

**Memorandum of Agreement  
between the New Jersey Turnpike Authority  
and IFPTE Local 194**

The New Jersey Turnpike Authority (the “Authority”) and IFPTE Local 194 (“Local 194”), having engaged in negotiations for an agreement to succeed the collective bargaining agreement that expired on June 30, 2023, hereby agree to the following terms to be incorporated into the successor collective bargaining agreement<sup>1</sup>:

**A. Wage and Salary Scales:**

1. The Authority agrees to adopt the Salary Step Guides for Full Time Toll Collectors hired on or after July 1, 2011, Part Time (i.e. 20-hour and 16-hour) Toll Collectors; and Full Time Janitors as set forth in Attachment 1.
2. Pay Parity: The following titles shall be considered “Pay Parity Titles”:

<u>Pay Parity Title</u> (Local 194)	<u>Pay Parity Title</u> (Local 196, c. 12)
Automotive Technician	Craftsperson II Auto
Building Maintenance Mechanic /Carpenter	Mechanical Craftsperson II
Electrician	Electrical Craftsperson II
Technology Device Technician	Technology Device Technician

- i. Effective July 1, 2023, Pay Parity Titles in Local 194 shall have their salary scales upgraded in accordance with the adjustment received by the corresponding Pay Parity Titles (as set forth above), as applicable. The foregoing salary adjustments shall occur prior to the application of the ATB increases set forth in the Joint MOA.
- ii. The Pay Parity Titles shall be reviewed upon expiration of the successor collective bargaining agreement, or at any time a corresponding Pay Parity Title receives a salary adjustment, to ensure such titles remain in parity and shall have their salary scales adjusted when necessary to maintain parity.

**B. Maintenance: Right to Take Vehicles Home**

The Authority agrees that Electricians who are on standby duty shall have the right to take a vehicle home while assigned to stand-by duty, as set forth in Art. VIII, §A(5) of the

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<sup>1</sup> This agreement is subject to the provisions of the MOA Regarding Joint Issues between the New Jersey Turnpike Authority and Local Unions.

current contract. Carpenter/Plumber Hybrid Craftspeople shall be entitled to take a vehicle home while on stand-by duty upon completion of appropriate training.

**C. Office: Telework and 4-Day Work Week**

1. The Telework Pilot Program is extended through June 30, 2024. The Authority shall provide reasonable notice (at least 30 days) of a change or discontinuation of the Telework Pilot Program, and an opportunity to negotiate upon request. The status quo from which the parties may negotiate shall be that which existed prior to the Pilot Program.
2. The 4-Day Work Week Pilot Program is extended through June 30, 2024. The Authority shall provide reasonable notice (at least 30 days) of a change or discontinuation of the 4-Day Work Week Pilot Program, and an opportunity to negotiate upon request. The status quo from which the parties may negotiate shall be that which existed prior to the Pilot Program.

**D. Tolls:**

1. The Authority shall make good faith efforts to ensure a clean and safe working environment for Toll Collectors, by way of a Joint Committee of Safety and Operations to review sanitary and safety issues.

2. **Entitlement Time:**

- i. **Full-time Toll Collectors:** All full-time toll collectors shall be entitled to three (3) personal days annually, which shall be used before the end of the calendar year and may not be carried over to the following year or cashed out by the employee.
- ii. **Part-time Toll collectors:**

Effective November 1, 2023, all part-time toll collectors shall be entitled to three (3) personal days, which shall be used on or before October 31, 2024.

Part-time toll collectors shall accrue personal days and/or earned sick leave, as applicable, on a pro-rata basis beginning on November 1, 2024, through December 31, 2024. These pro-rata days must be used on or before December 31, 2025.

Effective January 1, 2025, all part-time toll collectors shall be entitled to three (3) personal days, which shall be used on or before December 31, 2025. Effective January 1, 2025, Part-time employees shall receive personal days and earned sick leave days on a calendar-year basis.

- a. These three (3) personal days are in addition to the five (5) personal days that Part-time Toll Collectors hired on or before June 30, 2011, are currently entitled to under the contract;

b. These three (3) personal days are in addition to the five (5) earned sick leave days that Part-time Toll Collectors hired on or after July 1, 2011, are currently entitled to under the contract.

3. **Training Bonus:** The Authority shall pay a \$1/hour training bonus for all time spent training another employee.

**J. Hazmat Endorsement**

\$200 annual stipend and reimbursement for the cost of endorsement required by the Heavy Equipment Operator title.

**K. Boot Allowance**

The Turnpike shall provide a boot allowance for all Maintenance employees in the amount of \$120.

**L. Jury Duty for Part-Time Toll Collectors**

Part-time toll collectors shall receive the same treatment regarding leave with pay with respect to jury duty as full-time toll collectors.

**M. Recognition of Part-Time Nurses in Unit**

1. Add "Part-Time Nurse" to the Recognition Clause.
2. Provide \$200 clothing allowance to match clothing allowance for full-time nurses.
3. Add that part-time nurses shall receive the same holiday schedule as full-time employees under the current contract when the holiday falls on the part-time nurse's scheduled workday.
4. Part-Time Nurse(s) shall receive the annual 3.5% ATB increases as set forth in the Joint MOA.

**N. Dispatcher Advancement Program and Maintenance Advancement Program**

1. The Dispatcher Advancement Program shall be terminated effective July 1, 2023, except that any employee currently enrolled in the Dispatcher Advancement Program may complete the program.
2. The Authority reserves the right, and the Parties agree to continue negotiations over modifications to the Maintenance Advancement Program and the Automotive Advancement Program.

11-17-2023 Local 194 MOA



Barry Kushnir,  
President

Dated: 11/17/2023



James Carone,  
Executive Director

Dated: 11/17/23

### Attachment 1

<b>Full-Time Toll Collectors Salary Guide (Hired on or after July 1, 2011)</b>									
		7/1/2023		7/1/2024		7/1/2025		7/1/2026	
Step	% Incr.	Annual	Hourly Rate	Annual	Hourly	Annual	Hourly	Annual	Hourly
1		\$37,440.00	\$18.00	\$41,600.00	\$20.00	\$43,056.00	\$20.70	\$44,562.96	\$21.42
2	2.13%	\$38,239.14	\$18.38	\$42,487.93	\$20.43	\$43,975.01	\$21.14	\$45,514.13	\$21.88
3	6.50%	\$40,724.99	\$19.58	\$45,249.99	\$21.75	\$46,833.74	\$22.52	\$48,472.92	\$23.30
4	6.50%	\$43,371.93	\$20.85	\$48,191.04	\$23.17	\$49,877.72	\$23.98	\$51,623.44	\$24.82
5	6.50%	\$46,191.35	\$22.21	\$51,323.73	\$24.67	\$53,120.06	\$25.54	\$54,979.26	\$26.43
6	6.50%	\$49,194.68	\$23.65	\$54,660.76	\$26.28	\$56,573.89	\$27.20	\$58,553.97	\$28.15
7	6.50%	\$52,392.34	\$25.19	\$58,213.71	\$27.99	\$60,251.19	\$28.97	\$62,359.98	\$29.98
8	3.00%			\$59,960.12	\$28.83	\$62,058.73	\$29.84	\$64,230.78	\$30.88

<b>Part-Time Toll Collectors Salary Guide (16 hr. Employees)</b>									
		7/1/2023		7/1/2024		7/1/2025		7/1/2026	
Step	% Incr.	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1		\$14,976.00	\$18.00	\$16,640.00	\$20.00	\$17,222.40	\$20.70	\$17,825.18	\$21.42
2	2.13%	\$15,295.66	\$18.38	\$16,995.17	\$20.43	\$17,590.00	\$21.14	\$18,205.65	\$21.88
3	6.50%	\$16,290.00	\$19.58	\$18,100.00	\$21.75	\$18,733.50	\$22.52	\$19,389.17	\$23.30
4	6.50%	\$17,348.77	\$20.85	\$19,276.41	\$23.17	\$19,951.09	\$23.98	\$20,649.38	\$24.82
5	6.50%	\$18,476.54	\$22.21	\$20,529.49	\$24.67	\$21,248.02	\$25.54	\$21,991.70	\$26.43
6	6.50%	\$19,677.87	\$23.65	\$21,864.30	\$26.28	\$22,629.56	\$27.20	\$23,421.59	\$28.15
7	6.50%	\$20,956.94	\$25.19	\$23,285.48	\$27.99	\$24,100.48	\$28.97	\$24,943.99	\$29.98
8	3.00%			\$23,984.05	\$28.83	\$24,823.49	\$29.84	\$25,692.31	\$30.88

<b>Part-Time Toll Collectors Salary Guide (20 hr. Employees)</b>									
		7/1/2023		7/1/2024		7/1/2025		7/1/2026	
Step	% Incr.	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1		\$18,720.00	\$18.00	\$20,800.00	\$20.00	\$21,528.00	\$20.70	\$22,281.48	\$21.42
2	2.13%	\$19,119.57	\$18.38	\$21,243.97	\$20.43	\$21,987.50	\$21.14	\$22,757.07	\$21.88
3	6.50%	\$20,362.50	\$19.58	\$22,625.00	\$21.75	\$23,416.87	\$22.52	\$24,236.46	\$23.30
4	6.50%	\$21,685.97	\$20.85	\$24,095.52	\$23.17	\$24,938.86	\$23.98	\$25,811.72	\$24.82
5	6.50%	\$23,095.68	\$22.21	\$25,661.86	\$24.67	\$26,560.03	\$25.54	\$27,489.63	\$26.43
6	6.50%	\$24,597.34	\$23.65	\$27,330.38	\$26.28	\$28,286.94	\$27.20	\$29,276.99	\$28.15
7	6.50%	\$26,196.17	\$25.19	\$29,106.86	\$27.99	\$30,125.60	\$28.97	\$31,179.99	\$29.98
8	3.00%			\$29,980.06	\$28.83	\$31,029.36	\$29.84	\$32,115.39	\$30.88

<b>Full-Time Janitors Salary Guide</b>									
		7/1/2023		7/1/2024		7/1/2025		7/1/2026	
Step	% Incr.	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
1		\$37,440.00	\$18.00	\$41,600.00	\$20.00	\$43,056.00	\$20.70	\$44,562.96	\$21.42
2	2.24%	\$38,276.84	\$18.40	\$42,529.82	\$20.45	\$44,018.36	\$21.16	\$45,559.01	\$21.90
3	6.68%	\$40,834.58	\$19.63	\$45,371.75	\$21.81	\$46,959.76	\$22.58	\$48,603.35	\$23.37
4	4.15%	\$42,529.81	\$20.45	\$47,255.35	\$22.72	\$48,909.28	\$23.51	\$50,621.11	\$24.34
5	7.63%	\$45,774.31	\$22.01	\$50,860.34	\$24.45	\$52,640.45	\$25.31	\$54,482.87	\$26.19
6	6.50%	\$48,749.64	\$23.44	\$54,166.26	\$26.04	\$56,062.08	\$26.95	\$58,024.26	\$27.90
7	3.00%			\$55,791.25	\$26.82	\$57,743.95	\$27.76	\$59,764.98	\$28.73