties leading to the execution of this Agreement.

Unless a contrary intent is expressed in this Agreement, all existing benefits, rights, duties, obligations and conditions of employment applicable to any employee pursuant to any rules, regulations, instruction, directive, memorandum, statute or otherwise shall not be limited, restricted, impaired, removed or abolished.

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 to female employees 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 a physical examination by a licensed medical doctor for the purpose of verifying sick leave use. 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 in this Agreement.

- b) The extent of absences with full pay shall be determined by the following schedule:
 - (i) Each employee will be credited with fifteen (15) sick leave days per year.
 - (ii) In the Maintenance, Operations, Engineering, Finance/Budget, and Technology Administrative Services Departments, employees will receive five (5) personal leave days. In the Toll Collection Department, employees will receive six (6) personal leave days. All personal leave days are subject to the following restrictions:
 - (a) None will be granted on a holiday.
 - (b) Personal Leave days are not cumulative.
 - (c) Personal Leave days will not be substituted for any prior excused or unexcused absences without pay.
 - (d) No more than two (2) employees in Toll Collection, one (1) employee in Maintenance, Operations, Engineering, Finance/Budget, and Technology Administrative Services Departments, shall be granted personal leave at one time in each Section or Area, except with approval of Management. In Maintenance, area is defined as individual District, Shift and Division.
 - (e) Further restrictions concerning coverage guarantees for personal leave days in the Toll Collection Department shall be in accordance with the Memorandum of Understanding mutually agreed upon by the Association and the Authority.

- 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) Temporary Disability payments will be made at 100% of an employees 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 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 resumed when an 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.

4. Attendance in Court

- a) These absences must be substantiated by a regular subpoena, warrant or court order. No pay shall be granted when an employee is the 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 ranges, 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 the employee is ordered to military field training, not to exceed fifteen (15) working days per year.

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.

9. State of Emergency

In the event the Governor declares a statewide "State of Emergency" (or a municipality or county official declares a local state of emergency) whereby citizens are ordered to stay off the roadways in New Jersey due to weather conditions or other unforeseen emergency, essential employees on duty and those who come to work on their shift or on overtime after the declaration is made, will receive a \$50.00 bonus. Essential employees unable to report for duty due to aspects of the "State of Emergency", will be considered on "Authorized Leave with Pay". Only employees with pre-scheduled single personal day or single vacation days will be recharged their time.

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, or any part thereof, is not taken by reason of pressure of Authority business, or is deferred at the request of the employee with the Departmental concurrence, such vacation periods or parts thereof not taken shall accumulate and shall be taken during the next

- f) Subject to Departmental directives and 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) Employees of the Toll Collection Department will be given the choice of vacation periods by Division as now or may hereafter prevail. Employees with ten (10) or more years of service will be allowed to take up to five (5) single vacation days from their vacation bank and employees with fifteen (15) or more years of service will be allowed to take up to ten (10) 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 Division Manager. Eligible employees desiring to take single vacation days in this manner will declare their intent at the time vacation periods are selected. No more than two (2) employees shall be granted single vacation days at one time in each Section.

Employees shall choose vacation periods on the basis of job classification seniority under the following stipulations:

DEPARTMENT OF TOLL COLLECTION – SUMMER VACATIONS

Employees with one or more years of service shall be entitled to one (1) week's vacation during the summer months. Summer months shall be from the first Monday in June through the nearest Monday to September 15th.

Employees with ten (10) or more years of service shall be granted two (2) weeks during this summer 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.

DEPARTMENT OF TOLL COLLECTION – NON-SUMMER VACATIONS

Vacations during the non-summer period for Plaza Supervisors will be provided so that the number of available vacation selections per week will equal the number of Vacation Relief Plaza Supervisors scheduled in each Division. Vacations for Assistant Section Chiefs will be provided as one vacation selection 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 in Toll Collection and March 31 of the year in Maintenance, the vacation is to be delayed and with Departmental concurrence, such

If a Supervisor cancels a vacation week on a schedule posted or a schedule posted in accordance with Article VIII, Section B, Paragraph 8, and the week is not selected by another Supervisor, the Supervisor who canceled the vacation week shall be scheduled as a "Reserve" Supervisor in the schedule normally worked.

If a Supervisor cancels a vacation week on a schedule posted or a schedule posted in accordance with Article VIII, Section B, Paragraph 8, and the week is selected by another Supervisor, the Supervisor who canceled the vacation week shall be scheduled as a "Reserve" Supervisor in the schedule normally worked provided the schedule completes known absence or traffic coverage in the Section for the entire five (5) day schedule period. If such five (5) day coverage cannot be provided, the Supervisor canceling the vacation week shall be scheduled to cover the schedule of the Supervisor selecting the vacation week.

- h) Summer and non-summer vacation selections for employees in the Maintenance Department shall be as stated in Maintenance Memorandum #14A dated March 25, 1996. Every Supervisor shall have the opportunity of taking three (3) weeks of summer vacation or such lesser sum based on eligibility.
- i) Operations, Engineering, Finance/Budget, Technology Administrative Services Department, and Interchange Managers vacation selections will be made by Job Classification Seniority. Vacation weeks will be made available consistent with past practice.
- j) Vacation relief & TEM foremen (Wednesday – Sunday) schedules shall be adjusted to include more weekends off and adjust according to "quality of life". (This issue shall remain open. The Authority agrees with the concept and both parties shall endeavor to reach accord.)

C. Leaves Without Pay

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

1. Sickness

- a) When an employee has exhausted temporary disability 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 (6) 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:

ARTICLE XIV

Grievance Procedure

A grievance is any cause of 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 at Step #1 not more than five (5) business days after the occurrence of the cause of such complaint. All time limits herein shall be waived in unusual situations on request of either party.

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

Pertinent work records and other materials shall be made available by the Employer during the processing of grievances. All parties shall have the right to present, examine, and cross-examine witnesses and to present and examine evidence.

Step One

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

Step Two

If, after discussion, the grievance or complaint is not settled, it shall be placed in writing by the Employee or the Association on the appropriate form within fifteen (15) business days of the occurrence of the cause of such complaint; and an answer will be furnished in writing within five (5) business days by management. The five (5) business day period shall begin when the grievance is received at the Authority's Department of Human Resources. If the grievance is not answered within the five (5) business day period, it shall be deemed upheld. If the grievance is not resolved at this Step, it will be forwarded to the Labor Relations Committee. An automatic extension of the five (5) business day response time period will be granted to thirty (30) business days for multi-employee grievances.

The Labor Relations Committee will be a joint labor-management committee consisting of two labor representatives from the Association that are selected by the Executive Board, and two management representatives who work for the Authority. Where either the Association or management representatives are directly connected or will present

the Department Head or the Department Head Designee after five (5) business days from the completion of the investigation of the incident leading to the disciplinary action. The employee and Association shall receive notice of the conduct of the investigation within five (5) business days of the Department Head or Department Head Designee becoming aware of the incident leading to the investigation; provided however, that no such notice will be given for investigations into possible criminal conduct. The Department Head or Department Head Designee must complete the investigation with due diligence and within a reasonable period of time giving regard to the nature of the incident leading to the disciplinary action. Business days for purposes of the 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 (5) business days. All time limits in this Article may be waived in unusual situations on request of either party.

A. Minor 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 manager and thoroughly discussed with the offending employee, and a copy sent to the Association. In the event the employee wishes to appeal the reprimand, he may request a hearing, which shall be granted in accordance with procedures outlined in this Article.

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

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

The employee involved in a Minor 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 (5) 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 Association shall receive a copy of the Advisory Notice of Disciplinary Action and the Association Representatives shall be invited to attend the hearing, notwithstanding the fact that the employee may have elected to be represented by a non-Association member, or a person having no affiliation with the Association, 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 in evidence, the Hearing Officer, who shall be a

In all cases involving Major 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 seventy-two (72) hours, nor more than forty-five (45) days, after the conclusion of the hearing or hearings. In the event the Hearing Officer determines the employee(s) to be guilty of a charge or charges as specified, he will notify the Association after rendering a decision of the penalty to be imposed. The Association may accept the penalty on behalf of the employee(s) and waive 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 not less than seventy-two (72) hours nor more than forty-five (45) days.

Any employee who is found guilty of a major or flagrant violation of the 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) business days after receipt of appeal.

In the event the decision of the Executive Director is unsatisfactory, the Association may submit the matter to binding arbitration. All requests for binding arbitration shall be filed within ten (10) business 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 equally by both parties.

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 herein above 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.
2. In no case involving Minor or Major 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 Association, 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.

Self-Funded Direct Access Plan with the same alternate services option as provided all employees or the Authority's Self-Funded HMO.

4. The Direct Access 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:

<u>Deductible</u>	<u>Out-of-Pocket Maximum</u>
\$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 annual mammograms for women age 40 or older without certification of medical necessity; however, a primary care physician or OB-GYN referral is still required. All other mammograms must be certified as a medical necessity by a primary care physician or OB-GYN.

All plans will provide annual PSA testing for men age 40 or older without certification of medical necessity; however, a primary care physician referral is still required. All other PSA testing must be certified as a medical necessity by a primary care physician. PSA testing will be included in the physical examination provided by the Authority's Medical Section for employees age 40 and older.

5. 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.
6. Vision care enhancements, as follows, in the Direct Access Plan: Exam - \$85.00 (renewable every twelve (12) months); Frames - \$85.00; Single Lenses Only - \$90.00; Bifocal Lenses - \$100.00; Trifocal Lenses - \$115, and Contact Lenses - \$125.00 (renewable every eighteen (18) months). In the HMO Plan the current total combined benefit for frames and lenses is \$200.00 and the exam is paid in full (renewable every eighteen (18) months).

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>
\$50,000 and above	\$50,000
\$40,000 to \$49,999	\$40,000
\$30,000 to \$39,999	\$30,000
\$20,000 to \$29,999	\$20,000

* Annual Earnings as used above shall be based upon an employee's earnings, exclusive of overtime pay and shift differential, for normal work weeks. A descriptive brochure describing the Group Life Insurance Plan in great detail is available upon request to the Human Resources 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 (3 rd 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.

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 an employee's vacation period will be compensated for in the same manner as a normal scheduled day off.

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. Maintenance Department – 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, an intermediate weight jacket, and short sleeve shirts for optional summer wear.
 - a. Effective June 29, 1999, an allowance in the amount of four hundred and forty-five (\$445.00) dollars per year will be paid for cleaning and minor maintenance of all Maintenance uniforms. This amount would be payable in a flat rate of \$37.09 per month. Effective June 30, 2003, the uniform allowance will increase to \$472.50 per year with a flat rate of \$39.38 per month. Effective June 27, 2005, the uniform allowance will increase to \$500.00 per year with a flat rate of \$41.67 per month.
2. Toll Collection Department – An allowance in the amount of the following will be paid for the cleaning and minor maintenance of all Supervisors uniforms in the Toll Collection Department.
 - a. Effective June 29, 1999, an allowance in the amount of four hundred and forty-five (\$445.00) dollars per year will be paid for the cleaning and minor maintenance of all Toll Collection uniforms. This amount would be payable in a flat rate of \$37.09 per month. Effective June 30, 2003, the uniform allowance will increase to \$472.50 per year with a flat rate of \$39.38 per month. Effective June 27, 2005, the uniform allowance will increase to \$500.00 per year with a flat rate of \$41.67 per month.

66.67% of their Pre-Disability salary up to a monthly maximum of \$7,000.00 and a monthly minimum of \$100.00, which will be reduced by certain other sources which the employee may be entitled to during the disability.

The other sources by which the Long Term Disability Benefits will be reduced include: Salary, Worker's Compensation payments, Social Security Benefits, and Pension payments under the Public Employee's Retirement System.

If you are under age 61 at the time of commencement of total disability, this benefit is payable until age 65. The duration period will be extended beyond age 65 if your age is 61 or over on the date the total disability begins in accordance with the provider certificate.

L. Longevity Payment

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

- a) A sum of 4% for all employees who have at least ten (10) years but less than fifteen (15) years of service, including those who reach ten (10) years of service, effective their anniversary date; and
- b) A sum of 6% for all employees who have at least fifteen (15) years but less than thirty (30) years of service, including those who reach fifteen (15) years of service, effective their anniversary date; and
- c) A sum of 7% for all employees who have at least thirty (30) years of service, including those who reach thirty (30) years of service, effective their anniversary date.
- d) These longevity payments shall not be cumulative.
- e) Longevity payment will be eliminated for all employees hired after the first of the month following the ratification of this contract by the members and approval by the Authority's Board of Commissioners.

M. Mileage

Mileage will be paid on the basis of twenty-nine (\$.29) 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 twenty-nine (\$.29) cents per mile. The rate will then be adjusted accordingly. Mileage will be paid within fourteen (14) days following the last day of the work week in which the same were incurred.

months of service worked in the year of retirement or death at the rate of 1/12 for each full month.

2. Sick Leave

Effective October 1, 2001, an employee's current sick bank in the calendar year of retirement or death will be paid on a prorated basis to reflect months of service worked in the year of retirement or death at the rate of 1/12 per each full month. Employees hired after the first of the month following the ratification of this contract by the members and approval by the Authority's Board of Commissioners will be subject to a cap on the payment of an accrued sick bank in the amount of \$15,000.

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 benefits, 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 medical benefits and upon becoming age 65 and continuing through age 80, they will continue to receive the Prescription Drug Card Plan.

In addition, the Turnpike Authority will provide lifetime medical and prescription drug coverage, the same as when an employee, to Turnpike retirees (and their eligible dependants) who have twenty-five (25) or more years of Turnpike service, or age 62 years of age and fifteen (15) years of Turnpike service on a prospective basis effective September 29, 2003.

Retirees in the Direct Access Benefits Plan will not need referrals for in-network specialists. Primary care physician co-pay and Specialist co-pay will be \$10.00.

Increase the prescription co-pay for retirees to \$15.00 for branded prescriptions effective July 1, 2004 (prospective retirees).

Full premium cost will be borne by the Authority.

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 Human Resources Department. 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. Tuition reimbursement will be limited to two (2) courses per semester.

Employees who receive reimbursement will be required to sign an agreement indicating that they will not leave the employment of the Turnpike for a one (1) 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 group life insurance for all retirees to age 70 per the following levels:

<u>Active Coverage</u>	<u>Retiree Coverage</u>
\$50,000	\$25,000
\$40,000	\$20,000
\$30,000	\$15,000
\$20,000	\$10,000

traffic protection procedures and rules, and the forms necessary for completion when accidents occur.

The Authority shall appoint five (5) Association Representatives, one of which must be from the Administrative Unit, as designated by the Association to the New Jersey Turnpike Authority Safety Committee 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.

ARTICLE XIX

Mutual Cooperation

- A. The Association 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 moral 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 Association 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 Association 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 Association agree to accept as binding

ARTICLE XXI

Layoff Procedures

The Authority agrees to notify the Union at least thirty (30) days prior to making any decision to layoff members of the Bargaining Unit. If the Authority decides to layoff members of the Bargaining Unit, at least sixty (60) days notice will be given to the Union and the affected employee in advance of the intended layoff date.

In the Supervisors Unit, in that there is a limited number of classifications within the Supervisors Unit and the special nature of work of each Supervisor, layoffs shall be in accordance with seniority in job classification, with the least senior employee in a classification to be the first laid off. Those to be laid off shall be eligible for any vacant positions in the Supervisory Unit, or to a position in the Supervisory Unit to which their job classification seniority entitles them, or to a vacant position in the Local 194 Bargaining Unit subject to any Authority obligation to offer such position(s) to members of Local 194 or in other vacant Authority positions in the sole discretion of the Authority. The affected employee must be able to qualify for the position within thirty (30) days and, if necessary, will be offered training in order to do so; an additional thirty (30) days will be granted, if necessary. If a position within the Authority is not available, the employee shall be laid off. Recall shall be offered first to the last laid off employee.

Those laid off last will be the first offered reinstatement. All seniority(s) shall not be lost in the event of recall within two (2) years of the date of an employee's layoff.

In the event of layoff, the Authority shall make a good faith effort to offer alternate employment within the Authority under terms and conditions which may be different than set forth in the Collective Bargaining Agreement and the Union shall cooperate with the Authority in this effort. Discussions between the parties shall commence as soon as practicable after the initial notice to the Union of contemplated layoffs. The Authority shall not, however, be obligated to offer alternate employment.

Employees who are eligible for recall shall be given fourteen (14) calendar days notice of recall and notice of recall shall be sent to the employee by certified or registered mail with a copy to the Union, provided that the employee must notify the Authority Department of Human Resources of his intention to return within five (5) days after receiving notice of recall. The Authority shall be deemed to have fulfilled its obligations by mailing the recall notice by certified or registered mail, return receipt requested, to the mailing address provided by the employee, it being the continuing obligation and responsibility of the employee to provide the Authority Human Resources Department with his latest mailing address. Employee must maintain an accurate address with the Authority to be considered for recall. If the notice is return mail undeliverable, this will also be deemed appropriate notice. Failure to notify the Authority within the time

ARTICLE XXIII

Term of Agreement

This Agreement shall be effective as of the 29th day of September, 2003 and shall continue in full force and effect through midnight, September 23, 2007.

The Authority shall increase wages as follows:

Effective 06/28/04	2.90%
Effective 06/27/05	2.00%
Effective 01/01/06	2.00%
Effective 06/26/06	2.25%
Effective 01/01/07	2.35%

An additional step will be added to be effective on June 26, 2006, which step shall reflect an increase of \$2,350.00 over the then current top of the range for each bargaining unit title with a twenty-four (24) month eligibility requirement.

ARTICLE XXIV

Re-Opener Clause

The parties agree that during the period of the contract the collective bargaining agreement is subject to reopening by the Authority for the renegotiation of any and all issues relating to the operation of the consolidated Authorities. This renegotiation, however, shall not adversely effect or impact upon the wages or Article XVIII benefits provision of this agreement.

EFF.DATE SUPV. GR. IX	HIRE	6 MONTH	1 YEAR	2 YEAR
7/1/2003	\$ 43,535.49	\$ 44,676.48	\$ 46,388.01	\$ 48,099.49
1.00 S.D.	\$ 45,615.49	\$ 46,756.48	\$ 48,468.01	\$ 50,179.49
1.40 S.D.	\$ 46,447.49	\$ 47,588.48	\$ 49,300.01	\$ 51,011.49
W/4%LGV	\$ 45,276.91	\$ 46,463.54	\$ 48,243.53	\$ 50,023.47
1.00 S.D.	\$ 47,356.91	\$ 48,543.54	\$ 50,323.53	\$ 52,103.47
1.40 S.D.	\$ 48,188.91	\$ 49,375.54	\$ 51,155.53	\$ 52,935.47
W/6%LGV	\$ 46,147.62	\$ 47,357.07	\$ 49,171.29	\$ 50,985.46
1.00 S.D.	\$ 48,227.62	\$ 49,437.07	\$ 51,251.29	\$ 53,065.46
1.40 S.D.	\$ 49,059.62	\$ 50,269.07	\$ 52,083.29	\$ 53,897.46
W/7%LGV	\$ 46,582.97	\$ 47,803.83	\$ 49,635.17	\$ 51,466.45
1.00 S.D.	\$ 48,662.97	\$ 49,883.83	\$ 51,715.17	\$ 53,546.45
1.40 S.D.	\$ 49,494.97	\$ 50,715.83	\$ 52,547.17	\$ 54,378.45
6/28/2004	\$ 44,798.02	\$ 45,972.10	\$ 47,733.26	\$ 49,494.38
1.00 S.D.	\$ 46,878.02	\$ 48,052.10	\$ 49,813.26	\$ 51,574.38
1.40 S.D.	\$ 47,710.02	\$ 48,884.10	\$ 50,645.26	\$ 52,406.38
W/4%LGV.	\$ 46,589.94	\$ 47,810.98	\$ 49,642.59	\$ 51,474.15
1.00 S.D.	\$ 48,669.94	\$ 49,890.98	\$ 51,722.59	\$ 53,554.15
1.40 S.D.	\$ 49,501.94	\$ 50,722.98	\$ 52,554.59	\$ 54,386.15
W/6%LGV	\$ 47,485.90	\$ 48,730.42	\$ 50,597.26	\$ 52,464.04
1.00 S.D.	\$ 49,565.90	\$ 50,810.42	\$ 52,677.26	\$ 54,544.04
1.40 S.D.	\$ 50,397.90	\$ 51,642.42	\$ 53,509.26	\$ 55,376.04
W/7%LGV	\$ 47,933.88	\$ 49,190.14	\$ 51,074.59	\$ 52,958.98
1.00 S.D.	\$ 50,013.88	\$ 51,270.14	\$ 53,154.59	\$ 55,038.98
1.40 S.D.	\$ 50,845.88	\$ 52,102.14	\$ 53,986.59	\$ 55,870.98
6/27/2005	\$ 45,693.98	\$ 46,891.54	\$ 48,687.93	\$ 50,484.26
1.10 S.D.	\$ 47,981.98	\$ 49,179.54	\$ 50,975.93	\$ 52,772.26
1.50 S.D.	\$ 48,813.98	\$ 50,011.54	\$ 51,807.93	\$ 53,604.26
W/4%LGV	\$ 47,521.74	\$ 48,767.20	\$ 50,635.44	\$ 52,503.63
1.10 S.D.	\$ 49,809.74	\$ 51,055.20	\$ 52,923.44	\$ 54,791.63
1.50 S.D.	\$ 50,641.74	\$ 51,887.20	\$ 53,755.44	\$ 55,623.63
W/6%LGV	\$ 48,435.62	\$ 49,705.03	\$ 51,609.20	\$ 53,513.32
1.10 S.D.	\$ 50,723.62	\$ 51,993.03	\$ 53,897.20	\$ 55,801.32
1.50 S.D.	\$ 51,555.62	\$ 52,825.03	\$ 54,729.20	\$ 56,633.32
W/7%LGV	\$ 48,892.56	\$ 50,173.95	\$ 52,096.08	\$ 54,018.16
1.10 S.D.	\$ 51,180.56	\$ 52,461.95	\$ 54,384.08	\$ 56,306.16
1.50 S.D.	\$ 52,012.56	\$ 53,293.95	\$ 55,216.08	\$ 57,138.16

GRADE X EFF.DATE	HIRE	6 MONTH	1 YEAR	2 YEAR
7/1/2003	\$ 48,669.99	\$ 50,096.20	\$ 52,093.00	\$ 54,089.76
1.00 S.D.	\$ 50,749.99	\$ 52,176.20	\$ 54,173.00	\$ 56,169.76
1.40 S.D.	\$ 51,581.99	\$ 53,008.20	\$ 55,005.00	\$ 57,001.76
W/4%LGV	\$ 50,616.79	\$ 52,100.05	\$ 54,176.72	\$ 56,253.35
1.00 S.D.	\$ 52,696.79	\$ 54,180.05	\$ 56,256.72	\$ 58,333.35
1.40 S.D.	\$ 53,528.79	\$ 55,012.05	\$ 57,088.72	\$ 59,165.35
W/6%LGV	\$ 51,590.19	\$ 53,101.97	\$ 55,218.58	\$ 57,335.15
1.00 S.D.	\$ 53,670.19	\$ 55,181.97	\$ 57,298.58	\$ 59,415.15
1.40 S.D.	\$ 54,502.19	\$ 56,013.97	\$ 58,130.58	\$ 60,247.15
W/7%LGV	\$ 52,076.89	\$ 53,602.93	\$ 55,739.51	\$ 57,876.04
1.00 S.D.	\$ 54,156.89	\$ 55,682.93	\$ 57,819.51	\$ 59,956.04
1.40 S.D.	\$ 54,988.89	\$ 56,514.93	\$ 58,651.51	\$ 60,788.04
6/28/2004	\$ 50,081.42	\$ 51,548.99	\$ 53,603.70	\$ 55,658.36
1.00 S.D.	\$ 52,161.42	\$ 53,628.99	\$ 55,683.70	\$ 57,738.36
1.40 S.D.	\$ 52,993.42	\$ 54,460.99	\$ 56,515.70	\$ 58,570.36
W/4%LGV	\$ 52,084.68	\$ 53,610.95	\$ 55,747.84	\$ 57,884.70
1.00 S.D.	\$ 54,164.68	\$ 55,690.95	\$ 57,827.84	\$ 59,964.70
1.40 S.D.	\$ 54,996.68	\$ 56,522.95	\$ 58,659.84	\$ 60,796.70
W/6%LGV	\$ 53,086.30	\$ 54,641.93	\$ 56,819.92	\$ 58,997.86
1.00 S.D.	\$ 55,166.30	\$ 56,721.93	\$ 58,899.92	\$ 61,077.86
1.40 S.D.	\$ 55,998.30	\$ 57,553.93	\$ 59,731.92	\$ 61,909.86
W/7%LGV	\$ 53,587.12	\$ 55,157.42	\$ 57,355.96	\$ 59,554.45
1.00 S.D.	\$ 55,667.12	\$ 57,237.42	\$ 59,435.96	\$ 61,634.45
1.40 S.D.	\$ 56,499.12	\$ 58,069.42	\$ 60,267.96	\$ 62,466.45
6/27/2005	\$ 51,083.05	\$ 52,579.97	\$ 54,675.77	\$ 56,771.53
1.10 S.D.	\$ 53,371.05	\$ 54,867.97	\$ 56,963.77	\$ 59,059.53
1.50 S.D.	\$ 54,203.05	\$ 55,699.97	\$ 57,795.77	\$ 59,891.53
W/4%LGV	\$ 53,126.37	\$ 54,683.17	\$ 56,862.80	\$ 59,042.39
1.10 S.D.	\$ 55,414.37	\$ 56,971.17	\$ 59,150.80	\$ 61,330.39
1.50 S.D.	\$ 56,246.37	\$ 57,803.17	\$ 59,982.80	\$ 62,162.39
W/6%LGV	\$ 54,148.03	\$ 55,734.77	\$ 57,956.32	\$ 60,177.82
1.10 S.D.	\$ 56,436.03	\$ 58,022.77	\$ 60,244.32	\$ 62,465.82
1.50 S.D.	\$ 57,268.03	\$ 58,854.77	\$ 61,076.32	\$ 63,297.82
W/7%LGV	\$ 54,658.86	\$ 56,260.57	\$ 58,503.07	\$ 60,745.54
1.10 S.D.	\$ 56,946.86	\$ 58,548.57	\$ 60,791.07	\$ 63,033.54
1.50 S.D.	\$ 57,778.86	\$ 59,380.57	\$ 61,623.07	\$ 63,865.54

GRADE XI		HIRE		6 MONTH		1 YEAR		2 YEAR
7/1/2003	\$	53,464.20	\$	54,374.99	\$	55,801.25	\$	57,227.50
1.00 S.D.	\$	55,544.20	\$	56,454.99	\$	57,881.25	\$	59,307.50
1.40 S.D.	\$	56,376.20	\$	57,286.99	\$	58,713.25	\$	60,139.50
W/4%LGV	\$	55,602.77	\$	56,549.99	\$	58,033.30	\$	59,516.60
1.00 S.D.	\$	57,682.77	\$	58,629.99	\$	60,113.30	\$	61,596.60
1.40 S.D.	\$	58,514.77	\$	59,461.99	\$	60,945.30	\$	62,428.60
W/6%LGV	\$	56,672.05	\$	57,637.49	\$	59,149.33	\$	60,661.15
1.00 S.D.	\$	58,752.05	\$	59,717.49	\$	61,229.33	\$	62,741.15
1.40 S.D.	\$	59,584.05	\$	60,549.49	\$	62,061.33	\$	63,573.15
W/7%LGV	\$	57,206.69	\$	58,181.24	\$	59,707.34	\$	61,233.43
1.00 S.D.	\$	59,286.69	\$	60,261.24	\$	61,787.34	\$	63,313.43
1.40 S.D.	\$	60,118.69	\$	61,093.24	\$	62,619.34	\$	64,145.43
6/28/2004	\$	55,014.66	\$	55,951.86	\$	57,419.49	\$	58,887.10
1.00 S.D.	\$	57,094.66	\$	58,031.86	\$	59,499.49	\$	60,967.10
1.40 S.D.	\$	57,926.66	\$	58,863.86	\$	60,331.49	\$	61,799.10
W/4%LGV	\$	57,215.25	\$	58,189.94	\$	59,716.27	\$	61,242.58
1.00 S.D.	\$	59,295.25	\$	60,269.94	\$	61,796.27	\$	63,322.58
1.40 S.D.	\$	60,127.25	\$	61,101.94	\$	62,628.27	\$	64,154.58
W/6%LGV	\$	58,315.54	\$	59,308.98	\$	60,864.66	\$	62,420.32
1.00 S.D.	\$	60,395.54	\$	61,388.98	\$	62,944.66	\$	64,500.32
1.40 S.D.	\$	61,227.54	\$	62,220.98	\$	63,776.66	\$	65,332.32
W/7%LGV	\$	58,865.69	\$	59,868.50	\$	61,438.85	\$	63,009.19
1.00 S.D.	\$	60,945.69	\$	61,948.50	\$	63,518.85	\$	65,089.19
1.40 S.D.	\$	61,777.69	\$	62,780.50	\$	64,350.85	\$	65,921.19

1/1/2007	\$	59,900.43	\$	60,920.87	\$	62,518.83	\$	64,116.77	\$	66,466.77
1.10 S.D.	\$	62,188.43	\$	63,208.87	\$	64,806.83	\$	66,404.77	\$	68,754.77
1.50 S.D.	\$	63,020.43	\$	64,040.87	\$	65,638.83	\$	67,236.77	\$	69,586.77
W/4%LGV	\$	62,296.45	\$	63,357.70	\$	65,019.58	\$	66,681.44	\$	69,031.44
1.10 S.D.	\$	64,584.45	\$	65,645.70	\$	67,307.58	\$	68,969.44	\$	71,319.44
1.50 S.D.	\$	65,416.45	\$	66,477.70	\$	68,139.58	\$	69,801.44	\$	72,151.44
W/6%LGV	\$	63,494.46	\$	64,576.12	\$	66,269.95	\$	67,963.78	\$	70,313.78
1.10 S.D.	\$	65,782.46	\$	66,864.12	\$	68,557.95	\$	70,251.78	\$	72,601.78
1.50 S.D.	\$	66,614.46	\$	67,696.12	\$	69,389.95	\$	71,083.78	\$	73,433.78
W/7%LGV	\$	64,093.46	\$	65,185.33	\$	66,895.14	\$	68,604.95	\$	70,954.95
1.10 S.D.	\$	66,381.46	\$	67,473.33	\$	69,183.14	\$	70,892.95	\$	73,242.95
1.50 S.D.	\$	67,213.46	\$	68,305.33	\$	70,015.14	\$	71,724.95	\$	74,074.95

Assistant Environmental Supervisor
 Assistant Foreman, Automotive
 Assistant Foreman, Building Maintenance
 Assistant Foreman, Carpenter/Paint
 Assistant Foreman, Janitorial
 Assistant Foreman, Landscaping
 Assistant Foreman, Roadway
 Assistant Foreman, Sign Layout
 Assistant Supervisor, Property & Materials
 Coordinator, Automotive Division
 Division Administrative Assistant
 Engineering Assistant-Maintenance
 Environmental Assistant
 Maintenance Lighting Specialist
 Supervisor, Materials
 Systems Control Supervisor
 Toll Plaza Supervisor

6/27/2005	\$	60,663.67	\$	61,861.22	\$	63,657.58	\$	65,453.91		
1.00 S.D.	\$	62,743.67	\$	63,941.22	\$	65,737.58	\$	67,533.91		
1.10 S.D.	\$	62,951.67	\$	64,149.22	\$	65,945.58	\$	67,741.91		
1.50 S.D.	\$	63,783.67	\$	64,981.22	\$	66,777.58	\$	68,573.91		
W/4%LGV	\$	63,090.21	\$	64,335.67	\$	66,203.89	\$	68,072.06		
1.00 S.D.	\$	65,170.21	\$	66,415.67	\$	68,283.89	\$	70,152.06		
1.10 S.D.	\$	65,378.21	\$	66,623.67	\$	68,491.89	\$	70,360.06		
1.50 S.D.	\$	66,210.21	\$	67,455.67	\$	69,323.89	\$	71,192.06		
W/6%LGV	\$	64,303.49	\$	65,572.89	\$	67,477.04	\$	69,381.14		
1.00 S.D.	\$	66,383.49	\$	67,652.89	\$	69,557.04	\$	71,461.14		
1.10 S.D.	\$	66,591.49	\$	67,860.89	\$	69,765.04	\$	71,669.14		
1.50 S.D.	\$	67,423.49	\$	68,692.89	\$	70,597.04	\$	72,501.14		
W/7%LGV	\$	64,910.12	\$	66,191.50	\$	68,113.61	\$	70,035.68		
1.00 S.D.	\$	66,990.12	\$	68,271.50	\$	70,193.61	\$	72,115.68		
1.10 S.D.	\$	67,198.12	\$	68,479.50	\$	70,401.61	\$	72,323.68		
1.50 S.D.	\$	68,030.12	\$	69,311.50	\$	71,233.61	\$	73,155.68		
1/1/2006	\$	61,876.94	\$	63,098.44	\$	64,930.73	\$	66,762.99		
1.00 S.D.	\$	63,956.94	\$	65,178.44	\$	67,010.73	\$	68,842.99		
1.10 S.D.	\$	64,164.94	\$	65,386.44	\$	67,218.73	\$	69,050.99		
1.50 S.D.	\$	64,996.94	\$	66,218.44	\$	68,050.73	\$	69,882.99		
W/4%LGV	\$	64,352.02	\$	65,622.38	\$	67,527.96	\$	69,433.51		
1.00 S.D.	\$	66,432.02	\$	67,702.38	\$	69,607.96	\$	71,513.51		
1.10 S.D.	\$	66,640.02	\$	67,910.38	\$	69,815.96	\$	71,721.51		
1.50 S.D.	\$	67,472.02	\$	68,742.38	\$	70,647.96	\$	72,553.51		
W/6%LGV	\$	65,589.56	\$	66,884.35	\$	68,826.58	\$	70,768.77		
1.00 S.D.	\$	67,669.56	\$	68,964.35	\$	70,906.58	\$	72,848.77		
1.10 S.D.	\$	67,877.56	\$	69,172.35	\$	71,114.58	\$	73,056.77		
1.50 S.D.	\$	68,709.56	\$	70,004.35	\$	71,946.58	\$	73,888.77		
W/7%LGV	\$	66,208.33	\$	67,515.33	\$	69,475.89	\$	71,436.40		
1.00 S.D.	\$	68,288.33	\$	69,595.33	\$	71,555.89	\$	73,516.40		
1.10 S.D.	\$	68,496.33	\$	69,803.33	\$	71,763.89	\$	73,724.40		
1.50 S.D.	\$	69,328.33	\$	70,635.33	\$	72,595.89	\$	74,556.40		
6/26/2006	\$	63,269.17	\$	64,518.16	\$	66,391.68	\$	68,265.15	\$	70,615.15
1.00 S.D.	\$	65,349.17	\$	66,598.16	\$	68,471.68	\$	70,345.15	\$	72,695.15
1.10 S.D.	\$	65,557.17	\$	66,806.16	\$	68,679.68	\$	70,553.15	\$	72,903.15
1.50 S.D.	\$	66,389.17	\$	67,638.16	\$	69,511.68	\$	71,385.15	\$	73,735.15
W/4%LGV	\$	65,799.94	\$	67,098.88	\$	69,047.34	\$	70,995.76	\$	73,345.76
1.00 S.D.	\$	67,879.94	\$	69,178.88	\$	71,127.34	\$	73,075.76	\$	75,425.76
1.10 S.D.	\$	68,087.94	\$	69,386.88	\$	71,335.34	\$	73,283.76	\$	75,633.76
1.50 S.D.	\$	68,919.94	\$	70,218.88	\$	72,167.34	\$	74,115.76	\$	76,465.76

LOCAL 200 - ADMINISTRATIVE

SA-IX	START	6 MONTH	1 YEAR	2 YEAR	3 YEAR	4 YEAR
7/1/2003 BASE	\$ 36,398.72	\$ 37,345.09	\$ 38,764.20	\$ 40,198.48	\$ 43,454.56	\$ 46,757.10
W/4%L	\$ 37,854.67	\$ 38,838.89	\$ 40,314.77	\$ 41,806.42	\$ 45,192.74	\$ 48,627.38
W/6%L	\$ 38,582.64	\$ 39,585.80	\$ 41,090.05	\$ 42,610.39	\$ 46,061.83	\$ 49,562.53
W/7%L	\$ 38,946.63	\$ 39,959.25	\$ 41,477.69	\$ 43,012.37	\$ 46,496.38	\$ 50,030.10
6/28/2004	\$ 37,454.28	\$ 38,428.10	\$ 39,888.36	\$ 41,364.24	\$ 44,714.74	\$ 48,113.06
W/4%L	\$ 38,952.45	\$ 39,965.22	\$ 41,483.90	\$ 43,018.81	\$ 46,503.33	\$ 50,037.58
W/6%L	\$ 39,701.54	\$ 40,733.78	\$ 42,281.66	\$ 43,846.09	\$ 47,397.63	\$ 50,999.84
W/7%L	\$ 40,076.08	\$ 41,118.06	\$ 42,680.55	\$ 44,259.73	\$ 47,844.77	\$ 51,480.97
6/27/2005	\$ 38,203.37	\$ 39,196.66	\$ 40,686.13	\$ 42,191.52	\$ 45,609.04	\$ 49,075.32
W/4%L	\$ 39,731.50	\$ 40,764.53	\$ 42,313.57	\$ 43,879.18	\$ 47,433.40	\$ 51,038.33
W/6%L	\$ 40,495.57	\$ 41,548.46	\$ 43,127.30	\$ 44,723.01	\$ 48,345.58	\$ 52,019.84
W/7%L	\$ 40,877.60	\$ 41,940.43	\$ 43,534.16	\$ 45,144.93	\$ 48,801.67	\$ 52,510.59
1/1/2006	\$ 38,967.44	\$ 39,980.59	\$ 41,499.85	\$ 43,035.35	\$ 46,521.22	\$ 50,056.82
W/4%L	\$ 40,526.13	\$ 41,579.82	\$ 43,159.85	\$ 44,756.77	\$ 48,382.07	\$ 52,059.10
W/6%L	\$ 41,305.48	\$ 42,379.43	\$ 43,989.84	\$ 45,617.47	\$ 49,312.49	\$ 53,060.23
W/7%L	\$ 41,695.16	\$ 42,779.23	\$ 44,404.84	\$ 46,047.83	\$ 49,777.70	\$ 53,560.80

SA-X	START	6 MONTH	1 YEAR	2 YEAR	3 YEAR	4 YEAR
7/1/2003	\$ 40,691.54	\$ 41,749.52	\$ 43,336.00	\$ 44,939.44	\$ 48,579.53	\$ 52,271.57
BASE						
W/4%L	\$ 42,319.20	\$ 43,419.50	\$ 45,069.44	\$ 46,737.02	\$ 50,522.71	\$ 54,362.43
W/6%L	\$ 43,133.03	\$ 44,254.49	\$ 45,936.16	\$ 47,635.81	\$ 51,494.30	\$ 55,407.86
W/7%L	\$ 43,539.95	\$ 44,671.99	\$ 46,369.52	\$ 48,085.20	\$ 51,980.10	\$ 55,930.58
6/28/2004	\$ 41,871.59	\$ 42,960.26	\$ 44,592.74	\$ 46,242.68	\$ 49,988.34	\$ 53,787.45
W/4%L	\$ 43,546.46	\$ 44,678.67	\$ 46,376.45	\$ 48,092.39	\$ 51,987.87	\$ 55,938.94
W/6%L	\$ 44,383.89	\$ 45,537.87	\$ 47,268.31	\$ 49,017.24	\$ 52,987.64	\$ 57,014.69
W/7%L	\$ 44,802.61	\$ 45,967.47	\$ 47,714.24	\$ 49,479.67	\$ 53,487.52	\$ 57,552.57
6/27/2005	\$ 42,709.03	\$ 43,819.46	\$ 45,484.60	\$ 47,167.54	\$ 50,988.10	\$ 54,863.19
W/4%L	\$ 44,417.39	\$ 45,572.24	\$ 47,303.98	\$ 49,054.24	\$ 53,027.63	\$ 57,057.72
W/6%L	\$ 45,271.57	\$ 46,448.63	\$ 48,213.67	\$ 49,997.59	\$ 54,047.39	\$ 58,154.99
W/7%L	\$ 45,698.66	\$ 46,886.82	\$ 48,668.52	\$ 50,469.27	\$ 54,557.27	\$ 58,703.62
1/1/2006	\$ 43,563.21	\$ 44,695.85	\$ 46,394.29	\$ 48,110.89	\$ 52,007.87	\$ 55,960.46
W/4%L	\$ 45,305.74	\$ 46,483.68	\$ 48,250.06	\$ 50,035.32	\$ 54,088.18	\$ 58,198.88
W/6%L	\$ 46,177.00	\$ 47,377.60	\$ 49,177.95	\$ 50,997.54	\$ 55,128.34	\$ 59,318.09
W/7%L	\$ 46,612.63	\$ 47,824.56	\$ 49,641.89	\$ 51,478.65	\$ 55,648.42	\$ 59,877.69

	START	6 MONTH	1 YEAR	2 YEAR	3 YEAR	4 YEAR
SA-XI 7/1/2003 BASE	\$ 44,507.37	\$ 45,664.57	\$ 47,399.82	\$ 49,153.61	\$ 53,135.05	\$ 57,173.32
W/4%L	\$ 46,287.66	\$ 47,491.15	\$ 49,295.81	\$ 51,119.75	\$ 55,260.45	\$ 59,460.25
W/6%L	\$ 47,177.81	\$ 48,404.44	\$ 50,243.81	\$ 52,102.83	\$ 56,323.15	\$ 60,603.72
W/7%L	\$ 47,622.89	\$ 48,861.09	\$ 50,717.81	\$ 52,594.36	\$ 56,854.50	\$ 61,175.45
6/28/2004	\$ 45,798.08	\$ 46,988.84	\$ 48,774.41	\$ 50,579.06	\$ 54,675.97	\$ 58,831.35
W/4%L	\$ 47,630.01	\$ 48,868.40	\$ 50,725.39	\$ 52,602.23	\$ 56,863.01	\$ 61,184.60
W/6%L	\$ 48,545.97	\$ 49,808.17	\$ 51,700.88	\$ 53,613.81	\$ 57,956.52	\$ 62,361.23
W/7%L	\$ 49,003.95	\$ 50,278.06	\$ 52,188.62	\$ 54,119.60	\$ 58,503.28	\$ 62,949.54
6/27/2005	\$ 46,714.05	\$ 47,928.62	\$ 49,749.90	\$ 51,590.65	\$ 55,769.49	\$ 60,007.97
W/4%L	\$ 48,582.61	\$ 49,845.76	\$ 51,739.90	\$ 53,654.27	\$ 58,000.27	\$ 62,408.29
W/6%L	\$ 49,516.89	\$ 50,804.34	\$ 52,734.90	\$ 54,686.08	\$ 59,115.65	\$ 63,608.45
W/7%L	\$ 49,984.03	\$ 51,283.62	\$ 53,232.40	\$ 55,201.99	\$ 59,673.35	\$ 64,208.53
1/1/2006	\$ 47,648.33	\$ 48,887.19	\$ 50,744.90	\$ 52,622.46	\$ 56,884.88	\$ 61,208.13
W/4%L	\$ 49,554.26	\$ 50,842.68	\$ 52,774.70	\$ 54,727.36	\$ 59,160.27	\$ 63,656.46
W/6%L	\$ 50,507.23	\$ 51,820.42	\$ 53,789.60	\$ 55,779.81	\$ 60,297.97	\$ 64,880.62
W/7%L	\$ 50,983.71	\$ 52,309.30	\$ 54,297.04	\$ 56,306.03	\$ 60,866.82	\$ 65,492.70

	START	6 MONTH	1 YEAR	2 YEAR	3 YEAR	4 YEAR
SA-XII						
7/1/2003						
BASE	\$ 48,323.24	\$ 49,579.64	\$ 51,463.67	\$ 53,367.82	\$ 57,690.62	\$ 62,075.10
W/4%L	\$ 50,256.17	\$ 51,562.83	\$ 53,522.22	\$ 55,502.53	\$ 59,998.24	\$ 64,558.10
W/6%L	\$ 51,222.63	\$ 52,554.42	\$ 54,551.49	\$ 56,569.89	\$ 61,152.06	\$ 65,799.61
W/7%L	\$ 51,705.87	\$ 53,050.21	\$ 55,066.13	\$ 57,103.57	\$ 61,728.96	\$ 66,420.36
6/28/2004						
W/4%L	\$ 49,724.61	\$ 51,017.45	\$ 52,956.12	\$ 54,915.49	\$ 59,363.65	\$ 63,875.28
W/6%L	\$ 51,713.60	\$ 53,058.15	\$ 55,074.36	\$ 57,112.11	\$ 61,738.19	\$ 66,430.29
W/7%L	\$ 52,708.09	\$ 54,078.50	\$ 56,133.48	\$ 58,210.42	\$ 62,925.47	\$ 67,707.79
	\$ 53,205.34	\$ 54,588.67	\$ 56,663.04	\$ 58,759.57	\$ 63,519.10	\$ 68,346.55
6/27/2005						
W/4%L	\$ 50,719.11	\$ 52,037.80	\$ 54,015.24	\$ 56,013.80	\$ 60,550.92	\$ 65,152.78
W/6%L	\$ 52,747.87	\$ 54,119.31	\$ 56,175.85	\$ 58,254.35	\$ 62,972.96	\$ 67,758.89
W/7%L	\$ 53,762.25	\$ 55,160.07	\$ 57,256.15	\$ 59,374.62	\$ 64,183.98	\$ 69,061.95
	\$ 54,269.44	\$ 55,680.44	\$ 57,796.31	\$ 59,934.76	\$ 64,789.49	\$ 69,713.48
1/1/2006						
W/4%L	\$ 51,733.49	\$ 53,078.55	\$ 55,095.54	\$ 57,134.07	\$ 61,761.94	\$ 66,455.84
W/6%L	\$ 53,802.83	\$ 55,201.70	\$ 57,299.37	\$ 59,419.44	\$ 64,232.42	\$ 69,114.07
W/7%L	\$ 54,837.50	\$ 56,263.27	\$ 58,401.28	\$ 60,562.12	\$ 65,467.66	\$ 70,443.19
	\$ 55,354.83	\$ 56,794.05	\$ 58,952.23	\$ 61,133.46	\$ 66,085.28	\$ 71,107.75

LOCAL 200 A - INTERCHANGE MANAGERS

	START	6 MONTH	1 YEAR	2 YEAR
7/1/2003				
BASE	\$ 63,457.75	\$ 64,607.75	\$ 66,307.75	\$ 68,224.56
W/4% L	\$ 65,996.06	\$ 67,192.06	\$ 68,960.06	\$ 70,953.54
W/6% L.	\$ 67,265.22	\$ 68,484.22	\$ 70,286.22	\$ 72,318.03
W/7% L.	\$ 67,899.79	\$ 69,130.29	\$ 70,949.29	\$ 73,000.28
6/28/2004				
BASE	\$ 65,298.02	\$ 66,481.37	\$ 68,230.67	\$ 70,203.07
W/4% L	\$ 67,909.95	\$ 69,140.63	\$ 70,959.90	\$ 73,011.20
W/6% L.	\$ 69,215.91	\$ 70,470.26	\$ 72,324.52	\$ 74,415.26
W/7% L.	\$ 69,868.89	\$ 71,135.07	\$ 73,006.82	\$ 75,117.29
6/27/2005				
BASE	\$ 66,603.99	\$ 67,811.00	\$ 69,595.29	\$ 71,607.13
W/4% L	\$ 69,268.14	\$ 70,523.44	\$ 72,379.10	\$ 74,471.42
W/6% L.	\$ 70,600.22	\$ 71,879.66	\$ 73,771.01	\$ 75,903.56
W/7% L.	\$ 71,266.26	\$ 72,557.77	\$ 74,466.96	\$ 76,619.63
1/1/2006				
BASE	\$ 67,936.06	\$ 69,167.22	\$ 70,987.19	\$ 73,039.28
W/4% L	\$ 70,653.51	\$ 71,933.91	\$ 73,826.68	\$ 75,960.85
W/6% L.	\$ 72,012.23	\$ 73,317.26	\$ 75,246.43	\$ 77,421.63
W/7% L.	\$ 72,691.59	\$ 74,008.93	\$ 75,956.30	\$ 78,152.03
6/26/2006				
BASE	\$ 69,464.63	\$ 70,723.48	\$ 72,584.41	\$ 74,682.66
W/4% L	\$ 72,243.21	\$ 73,552.42	\$ 75,487.78	\$ 77,669.97
W/6% L.	\$ 73,632.50	\$ 74,966.89	\$ 76,939.47	\$ 79,163.62
W/7% L.	\$ 74,327.15	\$ 75,674.13	\$ 77,665.31	\$ 79,910.45
				\$ 77,032.66
				\$ 80,019.97
				\$ 81,513.62
				\$ 82,260.45

