

AGREEMENT
BETWEEN THE
SOUTH JERSEY TRANSPORTATION AUTHORITY
AND
LOCAL 193, CHAPTER A
INTERNATIONAL FEDERATION OF PROFESSIONAL
AND TECHNICAL ENGINEERS
(I.F.P.T.E.), AFL/CIO

SEPTEMBER 1, 2007 THROUGH AUGUST 31, 2011

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AGREEMENT

This Agreement, made and entered as of September 1, 2007 is between the South Jersey Transportation Authority, hereinafter referred to as the "Authority" and Local 193, Chapter A, International Federation of Professional and Technical Engineers (I.F.P.T.E.), AFL/CIO, hereinafter referred to as the "Union", on behalf of the Union and the Employees of the Authority now employed and hereinafter to be employed (hereinafter collectively designated as "Employees.").

The Authority shall provide all present Employees and future new hires with a copy of this Agreement and, likewise, with copies of benefit booklets covering medical, health, dental, prescription and vision care coverage.

The SJTA will pay printing costs for fifty (50) contract booklets and, where applicable, benefit booklets. The contract booklets shall include a calendar, covering the length of the contract term with all holidays circled. The SJTA shall also supply the Union with a copy of the Contract and job descriptions copied onto a 3.5 inch high density (HD) computer disk. The approved printed version shall control in the event of any inconsistency between the printed contract and the contract on the computer disk.

The Union and the SJTA will cooperate fully in finalizing the Agreement and in promptly printing and distributing the Agreements to the Union membership.

ARTICLE ONE
RECOGNITION

The Authority recognizes the Union as the Majority Representative, pursuant to Chapter 303, P.L. 1968, of certain Employees of the Authority as certified to the parties by the Public Employment Relations Commission by a Certification of Representation, Docket No. RD-87-133 dated May 29, 1987 as follows:

Included: All toll plaza supervisors employed by the South Jersey Transportation Authority. In accordance with Public Employment Relations Commission Certificate of Representation under Docket No. RO-92-11 dated October 17, 1991, this unit also includes all Lead Forepeople, Forepeople, Duty Supervisors, Assistant Toll Supervisors, Expressway Administration Supervisor, Assistant Superintendent and Supervisor Count Room (aka Head Count Room Clerk) employed by the South Jersey Transportation Authority.

Excluded: All other Employees, including superintendents, Employees in any other collective negotiations units, craft Employees, professional Employees, police officers, fire fighters, confidential Employee and managerial executives within the meaning of the Act.

ARTICLE TWO
CHECK-OFF AND AGENCY SHOP

SECTION 1. -- Check-Off

The Authority agrees to arrange for initiation fees and dues deduction upon receipt of written authorization from the Employee. Monies so deducted by the Authority shall be transmitted to the Union. Any such request for deduction may be withdrawn, effective the first pay day in either January or July, following the date upon which the notice of withdrawal is filed. The Union shall notify and certify to the Authority the amounts to be deducted as dues and initiation fees pursuant to the authorizations signed by Employees. Such amounts shall be the same for all Employees. Initiation fees shall be deducted over a period not exceeding five (5) pay periods.

SECTION 2 -- Agency Shop

(a) The Union having made membership available to all Employees covered by this unit on an equal basis, it is, therefore, agreed between the parties that all non-member Employees are required to pay a representative fee in lieu of dues as a condition of employment. This fee shall be an amount not to exceed eighty-five percent (85%) of the regular membership dues, fees and assessments, as permitted under the "New Jersey Employer-Employee Relations Act" as amended P.L. 1974c 123 (N.J. Stat. Ann. '34:13A-5.4). The Union shall certify to the Authority that the amount of the fee is as permitted by law, and the Union has established and maintains a demand and return system as required by the law. The Authority shall deduct such fees by means of a payroll deduction and remit same to the Union.

(b) Notwithstanding Section 2(a), Assistant Toll Supervisors who are members of Local 193A are required to pay \$1.50 per shift worked (so long as the shift is at least six (6) hours). Assistant Toll Supervisors who are not members of Local 193A are required to pay a representative fee in lieu of dues as a condition of employment. This fee shall be an amount not to exceed eighty five percent (85%) of the Assistant Toll Supervisor dues.

ARTICLE THREE
CONSIDERATION/COOPERATION

SECTION 1 -- Cooperation

(a) The Union and the Authority agree that mutual cooperation is necessary for the Authority to carry out its public responsibility of maintaining a high level of service to the public.

(b) The Union and the Authority agree that it is the continuing intent and purpose of the parties in entering into this Agreement to maintain and promote harmonious relations and close cooperation between the Authority and the Union.

(c) The Authority agrees to send copies of all correspondence required by this Agreement to the President, Vice President and the International Representative of the Union.

SECTION 2 -- Consideration

This Agreement is entered into in consideration of the mutual performance in good faith by both parties and fully expresses their understanding with respect to rates of pay, hours of employment, and other conditions of employment. The parties acknowledge that all agreements entered into during the negotiations concluded by this Agreement are set forth herein, and this Agreement will not be changed, modified, or added to, except by a written instrument signed by the parties. The parties to this Agreement agree to cooperate in carrying out the provisions set forth and to exchange information that is needed to maintain harmonious relations under this Agreement.

ARTICLE FOUR
AUTHORITY JURISDICTION

SECTION 1 -- Management Rights

The Authority shall continue to exercise exclusive jurisdiction in management of the Authority, the organizational structure of Divisions and Departments and the assignments of areas of responsibilities of Superintendents, Division and/or Departmental Heads, and other Administrative personnel, except as they may be otherwise specifically limited in this Agreement, and to make reasonable and binding rules which shall not be inconsistent with the Agreement and State law. This includes the Atlantic City Airport.

SECTION 2 -- Modification Of Rights

This Article does not limit or modify the rights of the parties under any other provisions of this Agreement.

ARTICLE FIVE
DISCRIMINATION

The provisions of this Agreement shall be applied to Employees without discrimination based on sex, age, race, color, creed, union activity, national origin, ancestry, marital status, nationality, sexual orientation, because of the liability for service in the Armed Forces of the United States, atypical hereditary cellular or blood trait, or disability as defined by Federal or State Law.

There will be no discrimination by either party to this Agreement against any Employee because of membership or activities in the Union. Union officers, representatives or members shall not be discriminated against, interfered with, restrained or coerced by the Authority or its representatives because of any Union activity in conjunction with this Agreement.

ARTICLE SIX
NO STRIKE OR LOCKOUT PLEDGE

The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize, support or engage in any strike by the Union (e.g., the concerted failure to report for duty or willful absence of any Employees from their positions or stoppage of work or abstinence, in whole or in part, from the full, faithful and proper performance of the Employee's duties of employment), work stoppage, slowdown, walkout, or other job action against the Authority. The Union agrees that such action would constitute a material breach of this Agreement.

The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Authority by its members, such as requiring them to work in their supervisory capacities during any labor dispute resulting in a work stoppage, slow-down, sick-in, etc., or in a case of emergency.

The Authority agrees that it will not engage in a lockout or other similar action because of any proposed changes in the Agreement or disputes over matters relating to this Agreement. Nothing in this Article shall be interpreted to waive or modify the parties obligations under the New Jersey Public Employment Relations Act.

ARTICLE SEVEN
HOURS OF WORK

SECTION 1 -- Toll Plaza Supervisors

(a) The work-week for Toll Plaza Supervisors shall consist of seven (7) consecutive days beginning at 12:01 a.m. Sunday and ending at 12:00 midnight Saturday. This shall not be construed, and nothing in this Agreement shall be construed, as a guarantee or limitation of the number of hours to be worked per day, per week, or for any other period of time by Toll Plaza Supervisors covered hereunder. Work weeks shall normally be comprised of an eight (8) hour day and forty (40) hour work week.

(b) There shall be three (3) regular shifts as follows:

- (i) 10:00 p.m. to 6:00 a.m.
- (ii) 6:00 a.m. to 2:00 p.m.
- (iii) 2:00 p.m. to 10:00 p.m.

(c) A Toll Plaza Supervisor's shift shall include one (1) hour paid lunch. The Supervisor may leave the plaza if an Acting Supervisor is available to fill in. This lunch period may be shortened, canceled or interrupted in the event toll lane or medical emergent circumstances arise. In consideration for the absence of a full break or lunch period the Toll Supervisors will be entitled to "minute-for-minute" compensation time.

SECTION 2 -- Lead Foreperson/Foreperson/Expressway Administration Supervisor /Supervisor of Count Room/Assistant Superintendent

(a) The normal work week for Lead Forepersons, Forepersons, Supervisor of Count Room, Assistant Superintendent and Expressway Administration Supervisors shall be Monday to Friday, inclusive, and shall be forty (40) hours per week, eight (8) hours per day, including a one (1) hour paid lunch. Failure to have work assignments prepared by the end of the workday for the next workday will be grounds for disciplinary action, with the exception of emergencies and/or last-minute supervisory changes.

The regular shifts for lead foreperson and foreperson are: Shift 1 – 11:30 p.m. to 7:30 a.m (M-F).; Shift 2 – 7:30 a.m. to 3:30 p.m. (M-F); and 3:30 p.m. to 11:30 p.m.(M-F). The regular shift for Supervisor Count Room is 7:00 a.m. to 3:00 p.m.(M-F); and the regular shift for Assistant Superintendent is 8 hours per day, M-F.

(b) Optional Second Shift

The Authority may create a second shift in the Expressway and Engineering Departments. The shift shall be Monday through Friday and the hours shall be 3:30 p.m. to 11:30 p.m. and shall be at the Lead Foreperson rate of pay and include a shift premium rate of \$.90/hr. If more than one supervisor is required, the additionally assigned employee may be either a Lead Foreperson or Foreperson as determined by Authority. It shall be offered in accordance with Article 9, Section 5 (Posting). If there are no bidders, such additional shift assignment(s) will be made in reverse order of Seniority and shall rotate on two-week intervals.

(c) Additional Shift(s)

The AUTHORITY may create additional shifts in the Expressway and Engineering Departments. The work-week for any such new shift(s) shall be forty (40) hours a week, Sunday through Saturday, with two consecutive days off per week and shall also include a one (1) hour paid lunch each day. The AUTHORITY shall establish the starting and quitting times of such new shift(s). Thereafter, the changes in the starting and quitting time of said shifts shall be subject to negotiation between the parties. Should the AUTHORITY desire to institute such additional new shifts, it shall do so in accordance with the following provisions:

(i) That the shift(s) will be staffed by bidders within 193A, in accordance with Article 9, Section 5. The Authority agrees that this position will be that of a Lead Foreperson's title.

(ii) Should there be no bidders, such additional shift(s) assignment(s) will be filled by promoted employees from outside the bargaining unit or by employees hired by the Authority into Local 193A after the signing of this Agreement. In the event that there are no new hires or promoted employees from outside the bargaining unit, then a Local 193A employee may volunteer for temporary assignment to the shift. Higher rated employees that should volunteer for such temporary assignment to the shift shall retain their current title and rate of pay. Upon expiration of the temporary volunteer assignment, the employee shall return to his/her former position. Should there be no volunteer(s), the Authority may assign the employee(s) with the least job classification seniority to such shift(s) for up to three (3) months and no more than twice within a twelve month period.

(iii) The shift premium for time worked by employees on such additional new shifts shall be as follows:

Effective upon ratification: For time worked by employees during a shift that's starting time is 6:00 p.m. or later, employees shall receive premium pay at the rate of \$1.10 per hour. For time worked by employees during the third (afternoon) shift (or any shift established which overlaps such hours), employees shall receive premium pay at the rate of \$1.00 per hour.

Effective January 1, 2009: For time worked by employees during a shift that's starting time is 6:00 p.m. or later, employees shall receive premium pay at the rate of \$1.15 per hour. For time worked by employees during the third (afternoon) shift (or any shift established which overlaps such hours), employees shall receive premium pay at the rate of \$1.05 per hour.

Effective January 1, 2010: For time worked by employees during a shift that's starting time is 6:00 p.m. or later, employees shall receive premium pay at the rate of \$1.20 per hour. For time worked by employees during the third (afternoon) shift (or any shift established which overlaps such hours), employees shall receive premium pay at the rate of \$1.10 per hour.

Effective January 1, 2011: For time worked by employees during a shift that's starting time is 6:00 p.m. or later, employees shall receive premium pay at the rate of \$1.25 per hour. For time worked by employees during the third (afternoon) shift (or any shift established which overlaps such hours), employees shall receive premium pay at the rate of \$1.15 per hour.

(iv) That where possible, the Authority will provide the Union with three (3) weeks advance notice prior to implementing any additional shift(s), but in no event will the notice be less than one (1) week.

(v) That such new shift(s) will be established only to serve a permanent need or a special project. The special project will have an established starting and tentative completion date. It will have a projected duration of more than three (3) weeks. The creation of any additional shift(s) will not serve to diminish the short term overtime generally provided to employees on other shift(s) or work schedules, including, but not limited to, snow removal. Further, the creation of any additional shift(s) will not create a permanent force reduction of employees assigned under Section 2.

(vi) That any such new shift(s) established shall be for either a standard eight (8) hour work day, forty (40) hour work week, with two (2) consecutive days off each week; or a ten (10) hour work day, forty (40) hour work week, four (4) days per week, with three (3) consecutive days off each week.

SECTION 3 -- Duty Supervisors

(a) The work week for the Duty Supervisors shall consist of seven (7) consecutive days beginning Sunday through Saturday.

(b) There shall be regular shifts as follows:

7:30 a.m.	to	3:30 p.m.
11:00 a.m.	to	7:00 p.m.
3:00 p.m.	to	11:00 p.m.

(c) The workday shall also consist of a one thirty minute paid lunch and two (2) 15 minute breaks.

(d) Compensatory Time will be given in consideration of interruptions due to emergencies that may arise during their breaks on a minute to minute basis.

SECTION 4 -- Backup Supervision

Recognition: The SJTA and Local 193A agree that the work of supervision performed by bargaining unit members is within the exclusive jurisdiction of Local 193A. However, the parties mutually agree that from time-to-time it will be necessary for the Authority to fill these positions on a short term basis with persons who are not members of 193A. Persons who agree to perform the work of a Supervisor shall be expected to conform to all the rules and regulations applicable to full time Supervisors. The following applies in such instances.

Engineering and Operations:

(a) Daily call out vacancies and/or scheduled days off or other absences on shift 2, the SJTA may offer yard changes or may assign a qualified employee in the same classification and shift in accordance with Article 19, Section 10, Temporary Assignment, Section (b).

(b) Vacancy Procedure: Eligible Employees and Order.

In the event of a vacancy of less than 30 calendar days which the Authority elects to fill on all other shifts, the Authority shall fill the vacancy as set forth below.

- (i) The SJTA will contact 193A Bargaining Unit Members in the job classification where the vacancy occurs by rotation, to offer switches or shift changes to fill the position.
- (ii) The SJTA will contact 193A Bargaining Unit Members in the same or lower job classifications by rotation, starting with the same classification, and ask them to work for overtime;
- (iii) If no one volunteers to work for overtime, the SJTA will assign the least senior person for overtime

(c) After an absence of more than 30 calendar days which the Authority elects to fill, the following procedure will be used (in order).

- (i) The SJTA will contact 193A Bargaining Unit members to solicit volunteers to fill the position based on job classification and seniority in the Division.
- (ii) The SJTA may fill the position by reassignment based upon reverse seniority in the Division the vacancy occurs
- (iii) The reassignment will be in effect for no more than 180 days at which time the SJTA shall reassign the next least senior 193A Bargaining Unit member
- (iv) The SJTA will follow this process until the employee returns to work.

Tolls and Transportation Services:

(a) In the event of a vacancy for a Toll Plaza Supervisor position, the following procedure will be used (in order):

- (i) The SJTA will contact 193A Toll Plaza Supervisors to offer switches or shift changes to fill the position;
 - (ii) The SJTA will contact 193A bargaining unit Toll Plaza Supervisors by rotation and ask them to work for overtime;
 - (iii) The SJTA will contact Assistant Toll Supervisors: (Assistant Toll Supervisor: This title applies to the "pool" of qualified persons who Local 193A authorizes the Authority to hire for the limited purpose of filling vacancies in Toll Supervision. These are On-Call employees);
 - (iv) The Authority will assign a qualified non-union person to fill the position.
 - (v) The SJTA will assign an Acting Toll Plaza Supervisor: (Acting Toll Plaza Supervisor: This title applies to all persons who are presently qualified full-time members of Local 196.
- (b) In the event of a vacancy for a Duty Supervisor, which the authority elects to fill, the following procedure will be used (in order).
- (i) The SJTA will contact 193A Bargaining Unit member Duty Supervisors, by rotation, to offer switches or shift changes to fill the position;
 - (ii) The SJTA will contact 193A Duty Supervisors, by rotation, and ask them to work for overtime;
 - (iii) The SJTA may use a qualified non-union person to fill the position.
 - (iv) The SJTA may use a qualified Local 196 person to fill the position.

SECTION 5 -- Overtime

(a) All work performed in excess of eight (8) hours per day or the normally scheduled work hours per day (if more than eight (8) hours) or forty (40) hours per week shall be considered overtime and shall be paid for at the rate of one and one-half (1.5) times the Employee's regular hourly rate of pay. Any paid leave will constitute time worked for overtime purposes.

(b) However, no overtime shall be worked nor shall any overtime be payable unless the overtime has been specifically authorized by the Department Superintendent or other appropriate managerial executive prior to its being worked or is worked in accordance with Department procedures.

(c) Overtime shall be compensated in one-quarter (1/4) hour units, fractional portions being counted as a full one-quarter (1/4) hour. Further, the Authority may, at its discretion, allow an Employee to take compensatory time at time and one-half (1.5) in place of paid overtime. Insofar as practicable, overtime of a routine nature or emergency shall be offered to personnel on a seniority and equalization basis by his or her reporting base location and job classification.

(d) However, overtime due to snow/ice emergencies shall be offered to roadway maintenance supervisors first by bid locations. Other supervisors shall be used as backup personnel in the event a roadway supervisor is not available, fatigued or otherwise prohibited from working by law or regulation. No employee outside this bargaining unit shall fill such a position when a qualified 193A supervisor is available to perform these duties.

(e) However, under no circumstances will an employee lose any earned time. Employees will have the option of cashing-in compensatory time. If an employee is unable to use the balance of their compensatory time or any other leave time (excluding admin. time), the Authority shall pay the balance to the employee or allow the employee to carry that time over into the following year.

SECTION 6 -- Shift Premium for Toll Supervisors/Duty Supervisors

Effective upon ratification, there shall be paid a premium rate of \$0.85 per hour for scheduled hours worked on the third (afternoon) shift series. For scheduled hours worked on the first (night) shift series, there shall be paid a premium rate of \$1.00 per hour. Effective January 1, 2009, there shall be paid a premium rate of \$.90 per hour for scheduled hours worked on the third (afternoon) shift series and \$1.05 for hours worked on the first (night) shift series. January 1, 2010, there shall be paid a premium rate of \$.95 per

hour for scheduled hours worked on the third (afternoon) shift series and \$1.10 for hours worked on the first (night) shift series. January 1, 2011, there shall be paid a premium rate of \$1.00 per hour for scheduled hours worked on the third (afternoon) shift series and \$1.15 for hours worked on the first (night) shift series.

SECTION 7 – Training Pay

Effective upon ratification, Toll Plaza Supervisors will receive an additional 10% per hour for all training.

ARTICLE EIGHT
SENIORITY

SECTION 1 -- Determination

Seniority shall be based upon time in the bargaining unit. For the purpose of this section the term bargaining unit seniority shall mean the Employee's seniority from the date of permanent appointment within this bargaining unit. In the event that more than one person has the same date in the bargaining unit, the person with more continuous service with the Authority will be considered as the most senior. If more than one person shares the same date in bargaining unit and the same date of hire, then a drawing of lots shall determine seniority.

SECTION 2 -- Cessation

An Employee shall cease to have seniority rights by:

- (a) Voluntary resignation;
- (b) Justifiable discharge;
- (c) Unauthorized absence for more than five (5) working days;
- (d) Failure to return upon expiration of an authorized leave without notification to the Authority within five (5) working days after the scheduled return date;
- (e) 193A seniority within the bargaining unit will not accrue while an employee is working outside of the bargaining unit (exclusive or probationary periods). However, such employee's seniority with the Authority will continue to accrue so long as the employee's service to the Authority is not interrupted.

ARTICLE NINE
NEWLY HIRED/PROMOTED/TRANSFERRED/RECALLED EMPLOYEES

SECTION 1 -- New Hires And Promoted Employees

(a) Newly hired employees by the Authority or promoted Employees from outside the bargaining unit to the positions hereunder shall be considered probationary in such positions with no seniority status, until having successfully completed a probationary period of ninety (90) days after which time their seniority shall be retroactive to date of appointment or promotion. The probationary period may be extended by the Authority for an additional ninety (90) days.

(b) A mid-point review will be made of all newly hired or promoted Employees hereunder. At any time during the first forty-five (45) day period, the Employee, if previously employed by the Authority, may decide to return to his/her prior position with the Authority with no loss of seniority. Likewise, the Authority shall determine whether the Employee has successfully performed during this probationary period. During any such review, a Union representative will be present as an observer. In the event an Employee fails to successfully perform or complete his/her probationary period, he/she, if previously employed by the Authority, shall return to his/her former position with the Authority without loss of seniority subject to any applicable contractual or legal restrictions applicable to the former position.

SECTION 2 -- Termination

New hires by the Authority may be terminated at any time during their probationary period. No other employees shall be terminated for reasons other than just cause except for layoffs.

Termination for just cause shall result only from the Disciplinary Procedure set forth in Article Twelve.

SECTION 3-- Layoff/Bumping Procedure

(a) LAYOFF

(1) In all cases of decrease (layoff) in the Authority's work force covered by this Agreement, the principle of "Date of Entry into the Bargaining Unit Seniority" shall apply. This is defined as the length of an Employees continuous permanent employment while in Local 193A.

(2) In the event of a layoff and/or job elimination, the AUTHORITY agrees to give all affected Employees and the UNION at least forty-five (45) calendar days advance notice or pay in lieu thereof.

(3) Laid off Employees shall have recall rights for five (5) years or length of service whichever is less. In the event of a recall the Authority shall send written notice of the recall to the last known address of the Employee by certified mail with a copy to the Union. If the recalled Employee does not respond within twenty (20) days of the date of the mailing of the notice, he/she shall lose recall rights to the available position and shall be removed from the recall list. Laid off employees shall continue to accumulate Seniority (for all purposes) during the duration of their layoff period.

(4) In the event of lay off, an employee with at least one (1) year seniority shall receive severance pay equal to one (1) week pay for each year of service with the Authority to a maximum of twelve (12) weeks, payable at the time of separation.

(b) BUMPING

(1) When because of layoff, an Employee's job is eliminated, or that Employee is forced to "bump" because he/she has been displaced (bumped) by a senior Employee, the following rights and procedures shall prevail:

(i) Employees who have their jobs eliminated or are bumped may exercise seniority by bumping the junior Employees laterally or downward, into any Bargaining Unit position.

(ii) All Employees downward bumping (bumping into a lower job title) shall have their pay adjusted accordingly, and will be paid according to the schedule of their acquired job title.

(iii) No Employee shall be permitted to bump to a higher job title nor shall a junior Employee bump a senior Employee. Employees who bump into a new job title are expected to have the ability to perform the duties of the job into which the employee is bumping within ninety (90) days. Should it reasonably be determined that an Employee is not able to obtain needed certifications or licenses within the ninety (90) day period, the Employee will be disqualified for the position at the beginning of the bumping process.

(iv) There shall be a Union Officer present during the bumping procedure and affected Employees shall be advised of all options in the bumping process.

SECTION 4 -- Recall

The last employee laid off shall be the first to be recalled in accordance with Seniority. Employees who are recalled outside of their job title must be able to perform the duties of the job into which they are recalled within ninety (90) days (if not originally within their division). When job openings become available, the recalled employee shall be returned into any open position, in their classification, and subsequently shall be returned to his/her original departmental job title and shift once they become available, on a Seniority basis. Should it reasonably be determined that the recalled Employee will not be able to obtain needed certification or licenses within the ninety (90) day period, the Employee will be disqualified for recall to the position at the beginning of the recall procedure.

SECTION 5 -- Promotions and Transfers

(a) The purpose of this Section is to provide bargaining unit Employees who are capable of performing the services required with the opportunity to fill openings for work in higher-rated jobs, within the Bargaining Unit, in their Division. Further, this Section shall provide interested Bargaining Unit Employees with the opportunity to transfer to job openings both in their Division and to other Divisions.

(b) For the purposes of this provision, "promotion" shall mean assuming a position of a higher rate of pay, and "transfer" shall mean assuming a position at a lateral or lower rate of pay.

(c) Position openings within the Bargaining Unit in any Division will be posted by the AUTHORITY on all Bulletin Boards in the appropriate District Yards, Toll Plazas, or Offices for a period of five (5) working days. During the posted period, an employee may bid for the vacancy by filing a written notice to their Division Head. Job bids will immediately be forwarded to the AUTHORITY's Human Resources Office. If the position is filled, notice of the promotion shall be posted immediately.

(d) Individuals holding the same job title as the promotional opening may bid on that opening should they wish to transfer to the vacancy work location. The senior bidding transferee will be awarded the position and his/her position will now be filled by transfer or promotion. Promotions from within the division shall be considered first before promoting from outside the division. This will be done within 30 days.

(e) Thereafter, should the position remain unfilled, current bidding employees will be considered for the position. In this instance, i.e., an employee may bid for the position regardless of whether it is higher-rated, lower-rated, or lateral to his/her current rate of pay.

(f) Further, with respect to the lowest level job classifications in each Division, there shall be no new hires until a bidding opportunity is provided to all present employees who would be interested in the promotion or transfer, whichever the case may be.

(g) Employees absent during the five (5) day posting period(s) may elect to submit their application by proxy. In the case of an employee bidding by proxy, due to injury or illness, the employee will be required to submit an appropriate medical certification that they can assume the essential functions of the job as of the first date that the job becomes available or within a reasonable amount of time thereafter in order to be considered for the position.

(h) Employees requesting promotion or transfer shall be promoted or transferred to vacancies within the Bargaining Unit in accordance with (a) seniority; (b) skill; (c) ability; (d) fitness; (e) past discipline record; and (f) past attendance record. When, in the Authority's discretion, factors (b) (skill), (c) (ability), and (d) (fitness) are relatively equal as between two (2) or more employees, Seniority shall prevail, and such senior employee shall be awarded the position. With respect to factors (e) (past discipline record) and (f) (past attendance record), should the Authority, in its sole discretion, judge both factors to be poor, it may serve to deny the otherwise qualified employee the position.

(i) The evaluation of the factors outlined above shall be made by the Authority. Should the Authority select an employee other than the most senior, the Authority agrees to meet with the UNION in order for the UNION to present any facts, which it believes the Authority should consider in reaching its decision.

(j) Should the Authority determine, after its evaluation of the factors outlined above, that there is no qualified employee to fill the position (either by promotion or transfer), the Authority shall fill such position with a qualified new hire.

(k) Should the Authority determine that there is no qualified employee, the Authority agrees to meet with the UNION in order for the UNION to present any facts which it believes the Authority should consider in reaching its decision.

(l) Further, no transfer or promotion shall be made which, impairs the operation of the Division in which the employee holds a permanent position until the Authority can back fill the vacated position.

(m) A copy of the lowest level job classifications in each Division shall be made available to the UNION upon request.

(n) "Promotion and Departmental Probations" pertains to a Bargaining Unit employee who, following promotion or transfer to a new position, is serving a working test period of not less than three (3) months, and not more than six (6) months. Employees under this class of probation shall have all the fringe or employment benefits he/she enjoyed under his/her previous category of employment, and such promoted or transferred employee shall receive a salary at the then prevailing rate of pay for the new position. A written review and evaluation of the employee's performance shall be made at the end of forty-five (45) days, a copy of which will be forwarded to the employee and the President of the Union. At the end of three (3) months, the employee shall be granted permanency in the position or notified in writing, a copy of which will be forwarded to the President of the UNION, that his or her probation shall be continued for up to another three (3) months.

(o) Should an employee fail to achieve a satisfactory rating in his/her new position, he/she shall be entitled to return to his/her former position with no loss of Seniority.

(p) An employee promoted or transferred may elect to return to his/her exact prior position within forty-five (45) days of assuming the new position. Such returning employee shall bump the employee who took his/her prior position, and such bumping shall continue until all affected employees are returned to their exact prior positions.

(q) When an employee is promoted or transferred into a new Division, such employee shall be placed at the bottom of the seniority list for the purposes of annual shift picks and initial overtime rotation.

(r) No Employee may "transfer" more than once to a different job title, during any twelve (12) month period, except with the approval of the Executive Director.

SECTION 6 -- Rates of Pay for Promoted or Transferred Employees

Effective the first day of this Agreement, anyone promoted or transferred into any 193A position shall be paid as follows:

(a) Any employee who is promoted or transferred into any 193A position from a non-193A Authority position comes into the unit at 90% of the then current rate of the position (excluding longevity) of one (1) year. Upon completion of one year, the employee will receive 100% of the then current rate (excluding longevity).

(b) Notwithstanding paragraph (a), if the employee receives another promotion or transfer before completing one year in Local 193A, the employee will continue to make 90% of the new position's rate until the employee has been in 193A for one year (regardless of the number of transfers or promotions).

(c) Any employee entering a Local 193A position with no SJTA affiliation will have a six (6) step program:

60% of then current rate	Upon hire
65% of then current rate	Completion of 6 months
70% of then current rate	Completion of 12 months
75% of then current rate	Completion of 18 months
80% of then current rate	Completion of 24 months
90% of then current rate	Completion of 30 months
100% of then current rate	Completion of 36 months

All rates covered in paragraphs (a), (b) and (c) are based upon the then current rate set forth in Article 10(a), excluding longevity, excluding shift differentials and excluding the additional \$1.00 provided in Article 10(c).

ARTICLE TEN
WAGES

SECTION 1 -- Wage Rates for Bargaining Unit Employees

(a) **Rates of Pay (Percentages).** The Authority agrees to increase the hourly wage rate paid to Employees covered by this Agreement (except Acting Toll Supervisors) as follows:

First pay period after 9/1/07	-	3.0%
First pay period after 9/1/08	-	3.0%
First pay period after 9/1/09	-	3.5%
First pay period after 9/1/10	-	3.5%

(b) **Rate Increase on Base Pay Only.** The increase shall be based upon the stated base hourly rate for such position and shall exclude any longevity pay.

(c) A new Top Rate will be established with a 24-month eligibility requirement. The new Top Rate shall reflect an increase of one dollar (\$1.00) over the then current rate for each unit title beginning 9/1/06. (See Section 4(b)).

SECTION 2 -- Longevity Pay

A full time employee with five (5) or more years of continuous service with the Authority shall receive a payment added to his/her base pay in the amount of four hundred dollars (\$400) on 9/1/07, 9/1/08, 9/1/09 and four hundred fifty dollars (\$450) on 9/1/10. With the completion of each additional five (5) years of continuous service, the Employee shall receive an additional five hundred dollars (\$500) on 9/1/07, 9/1/08, 9/1/09 and five hundred fifty dollars (\$550) on 9/1/10. Longevity will commence with the first full pay period following the anniversary date of hire, but will be computed on a calendar year basis. Longevity pay shall be considered in total with salary for pension and overtime purposes. Longevity will be eliminated for employees hired by the SJTA on or after 7/1/03.

SECTION 3 -- Equity Pay Increases/Other Rates of Pay

The following positions will receive equity rate increases as set forth below:

- Increase base pay of Duty Supervisor by \$1.00 as of 7/1/2008.
- Increase base pay of Count Room Supervisor by \$1.00 as of 7/1/2008.

The basic rate of pay for Lead Foreperson-Safety/Trainer shall be that of Lead Foreperson with a \$2.00 per hour supplement.

SECTION 4 -- Pay Tables

(a) **Rates of Pay Table.**

Title	9/1/07	9/1/08	9/1/09	9/1/10
Duty Supervisor	27.18	29.00	30.01	31.06
Foreperson	36.10	37.18	38.49	39.83
Lead Foreperson	37.10	38.21	39.55	40.94
Toll Plaza Supervisor	36.10	37.18	38.49	39.83
Assistant Toll Supervisor	31.38	32.33	33.46	34.63
Lead Person Safety/Trainer	39.10	40.21	41.55	42.94
Expressway Adm. Supervisor	36.10	37.18	38.49	39.83
Count Room Supervisor	33.65	35.66	36.91	38.20
Assistant Superintendent	39.34	40.52	41.93	43.40

(b) **New Top Rates of Pay - Table**

The following new top rates of pay will be paid to employees as set forth below. To be eligible for the new rate, employees must have at least 24 months service in the existing Bargaining Unit top rate at the time of payment.

Title	9/1/2007	9/1/2008	9/1/2009	9/1/2010
Duty Supervisor	28.21	30.06	31.11	32.20
Foreperson	37.13	38.25	39.58	40.97
Lead Foreperson	38.13	39.27	40.65	42.07
Toll Plaza Supervisor	37.13	38.25	39.58	40.97
Assistant Toll Supervisor	32.41	33.39	34.56	35.76
Lead Person Safety/Trainer	39.02	41.27	42.65	44.07
Expressway Adm. Supervisor	37.13	38.25	39.58	40.97
Count Room Supervisor	34.68	36.72	38.01	39.34
Assistant Superintendent	40.37	41.58	43.03	44.54

SECTION 5—State of Emergency

Effective upon ratification, in the event that the Governor of New Jersey declares a statewide “State of Emergency”, whereby citizens are ordered to stay off the roadways in New Jersey, employees on duty and those who come to work on their shift or on overtime after the declaration is made will receive a \$75.00 bonus for each day of work.

SECTION 6. - Non-Recurring Compensation

Efficiency Bonus – In consideration for the Agreement to affect greater efficiencies in operation and employment levels reflected in this Agreement, the Authority will pay all members of Local 193A, who are employed by the Authority in a full-time capacity prior to the ratification of this Agreement, an efficiency bonus in the amount of \$750.00, effective September 1, 2008. This efficiency bonus will not be applied to base pay for the purposes of overtime and/or pension.

ARTICLE ELEVEN
GRIEVANCE PROCEDURE

SECTION 1 -- Definition

A Grievance is any cause of complaint arising between the Authority and an Employee or groups of Employees with reference to a condition of employment, or with respect to the application and/or interpretation of this Agreement.

SECTION 2 -- Presentment

Any Employee, group of Employees, or the Union may present Grievances to the management and may be represented by the Union or a Union Officer. Employees may be represented by any person of his/her own choosing, however, in any case, a Union representative shall be present.

SECTION 3 -- Step Process

(a) **STEP #1.**

(i) A Grievance shall be presented, in writing, no more than fifteen (15) working days after the occurrence of the cause for such complaint or within fifteen (15) working days after becoming aware of the cause of such complaint to the Human Resources Manager with a copy to the Union. Failure to bring the grievance within the 15 days as set forth herein shall render the grievance untimely and shall prevent an arbitrator from hearing the matter or rendering a decision.

(ii) The Division or Department Head will conduct a meeting/hearing into the facts within ten (10) working days of receipt of the written Grievance and render a written decision within five (5) working days after such meeting/hearing.

(b) **STEP #2.**

If the Grievance is not satisfactorily settled, or if no written reply is received within five (5) working days, the Grievance shall be presented, in writing, to the Executive Director who will conduct a meeting/hearing into the facts and render a decision within ten (10) working days after such meeting/hearing. The Executive Director may appoint a Designee to conduct the meeting/hearing. Such Designee shall be mutually impartial and have no direct interest in the Grievance.

(c) **STEP #3**

The employee or Union shall have the right to appeal the decision of the Executive Director to Arbitration, through the New Jersey Public Employment Relations Commission, the cost of which shall be borne equally by the parties. The decision of the Arbitrator shall be binding upon both parties. The Arbitrator shall have no power to add to, alter, amend, or repeal this Agreement or any provision herein, or to fix or change any rate or rates of pay, except as otherwise provided for in this Agreement. Such appeal must be filed in writing within forty-five (45) working days of the decision of the Executive Director. The arbitrator shall have no authority or right granted hereunder to hear a grievance filed outside of the time limits set forth in Step 1.

SECTION 4 -- Paid Attendance

The grievant, and Union witnesses (if Authority Employees) shall be paid by the Authority for all time lost in attending meetings with the Authority, at all steps of the Grievance Procedure and for time spent in an arbitration proceeding. Authority Employees who take part in the aforesaid, on their scheduled day off, shall receive compensatory time as defined in Article Seven, Section 5. The Authority shall not be obligated

to pay Union witnesses (if Authority Employees) if they do not possess pertinent information related to the Grievance or are not included in a witness list which shall be submitted to the Authority by the Union at least seventy-two (72) hours prior to the hearing.

SECTION 5 -- Extension Of Time

By mutual written agreement between the parties, an extension of the time limits set forth in the Grievance Procedure can be agreed upon.

ARTICLE TWELVE
DISCIPLINARY PROCEDURE

In order to insure fairness and equity of disciplinary action, if such action is necessary, the following procedures shall apply.

SECTION 1 -- Notification

Any Employee charged with misconduct shall be served (with a copy to the Chapter President, Chapter Vice-President and Local Business Agent) a written notice specifying the offense charged including the date(s), time(s), place(s), and witness(s), of the alleged offense within fifteen (15) working days of its occurrence or within fifteen (15) working days of the Authority becoming aware of its occurrence. Such notice shall apprise the Employee that a Hearing will be conducted, including the date (not less than five (5) working days from the serving of the charge), or not later than ten (10) days of the serving of the charge if the Employee has been suspended. The notice shall include the time and place of the Hearing and of the fact that the employee is entitled to be represented by a representative of his/her own choosing, and that he/she may present any pertinent information or evidence, including witnesses, and may cross-examine witnesses. However, in any case, a Union representative must be present.

SECTION 2 -- The Hearing

The Hearing Officer shall consider the testimony presented at the Hearing and, if he/she determines that the Employee has engaged in misconduct, shall impose a suitable penalty with consideration given to the Employee's length of service, past performance and disciplinary record. The Hearing Officer shall not be from the same Division or Department as the accused Employee.

SECTION 3 -- Internal Appeal

The Employee may, within ten (10) working days, appeal the decision of the Hearing Officer, in writing, to the Executive Director who, within ten (10) working days of receipt of the appeal, shall review the facts at a meeting with the parties involved and the Union representative(s) and shall thereafter issue a decision within ten (10) working days. The Executive Director's decision shall be issued, in writing, to the Employee and to the Chapter President and Local Business Agent of the Union. The Executive Director may increase, decrease or modify in any manner deemed appropriate, the penalty prescribed by the Hearing Officer, except that the Executive Director may not increase a penalty to termination. When a new Executive Director takes office, this provision will revert back to its present form. All Parties and witnesses present at the Hearing Officer's level (see sections 1 and 2 above) shall be present when the Executive Director reviews the matter. The Authority shall not be obligated to pay Union witnesses (if Authority Employees) if they do not possess pertinent information related to the Disciplinary Action or are not included in a witness list which shall be submitted to the Authority by the Union at least seventy-two (72) hours prior to the Hearing.

SECTION 4 -- Arbitration

The Union shall have the right to appeal any disciplinary decision of the Executive Director to Arbitration as provided in Article Eleven. Such appeal must be filed in writing within thirty (30) days of the decision of the Executive Director.

SECTION 5 -- Penalty

(a) In the event of an alleged serious offense, an Employee may be suspended without pay pending the outcome of the charges. However, if the final decision is that the Employee is not guilty he/she

shall receive full pay for the period not covered by suspension as soon as the final decision is rendered. If the final decision shall include discharge, the dismissal is effective as of the first day of suspension.

(b) If the final decision includes discipline resulting in a suspension, the time the employee was suspended without pay shall count toward that discipline and any payment made to the Employee pursuant to subparagraph (a) above shall be reduced accordingly.

SECTION 6 -- Participation in Disciplinary Hearings

Notwithstanding any other provision in this Agreement, the Union recognizes that persons covered by his Agreement may be required to participate in a disciplinary proceeding between the Authority and Local 196.

ARTICLE THIRTEEN
HOLIDAYS

Employees shall be paid for the following unworked holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veteran's Day
Presidents Day	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Day before Christmas
Independence Day	Christmas Day

SECTION 1 -- Working On A Holiday

(a) A full time Employee who is assigned to work on a holiday shall be paid at the rate of one and one-half (1.5) times his/her regular pay, in addition to the holiday pay at the straight time rate. Employees, in order to be paid for a holiday, must be present for work or on an excused absence, sick leave or vacation leave on the regular scheduled workday immediately preceding and following the scheduled holiday. An Employee on an approved leave of absence without pay is not eligible for holiday pay.

(b) For Lead Forepersons, Forepersons, Count Room Supervisor, Assistant Superintendent and the Expressway Administration Supervisor: Holidays falling on Sunday shall be observed on the following day. Holidays falling on Saturday shall be observed on the Friday prior thereto.

(c) Employees shall not be eligible for Holiday Pay unless they work their last full scheduled day before and after the holiday, unless they are absent due to illness certified by a doctor or other absence approved in advance by the SJTA.

SECTION 2 -- Potential Holidays

(a) Any holiday designated by declaration of the President, the Governor, or the Authority, or adopted through Legislation, shall be treated as a holiday.

(b) In the event the President, Governor or Legislature declares any regularly scheduled work day to be an alternative day off, all employees scheduled to work shall receive eight (8) hours compensation at straight time or compensatory time as they prefer. Any employee not scheduled to work shall also receive eight (8) hours compensatory time as described in this subsection. This section distinguishes alternate days from holidays.

SECTION 3 -- Administrative Leave

Employees shall be granted four (4) general administrative leave days, which they may take at their choosing, and which shall not be carried over from year to year.

Administrative leave days are earned on a pro-rated basis. New Employees shall only receive one (1) administrative leave day for each three (3) full months of employment during their initial year of employment. Thereafter, at the beginning of each calendar year, in anticipation of continued employment, Employees shall be credited with four (4) administrative leave days. An Employee (except an Employee retiring from the Authority and eligible to receive a PERS pension) who leaves Authority service before the end of a calendar year shall have his or her administrative leave days pro-rated based upon time earned. An Employee shall reimburse the Authority for paid administrative leave days used in excess of his or her pro-rated entitlement.

ARTICLE FOURTEEN
VACATIONS

SECTION 1 -- Vacation Schedule

(a) Employees shall receive the following paid vacations, based on their seniority from date of permanent hire:

Less than 1 completed year	½ day per month
1 completed year but less than 7 completed years	10 days
7 completed years but less than 10 completed years	15 days
10 completed years but less than 15 completed years	20 days
15 completed years but less than 20 completed years	23 days
20 completed years but less than 25	25 days
25 completed years or more	28 days

(b) Any Employee that, as of November 1, 1996, is entitled to more than twenty-five (25) vacation days shall retain that level of vacation benefit, but the benefit shall be frozen at that level.

(c) Employees hired prior to December 31, 1980 shall be entitled to thirty (30) vacation Days.

SECTION 2 -- Vacation Preference

Selection of vacation preference shall be by Seniority until February 28th. Department Heads, however, shall require at least ninety (90) days' notice of the periods selected by the Employee to guarantee the time requested, otherwise the Department Head may assign vacation periods by mutual consent of both parties. Department Heads may deny vacation requests for a particular period on the basis of Department needs and manpower requirements. However, vacation shall not be unreasonably withheld.

SECTION 3 -- Vacation Usage

(a) Employees may use their vacation entitlement in increments of four (4) hours or eight (8) hours upon one (1) week's prior notice to the Department Head or such other increment of hours upon mutual agreement.

(b) In the case of Toll Plaza Supervisor, no more than two (2) Employees per each reporting location will be off on vacation, compensatory time off, or Holiday and at the sole discretion of Management the number of Employees off may be increased.

(c) In the case of Roadway Division Employees, no more than four (4) Employees (either Foreperson or Lead Foreperson) will be off on vacation or compensatory time off and at the sole discretion of Management the number of Employees off may be increased.

(d) In the case of Bus Management Division Employees, no more than one (1) Duty Supervisor will be off on vacation, compensatory time off, or Holiday, and at the sole discretion of Management, the number of Employees off may be increased.

(e) In the case of Crafts Division Employees, no more than one (1) Lead Foreperson will be off on vacation or compensatory time off and at the sole discretion of Management, the number of Employees off may be increased.

SECTION 4 -- Vacation Accrual

Vacations shall be taken in the calendar year in which they are earned. However, if a vacation or any part thereof is not taken or granted because of workload requirements as certified by the Department Head, such vacation or part thereof shall accumulate for the individual Employee and shall be granted and may be taken during the next succeeding year only.

In addition, an Employee shall have the option to carry up to ten (10) days of vacation with the written approval of the Department Director over into the next succeeding calendar year. If they are not taken, they will be lost.

SECTION 5 -- Entitlement After Separation

Employees who have been continuously employed by the Authority during any calendar year and who are otherwise eligible, shall be entitled to their full vacation allowance should they terminate after September 15th. Other Employees who terminate during the course of any calendar year will be entitled to a pro-rated share of the allowance based on the number of months actually worked.

For this purpose, any Employee terminated after the 15th of any month shall be considered as having been employed for the full month.

SECTION 6 -- Payment

Employees, at their option, shall be paid their vacation paycheck for the weeks taken, prior to going on vacation. It is agreed that the Employee shall give the Authority at least three (3) weeks' advance notice, in writing, prior to vacation if he/she desires his/her vacation check prior to leaving.

SECTION 7 -- Vacation Cash-In

Employees with vacation entitlement of fifteen (15) days or more may "cash-in" up to five (5) such days and work instead. Such "cash-in" check shall be paid, at the Employees option, either in conjunction with the week (or less) he/she works or prior to the Employee's taking the balance of his/her vacation time off. The Employee must give the Authority three (3) weeks' prior written notice of his/her desire to "cash-in" such time. Employees with twenty (20) or more vacation days may "cash-in" up to ten (10) such days and work instead.

**ARTICLE FIFTEEN
HEALTH BENEFITS PLANS**

SECTION 1 -- Hospitalization, Surgical & Major Medical Plan

(a) Except as otherwise provided for herein, Authority employees and their dependents shall be covered by a Medical Plan furnishing the same benefits as currently provided. The Authority may change insurance carriers only so long as the same or better benefits are provided to the employees and their dependents. The Authority shall enroll its employees and their dependents at the end of the employee's contractual probationary period.

(b) The Authority's out of Network Medical Plan, which includes Hospitalization, Surgical, and Major Medical Coverage shall include as follows, as applies under Blue Cross-Blue Shield Select Plan Document:

Ambulatory Care;

Second Surgical Opinion;

Major Medical deductible of two hundred fifty dollars (\$250.00) for the individual and family; and co-insurance is to eighty/twenty (80/20), to four thousand dollars (\$4,000.00).

(c) During the Term of this Agreement, the Authority shall provide to all eligible employees health insurance participation in:

A Health Maintenance Organization ("HMO") style plan with a \$5.00 Co-Payment; and

A Preferred Provider Plan ("PPO").

(d) The Authority may exercise an option to join the self-insured plan currently offered to fellow union members in IFPTE Local 196, Chapter 1 and IFPTE Local 194 of the New Jersey Turnpike Authority. This option is based on the understanding that the plan documents in existence between Local 196, Local 194 and the New Jersey Turnpike authority in its current form, as of the ratification of this Agreement, would be the plan offered to SJTA members. If the Authority chooses to exercise this option, SJTA employees would be offered the same life insurance plan offered to Turnpike employees at the time of transfer.

(e) At the time of Ratification of this Agreement, the HMO Plan will be AmeriHealth or HMO Blue, as it currently exists for Local 196 employees. The PPO will be Blue Select as was explained and disclosed during negotiations.

(f) Effective January 1, 2008, all current employees will be required to contribute towards a health benefits administrative fee. The following annual amounts will be paid on a pro-rata basis, twice a month in accordance with IRS regulations:

January 1, 2008 -	\$600.00
July 1, 2009 -	\$700.00
July 1, 2010 -	\$800.00
June 30, 2011 -	\$900.00

Employees who elect to waive out of SJTA coverage, subject to the terms listed in section (h) below, will not be required to contribute to a health benefits administrative fee.

(g) Waive Out

(i) Each employee may waive out of the SJTA provided health care coverage during the annual open enrollment. Each employee who waives out of participating in the Authority's plans shall receive forty-five percent (45%) of the actual yearly premium effective July 1, 2008; forty percent (40%) of the actual yearly premium effective July 1, 2009; thirty-five percent (35%) of the actual yearly premium effective July 1, 2010; and twenty-five (25%) of the actual yearly premium effective July 1, 2011. This amount will be paid in four (4) equal payments on a quarterly basis (at the end of each quarter).

(ii) Each employee electing to waive out of the SJTA's coverage must provide proof of comparable insurance at the time of open enrollment and at the time of each quarterly payment. Employees may opt back into the SJTA's plan during open enrollment or if the employee becomes ineligible for insurance due to a life event.

(iii) In the event the SJTA enrolls in a self insured health benefits plan, the waive out amounts will be a fixed dollar amount each year as follows: \$1500 for a single, \$2500 for a husband and wife and/or parent and child, and \$3500 for a family.

(iv) Employees who have not exercised their right to waive out at the time of the signing of this agreement shall not be eligible to waive out following execution of this agreement.

(v) All rights to the waive out benefit payments cease upon the death of the first spouse to die and the surviving spouse shall thereafter only be eligible for enrollment in the Authority's Health Benefit coverage.

SECTION 2 -- Prescription Drug Plan

The Authority provides a Prescription Drug Plan with a \$10.00 Co-Pay for brand name drugs and a \$5.00 Co-Pay for generic drugs. The prescription Co-Payment for mail order will remain at zero (0) during the term of this Agreement.

SECTION 3 -- Dental Plan

(a) Authority employees and their dependents shall be covered by a Dental Plan. Such Dental Plan shall include coverage benefits, payments and services as outlined in the New Jersey Dental Service Plan - Expressway Program No. 2. The Authority may change the insurance carrier now providing such Dental Plan, only if any new Dental Plan provides the same or better benefits to the employees and their dependents. The Authority shall enroll its employees and their dependents in such Dental Plan at the end of the employee's contractual probationary period and shall provide such coverage without cost.

(b) In addition to the Dental coverages described in Section 3(a), Local 193A employees shall also receive reimbursement on:

- (i) 50% of Orthodontic care up to a maximum of \$2,000.00 lifetime (per patient); and
- (ii) 100% of Basic Dental Care up to a maximum of \$2,000.00 per year (per patient).

SECTION 4 -- Vision Care Program

Authority employees and their dependents shall be covered by a Vision Care Program. Such program shall include coverage benefits, payments and services as outlined in the Authority's Vision Care Plan as distributed with this Contract.

The payments for benefits and services outlined in the Authority's Vision Care Plan shall be as follows:

SCHEDULE OF BENEFITS **Current**

Eye Examination	\$80.00
Lenses (Pair)	
Single Vision	80.00
Bifocal	80.00
Trifocal	80.00
Lenticular	130.00
Contacts	100.00
Frames	100.00

SECTION 5 -- Coverage After Retirement

(a) When an employee retires during the term of this contract from the Authority, having at least twenty (20) years of full time service with the SJTA or a predecessor authority or having twenty-five (25) years or more service credited under the New Jersey Public Employees' Retirement System ("PERS") and is qualified to immediately receive pension payments under PERS, the Authority shall provide the employee and his/her spouse and dependants with all prior health benefits enjoyed as a regular employee, including Dental, Prescription Drug, and Vision Care coverage at no cost. All employees as of October 31, 1993, not having the necessary service/age requirements as revised hereunder, are "grandfathered" in under the old contract language, during the life of this contract.

(b) The Authority requires that anyone who has retired and is eligible for Medicare must enroll in the full Medicare program in order to be covered under the retiree group health benefit program. Employees must submit proof of enrollment in the full Medicare program and Employees will be reimbursed for the cost of Medicare Part B premium.

(c) The Authority may exercise an option to transfer Medicare eligible Retirees and any Medicare eligible spouse or dependents to a health insurance plan specifically designed to supplement Medicare coverage. Such a plan would be designed in a manner that, when combined with Medicare provides coverage that is the same or better than the coverage provided to retirees not yet eligible for Medicare. The Authority agrees to meet with representatives of Local 193A prior to implementing any change in coverage as described above.

(d) Any Pension and Life insurance program is provided through PERS.

SECTION 6 -- Coverage In The Event Of Death

For the purpose of this Section, a Retiree is an employee qualified to receive a pension under PERS. Health benefits provided hereunder, including Medical Coverage, Dental Coverage, and Prescription Drug and Vision Care Coverage, shall be continued for the surviving spouse and eligible dependents, including the surviving spouse and eligible dependents of retirees, in the event of the death of any employee or retiree, at such contribution or co-payment rate as may be applicable to then current employees, for the following periods:

(a) Employee/Retiree with less than ten (10) years of service - one (1) year coverage;

(b) Employee/Retiree with more than ten (10) but less than fifteen (15) years of service - two (2) years coverage.

(c) Employee/Retiree with more than fifteen (15) but less than twenty (20) years of service - five (5) years coverage; and

(d) Employee/Retiree with twenty (20) or more years of service - ten (10) years coverage.

Such coverages shall terminate as set forth above or upon spouse's remarriage, whichever occurs first. Such coverages shall be applied to both past recipients and to eligible recipients after the effective date of this Agreement. When an employee is killed through a traumatic event on the job, that employee's surviving spouse and/or eligible dependents, to the extent permitted by law, shall receive the coverages outlined herein for a period of ten (10) years from the date of death. There shall be no service requirement, but all coverages shall cease upon the spouse's remarriage.

**ARTICLE SIXTEEN
SICK LEAVE**

SECTION 1 --Allotment

All Bargaining Unit Employees shall be entitled to fifteen (15) paid sick days per calendar year.

SECTION 2 -- Accrual And Cash-In Upon Resignation, Retirement Or Death

(a) General Policy. Employees who retire or resign shall receive payment for unused sick days as follows (subject to the limitations in Section 2(b)):

(1) Any employee who resigns in good standing (regardless of eligibility in PERS), retires (and is not eligible for benefits under PERS), or dies while in the service of the Authority shall receive payment for:

50% of his/her present salary for the first 150 days of accumulated sick time; and

100% of his/her present salary for the second 150 days of accumulated sick time.

(2) Any employee who retires from the SJTA and is eligible for benefits under PERS, shall receive payment for:

75% of his/her present salary for the first 150 days of accumulated sick time; and

100% of his/her present salary for the second 150 days of accumulated sick time.

(b) Caps and Limitations. Notwithstanding any rights to sick time cash-ins set forth in this Agreement, all employees rights to sick time cash-ins are limited as follows:

(1) Any employee who enters the bargaining unit after November 1, 1996, must have ten (10) years of service with the SJTA in order to receive any sick time cash-in;

(2) All employees' sick time cash-in is "capped" at the greater of:

(i) \$17,500 or

(ii) if on the date this Agreement is executed, the employee was "grandfathered" with a "capped" level of sick time which on May 17, 1994, was in excess of \$17,500, the employee shall continue to be capped at that level.

(iii) In the event a "grandfathered" employee's use of sick time should result in the value of accumulated sick leave decreasing below its "capped" level, such employee shall be entitled to re-accumulate sick days up to the value set as of May 17, 1994.

SECTION 3 -- Usage

Sick leave is to be used only in the event of illness to the Employee, except, in the event of illness to the spouse or children (to be substantiated, if required), the Employee may use his/her sick leave as excused absence for no more than fifteen (15) days in one (1) year. The number of days may be increased on a case-by-case basis at the discretion of the Executive Director. The granting of additional days shall not be unreasonably withheld. In cases of chronic absenteeism, or when certain patterns of absenteeism are developed by an Employee, his/her supervisor may require a physician's report or other justification relating to these patterns of chronic absences for purposes of determining possible disciplinary action or dismissal.

SECTION 4 -- Relationship to the Family and Medical Leave Act

(a) It is the intent of the parties that employees covered by this agreement shall exhaust their sick time concurrently while taking leave under the federal Family and Medical Leave Act of 1993 (as may be amended) ("FMLA"). In the event an employee takes sick time for a condition or reason covered by the FMLA, the employee will be required to use sick time off, which is allowed under the FMLA, concurrently with the employee's sick time under this Agreement.

(b) The SJTA and Local 193A agree to mutually cooperate to ensure that affected employees understand their rights and reporting obligations under the FMLA and this contract. The SJTA shall have the right to inquire into an employee's reason for taking sick time so that the SJTA may ascertain whether the employee's stated reason for taking sick time should be counted toward FMLA leave.

(c) The SJTA agrees to give employees temporary disability benefits, even though they do not have the requisite ten (10) days of accrued sick time, if such time was exhausted while on an FMLA leave.

SECTION 5 -- Annual Cash-In

An Employee may elect to "cash-in" a maximum of fifteen (15) sick days in the first pay period of January in the succeeding calendar year for accrued sick days from the previous calendar year if such employee has at least thirty (30) accumulated sick days.

**ARTICLE SEVENTEEN
SUPPLEMENTAL WORKER'S COMPENSATION PLAN**

(a) The Authority shall provide a Supplemental Worker's Compensation Plan. The benefits under this Plan shall be payable for work absences due to occupationally incurred injuries or illness. If the Employee's net pay exceeds the worker's compensation benefits to him/her, then the Authority shall pay the difference between the net pay and the worker's compensation, exclusive of any PERS loan. The period of such payments shall be based upon the Employee's length of permanent service with the Authority as indicated in the schedule below:

LENGTH OF SERVICE CALENDAR YEAR	NUMBER OF WEEKS AT FULL PAY
1 st Year or Fraction Thereof	None
2 nd and 3 rd Year	None
4 th , 5 th , 6 th , 7 th , 8 th , 9 th Years	26 weeks at full pay
10 th , 11 th , 12 th , 13 th , 14 th Years	39 weeks at full pay
15 th Year and Up	52 weeks at full pay

(b) Such payments shall be made for the period during which worker's compensation payments are allowed and made to the Employee, but for not longer than the payment schedule as set forth above. In the event it is determined that the Employee's injury or illness is not job related, then any such payments made by the Authority shall be charged against accrued sick leave or future sick leave in order to reimburse the Authority for the funds advanced.

(c) Benefits payable under this Plan are separate and distinct from those described in the Temporary Disability Benefits Plan. Employees attending Worker's Compensation Court shall be paid for one (1) to a maximum of two (2) such days in a calendar year. An Employee receiving an award from Worker's Compensation Court shall not be required to assign same over to the Authority.

(d) The Authority shall have the right, but not the obligation, to assign employees injured in the line of duty to perform other jobs at the Authority which they are capable of performing ("light duty") until such time as they are able to return to their original job. If an Employee refuses light duty, that Employee forfeits the right to receive Supplemental Workers Compensation benefits.

**ARTICLE EIGHTEEN
LEAVE OF ABSENCE POLICIES**

SECTION 1 -- Jury Duty Leave

(a) The Authority will continue to pay any employee covered by this Agreement who is required to serve on jury duty, or is otherwise subpoenaed to appear in court related proceedings for work-related matters, except in actions against the Authority, when such proceedings preclude an employee from working his/her regular shift.

(b) In the event any employee covered by this Agreement is required to appear for jury duty or other court related proceedings for work-related matters on a day in which the employee is not scheduled to work, the employee shall receive another day off during that week so long as the employee submits payments verification of attendance for those days.

(c) Under no circumstances shall the Authority provide travel or mileage compensation for employees called to serve on jury duty or other court related proceedings unless work related.

SECTION 2 -- Military Leave

For service in the National Guard or any Military Reserve, the Authority will continue full salary in exchange for reimbursement by the Employee to the Authority of his or her military pay up to three (3) weeks per year.

SECTION 3 -- Leaves Covered by Law

(a) The parties agree to cooperate so that all leaves will fully comply with the federal Family and Medical Leave Act and the New Jersey Family Leave Act, along with any other applicable federal, state or local law which may become effective during the term of this agreement.

(b) To the fullest extent permitted by law, and as set forth in Article 16, Section 4, the Parties agree that in the event any employee takes an unpaid leave of absence which qualifies under any federal, state or local law, the Authority shall require the employee to apply earned sick time to the unpaid leave until such earned sick time is exhausted or the leave expires, whichever is first.

SECTION 4 -- Additional Leaves of Absence

The Authority will continue the practice of considering granting a leave of absence, without pay, up to a period of six (6) months, for employees with at least two (2) years service. The leave of absence granted will be reduced by the amount of any FMLA leave taken in the preceding 12 months or FLA leave taken in the preceding 24 months. If the reason for the leave of absence would also entitle the employee to a leave of absence under the FMLA or the FLA, the employee's entitlement to a leave under either or both statutes, as applicable, will be reduced by the length of the leave of absence granted hereunder. During such leave of absence, the Employee shall accumulate seniority. When an Employee fails to report to work at the end of his/her leave of absence, he/she may be deemed by the Authority to have terminated his/her employment unless such Employee has, within five (5) working days prior to the scheduled return date, applied for an additional extension of his/her leave. If the reason for the leave request qualified for leave under the FMLA and/or the FLA, the leave entitlement under either or both of those statutes, as applicable, shall be reduced by the amount of leave granted hereunder. Employees who are granted an extension beyond the initial six (6) month leave of absence shall be required to pay the premiums for their continued health insurance coverage unless the time also qualifies as FMLA and/or FLA leave and the employee has not exhausted all leave entitlement under the applicable statute, in which case the Authority will continue to pay

the health insurance premiums while FMLA and/or FLA leave is being applied. The Authority has the sole discretion to grant a leave of absence not otherwise required by law.

SECTION 5 -- Temporary Disability Plan

The Authority agrees to provide a Temporary Disability Benefits Plan (a copy of which has been approved by the Union and is attached as Addendum "A"). The purpose of this Plan is to provide certain pay continuation benefits for eligible Employees who have exhausted their accumulated Sick Leave Benefits and are absent from work because of disability due to a sickness or an accident. The above Temporary Disability Plan shall not apply to new Employees until such Employee has been employed by the Authority for three (3) full years. In accordance with Article 16, § 4(c), employees will be required to have ten (10) sick days accrued to their credit (in the bank) to be eligible for Temporary Disability Benefits. Employees who were involved in verifiable long term illness and/or pregnancy are excluded from this requirement. Notwithstanding the requirements set forth above, Employees shall be permitted to substitute one (1) week of vacation time for the Temporary Disability Leave waiting period as set forth in the Temporary Disability Leave Plan. Verifiable long term illness shall have the same meaning as "serious health condition" as that term is defined in the Federal Family and Medical Leave Act.

Employees will not accrue paid time off while on Temporary Disability, but their seniority shall continue to accrue during the first nine (9) months of such leave.

**ARTICLE NINETEEN
WORKING CONDITIONS**

SECTION 1 -- Cooperation

(a) The Authority and the Union agree to cooperate in providing measures which will continue to make Employee's working conditions and surroundings pleasant. The Union agrees that all Employees shall care for and make proper use of all clothing, material, tools, equipment and supplies furnished by the Authority. All Employees, while on duty, must wear the uniform, clothing and safety equipment that are provided by the Authority. The Authority shall give consideration to all suggestions submitted by Employees and/or the Union.

(b) Pursuant to PERC law, it is the intent of the Authority and the Union to promote clear and open channels of communication on any change in policy or working conditions prior to their implementation.

(c) For purposes of communication, the Authority shall discuss all proposed changes with the President and Vice President of Local 193A.

SECTION 2 -- Personnel Policies And Regulations

Employees shall be subject to existing Personnel Policies, Practices, Manuals, Rules or Regulations not herein enumerated except as they may be modified herein. In the event of a conflict in language or intent, the terms written in this Agreement shall supersede. Further, the Authority may adopt and post or otherwise disseminate such new or amended Personnel Policies, Practices, Manuals, Rules or Regulations as it may desire, provided the same are not contrary to this Agreement.

SECTION 3 -- Bereavement Leave

An Employee who is absent from work because of the death or funeral of his/her spouse or child(ren) or step-child(ren) will be compensated for such lost time up to a maximum of five (5) days pay for each such instance. Likewise, Employees shall be compensated three (3) days pay for a Parent, Step Parent or Foster Parent, Brother, Sister, Mother-in-Law, Father-in-Law and Grandchild, and one (1) day's pay for a Son-in-Law, Daughter-in-Law, Brother-in-Law, Sister-in-Law, Grandfather, Grandmother, Aunt and Uncle. Where overnight travel is involved because of long distances, the Authority will allow one (1) additional days pay on a case-by-case basis. It is further understood an Employee on vacation or any other absence may elect additional days off with pay to substitute for those on vacation or other paid absence but not workers compensation or temporary disability. Employees who are absent from work because of death in the immediate family must provide evidence of the attendance at the funeral of the decedent in order to be eligible for Bereavement leave. An Employee shall be provided with one additional day's pay for travel to funerals covered by this Section in cases where travel exceeds 225 miles one way.

SECTION 4 -- Uniforms

One (1) winter jacket and one (1) spring jacket will be provided to each bargaining unit employee once every three years. Six (6) shirts will be provided each year to each employee, either long or short sleeve in any combination selected by the employee. Expressway and Engineering Department employees shall also receive five (5) t-shirts each year.

Upon Ratification, employees shall be entitled to Two Hundred (\$200) dollars as a uniform allowance annually that is payable at or around the pay period prior to June 30, for the purposes of purchasing uniform pants.

All employees must wear the uniforms provided by the Authority while on duty or other clothing, which can be purchased through the Authority. Employees will be allowed to wear their uniforms to and from work at their option. Employees who report to their job assignment out of uniform may be subject to disciplinary action.

In the event any part of an employee's uniform is damaged during performance of their work, replacement of the damaged item shall be provided. However, if the damage is caused by negligence attributed to the employee, said replacement shall not be mandated.

Replacement of clothing required by a size change shall be provided once during each calendar year upon approval of the need for replacement by management. In order to receive a replacement uniform, the employee must first turn in the uniform the employee is seeking to have replaced.

Employees must wear all required safety clothing and equipment as directed by the SJTA.

SECTION 5 -- Mandatory Meetings

All mandatory meetings called by the Authority will be at the overtime rate or compensatory time off whichever the Employee chooses subject to comp time limits set forth in this Agreement. This only applies to Employees who are scheduled off or working shifts that are not included in the time of the meeting.

SECTION 6 -- Expressway Passes

Employees and Retirees shall no longer be entitled to Toll Free passage for personal use of the Expressway. Proximity cards and E-ZPass may be utilized on the Expressway without charge to the employee for SJTA business purposes only.

SECTION 7 -- Meal Allowance

A supplemental meal allowance of fifteen dollars (\$15.00) for Lead Forepersons, Forepersons and Expressway Administration Supervisor in the Maintenance Department required to work at least four (4) hours of an overtime period during an emergency and an additional fifteen dollars (\$15.00) meal allowance for each six (6) hours after the original four (4) hour period if not a normal work day.

SECTION 8 -- Call-Out Time

(a) Employees called in after their regular shift or on their scheduled day off shall receive a minimum of five (5) hours compensation, including travel, to direct and supervise the necessary work to be performed, including any clean-up.

(b) Employees called in before the start of his/her shift and the hours worked progress into their regular shift, the employee shall not receive a minimum reporting pay, but shall receive compensation (at the rate of time and one-half (1.5)) from the time the employee leaves home, in addition to the employee's compensation earned during his/her regular shift.

SECTION 9 -- Assignment Of Vehicles

(a) Authority vehicles are to be used for official, work-related activities. Only Authority employees shall use any assigned vehicle.

(b) Employees with Authority vehicles are required to maintain vehicle diaries, so that commuting costs can be calculated for income tax purposes.

(c) To use an Authority vehicle, an Employee must possess a current, valid driver's license. Also it is the Employee's responsibility to be sure the current vehicle registration, insurance card, and current inspection sticker are in the vehicle. All drivers to whom a vehicle is assigned under this Agreement shall be personally responsible for all fines and violations arising out of, or in connection with, the use of the vehicle. A driver of an Authority vehicle may be liable for any damages incurred in the operation of a vehicle if such damage is the result of Employee negligence.

(d) The Authority agrees to negotiate the impact prior to removing an assigned vehicle. Employees who enter the bargaining unit on or after ratification shall not be compensated for the loss of the vehicle assignment.

SECTION 10 -- Temporary Assignment Pay

(a) Employees, whenever possible, shall be assigned work within their Job Classification. In no event shall an Employee be assigned work of a higher Classification when another Employee of the higher Classification is available to do the work, except when such time is being used to instruct an Employee in the duties of a higher Classification rating.

(b) In the event of the absence of higher-rated Employee for a full day, such higher-rated work may be offered to Employees on that shift below that of the higher-rated position, based upon seniority in the yard and ability to do a satisfactory job.

(c) When an Employee is temporarily assigned to a position requiring higher pay, the Employee will be paid for a full day at the higher rate.

SECTION 11 -- Job Classifications

All job classifications and position descriptions are attached to this Agreement.

Employees are required to possess all licenses and meet all job requirements in accord with applicable law and AUTHORITY regulations as a condition of hire and continued employment. Employees requiring a CDL license will have 90 days to acquire such license.

SECTION 12 -- Educational Assistance Program

(a) The SJTA will provide tuition up to the Rutgers the State University per credit cost.

(b) Courses taken through programs offered by "Thomas Edison College of New Jersey" shall be eligible for payment in accordance with the above provisions of this section.

(c) The benefits shall be provided to any employee pursuing a degree or certification in a field approved by the Department Manager, in advance, in writing, for tuition fees, for any approved course in which the employee has received a "c" grade or better, up to a maximum of 6 credits per semester for a maximum of \$2500 per year. There shall be no reimbursement for courses taken on a pass/fail basis. All expenses must be documented. The courses shall be scheduled so as not to interfere with the employee's regular work schedule or regular overtime requirements.

SECTION 13 -- Mandatory Training

The Authority may mandate selected training to promote the overall development of its work force and to enhance specific skills and competency of its Employees. Such training shall take place either in-house or at an external location. All fees (including mileage) associated with mandatory training or course participation will be assumed by the Authority.

SECTION 14 -- Shoe Allowance

Upon ratification, each Employee covered in the Unit will be afforded a work shoe allowance of one hundred (\$100.00) Dollars annually that is payable at or around the pay period prior to June 30.

SECTION 15 -- Daylight Savings Pay

All Employees that are on duty during the time that clocks are reset as a result of daylight savings time will not suffer any loss of pay due to this time change.

SECTION 16 -- Half-Price Meals At Service Area

The Authority will not take any action to deny bargaining unit employees a discount at the rest area food services.

SECTION 17 -- Vacation

Employees may call-in a vacation day and/or a personal day and/or compensatory time at any time provided that adequate staffing is available at the Employee's assigned location subject to Article 14, § 2. The Employee's supervisor shall make this determination as to adequate staffing, which determination shall be final. The listing of vacation, personal and compensatory time is prioritized.

SECTION 18 -- Personal Vehicle Reimbursement

Employees required by supervision to use personal vehicles during working hours shall be compensated at the prevailing IRS rate and shall receive reimbursement in the next succeeding pay check.

SECTION 19 -- Licenses

The SJTA will reimburse the license fee, including renewals, charged by the issuing agencies for professional licenses (e.g. Electrical, Plumbing, HVAC, et. als.) issued to Authority employees whose Job Description requires the possession of such licenses.

**ARTICLE TWENTY
UNION REPRESENTATION**

SECTION 1

All meetings called in the discretion of the Authority where the attendance of union representatives is required shall be conducted during normal working hours and such time shall be considered time worked. Such time shall not count as paid union release time as set forth in Section 3.

SECTION 2

The Authority, with at least one (1) week prior written notice, agrees to release from work assignment, with pay, one (1) Union elected delegate for the purpose of attending State or National Conventions. The Authority, with at least one (1) week prior written notice, further agrees to release from work assignment, with pay, up to two (2) Union Executive Board Members for the purpose of attending a maximum of two (2) Local Executive Board Meetings per year. The Authority agrees to consider a release from work assignments, without pay, of any additional Union representatives for such matters, upon request, as indicated in the request.

SECTION 3

UNION Executive Board members shall be given a maximum cumulative total for the group of forty (40) hours per week of paid release time to handle grievances, arbitrations or other UNION-related proceedings or activities contemplated by this Agreement with the exception of face-to-face contract negotiations. A maximum of 16 hours can be carried over from one week to the next. In no event shall paid release time exceed 56 hours in any week. Department Heads must be advised at least one (1) day in advance by Union Representatives for authorization to use the time. Such requests will not be unreasonably denied. The AUTHORITY may require appropriate documentation as to all time expended under this Article.

**ARTICLE TWENTY-ONE
LEGAL APPLICATION**

SECTION 1

Should any provision of this Agreement, or any application of this Agreement to any member of the Bargaining Unit, be finally held by a Court of Competent Jurisdiction to be contrary to law, then such provision shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

SECTION 2

The parties agree that if a Public Benefits Corporation, or other private entity, is established to operate, maintain, manage, and/or improve the State's toll roads under a long-term concession or other agreement with the State, the South Jersey Transportation Authority, or any other public entity, the South Jersey Transportation Authority will work jointly with IFPTE Local 193A to ensure that the bargaining unit job classifications presently represented by Local 193A shall continue to be represented by said local. The parties agree to continue to meet and discuss successorship language.

SECTION 3

The parties agree that Express Contract language defeats any claim of Past Practice.

**ARTICLE TWENTY-TWO
TERM OF AGREEMENT**

This Agreement shall remain in full force and effect until August 31, 2011, and thereafter from year-to-year, unless at least sixty (60) days prior to the expiration date, either party shall notify the other, in writing, of its intention to terminate, modify or amend this Agreement.

ARTICLE TWENTY-THREE
(Revised 2/02/00)

SECTION 1.

JOB DESCRIPTIONS

TITLE: Lead Foreperson*
DEPARTMENT: Expressway
REPORT: Superintendent of Roadway and/or other Designee
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising assigned work crew, subordinate Forepersons, scheduling assignments of appropriate work crews, and assisting departmental supervisors in overseeing general maintenance and safety of Atlantic City Expressway and/or other SJTA facilities as assigned, within their level of qualifications. Responsible for overseeing that all buildings and grounds, as well as equipment, are properly maintained and secured. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Responsible for the effective supervision of maintenance personnel by the assignment of work schedules, locations, and on-the-job direction/guidance and instruction of subordinates, so that all work is performed and completed in a safe and efficient manner. Renders assistance in the performance of work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Prepare annual evaluations, counsel and listen to concerns of subordinates and recommends and documents discipline to the immediate supervisor and/or designated higher ranking supervisory personnel of suggested actions. Represents management in disciplinary proceedings.
3. Provides suitable training in job duties and coinciding procedures, instructions and assignments to subordinate employees at SJTA facilities.
4. Assists higher ranking supervisory personnel in planning and scheduling projects, budgeting, tasks and the purchase of materials that are required for completion.
5. Monitors satisfactory inventory of materials, tools and equipment at assigned facilities, to insure assigned repairs to allow completion of work in an efficient manner. Informs and recommends staff on inventory levels and submits necessary purchase requests.
6. Oversees highway and assigned SJTA facilities and property to ensure safe passage of customers during inclement weather conditions and emergencies.
7. Oversees general maintenance of the roadway and/or assigned facilities to ensure that appearance and conditions are appropriately maintained to Authority standards. Monitors

Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.

8. Ensures that Authority policies, procedures and applicable collective bargaining agreements are properly enforced.
9. Required to have a telephone and subject to availability 24 hours a day, 7 days a week for snow and other emergencies.
10. Prepare clear and concise reports and documents.
11. Perform other related duties as assigned by immediate supervisor or received through chain of command protocol as required.
12. Inputs and produces reports using a personal computer.
13. Uses office equipment, such as fax machine, copiers, etc.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Forepeople
Maintenance Persons #1, #2, #3 and #4
Grounds Persons #1 and #2
Custodian/Janitorial
And all other personnel to assigned work projects.

QUALIFICATIONS:

Associates Degree and satisfactory writing ability skills. Two (2) corresponding years of supervisory experience may be substituted for Associates Degree requirement. Minimum three (3) years of supervisory experience preferably in typical highway maintenance related field. Must possess valid New Jersey Commercial Drivers License (CDL) Class A. Basic knowledge and/or ability to operate typical roadway maintenance equipment. Must attend and successfully complete supervisory/training and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

* Employees promoted or hired into this position prior to the signing of this agreement are grand-fathered under the Class B qualification should they fail to qualify for the CDL Class A endorsement.

Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 2.

POSITIONS DESCRIPTION

TITLE: Foreperson*
DEPARTMENT: Expressway
REPORT: Lead Foreperson
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising assigned work crews, and for completion of the assigned work duties. Oversees the completion of work according to assigned priority of assigned duties for departmental activities at SJTA facilities. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Responsible for the effective supervision of maintenance personnel, and on-the-job direction/guidance and instruction of subordinates so that all work is performed in a safe and efficient manner. Renders assistance in the performance of work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Completes evaluations of subordinates performance, training, identifying development needs and improving proficiency.
3. Counsels and listens to concerns of subordinates and appraises supervisors and/or other higher ranking supervisory personnel of suggested recommendations. Recommends, documents and represents management when disciplinary action is appropriate.
4. Assists in the planning and scheduling of projects and makes recommendations for the purchase of materials and equipment required for task completion.
5. Aids in overseeing general maintenance and safety of SJTA facilities as required.
6. Ensures that subordinates' work assignments are completed in accordance with Authority policies, procedures, and applicable collective bargaining agreements. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.
7. Ensures required materials, tools and equipment are on site to insure repairs and completion of assigned work in an efficient manner. Informs and recommends staff on inventory levels.
8. Prepares clear and concise reports and documents.
9. Perform other related duties as assigned by immediate supervisor or received through chain of command protocol as required.

10. Required to have a telephone and subject to 24 hour call in, 7 days a week for snow and other emergencies.
11. Inputs and produces reports using a personal computer.
12. Uses office equipment, such as fax machines, copier, etc.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Maintenance Persons #1
Maintenance Persons #2
Maintenance Persons #3
Maintenance Persons #4
Grounds Keeper #1
Grounds Keeper #2
Janitorial/Custodian
and other personnel assigned to work projects

QUALIFICATIONS:

High School graduate or equivalent certification. Minimum three (3) years of experience preferably in highway maintenance related field. Must possess valid New Jersey Commercial Drivers License CDL Class A. Basic Knowledge and/or ability to operate roadway maintenance equipment. Must attend and successfully complete supervisory/training and computer courses specific to these qualifications courses provided by the Authority. Must have ability to comprehend and follow established operating procedures.

Must be able to use personal computers and office equipment such as fax machines, copiers, etc. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

* Employees promoted or hired into this position prior to the signing of this agreement are grand-fathered under the CDL Class B qualification should they fail to qualify for the CDL Class A endorsement.

Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 3.

POSITION DESCRIPTION

TITLE: Foreperson of Landscaping
DEPARTMENT: Expressway
REPORT: Superintendent of Roadway Maintenance
DATE: January 3, 2003

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Instructs and supervises assigned work crews in the performance of all landscaping needs of the SJTA. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Supervises subordinates in the performance of their work assignments to ensure that all work is performed in a safe and efficient manner. Renders assistance in the performance of subordinates work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Supervises and assists in all phases of landscaping design, and operation of related equipment. Responsible for cutting, and maintenance of grass of all Authority's plazas, buildings, and other areas as directed. Perform other related duties as assigned
3. Completes evaluations of subordinates performance, training, identifying developments needs and improving proficiency.
4. Counsels and listens to the concerns of subordinates and appries Supervisor and/or other higher-ranking supervisory personnel of suggested recommendations. Recommends, documents, and represents management when disciplinary action is appropriate.
5. Assists in the planning and scheduling of projects and the purchase of materials and equipment required for completion of tasks.
6. Ensures required materials, tools and equipment are on-site to insure repairs and completion of assigned work. Informs and recommends staff on inventory levels.
7. Ensures that subordinates' work assignments are completed in accordance with Authority policies, procedures and applicable collective bargaining agreements. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.
8. Prepares clear and concise reports and documents as required by the Authority.
9. Performs other related duties as assigned by immediate supervisor or received through chain of command protocol.

10. Required to have a telephone and subject to 24 hour call in, 7 days a week for snow and other emergencies.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Grounds Keeper #1
Grounds Keeper #2
Grounds Keeper #3
and other personnel assigned to work projects

QUALIFICATIONS:

Must possess valid New Jersey Commercial Drivers License CDL Class A. At least three years experience in landscaping related work with the SJTA or equivalent. Basic knowledge and/or ability to operate landscaping and roadway maintenance equipment. Ability to drive a truck and operate snow removal equipment. Must possess a N.J. State Pesticide License with appropriate endorsements as determined by Management. Must attend and successfully complete supervisory training and computer courses specific to these qualifications and provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays. Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 4.

POSITION DESCRIPTION

TITLE: Lead Person of Sign Shop*
DEPARTMENT: Expressway
REPORT: Superintendent of Roadway Maintenance
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising the construction and installation of all Authority signage and sign projects as may be assigned and ensure compliance with MUTCD regulations through the guidelines of the SJTA Engineering Department. Instructs and supervises assigned work crews in the performance of daily tasks. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Supervises subordinates in the performance of their work assignments to ensure that all work is performed in a safe and efficient manner. Renders assistance in the performance of subordinates work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Completes evaluations of subordinates performance, training, identifying developments needs and improving proficiency.
3. Counsels and listens to the concerns of subordinates and apprises Supervisor and/or other higher ranking supervisory personnel of suggested recommendations. Recommends, documents, and represents management when disciplinary action is appropriate.
4. Assists in the planning and scheduling of projects and makes recommendations for the purchase of materials and equipment required for completion of tasks.
5. Ensures required materials, tools and equipment are on-site to insure repairs and completion of assigned work. Informs and recommends staff on inventory levels.
6. Ensures that subordinates' work assignments are completed in accordance with Authority policies, procedures and applicable collective bargaining agreements. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.
7. Prepares clear and concise reports and documents as required by the Authority.
8. Performs other related duties as assigned by immediate supervisor or received through chain of command protocol.
9. Required to have a telephone and subject to 24 hour call in, 7 days a week for snow and other emergencies.

10. Inputs and produces reports using a computer.
11. Uses office equipment such as fax machine, copiers, etc..

SUPERVISORY RESPONSIBILITIES INCLUDE:

Sign Fabricator #1
Sign Fabricator #2
Sign Fabricator #3
Sign Shop Helper #4
and other personnel assigned to sign projects.

QUALIFICATIONS:

High school graduate or equivalent certification. Minimum three (3) years experience, preferably in sign shop related work. Experience must include ability to operate sign shop and other related equipment associated with fabrication of signs. Must possess valid New Jersey Commercial Drivers License CDL Class A. Basic knowledge and/or ability to operate roadway maintenance equipment. Must attend and successfully complete supervisory training and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

* Employees promoted or hired into this position prior to the signing of this agreement are grandfathered under the CDL Class B qualification should they fail to qualify for the CDL Class A endorsement

Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 5.

POSITION DESCRIPTION

TITLE: Lead Foreperson/Mechanical*
DEPARTMENT: Engineering
REPORT: Superintendent of Buildings and Crafts
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for, maintaining all plumbing, water treatment, HVAC, drainage and other mechanical systems, as well as repair and preventive maintenance of all SJTA buildings and facilities. Responsible for assignment of work to Crafts and Utilities Staff. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Identify skills necessary to operate and maintain new systems coming on line, including but not limited to, toll, traffic, tunnel and airport facilities.
2. Develop basic knowledge and ability to operate and maintain all Authority facilities and mechanical systems.
3. Assist Manager and Superintendent by making technical recommendations for maintenance program, staffing plan and contracting work.
4. Supervise subordinates in the performance of their work assignments to ensure that all work is performed in a safe and efficient manner. Enforce safety regulations as outlined in Authority Safety Manual. Renders assistance in the performance of work as needed.
5. Completes evaluations of subordinates performance, training, identifying development needs and improving proficiency.
6. Counsel and listen to concerns of subordinates and apprise Superintendent of Bldgs., Crafts & Utilities of suggested recommendations. Recommends, documents and represents management in disciplinary proceedings when disciplinary action is appropriate.
7. Provides suitable training in job duties and coinciding procedures, instructions and assignments to employees in the maintaining of respective SJTA facilities, including apprenticeship opportunities for employees to become licensed.
8. Assists Superintendent of Bldgs., Crafts and Utilities in the planning and scheduling of projects and makes recommendations for the purchase of materials and equipment required for tasks completion. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.

9. Maintains inventory of materials, tools and equipment to ensure timely repairs and highest productivity.
 10. Ensures the Authority policies, procedures, and applicable collective bargaining agreements and properly enforced.
 11. Prepares clear and concise reports and documents.
 12. Performs other related duties as assigned by immediate supervisor or received through chain of command protocol.
 13. Required to have a telephone and subject to 24 hour call in, 7 days a week for snow and ther emergencies.
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SUPERVISORY RESPONSIBILITIES INCLUDE:

Craftsmen #1, #2, #3 and #4
Buildings, Crafts and Utilities Helpers
Plumbing, Heating, A/C Journeymen and Trainees
Air Conditioning Journeymen

QUALIFICATIONS:

High school graduate or equivalent certification. Current license in plumbing and HVAC from the State of New Jersey and a minimum (2) years experience in crafts related work. Must have a valid New Jersey Commercial Drivers License CDL Class B. Must attend and successfully complete supervisory/technical training and computer courses specific to these qualifications provided by the Authority. Basic knowledge and/or ability to read blueprints and operate construction equipment. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

* Newly hired or promoted employees must obtain their CDL Class B within their probationary period with appropriate training provided by the Authority.

SECTION 6.

POSITION DESCRIPTION

TITLE: Lead Foreperson/Electrical*
DEPARTMENT: Engineering
REPORT: Superintendent of Buildings and Crafts
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for, maintaining all electrical, electronic, and communications systems and equipment assigned to the Engineering Department. Responsible for preventive maintenance and assignment of work to Hardware Repair Technicians and Electrical Journeymen. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Identify skills necessary to operate and maintain new systems coming on line, including but not limited to, electronic tolls; tunnel monitoring systems; tunnel electrical systems; airfield electrical systems; traffic surveillance and monitoring systems, etc..
2. Develops basic knowledge and ability to operate and maintain all Authority electrical, electronic, and communications systems.
3. Assists Manager and Superintendent by making technical recommendations for maintenance program, staffing plan and contracting work.
4. Supervises subordinates in the performance of their work assignments to ensure that all work is performed in a safe and efficient manner. Enforces safety regulations as outlined in Authority Safety Manual. Renders assistance in the performance of work as needed.
5. Completes evaluations of subordinates performance, training, identifying development needs and improving proficiency.
6. Counsels and listens to concerns of subordinates and apprise Superintendent of Bldgs., Crafts & Utilities of suggested recommendations. Recommends, documents and represents management in disciplinary proceedings when disciplinary action is appropriate.
7. Provides suitable training in job duties and coinciding procedures, instructions and assignments to employees in the maintaining of respective SJTA facilities, including apprenticeship opportunities for employees to become licensed.
8. Assists Superintendent of Bldgs., Crafts and Utilities in the planning and scheduling of projects and makes recommendations for the purchase of materials and equipment required for tasks completion. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.

9. Maintains inventory of materials, tools and equipment to ensure timely repairs and highest productivity.
10. Ensures the Authority policies, procedures, and applicable collective bargaining agreements are properly enforced.
11. Prepares clear and concise reports and documents.
12. Performs other related duties as assigned by immediate supervisor or received through chain of command protocol.
13. Required to have a telephone and subject to 24 hour call in, 7 days a week for snow and other emergencies.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Hardware Repair Technicians (Control Technicians)
Electrical Journeymen and Trainees

QUALIFICATIONS:

High school graduate or equivalent certification. Current license to practice as an electrician in the State of New Jersey and a minimum two (2) years experience in the field of electronics. Must have a valid New Jersey Commercial Drivers License (Class B). Must attend and successfully complete supervisory/technical training and computer courses specific to these qualifications provided by the Authority. Basic knowledge and/or ability to read blueprints and operate construction equipment. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

- * Newly hired or promoted employees must obtain their CDL Class B within their probationary period with appropriate training provided by the Authority.

SECTION 7.

JOB DESCRIPTIONS

TITLE: Lead Foreperson (Fleet)*
DEPARTMENT: Expressway
REPORT: Superintendent of Fleet and/or other Designee
DATE: September 15, 2000

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising assigned work and assisting departmental supervisor's in overseeing the maintenance and repair of trucks, cars, and fleet equipment. Responsible for overseeing that all buildings and grounds, as well as equipment, are properly maintained and secured. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

SPECIAL SKILLS:

Must have attended and received certification in specialized schooling in at least one (1) category that would benefit and help their job performance. Examples: air conditioning, diesel engine repair, hydraulic systems, auto transmission, emission, control system, welding, body and fender repair, and/or front-end alignment. Must be able to operate automotive computerized diagnostic equipment including a personal computer.

JOB RESPONSIBILITIES:

1. Responsible for the effective supervision of fleet personnel by the assignment of work schedules, locations, and on-the-job direction/guidance and instruction of subordinates, so that all work is performed and completed in a safe and efficient manner. Renders assistance in the performance of work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Prepare annual evaluations, counsel and listen to concerns of subordinates and recommends and documents discipline to the immediate supervisor and/or designated higher ranking supervisory personnel of suggested actions. Represents management in disciplinary proceedings.
3. Provides suitable training in job duties and coinciding procedures, instructions and assignments to subordinate employees at SJTA facilities.
4. Assists higher ranking supervisory personnel in planning and scheduling projects, budgeting, tasks and the purchase of materials that are required for completion.
5. Monitors satisfactory inventory of materials, tools and equipment at assigned facilities, to insure assigned repairs to allow completion of work in an efficient manner. Informs and recommends staff on inventory levels and submits necessary purchase requests.
6. Responsible to keep all equipment running during inclement weather conditions and emergencies.

7. Oversees general maintenance of the fleet to ensure that appearance and conditions are appropriately maintained to Authority standards. Monitors Authority warranties in provision of services for Authority fleet vehicles.
8. Ensures that Authority policies, procedures and applicable collective bargaining agreements are properly enforced.
9. Required to have a telephone and subject to availability 24 hours a day, 7 days a week for snow and other emergencies.
10. Prepare clear and concise reports and documents.
11. Perform other related duties as assigned by immediate supervisor or received through chain of command protocol as required.
12. Inputs and produces reports using a personal computer.
13. Uses office equipment, such as fax machine, copiers, etc.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Forepeople
 Mechanic #1, #2, and #3
 Auto Body Repairman #1, #2, and #3
 And all other personnel to assigned work projects.

QUALIFICATIONS:

High School Graduate or equivalent certification. A combination of five (5) years hands on experience with heavy equipment, fleet maintenance or supervisory experience preferred. Must possess valid New Jersey Commercial Drivers License (CDL) Class A. Basic knowledge and/or ability to operate typical roadway maintenance equipment. Must attend and successfully complete supervisory/training and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

* Employees promoted or hired into this position prior to the signing of this agreement are grandfathered under the Class B qualification should they fail to qualify for the CDL Class A endorsement.

Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 8.

POSITION DESCRIPTION

TITLE: Duty Supervisor
DEPARTMENT: Tourist Services
REPORT: Superintendent, Motorbus Operations
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Under the direction of the Superintendent, Motorbus Operations or Designee, serves as a "working" supervisor to monitor bus activities in accordance with the Authority's Bus Management Program Rules and Regulations. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Monitors bus activities to ensure conformance with Bus Management Program Rules and Regulations.
2. Assists in supervising the day-to-day activities of the Route Investigators and Greeters.
3. Assists in evaluating the Route Investigators and Greeters performances.
4. Counsels and listens to concerns of subordinates and apprise Superintendent of Motorbus Operations of suggested recommendations. Recommends, documents and represents management when disciplinary action is appropriate.
5. Provides training to the Route Investigators and Greeters.
6. Ensure Route Investigators and Greeters follow Authority procedures accurately and efficiently. Renders assistance in the performance of work as needed.
7. Evaluates requests for site capacities and makes recommendations.
8. Executes assigned responsibilities in a professional and courteous manner.
9. Evaluates minor variance requests and make recommendations.
10. Keeps hourly telephone logs of reports from Greeters and Route Investigators.
11. Interacts with casino bus management personnel, bus drivers, law enforcement personnel, and hotel/motel representatives, etc.
12. Issues complaints against violators of the Bus Management Program Rules and Regulations.
13. Represents the Authority in court hearings regarding Bus Management Program violations.

14. Responds to inquiries concerning the Bus Management Program.
15. Disseminates Bus Management Program information or other Authority materials as required.
16. Prepares and submits detailed daily reports of activities.
17. Attends training seminars and programs as required.
18. Operates Authority vehicles in a prudent and safe manner, and keep accurate mileage logs.
19. Assists in the SJTA Bus Rodeo or other Authority sponsored/supported special events/projects as directed.
20. Performs other related duties as assigned by immediate supervisor or received through chain of command protocol as required.

SUPERVISORY RESPONSIBILITIES:

Supervising and directing Route Investigators and Greeters related to the Bus Management Program.

QUALIFICATIONS:

Minimum two (2) years experience in the field of transportation and/or two (2) years experience in a casino Bus Management Program. High School or vocational high school graduate or possession of an approved high school equivalent certificate. Ability to comprehend and follow established operating procedures. Must attend and successfully complete supervisory/training and computer courses specific to these qualifications provided by the Authority. Must be able to use personal computers and office equipment such as fax machines, copiers, etc. Ability to work shifts including evenings, weekends and holidays. Ability to work outside in inclement weather conditions. Interpersonal, communication and customer services skills. Maintains a professional appearance, manner and demeanor. Must possess and maintain a valid New Jersey Driver's License.

SECTION 9.

POSITION DESCRIPTION

TITLE: Toll Plaza Supervisor
DEPARTMENT: Tourist Services
REPORTS TO: Superintendent of Tolls
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for the safe, efficient and effective operation of Authority toll facilities. Supervise Toll Collectors in accordance with Authority policies and procedures. Maintain adequate staffing for toll plaza/ramp operations. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority

JOB RESPONSIBILITIES:

1. Supervise Toll Collectors at respective plaza/ramp during their assigned shift.
2. Evaluates Toll Collectors performance, training, identifying development needs and improving proficiency.
3. Counsel and listen to concerns of Toll Collectors and apprise Superintendent of suggested recommendations. Recommends, documents and represents management when disciplinary action is appropriate.
4. Oversees training and instruction and assigns Toll Collectors at respective plazas.
5. Observes Toll Collectors so that Toll Collector duties are performed in accordance with Authority policies, procedures and applicable collective bargaining agreements. Maintains safety regulations as outlined in the Authority Safety Manual. Renders assistance in the performance of work as needed.
6. Prepares clear and concise reports and documents.
7. Supervises the use of the equipment, facilities and operations at assigned plaza/ramps during shift and take appropriate actions to maintain full and proper functions of same.
8. Performs other related duties as assigned by immediate supervisor and supervisory personnel as required.
9. Responsible for the assignment of sufficient manpower to provide adequate coverage for the area under his/her jurisdiction.
10. Prepares and maintains the plaza's staffing schedules.
11. Calls in on-call and/or full time collectors to satisfy plaza staffing requirement.
12. Operates and monitors toll plaza computer systems to ensure plaza/ramp operations.

13. Reports and records all toll system malfunctions, unusual occurrences and/or alarms in accordance with Authority procedures and recommend corrective action to appropriate Authority staff.
14. Inspects toll booths to monitor that facilities are clean and maintained in accordance with Authority policies.
15. Responsible for supervision of toll collection staff so that toll collectors are always professional and courteous to all Customers who utilize the toll facilities.
16. Responds to Customer inquiries for assistance.
17. Directs movement of safety cones as needed.
18. Executes their assigned responsibilities in a professional and courteous manner.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Full-Time Toll Collectors
Part-Time Toll Collectors

QUALIFICATION:

High school graduate or equivalent certification. Minimum two (2) years experience, in Toll Collection related work preferred. Completes mandatory toll supervisor training program and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, customer service skills and people skills. Maintains a professional appearance, manner and demeanor. Must possess valid New Jersey Drivers License. Ability to work shifts including evenings, weekends and holidays.

SECTION 10.

POSITION DESCRIPTION

TITLE: Acting Toll Plaza Supervisor and Assistant Toll Supervisor
DEPARTMENT: Tourist Services
REPORTS TO: Superintendent of Tolls
DATE: September 1, 1999

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Will fulfill all responsibilities of a Toll Plaza Supervisor when a vacancy of occurs. Responsible to for the safe, efficient and effective operation of Authority toll facilities. Supervises Toll Collectors in accordance with Authority policies and procedures. Maintain adequate staffing for toll plaza/ramp operations. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Supervise Toll Collectors at respective plaza/ramp during their assigned shift.
2. Counsel and listen to concerns of Toll Collectors and apprise Superintendent of suggested recommendations. Recommends, documents and represents management when disciplinary action is appropriate.
3. Ensures Toll Collectors duties are performed in accordance with Authority policies, procedures and applicable collective bargaining agreements. Maintains safety regulations as outlined in the Authority Safety Manual. Renders assistance in the performance of work as needed.
4. Prepares clear and concise reports and documents.
5. Supervises the use of the equipment, facilities and operations at assigned plaza/ramps during shift and takes appropriate actions to maintain full and proper functions of same.
6. Performs other related duties as assigned by immediate supervisor and supervisory personnel as required.
7. Responsible for the assignment of sufficient manpower to provide adequate coverage for the area under his/her jurisdiction.
8. Calls in on-call and/or full time collectors to satisfy plaza staffing requirements.
9. Operates and monitors toll plaza computer systems to ensure plaza/ramp operations.
10. Reports and records all toll system malfunctions, unusual occurrences and/or alarms in accordance with Authority procedures and recommends corrective action to appropriate Authority staff.
11. Inspects toll booths to monitor that facilities are clean and maintained in accordance with Authority policies.

12. Responsible for supervision of toll collection staff so that toll collectors are always professional and courteous to all Customers who utilize the toll facilities.
13. Responds to Customer inquiries for assistance.
14. Directs movement of safety cones as needed.
15. Executes their assigned responsibilities in a professional and courteous manner.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Full-Time Toll Collectors

Part-Time Toll Collectors

QUALIFICATION:

High school graduate or equivalent certification. Complete mandatory toll supervisor training program and computer courses specific to these qualifications provided by the Authority. Minimum two (2) years experience, preferably required in collections related work. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, customer service skills. Maintain a professional appearance, manner and demeanor. Must possess valid New Jersey Drivers License. Ability to work shifts including evenings, weekends and holidays.

SECTION 11.

POSITION DESCRIPTION

TITLE: Lead Foreperson-Safety/Trainer
DEPARTMENT: Expressway
REPORT: Superintendent of Roadway and/or other Designee
DATE: January 2004

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising assigned work crew, subordinate Forepersons, scheduling assignments of appropriate work crews, and assisting departmental supervisors in overseeing general maintenance and safety of Atlantic City Expressway and/or other SJTA facilities as assigned, within their level of qualifications. Responsible for overseeing that all buildings and grounds, as well as equipment, are properly maintained and secured. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Responsible for the effective supervision of maintenance personnel by the assignment of work schedules, locations, and on-the-job direction/guidance and instruction of subordinates, so that all work is performed and completed in a safe and efficient manner. Renders assistance in the performance of work as needed. Enforces safety regulations as outlined in the Authority Safety Manual.
2. Prepare annual evaluations, counsel and listen to concerns of subordinates and recommends and documents discipline to the immediate supervisor and/or designated higher ranking supervisory personnel of suggested actions. Represents management in disciplinary proceedings.
3. Provides suitable training in job duties and coinciding procedures, instructions and assignments to subordinate employees at SJTA facilities.
4. Assists higher ranking supervisory personnel in planning and scheduling projects, budgeting, tasks and the purchase of materials that are required for completion.
5. Monitors satisfactory inventory of materials, tools and equipment at assigned facilities, to insure assigned repairs to allow completion of work in an efficient manner. Informs and recommends staff on inventory levels and submits necessary purchase requests.
6. Oversees highway and assigned SJTA facilities and property to ensure safe passage of customers during inclement weather conditions and emergencies.
7. Oversees general maintenance of the roadway and/or assigned facilities to ensure that appearance and conditions are appropriately maintained to Authority standards. Monitors Authority contractors in provision of services and submits reports when it appears that a contractor may be in violation of an Authority policy, procedure or service as instructed.
8. Ensures that Authority policies, procedures and applicable collective bargaining agreements are properly enforced.

9. Required to have a telephone and subject to availability 24 hours a day, 7 days a week for snow and other emergencies.
10. Prepare clear and concise reports and documents.
11. Perform other related duties as assigned by immediate supervisor or received through chain of command protocol as required.
12. Inputs and produces reports using a personal computer.
13. Uses office equipment, such as fax machine, copiers, etc.

SAFETY SPECIALIST-TRAINER

1. Contributes to the SJTA safety manual and assists the Safety Committee in ensuring its accuracy and that present procedures conform to state regulations.
2. Under the direction of the Safety Manager, provides for Roadway safety education training for all Expressway Department employees, in conjunction with Management and State Police, including proper lane closings, etc..
3. Ensures adequate training is provided on all equipment operated by Authority personnel. Maintains records on all training of/by employees.
4. Represents the Expressway Department on the roadway safety committee and promotes the implementation of accepted recommendations. Identifies conditions on the roadway which could cause accidents and reports such to the Superintendent of Roadway or other Management.
5. Performs safety inspections of all maintenance operations and identifies unsafe situations, including Traffic control situations according to the MUTCD & SJTA Policies & Procedures, including the use of protective gear and safety clothing worn by employees. Reminds Supervisors of the need for safety compliance.
6. As with any Supervisory position, had the authority to stop any operation that is being performed by SJTA employees on the Roadway that presents any type of immediate danger to the employees or the public.
7. Maintains all MVC records, with the exception of medical and substance abuse records, concerning the CDL classification for all employees whose job description calls for a valid CDL. Ensures compliance with training, testing and MVC rules and regulations.
8. Learns the operation and maintenance of new equipment as it is received by the Authority and prepares a training program for each new piece.
9. Keeps updated on Guide Rail specifications with the ability to install and or inspect Energy Absorbing Systems and train personnel for installations of Guide Rail and the related equipment. Maintains records for all training on guide rail installation.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Forepeople
 Maintenance Persons #1, #2, #3 and #4
 Grounds Persons #1 and #2
 Custodian/Janitorial
 And all other personnel to assigned work projects.

QUALIFICATIONS:

Associates Degree and satisfactory writing ability skills. Two (2) corresponding years of supervisory experience may be substituted for Associates Degree requirement. Minimum three (3) years of supervisory experience preferably in typical highway maintenance related field. Must possess valid New Jersey Commercial Drivers License (CDL) Class A. Basic knowledge and/or ability to operate typical roadway maintenance equipment. Must attend and successfully complete supervisory/training and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must be able to use personal computers and office equipment such as fax machines, copiers, etc.. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor. Ability to work evenings, weekends, and holidays.

- * Employees promoted or hired into this position prior to the signing of this agreement are grand-fathered under the Class B qualification should they fail to qualify for the CDL Class A endorsement.

Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.

SECTION 12.

JOB DESCRIPTIONS

TITLE: Expressway Administration Supervisor
DEPARTMENT: Expressway
REPORT: Expressway Manager or other designee
DATE: January 2004

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for ensuring that all administrative functions of the Department are completed and/or supported in an accurate and efficient manner. Responsible for overseeing and maintaining departmental inventory control program, assists in development of annual operating and capital budgets including salary and overtime review and all other administrative duties including those related to snow & ice removal, roadway damage & repair and fleet maintenance.

JOB RESPONSIBILITIES:

1. Supervise subordinates in the performance of their work assignments to ensure that all work is performed in a safe and efficient manner. Responsible for the training and evaluation of other clerks in the Expressway Department as required.
2. Counsel and listen to concerns of subordinates and apprise manager and other higher-ranking supervisory personnel of suggested recommendations. Suggests and documents when disciplinary action is appropriate.
3. Assists management and supervisory staff in the prioritization of purchasing materials and supplies within budgetary constraints and in accordance with SJTA purchasing procedures.
4. Responsible for inventory control of all materials used in the performance of duties within the Expressway Department, including hand tools, janitorial supplies, rock salt, liquid calcium, fuel keys and gasoline and diesel fuels along with all Motor Vehicle transactions. Also responsible for the inventory control of other items used to ensure the performance and safety of the roadway.
5. Ensures that Authority policies procedures and applicable collective bargaining agreements are properly endorsed including equalization of overtime, supervisory shift replacement, staffing and leave time approvals.
6. Compiles expense data for snow removal, storms, Expressway damage caused by patrons and special projects along with documentation required under collective bargaining agreements and SJTA policies and procedures.
7. Ability to type, operate office machines and equipment including the use of computers to prepare clear and concise reports and documents for Management and State Police. Knowledge of inventory control systems and general roadway maintenance.
8. Required to have a telephone and subject to 24 hour call in 7 days a week to perform related duties during emergencies as required.

9. Perform other related duties as assigned by immediate supervisory and/or other designated higher ranking supervisory personnel, as required.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Principal Clerk – State Police / Central Maintenance
Clerk I – State Police / Central Maintenance
Clerk II – State Police / Central Maintenance
Clerk – State Police / Central Maintenance

QUALIFICATIONS:

High School graduate with secretarial and clerical training. Minimum seven (7) years experience in office operations of both Roadway maintenance and State Police Divisions. Must have ability to comprehend and follow established operating procedures. Excellent communication, interpersonal, public relations and people skills. Maintains a professional appearance, manner and demeanor.

*Includes Maintenance and State Police

SECTION 13.

JOB DESCRIPTIONS

TITLE: Count Room Supervisor
DEPARTMENT: Tourist Services
REPORTS TO: Superintendent of Tolls
DATE: July 1, 2002

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Under the direction of the Superintendent of Tolls, is responsible for daily counting, recording and shipping of all Toll Collectors' cash receipts, tickets and all automatic cash vaults. Prepares all work schedules and supervises and trains Toll counting Clerks. Supervises the use of equipment, vehicles, facilities and operations at assigned plaza/ramps and takes appropriate actions to maintain full and proper functions of same. May be assigned to perform their duties and job responsibilities at any location under the jurisdiction or responsibility of the Authority.

JOB RESPONSIBILITIES:

1. Supervise Toll Counting Clerks and other Count Room personnel in the performance of their duties including the daily counting, recording and shipping of all Toll collectors' cash receipts, tickets and cash vaults.
2. Trains all new Toll Counting Clerks and other Count Room personnel and observes and evaluates their job performance. Identifies training and developmental needs of employees.
3. Recommends the purchase of new equipment and maintains all present equipment.
4. Assists the Superintendent of Tolls in formulating a budget for expenditures to be included in the Authority's annual budget.
5. Develops and maintains an inventory of all records associated with Count Room operations.
6. Performs ramp surveillance and maintain all surveillance records for Court.
7. Reports any malfunction of automatic toll equipment.
8. Pulls all vaults for automatic lanes, as needed.
9. Authorizes provides and documents exchange of coin between Count room and Toll Supervising Staff.
10. Monitors coin changers and provides for their replenishment.
11. Supervises Toll Collectors when they are assigned surveillance duties at ramps.
12. Responsible for all monies counted and accuracy of vaults.

13. Creates bulk deposit slips to be forwarded to bank and toll audit. Maintains inventory control of suppliers, submit purchase requests and quotes when needed.
14. Counsels and listens to the concerns of assigned personnel and apprise the Superintendent of Tolls of suggested recommendations. Recommends, documents and represents management when disciplinary action is appropriate.
15. Oversees training, instruction and assigns Count Room personnel their duties.
16. Observes Count Room personnel to make certain that they are complying with the Authorities policies, procedures and the applicable collective bargaining agreements. Maintains safety regulations as outlined in the Authority Safety Manual. Renders assistance in the performance of work as needed.
17. Supervises the use of equipment, vehicles, facilities and operations at assigned plaza/ramps during the course of the day and takes appropriate actions to maintain full and proper functions of same.
18. Responsible for the assignment of sufficient manpower to provide adequate staffing for the area under his/her jurisdiction.
19. Prepares and maintains the staffing schedules for the Count Room. Contacts on-call collectors to fill voids in the schedule when appropriate.
20. Responsible for monitoring staff so that they are always professional and courteous when dealing with the customers and that they respond to customer's inquiries for assistance.
21. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Toll Counting Clerks
 Count Room Personnel
 Full-Time Toll Collectors when assigned to Count Room.
 Part-Time Toll Collectors when assigned to Count Room.

QUALIFICATION:

High school graduate or equivalent (G.E.D.). Minimum two (2) years of count room and/or banking experience preferred. Computer experience preferred. Ability to efficiently use all required office machines, equipment and computers. Must have valid New Jersey drivers license and be able to accurately and legible complete all necessary forms and reports in relation to the collecting and counting of revenue; ability to carry and transport vaults which weigh approximately 40-50 pounds; must have knowledge/familiarity of electronic revenue collection systems. Must pass a basic math test. Must pass a physical strength test (lifting vaults and machines). Must pass a police background test. Must be available to work weekends, holidays and evenings when required. Must have a phone and be available in case of emergency. Must be able to perform all duties of a Toll Counting Clerk. Must be able to read, write and communicate effectively and efficiently.

SECTION 14.

TITLE: Assistant Superintendent
DEPARTMENT: Expressway
REPORTS TO: Superintendent of Roadway/or other designee
DATE: December 2000

Note: The examples of work for this title are for illustrative purposes only. A particular position using this title may not perform all duties listed in this job specification. Conversely, all duties performed on the job may not be listed.

JOB SUMMARY:

Responsible for supervising assigned work crews, subordinate lead forepersons and forepersons, scheduling assignments of appropriate work crews, and assisting departmental supervisors in overseeing general maintenance and safety of Atlantic City Expressway and / or other SJTA facilities as assigned, within their level of qualifications. Responsible for overseeing that all buildings and grounds, as well as equipment are properly maintained and secured. May be assigned duties and job responsibilities at any location under the jurisdiction of the Authority.

Employee should understand that the Authority is in a period of extensive growth and that this authority will be playing an expanded roll in the transportation needs of the southern New Jersey region. This may result in the employee being required to acquire new skills and responsibilities that may apply to these transportation needs within their level of qualifications such as, but not limited to, existing roadway, airport maintenance and operations, as well as possible future road, tunnel and bridge activities for example.

JOB RESPONSIBILITIES:

1. Responsible for the effective supervision of lead forepersons, forepersons and maintenance personnel when assigned to their area by the development of work schedules and projects, locations and on the job direction / guidance and instruction of subordinates so that all work is performed and completed in a safe and efficient manner. Renders assistance in the performance of work as needed. Enforces safety regulations as outlined in the Authority Safety Manual, and other training manuals that may be affiliated with other authority locations.
2. Prepare annual evaluations, counsel and listen to concerns of subordinates and recommends and documents discipline to the immediate supervisor and / or designated higher ranking supervisory personnel of suggested actions. Represents management in disciplinary proceedings and other maintenance related matters.
3. Provides suitable training in job duties and coinciding procedures, instructions and assignments to subordinate employees at SJTA facilities.
4. Assists higher ranking supervisory personnel in planning and development, scheduling of projects, budgeting tasks and the purchasing of materials and equipment that are required for completion at their assigned location or other locations as requested.
5. Monitors satisfactory inventory of materials, tools and equipment at assigned facilities, to insure assigned repairs to allow completion of work in an efficient manner. Informs and recommends SJTA staff and management on inventory levels and initiates directives necessary for purchase requests.
6. Oversees highway and assigned SJTA facilities and property to ensure safe passage of patrons during inclement weather conditions and emergencies.

7. Oversees general maintenance of the roadway and / or assigned facilities to ensure that appearance and conditions are appropriately maintained to Authority standards. Monitors and directs Authority contractors in provision of services and submits reports when it appears that a contractor or vendor may be in violation of an Authority policy, procedure or service as instructed.
8. Ensures that Authority policies, procedures and applicable collective bargaining unit agreements are properly enforced.
9. Required to have a telephone and subject to availability 24 hours a day, 7 days a week for snow removal and emergencies.
10. Prepare clear and concise reports and documents.
11. Perform other related duties as assigned by immediate supervisor or received through chain of command protocol as required.
12. Inputs and produces reports using a personal computer.
13. Uses office equipment such as fax machines, copiers, etc.

SUPERVISORY RESPONSIBILITIES INCLUDE:

Lead Forepersons, Forepersons, Maintenance Persons #1, #2, #3, #4, all grounds persons, All Custodial/Janitorial people, and all other personnel to assigned work areas or projects. This may include but not be limited to, the direction of contractors or vendors through their specified representative as needed for SJTA projects.

QUALIFICATIONS:

Associates Degree and satisfactory writing ability skills. 2 corresponding years of supervisory experience may be substituted for the Associates Degree requirement. Minimum of 5 years of supervisory experience preferably in typical highway maintenance related field. Must possess a valid New Jersey drivers license (CDL) class A. Newly hired or promoted employees must obtain their CDL class A within their probationary period with appropriate training provided by the Authority. Must have basic knowledge and / or ability to operate typical roadway equipment. Must attend and successfully complete supervisory training and computer courses specific to these qualifications provided by the Authority. Must have ability to comprehend and follow established operating procedures. Must have the basic ability to read blueprints for SJTA projects. Must be able to pass required training, security and background clearances as needed. Must be able to use personal computers and office equipment such as fax machines, copiers, etc. Must have excellent communication, interpersonal, public relations and people skills. Must maintain a professional appearance, manner and demeanor. Must be able to work evenings, weekends and holidays.

***Newly hired or promoted employees must obtain their CDL Class A within their probationary period with appropriate training provided by the Authority.**

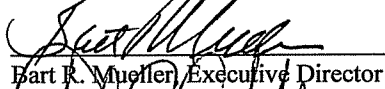
SIGNATURES

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

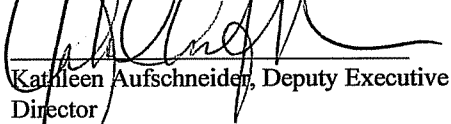
South Jersey Transportation Authority



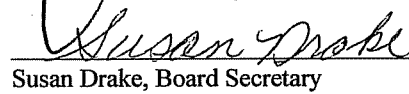
Stephen Dilts, Chairman



Bart R. Mueller, Executive Director

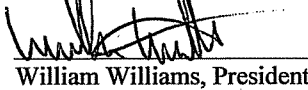


Kathleen Aufschneider, Deputy Executive Director



Susan Drake, Board Secretary

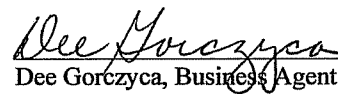
Local 193, Chapter A.
I.F.P.E., AFI/CIO



William Williams, President



Scott Gillespie, Vice President



Dee Gorczyca, Business Agent

Dated: 9/18/09

Dated: July 2, 2009