

Memorandum of Agreement

IFPTE LOCAL 194

-and-

NEW JERSEY TURNPIKE AUTHORITY

WHEREAS IFPTE Local 194 and the New Jersey Turnpike Authority ("Authority") are parties to a collective bargaining agreement with a term of July 1, 2007 through June 30, 2011;

WHEREAS IFPTE Local 194 Part-Time Toll Collectors and the Authority are parties to a collective bargaining agreement with a term of November 1, 2007 through October 30, 2011;

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

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

1. The top of range for base salary for toll collectors shall be as follows:
 - June 30, 2011 -- \$57,000/year
 - July 1, 2012 -- \$49,500/year
2. Effective July 1, 2013, the Toll Collector and Part-Time Toll Collector positions shall be eliminated.
3. Effective June 30, 2011, eliminate cash-in of sick and vacation time. Effective June 30, 2011 eliminate the ability to bank unused vacation time
4. Effective June 30, 2011, eliminate the following, "The Authority will provide a separation package to those employees who retire with 10 or more years of service at an amount of \$500 for each full year of service."
5. Effective June 30, 2011, eliminate of \$75 State of Emergency Bonus
6. Effective January 1, 2012, toll collectors shall receive the following twelve (12) paid holidays:

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

7. Effective June 30, 2011, eliminate all \$70 bonus holidays

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8. Effective June 30, 2011, eliminate the following from the collective bargaining agreement, "The Authority will eliminate one man operations." Consequently, the NJTA will not be required to have 2 collectors on duty at all times.
9. Effective June 30, 2011, reserve collectors working in Sections 2-4 can travel a 50 mile radius from their home interchange. However, they shall provide coverage at their home interchange prior to being shipped if there is an eight (8) hour vacancy Management decides must be covered.
10. Effective June 30, 2011, NJTA is not required to fill a regular tour.
11. Effective June 30, 2011, Toll Collectors can be directed to travel between interchanges to provide breaks.
12. All Toll Collectors hired on or after July 1, 2011, shall be placed on a new salary scale starting at \$12/hour with a 10-year wage progression to \$44,000 with no 6-month step.
13. Effective June 30, 2011, Toll collectors will be provided with two (2) thirty (30) minute break periods Current regulations provide for two 15 minute breaks and a ½ hour lunch with 45 minutes between each.
14. Effective June 30, 2011, Temporary Disability Benefit will require a 1-week waiting period in all cases, the benefit period shall be twenty-six (26) weeks, and rates paid will be based on state mandated rates. Before an employee is eligible for another TDB benefit year, said employee must be returned to work full-time for a period of at least three (3) months and there can be no unpaid time in that 3-month period. But consistent with State regulations, the maximum number of TDB weeks and employee may receive in a 52-week period is 26 weeks. Entitlement time cannot be used during the mandatory waiting period. Final determination of TDB eligibility determined by NJTA medical section. When on TDB, all prior year and current year sick and vacation entitlement time pro-rated.
15. Effective June 30, 2011, maximum vacation days for Toll Collectors shall be 30 days. Any Toll Collector hired on or after July 1, 2011 will have a maximum of 25 vacation days. The maximum amount of vacation an employee may have at any time is two year's worth of earned vacation time. Unused vacation time shall not be paid out at time of separation.
16. All Toll Collectors hired on or after July 1, 2011, shall not be provided Personal Leave days
17. Effective August 2011, bi-weekly pay for all toll collectors, with pay day being Tuesday
18. All Toll Collectors and Part-Time Toll Collectors hired on or after July 1, 2011 shall be enrolled in direct deposit.
19. Effective June 30, 2011, toll collectors shall earn double time, rather than double time and one-half, for hours worked after eight worked on a holiday.

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20. Effective June 30, 2011, the Toll Collector Clerks can be regularly scheduled to work weekends
21. Effective January 1, 2012, attendance policy in place consistent with policy used by Parkway Toll Collectors.
22. Effective June 30, 2011, reduce meal allowance to \$12
23. Effective June 30, 2011, eliminate clothing allowance
24. Effective June 30, 2011, shift differentials shall be paid for only hours worked and only for working a #1 or #3 shift.
25. Effective June 30, 2011, if a toll collectors call out sick on a holiday they will be charged one sick day
26. Effective November 1, 2011, NJTA will employ no more than 200 full-time toll collectors.
27. Effective June 30, 2011 amend to provide that eligibility for retiree benefits for Toll Collectors and Toll Violation Officers who enter the bargaining unit or after June 30, 2011, shall be 25 years of Authority service and 55 years of age, or 15 years of Authority service and 62 years of age.
28. Effective June 30, 2011, for toll collectors who were eligible to receive longevity pay, such payments will be frozen as of June 30, 2011 and no future longevity increases will occur.
29. Effective November 1, 2011, for current Local 194 part-time toll collectors top of range shall be \$16/hour. Effective November 1, 2012, for Local 194 part-time toll collectors, who were employed with the NJTA as of October 30, 2011, the top of range shall be \$14/hour
30. Effective November 1, 2011, amend to Local 194 Part-Time Toll Collector CBA to provide for part-time toll collectors to work Monday through Sunday working 4-hour shifts to cover morning and afternoon rush hour periods, and break periods. Effective June 30, 2011, Local 194 Part-Time Toll Collectors may be used to cover vacant shifts.
31. All Local 194 part-time toll collectors hired on or after November 1, 2011 shall start at \$12/hour. There will be a 5-year wage progression to maximum of \$14/hour.
32. Effective November 1, 2011, eliminate Local 194 part-time collector clothing allowance
33. Effective June 30, 2011, eliminate Local 194 part-time collector paid personal leave for new part-time toll collectors hired after July 1, 2011. For current part-time toll collectors they will receive Personal Leave days off with pay, on the following basis: After two years or 1,600 hours of duty, they will receive two (2) days, and after four years or 3,000 hours of duty, they will receive four (4) days.
34. Effective November 1, 2011, eliminate Local 194 part-time collector \$400/year service bonus

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35. This agreement is subject to the ratification of the membership of Local 194 and the approval by the Authority's Board of Commissioners.

Veronique Hakim 4-28-11
Veronique Hakim, Date
Executive Director

Franceline Ehret 4/28/11
Franceline Ehret, Date
President