

**AGREEMENT BETWEEN**  
**NEW JERSEY TURNPIKE AUTHORITY**  
**AND**  
**LOCAL 194, IFPTE, AFL/CIO-CLC,**  
**PART TIME TOLL COLLECTORS**



**JULY 1, 2019**  
**THROUGH**  
**JUNE 30, 2023**

## **TABLE OF CONTENTS**

ARTICLE I—STATEMENT OF PURPOSE .....	3
ARTICLE II—RECOGNITION .....	3
ARTICLE III—PAYROLL DUES DEDUCTION .....	3
ARTICLE IV—UNIT IDENTIFICATION .....	4
ARTICLE V—DISCRIMINATION .....	4
ARTICLE VI—UNIFORM ALLOWANCE .....	4
ARTICLE VII—UNIFORMS .....	4
ARTICLE VIII—MILEAGE .....	4
ARTICLE IX—HOLIDAYS .....	5
ARTICLE X—MISCELLANEOUS .....	5
ARTICLE XI—GRIEVANCE AND DISCIPLINARY PROCEDURE .....	6
A. Grievances.....	6
Step #1.....	6
Step #2.....	7
B. Disciplinary Actions .....	7
ARTICLE XII—MANAGEMENT RIGHTS.....	7
ARTICLE XIII—WAGES .....	7
Service Bonus.....	8
Shift Differential .....	8
ARTICLE XIV—MEAL ALLOWANCE .....	8
ARTICLE XV—PERSONAL LEAVE .....	9
ARTICLE XVI—LUNCHES AND BREAKS .....	10
ARTICLE XVII—TEMPORARY EMPLOYMENT .....	10
ARTICLE XVIII—UNION REPRESENTATION .....	10
ARTICLE XIX—SENIORITY .....	10
ARTICLE XX—OFFICIAL STATE OF EMERGENCY .....	11
ARTICLE XXI—DEATH IN THE FAMILY .....	11
ARTICLE XXII—TUITION REIMBURSEMENT .....	11
Eligibility Requirement.....	12
1. Undergraduate Courses .....	12
2. Post College Work .....	12
3. Authorization for Special Courses .....	12
4. Application Procedures .....	12
5. Coordination with Other Sources of Financial Assistance.....	13

6. Eligible Expenses .....	13
7. Tuition Reimbursement Payments .....	14
8. Advance Payment .....	14
9. Agreement .....	14
ARTICLE XXIII—RIGHT TO RE-OPEN .....	15
ARTICLE XXIV—TERM OF AGREEMENT .....	15
SIGNATURES .....	16
20 HOUR PART-TIME TOLL COLLECTOR HOLIDAY MOA.....	17

AGREEMENT BETWEEN

NEW JERSEY TURNPIKE

AND

Local 194, IFPTE, AFL-CIO and CLC-Part Time Toll Collectors

This Agreement, effective July 1, 2019 through Midnight, June 31, 2023 is between the New Jersey Turnpike Authority, hereinafter referred to as the “Authority” and Local 194, International Federation of Professional and Technical Engineers, AFL/CIO -CLC, hereinafter referred to as the “Union.”

ARTICLE I—STATEMENT OF JOINT PURPOSE

The parties to the Agreement affirm their understanding that the Authority is a public benefit corporation, and its facilities are managed for the safety and convenience of the public, essential commerce and the national defense. It is the declared purpose of the Agreement to maintain the quality and efficiency of Authority facilities and services, mindful of the public need for economic transportation, the employee need for fair compensation and working conditions, and the obligations of the Authority under State and other laws and its covenants with the holders of its bonds. To this end, the Authority and the Union join themselves together to observe in good faith the terms of the Agreement.

ARTICLE II—RECOGNITION

The Authority agrees to recognize Local 194, I.F.P.T.E., AFL/CIO-CLC as the exclusive representative of all part-time employees pursuant to, and consistent with all provisions of the New Jersey Employer-Employee Relations Act as amended (N.J.S.A. 34:13 A-1 et seq.)

Preservation of Bargaining Unit Representation: In the event of the “monetization” of the New Jersey Turnpike Authority, the Part-Time bargaining unit job classifications presently represented by Local 194, I.F.P.T.E. shall continue to be represented by said local.

ARTICLE III- PAYROLL DUES DEDUCTION

The Authority agrees to deduct from the compensation of any employee member of the International Federation of Professional and Technical Engineers, Local 194, sufficient monies for the purpose of paying the employees’ dues to the International Federation of Professional and Technical Engineers, Local 194, provided said employee makes such request in writing, to the Finance Department of the Authority.

Effective January of 2008, monies so deducted by the Authority shall be transmitted bi-weekly to the International Federation of Professional and Technical Engineers, Local 194.

An employee may withdraw their written request for the deduction of dues, as stated above, anytime, upon the filing of the Notice of Withdrawal with the Comptroller's Office of the Authority. The filing of the Notice of Withdrawal shall be effective, as of July 1, as indicated by the employee, succeeding the date of filing of Notice of Withdrawal, at such time, Article VI, Paragraph B, shall prevail.

#### ARTICLE IV--UNIT IDENTIFICATION

The Unit shall consist of all Part-Time Toll Collectors but excluding all other personnel including seasonal and temporary employees.

#### ARTICLE V--DISCRIMINATION

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

#### ARTICLE VI--UNIFORM ALLOWANCE

In lieu of a clothing allowance, the Authority shall provide all PT Toll Collectors with shirts, pants and safety vests. The Authority further agrees that no PT Toll Collector shall be disciplined for wearing a coat under their vest.

#### ARTICLE VII--UNIFORMS

All Part-Time Employees will be uniformed in accordance with the "Rules Governing Toll Collection Uniforms and Appearance" as promulgated by the Toll Collection Department.

#### ARTICLE VIII--MILEAGE

The Part-Time employees will be paid mileage at the current rate permissible under Federal Internal Revenue Service regulations when assigned to duty at an Interchange other than their assigned base Interchange.

## ARTICLE IX—HOLIDAYS

Currently, the following will be considered paid holidays:

Fourth of July  
Easter Sunday  
Mother's Day  
Father's Day  
Juneteenth  
Christmas Eve  
Christmas Day  
New Year's Day

- A. Employees shall receive time and one half (1 ½ x) for working on the above-stated holidays. Any hours worked after eight (8) hours in the day will be paid at double-time and one half on recognized holidays. Part-Time Toll Collectors scheduled off on the day of the holiday shall receive holiday pay of three (3) hours pay at straight time rates for the holiday listed above.
- B. Any Part-Time employee having an unauthorized absence either the last scheduled workday before any holiday, or on the first scheduled workday after any holiday, shall forfeit any holiday pay due for that day.

## ARTICLE X-MISCELLANEOUS

- A. In those instances involving change of time in the spring and fall of each year, and the change results in a Part-Time employee working beyond the normal work day, said employee will be paid for the additional one (1) hour worked. When the change results in the employee working one (1) hour less than the normal workday, there shall be no loss of pay.
- B. Effective the first bi-weekly scheduled paycheck for 2008, Part-Time Toll Collectors shall be paid by check on a bi-weekly basis.
- C.
  - 1. Effective October 27, 2007, in the event there is an opening for a Full-Time Collector(s), the Authority will select the most senior Part-Time Toll Collector for one (1) of every two (2) openings.
  - 2. In the event there is an opening for a position in the Office, Clerical, Technical, or Maintenance areas, Part-Time Toll Collectors will be given an opportunity to apply for such vacancy after all transfer and promotional procedures of the Full-Time employees' contract have elapsed.
  - 3. In transferring to a Full-Time position, Part-Time employees with three (3) or more years of service will not be required to fulfill a probationary period. However, those transferring to an Office, Clerical, Technical or Maintenance position will be required to undergo a six-month work test period.
  - 4. Effective January 1, 2021, provide Non-Revenue EZ Pass to all employees in the Bargaining Unit to use for travel from: (a) home to work location, (b) from the work location to home and (c) any other work-related travel.

5. The parties agree that there shall be no cap on the number of Toll Collectors. The provisions of Paragraph 26 of the 2011 MOA shall be rescinded.

6. Effective January 1, 2021 Full-Time Toll Collectors shall be given first opportunity for 8 hour overtime shifts on Mondays through Fridays, while next priority will go to the 16 hour Part-Time Toll Collectors, followed by the 20 hour Part-Time Toll Collectors.

Effective January 1, 2021, 20-hour Part Time Toll Collectors shall be given first opportunity for 4-hour overtime shifts on Mondays through Fridays, while next priority will go to Full Time Toll Collectors, followed by 16-hour Part Time Toll Collectors. With respect to overtime on Saturday and Sunday, 16-hour Part Time Toll Collectors shall be given priority for all overtime shifts, with Full Time Collectors getting next priority, followed by 20-hour Part-Time Toll Collectors. Except in unforeseen circumstances, canvassing for all overtime shifts will be Interchanges 1-8A and 9-18W.

7. The Authority and the Union agree to establish a Joint Union-Management "Committee on the Future" consisting of representatives from Local 194 and the Authority. The committee will be made up of three (3) representatives from the Union and three (3) representatives of the Authority. Meetings will occur on dates and times that are mutually agreeable to the members of the Committee. The purpose of the Committee is to provide a forum for discussion between the Union and the Authority about bargaining unit positions that are likely to be phased out over the next 10 years as a result of changing technology and/or other operational needs, including the area of toll collection. The Committee will discuss strategies for preparing employees in these positions for jobs of the future with the Authority. The Committee will also discuss establishing a formalized training program to retrain these employees in ways that will help them to become qualified for these jobs of the future with the Authority. The Committee will meet at least twice per year and more frequently if agreed to by majority vote of the members of the Committee.

#### ARTICLE XI—GRIEVANCE AND DISCIPLINARY PROCEDURES

##### A. Grievances:

A grievance is any cause or complaint arising between the parties with reference to a violation of the Agreement. Grievances shall be handled in the following manner in order to ensure their fair and expeditious handling:

A grievance shall be presented not more than five (5) working days after the occurrence of the cause for such complaint. All time limits herein may be waived in unusual situations on request of either party.

##### Step #1

In the first instance, the employee and/or the Union will discuss with the supervisor involved, any grievance or complaint. Every effort should be made by both parties to reach a resolution.

## Step #2

If after the discussion, the grievance or complaint is not settled, it shall then be placed in writing by the employee or the Union on the appropriate form, and an answer will be furnished in writing within 48 hours by supervision. If the grievance is not resolved at this step, it will be forwarded to mediation pursuant to the rules and regulations of the Public Employment Relations Commission. The mediator will hold a hearing and make a determination, which shall be final and binding on both parties. Such decision shall be rendered within twenty-five (25) calendar days of receipt of the grievance.

### B. Disciplinary Actions:

1. Each employee should clearly understand the rules, regulations, and procedures of the Authority and is obliged to conform, comply, and carry out these matters. Violations shall constitute reasonable cause for the institution of disciplinary action.
2. All Disciplinary Action shall be in writing and shall indicate the name of the employee, the date(s), the offense(s) committed, the specifications of the alleged offense(s), and the penalty to be imposed.
3. Appeals from Disciplinary Action shall be through the Grievance Procedure.
4. Weingarten Rule- An employee is entitled, upon request, to have a union representative at the investigatory interview, which the employee reasonably believes might result in disciplinary action.

## ARTICLE XII-MANAGEMENT RIGHTS

The Authority retains and reserves any and all of its rights to manage except as modified herein.

## ARTICLE XIII-WAGES

### 1) Compensation

- a. All employees covered by the Agreement that are on payroll effective upon the date of the ratification shall receive the following across-the-board increases:

Effective July 1, 2019:	2.00%
Effective July 1, 2021:	2.00%
Effective Jan. 1, 2022:	2.00%
Effective July 1, 2023:	2.00%



Based upon the above increases, the rates of pay for Part-Time Toll Collectors shall be:

<b>Sal Plan</b>	<b>Grade</b>	<b>Eff Date</b>	<b>Rate Code</b>	<b>Hrly Rate</b>
194P	1A	7/1/2019	NAHRLY	15.300000
194P	1A	7/1/2021	NAHRLY	15.606000
194P	1A	1/1/2022	NAHRLY	15.918120
194P	1A	<u>7/1/2022</u>	NAHRLY	16.236482

- b. No Layoffs: In return for the deferral of what would have been the July 1, 2020 2% raise until January 1, 2022, the Authority agrees not to layoff any bargaining unit employees for a period of 18 months commencing July 1, 2020 through December 31, 2021 and agrees that if any bargaining unit employees are laid off prior to January 1, 2022, such members shall be made whole with respect to compensation and benefits. Further, the Turnpike agrees not to challenge the legal arbitrability of a grievance seeking to enforce this provision of the parties' collective bargaining agreement.

2) Service Bonus

In addition to the above rates of pay, upon completion of the Part-Time Toll Collector's fourth year of service, and on each annual anniversary thereafter, the Part-Time Toll Collector will be entitled to a bonus of Two Hundred Dollars (\$200.00), not applied to base salary.

3) Shift Differential

- (a) A shift differential shall be paid to employees whose shifts begin on or after 12:00 PM (Noon) according to the rates listed below. The shift differentials below shall be paid for only shifts worked.

After 12:00pm (Noon)	\$0.25/hour
After 6:00pm	\$0.35/hour

- (b) The shift differential of \$0.30/hour shall be paid to employees for all shifts worked as a Vacation Relief and Reserve collector.

ARTICLE XIV-MEAL ALLOWANCE

Employees working twelve (12) continuous hours shall be entitled to a meal allowance of \$15.00

## ARTICLE XV-PERSONAL LEAVE

- A. Employees will be permitted two (2) weekends off without pay at the option of the employee, provided 72 hours advance notice is given before the requested weekend off (close of business of the prior Tuesday). In addition, effective January 1, 2021, Part Time Toll Collectors hired prior to July 1, 2011 shall receive 5 personal days per year. All other Part Time Toll Collectors shall receive 5 earned sick leave days per year.
- B. Effective October 27, 2007, in each Section, twelve (12) employees per weekend day shall be permitted to use a Personal Leave Day.
- C. In any contract year the Authority denies three (3) written requests for a Personal Leave Day, after the third denial, the Part-Time Toll Collector shall be permitted to cash in one (1) unused Personal Leave Day. A Personal Leave Day shall be cashed in at the Part-Time Collector's rate of pay. If in the same contract year, the Authority denies a fourth (4<sup>th</sup>) written request for a Personal Leave Day, after the fourth denial, the Part-Time Toll Collector shall be permitted to cash in one (1) additional unused Personal Leave Day. This process will continue for the contract year if further written requests for unused Personal Leave Day(s) are denied.
- D. If a Part-Time Toll Collector becomes a Full-Time employee, any earned, unused Personal Leave Days shall be cashed in at the Part-Time Collector's then current rate of pay. The cash-in will occur at the time of the employee's reclassification.
- E. On July 1 of every year, Part-Time Toll Collectors who worked fewer than four hundred (400) hours in the preceding twelve (12) months shall be separated from employment with the Authority, unless the Authority, in writing, authorized a leave of absence that resulted in the Part-Time Toll Collector working fewer than four hundred (400) hours.
- F. When illness or injury or other emergency prevents an employee from reporting to duty, the employee must make every effort to report such absence at least two (2) hours before the start of the 1C and 2 Tours and three (3) hours before the start of all other tours, namely, the 1, 2B, 2C and 3 Tours.
- G. In the event an employee has exhausted his/her allowable leave time and is disabled due to serious injury or injury, or requires maternity leave, such employee may apply for a leave of absence not to exceed six months and still return to duty. Upon return, said employee shall retain his/her length of service and pay rate but not gain any service time during the period(s) of absence if it is more than 15 days (3 weekends).

#### ARTICLE XVI-LUNCHES AND BREAKS

Supervisors will be permitted to authorize extended lunches and/or breaks during extreme cold and/or heat.

#### ARTICLE XVII-TEMPORARY EMPLOYMENT

- A. Part-Time employees may be used as “temporary” employees as provided for under the Agreement for Full-Time employees, in which event they will receive the same wage as their part-time rate and may return to their part-time position when the temporary position expires. Such employees will work an 8-hour day, 40-hour work week. In the event an employee is called upon to work in excess of 8 hours in a day or 40 hours in a week, said employee shall receive time and one half his/her rate for such hours worked.
- B. Employees working on recognized holidays shall receive time and one-half for hours worked on such days. Any hours worked after eight (8) hours in the day will be paid at double-time and one half on recognized holidays.
- C. The Union agrees that it has no representation rights for temporary employees. The Union will continue to represent part-time employees who serve as temporary employees.

#### ARTICLE XVIII-UNION REPRESENTATION

- A. The Union and the Authority agree that, due to the requirement of representation of Part-Time employees, these employees will have their own Stewards who may, from time to time, require time off for Union business and/or business dealing with the Authority. The Authority may grant such time off when necessary, on a Saturday and/or Sunday without pay, at the request of the Union and with pay on Saturday and/or Sunday during the discussion of a grievance or disciplinary action, provided such release from work is not disruptive of the workforce.
- B. An employee elected to the office of the Union shall be authorized one (1) day per month off duty with pay and, if selected as a Convention Delegate, shall be authorized up to five (5) days off duty with pay for attendance at an I.F.P.T.E. National or AFL/CIO State or National Convention.

#### ARTICLE XIX-SENIORITY

- A. Seniority is defined as an employee’s continuous length of part-time service with the Authority. Any authorized leave of absence is considered continuous service.
- B. The Authority shall maintain an accurate, up to date seniority roster showing each employee’s date of hire, classification and pay rate, and shall furnish copies of the same to the Union upon request. The list need not include employees with less than one year of service. The Authority shall provide the Union with periodic amendments to the list.

## ARTICLE XX-STATE OF EMERGENCY

1. Effective October 1, 2020, Employees on duty and those who come to work on their shift or on overtime at a location within the geographic scope of the declaration of an Emergency shall receive a \$100.00 bonus.
2. An Emergency declaration will apply only when the Governor of the State of New Jersey declares a State of Emergency as a result of inclement weather or acts of domestic or international terrorism.
3. The declaration of an Emergency will be announced on the Authority's Hotline and/or by any other reasonable means of communication. Once so announced, it is presumed that all employees are aware of the declaration. Employees are responsible to check the Hotline.
4. Essential employees who do not report to duty on a scheduled work day, will be deemed unexcused unless: (a) they have received approval for paid leave in accordance with the provisions of this Agreement, or (b) they are on an approved unpaid leave of absence in accordance with the provisions of this agreement.

An Essential employee that is unexcused as set forth above shall only be entitled to utilize their accrued unused paid time off to be paid straight time for the day when the Authority finds a suitable replacement to come to work to perform the duties of the absent Essential Employee. Notwithstanding that such Essential employees are paid for the day the absence will still be treated as unexcused for purposes of the Attendance Policy.

5. The Authority shall issue identification to essential employees that identify them as essential.

## ARTICLE XXI-DEATH IN THE FAMILY

Effective October 27, 2007, a paid leave of absence of two (2) days shall be granted in the event of the death of a Spouse, Parent, Step-Parent, Child or Step-Child. A paid leave of absence for one (1) day shall be granted in the event of the death of a Sibling, Parent-In-Law, Natural Grandparent and Grandchild.

Part-Time Toll Collectors shall have thirty (30) calendar days from the death of a family member to exercise the bereavement entitlement as set forth in this section. There shall be no bereavement entitlement after the expiration of said period. The Part-Time Toll Collector will provide reasonable verification of the death.

## ARTICLE XXII—TUITION REIMBURSEMENT

Effective October 27, 2007, Part-Time Toll Collectors shall be eligible for tuition reimbursement under the following conditions:

This Tuition Reimbursement Program provides an opportunity for eligible Part-Time Toll Collectors to improve their knowledge and skills so that they may effectively contribute to carrying out the mission of the Turnpike Authority. The program encourages Part-Time Toll Collectors to obtain formal, undergraduate education on their own time, at accredited institutions of higher learning, by reimbursing Part-Time Toll Collectors for their eligible costs. In addition to formal, undergraduate classes, the Turnpike Authority may also provide tuition reimbursement to Part-Time Toll Collectors who participate in certification or licensing

programs where those courses or programs directly relate to potential career opportunities with the New Jersey Turnpike Authority.

### Eligibility Criteria

#### 1. Undergraduate Courses

- A. To be eligible for tuition reimbursement for Undergraduate Courses, Part-Time Toll Collectors must have: (a) at least four (4) years of Local 194 Part-Time Toll Collector service; and (b) worked more than two-thousand eight hundred (2,800) hours as a Local 194 Part-Time Toll Collector in the preceding four (4) years. Part-Time Toll Collectors must obtain pre-approval from the Human Resources Department for the course or programs for which they intend to seek reimbursement. Eligible Part-Time Toll Collectors may take a maximum of two (2) courses per semester at an accredited institution until fulfillment of required number of credits for degree. The two (2) courses cannot exceed a total of six (6) credits. The maximum amount a Part-Time Toll Collector may be reimbursed is \$275 per credit.
- B. The applicant should demonstrate sufficient initiative and promise in his or her performance to warrant undertaking training or educational courses at Turnpike Authority's expense. The applicant's attendance and disciplinary records, as well as records of previous training or course work, will also be taken into consideration for approval.
- C. Courses pursued must not interfere with the applicant's normal Turnpike Authority job responsibilities. Therefore, the Turnpike will not approve tuition reimbursement for classes which are scheduled on weekends.

#### 2. Post College Work

Part-Time Toll Collectors are not eligible for tuition reimbursement for post-college work.

#### 3. Authorization for Special Courses

- A. Tuition reimbursement applications for specialized courses of study such as vocational training, certification, licensing examination, and state mandated review courses, require the approval of the Executive Director or his designee.
- B. Non-credited home study courses are not eligible for tuition reimbursement.

### Application Procedures

- 1. An application for Approval of Tuition Reimbursement form must be completed and signed by the Part-Time Collector and forwarded to the Part-Time Toll Collector's Director along with a copy of the course description and fee breakdown schedule from the current school catalogue as well as other supporting material, for pre-approval of eligible courses. This is to be done as far in advance as possible, but not less than two (2) weeks before the course(s) begin. If, for valid reasons, applicants cannot meet this deadline, they must submit a memorandum explaining the delay to the Director.

2. The application will be sent to the Director of Human Resources then to the Executive Director or designee for final approval. If either the Director of Human Resources or the Executive Director denies the request, he/she shall attach to the form a statement providing the reason(s) for denial.
3. Upon completion of the course(s), the Part-Time Toll Collector must submit a copy of the educational institution's receipt of payment reflecting all eligible expenses and a copy of the completed official transcript with grade report. This package should be forwarded to the Part-Time Toll Collector's Director for approval or denial of payment.
4. The Director shall calculate the amount of reimbursement and prepare a Request for Payment of Tuition Reimbursement form. The form is then forwarded to the Director of Human Resources for approval and final authorization by the Executive Director or his/her designee. The entire packet will be returned to the Director who shall prepare a check requisition, maintain a copy of the entire packet for their records and forward the check payment to the department director for release to the Part-Time Collector.

#### Coordination with Other Sources of Financial Assistance

1. Applications for reimbursement must disclose all other training or educational allowances expected to be received by the Applicant.
2. Part-Time Toll Collectors who are entitled to receive training or educational allowances from other sources, including fellowships, scholarships, grants-in-aid, or benefits received by veterans and active reservists from government-sponsored programs, can receive financial assistance under this program only after funds from these other sources are fully utilized. Under no circumstances will the Turnpike Authority duplicate any funds obtained from outside sources. If, however, the training allowances from these other sources do not fully cover tuition costs, the Turnpike Authority may provide additional funding up to the eligible cost of approved courses within the limits specified in this policy.
3. Failure to comply with the provisions of paragraphs 1 and 2 above will result in the repayment by the Part-Time Toll Collector of all funds to which he/she is not entitled through a lump-sum payment and may also result in disciplinary action.

#### Eligible Expenses

1. Eligible fees include:
  - A. Laboratory fees specifically related to course requirements.
  - B. Registration fees, when the amount of such a fee is specifically designated by the school attended.

- C. General or comprehensive fees up to a maximum of \$175 per semester, when an unspecified portion or such mandatory fee is allocated to registration by the school attended.
2. Parking fees, student activity fees and other ancillary fees are not eligible for reimbursement under this program.
3. Expenses for textbooks, equipment, supplies, material, travel and room and board are not eligible for reimbursement under this program.

#### Tuition Reimbursement Payments

1. Tuition reimbursement payments are authorized by the Part-Time Toll Collector's Director, or his designee, upon receipt of proof of payment and certification of having achieved a passing grade for each course taken, provided the applicant is still employed by the Turnpike Authority on the date the course is completed. Payments will be made for "Pass" or "Complete" grades when it is the policy of the school to grade courses with "Pass/Fail" or "Complete/Incomplete" designations.
2. Requests for payment must be made within sixty (60) days from the original course completion date shown on the application.
3. Upon successful completion of a class or course and having submitted required documentation, the Part-Time Toll Collector shall be reimbursed based on the following scale:

Grade	Reimbursement
A	100%
B	85%
C	75%
D	50%
F	None
Pass	100%

#### Advance Payment

There shall be no advance payment of expenses by the New Jersey Turnpike Authority under this program.

#### Agreement

Part-Time Toll Collectors who receive reimbursement will be required to sign an agreement indicating that they will not leave the employment of the Turnpike for a one (1) year period

following receipt of the most recent reimbursement or they will be required to return the amount of the last reimbursement.

#### ARTICLE XXIII—RIGHT TO RE-OPEN

Either Party has the right to re-open the Agreement by agreement of both parties as long as it does not result in adversely affecting covered employees' wages and benefits.

#### ARTICLE XXIV—TERM OF AGREEMENT

This agreement shall take effect as of July 1, 2019 and shall continue in full force and effect through Midnight, June 30, 2023.



SIGNATURES

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

FOR THE AUTHORITY:

FOR LOCAL 194, IFPTE:

---

John M. Keller  
Executive Director

---

Barry C. Kushnir  
President

---

James Carone  
Deputy Executive Director

---

Darryl Daniels  
Vice President

WITNESS

---

Kim Schurman  
Secretary to the Authority

**Memorandum of Agreement**

**Local 194 International Federation of Professional and Technical Engineers,  
AFL/CIO-CLC**

-and-

**NEW JERSEY TURNPIKE AUTHORITY**


**WHEREAS** IFPTE Local 194 and the New Jersey Turnpike Authority ("Authority") are parties to a collective bargaining agreement with a term of July 1, 2019 through June 30, 2023;

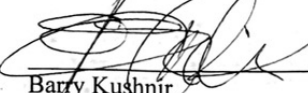
**WHEREAS** IFPTE Local 194 Part-Time Toll Collectors and the Authority are parties to a collective bargaining agreement with a term of July 1, 2019 through June 30, 2023;

**WHEREAS** the parties agree that the collective bargaining agreement may be reopened.

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

1. All new 20 Hour Part-Time Toll Collectors will move to a seven week schedule with alternating days off during the week. New Part-Time 20 Hour Toll Collectors may be required to work on various Saturdays and Sundays, depending on the rotation of their schedules.
2. This memorandum will maintain the 2018 agreement that created a 20 Hour Part-Time Toll Collector schedule working Monday through Friday, with weekends off, for any 20 Hour Part-Time Toll Collector hired prior to this agreement.
3. All 20 Hour Part-Time Toll Collectors will be compensated with an additional 3 (three) hours straight time pay rate for any Holiday they are scheduled to work.

  
James D. Carone  
Deputy Executive Director, NJTA

9/1/2021  
Date:   
Barry Kushnir  
President, IFPTE Local 194

9/1/2021  
Date: