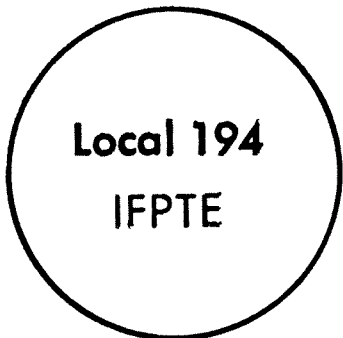
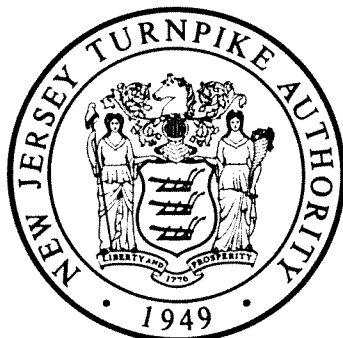


AGREEMENT BETWEEN
NEW JERSEY TURNPIKE AUTHORITY
and
LOCAL 194, IFPTE, AFL/CIO-CLC
OFFICE, CLERICAL AND TECHNICAL UNIT



July 1, 1974 - 77







AGREEMENT BETWEEN

NEW JERSEY TURNPIKE AUTHORITY

and

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

OFFICE, CLERICAL AND TECHNICAL UNIT

July 1, 1974

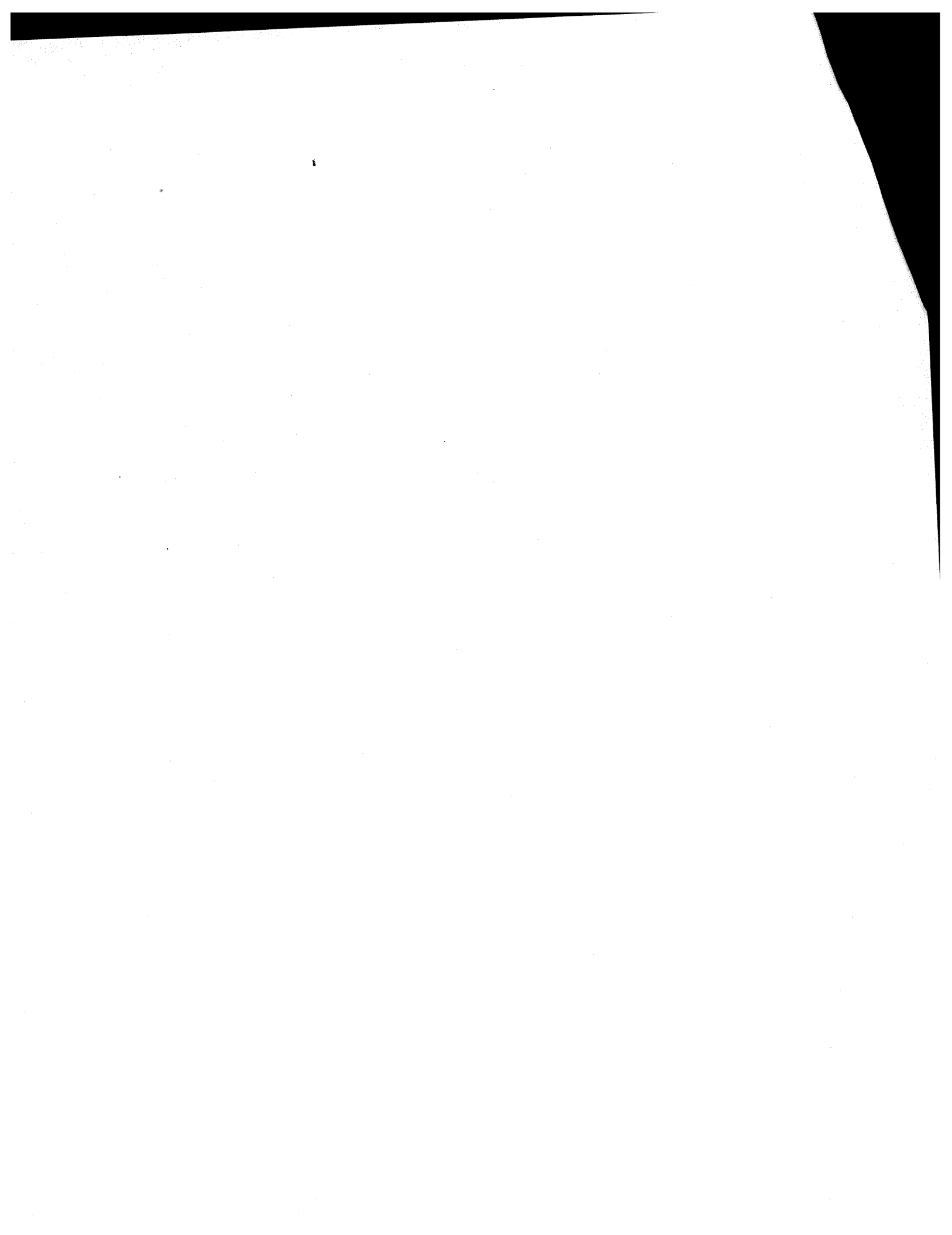


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AGREEMENT BETWEEN
NEW JERSEY TURNPIKE AUTHORITY

and

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

This Agreement, made and entered into as of July 1, 1974 and effective through midnight June 30, 1977, 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 an Instrumentality of the State of New Jersey; and its facilities are managed for the safety and convenience of the general public, commerce and the national defense. It is the declared purpose of the parties herein to maintain the quality and the efficiency of the Authority's facilities and services; ever mindful of the public need for economic transportation; the employees' need for fair compensation, working conditions and virtue of 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 Office, Clerical, and Technical employees as certified by the Public Employment Relations Commission in its written 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 Deduction

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 Union, 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.

ARTICLE IV Unit Identification

The 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, Communications Technicians, Confidential Secretaries, supervisors, professional and executive employees, police, and all employees under Certification of the Public Employment Relations Commission dated March 5, 1970, Docket Number R-50.

ARTICLE V Discrimination

The Authority and the Union recognize the Constitutional equality of each and every employee, and agree that no employee shall be discriminated against in the course of his or her employment with the Authority by reason of age, sex, color, creed, nationality, or union activity.

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 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 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 nonmembers. 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 30 days in which to become members of the Union or remain nonmembers. 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. When Agency Shop is enacted by the Legislature of the State of New Jersey and becomes law and is applicable to the Authority, then it shall be effective on the first day of the month of the second month succeeding the date it shall be legal.

ARTICLE VII
Classes of Employees

- A. 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 a seven hour work day and a thirty-five hour work week, and as may be modified by mutual consent of the Authority and the Union.
- B. 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. 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 work days in a calendar year.

D. Temporary Employee

- 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 a permanent employee; as a replacement for an employee on workmen'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 calendar year. Should a temporary employee 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.

ARTICLE VIII

Hours of Work and Overtime

- A. The scheduled work week shall be 35 hours per week consisting of five 7-hour work days.

1. The regular working hours shall be from 9:00 A.M. to 5:00 P.M. on Mondays through Fridays, one hour of which shall be for lunch, excepting that the Authority shall have the right to establish the regular working hours in Hightstown, such hours to consist of seven working hours per day, Mondays through Fridays.
2. Communications Dispatchers shall work a 35-hour week consisting of five 7-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.
3. There shall be a fifteen 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 minutes at the end of the work day.

B. 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 day or for work in excess of the 35-hour work week as follows:

1. When an employee in the Unit is called out from home, such employee reporting for such duty will be credited with a minimum of three 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 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 hours or more on holdover and an additional Meal Allowance for each seven continuous hours worked thereafter.
5. There shall be no pyramiding of overtime.

ARTICLE IX
Pay Policies

A. The Job Classifications for employees in the Unit are shown in Exhibit A, along with the salary ranges.

1. 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 a Job Description and Salary Range prior to being put into effect. Such changes shall become a part of Exhibit A.
2. Employees who are assigned to fill in or take the place of an employee in a higher classification for more than two consecutive days shall receive their regular salary or the salary of the replaced employee, whichever is greater for the period so assigned.

B. The maximum of the salary ranges shall reflect the following increases:

1. As of July 1, 1974, the maximum of salary ranges shall be increased by \$764.40 per year over the the then-existing ranges.
2. As of July 1, 1975, the maximum of salary ranges shall be increased by \$819.00 per year over the July 1, 1974 ranges.
3. As of July 1, 1976, the maximum of salary ranges shall be increased by \$910.00 per year over the July 1, 1975 ranges.

C. Each employee shall be paid within the range of the salary for the employee's Job Classification as it appears in Exhibit A and in accordance with time in the classification.

1. Each employee shall receive a minimum increase of \$764.40 per year effective July 1, 1974.
2. Each employee shall receive an increase of \$819.00 per year effective July 1, 1975.
3. Each employee shall receive an increase of \$910.00 per year effective July 1, 1976.

D. Shift Differential

1. A shift differential shall be paid to all employees whose shift begins on or after 12:00 noon according to the rates listed below:

<u>Effective</u>	<u>Shift begins after 12:00 noon</u>	<u>Shift begins after 6:00 P.M.</u>
7/1/74	05¢ per hour	10¢ per hour
7/1/75	10¢ per hour	15¢ per hour
7/1/76	15¢ per hour	25¢ per hour

2. Communications Dispatchers will, in lieu of the differential above, receive the following:

<u>Effective Date</u>	<u>Differential</u>
7/1/74	08¢ per hour
7/1/75	12¢ per hour
7/1/76	20¢ per hour

3. The Shift differential shall be added to and become a part of the base rate of pay after application of longevity.
4. 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.
5. 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.

E. An employee who is promoted shall receive a salary increase at the time such promotion is effective.

F. New employees will serve an active probationary period commencing with the date of hire, not to exceed six (6) months. Upon successful completion of the probationary period, thereafter progression within the respective salary range will be in accordance with the time spent in the classification.

ARTICLE X Seniority

A. The Authority and the Union recognize the following types of Seniority:

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

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

ARTICLE XI
Promotions and Transfers

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 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 as long as is practical.
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 midnight 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 complete successfully 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 successfully passing the examination.
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 Turnpike Seniority applies), in that order, in accordance with Paragraph #3 above.

If vacancies cannot be filled from within the unit 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.

5. All qualified candidates who are promoted or transferred will be required to complete successfully 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. 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.

ARTICLE XII
Leaves of Absences

A. Leaves 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 three consecutive work days, a doctor's certificate or such form as may be prescribed by the Authority must be presented upon request. 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 Workmen's Compensation Laws. No absences with pay will be authorized except those herein enumerated.

2. Sick Leave

Sick Leave Definition

For purposes of this agreement, Sick Leave shall mean absence 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 of attendance of such employee; or absence caused by death in the immediate family in excess of that prescribed under Section (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.

Leaves 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 program 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. Probationary employees will be allowed $1\frac{1}{4}$ day sick leave per working month and upon completion of the probationary period $1\frac{1}{4}$ day per working month for the remainder of the calendar year ending December 31. Thereafter, they will be credited with fifteen sick leave days per year, five of which may be used for personal leave at the option of the employee. 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.

The number of employees who shall be granted leave at one time in each Department will be determined and approved by a Department Head.

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

- 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 accumulative 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, he or she will have only fifteen days paid leave for the current year. Only absences resulting from sickness and off-job injury and personal leave will be chargeable under this policy.

During the first five years of employment an employee may at the conclusion of each year at his option convert up to five 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 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.

3. Temporary Disability Leave Policy

An employee is eligible for up to twenty-six weeks' Temporary Disability payment in any one 52 week period as hereinafter explained, such payment being 100 percent of his or her regular salary. Such employee is eligible for the benefits after he or she has used up his or her paid leave credit. The illness must be substantiated by the employee notifying the Medical Section of his doctor's name, address and telephone number. The Medical Section will contact his physician for further details when necessary.

The employee is assigned a benefit year (not to be construed as a calendar year) at the time he goes on Temporary Disability and the 52 week period is calculated from this date. If he returns to work without receiving the maximum number of payments and if he is not on Temporary Disability again within the first 52 week period, he will not be assigned a new benefit year until he is again placed on Temporary Disability. If he is eligible for Temporary Disability more than once within a 52 week period, the previous number of disability payments made to him is deducted from the maximum number available in one 52 week period.

If he received the maximum number of payments, he is not eligible for another 26 payments until after his return to work and after the first benefit year has expired.

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

When an employee is on a Temporary Disability status at the end of one year continuing into the next year, appropriate sick leave credits will be given upon his return to full duty status. During this period no sick leave credits are accumulated. Appropriate sick leave credit is considered to be one-twelfth of current year's entitlement per remaining months, including month of return.

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 himself plaintiff, petitioner, or defendant in the action, unless the employee is a co-defendant with the Authority.
- 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 service 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.
- b. Employees empaneled for grand jury service will be credited with one day of work for each day spent on grand jury. No employee will be required to work more than five days, including grand jury time, in any one work week.
- c. In any week in which a Holiday occurs, an employee will receive Holiday pay but will not receive Jury Duty pay unless he must serve Jury Duty on the actual Holiday.
- d. In those instances where an employee is called for prequalification of jury service, the employee will be excused with pay if scheduled to work on that day.

8. Death in Family

In the event of the death of a close relative by blood or marriage, a leave of absence with pay of up to three (3) days will be granted for the period between the date of death to the date of the funeral inclusive. Considered to be included in this relationship are: spouse, father, mother,

father-in-law, mother-in-law, brother, sister, or son or daughter. The day of the funeral will be granted with pay for the death of an aunt, uncle, grandfather, grandmother, sister-in-law, brother-in-law, grandson, granddaughter, son-in-law, and daughter-in-law of the employee only.

B. Vacations

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

<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	1 additional day

2) Policies affecting vacations:

1. Employment must be continuous to receive the above vacation allowances.
2. 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 Departmental concurrence, such vacation periods or parts thereof not taken shall be taken during the next succeeding calendar year only.
3. 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 the event of death or retirement, full vacation allowance for the calendar year will be granted to the extent not taken.
4. Vacation checks will be provided in advance upon two weeks prior notice.
5. 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.

6. Subject to such limitations upon the number of employees which may be prescribed by a Department Head, vacation periods within the Department may be selected by the employees themselves, preference of choice being given to those within each subdivision in order of job classification seniority.
7. The vacation period will be January 1 through December 31.
8. An additional option may be exercised by cashing in the odd days each year in the same manner as provided under the sick leave cash-in program.

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 hospitalization, medical-surgical and major medical insurance covering the individual employee.

Pay the cost of hospitalization, medical-surgical, and major medical insurance 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:

EXHIBIT A

ANNUAL SALARY GRADES

OFFICE AND CLERICAL TITLES

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>START</u>	<u>6 MONTHS</u>	<u>12 MONTHS</u>	<u>24 MONTHS</u>
3	7/1/74	\$6,195.00	\$ 6,606.24	\$ 7,223.10	\$ 8,251.20
	7/1/75	\$6,559.00	\$ 7,061.24	\$ 7,814.60	\$ 9,070.20
	7/1/76	\$6,923.00	\$ 7,534.44	\$ 8,451.60	\$ 9,980.20
4	7/1/74	\$6,403.44	\$ 6,828.55	\$ 7,466.22	\$ 8,529.00
	7/1/75	\$6,767.44	\$ 7,283.55	\$ 8,057.72	\$ 9,348.00
	7/1/76	\$7,131.44	\$ 7,756.75	\$ 8,694.72	\$10,258.00
5	7/1/74	\$6,653.40	\$ 7,092.43	\$ 7,750.98	\$ 8,848.56
	7/1/75	\$7,017.40	\$ 7,547.43	\$ 8,342.48	\$ 9,667.56
	7/1/76	\$7,381.40	\$ 8,020.63	\$ 8,979.48	\$10,577.56

Stockman

Clerk-Typist
 Duplicating Machine Operator
 General Clerk
 Mail Clerk-Messenger
 Printer

File Clerk
 Keypunch Operator
 Police Records Clerk
 Senior Clerk-Typist

6	7/1/74	\$6,917.40	\$ 7,378.63	\$ 8,070.48	\$ 9,223.56
	7/1/75	\$7,281.40	\$ 7,833.63	\$ 8,661.98	\$10,042.56
	7/1/76	\$7,645.40	\$ 8,306.83	\$ 9,298.98	\$10,952.56

Accounting Machine Operator
 Receptionist
 Special Projects Analyst
 Stenographer
 Tabulating and Auxiliary Machine Operator
 Ticket Preparation Clerk

7	7/1/74	\$7,236.84	\$ 7,720.32	\$ 8,445.54	\$ 9,654.24
	7/1/75	\$7,600.84	\$ 8,175.32	\$ 9,037.04	\$10,473.24
	7/1/76	\$7,964.84	\$ 8,648.52	\$ 9,674.04	\$11,383.24

Senior File Clerk
 Senior Printer Operator
 Senior Stockman
 Telephone Operator
 Traffic Data Analyst

8	7/1/74	\$7,639.68	\$ 8,145.36	\$ 8,903.88	\$10,168.08
	7/1/75	\$8,003.68	\$ 8,600.36	\$ 9,495.38	\$10,987.08
	7/1/76	\$8,367.68	\$ 9,073.56	\$10,132.38	\$11,897.08

Accounts Clerk
 Control Clerk
 Data Analyst
 Head File Clerk
 Junior Computer Payroll Clerk
 Purchasing Assistant
 Senior Keypunch Operator
 Senior Ticket Preparation Clerk
 Stenographer-Secretary

EXHIBIT A

ANNUAL SALARY GRADES

OFFICE AND CLERICAL TITLES

<u>SALARY GRADE</u>	<u>EFFECTIVE DATE</u>	<u>START</u>	<u>6 MONTHS</u>	<u>12 MONTHS</u>	<u>24 MONTHS</u>
9	7/1/74	\$8,084.16	\$ 8,623.18	\$ 9,431.70	\$10,779.24
	7/1/75	\$8,448.16	\$ 9,078.18	\$10,023.20	\$11,598.24
	7/1/76	\$8,812.16	\$ 9,551.38	\$10,660.20	\$12,508.24
		Computer Operator			
		Senior Accounts Clerk			
		Senior Control Clerk			
		Senior Data Analyst			
10	7/1/74	\$8,584.08	\$ 9,164.78	\$10,035.84	\$11,487.60
	7/1/75	\$8,948.08	\$ 9,619.78	\$10,627.34	\$12,306.60
	7/1/76	\$9,312.08	\$10,092.98	\$10,264.34	\$13,216.60
		Draftsman		\$11,264.34	
		Right-of-Way Draftsman			
		Senior Computer Payroll Clerk			
		Specifications Assistant			

EXHIBIT A

ANNUAL SALARY GROUPS

TECHNICAL TITLES

<u>SALARY GROUP</u>	<u>EFFECTIVE DATE</u>	<u>START</u>	<u>6 MONTHS</u>	<u>12 MONTHS</u>	<u>24 MONTHS</u>
IX	7/1/74	\$ 8,102.64	\$ 8,718.53	\$ 9,642.36	\$11,182.08
	7/1/75	\$ 8,466.64	\$ 9,173.53	\$10,233.86	\$12,001.08
	7/1/76	\$ 8,830.64	\$ 9,646.73	\$10,870.86	\$12,911.08
			Communications Dispatcher		
			Inventory Records Technician		
X	7/1/74	\$10,031.07	\$10,749.51	\$11,827.18	\$13,623.29
	7/1/75	\$10,395.07	\$11,204.51	\$12,418.68	\$14,442.29
	7/1/76	\$10,759.07	\$11,677.71	\$13,055.68	\$15,352.29
			Computer Payroll Assistant		
			Engineering Aide		
			Materials Receiver		
			Senior Computer Operator		
			Traffic Engineering Aide		
			Water and Sewage Laboratory Technician		
XI	7/1/74	\$10,864.49	\$11,657.25	\$12,846.38	\$14,828.27
	7/1/75	\$11,228.49	\$12,112.25	\$13,437.88	\$15,647.27
	7/1/76	\$11,592.49	\$12,585.45	\$14,074.88	\$16,557.27
			Bid Supervisor		
			Programmer		
			Programs and Procedures Librarian		
			Right of Way Acquisition Agent		

EXHIBIT A

ANNUAL SALARY GROUPS

TECHNICAL TITLES

<u>SALARY GROUP</u>	<u>EFFECTIVE DATE</u>	<u>START</u>	<u>6 MONTHS</u>	<u>12 MONTHS</u>	<u>24 MONTHS</u>
XII	7/1/74	\$12,068.30	\$12,965.47	\$14,311.22	\$16,554.13
	7/1/75	\$12,432.30	\$13,420.47	\$14,902.72	\$17,373.13
	7/1/76	\$12,796.30	\$13,893.67	\$15,539.72	\$18,283.13
		Negotiator			
XIII	7/1/74	\$13,333.48	\$14,450.80	\$16,126.79	\$18,920.10
	7/1/75	\$13,697.48	\$14,905.80	\$16,718.29	\$19,739.10
	7/1/76	\$14,061.48	\$15,379.00	\$17,355.29	\$20,649.10

Systems Analyst
Systems Coordinator

- 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-fourth of a month's pay.
 - b) One or more years of employment, one-half of a 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.
- d. Payments at the full rate (no Social Security credit allowed) will be made by the Authority to PERS for employees on military leave without pay.

ARTICLE XIII
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 ten (10) working days after the occurrence of the cause for such complaint.

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 24 hours by supervision. If the grievance is not resolved at this step, it will be forwarded to the Labor Relations Committee.

Step #2

The Labor Relations Committee will conduct a hearing within five 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 15 working days of the hearing.

If either the Authority or the Union remains aggrieved at the completion of the aforementioned procedures, they 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 shared equally between the Union and the Authority.

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 XIV Disciplinary Action

Each employee in the negotiating unit 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 any manuals prepared for the use of employees in the unit. 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 unit 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 the purpose of this agreement, there shall be two basic areas in which disciplinary action may be exercised, i.e., Supervisory Discipline and Administrative Discipline.

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 three 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 specification 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 Department Head or his designee, shall make his recommendation. (In the 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 a 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 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 working days after receipt of the decision of the Executive Director. Copy of said request shall be given to the Authority. The costs of arbitration shall be borne by the parties equally.

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 of 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 three 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 three days, fine, demotion, or dismissal has been recommended, the hearing officer or officers designated by the Executive Director, (who shall be either the Deputy Executive Director or Personnel Director) shall render a decision no less than 72 hours after the conclusion of the hearing or hearings. As a respondent, the employee involved shall be entitled to request in his defense such 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 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 days next succeeding the judgment rendered by the hearing officer or officers. A decision on the appeal shall be rendered within ten 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 working days after receipt of the decision of the Executive Director. Copy of said request shall be given to the Authority. The costs of arbitration shall be borne by the parties equally.

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.

ARTICLE XV Benefits

A. Health Plans

1. Blue Cross and Blue Shield Protection

The Authority will provide a hospitalization and medical-surgical plan for all permanent full-time employees and eligible dependents at no cost to the employee. Rider "J" is also incorporated and is added to the basic "Comprehensive Expanded "365" Plan."

2. Major Medical Protection

The Authority will provide a Major Medical Insurance Plan for all its permanent full-time employees and eligible dependents at no cost to the employee.

3. Dental Plan

The Authority will provide a Dental Insurance Plan for all its permanent full-time employees and eligible dependents at no cost to the employee.

New employees will have the above coverage 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 Personnel Department.

B. 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 vary amounts depending upon salary. Such insurance will be made available effective in the following amounts at no costs to the employee.

SCHEDULE OF AMOUNTS

<u>Classification of Employees According to Annual Earnings*</u>	<u>Amount of Life Insurance</u>
less than \$4,000	\$ 3,000
\$4,000 or more but less than \$6,000	\$ 4,000
\$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 not exceeding 35 hours. A descriptive brochure describing the Group Life Insurance Plan in great detail is available upon request to the Personnel Department.

C. 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.

D. Holidays

1. The following are recognized as paid holidays.

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veterans Day
Good Friday	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, except as otherwise directed.
3. Holiday pay shall consist of the prescribed hours pay at straight time.
4. 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 the prescribed hours on a holiday, employees shall be compensated at the rate of time and one-half for such hours worked.
5. 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.
6. 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.
7. Sick leave payments shall not be made for any holiday.
8. 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 Workmen's Compensation during a period in which a holiday falls will be paid in accordance with the provision dealing with Workmen's Compensation.
9. Any employee having an unauthorized absence either the last scheduled work day before any holiday, or on the first scheduled work day after any holiday, shall forfeit any holiday pay due for that day.
10. Employees having an unauthorized absence on a holiday on which they are scheduled to work shall receive no compensation of any kind.

E. 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.

F. Workmen's Compensation

If an employee is injured on the job, he shall receive from the Authority the difference between the total amount of temporary benefits paid under Workmen's Compensation and his regular wages for the period he is absent from work due to the injury. In no event shall he receive an amount exceeding his regular earnings.

G. Longevity Payment

Effective July 1, 1972, 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:

1. A sum of 3% 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
2. A sum of 5% for all employees who have at least fifteen (15) years of service, including those who reach 15 years of service, effective their anniversary date.
3. These longevity payments shall not be cumulative.

H. 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 a 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, 1½ times annual salary is available at no cost. Descriptive brochures describing the Pension Plan in greater detail are available.

I. 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. Blue Cross-Blue Shield Coverage

a. Retirees Under Age 65

Retirees under age 65 and their eligible dependents will continue to maintain the same coverage with Rider "J" which was available while a full-time employee. Full premium cost will be borne by the Authority.

b. Retirees Age 65 and Over

Those retirees or their eligible dependents upon reaching age 65 will be covered by Blue Cross and Blue Shield Carve-Out Complimentary coverage with Rider "J" upon notification to the Personnel Department.

This Complimentary Blue Cross and Blue Shield coverage carves out from the basic plans those benefits not covered by Medicare. Therefore, in order to be assured of complete medical coverage, it is necessary to enroll in Part A and Part B of MEDICARE.

Any change to family status which would require a change of present contract should be reported to the Personnel Department.

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.

J. 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.

K. Mileage

Mileage will be paid at the rate of \$0.15 per mile. Effective 1/1/75, mileage will be included in weekly pay checks.

L. Meal Allowance

Meal Allowance will be paid at the rate of \$3.00 per meal. Effective 1/1/75, Meal Allowance will be included in weekly pay checks.

ARTICLE XVI
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 in the forms necessary for completion when accidents occur.

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

A representative from this Unit will be selected to participate on the Safety Committee, which previously has been established to 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. 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 XVII 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 Union agree to accept

as binding upon each, all decision 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 representatives 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.

ARTICLE XVIII 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 in the unit or major fraction thereof with such time to be considered excused absence with pay.
- C. The Union will be granted one (1) delegate to the State AFL/CIO Convention and one (1) delegate to the I.F.P.T.E. International Convention, with such time to be considered as excused absence with pay.
- 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 prior written request.
- E. In all cases requiring released time for Union representation, the employee will notify his immediate supervisor in advance.

ARTICLE XIX
Layoff

Before there are any layoffs of employees in the Unit, the Authority agrees to meet and negotiate with the Union concerning the conditions.

ARTICLE XX
Term of Agreement

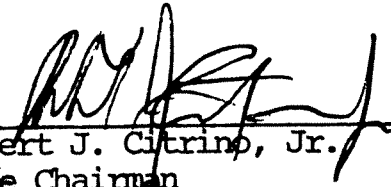
This Agreement shall be effective as of the First day of July, 1974, and shall continue in full force and effect through midnight, June 30, 1977.

Rates of pay and their effective date shall be set forth in the attached "Salary Schedule".

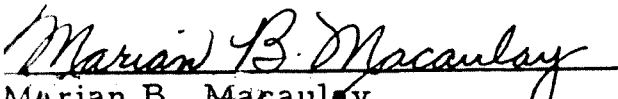
This Agreement shall be binding upon the Parties herein, their Executors, Successors and Assignees.

In witness whereof, the Parties have caused the Contract to be executed under their hands and seals.

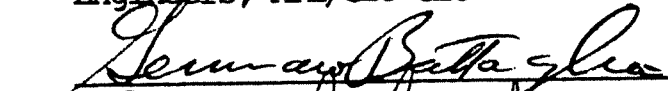
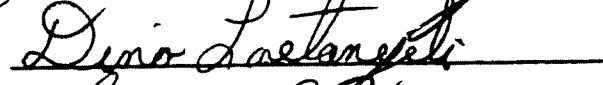


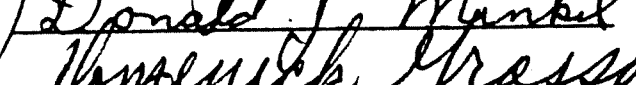
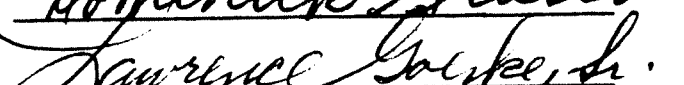
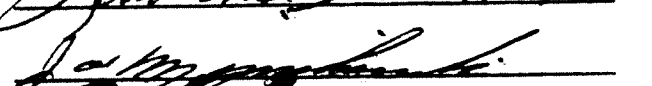

NEW JERSEY TURNPIKE AUTHORITY

BY: 
Robert J. Citrino, Jr.
Vice Chairman

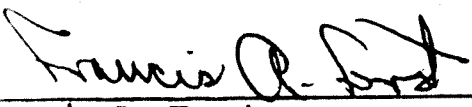
ATTEST:


Marian B. Macaulay
Assistant Secretary

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

WITNESS:


Francis A. Forst