NJ TRANSIT
The Way To Go.

AGREEMENT

For the period from July 1, 2024 through June 30, 2028





between

NJ TRANSIT BUS OPERATIONS, INC.
and
AMALGAMATED TRANSIT UNION
NEW JERSEY STATE COUNCIL

Division nos.:
540,819,820,821,822,823,824,825,and 880

HOURLY EMPLOYEES CONTRACT

TABLE OF CONTENTS

SECTION 1 - UNION-COMPANY RELATIONSHIP
RECOGNITION 2

MANAGEMENT RIGHTS 2

A. GRIEVANCE PROCEDURE 2
B. DISCIPLINE 5
C. UNION SECURITY 6
D. CHECK-OFF 7
E. CREDIT UNION DEDUCTION 7
F. C.O.P.E. DEDUCTION 8
G. SHORTAGES 8
H. HOLD HARMLESS 8

SECTION 2 - WAGES 8

A. OPERATORS 8
B. PART-TIME OPERATORS 9
C. RETIREES HIRED AS PART-TIME OPERATORS 11
D. SEASONAL OPERATORS 11

SECTION 3 - SCHEDULES 11

SECTION 4 - WORKING CONDITIONS 13

A. OVERTIME 13
B. EXTRA TRIPS 14
C. TRAVELING TIME 14
D. WAITING TIME 14
E. WORK BOARD 14
F. CANCELLATION OF WORK 14
G. DELAY TIME 15
H. INSTRUCTION TIME 15
I. WORK ON A DAY OFF 15
J. WORK ON A HOLIDAY 15
K. MEAL ALLOWANCE 16
L. NAME PLATES - BADGES 16
M. PACKAGE EXPRESS 16

SECTION 5 - SNOW WORK (EMERGENCIES) 16

SECTION 6 - UNIFORMS 17

SECTION 7 - ALLOWANCES 17
A. VACATIONS 17
B. TIME FOR REPORTING AND TURNING-IN 18
C. BREAKING-IN TIME 18
D. ACCIDENT REPORT TIME 19
E. EXPENSES/FINGERPRINTING COST 19
F. REST TIME 19

SECTION 8 - EXTRA LIST 20

A. GUARANTEE TIME 20
B. ROLL CALLS 21

SECTION 9 - OPERATOR'S WAGE FOR TOURS AND SPECIAL SERVICES 21

I. CHARTER BOARD 23
OPERATOR'S WAGE FOR TOURS, SPECIAL SERVICE AND MULTIPLE DAY CHARTERS 23
OPERATOR'S LODGING AND MEALS 23
BREAKDOWNS 24
CHARTER CANCELLATIONS 24
PART-TIMERS 24

SECTION 10 - SENIORITY AND BIDDING OF RUNS 24

SECTION 11 - DAYS OFF 26

SECTION 12 - LAY-OFFS AND TRANSFERS 27

A. LAY-OFFS 27
B. TRANSFERS 27

PROVISIONS FOR EMPLOYEES OF MAINTENANCE DEPARTMENTS 29

SECTION 13 - GENERAL PROVISIONS FOR GARAGES, GENERAL OFFICE BUILDING, GENERAL SHOPS, AND STORES DEPARTMENT 29

A. OVERTIME RECORDS 29
B. HOLIDAY WORK 29
C. WEARING APPAREL 29
D. EQUIPMENT/TOOLS 30
E. MEAL ALLOWANCE 30
F. TEMPORARY ASSIGNMENT 31
G. FOREMEN 31

H. ALLOWANCE TIME....31
I. EMERGENCIES....31
J. OVERTIME....32

SECTION 14 - SPECIFIC PROVISIONS - LOCAL GARAGES, AND GENERAL OFFICE BUILDING....32

A. WAGES....32
B. HOURS....33
C. OVERTIME....33
D. DAYS OFF....34
E. TRAVELING TIME....34
F. SENIORITY....35
G. VACANCIES....35
H. VACATIONS....36
I. TRAINING OF SKILLED EMPLOYEES….....37

SECTION 15 - SPECIFIC PROVISIONS FOR THE GENERAL SHOPS....37

A. WAGES....37
B. HOURS PER DAY....37
C. HOURS PER WEEK....37
D. OVERTIME....38
E. SENIORITY....38
F. VACANCIES....38
G. TEMPORARY ASSIGNMENT....39
H. VACATIONS....39
I. SUBCONTRACTING …….....39
J. TRAINING ALLOWANCE....40

SECTION 16 - GENERAL PROVISIONS....40

A. WORK ASSIGNMENTS....40
B. BULLETIN BOARDS....40
C. INJURIES....40
D. HOLIDAYS....40
E. OVERTIME RECORDS....41
F. ATTENDING HEARINGS....42
G. PHYSICAL EXAMINATION....43
H. BOND....43
I. FREE TRANSPORTATION....43
J. SAFETY AND HEALTH....43
K. RECALL FROM LAY-OFF....44
L. BENEFITS....45
M. LEAVE OF ABSENCE....53

N. DISABILITY 54
O. SICK DAYS....55
P. PART-TIME OPERATORS AND FULL-TIME PROVISIONAL OPERATORS....56
Q. SEASONAL OPERATORS 66
R. NEW WORK....67
S. DURATION AND ISSUANCE OF CONTRACT....67
T. COOPERATION....67
U. DOCTOR'S NOTES AND VERIFICATIONS....68
V. NOTICES....68
W. PERSONAL DAY.... 68
X. PAY STUBS.... 69

SECTION 17 - SPECIFIC PROVISIONS FOR EMPLOYEES OF THE CITY SUBWAY OPERATIONS 70

17A. CITY SUBWAY OPERATORS....70

I. CITY SUBWAY REGULAR LIGHT RAIL OPERATOR (OPERATOR) WAGES 70
II. CITY SUBWAY OPERATOR SCHEDULES 71
III. CITY SUBWAY OPERATOR WORKING CONDITIONS 73
A. OVERTIME 73
B. EXTRA TRIPS....73
C. TRAVELING TIME 73
D. WAITING TIME 73
E. WORK BOARD....74
F. CANCELLATION OF WORK 74
G. DELAY TIME 74
H. INSTRUCTION TIME 74
I. WORK ON A DAY OFF 74
J. WORK ON A HOLIDAY 75
K. MEAL ALLOWANCE 75
IV. SNOW WORK (EMERGENCIES)....76
V. UNIFORMS 76
VI. CITY SUBWAY OPERATOR ALLOWANCES 76
A. VACATIONS....76
B. TIME FOR REPORTING....77
C. BREAKING-IN TIME 77
D. ACCIDENT REPORT TIME 78
E. EXPENSES 78
F. REST TIME....78
VII. CITY SUBWAY EXTRA LIST....79
A. GUARANTEE TIME 79
B. ROLL CALLS....79
VIII. CITY SUBWAY SENIORITY AND BIDDING OF RUNS 80
IX. DAYS OFF 82
X. LAY-OFFS AND TRANSFERS 82
A. LAY-OFFS....82

B. TRANSFERS 83
XI. CITY SUBWAY OPERATOR CERTIFICATION PROGRAM....84
XII. SUBSTITUTE BUS SERVICE....85

17B. CITY SUBWAY MAINTENANCE EMPLOYEES 85

I. WAGES…….……..…. 85
II. HOURS 86
III. OVERTIME....86
IV. DAYS OFF 86
V. TRAVELING TIME....87
VI. SENIORITY 87
VII. VACANCIES 88
VIII. VACATIONS....89
A. VACATIONS....89
IX. REST TIME....90
X. OVERTIME RECORDS....90
XI. HOLIDAY WORK....90
XII. WEARING APPAREL 90
XIII. EQUIPMENT/TOOLS....91
XIV. MEAL ALLOWANCE....91
XV. TEMPORARY ASSIGNMENT 92
XVI. FOREMEN 92
XVII. ALLOWANCE TIME....92
XVIII. EMERGENCIES....92
XIX. OVERTIME....93
XX. APPRENTICE TECHNICIANS....93

SECTION 18 ATTENDANCE POLICY (TIC, MAINTENANCE, CLERICAL, FIELD SALARY AND TRANSPORTATION) 95

SECTION I. EMPLOYEES' OBLIGATION FOR PROPER ATTENDANCE..……..95
SECTION II. DEFINITIONS 96
SECTION III. ATTENDANCE SYSTEM....99
A. GENERAL PROCEDURES …….....99
B. PROCEDURES FOR ATTENDANCE RELATED GRIEVANCES....100
SECTION IV. EXCEPTIONS……..…… 102

SECTION 19 PROVISIONS FOR FACILITIES MAINTENANCE DEPARTMENT ("DIN" CREW) AND TERMINALS DEPARTMENT 107

PART 1- GENERAL PROVISIONS- FACILITIES MAINTENANCE DEPARTMENT ("DIN" CREW) AND TERMINALS DEPARTMENT 107
PART 2 - SPECIFIC PROVISIONS – FACILITIES MAINTENANCE DEPARTMENT ("DIN" CREW) AND TERMINALS DEPARTMENT 111

APPENDIX "A".....115

APPENDIX "B".....120

APPENDIX "C".....121

APPENDIX "D".....122

APPENDIX "E".....123

EMPLOYEES HIRED BEFORE JUNE 26, 1997

PART I OPERATORS.....124

PART II LOCAL GARAGES AND GENERAL OFFICE BUILDING.....126

PART III GENERAL SHOPS.....135

PART IV CITY SUBWAY.....145

PART V DIN CREW.....153

EMPLOYEES HIRED AFTER JUNE 26, 1997

PART I OPERATORS.....159

PART II LOCAL GARAGES & GENERAL OFFICE BUILDING..... 160

PART III GENERAL SHOPS..... 169

PART IV CITY SUBWAY.....179

PART V DIN CREW.....185

SPECIAL RATES……...190

AGREEMENT

This agreement is signed on this 19th day of June, 2025, by and between NJ TRANSIT Bus Operations Inc., a body politic and corporate of the State of New Jersey, hereinafter called the Company or NJ TRANSIT, party of the first part, and the Amalgamated Transit Union, New Jersey State Council and Local Division Nos. 540, 819, 820, 821, 822, 823, 824, 825 and 880, hereinafter called the Union, parties of the second part.

PURPOSE

That the purpose of this agreement is to provide a working understanding between the Company and the Union; to provide as satisfactory service to the public as possible; to provide as good working conditions for the members of the Union as possible and properly protect the interests of the Company, and with respect to the operation of the Company and the relations to exist during the terms of this agreement between the Company and the members of the Union, and the parties hereto mutually agree as follows:

In the event that the Company shall dispose of its transit properties and business by sale or other transfer or shall lease the same, the Company shall make it a condition of such sale or transfer or lease that the purchaser or transferee or lessee shall become a party to the Labor Agreement in force with the Union and its Divisions affected by such sale, transfer or lease.

In the event that NJ TRANSIT or a subsidiary corporation of NJ TRANSIT acquires a bus company as a subsidiary corporation in which it has a substantial interest and the subsidiary has routes competing with NJ TRANSIT routes, NJ TRANSIT will not decrease operations on routes which compete with the subsidiary company, where the effect is to increase operations of the subsidiary company for the purpose of taking advantage of lower labor costs.

SECTION 1 - UNION-COMP ANY RELATIONSHIP

RECOGNITION

Pursuant to and in conformity with the Public Employment Relations Commission the Company recognizes the Union as the sole and exclusive bargaining agency for the employees in the units previously certified by the National Labor Relations Board.

The Company agrees to meet and treat with the duly accredited officers and Committees of the Union upon all questions.

MANAGEMENT RIGHTS

The Management of the Company and the direction of the working forces, including the right to hire, suspend, discharge for proper cause, promote, demote, or transfer, and the right to determine the size of the working forces, are recognized to be in the Company, but each employee covered in this agreement shall have the right provided in this agreement for the adjustment of grievances.

A. GRIEVANCE PROCEDURE

Should any dispute or grievance arise between the Company and the Union, or any of its members, as to the interpretation, application, or operation of any provisions of this agreement, not specifically settled in said agreement, both parties shall endeavor to settle the question in the simplest and most direct manner. All time limits contained herein are triggered from First Step decision dates. If an employee absence is covered by contractual provisions and those absence dates prevent the employee from attending a scheduled hearing, those absence dates shall not be included in the calculation of these time limits. Time limits can be waived by mutual consent of the VP/GM of Bus Operations or their designee and the Chairman of the New Jersey State Council, or a President/Business agent of a local union or their designee. The procedure shall be as follows unless any step thereof is waived by mutual consent:

First: Such dispute or grievance is to be taken up between the employee and the Union representative and the supervisor, foreman, or department head. Grievances submitted by union officials must be submitted in writing within one hundred eighty (180) days of the event giving

rise to the grievance. First Step Hearings shall be scheduled at a date and time that both the grievant and a Union representative are available. Employees are required to appear at the date and time scheduled, unless prior request is made for a rescheduled time and date. Hearings rescheduled with a prior request must be scheduled at a mutually agreeable time and date. Employees failing to appear for a rescheduled hearing without an exceptional cause may be held out of service without pay until such time as they appear as directed.

Second: Between the President or Business Agent of the Union and/or the State Business Agent of the Union and the Division Manager or department head. Either the Company or the Union representative may delegate their authority. The Division office must be notified of requests, documented in writing, for a Second Step Hearing by close of business two business days after the date of First Step Hearing decision (not including weekends and holidays). For example, a decision rendered on a Friday must be appealed by close of business Tuesday (Wednesday, in the case of a holiday on Monday or Tuesday). Second Step Hearings shall be conducted no more than 30 calendar days after the First Step decision is rendered (not including the day of the decision). Second Step decisions shall be rendered no more than 10 calendar days after the beginning of the Second Step hearing and confirmed in writing. Failure to provide a decision will result in the charges being dismissed or the grievance being sustained. If the grievant fails to appear for a Second Step hearing as scheduled, the appeal shall cease to exist and the discipline sustained. If the grievant fails to appear due to an exceptional cause, the time calculation shall be suspended for no longer than 30 calendar days until such hearing is held.

Third: Between the President or Business Agent of the Local involved and/or the State Business Agent of the Union and the General Manager of the Company. Either the Company or the Union representative may delegate their authority. Appeals of Second Step decisions must be submitted in writing (fax or email is acceptable) to the designated Labor Relations Representative no later than close of business five business days after the Second Step decision is rendered (not including the day of the decision). Third Step Hearings shall be concluded no later than 75 calendar days from the First Step decision date. Failure to provide a decision will result in the charges being dismissed or the grievance being sustained. If the grievant fails to appear for a Third Step hearing as scheduled, the appeal shall cease to exist and the discipline sustained. If the grievant fails to

appear due to an exceptional cause, the time calculation shall be suspended for no longer than 30 calendar days until such hearing is held.

Arbitration: It is the stated intent and purpose of both parties at all times to reach agreement by negotiation between the Company and the Union, without recourse to arbitration. In the event, however, that such dispute or grievance is not settled to the satisfaction of the parties through recourse to the Third Step, the dispute or grievance may be referred by any Division or the State Council of the Union, or Company, to arbitration in accordance with applicable rules of the American Arbitration Association or the New Jersey State Board of Mediation, the choice of one or the other to be made by the defending party in the arbitration procedure. Appeals to arbitration must be filed within one hundred eighty (180) days of the Third Step decision or the grievance will cease to exist, provided, however, that for employees disciplined for arrests and/or convictions the 180-day filing deadline shall not begin to run until the charges forming the basis of the discipline have been determined by a trial court or otherwise resolved. In cases where the filing deadline is tolled pending resolution of criminal proceedings, the Company shall have no backpay exposure for the entirety of the tolling period.

To illustrate the above concept: Employee is disciplined on January 1 for arrested/convicted for charges involving an alleged crime. The first step decision is rendered February 1. The third step decision is rendered April 1. The employee's criminal trial concludes September 1. The 180-day limitations period will begin to run on September 1. The Company will face no backpay exposure for the period of April 1 through September 1.

Once arbitration has been requested, each party will select its own arbitrator. The two party arbitrators will select a third, neutral arbitrator. After the appointment of the third arbitrator, the Arbitration Board shall meet for the purpose of reaching a determination of the dispute or grievance, and the decision of the majority of the board, submitted in writing, to the Company and the Union, shall be final and binding upon both parties. Each party shall bear the expense of its own arbitrator, and the expenses of the third arbitrator shall be borne equally by both parties.

Authority of the arbitration board shall be limited to the determination of the dispute or grievance arising out of the interpretation, application or operation of the provisions of this agreement, on submission of the issues involved by the parties to this agreement. It shall not have any authority whatsoever to alter, amend or modify any of the provisions of this agreement.

B. DISCIPLINE

1. Notice of Discipline; 72-Hour Rule: When employees are called into the office on a charge or charges, they shall answer to such charge or charges only, provided that when complaints are made by Company officials that the employee is personally notified within 72 hours of the alleged offense, except in registration cases, the employee's two (2) days off will not be included in the computation of the 72 hours. Provided that the 72-hour period for notification begins when the employee physically reports to work at the start of a scheduled work shift and performs his/her duties on such shift. The notice of hearing shall include the time of the incident or infraction.

2. Hearing Prior to Entry of Discipline: Entries will not be placed against the discipline record of any employee until such employee has been given a hearing and the charge or charges have been proven.

3. Suspensions Pending Hearing: Employees shall not be suspended for incivility, minor violations or accidents, until full investigation by the Company and the Union determines the facts of the case. Where existing laws automatically provide for suspension of driver's license, they will, of course, be observed. Effective March 31, 2007, all one-day suspensions shall be administrative only.

4. Immediate and Delayed Discipline: Effective March 31, 2007, all suspensions of greater than one day shall not begin until after completion of the Third Step except in discharge cases and cases involving: (a) violence or threats of violence; (b) fighting; (c) possessions of a weapon; (d) theft or embezzlement; (e) fare-related irregularities; (f) sexual harassment or EEO violations; (g) drug or alcohol abuse; (h) criminal conduct or gross disregard of safety rules; (i) driving without a valid CDL; (j) gross insubordination; or (k) lewd conduct. In such cases (i.e. suspensions of greater than one day that involve one of the exceptions listed above), the suspension shall commence immediately upon issuance of the discipline at the First Step.

5. Expungement of Discipline: Effective March 31, 2007, due consideration shall be given to the record of the employee for the past three (3) years when determining proper discipline.

6. Time to Answer a Charge; Application of Discipline: When employees are notified by written notice to come to the office to answer any charge or charges, it may be at the completion of their day's assignment, or on their swing, or before the start of their midday or night assignment,

or at the completion of an a.m. tripper. When discipline is applied, effective March 31, 2007, any suspension or termination of service shall be effective immediately as provided in Section 1B(4) above. When an employee is not permitted to start work or finish assignment, that day shall be applied to discipline. Suspensions shall cover consecutive days.

7. Copy of See-Me Slip to Union: A copy of the violation slip that spells out the discipline applied by the Supervisor or Company official at the first step of the grievance procedure shall be given to the Union representatives, who shall then make a signed acknowledgment that they have received a copy.

8. Reimbursement of Lost Time When Employee Innocent of Charges: When it is established that employees are innocent of charges against them, they shall be reimbursed for lost time as the result of a suspension or discharge.

9. Time Over Head Option: Effective March 31, 2007, for any Warning or one-day suspension, employees shall have the option to either: (1) challenge the discipline pursuant to the grievance procedure, or (2) waive this right and instead opt to take "time over head" for a period of 12 months. An employee who elects to take "time over head" waives the right to challenge the discipline beyond the first step and, in return, shall have the Warning or one-day suspension expunged from his/her record if he/she has no further discipline for 12 months.

10. First Step Around Holidays: Effective March 31, 2007, the Company shall not hold any First Step on the day before or the day after a holiday, except in the situations described in Section 1B(4), above.

C. UNION SECURITY

Employees entering the service of the Company may become members of the Union after 30 days. However, the 90-day probationary period agreed to by the employee on applying for a position with the Company will be recognized. The probationary period shall be measured from the time the employee arrives at the assigned garage or other assigned, permanent work location, not from the time the employee commences new employee training.

Employees who have been recalled from lay-off and who had completed their probationary period prior to lay-off, shall not be required to serve another probationary period.

All employees of the Company who are now or may hereafter become members of the Union shall strictly observe all operating rules and regulations of the Company and all special rules of the Company and of its officials.

The Company shall comply with applicable law regarding (1) the provision of information to the Union regarding negotiations unit members; (2) the provision of information to the Union regarding new hires; (3) Union access to Company facilities; and (4) Union access to Company email servers. The Union shall be permitted an opportunity to speak at new employee orientations conducted by the Company.

D. CHECK-OFF

On the second pay day of each month, the Company shall deduct from the pay of such of its employees who are also members of the Union, their regular Union dues for the calendar month and promptly remit the same to the proper officials of the Union as designated by the latter in writing. For this purpose, the Union shall maintain and furnish to the Company a notarized list of its members in the employ of the Company together with the dues deduction in effect, not later than the last Thursday of each month.

The regular dues of pensioned employees who are members of the Union shall be deducted from the pension payments each month and be remitted to the proper officials of the Union.

Check-off of all dues must be authorized in writing by the employees and pensioners involved. Withdrawal of dues authorizations shall be in accordance with applicable law.

Not more than four (4) changes in the amount of dues check-off may be made in one calendar year.

E. CREDIT UNION DEDUCTION

On each payday the Company shall deduct from the pay of such of its employees as may be members of the Credit Union an amount authorized in writing by the employee and same shall be promptly remitted monthly to the Treasurer of the Credit Union. Withdrawal of such authorizations shall be in accordance with applicable law. The amount which the employee may authorize to be deducted shall be of his/her own choosing. Credit Union will be defined as Authorized Credit Union of each Local 540, 819, 820, 821, 822, 823, 824, 825 and 880.

F. C.O.P.E. DEDUCTION

The Company shall deduct from the pay of its employees, as may be members of the Union, an amount authorized by the employee in writing and same shall be remitted to the International Office of the Amalgamated Transit Union. Withdrawal of such authorizations shall be in accordance with applicable law.

G. SHORTAGES

When an employee makes an error in computation of Company receipts that results in a shortage of cash, or where they sustain any other shortage that is obvious and provable, it is agreed that the employee shall be liable to the Company for the amount of said shortage, and shall voluntarily reimburse the Company within ten (10) days after said shortage is brought to the employee's attention. When an employee has been shorted, he or she shall be reimbursed within ten (10) days after the shortage is brought to the Company's attention.

H. HOLD HARMLESS

The Union agrees to indemnify and hold the Company harmless from any causes of action, claims, loss or damages incurred as a result of Sections D-F above.

SECTION 2 – WAGES

A. OPERATORS

The wage rates for all operators shall be based upon length of service, and shall depend upon whether the employee was hired before or after June 26, 1997.

Hired Before June 26, 1997: For operators hired before June 26, 1997, wage rates shall be based upon the following six-step progression:

Step	Length of Service	Percent
1	First 12 Months Service	70.00%
2	12 Months to 24 Months	75.00%
3	24 Months to 36 Months	80.00%
4	36 Months to 48 Months	85.00%
5	48 Months to 60 Months	90.00%
6	Thereafter	100.00%

Hired After June 26, 1997: For operators hired after June 26, 1997, wage rates shall be based upon the following seven-step progression:

Step	Length of Service	Percent
1	First 6 Months Service	60.00%
2	6 Months to 12 Months	65.00%
3	12 Months to 24 Months	70.00%
4	24 Months to 36 Months	75.00%
5	36 Months to 48 Months	80.00%
6	48 Months to 60 Months	90.00%
7	Thereafter	100.00%

Effective on or about March 2, 2019: Wage rates for operators shall be based upon the following five-step progression:

Step	Length of Service	Percent
1	First 12 Months Service	70.00%
2	12 Months to 24 Months	75.00%
3	24 Months to 36 Months	80.00%
4	36 Months to 48 Months	90.00%
5	Thereafter	100.00%

Wage rates for operators during the length of this Agreement are fully set forth in Appendix "E", Part I.

B. PART-TIME OPERATORS

The wage rates for all part-time operators shall be based upon hours of work, and shall depend upon the part-time operator's date of hire.

Hired Before January 12, 1989: For part-time operators hired before January 12, 1989, wage rates shall be based upon the following nine-step progression:

Step	Length of Service	Percent
1	First 1,040 Hours	70.00%
2	1,040 to 1,560 Hours	78.00%
3	1,560 to 2,080 Hours	81.50%
4	2,080 to 3,120 Hours	85.00%

5	3,120 to 4,160 Hours	87.50%
6	4,160 to 5,200 Hours	90.00%
7	5,200 to 6,240 Hours	92.50%
8	6,240 to 7,280 Hours	95.00%
9	Thereafter	100.00%

Hired Before June 26, 1997: For part-time operators hired after January 12, 1989 and before June 26, 1997, wage rates shall be based upon the following six-step progression:

Step	**Length of Service**	**Percent**
1	First 2,080 Hours	70.00%
2	2,080 to 4,160 Hours	75.00%
3	4,160 to 6,240 Hours	80.00%
4	6,240 to 8,320 Hours	85.00%
5	8,320 to 10,400 Hours	90.00%
6	Thereafter	100.00%

Hired After June 26, 1997: For part-time operators hired after June 26, 1997, wage rates shall be based upon the following seven-step progression:

Step	**Length of Service**	**Percent**
1	First 1,040 Hours	60.00%
2	1,040 to 2,080 Hours	65.00%
3	2,080 to 4,160 Hours	70.00%
4	4,160 to 6,240 Hours	75.00%
5	6,240 to 8,320 Hours	80.00%
6	8,320 to 10,400 Hours	90.00%
7	Thereafter	100.00%

Wage rates for part-time operators during the length of this Agreement are fully set forth in Appendix "E", Part I.

C. RETIREES HIRED AS PART-TIME OPERATORS

Wage rates for retirees hired as part-time operators during the length of this Agreement are fully set forth in Appendix "E", Part I.

D. SEASONAL OPERATORS

Wage rates for seasonal operators during the length of this Agreement are fully set forth in Appendix "E", Part I.

SECTION 3 - SCHEDULES

A

Regular runs shall consist of work assignments paying not less than eight (8) hours and having no more than a 2-hour swing. Runs may consist of assignments of six (6) hours but less than eight (8) hours and in such cases shall pay eight (8) hours. Except on pull-in trips and certain late runs, relief shall be made as soon as possible after seven (7) hours and forty-five (45) minutes of work. Any straight piece of work of at least seven (7) hours shall not be combined into a swing run. However, pieces of work between six (6) and seven (7) hours may be combined with other pieces of work to form swing runs. At least 66% of these regular runs must be straight runs and the balance, or 34%, will have no more than a 2-hour swing. The Company agrees to make on each schedule the maximum number of such regular runs.

The Company shall have the right, after a schedule is broken in accordance with the percentages for straight and swing regular runs, to add one additional regular swing run, if applicable, instead of using the pieces for making combination runs.

B

Effective January 1, 2019, in addition to regular runs, all other combinations of two or more pieces of work totaling at least six (6) hours but less than eight and one-half (8 1/2) hours with spread of not over thirteen (13) hours will be made into runs to pay not less than eight (8) hours. Additional pieces of work cannot be added to combination runs totaling at least six (6) hours but less than eight and one-half (8 ½) hours. Additional halftime after a spread often (10) hours

and thirty (30) minutes will be paid but only to the extent above and beyond the number of minutes already paid for with overtime. Such combination runs may be formed of pieces from more than one line.

In addition to combination runs, all pieces of scheduled line work totaling at least six (6) hours but less than eight (8) hours shall be paid eight (8) hours.

C

Where local conditions warrant, after all combination runs are made in accordance with Paragraph "B", combinations of two (2) or more pieces of work totaling at least six (6) hours but less than eight (8) hours with spread of not over thirteen (13) hours may be made into runs to pay eight (8) hours at the request of a Local Division of the Union.

D

Straight runs are to be divided as evenly as practicable between day and night runs.

E

The Company agrees not to cut the pull-in or pull-out time below the actual running time from point to point. If, however, the route of pull-in or pull-out vehicles leaves the regular route of a line, running time for pull-ins and pull-outs will be determined.

F

Where scheduled runs have more than one swing, the shorter additional swing or swings must be paid for. All swings are to be completed by 9:00 p.m.

G

Effective March 31, 2007, the practice of "falling off" for holidays will cease. All garages will use the "pick system" for selecting work on holidays. Holiday schedules will be posted for pick at least three weeks prior to the Holiday, or at the general pick. Method of picking will be determined by Local Union autonomy. If this paragraph is violated by the Company, the right to post Holiday picks three weeks before the Holiday will terminate and all Holiday picks will be required to be posted at the general pick for all garages.

If a bonafide dispute arises concerning the occurrence of a violation, the matter may be submitted directly to arbitration at the request of either party pursuant to the applicable terms of this agreement.

H

The matter of straight or swing runs on Sunday schedules is to be decided on a garage basis.

I

Any schedule which may be considered objectionable shall be subject to check and revision at the request of the Union promptly.

J

The practice of indiscriminate patching of schedules is to be discontinued except in agreed-upon emergencies.

K

All trippers, excluding school trippers, shall be paid a minimum of one (1) hour.

SECTION 4 - WORKING CONDITIONS

A. OVERTIME

For regular operators, the overtime rate of time and one-half to begin after the completion of eight (8) hours work per day during the five (5) working days of the week, or after the completion of the run, whichever is the shorter.

For extra operators, the overtime rate of time and one-half to begin after eight (8) hours work per day or the completion of the run, whichever is shorter.

Time and one-half will not be paid more than once for the same working time and if an operator shall claim time and one-half on more than one basis, that which gives the larger amount shall be used.

B. EXTRA TRIPS

All operators who are called upon to work an extra trip or trips or to do any extra work, in addition to the regular runs to which they are assigned, shall be paid time and one-half for all such work.

C. TRAVELING TIME

If operators in regular service lay up their bus or car, or swings, or is relieved, at a point other than their own garage or car house, they shall be paid running time from the point at which said vehicle is laid up to their garage or car house, the maximum time to be one (1) hour and thirty (30) minutes in each direction. If the swing is less than the above-mentioned traveling time, the swing is to be paid. The one (1) hour and thirty (30) minutes given herein shall not place a limit on the payment of traveling time involved in one direction.

D. WAITING TIME

When the break between the completion of a run, a piece or pieces of work or a charter trip paying at least eight (8) hours and the beginning of a tripper or a short charter, or the completion of a short charter or a tripper and the beginning of a run, a piece or pieces of work or a charter trip paying at least eight (8) hours, is thirty (30) minutes or more but less than one (1) hour, operator shall be paid thirty (30) minutes for such time; when the time is one (1) hour or more the operator shall be paid one (1) hour waiting time at the regular rate.

E. WORK BOARD

Except in emergencies, the work board for all assignments for the following day shall be posted daily by 4:00 p.m. Any change in tables must be specifically stated.

F. CANCELLATION OF WORK

Regular operators ordered to report for regular or tripper service and who do so report, but are not permitted to work such regular or tripper service, shall be paid for the work assigned, but

may be required to do other work during the time for which they are paid. A normal work week for regular operators shall consist of five (5) consecutive days with a minimum of eight (8) hours per day.

Operators, when taken from regular assignment to work another assignment paying less. shall be paid the equivalent of the original assignment. In addition, pay at time and one-half shall be paid for all work performed before or after the operator's regular normal working time.

G. DELAY TIME

In cases where allowance time is being paid, delay time will not be paid on the first half of a swing or combination, except to the extent it exceeds the allowance time. This will not apply on the completion of a day's assignment.

H. INSTRUCTION TIME

Operators shall receive 50 cents per hour in addition to their regular compensation while instructing students. Instructing operator shall not be charged with accidents of student or operator being instructed except when instructing operator is negligent and contributes to the accident.

I. WORK ON A DAY OFF

Operators who accept an assignment to work on a regular day off shall be paid one (1) hour at time and one-half if they are notified before they leave home that the assignment has been canceled. If they report for work, they will be guaranteed two (2) hours at time and one-half. If they work, they will be guaranteed at least eight (8) hours pay at time and one-half.

Payment for work on a day off shall be at straight time if the employee does not work the five regularly scheduled work days in the week involved. This does not apply to an employee who may be properly excused or is absent due to a documented illness, or who is absent due to a disciplinary suspension in that week.

J. WORK ON A HOLIDAY

Regular operators falling out on holidays and who are ordered in and who report for work shall be guaranteed work paying eight (8) hours or more. Regular operators falling out on holidays may volunteer to work assignments paying less than eight (8) hours.

K. MEAL ALLOWANCE

Effective January 4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00, and shall be paid on any occasion when:

1. Operator is ordered to work through swing.
2. Initial relief is not made and operator is required to work in excess of the time necessary to serve passengers from and to the relief point. This provision also applies when operators, at the end of their day's work, fill in for a run or makes a relief that has been missed.
3. Operators, after completion of regular or combination run, are given additional non-scheduled work because business is so heavy and operators do not have time for their regular meal hour.
4. Operators work five (5) hours in addition to their regular run.
5. When operators are used in emergencies during snowstorms, present practices of allowing meals shall apply.
6. An operator is entitled to a meal ticket after 13 hours of work time.
7. Not more than one (1) meal ticket may be allowed for the same time period.

All payments made under this section will be included in the employees normal payroll check.

L. NAME PLATES - BADGES

Operators when engaged in service shall display the Company issued identification plate in holder in vehicle. Operators can use either employee number or name.

M. PACKAGE EXPRESS

When operators are required to handle heavy or bulky packages or several individual packages, they shall be assisted by available Company personnel.

SECTION 5 - SNOW WORK (EMERGENCIES)

Operators being used in emergencies for snow work shall be paid time and one-half rate for actual working time and regular platform rate for waiting time except where such waiting time

is after the completion of operator's regular run or in excess of the time called for by the operator's regular run whether the run is actually worked or not, when the overtime rate will apply.

SECTION 6 - UNIFORMS

The Company shall furnish each operator who has been employed by the Company a period of 90 days a uniform containing a Union label consisting of a jacket, 5 shirts (3 summer-2 winter), a tie, 2 pairs of trousers and a cap.

Effective with the Uniform Allowance payable in April 2026, the Uniform Allowance will be equal to the average cost of the four (4) initial uniform plans. This cost amount will be tracked each year. Payment of this Uniform Allowance will be as follows: one-hundred dollars ($100.00) in the form of a check, and the remainder in the form of a Voucher to the employee. A new employee who has never been issued a uniform who enters a position requiring them to wear a uniform between January 1st and March 31st of any year will be issued a full uniform, but will not become eligible for the uniform allowance until one year from April 1st of the year in which the uniform was issued. The Uniform Allowance can also be used for company approved shoes and belts.

All operators will be required to wear their uniforms while on duty.

SECTION 7 -ALLOWANCES

A. VACATIONS

(a) The Company agrees to grant one (1) week vacation of forty (40) hours at their regular rate to all operators with one (1) year of service. The Company agrees to grant two (2) weeks vacation of eighty (80) hours at their regular rate to all operators with two (2) years of service. The Company agrees to grant three (3) weeks vacation of one hundred twenty (120) hours at their regular rate to all operators with five (5) years of service. The Company agrees to grant four (4) weeks vacation of one hundred sixty (160) hours at their regular rate to all operators with ten (10) years of service. The Company agrees to grant five (5) weeks vacation of two hundred (200) hours at their regular rate to all operators with fifteen (15) years of service. The Company

agrees to grant six (6) weeks vacation of two hundred forty (240) hours at their regular rate to all operators with twenty-five (25) years of service.

(b) An employee voluntarily transferring to another location will be required to re-pick any remaining vacation at the new location. This does not apply to employees bidding to follow their work.

(c) All garages shall be allowed to cover vacations by vacation relief bids at all general picks.

(d) Seniority, as established in SECTION 10a., will be used to bid vacations.

(e) In order to be eligible for a vacation, an employee must have worked a minimum of 75% of his scheduled workdays in the year preceding the vacation period.

B. TIME FOR REPORTING AND TURNING-IN

All operators will be expected to report fifteen (15) minutes before pull-out time of each assignment and shall be paid for such time with a minimum of fifteen (15) minutes per day.

Operators shall also be paid ten (10) minutes turn-in time for each day on which they perform platform work. However, operators on exact fare lines who are not required to turn-in to a receiver will not be paid turn-in time.

It is understood that turn-in time will continue to be paid to any operator on any line who is required to turn-in to the receiver.

C. BREAKING-IN TIME

Regular or extra operators ordered to break in on newly established lines or equipment of a different type when placed in service, shall be paid at their regular rate of pay, for a reasonable length of time.

Operators transferring from one location to another at their own request shall qualify on all lines and equipment at the instruction rate.

D. ACCIDENT REPORT TIME

Operators shall be allowed twenty (20) minutes for making out each accident or witness report. All statements to Claim Department investigators shall be paid actual time with a minimum of fifteen (15) minutes and a maximum of sixty (60) minutes.

E. EXPENSES/FINGERPRINTING COST

Expenses incurred while in line of duty must be refunded on the day incurred when possible but not later than the following morning by the Company at the station where operator turns in. Effective March 31, 2007, the Company agrees to reimburse all employees for the full cost of the fee for fingerprinting related to DMV, provided the employee provides the Company with a receipt.

F. REST TIME

When the rest period between the time of terminating one day's work and the time for reporting for the next day's work is less than ten (10) hours, an addition to pay shall be allowed as follows:

For the first 29 minutes below 10 hours……None

From 30 minutes to 1 hour 29 minutes
below 10 hours……15 minutes

From 1 hour 30 minutes to 2 hours
29 minutes below 10 hours……45 minutes

From 2 hours 30 minutes to 3 hours
29 minutes below 10 hours..……1 hr. 30 minutes

For each succeeding hour below 10 hours……Additional 1 hour

When operators have their days off, the intervening time between the end of one day's work, the days off, and the reporting time for the next day should not be less than fifty-four (54) hours. If it is less than fifty-four (54) hours, the above allowances will apply for corresponding hours below fifty-four (54) hours.

When operators work on their first day off, the intervening time between the end of that days work, the second day off, the intervening time between the end of that day's work, the second day off, and the reporting time for the next day should not be less than thirty-four (34) hours. If it

is less than thirty-four (34) hours, the above allowances shall apply for corresponding hours below thirty-four (34) hours.

When operators go from a night run to a day run where the interval between the end of the night run and the beginning of the day run is at least eight (8) hours, they shall be paid appropriate rest time. When the interval is less than eight (8) hours they cannot pick up their new run until the lapse of eight (8) hours.

SECTION 8 - EXTRA LIST

A. GUARANTEE TIME

Effective March 31, 2007, extra operators who answer all roll calls or assignments for five (5) full days shall be guaranteed forty (40) hours pay per payroll week at the prevailing line rates, with a minimum of four (4) hours per day, including holidays.

If operators fail to answer a roll call on any one day or days, the guaranteed amount shall be reduced only in the proportion that the roll calls which they fail to answer shall bear to the total number of roll calls during the day or week.

In the computation of guarantee time for extra operators only actual hours and not equivalent straight time hours shall be used. The twenty (20) minute allowance for reporting and turning-in shall not be used in the calculation of guarantee.

For the purpose of computing guarantee time for extra operators, when a holiday occurs on a day not a regular day off, the actual hours worked shall be used.

In the event there are not sufficient assignments for extra operators at a garage when the paid holiday occurs on a day other than their regular day off, each operator not needed shall be notified the night previous that they are excused for that paid holiday and their weekly guarantee shall be adjusted proportionately.

All regular operators who are serving on the extra list under penalty shall receive the same privilege as extra operators in good standing.

B. ROLL CALLS

Day operators shall make 5:00 a.m., 6:00 a.m., and 10:00 a.m. roll calls. Night operators shall make 12:00 noon, 2:00 p.m., and 4:00 p.m. roll calls.

Day operators required for afternoon trippers must be assigned those trippers by 10:00 a.m.

An operators serving on the p.m. roll call shall be assigned or excused by the time the last run or tripper pulls out.

No operator shall be assigned to a night run after reporting for 5:00 a.m. or 6:00 a.m. roll call.

Time of roll calls may be adjusted to meet local conditions but may not exceed the number of calls designated on previous page.

Extra operators not on roll call and who work two or more pieces of work shall be paid additional half-time for work after completion of 10 hours and 30 minutes span of work.

Extra operators on roll call shall be paid additional half-time for work after completion of 10 hours and 30 minutes span of work beginning from time of their first roll call.

Extra operators on roll call shall be paid for all time at straight time rate before receiving regular assignment or being released. Such time shall be included in computation of daily and weekly guarantee time.

The work list for extra operators shall be rotated each day in accordance with systems now in effect in each local division and as approved by the State Council and the Company. When extra operators are booked for a regular run, working conditions of regular operators shall apply to all work performed on that day.

SECTION 9 - OPERATOR'S WAGE FOR TOURS AND SPECIAL SERVICES

A

On all charter orders, 25% will be paid on the net total. (The net total is the total remaining after all charges are deducted; e.g., tolls, parking, permits, commission, etc.)

B

In those cases where more than one operator is required, the wage resulting from the above percentage will be pro-rated between the operators based on the number of hours each worked.

C

In cases of continuous driving where buses are chartered on an hourly rate or for emergency shuttle service (rail, etc.), the operator will be paid $10.00 per hour for the first eight (8) hours and time and one-half thereafter.

D

No Company official or Shopman shall operate, in revenue service, a chartered or special bus while there are regular or extra operators available.

E

Charters originating in territory served by any of the Union Divisions shall be worked by members of the Division in that territory.

F

When a chartered trip of less than eight (8) hours' pay time is combined with a line tripper and the combination exceeds eight (8) hours, the portion of time of the tripper by which the eight (8) hours is exceeded shall be paid at time and one-half.

Rest time shall not apply to chartered trips and tours, except when an operator moves from one order to another different order.

G

An operator on a multiple-day trip departing at 6 p.m. or earlier shall be given a meal allowance.

An operator on a multiple-day trip finishing 7 p.m., or later shall be given a meal allowance.

H

Qualified operators soliciting and obtaining a chartered trip which involves one of their regular days off shall be permitted to operate the trip.

I. CHARTER BOARD

It is agreed that a Charter Board may be operated at a location at the option of the Union Local subject to conditions set forth in the Agreement.

In addition to these conditions, the Company shall determine the number of positions and days off to be posted on the Board.

It is understood that when there is insufficient or inadequate charter work available at their location, employees bidding upon the Charter Board will be assigned work from the Extra Board.

All other rules and regulations applying to the present Charter Board operations will continue in existence.

All Charter Board operators will be qualified as required on all equipment normally used in Charter operations.

OPERATOR'S WAGE FOR TOURS, SPECIAL SERVICE AND MULTIPLE DAY CHARTERS

One Hundred Dollars ($100.00) per day (up to 12 hours) and $10.00 per hour for each additional hour beyond 12 hours. This provision shall not apply to special services that are presently paid at line rate (Time Out, Time In). One-day trips under 10 hours will be paid at the rate of $10.00 per hour.

OPERATOR'S LODGING AND MEALS

Operators on multiple-day trips shall be provided satisfactory hotel or motel accommodations and shall be given a meal at regular meal times, but not to exceed three (3) meals for each full day away from home. When the Company has arranged with chartering party to provide lodging and meals for operators, no lodging or meal allowance shall be paid, except in unusual circumstances, which will be handled on an individual basis. Meal allowance under this provision shall be $2.50 for breakfast, $4.00 for luncheon and $6.00 for dinner. Effective January

4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00. No meal allowance shall be given for one-day chartered trips.

BREAKDOWNS

In the event a mechanical breakdown occurs on the return portion of a chartered trip, operator will be reimbursed at the rate of $10.00 per hour for each hour after the first hour of the delay beyond the calculated pull-in time of the charter.

CHARTER CANCELLATIONS

If operators assigned to work a charter are notified of a cancellation before they leave home, no payment will be made. If the operator reports to work and the charter is canceled, the operator will be paid $20.00. If the operator works any part of the charter and it is then canceled, the operator will be guaranteed at least $50.00, or $10.00 per hour, whichever is greater.

PART-TIMERS

Part-time operators who work a charter, tour or special service will be paid at the above rates or at their applicable hourly rate, whichever is lesser.

SECTION 10 - SENIORITY AND BIDDING OF RUNS

A

Seniority within a garage shall be established by continuous service in that garage, except as otherwise provided in Paragraph C (transfer of operators) and SECTION 12 - LAY-OFFS.

B

Operators shall choose work by seniority as established in Paragraph A.

1. All regular passenger runs including those on holiday schedules will be put up for bid four (4) times a year: January, April, June and September. These dates may, at the option of the Company, be extended two (2) weeks beyond the end of particular month.
2. The bidding in of all runs will be allowed when new runs are established or existing lines shortened, extended or changes made in schedules.

3. Representatives of the Union may be present at such bidding in, if desired.
4. All runs shall be posted at least four (4) days before anyone shall be obligated to pick.
5. In the event of a discharge of an operator and an appeal is taken under the provisions of this agreement, their run shall not be posted until a final decision has been reached in his case. The present practice of the Company, in temporarily filling vacancies until the next general pick occurs, is to remain in force.
6. While a general pick is going on, the Company will not post new tables.
7. It is understood that at least 10% of the operators at the garage affected must pick each day; however, in any case, no more than twenty-five (25) operators shall be required to pick in a given day. No one will be required to pick on Saturday, Sunday or Holidays, except in an emergency.
8. Every effort must be made to contact operators away sick or on vacation.
9. The Company will be permitted a "same day only pick" on four (4) occasions each year, subject to the following rules:
    a. The same day only pick may be run as a result of the Company implementing any change in schedule.
    b. The pick shall be posted at least three weeks in advance.
    c. Operators who pick to be off shall receive eight (8) hours pay for the day.
    d. All other operators that are scheduled to work shall pick by seniority for the work that is available. Operators who satisfy all of their assignments for the same day pick shall be guaranteed at least 8 hours pay for the day.
    e. After the "same day only pick" is completed, the Company shall not assign operators picking to be off unless an emergency arises.
    f. Depending upon the types and levels of service changes for "same day only picks," garage maintenance staffing will be looked at on a garage by garage basis and a pick posted. Changes in staffing levels and their distribution across classifications will be vested with management. Picks will be posted as per current practice at each location.

C

Where operators are compelled through the consolidation or amalgamation of garages, car houses, or divisions of the Company to change from one to the other, they shall carry their seniority rights with them. Where lines are transferred from one garage to another, operators who transfer with the lines shall also carry their seniority with them but must remain on these lines until the next general pick.

Before the Company can move a line from one location to another, a full general pick must be first posted in the garage the line is moving from. All employees must then bid on all jobs. Where such consolidation or amalgamation causes undue hardship and the employee shows cause, the Company agrees to pay for reasonable moving expense incurred by the employee in following their work.

When a run is transferred from one garage to another, an operator will pick to go with the run. For every three (3) runs, four (4) operators will be allowed to pick. For every six (6) hours of additional work one (1) additional operator will be permitted to transfer with this work. In each of these situations, operators transferring shall carry their full seniority with them.

Employees who may be forced to follow work by transferring to other locations may return to their original location, when an opening occurs, with full seniority rights.

SECTION 11 - DAYS OFF

The Company will allow regular operators two (2) consecutive days off duty in every seven (7) days or payroll week. For those whose runs fall out on Saturdays and Sunday, those days will be considered their days off. For those whose runs fall out on Saturday or Sunday, that day will be considered one of their days off. All other days off are to go with the run assignment.

Extra operators, by seniority, may select days off from available days. Split days off, one of which shall be a Sunday, will be kept to a minimum but shall not affect more than 40% of the total number of extra operators in each garage.

SECTION 12-LAY-OFFS AND TRANSFERS

A. LAY-OFFS

Where there is a lay-off of operators, the last operator hired shall be the first operator laid-off. This shall be accomplished in the following manner:

1. The seniority principle will be applied by having employees with greater Company seniority within a garage, "bump" employees with lesser seniority in the same garage until the last hired employee within the particular garage is laid off. Such a laid off employee shall be entitled to "bump" any employee with lesser seniority in any other garage of the Company's Operating Division and then in any garage of the Company.
2. When a transfer of an operator from one garage to another is necessary to accomplish such lay-off, the operator so transferred shall return to the operator's original location with full seniority rights when the first opening occurs. However, they shall sign a waiver relinquishing all claims to seniority rights at the original location when they choose to remain at the location to which they were transferred.
3. In the event of transfer of employees between garages as aforesaid, on account of a lay-off, employees so transferred shall retain their bidding date seniority at their new garage for all purposes.

B. TRANSFERS

1. If the Company determines to reduce its operators work force in a given garage, but has an opening in other garage within its same operating division, then the last senior operator(s) in that garage affected by such reduction in work force shall be subject to transfer as follows:
2. The Company will, in advance, post both the number of operators to be affected by the reduction and the number of openings for operators available in other garages within the same Company division, designating such openings.
3. The least senior affected operator(s) may pick, according to seniority, the open positions and be transferred with their then existing bidding rights. Those operators with three (3) months service or more choosing not to pick an open position shall have the right to "bump"

any operator within the same Company division according to seniority, carrying with them their then existing bidding rights.

4. Employees affected by such a transfer may return to their original location with full seniority rights when the first opening occurs. However, they shall sign a waiver relinquishing all claims to seniority rights at the original location when they choose to remain at the location to which they were transferred.
5. Request Transfer: When operators request a transfer to another garage and the request is granted, they retain all Company seniority except for bidding purposes. In the event of a lay-off, their Company seniority shall prevail.

PROVISIONS FOR EMPLOYEES OF MAINTENANCE DEPARTMENTS

SECTION 13 - GENERAL PROVISIONS FOR GARAGES, GENERAL OFFICE BUILDING, GENERAL SHOPS, AND STORES DEPARTMENT

A. OVERTIME RECORDS

Information concerning overtime and special time worked shall be made available for any employee or Union representative who desires to check such time. The Company shall post a list of personnel; who were engaged in overtime work on the previous day, in the office window of all maintenance facilities.

B. HOLIDAY WORK

All holiday work lists shall be posted seventy-two (72) hours previously. If an employee scheduled to work is unable to do so, a substitute may be assigned.

C. WEARING APPAREL

Lightweight yellow jackets, pants and hats, galoshes, rubber aprons and gloves, provided by the Company, shall be made available to each employee who is required to work outside in inclement weather or who is employed in fueling or washing cars and buses or operating steam cleaners. Goggles to fit over eyeglasses shall be made available at garage storerooms. Helmets and liners will be made available for employees required to work in pits.

Employees shall be held responsible for loss of foul weather gear and shall leave such foul weather gear on Company premises when not on duty.

The Company will allow permanent employees ten (10) sets of rental coveralls, or shirt and pants, or shirt and apron, each week after they have been in service thirty (30) days. The Company will provide a reasonable number of spare sets of coveralls for use when necessary. The material of the uniforms will be 100% cotton providing the rental companies can provide cotton. The cotton uniforms will be replaced every twelve (12) months, and serviced once per week. In addition to the regular Maintenance uniform, the Company will supply a warmer outer garment to all Maintenance employees required to work outside as a part of their normal duties.

All employees to whom such rental apparel has been issued shall be required to wear such apparel during work hours and shall leave the apparel on Company property at all other times.

D. EQUIPMENT/TOOLS

The Company shall provide droplights, tape, hacksaw frames and blades, special tools, files, drills, hammer handles of all sizes, wire pliers, wheel dollies and flashlights and batteries when conditions warrant, or other special equipment needed.

Each repairman and mechanic shall be required to submit a list of their tools. This list shall be signed and dated by the Foreman, and a copy thereof supplied to the Union.

Effective for the tool allowance payable in December 2021, the Company will provide each repairman and mechanic with a $450.00 annual tool allowance which will be paid in the second pay week of December and will provide metric tools as required.

Effective for the allowance payable in December 2021, the Company will provide a $150.00 Safety Shoe Allowance for all Maintenance Department employees and further provide that Cleaners/Custodians, Mail Clerks, Central Stores Clerks, and Warranty Clerks, with at least one (1) year of service will be entitled to the Safety Shoe Allowance. This allowance will be paid in the second pay week of December.

E. MEAL ALLOWANCE

On special occasions or when overtime is necessary and employees do not have time to go home for their meal, the Company will pay a meal allowance of $2.00 for breakfast, $3.00 for luncheon, and $5.00 for dinner. Effective January 4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00.

This will apply only when three (3) hours or more overtime work is performed. Employees who are used for two (2) hours over time work shall be used for at least one (1) more hour overtime work. A relief period may be allowed for this meal between the completion of the regular time and the beginning of the overtime. An additional meal allowance will be paid when an employee works five (5) more hours of overtime after the first three (3) hours of overtime. All payments made under this section will be included in the employees normal payroll check.

F. TEMPORARY ASSIGNMENT

When employees with a lower department pay rate are assigned to work on a job with a higher rate of pay, they shall be paid at the higher rate. When the rate is lower they shall retain their own rate.

Employees temporarily assigned to supervisory work or who are assigned supervisory duties for one or more days in the absence of supervisory employees shall be paid $4.00 per day in addition to other pay received under contract provisions.

G. FOREMEN

1. The Company agrees that it will not allow Foreman or Management personnel to participate in any physical labor that will take any work away from the regular employees.
2. The Company will not assign a working foreman to a shift where a full time Foreman or Assistant Foreman is in direct charge.

H. ALLOWANCE TIME

Ten (10) minutes shall be allowed to employees at the end of their day's work to wash, make out time slips and put their own tools away. Employees shall not perform any of these duties prior to the ten (10) minutes allowed.

I. EMERGENCIES

All work performed by an employee in an emergency call, i.e., when the employee is called out when off duty, shall be paid a minimum of three (3) hours at the rate of time and one-half. When employees are used for such emergency call they must not be excused for the regular day's work if they desire to report for their regular work. These employees shall be permitted to work additional time after their regular work if they so elect and if they have worked less than three (3) hours emergency work before their regular work.

Two (2) employees shall be assigned to road calls on major highways, turnpikes and parkways, and on other road calls where the services of two (2) employees are required. An operator can be used as one of the employees if Maintenance employees are not available.

Any hourly bargaining unit employee may be assigned to pick up parts.

J. OVERTIME

Any employee shall have the right, if they so desire, to pass up overtime, provided another qualified employee in the same classification is available to do such work.

Employees required to work on their scheduled day off, will be paid time and one-half for such time, provided they have completed all five (5) of their scheduled work days, unless, the employee is properly excused, or is absent due to a documented illness, or who is absent due to a disciplinary suspension in that week.

SECTION 14 - SPECIFIC PROVISIONS - LOCAL GARAGES, AND GENERAL OFFICE BUILDING

A. WAGES

The wage rates of Maintenance Department employees in local garages and the General Office Building shall be as set forth in Appendix E, Part II.

Repairmen's rates apply to Floormen and Inspectionmen. If the Company and the Union, represented by proper officials, agree as to employees' aptitude and ability, Repairmen will move from Class C to Class B and from Class B to Class A at six (6) month intervals.

However, in order to be eligible for the Class A rate, employees assigned to operating garages hired after September 29, 1997, who successfully complete the ARAT Program, will be paid retroactively to:

1. The most recent entry into the ARAT Program, or,
2. For those employees who successfully complete the program the first time it is offered to him/her; the six months anniversary of the employee's promotion to Repairman B or the most recent entry into the program, whichever represents the longer period.
3. For those employees who successfully complete the program the second time it is offered to him/her; the one year anniversary of disqualification from the program or the most recent entry into the program, whichever represents the longer period of time.
4. For those employees scheduled to attend the ARAT Program for the first time but are unable to attend because he/she is receiving Worker's Compensation benefits or disability with a

duration of over thirty (30) days who successfully completes the program the next time it is offered to them; the date the employee returned to work from the disability that prevented his/her attendance the first time.

An employee not successfully completing the ARAT Program will not be eligible to enter the program for a period of one year except that an employee who successfully completed Module I the first time it is offered to him/her, but does not successfully complete Module II, will be eligible to re-enter Module II after six months, provided space is available in the class. If the employee does not successfully complete Module II the second time, the one year ineligible period will apply. Each employee who is disqualified will continue to have the right to grieve their disqualification pursuant to the labor agreement.

All employees who pass the ARAT Program will be entitled to a one time tool allowance of $100.00.

If an employee hired after ratification of this agreement fails twice to prove their qualifications for a position they will be barred from further promotion to that position unless they submit to the Company a Certificate of Completion of an outside course of instruction in automotive skills and/or technology which indicated that their skills have been enhanced.

Similarly, subject to approval by both parties, Maintenance Men will increase from one classification to another each six (6) months so that employees doing the same work will reach the same maximum rate.

B. HOURS

A working day shall not exceed eight (8) hours per day completed within eight and one-half (8 ½) consecutive hours. Five (5) days a week shall constitute a working week. Hours of shifts shall be adjusted to meet local conditions subject to the approval of both parties.

C. OVERTIME

Employees required to work in excess of eight (8) hours per day will be paid time and one-half for such excess time. Employees required to work on their regular days off will be given eight (8) hours work at time and one-half unless they desire to work a shorter time. If they desire to work less than eight (8) hours, they will be paid for actual time worked at time and one-half. Time and

one-half will not be paid more than once for the same working time and, if an employee shall claim time and one-half on more than one basis, that which gives the larger amount shall be used. The Company shall post a list of personnel who were engaged in overtime work on the previous day, in the office window of all Maintenance facilities.

D. DAYS OFF

Seniority, as defined by Local Union Division below, shall be used in the selecting of consecutive days off, shift, and jobs, twice a year, June 1st and October 1st, or when an emergency occurs, to be effective on the first Saturday thereafter. Employees changing shifts or jobs must be capable of performing properly the work attached to the job picked. They shall be paid at the prevailing rate for the work performed. Work presently held by employees who cannot drive or perform roadwork shall be excluded from picks.

The selecting of jobs, however, shall not restrict the Company from moving an employee from one job to another in emergencies, within or lower than their own job classification within their garage.

Local divisions may continue to use classification or Union division seniority, within a classification, within a garage.

Rate or classification seniority will be used in these divisions:	Local division seniority will be used in these divisions:
819, 823 and 824	540, 820, 821, 822, 825 and 880

All employees in a classification can be used as vacation or sick relief replacement within or below their classifications, within their location by reverse classification seniority. This provision applies to all leaves of absence (including, but not limited to Military leave and disciplinary suspension) and short term vacancies.

E. TRAVELING TIME

Employees sent out from their garage on Company business shall be paid from the time they leave the garage until they return.

F. SENIORITY

Seniority shall prevail in all Local Union Divisions. In the event of a lay-off, seniority principle will be applied in the following manner:

1. By having employee with the greater Local Union Division seniority within the classification affected, "bump" the employee with the lowest Union Division seniority within the classification throughout the Local Division.
2. If employees affected in aforesaid lay-off choose not to "bump" in another garage or their Local Division, they may choose to "bump" down into the next lower classification, and by so doing, remain in their garage.
3. By having employee with the least Company seniority in the Local Union Division "bump" any employee with lesser seniority in any other garage of the Company's operating division, and then in any other garage of the Company.
4. The last employee to be "bumped" within the jurisdiction of any Local Division shall have the right to "bump" the last employee hired by the Company in the Maintenance Department wherever located.
5. In the event of transfer of employees between garages as aforesaid on account of a lay-off, employees so transferred shall retain their then existing seniority at their new garage for all purposes.
6. Employee in Mechanic A classification shall not be reduced to a lower classification in wage rate. Employees in the Repairman A classification for five (5) or more years in the Maintenance Department will not be reduced more than two (2) classifications in wage rate when they are assigned to other jobs.
7. Employees shall have the right to return to their original location when a vacancy occurs in their classification. Employees not desiring to return shall sign a waiver relinquishing all claims to seniority rights in their original location.

G. VACANCIES

All vacancies in any department shall be filled by promoting regular employees, provided they are qualified. The Company and Union Representatives shall determine within, but not more than, thirty (30) actual days worked whether an employee is qualified or not, provided, however, that the Company may disqualify employees in fewer than 30 working days. Employees failing to

qualify within the qualification period stated above shall be moved back to their former job. The qualification period may be extended by mutual consent. Employees bidding on a vacancy shall retain the rate of their former position until qualified in the new position. Upon qualification, an employee shall be paid the new rate retroactively for the qualification period.

Employees who fail to qualify in a new position shall be moved back to their former position and must remain in that position for a minimum of one year.

If an employee hired after ratification of this agreement fails twice to prove their qualifications for a position they will be barred from further promotion to that position unless they submit to the Company a Certificate of Completion of an outside course of instruction in automotive skills and/or technology which indicated that their skills have been enhanced.

Ability and merit being sufficient, seniority shall govern promotions.

Employees promoted to Repairman C shall pass an examination, ninety (90) days after such promotion, to determine their aptitude and ability to perform Repairman's work. Employees failing such examination shall be moved back to their former position.

Incapacitated bus operators and maintenance employees who hold a CDL and have been disqualified from driving buses, but who are qualified physically to perform the work normally assigned to Cleaners shall be given preference in filling vacancies in this classification. Incapacitated bus operators who have been disqualified from driving buses but who are qualified physically and who have been disqualified from driving buses but who are qualified physically and who have been approved to drive buses on or adjacent to Company property and can perform the work normally assigned to Utilitymen/Servicemen shall be given preference in filling vacancies in this classification.

An open Repairman's job within a Local Union Division shall be bid on by any employee with the greater Local Union Division seniority. This shall apply only to Utilitymen/Servicemen and Garagemen/Cleaners.

H. VACATIONS

Vacations shall be granted as provided in SECTION 7A, sub-paragraphs (a) and (b) for operators.

Vacations are to be chosen according to seniority based on local past practice. Either one of the following may be used:

1. Rate or classification seniority or
2. Garage seniority

I. TRAINING OF SKILLED EMPLOYEES

The parties agree to negotiate regarding the development of a Technician Apprenticeship Program (TAP or the Program) designed to provide the opportunity for ATU agreement employees to advance to, and be successful as, bus technicians and supply NJ TRANSIT with highly skilled employees to maintain its current and future fleets. The parties will meet to negotiate the parameters of the TAP, including but not limited to Program entry qualifications and requirements, Program modules, subject matter qualifications, advancement/qualification requirements, probationary periods applicable to the Program, attendance requirements, vacations during TAP, and tool allowances during TAP.

SECTION 15 - SPECIFIC PROVISIONS FOR THE GENERAL SHOPS

A. WAGES

The wage rates of Maintenance Department employees in the General Shops shall be as set forth in Appendix E, Part III.

B. HOURS PER DAY

A working day shall be eight (8) hours per day completed in eight and one-half (8 ½) consecutive hours.

C. HOURS PER WEEK

Five (5) days a week, forty (40) hours from Monday to Friday, inclusive, unless broken by a legal holiday, shall constitute a working week for the General Shops and Stores Department. Five (5) days a week, unless broken by a legal holiday, shall constitute a working week for Watchmen.

D. OVERTIME

Overtime at the rate of time and one-half shall be paid for time worked in excess of eight (8) hours in any one day. Time and one-half will not be paid more than once for the same working time, and if an employee shall claim time and one-half on more than one basis, that giving him the larger amount shall be used. The Company shall post a list of personnel who were engaged in overtime work, on the previous day, in the office window of all Maintenance Facilities.

E. SENIORITY

Seniority is defined as an employee's service in the department. During lay-offs in department, employees affected shall be withdrawn from the department and placed in a pool. When this has been completed, the last employee hired in the Shop shall be laid off and the employees from the pool shall be placed in the open jobs as the last employee in the department according to seniority and ability to perform the work.

Employees shall have the right to return to their original department when a vacancy occurs in their classification. Employees not desiring to return shall sign a waiver relinquishing all claims to seniority rights in their original department.

F. VACANCIES

All vacancies in the General Shops shall be filled by promoting employees within their group, provided they are qualified, before hiring new employees.

For the purposes of filling vacancies, the shop employees are divided into two (2) groups, as follows:

Group 1 - Shop employees classified as Repairmen, Class C; Repairmen, Class B; Repairmen, Class A; Mechanics; Mechanics, Class A; and Special Mechanics shall be eligible to fill vacancies in the classifications within this group.

Group 2 - Shop employees classified as Watchmen; Utilitymen, Class B; and Utilitymen, Class A, shall be eligible to fill vacancies in the classifications within this group.

Although Group 2 employees may not bid for vacancies in Group 1, they may submit applications to be considered for promotion to Group 1. All applications received from employees in Group 2 shall be reviewed by the Company to determine whether the applicant has the necessary background to qualify. The decision of the Company regarding applications received from Group 2 shall be final and not subject to appeal. After promotion, the Foreman and Union representative shall determine within thirty (30) days whether an employee is qualified or not. Employees promoted to Repairmen, Class C, shall pass an examination ninety (90) days after such promotion to determine their aptitude and ability to perform repairman's work. Employees failing such examination shall be moved to their former job. Employees filling a vacancy shall retain the rate of their former position until qualified in the new position. Upon qualification, an employee shall be paid the new rate retroactively for the thirty (30) day qualification period.

Ability and merit being sufficient, seniority shall govern promotions.

New employees in the General Shops will be informed as to the type of work, department and group for which they were hired.

G. TEMPORARY ASSIGNMENT

When employees with a lower department pay rate perform work on a job with a higher rate of pay, they shall be paid at the higher rate. When the rate is lower, they shall retain their own rate.

H. VACATIONS

Vacations shall be granted as provided in SECTION 7A, sub-paragraphs (a) and (b) for operators.

Vacations are to be picked according to seniority.

I. SUBCONTRACTING

Except as provided below, the Company will not undertake the contracting out of the kind or nature of work presently and normally performed by bargaining unit employee.

The Company reserves the right to continue its present practices of contracting out certain work of the nature and kind of such work as was contracted out in the past.

If and when a new technology makes the performance of certain types of work economically unfeasible, such work may be contracted out, provided that no bargaining unit employee shall be laid off as a result of such contracting out. The Company agrees to notify the Union in advance of any contracting out of work by reason of this paragraph.

It is specifically understood that no maintenance work will be subcontracted to a subsidiary company.

J. TRAINING ALLOWANCE

Whenever a Mechanic "A", designated a leader, is assigned, in addition to their regular helper (Mechanic), a helper (Repairman), the leader shall receive twenty-five ($.25) per hour in addition to their regular compensation for each such added helper assigned.

SECTION 16 - GENERAL PROVISIONS

A. WORK ASSIGNMENTS

The Company is understood to have the right to adjust assignments to conform with overtime provisions if, as, and when, possible.

B. BULLETIN BOARDS

Bulletin Boards, in suitable places, shall be provided in all departments covered by this agreement for the exclusive use of the Union.

C. INJURIES

An employee injured on the job shall be paid in full for the day.

Employees losing time from work resulting from injury on the job, through no fault of their own, shall be paid at the then effective Worker's Compensation weekly rate for the first week or part thereof, less compensation payments made.

D. HOLIDAYS

1. Operating Employees - New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth, Fourth of July, Labor

Day, Columbus Day, Veteran's Day, Thanksgiving, the day after Thanksgiving and Christmas shall be holidays for all operators. Operators who have completed six (6) months of service and who work on these days shall receive eight (8) hours pay at straight time rates in addition to the pay for their work under regular contract provisions. Operators ordered in to cover the Board on these holidays will be paid straight time for waiting for assignments. Those who do not work on these days shall be paid at straight time rates for eight (8) hours. Provided that, employees scheduled or requested to work, and failing to do so, without proper excuse, shall receive no compensation for these holidays. An employee, if scheduled, must work the day before and the day after a holiday to be entitled to holiday pay.

2. Non-operating Employees - New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth, Fourth of July, Labor Day, Columbus Day, Veteran's Day, Thanksgiving, the day after Thanksgiving and Christmas shall be holidays for all non-operating employees. Employees who have completed six (6) months of service and who work on these days shall receive eight (8) hours pay at straight time rates in addition to the pay for their regular work under regular contract provisions. Those who do not work on these days shall be paid straight time rates for eight (8) hours. Provided that, employees scheduled or requested to work, and failing to do so, without proper excuse, shall receive no compensation for these holidays. An employee, if scheduled, must work the day before and the day after a holiday to be entitled to holiday pay.

3. When a Holiday occurs on Monday, Tuesday, Wednesday or Thursday, pay day on Friday shall begin at 7:00 A.M. and pay checks shall be released by the Treasurer office at Midnight.

4. If a Holiday falls on a Saturday, the Friday before will be designated as the Holiday. If the Holiday falls on a Sunday, the following Monday will be designated as the Holiday.

E. OVERTIME RECORDS

Information concerning overtime and special time worked shall be made available for any employee or Union representative who desires to check such time. All pay time for operators shall be posted daily.

F. ATTENDING HEARINGS

If employees are attending Court or before the Public Utility Commission or any inquest before the Medical Examiner, or at a hearing or investigation of any kind, resulting from the proper and lawful performance of their duty to the Company, they shall receive the same consideration as to wages and meals that they would be entitled to if engaged in their regular work, but they shall not be entitled to a witness fee in addition. On regular days off, employees shall receive eight (8) hours at time and one-half but they shall not be entitled to a witness fee in addition. Employees on vacation, who are required to attend hearings as described above, shall not receive pay for attending such hearings but shall be given a compensating day or days off and paid eight (8) hours straight time for each such day.

If the Company is not involved in the hearing, and attendance by employees under subpoena is required by other persons or parties, the Company shall compensate such employees for any loss of pay actually sustained, less subpoena fees, and not paid by the person or party requiring such attendance if the employees so required to attend have filed accident or witness reports promptly after the happening of the incident resulting in such required attendance.

Employees called for Jury Duty shall be granted eight (8) hours pay per day for each day lost from regular work, less their fee for such Jury Duty, provided that they have notified their supervisor or foreman as soon as the Jury Summons has been received.

Employees called on Jury Duty during selected vacation unless able to be excused, may change their vacation pick providing they can take all their vacation in the current calendar year.

Where operators or maintenance employees who are required to possess a CDL receive a summons charging them with a violation of the Motor Vehicle Law (Title 39, Revised Statutes, in New Jersey, or the similar law of any other State), arising out of their performance of the regular duties of their employment, the Company, on request, may furnish legal counsel as heretofore.

If the Company declines to furnish such legal counsel, the operator or maintenance employee may select counsel of their own choice, and if the operator is found not guilty, the Company will contribute $300.00 toward the legal expense.

G. PHYSICAL EXAMINATION

The Company shall have the right to require of employees that they shall submit to a physical examination at any time at the expense of the Company. The Company must pay for time lost from work, except when physical examination is necessary for the procurement of the State For-Hire License.

H. BOND

Should the Company require any employee to give bond, cash bond shall not be compulsory and any premium involved shall be paid by the Company after the employee has reached five (5) years of service.

I. FREE TRANSPORTATION

All operators, shopmen, garage employees, salary and General Office employees, including pensioners, will be furnished free transportation. Free transportation will also be furnished pensioner's spouses and pensioner's surviving spouses until surviving spouses re-marry, on all service provided by NJ TRANSIT Bus Operations Inc.

Active employees will also be allowed free transportation on race track service under reasonable conditions as well as services provided by NJ TRANSIT Rail Operations, Inc.

J. SAFETY AND HEALTH

All reasonable and legal provisions will be made for the safety, health and comfort of the employees during the hours of their employment. The employee shall, while on duty, use care in protecting themselves and their fellow-workers from injury, sickness and disease.

The Company shall procure for all hourly-rated employees and their Union representatives, $100,000.00 felonious act insurance coverage for Accidental Death and Dismemberment and Permanent and Total Disability.

The Company will reimburse any employee who sustains a loss of personal property, including cash not to exceed $25, while on Company business for the reasonable value of such property, where the loss is occasioned by an unlawful act of a third party, provided loss is reported to police.

Proof of loss, proof of unlawful act, and proof of proper precaution must be established in a manner satisfactory to the Company.

K. RECALL FROM LAY-OFF

1. In the event of a lay-off, no employee shall be required to "bump" from one Company division to another Company division in order to protect their recall rights.

2. The employee with the most seniority will be the first to be recalled.

3. If recalled in original location, the employee must accept or will no longer be an employee of the Company.

4. (a) If recalled in a location other than the employee's own, that employee may exercise an option to remain on lay-off until an opening occurs in original location only, in accordance with seniority, and within the eligibility period as specified in Paragraph 5 or 6, whichever is applicable.

(b) If the employee accepts recall to a location other than the original location, the employee retains the right to return to the original location when an opening occurs. However, if the employee chooses to remain at the location to which recalled, the employee shall sign a waiver relinquishing all claims to seniority rights at the original location.

5. An employee with five (5) years or more of service will be eligible for recall for a period of one (1) year from date of lay-off and shall be granted continuous Company service.

6. An employee with less than five (5) years of service will be eligible for recall for a period of one (1) year, and to be eligible for continuous Company service, must be recalled within ninety (90) days from date of lay-off. If recalled after ninety (90) days, the employee shall be reinstated with accumulated service only.

7. No employee shall receive a reduction in wage rate as a result of this agreement. No one now employed shall be hired back at a lower rate than they now receive in the event of a lay-off and re-hire, unless a specific agreement is reached between the Company and the Union.

L. BENEFITS

1. Pension Plan

a) The employees will be covered by a Pension Plan, the terms of which are incorporated in a separate document entitled "The Retirement Plan for NJ TRANSIT Bus Operations Inc. Amalgamated Transit Union Employees", ("The Plan").

b) As of July 1, 1991, employees with a combination of age and years of service totaling 80 will be entitled to retire at full pension. The Company may, at its option, require 90 days notice of intention to retire under this provision.

c) The Retirement Plan for NJ TRANSIT Bus Operations Inc. Amalgamated Transit Union Employees shall provide, or be amended, subject to applicable law and approval in accordance with the terms and conditions set forth in The Plan, to provide the following:

i. **Pension Benefits:** Except as provided below, for all employees retiring on or after July 1, 2000, 2.00% will be used to calculate pension. This pension multiplier will increase from 2.00% to 2.125% for employees retiring on or after July 1, 2007. In addition, the following adjustments shall be made concerning pension benefits:

a. For those retirees that have a retirement date effective on or before November 1, 2018, an increase of 2.50% to their monthly pension benefit as soon as practicable following ratification of this Agreement.

ii. **Pre-Retirement Survivorship:** The penalty for selecting the pre-retirement survivorship option shall be eliminated for all active employees.

iii. **Disability Pension:** Effective March 31, 2007, the minimum disability pension shall be increased to $575.00 for ten (10) years of service, $625.00 for fifteen (15) years of service, and $650.00 for twenty (20) years of service.

iv. **Plan Funding:** The funding of the pension plan shall be based on a new 30 year amortization effective July 1, 1993. The Company shall contribute monthly, 1/12 of the annual cost as determined by the plan actuary.

v. **Retirement Committee:** The Retirement Committee shall consist of six (6) persons - three (3) appointed by the Company and three (3) appointed by the Union.

vi. **Husband and Wife Pension:** Employees under age 55 who retire under the rule of 80, or on a disability pension, will be allowed to choose a "Husband and Wife" pension. Effective January 12, 1989, if an employee retires having elected the "Husband and Wife" pension, and the employee's spouse, thereafter, predeceases the employee, the pension shall be increased to what it would have been had the "Husband and Wife" Pension not been elected.

vii. **Survivorship Option:** Effective July 1, 1993, the spouse of an active employee which active employee has passed away and met the rule of 80 but is less than age 55 at the time of death will be afforded survivorship option. Effective January 1, 2005, the spouse of an employee with twenty (20) or more years of service that dies while still an active employee, regardless of the employee's age at the time of such death, will be afforded survivorship option.

viii. **Strike Credit:** All active employees who were also employed prior to the 1976 strike shall be given credit for pension purposes for any 1976 strike days for which they have not previously received credit.

ix. **Employee Contribution:** Effective October 22, 2015, employee pension contribution shall be increased by 1%. All full-time employees hired before March 31, 2007, shall contribute 3.00% of gross weekly wages to the Company to offset the cost of the Company's payments with respect to the Plan. In addition, effective October 22, 2015, any full-time employee hired on or after March 31, 2007, or any employee moving from part-time to full-time on or after March 31, 2007, (collectively referred to as "new hires") shall contribute 5.00% of gross weekly wages to the

Company to offset the cost of the Company's payments with respect to the Plan.

In addition, effective October 7, 2025, any full-time employee hired on or after October 7, 2025, or any employee moving from part-time to full-time on or after October 7, 2025, (collectively referred to as "new hires") shall contribute 6.00% of gross weekly wages to the Company to offset the cost of the Company's payments with respect to the Plan.

2. **Tax Deferred Savings Program:** The Company provides a tax deferred savings program for all employees. The Program Committee shall consist of six (6) persons - three (3) appointed by the Company and three (3) appointed by the Union.
3. **Welfare Plan:** Employees shall be entitled to all sick benefits and insurance as provided under this article and as further specified in a separate publication entitled "The Welfare Plan of NJ TRANSIT Bus Operations Inc. for Amalgamated Transit Union Employees" as revised from time to time.
4. **Sick Benefits:** All employees shall be entitled to sick benefits following a three (3) working day waiting period, except that if the period of disability continues beyond the first seven (7) days and if benefits shall be payable for all the three (3) following consecutive weeks, benefits shall be payable retroactively for the first seven (7) days, provided that no employee shall receive both paid sick leave and disability benefits for the same day. Any disability benefits payable for a day on which paid sick leave has already been received shall be offset by the amount of the paid sick leave. Effective with the payroll period starting October 31, 2015, the Disability Rate shall be increased to be consistent with the State rate. However, no employee shall receive sick benefits in excess of their standard weekly rate (hourly rate x 40 hours; clerical hourly rate x 35 hours).

   (The parties agree that the contractual provision above is to demonstrate the express intentions to avoid any employee from receiving a double payment).

5. **Medical Coverage:**
   a) The Company will continue to offer, and pay 85% of the premium for the Blue Select, Traditional Hospitalization, Medical-Surgical, Rider J, Major Medical and the HMO Blue Plans for employees' single, sole parent and children, husband and wife, and family contracts for all employees commencing on the first day of the

month after ninety (90) days of employment who authorize payroll deductions for that purpose.

b) If there are two employees who can be covered under the same family plan, only one coverage will be available.

c) The Company agrees to continue the Hospitalization, Medical-Surgical and Rider "J" Plans for the pensioner's surviving spouse and pensioner's dependent children until the spouse re-marries, or dies, with the Company paying 85% of the premium. The Company will contribute to other HMO Plans, which may be offered, but this contribution will not exceed the 85% Company payment made towards the Blue Select Premium. The Company agrees to pay 85% of the premiums for Prevailing Fee and Major Medical for active employees after ninety (90) days of employment and for those on pension, until the end of the month in which the employee or pensioner attains age 65, who authorizes payroll deductions for that purpose.

d) Spouses and dependents of employees who die after attainment of age 55 or 20 years of service shall be covered under the health and welfare program to the same extent as if the employee had retired prior to their death.

e) The Company will continue to pay its 85% of Medical/Hospitalization premiums during an employee's two (2) weeks of active military leave of absence.

f) Major Medical shall be $200.00 deductible for individual and $400.00 for family based on contract year, and catastrophe coverage will be unlimited.

g) All Hospitalization, Medical-Surgical and Major Medical Plans shall include a coordination of benefits provision.

h) The Company has the right to change insurance carriers, provided such change will result in equal or better than equal coverage.

i) The Company has the right to change the current Out of Network Reimbursement Methodology from 80% of Fair Health reimbursement rates to 180% of Centers for Medicare & Medicaid Services.

j) The following Cost Containment Provisions along with Standard Provisions, shall be included attendant with said Programs in the Health Insurance Plan:

    a. Pre-admission certification

    b. Mandatory Second Opinion

c. Mandatory Ambulatory Surgery

d. No weekend admission

e. Hospice Care

f. Post-Operative Home Care Nursing

Prior to implementation of Cost Containment Provisions, the Company will provide jointly with The Health Insurance Carrier an Education Program pertaining to utilization.

k) All premiums for Health coverage paid by employees shall be with pretax dollars unless the employee elects to have them paid with post tax dollars. The Company provides a flexible spending account to which employees may contribute pre-tax dollars for health care (maximum contribution $1,000.00) and dependent care (maximum contribution $5,000.00).

l) In order to provide the ATU with access to information relating to the Health Plan, an advisory Health Plan Welfare Committee will be established as follows:

1. The Committee will be referred to as: the "Advisory Health Plan Welfare Committee for Bus Agreement Employees" ("Health Plan Committee").
2. The Health Plan Committee will meet once each year in April.
3. The Health Plan Committee will be made up of three (3) representatives appointed by the ATU and three (3) representatives appointed by NJTBO. Two (2) Co-Chairs shall be appointed one from the ATU and one from NJTBO.
4. During the annual meeting, NJTBO will provide the Committee with information relating to the overall current status of the Health Plan.
5. During the annual meeting, NJTBO will provide the Committee with information relating to the total calculated cost increase or decrease to the Health Plan, which will take effect commencing with the next fiscal year starting on July 1st following the annual meeting, based on household type (single, H/W, Parent/Child, Family). At the annual meeting, the Health Plan Committee will be provided with the following information as to the cost of the Health Plan:

a. Health Plan actual experience for the 12 month period ending on December 31st prior to the date of the annual meeting.
b. Inflationary trends and anticipated cost changes in the Health industry extrapolated from the previous 12 month period ending on December 31st prior to the date of the annual meeting and calculated going forward into the next fiscal year commencing after the date of the April annual meeting.

The Health Plan Committee shall be for informational purposes only. The Health Plan Committee will not negotiate, determine, or delay the calculation of annual rates by NJTBO.

6. **Life Insurance:** Group insurance coverage up to $7,000.00, shall continue to be available for the life of this Agreement. In addition, effective May 1, 2019, a $50,000.00 term life insurance policy shall be provided to all active employees who have completed one (1) year of service. This term life insurance of $50,000.00 replaces the prior term life insurance of $20,000.00. Such insurance shall terminate upon termination of active employment.
7. **Dental Plan:** Dental Plan for active employees with at least 90 days of service and eligible retirees as follows:

$2,500.00 maximum per person

UCR Group 1 - 100%

Group 2 - 80%

Group 3 - 50%

Group 4 - 50% up to $1,000.00

Company contribution is set at 80%; employee contribution is set at 20%. It is understood that this plan will apply to employees retiring after July 1, 1981, until such retirees reach the age of 65. All increases in dental insurance premiums after March 24, 1985, shall be paid 85% by the Company and 15% by the employees.

8. **Eye Care Plan:** Company will provide active employees with at least 90 days of service the "NJ TRANSIT Bus Agreement Vision Plan".

9. <u>Drug Prescription Plan:</u>

a) Company will provide active employees with at least 90 days of service a Drug Prescription Plan (including contraceptives and mandatory mail order drug programs) for family. The Company is to pay the full premium for a $5.00 co-pay plan. The drug prescription plan shall not cover cosmetic drugs.

b) Effective October 22, 2015, the prescription drug contribution that all Bus agreement employees will contribute as a weekly payroll deduction shall increase from 0% to 15% of the total cost, and NJTBO will contribute 85% of the total cost, that is required to be borne every fiscal year towards effectuating prescription plan coverage for Bus agreement employees ("Health Plan"). In addition, the prescription drug contribution of those retirees who retire on or after January 1, 2016, shall be increased from 0% to 15%.

c) Effective April 14, 2015, the Drug Prescription Plan for retirees over the age of 65 (Rx65 Retiree Program) is terminated, with the modification that all ATU employees shall be required to continue reimbursing the company for the debt owed by ATU, via payroll deductions until the payroll period starting October 31, 2015, at which time the remaining debt shall be forgiven.

d) It is understood however that the cost of this additional coverage shall be borne entirely by active employees and those retired employees entitled to the extended coverage. There will be no Company contribution towards this coverage. The latter shall continue to be operative until such time as the deficit from the Rx65 Retiree Program has been fully paid. Pending complete payment or other resolution of the deficit amount, the Company shall continue to make weekly deductions of $6.25 from the active employees' pay, shall continue to make deductions from the monthly pension payments made to retirees under the age of 65, and shall continue to make deductions from each of the participants in the Rx65 Retiree Program, who were participants in the Program as of the date of the termination of the Rx65 Retiree Program, with the deduction amount to be continued at $25.00 per month.

e) Upon the termination of the Rx65 Retiree Program, the prescription drug coverage previously provided under the Rx65 Retiree Program for the retiree's spouse who is under the age of sixty-five (65), for the retiree's widow/widower spouse who is

under the age of sixty-five (65), and for the participant's Eligible Dependent Children (as defined under the NJ TRANSIT Health Plan documents (the "Health Plan")), shall be provided, at NJ TRANSIT's expense, under the Health Plan in the same manner as provided for spouses under age 65 and Eligible Dependent Children. Such coverage for the spouse, widow/widower spouse and Eligible Dependent Children shall continue until such time as the spouse or widow/widower spouse reaches the age of sixty-five (65), upon which date the spouse's, the widow/widower spouse's and Eligible Dependent Children's coverage shall end. Upon the end of prescription drug coverage, the spouse, the widow/widower spouse and Eligible Dependent Children shall be offered COBRA coverage as required by law with the cost of COBRA coverage to be borne by the spouse, the widow/widower spouse and Eligible Dependent Children, as applicable.

f) The Company may include the following cost containment provisions in the Drug Prescription Plan:
    a. Compound Management Prescription Drug Program
    b. National Preferred Formulary Prescription Drug Program; and
    c. Dispense as Written.

10. **Death in Family:** When a death occurs in an employee's immediate family (spouse, domestic partner, civil union partner, child, mother, father, step-parent, brother, sister), and if employees attend the funeral, such employees shall be allowed off three (3) consecutive work days, inclusive of the funeral day, with eight (8) hours pay for each day. Employees will be allowed off on the day of the funeral if they attend the funeral of the employee's grandparent, grandchild, mother-in-law or father-in-law. Employees who are not working due to a suspension, disability or vacation shall not be eligible for the allowance on day or days so involved. The allowance shall not be paid for the day or the days falling on a paid holiday or on regular day or days off.
11. **Layoff Allowance:** Permanent employees who have completed five (5) or more years of continuous service and who are laid off because no further work can be found for them in the Company shall be given an allowance of $80.00 for each year of service.
12. **Maternity Leave:** Maternity leave may be extended until the employee's doctor certifies that the employee is able to return to work, provided, however, that examination and

concurrence by a Company designated doctor may be required and further provided, this provision is not in conflict with any State or Federal Laws.

13. **Direct Deposit:** The Company will offer, and may require, direct deposit of pay for all employees. Employees who do not provide the required bank information for direct deposit, shall be paid by pay card.
14. **Payroll Deductions:** Except as otherwise provided by law, payroll deductions will be made weekly in an even manner. Dues will be remitted to the Union per current practice.
15. **Vacation in Days:** Bus Operators, TIC employees, Central Stores employees and Local Garage employees (see Section 14 of this Agreement) with more than two (2) weeks of vacation ("Eligible Employees") may choose to select one week of vacation in days by completing a form provided by the Company for this purpose. One week of vacation, picked in days, equates to five individually picked vacation days. Eligible Employees may not later revoke the decision to select one week of vacation in days. Eligible Employees who do not comply with the process set forth in this paragraph waive their ability to pick one week of vacation in days.

    At the general vacation pick, Eligible Employees who have elected to select one week of vacation in days will be provided with a separate vacation in days pick from which to choose their individual vacation days in accordance with seniority rules. All five days must be chosen at the time of the vacation pick.

    Once chosen, vacation days cannot be changed.

    Vacations in days will not be paid in advance, rather, they will be paid with the normal payroll for the week in which the vacation occurs.

M. LEAVE OF ABSENCE

1. The Company agrees that all officers or Committee Members of the Union shall have preference over all other employees in getting leave of absence when doing business for the Union. Members of the Union elected or appointed to any office in the Union which requires their absence from work shall, upon retirement from such office, be reinstated to their former position with their cumulative seniority rights in the Company's service.

2. The pensions of employees who are Union Officers shall be determined by the same calculation used for other employees, except that the earnings factor in such calculation shall be

based on the amounts such Union Officers would have earned on a sixty-hour work week basis had they been employed during the best three (3) years of the last ten (10) years preceding retirement at the job classification they left upon becoming Union Officers.

In computation of pensions for employees who are occasionally engaged in work for the local union in matters related to the agreement with the Company, credit shall be given for the time spent to a maximum of eight (8) hours, except for General Office Employees which will be to a maximum of seven (7) hours.

The Secretary-Treasurer of the local union shall give notice to the Company on a monthly basis, stating days lost as well as reasons for such lost time. Such time shall be recorded after being mutually agreed to by the Company and the Union.

In computation of pensions of employees who are occasionally engaged in labor negotiations and other Union work involving the Company, credit shall be given for time so spent if required to produce a pension equal to but not in excess of a pension computed for a full-time Union official in a like employment classification. Such time shall be recorded monthly after being mutually agreed to by Union and the Company.

3. Employees suspended from employment after January 1, 1985 because of revocation of their driver's licenses shall be granted a leave of absence for a period of not more than seven (7) months. Effective January 1, 2019, such a leave of absence shall be granted for a period of not more than thirteen (13) months. While on leave of absence, the suspended employee shall not bid on any open jobs. Employees will return to their prior location after leave of absence. The Company may use a part-time employee to cover the leave period and the part-time hours involved shall not count against the percentage limitations upon the use of part-time employees.

N. DISABILITY

When an employee with ten (10) or more years of service, because of disability, except when his disability arises out of and in the course of an employment other than NJ TRANSIT Bus Operations, Inc. are unable to continue working at their regular assignment, and have not been found to be totally and permanently disabled, the Company will carry them for their current period of sick benefits until such time as work may be found for them, in any of the Classifications listed in the Hourly, Field Salaried and General Office Contract, in a job paying not less than $250.00

per week. Should employees' sick benefits and any vacation entitlement run out prior to their location of such work, they will be given Temporary Disability Allowance (T.D.A.). The TDA benefit is determined using the same basis for calculation as provided under the provisions of a Permanent Disability Pension as stated in the ATU Retirement Plan. While on TDA, employees must bid on available posted jobs until work can be found within their last Company operating Division (Northern or Southern) for which they are physically qualified. However, they may also be assigned by the Company to the jobs that have not been bid on in the normal bid process or any other job for which they are physically qualified. The employee's company seniority will continue while on TDA except for pension purposes where seniority will only accrue for one year from the commencement of disability. While receiving benefits the employee is subject to periodic re-examination by the Company Doctor. **TDA benefits will cease for any employee who is not approved for any work within one year of the commencement of TDA benefits.** (Bolded for Emphasis)

O. SICK DAYS

A. Effective upon ratification of this Agreement, [Effective January 1, 2026], employees are entitled to six (6) paid sick days per calendar year. An employee must be employed for at least six (6) months before being entitled to utilize any sick days. A doctor's verification of the illness shall be required when a sick day is used: (i) on an employee's last scheduled working day prior to a holiday, (ii) on a holiday on which the employee is scheduled to work, (iii) on the first scheduled working day after a holiday, or (iv) as a working day for day off overtime consideration. Thus, if an employee fails to provide a doctor's verification in any of the circumstances provided above, the employee shall not be entitled to the paid sick day.

B. The following are also applicable to paid sick days provided pursuant to this Section:

1. Paid sick days will be full days. (No partial sick days)
2. The paid sick days will be applied to the first six (6) days an employee is sick.
3. The employees will be reimbursed for any unused paid sick days during the calendar year, during the month of January of the following year. Any reimbursement Operators are due for unused paid sick days during the calendar year are paid at the regularly scheduled run rate of the Operator’s final General Pick of the year.

4. As it concerns full-time Operators only, when Operators are utilizing an available Paid Sick Day, their day's pay for the date shall be equal to the time their regularly scheduled run would pay during their current General Pick. The Company and the Union expressly agree this modification does not include Vacation Relief and Extra Board, and these assignments shall continue to be paid at straight eight (8) hours as currently paid under the existing agreement.

P. PART-TIME OPERATORS AND FULL-TIME PROVISIONAL OPERATORS

a. Notwithstanding any other provision of the collective bargaining agreement, the Company may continue to employ part-time operators, but with the use of such part-time operators being subject to the restrictions and limitations imposed by this section. Part-time operators will only receive pay and benefits specifically provided for in this section.

b. The introduction of part-time operators is not intended to, and shall not affect adversely the continued employment of full-time operators by taking work away from full-time operators and transferring it to part-time operators. To accomplish this objective, no part-time operator shall work at a time when a full-time operator is on economic layoff (not employed by NJT Bus) and willing to work.

c. No part-time operator shall work more than 30 hours in any work week, except where unavoidably delayed on assignments which have been picked, or by weather or breakdown on the last day worked. This limitation shall only refer to actual driving hours.

(1) In calculating "actual driving time" for purposes of this 30-hour rule, the parties agree that the following payroll codes shall count toward same:

P00: Scheduled Platform Time

P02: Scheduled Distance Relief

P14: Non-Scheduled Platform Time

P28: Delay Time (except on the last day of the work week)

P42: Shifting

P50: Other Special Service Time (includes both Travel Time and Break in Time when operator is at the controls)

(2) In calculating "actual driving time" for purposes of this 30-hour rule, the parties agree that the following payroll codes shall NOT count toward same:

P04: Travel Time (operator not at controls)

P26: Non Scheduled Non Driving Time (misc. non-driving)

P54: Break in Time Old Operator (operator not at controls)

P58: Education Time (in-class education)

P62: Court Voucher (courtroom appearance)

P66: Random Drug & Alcohol Testing

P76: Claim Voucher (report and turn-in, accident reporting, claim paperwork)

P80: Emergency Work

P86: Instruction Time (payroll code only for differential to driver for time spent instructing other drivers while being paid under other driving code)

P88: Break in Time New Operator (operator not at controls)

P99: ADA TIP Training (in-class education)

With respect to P54 (Break in Time Experienced Operator) and P88 (Break-in Time New Operator), any time spent at the controls of the vehicle by the part-time operator being broken in shall be deemed "actual driving time" and shall be counted toward the 30-hour calculation. The current practice of driving taxi busses shall remain as per current practice, however, if a part-time operator is at the wheel, any such driving time shall be recorded as P50, which will count as driving hours.

(3) The Company shall distribute to each business agent weekly copies of the 41C report for review. On a monthly basis, the Chairman of the State Council and the business agents shall receive for review an exception report from the Company for 30-hour issues.

(d) Part-time operators shall work up to 10% of the scheduled platform hours per week in the system. The determination of the amount of scheduled platform hours available to be worked by

Part time Operators will be based upon the total number of scheduled platform hours in the system at the time of the General Pick.

(e) If the Company adds unscheduled extra pieces after the General Pick, no more than 20% of the platform hours of such pieces shall be assigned to part-time employees.

(f) Part-time operators may work all charters, subject only to the provisions of paragraph "c" above, and provided that there are no full-time operators in the garage who are assigned or who volunteer to work same.

(g) Part-time operators may be assigned to emergency work, subject only to the provisions of paragraph "c" above and not subject to any daily limitations. An emergency is defined as any work which results from factors which could not have been anticipated.

(h) Part-time operators will be paid consistent with the tables reflected in Section 2B-wages-part time operators. For purposes of calculating advancement in progression, 173.3 hours shall constitute a month's work.

(i) The probationary period for part time operators shall be 520 hours.

(j) Part-time operators shall be entitled to, and covered by, the contract provisions of Union membership and check off on a non-discriminatory basis, and the grievance procedure after completion of the probationary period. In calculating the 72-hour notice period for discipline for part-timers, the days a part-timer does not work will not be included in the computation of the 72 hours.

(k) Part-time operators will not accrue seniority except within the unit of part-time operators at the garage where employed. This seniority will apply only when reducing part-time forces in that garage.

(l) [SECTION DELETED]

(m) Part-time operators will be furnished free transportation service on all regular route operations of NJ TRANSIT Bus Operations Inc.

(n) Part-time operators will be supplied an initial uniform and shall receive a uniform allowance after the completion of 2,080 hours.

(o) The Company's right to use part-time operators shall terminate if repeated proven violations of the limitations contained in this section occur and continue to occur following written notice of the nature and approximate dates of such violations delivered to the General Manager of the Company by the Union. If a bona fide dispute arises concerning the occurrence of such violations alleged to have been repeated, the matter may be submitted directly to arbitration at the request of either party pursuant to the applicable terms of this agreement.

(p) Part-time Operators are entitled to delay time at straight time rate.

(q) Travel time, as provided in Section 4-C, will be applicable to part-time operators.

(r) Part-time operators going to seasonal shall maintain their present rate and continue progression during the period of time they serve as seasonal and their return to part time status. They shall not suffer any loss of rate as a result of transferring back and forth from part time to seasonal.

(s) Effective April 1, 2003, Part time operators will be entitled to a quarterly bonus based on days worked, using the following schedule:

- Those working 65 or more days per quarter will receive $300.00.
- Those working 39-64 days per quarter will receive $200.00.

Part time employees hired after February 27, 2003 shall be expected to work 20 days per quarter to remain an employee in good standing. Repetitive occurrences of working less than 20 days per quarter may result in disciplinary action, up to and including discharge.

For purposes of this paragraph, a quarter will be January-March, April-June, July-September, and October-December. Bonus checks will be paid within 30 days of the close of the quarter, beginning with the April 1, 2003 to June 30, 2003 quarter.

(t) All part-time operators shall be expected to report fifteen (15) minutes before pull-out time of each assignment for which they shall be paid fifteen (15) minutes pay at straight time for each assignment.

(u) Part-time operators on full service lines, who turn-in to a receiver, will be paid ten (10) minutes pay at straight time for turn-in time for each day in which they perform platform work. However, part-time operators on exact fare lines who are not required to turn-in to a receiver will not be paid turn-in time.

(v) Effective March 31, 2007, part-time operators shall be entitled to pay at straight time of twenty (20) minutes for accident or witness reports. All statements to Claims Department investigators shall also be paid actual time, with a minimum of fifteen (15) minutes up to a maximum of sixty (60) minutes.

(w) [SECTION DELETED]

(x) In addition to the foregoing, part-time operators shall also be entitled to the following benefits:

- Credit Union Deduction, as provided in Section 1E
- C.O.P.E. Deduction, as provided in Section 1F
- Shortages, as provided in Section 1G
- Name Plates, as provided in Section 4L
- Package Express, as provided in Section 4M
- Breaking In Time, as provided in Section 7C
- Expenses, as provided in Section 7E
- Injuries, as provided in Section 16C
- Wages for time spent attending a hearing or investigation of any kind, as provided in the first sentence of the first paragraph of Section 16F
- Legal counsel for motor vehicle summonses, as provided in paragraphs 5 and 6 of Section 16F
- Physical Examination, as provided in Section 16G
- Bond, as provided in Section 16H
- Safety and Health, as provided in Section 16J
- Tax Deferred Savings Program, as provided by Section 16L-2
- Direct Deposit, as provided in Section 16L-13
- Payroll Deductions, as provided in Section 16L-14
- Leave of Absence, as provided in Section 16M-1 and 16M-3 (not 16M-2)

- All benefits that have been applied to part-time operators by virtue of any side agreements between the parties shall continue to be applicable to part-time operators, unless this agreement expressly provides otherwise.

(y) Notwithstanding any other section or provision of the Agreement, part-time operators are not entitled to any of the benefits set forth in Section 16L of the Agreement or in any other section of the agreement, which are solely intended for and are applicable only to full-time employees and no others. As such, part-time operators are not entitled to any of the following benefits: paid vacation days, disability pay, sick days, insurance, pensions, medical/dental/mental/vision insurance and benefits, or any other pay, benefits, entitlements, or allowances that are not expressly and clearly set forth in Section 16P. No arbitrator interpreting this Agreement shall have any jurisdiction or authority whatsoever to provide any part-time operator with any benefit or entitlement that is not expressly set forth in Section 16P. The Union reserves the right to negotiate additional benefits following expiration of this Agreement.

(z) Notwithstanding any other provision of the collective bargaining agreement, the company and ATU agree that the part-time operator program will be replaced with a full-time provisional operator program as follows:

1. The company will create a full-time provisional operator program to replace the part-time operator program. Existing part-time operators who wish to remain as part-time operators will be grandfathered in. NJ TRANSIT will not hire any additional part-time operators and relevant sections of the CBA will be amended / deleted to reflect this change. Part-time operators who leave the part-time program may not return.

2. Work schedules for grandfathered part-time operators will be created to comply with the limitations contained in the part-time agreement (30 hours) for the purposes of creating pickable work. The number of part-time pickable runs will be limited and may result in part-time operators having no runs to pick. In the event that the number of part-time operators exceeds the number of pickable runs, NJTBus will create "day to work slots" which will be posted concurrent with the picked runs and will be open for the remaining part-time operators to pick from. These day to work slots shall be considered their picked work. Part-Time Operators must call in after 4:00pm on the day prior to their day to work slot to determine whether work has been assigned. Employees who pick day to work slots

but fail to timely report to work and/or work as assigned, will be subject to the Attendance Policy. If work assigned to a part-time operator is subsequently taken away, the Company shall attempt to contact the part-time operator at the operator's phone number of record. Even if the Company fails to make contact with the part-time operator prior to the run, the part-time operator shall not be entitled to pay for work that is taken away. All part-time operators will be required to pick work based upon their seniority. Part-time operators are not entitled to the guarantee provisions contained in the CBA. Part-time operators failing to perform their picked assignment will be subject to the attendance policy.

3. Provisional full-time operators will be considered full-time operators for the purposes of pay calculations (including calculation of overtime), picking of runs, and working conditions. Part-time operator's picked assignments may be replaced with full-time operators in order to comply with the full-time guarantee provisions of the CBA.

4. Provisional full-time operators shall be entitled to and covered by the contract provisions for Union membership and check-off on a non-discriminatory basis.

5. The number of provisional full-time operators will be limited to 10% of the total full-time operator workforce in each garage.

6. The ratio of regular full-time operators to provisional full-time operators will be reset at the beginning of each general pick change, as needed, first by promoting the appropriate number of provisional full-time operators to regular full-time operators to maintain the ratio limitations.

7. When the need arises, provisional full-time operators will be promoted to regular full-time operators based on their hire date as a provisional full-time operator (employee number will serve as the tie-breaker). Provisional full-time operators will be considered for promotion to regular full time operator prior to any outside applicant being considered for hire as a regular full-time operator. Provisional full-time operators offered a regular full-time operator position must advance.

8. For all part-time operators converting to provisional full-time operators as of the effective date of this provision, the operator's hire date as a part-time operator will determine the seniority rank for both garage seniority and system-wide operator seniority.

In the event multiple provisional full-time operators are promoted on the same date and have the same hire date, their employee number will be used to rank their seniority with the lower number being the senior operator. Grandfathered part-time operators shall be offered an opportunity to become provisional, full-time operators by garage, before NJTBus hires full-time provisional operators from outside NJTBus. A part-time operator may refuse the first offer of a promotion to provisional full-time operator and remain a grandfathered part-time operator. However, the part-time operator's right of first refusal to become a provisional full-time operator is thereby extinguished. In the event a part-time operator later seeks to become a full-time provisional operator the operator must notify NJTBus, in writing, of their desire. Part-time operators will then be selected to fill full-time provisional vacancies in their existing garages, by seniority, but only if a vacancy exists. Part-time operators who convert to provisional full-time operators after refusing the first offer of promotion will have their full-time provisional operator seniority determined solely based upon the date they become full-time provisional operators.

9. Provisional full-time operators will be subject to a 90-day evaluation period during their first 90 days of employment. Only when deemed by the Company to have successfully completed the 90-day evaluation period will provisional full-time operators be covered by the grievance procedure and the disciplinary procedures as outlined in the CBA. During the evaluation period, a provisional full-time operator's continued employment will be contingent upon satisfactory performance in areas including, but not limited to:

i. Attendance

ii. Safe driving

iii. Customer service

iv. Adherence to Company rules and policies

10. Provisional full-time operators promoted to regular full-time operators shall have all time worked as a full-time provisional operator considered against the six-month waiting period for holiday pay.

11. Part-time operators who convert to provisional full-time operators who have completed 1,040 hours or more of work as a bus operator at NJ TRANSIT and who work on a holiday, shall be paid four hours holiday pay, provided that provisional full-time operators scheduled or requested to work and failing to do so without proper excuse, shall receive no compensation for these holidays. A provisional full-time operator, if scheduled, must work the day before and the day after a holiday to be entitled to holiday pay.

12. Provisional full-time operators will be entitled to one week vacation of 40 hours at their regular rate after one year of service. Provisional full-time operators will also be entitled to earn holiday pay of 8 hours, at their regular rate, after 1 year of provisional full-time service.

13. Provisional full-time operators will accrue seniority applicable only for the purposes of bidding on runs, bidding on vacations, pay progressions, and reducing provisional full-time operator forces in a garage.

14. Provisional full-time operators will be supplied an initial uniform and shall receive a uniform allowance each April 1st .

15. Provisional full-time operators are not entitled to any of the benefits set forth in Section 16 (General Provisions), Subsection L (Benefits) of the Agreement except for the following:

i. Tax Deferred Saving Program

ii Direct Deposit

iii.. Payroll Deductions

16. In addition to the benefits listed above, provisional full-time operators shall also be entitled to the following benefits as set forth in the CBA:

- Credit Union Deductions
- Shortages
- Name Plates
- Breaking in Time

- Expenses
- Injuries
- Wages for time spent attending hearings
- Legal counsel for motor vehicle summonses
- Physical Examination
- Bond
- Safety and Health
- C.O.P.E. Deduction
- Leave of Absence, as provided in Section 16M-1 and 16M-3 (not 16M-2)

17. Provisional full-time operators are not entitled to any of the following benefits, which are intended solely for and are applicable only to regular full-time employees:

i. Disability/TDA Benefits

ii. Paid Sick Days

iii. Health Coverage

18. The initial pay rate for newly-hired provisional full-time operators will be 60% of the existing top rate for regular full-time operators. The progression steps for provisional full-time operators will be as follows:

First 6 months of Service:	60%
6 months to 12 months:	65%
12 months to 24 months:	70%
24 months to 36 months:	75%
36 months to 48 months:	80%
48 months to 60 months:	90%
After 60 months:	100%

19. Grandfathered part-time bus operators who convert to provisional full-time operators will receive their existing part-time pay rate as of the date of conversion. On the

date of conversion, their part time hours will be converted to years of service which will dictate all future progressions as defined in the wage progression clause of the Collective Bargaining Agreement.

Example: A part-time operator entering the provisional full-time program who carries 5200 part-time hours (which converts to 30 months of service) would enter the wage progression chart at 75% (4160-6240 hrs.) and progress to the 80% bracket (6240-8320 hrs.) in six months (when the operator would reach 36 months of service) rather than one year between progression levels. Thereafter the operator must wait the designated progression time of service to obtain 90% of top rate.

20. Grandfathered Part-Time Operators shall be entitled to annual unpaid vacation as follows:

(a) Concurrent with the full-time vacation pick, part-time operators shall have a part-time vacation pick;

(b) Part-time operators shall be entitled to vacation weeks as set forth in the vacation entitlement clause of the full time vacation provision; consistent with the number of hours they have accumulated as part time operators converted to years of service; and

(c) Grandfathered part-time operators shall pick vacation weeks by seniority.

21. NJTBus shall institute a Holiday Pick for Grandfathered Part-Time Operators.

22. Effective January 1, 2019, the Company shall no longer hire full-time provisional bus operators.

Q. SEASONAL OPERATORS

1. In addition to part-time operators, the Company may hire seasonal operators in the Southern Division and at Howell garage. However, no full time employee shall be transferred as a result of a seasonal entering Howell garage. Said seasonal operators may only work between May 1st and September 15th. Seasonal operators will be considered full-time operators for the purposes of pay calculation and picking of runs, and shall be entitled to and covered by the contract provisions for Union membership and check off on a non-discriminatory basis and the grievance

procedure after completion of the probationary period, but they shall not be entitled to any of the rights of Section 12 of the contract (Layoff or Transfers), nor shall they be entitled to any accumulation of seniority in the event the employee works more than one season. Employees who were previously employed as seasonals and who are recalled to work shall maintain their rate of pay.

2. The base rate for seasonal employees shall be 60% of the then existing top rate.

R. NEW WORK

The Company shall meet with the state Council concerning the establishment of new work under consideration or new work to be bid upon. In the event the Company contemplates bidding on new work, the Company shall provide the State Council with copies of the information which was submitted to all interested bidders. This information will be supplied to the State Council as soon as possible after the Company receives same. In the event the Company and the State Council are unable to agree upon a proposal for the bidding of new work, said Agreement will be incorporated into the main agreement as a supplement thereto.

S. DURATION AND ISSUANCE OF CONTRACT

This Agreement is effective as of July 1, 2024 and shall remain in force through June 30, 2028 and yearly thereafter. Either party desiring changes shall, at least sixty (60) days prior to the 30th day of June 2028, or in any year thereafter, notify the other of its desire for such change or changes to be made for the succeeding year, specifying such change or changes. In addition, the Company shall provide a contract booklet to all employees.

T. COOPERATION

All employees who are subject to the terms of this Agreement will, during the aforesaid period, devote their best endeavors to the performance of their respective duties in the service of the Company and will cooperate in every practicable manner with the Management in the efficient operation of the system; in fostering cordial relations between the Company and the public; in opposing unfair competition with the business of the Company; and, in protecting and preserving the Company's revenues and property.

U. DOCTOR'S NOTES AND VERIFICATIONS

Where a doctor's note or verification is required under this Agreement the note/verification must be provided to the Company within the time and manner provided in this Agreement, provided, however, that no note will be accepted in any circumstance more than twenty-one (21) calendar days after the employee's return to work.

V. NOTICES

1. The Company may assign an email account to all employees, other than retirees, which email account shall be accessible to all employees through the internet.

2. The Company may utilize such email accounts to communicate with employees except as specifically set forth in this Article.

3. The Company shall not utilize email to communicate with agreement employees with respect to matters governed by the contractual grievance and disciplinary procedure.

4. This Article shall not be used by either party with respect to the issue of whether the use of email is mandatorily negotiable under New Jersey law and each party maintains its position with respect to that subject matter.

W. PERSONAL DAY

Effective January 1, 2026, each employee will receive one (1) Personal Day. Employees who elect to receive a Personal Day may do so provided the employee requests at least 72 hours in advance. Personal Day requested outside of 30 days or more will be based on seniority. Personal Day requests inside of 30 days will be considered on a “first come, first served” basis.

Additionally, Personal Day requests inside of 30 days cannot be changed. If more than two (2) employees request the same day off, the granting of the day off for more than two (2) employees will be at the Supervisor’s discretion and will be granted in seniority order. Employees will be reimbursed for any unused paid Personal Day during the calendar year in the month of January of the following year.

If the Personal Day is not used on or before December 31, then it shall be cashed out to the employee. Use of a Personal Day shall not count against an employee’s Perfect Attendance

eligibility. All employees must be employed for at least six (6) months before being entitled to utilize a Personal Day.

X. PAYSTUBS

Eliminate all requirements for physical printing of employee paystubs and Form W-2. All

Employee Paystubs are available to employees online, at the link provided by Transit Payroll.

SECTION 17

SPECIFIC PROVISIONS FOR EMPLOYEES OF THE CITY SUBWAY OPERATIONS

17A. CITY SUBWAY OPERATORS

I. CITY SUBWAY REGULAR LIGHT RAIL OPERATOR (OPERATOR) WAGES

The wage rates for all City Subway operators shall be based upon length of service, and shall depend upon whether the employee was hired before or after June 26, 1997. Wage rates for City Subway operators will be set at $1.00/hour above the current comparable progression rate for Bus Operators.

Hired Before June 26, 1997: For City Subway operators hired before June 26, 1997, wage rates shall be based upon the following six-step progression:

Step	Length of Service	Percent
1	First 12 Months of Service	70.00%
2	12 Months to 24 Months	75.00%
3	24 Months to 36 Months	80.00%
4	36 Months to 48 Months	85.00%
5	48 Months to 60 Months	90.00%
6	Thereafter	100.00%

Hired After June 26, 1997: For City Subway operators hired after June 26, 1997, wage rates shall be based upon the following seven-step progression:

Step	Length of Service	Percent
1	First 6 Months Service	60.00%
2	6 Months to 12 Months	65.00%
3	12 Months to 24 Months	70.00%
4	24 Months to 36 Months	75.00%
5	36 Months to 48 Months	80.00%
6	48 Months to 60 Months	90.00%
7	Thereafter	100.00%

Effective on or about March 2, 2019: Wage rates for all City Subway operators shall be based upon the following five-step progression:

Step	Length of Service	Percent
1	First 12 Months Service	70.00%
2	12 Months to 24 Months	75.00%
3	24 Months to 36 Months	80.00%
4	36 Months to 48 Months	90.00%
5	Thereafter	100.00%

Wage rates for City Subway operators during the length of this Agreement are fully set forth in Appendix "E", Part IV.

II. CITY SUBWAY OPERATOR SCHEDULES

A

Regular runs shall consist of work assignments paying not less than eight (8) hours and having no more than a two (2) hour swing. Runs may consist of assignments of six (6) hours but less than eight (8) hours and in such cases shall pay eight (8) hours. Except on pull-in trips and certain late runs, relief shall be made as soon as possible after seven (7) hours and forty-five (45) minutes of work. Any straight piece of work of at least seven (7) hours shall not be combined into a swing run. However, pieces of work between six (6) and seven (7) hours may be combined with other pieces of work to form swing runs. The Company agrees to make on each schedule the maximum number of such regular runs. The Company will provide turnback relief for all regular runs.

B

In addition to regular runs, all other combinations of two or more pieces of work totaling at least six (6) hours but less than eight (8) hours with spread of not over thirteen (13) hours will be made into runs to pay eight (8) hours. Where two or more pieces of work total at least six (6) hours but less than eight (8) hours, an additional piece of work cannot be added. Additional half time after a spread of ten (10) hours and thirty (30) minutes will be paid.

In addition to combination runs, all pieces of scheduled line work totaling at least six (6) hours but less than eight (8) hours shall be paid eight (8) hours.

C

Straight runs are to be divided as evenly as practicable between day and night runs.

D

Where scheduled runs have more than one swing, the shorter additional swing or swings must be paid for. All swings are to be completed by 9:00 p.m.

E

Holiday schedules will be posted for pick at least three (3) weeks prior to the Holiday or at the general pick. Method of picking will be determined by Local Union autonomy. If this paragraph is violated by the Company, the right to post Holiday picks three (3) weeks before the Holiday will terminate and all Holiday picks will be required to be posted at the general pick for all garages.

If a bona fide dispute arises concerning the occurrence of a violation, the matter may be submitted directly to arbitration at the request of either party pursuant to the applicable terms of this agreement.

F

Any schedule, which may be considered objectionable, shall be subject to check and revision at the request of the Union promptly.

G

The practice of indiscriminate patching of schedules is to be discontinued except in agreed-upon emergencies.

H

All trippers shall be paid a minimum of one (1) hour.

III. CITY SUBWAY OPERATOR WORKING CONDITIONS

A. OVERTIME

For regular operators, the overtime rate of time and one-half begins after the completion of eight (8) hours work per day during the five (5) working days of the week, or after the completion of the run, whichever is the shorter.

For extra operators, the overtime rate of time and one-half begins after eight (8) hours work per day or the completion of the run, whichever is shorter.

Time and one-half will not be paid more than once for the same working time and if an operator shall claim time and one-half on more than one basis, that which gives the larger amount shall be used.

B. EXTRA TRIPS

All operators who are called upon to work an extra trip or trips or to do any extra work in addition to the regular runs to which they are assigned, shall be paid time and one-half for all such work.

C. TRAVELING TIME

If operators in regular service lay up their bus or car, or swings, or is relieved, at a point other than their own garage or car house, they shall be paid running time from the point at which said vehicle is laid up to their garage or car house, the maximum time to be one (1) hour and thirty (30) minutes in each direction. If the swing is less than the above-mentioned traveling time, the swing is to be paid. The one (1) hours and thirty (30) minutes given herein shall not place a limit on the payment of traveling time involved in one direction.

D. WAITING TIME

When the break between the completion of a run, a piece or pieces of work and the beginning of a tripper or the completion of a tripper and the beginning of a run, a piece or pieces of work or trip paying at least eight (8) hours, is thirty (30) minutes or more but less than one (1) hour, operator shall be paid thirty (30) minutes for such time; when the time is one (1) hour or more the operator shall be paid one (1) hour waiting time at the regular rate.

E. WORK BOARD

Except in emergencies, the work board for all assignments for the following day shall be posted daily by 4:00 p.m. Any change in tables must be specifically stated.

F. CANCELLATION OF WORK

Regular operators ordered to report for regular or tripper service and who do so report, but are not permitted to work such regular or tripper service, shall be paid for the work assigned, but may be required to do other work during the time for which they are paid. A normal workweek for regular operators shall consist of five (5) consecutive days with a minimum of eight (8) hours per day.

Operators, when taken from regular assignment to work another assignment paying less, shall be paid the equivalent of the original assignment. In addition, pay at time and one-half shall be paid for all work performed before or after the operator's regular normal working time.

G. DELAY TIME

In case where allowance time is being paid, delay time will not be paid on the first half of a swing or combination, except to the extent it exceeds the allowance time. This will not apply on the completion of a day's assignment.

H. INSTRUCTION TIME

Operators shall receive 50 cents per hour in addition to their regular compensation while instructing students. Instructing operator shall not be charged with accidents of student or operator being instructed except when instruction operator is negligent and contributes to the accident.

I. WORK ON A DAY OFF

Operators who accept an assignment to work on a regular day off shall be paid one (1) hour at time and one-half if they are notified before they leave home that the assignment has been canceled. If they report for work, they will be guaranteed two (2) hours at time and one-half. If they work, they will be guaranteed at least eight (8) hours pay at time and one-half.

Payment for work on a day off shall be at straight time if the employee does not work the five regularly scheduled workdays in the week involved. This does not apply to an employee who

may be properly excused or is absent due to a documented illness, or who is absent due to a disciplinary suspension in the week.

J. WORK ON A HOLIDAY

Regular operators falling out on holidays and who are ordered in and who report for work shall be guaranteed work paying eight (8) hours or more. Regular operators falling out on holidays may volunteer to work assignments paying less than eight (8) hours.

K. MEAL ALLOWANCE

Effective January 4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00, and shall be paid on any occasion when:

1. Operator is ordered to work through swing.
2. Initial relief is not made and operator is required to work in excess of the time necessary to serve passengers from and to the relief point. This provision also applies when operators, at the end of their day's work, fill in for a run or makes a relief that has been missed.
3. Operators, after completion of regular or combination run, are given additional non-scheduled work because business is so heavy and operators do not have time for their regular meal hour.
4. Operators work five (5) hours in addition to their regular run.
5. When operators are used in emergencies during snowstorms, present practices of allowing meals shall apply.
6. An operator is entitled to a meal ticket after 13 hours of work time.
7. Not more than one (1) meal ticket may be allowed for the same time period. All payments made under this section will be included in the employees normal payroll check.

IV. SNOW WORK (EMERGENCIES)

Operators being used in emergencies for snow work shall be paid time and one-half rate for actual working time and regular platform rate for waiting time except where such waiting time is after the completion of operator's regular run or in excess of the time called for by the operator's regular run whether the run is actually worked or not, when the overtime rate will apply.

V. UNIFORMS

The Company shall furnish each operator who has been employed by the Company a period of 90 days a uniform containing a Union label consisting of a jacket, 5 shirts (3 summer- 2 winter), a tie, 2 pair of trousers, a cap and safety shoes.

Effective with the Uniform Allowance payable in April 2026, the Uniform Allowance will be equal to the average cost of the four (4) initial uniform plans. This cost amount will be tracked each year. Payment of this Uniform Allowance will be as follows: one-hundred dollars ($100.00) in the form of a check, and the remainder in the form of a Voucher to the employee. A new employee who has never been issued a uniform who enters a position requiring them to wear a uniform between January 1st and March 31st of any year will be issued a full uniform, but will not become eligible for the uniform allowance until one year from April 1st of the year in which the uniform was issued. The Uniform Allowance can also be used for company approved shoes and belts.

All operators will be required to wear their uniform while on duty.

VI. CITY SUBWAY OPERATOR ALLOWANCES

A. VACATIONS

(a) The Company agrees to grant one (1) week's vacation or forty (40) hours at their regular rate to all City Subway operators with one (1) year of service. The Company agrees to grant two (2) weeks' vacation of eighty (80) hours at their regular rate to all City Subway operators with two (2) years of service. The Company agrees to grant three (3) weeks' vacation of one hundred twenty (120) hours at their regular rate to all City Subway operators with five (5) years if service. The Company agrees to grant four (4) weeks' vacation of one hundred sixty (160) hours

at their regular rate to all City Subway operators with ten (10) years of service. The Company agrees to grant five (5) weeks' vacation of two hundred (200) hours at their regular rate to all City Subway operators with fifteen (15) years of service. The Company agrees to grant six (6) weeks' vacation of two hundred forty (240) hours at their regular rate to all City Subway operators with twenty-five (25) years of service.

(b) An employee voluntarily transferring back to another location will be required to repick any remaining vacation at the transferred location. This does not apply to employees bidding to follow their work.

(c) All City Subway locations shall be allowed to cover vacations by vacation relief bids at all general picks.

(d) Seniority, as established in SECTION 17A, VIII (City Subway Seniority and Bidding of Runs), will be used to bid vacations.

(e) In order to be eligible for a vacation, an employee must have worked a minimum of 75% of his scheduled workdays in the year preceding the vacation period.

B. TIME FOR REPORTING

All operators will be expected to report fifteen (15) minutes before pullout time of each assignment and shall be paid for such time with a minimum of fifteen (15) minutes per day.

C. BREAKING-IN TIME

Regular or extra operators ordered to break in on newly established lines or equipment of a different type when placed in service, shall be paid at their regular rate of pay, for a reasonable length of time.

Full time Bus Operators transferring to the City Subway from a bus garage at their own request shall qualify and pass City Subway operator certification and be paid at the instruction rate. Only upon successful completion of the City Subway operator certification program, Operators transferring to the City Subway will be reimbursed to their full rate for all hours spent in the operator certification program. The City Subway operator certification program is a maximum of 30 days long.

D. ACCIDENT REPORT TIME

Operators shall be allowed twenty (20) minutes for making out each accident or witness report. All statements to Claim Department investigators shall be paid actual time with a minimum of fifteen (15) minutes and a maximum of sixty (60) minutes.

E. EXPENSES

Expenses incurred while in line of duty must be refunded on the day incurred when possible but not later than the following morning by the Company.

F. REST TIME

When the rest period between the time of terminating one day's work and the time for reporting for the next day's work is less than ten (10) hours, an additional pay shall be allowed as follows:

For the first 29 minutes below 10 hours	-None
From 30 minutes to 1 hour 29 minutes Below 10 hours	-15 minutes
From 1 hour 30 minutes to 2 hours 29 minutes below 10 hours	-45 minutes
From 2 hours 30 minutes to 3 hours 29 minutes below 10 hours	-1 hour 30 mins
For each succeeding hour below 10 hours	-Additional 1 hour

When operators have their days off, the intervening time between the end of one day's work, the days off, and the reporting time for the next day should not be less than fifty-four (54) hours. If it is less than fifty-four (54) hours, the above allowances will apply for corresponding hours below fifty-four (54) hours.

When operators work on their first day off, the intervening time between the end of that day's work, the second day off, the intervening time between the end of that day's work, the second day off, and the reporting time for the next day should not be less than thirty-four (34) hours. If it is less than thirty-four (34) hours, the above allowances shall apply for corresponding hours below thirty-four (34) hours.

When operators go from a night run to a day run where the interval between the end of the night run and the beginning of the day run is at least eight (8) hours, they shall be paid appropriate

rest time. When the interval is less than eight (8) hours they cannot pick up their new run until the lapse of eight (8) hours.

VII. CITY SUBWAY EXTRA LIST

A. GUARANTEE TIME

Extra operators who answer all roll calls or assignments for five (5) full days shall be guaranteed forty (40) hours pay per payroll week at the prevailing line rates, with a minimum of four (4) hours per day, including holidays.

If operators fail to answer a roll call on any one day or days, the guaranteed amount shall be reduced only in the proportion that the roll calls, which they fail to answer, shall bear to the total number of roll calls during the day or week.

In the computation of guarantee time for extra operators only actual hours and not equivalent straight time hours shall be used. The twenty (20) minute allowance for reporting and turning-in shall not be used in the calculation of guarantee.

For the purpose of computing guarantee time for extra operators, when a holiday occurs on a day not a regular day off, the actual hours worked shall be used.

In the event there are not sufficient assignments for extra operators at a garage when the paid holiday occurs on a day other than their regular day off, each operator not needed shall be notified the night previous that they are excused for that paid holiday and their weekly guarantee shall be adjusted proportionately.

All regular operators who are serving on the extra list under penalty shall receive the same privilege as extra operators in good standing.

B. ROLL CALLS

Day operators shall make 5:00 a.m., 6:00 a.m., and 10:00 a.m. roll calls. Night operators shall make 12:00 noon, 2:00 p.m., and 4:00 p.m. roll calls.

Day operators required for afternoon trippers must be assigned those trippers by 10:00 a.m. No operator shall be assigned to a night run after reporting for 5:00 a.m. or 6:00 a.m. roll

call.

An operator serving on the p.m. roll call shall be assigned or excused by the time the last run or tripper pulls out.

Time of roll calls may be adjusted to meet local conditions but may not exceed the number of calls designated on previous page.

Extra operators not on roll call and who work two or more pieces of work shall be paid additional half-time for work after completion of 10 hours and 30 minutes span of work.

Extra operators on roll call shall be paid additional half-time for work after completion of 10 hours and 30 minutes span of work beginning from time of their first roll call.

Extra operators on roll call shall be paid for all time at straight time rate before receiving regular assignment or being released. Such time shall be included in computation of daily and weekly guarantee time.

The work list for extra operators shall be rotated each day in accordance with systems now in effect in each local division and as approved by the State Council and the Company. When extra operators are booked for a regular run, working conditions of regular operators shall apply to all work performed on that day.

VIII. CITY SUBWAY SENIORITY AND BIDDING OF RUNS

A

Seniority within the City Subway shall be established by continuous service in the City Subway except as otherwise provided in and SECTION X-LAY OFFS AND TRANSFERS.

B

Operators shall choose work by seniority as established in Paragraph A.

1. All regular passenger runs including those on holiday schedules will be put up for bid four (4) times a year: January, April, June and September. These dates may, at the option of the Company, be extended two (2) weeks beyond the end of particular month.

2. The bidding in of all runs will be allowed when new runs are established or existing lines shortened, extended or changes made in schedules.

3. Representatives of the Union may be present at such bidding in, if desired.

4. All runs shall be posted at least four (4) days before anyone shall be obligated to pick.

5. In the event of a discharge of an operator and an appeal is taken under the provisions of this agreement, his/her run shall not be posted until a final decision has been reached in his/her case. The present practice of the Company, in temporarily filling vacancies until the next general pick occurs, is to remain in force.

6. While a general pick is going on, the Company will not post new tables.

7. It is understood that at least 10% of the operators at the garage affected must pick each day; however, in any case, no more than twenty-five (25) operators shall be required to pick in a given day. No one will be required to pick on Saturday, Sunday or Holidays, except in an emergency.

8. Every effort must be made to contact operators away sick or on vacation.

9. The Company will be permitted a "same day only pick" on three (3) occasions each year, subject to the following rules:

    a) A pick will only be run as a result of the Company cutting work from the regular schedule;

    b) The pick shall be posted with the regular pick;

    c) In garages that have the holiday pick system, the pick shall be posted at least three weeks in advance;

    d) Operators who pick to be off shall receive eight (8) hours for the day;

    e) All other operators that are scheduled to work that day shall pick by seniority for the work that is available;

    f) After a "same day only pick" is completed, the Company shall not assign operators picking to be off unless an emergency occurs.

g) Depending upon the types and levels of service cuts scheduled for "same day only picks," garage maintenance staffing will be looked at for staff requirements and a pick will be posted. Employees choosing to be off will be paid for eight (8) hours. The actual number of staff reductions and their distribution across classifications will be vested with management. Picks will be posted as per current practice.

IX. DAYS OFF

The Company will allow regular operators two (2) consecutive days off duty in every seven (7) days or payroll week. For those whose runs fall out on Saturdays and Sunday, those days will be considered their days off. For those whose runs fall out on Saturday or Sunday, that day will be considered one of their days off. All other days off are to go with the run assignment.

Extra operators, by seniority, may select days off from available days. Split days off, one of which shall be a Sunday, will be kept to a minimum but shall not affect more than 40 % of the total number of extra operators in each garage.

X. LAY-OFFS AND TRANSFERS

A. LAY-OFFS

Where there is a layoff of operators, the last operator hired shall be the first operator laid-off. This shall be accomplished in the following manner:

1. The seniority principle will be applied by having employees with greater Company seniority with the City Subway "bump" employees with lesser seniority in the City Subway until the last hired employee within the particular garage is laid off. Such a laid off employee shall be entitled to "bump" any employee with lesser seniority in any other garage of the Company's Operating Division and then in any garage of the Company.

2. When a transfer of an operator from one garage to another is necessary to accomplish such lay-off, the operator so transferred shall return to the operator's original location with full seniority rights when the first opening occurs. However,

they shall sign a waiver relinquishing all claims to seniority rights at the original location when they choose to remain at the location to which they were transferred.

3. In the event of transfer of employees between garages as aforesaid, on account of a layoff, employees so transferred shall retain their bidding date seniority at their new garage for all purposes.

B. TRANSFERS

1. If the Company determines to reduce its operators work force in a given garage, but has an opening in other garage within its same operating division, then the last senior operator(s) in that garage affected by such reduction in work force shall be subject to transfer as follows:

2. The Company will, in advance, post both the number of operators to be affected by the reduction and the number of openings for operators available in other garages within the same Company division, designating such openings.

3. The least senior affected operator(s) may pick, according to seniority, the open positions and be transferred with their then existing bidding rights. Those operators with three (3) months service or more choosing not to pick an open position shall have the right to "bump" any operator within the same Company division according to seniority, carrying with them their then existing bidding rights.

4. Employees affected by such a transfer may return to their original location with full seniority rights when the first opening occurs. However, they shall sign a waiver relinquishing all claims to seniority rights at the original location when they choose to remain at the location to which they were transferred.

5. City Subway operators who have worked a minimum of one (1) year at the City Subway may request a transfer to the bus garage they came from. If the Company grants the transfer the operator will retain all Company seniority except for bidding purposes. Seniority for bidding purposes at the bus garage from which the employee came from will be reduced by time served at the City Subway.

XI. CITY SUBWAY OPERATOR CERTIFICATION PROGRAM

A. Only full-time Bus Operators will be eligible to apply to transfer to the City Subway. Operators awarded an operator position at the City Subway must successfully pass the City Subway Operator Certification Program to qualify as a City Subway Operator. Operators who successfully pass the City Subway Operator Certification Program are ineligible to request a voluntary transfer for one year from date of certification.

B. Operators who fail to pass the City Subway Operator Certification Program will be transferred back to the bus garage they came from with full company seniority except for bidding seniority. Seniority for bidding purposes will be reduced by time spent at the City Subway.

C. City Subway operators are required to pass annual City Subway Operator Certification, which includes an annual rules class and examination. The Company will develop and implement the rules, policies, procedures, training program and examinations necessary to certify an employee as a City Subway operator. The Company will meet with the Union before implementation of any new or revised rules, policies, procedures, training programs or examinations necessary to certify an employee as a City Subway operator. City Subway operators who fail to certify or pass the rules class examination will be disqualified and be offered voluntary transfer to the bus division.

D. City Subway operators are required to possess and maintain a valid Commercial Drivers License (CDL).

E. Incapacitated City Subway operators who have been disqualified from operating a light rail vehicle, but who are qualified physically to perform the work normally assigned to Cleaners shall be given preference in filling vacancies in the classification. Incapacitated City Subway operators who have been disqualified from operating a light rail vehicle but who are qualified physically and who have been approved to operate non-revenue vehicles on or adjacent to Company property

and can perform the work normally assigned to Servicepersons shall be given preference in filling vacancies in this classification.

XII. SUBSTITUTE BUS SERVICE

Programmed substitute bus service for City Subway maintenance or construction outages, or extended City Subway emergency shutdowns will be operated by City Subway operators.

17B. CITY SUBWAY MAINTENANCE EMPLOYEES

I. WAGES

The wage rates of the Maintenance Department employees of the City Subway shall be set forth in Appendix E, Part IV.

Repairmen rates apply to car maintainer and track maintainer positions. If the Company and the Union, represented by proper officials, agree as to the employees' aptitude and ability, repairmen will move from class C to class B and from class B to class A at six (6) month intervals.

Repairman A rated employees may bid on the position of City Subway Car Technician and/or City Subway Signal/Line Technician when vacancies occur provided that such employees are qualified by seniority as per the provisions of Article VII of SECTION 17B, below.

City Subway employees seeking to qualify for the positions of City Subway Car Technician and/or City Subway Signal/Line Technician must successfully complete the City Subway Car Technician or City Subway Signal/Line Technician training assessment program provided by the Company during the sixty (60) day period as described in the provisions of Article VII of SECTION 17B, below. Within the sixty (60) day qualification period referenced above, employees must successfully pass the City Subway Car Technician or City Subway Signal/Line Technician training assessment. In this sixty (60) day qualification period, which shall commence from the first day of employees training, the company will determine through the technician training assessment whether an employee is qualified or not for the position of City Subway Car Technician or City Subway Signal/Line Technician. If, during this sixty (60) day period, an employee is found by the Company to be unqualified, the employee shall be returned to his or her former position

and shall remain in such position for a minimum of one (1) year before being eligible to bid on a promotional opportunity.

If an employee fails twice to prove their qualifications for either the City Subway Car Technician or City Subway Signal/Line Technician position, the employee will be barred from further promotion to that position, unless the employee submits to the Company a Certificate of Completion from a fully accredited/licensed institution certifying successful completion of an electronic technology course of instruction which indicates that their skills have been enhanced.

II. HOURS

A working day shall not exceed eight (8) hours per day completed within eight and one-half (8½) consecutive hours. Five (5) days a week shall constitute a working week. Hours of shifts shall be adjusted to meet local conditions subject to the approval of both parties.

III. OVERTIME

Employees required to work in excess of eight (8) hours per day will be paid time and one-half for such excess time. Employees required to work on their regular days off will be given eight (8) hours work at time and one-half unless they desire to work a shorter time. If they desire to work less than eight (8) hours, they will be paid for actual time worked at time and one-half. Time and one-half will not be paid more than once for the same working time and, if an employee shall claim time and one-half on more than one basis, that giving the larger amount shall be used. The Company shall post a list of personnel who were engaged in overtime work on the previous day, in the office window at the Maintenance facility.

IV. DAYS OFF

Seniority, as defined by Local Union division below, shall be used in the selecting of consecutive days off, shift, and jobs, twice a year, June 1st and October 1st, or when an emergency occurs, to be effective on the first Saturday thereafter. Employees changing shifts or jobs must be capable of performing properly the work attached to the job picked.

They shall be paid at the prevailing rate for the work performed. Work presently held by employees who cannot drive or perform roadwork shall be excluded from picks.

The selecting of jobs, however, shall not restrict the Company from moving an employee from one job to another in emergencies, within or lower than their own job classification with the City Subway. Rate or classification seniority will be used for the bidding of work.

All employees in a classification can be used as vacation or sick relief replacement within or below their classifications, within their location by reverse classification seniority. This provision applies to all leaves of absence (including, but not limited to Military leave and disciplinary suspension) and short-term vacancies.

V. TRAVELING TIME

Employees sent out from City Subway on Company business shall be paid from the time they leave the City Subway until they return.

VI. SENIORITY

Seniority shall prevail in all Local Union Divisions. In the event of a layoff, seniority principle will be applied in the following manner:

1. By having employee with the greater Local Union Division seniority within the classification affected, "bump" the employee with the lowest Union Division seniority within the classification throughout the Local Division.

2. If employees affected in aforesaid lay-off choose not to "bump" in another garage or their Local Division, they may choose to "bump" down into the next lower classification, and by so doing, remain in their garage.

3. By having employee with the least Company seniority in the Local Union Division "bump" any employee with lesser seniority in any other garage of the Company's operating division, and then in any other garage of the Company.

4. The last employee to be "bumped" within the jurisdiction of any Local Division shall have the right to "bump" the last employee hired by the Company in the Maintenance Department wherever located.

5. In the event of transfer of employees between garages as aforesaid on account of a lay-off, employees so transferred shall retain their then existing seniority at their new garage for all purposes.

6. Employee in Mechanic A classification shall not be reduced to a lower classification in wage rate. Employees in the Repairman A classification for five (5) or more years in the Maintenance Department will not be reduced more than two (2) classifications in wage rate when they are assigned to other jobs.

   Employees shall have the right to return to their original location when a vacancy occurs in their classification. Employees not desiring to return shall sign a waiver relinquishing all claims to seniority rights in their original location.

VII. VACANCIES

All vacancies in any department shall be filled by promoting regular employees, provided they are qualified. Foreman and Union Representatives shall determine within sixty (60) days whether an employee is qualified or not. Employees failing to qualify within the sixty (60) day period shall be moved back to their former job. The sixty (60) day period may be extended by mutual consent. Employees bidding on a vacancy shall retain the rate of their former position until qualified in the new position. Upon qualification, an employee shall be paid the new rate retroactively for the sixty (60) day qualification period.

Employees who fail to prove their qualifications after sixty (60) days in a new position shall be moved back to their former position and must remain in that position for a minimum of one year.

If an employee hired after ratification of this agreement fails twice to prove their qualifications for a position they will be barred from further promotion to that position unless they submit to the Company a Certificate of Completion of an outside course of instruction in applicable skills and/or technology which indicated that their skills have been enhanced.

Ability and merit being sufficient, seniority shall govern promotions.

Employees promoted to Repairman C shall pass an examination, ninety (90) days after such promotion, to determine their aptitude and ability to perform Repairman's work. Employees failing such examination shall be moved back to their former position.

An open Repairman's job within the City Subway shall be bid on by any employee with the greater City Subway seniority. This shall apply only to City Subway Servicemen.

Incapacitated City Subway operators who have been disqualified from operating a light rail vehicle, but who are qualified physically to perform the work normally assigned to Cleaners shall be given preference in filling vacancies in the classification. Incapacitated City Subway operators who have been disqualified from operating a light rail vehicle but who are qualified physically and who have been approved to operate non-revenue vehicles on or adjacent to Company property and can perform the work normally assigned to Servicepersons shall be given preference in filling vacancies in this classification.

VIII. VACATIONS

A. VACATIONS

(a) The Company agrees to grant one (1) week vacation or forty- (40) hours at their regular rate to all City Subway Maintenance Employees with one (1) year of service. The Company agrees to grant two (2) weeks vacation of eighty (80) hours at their regular rate to all City Subway Maintenance Employees with two (2) years of service. The Company agrees to grant three (3) weeks vacation of one hundred twenty (120) hours at their regular rate to all City Subway Maintenance Employees with five (5) years of service. The Company agrees to grant four (4) weeks vacation of one hundred sixty (160) hours at their regular rate to all City Subway Maintenance Employees with ten (10) years of service. The Company agrees to grant five (5) weeks vacation of two hundred (200) hours at their regular rate to all City Subway Maintenance Employees with fifteen (15) years of service. The Company agrees to grant six (6) weeks vacation of two hundred forty (240) hours at their regular rate to all City Subway Maintenance Employees with twenty-five (25) years of service.

(b) An employee voluntarily transferring back to another location will be required to repick any remaining vacation at the transferred location. This does not apply to employees bidding to follow their work.

(c) Vacations are to be chosen according to seniority based on local past practice, rate or classification seniority at the City Subway will be used to pick vacations.

IX. REST TIME

Signal, Line, and Track personnel who are reassigned by the Company to comply with FRA rules of service will be granted rest time at the straight time rates as follows:

All hours worked outside of regular scheduled shift hours will be paid at overtime. The portion of the regular shift hours not worked will be paid at regular straight time in all cases. Rest time must be in accordance with FRA regulations.

X. OVERTIME RECORDS

Information concerning overtime and special time worked shall be made available for any employee or Union representative who desires to check such time. The Company shall post a list of personnel who were engaged in overtime work on the previous day, in the office window of the City Subway superintendent's office.

XI. HOLIDAY WORK

All holiday work lists shall be posted seventy-two (72) hours previously. If an employee scheduled to work is unable to do so, a substitute may be assigned.

XII. WEARING APPAREL

Lightweight yellow jackets, pants and hats, galoshes, rubber aprons and gloves, provided by the Company, shall be made available to each employee who is required to work outside in inclement weather or who is employed in fueling or washing cars or operating steam cleaners. Goggles to fit over eyeglasses shall be made available at NCS storerooms. Helmets and liners will be made available for employees required to work in pits.

Employees shall be held responsible for loss of foul weather gear and shall leave such foul weather gear on Company premises when not on duty. The Company will allow permanent employees ten (10) sets of rental coveralls, or shirt and pants, or shirt and apron, each week after they have been in service thirty (30) days. The Company will provide a reasonable number of spare sets of coveralls for use when necessary. The material of the uniforms will be 100% cotton

providing the rental companies can provide cotton. The cotton uniforms will be replaced every twelve (12) months, and serviced once per week. In addition to the regular Maintenance uniform, the Company will supply a warmer outer garment to all Maintenance employees required to work outside as a part of their normal duties.

All employees to whom such rental apparel has been issued shall be required to wear such apparel during work hours and shall leave the apparel on Company property at all other times.

XIII. EQUIPMENT/TOOLS

The Company shall provide droplights, tape, hacksaw frames and blades, special tools, files, drills, hammer handles of all sizes, wire pliers, wheel dollies and flashlights and batteries when conditions warrant, or other special equipment needed.

Each repairman, mechanic and technician shall be required to submit a list of his or her tools. This list shall be signed and dated by the Foreman, and a copy thereof supplied to the Union.

Effective for the tool allowance payable in December 2021, the Company will provide each repairman, mechanic, and technician with a $450.00 annual tool allowance which will be paid in the second pay week of December and will provide metric tools as required.

Effective for the shoe allowance payable in December 2021, the company will provide a $150.00 Safety Shoe Allowance for all Maintenance Department employees and further provide that Cleaners/Custodians, Mail Clerks, Central Stores Clerks, and Warranty Clerks, with at least one (1) year of service will be entitled to the Safety Shoe Allowance. This allowance will be paid in the second pay week of December.

XIV. MEAL ALLOWANCE

On special occasions or when overtime is necessary and employees do not have time to go home for their meal, the Company will pay a meal allowance of $2.00 for breakfast, $3.00 for luncheon, and $5.00 for dinner. Effective January 4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00. This will apply only when three (3) hours or more overtime work is performed. Employees who are used for two (2) hours overtime work shall be used for at least one (1) more hour overtime work. A relief period may be allowed for this

meal between the completion of the regular time and the beginning of the overtime. An additional meal allowance will be paid when an employee works five (5) more hours of overtime after the first three (3) hours of overtime. All payments made under this section will be included in the employees normal payroll check.

XV. TEMPORARY ASSIGNMENT

When employees with a lower department pay rate are assigned to work on a job with a higher rate of pay, they shall be paid at the higher rate. When the rate is lower they shall retain their own rate.

Employees temporarily assigned to supervisory work or who are assigned supervisory duties for one or more days in the absence of supervisory employees shall be paid $4.00 per day in addition to other pay received under contract provisions.

XVI. FOREMEN

(a) The Company agrees that it will not allow Foreman or Management personnel to participate in any physical labor that will take any work away from the regular employees.

(b) The Company will not assign a working foreman to a shift where a full time Foreman or Assistant Foreman is in direct charge.

XVII. ALLOWANCE TIME

Ten (10) minutes shall be allowed to employees at the end of their day's work to wash, make out time slips and put their own tools away. Employees shall not perform any of these duties prior to the ten (10) minutes allowed.

XVIII. EMERGENCIES

All work performed by an employee in an emergency call, i.e., when the employee is called out when off duty, shall be paid a minimum of three (3) hours at the rate of time and one-half. When employees are used for such emergency call they must not be excused for the regular day's work if they desire to report for their regular work if they so elect and if they have worked less than three (3) hours emergency work before their regular work.

Any hourly bargaining unit employee may be assigned to pick up parts.

At least two (2) employees will respond to emergency situations when available.

XIX. OVERTIME

Any employee shall have the right, if they so desire, to pass up overtime, provided another qualified employee in the same classification is available to do such work.

Employees required to work on their scheduled day off, will be paid time and one-half for such time, provided they have completed all five (5) of their scheduled work days, unless, the employee is properly excused, or is absent due to a documented illness, or who is absent due to a disciplinary suspension in that week.

XX. APPRENTICE TECHNICIANS

To improve the skills and knowledge of the City Subway maintenance Servicepersons and Repairmen, and afford them the opportunity for advancement, the Company will establish the classification of Apprentice Technician. To qualify for bidding on an Apprentice Technician vacancy, when such vacancy occurs, a City Subway Serviceperson or Repairmen must first pass the Apprentice Technician technical aptitude test.

Candidates who successfully pass the Apprentice Technician technical aptitude test, with a grade of seventy percent (70%) or higher, will be awarded the position, according to City Subway seniority, and must complete the Apprentice Technician qualification training program administered by the Company. The content and duration of the Apprentice Technician qualification training program shall be determined by the Company. After one year, which shall commence from the first day of the employee's participation in the Apprentice Technician qualification training program, and upon successful passing of a final examination with a grade of seventy percent (70%) or higher, the employee will become a Technician and will be compensated at the Technician rate. If the employee does not successfully pass the final examination, the employee will remain at the Apprentice Technician training rate until the employee can successfully pass the final examination.

Candidates who are found by the Company to be unqualified at any time during the first sixty (60) days of the Apprentice Technician qualification training program will be returned to their former position for a minimum of one (1) year before being eligible to bid on a promotional opportunity. If an employee fails twice to prove his qualifications for the Apprentice Technician

position, the employee will be barred from further promotion to that position, unless the employee submits to the Company a Certificate of Completion from a fully accredited/licensed institution certifying successful completion of an electronic technology course of instruction which indicates that their skills have been enhanced.

The wage rates for the City Subway Apprentice Technician classification will be based on 95% of the Light Rail Technician classification (3402) rate.

SECTION 18

ATTENDANCE POLICY

(TIC, MAINTENANCE, CLERICAL, FIELD SALARY AND TRANSPORTATION)

Section I. Employees' Obligation for Proper Attendance

Regular, on-time and reliable employee attendance is crucial to the effective operation of New Jersey Transit's bus transportation system. Without reliable, on-time attendance by employees, dependable service to the public cannot be provided. To that end, this Attendance Policy and Procedures is hereby established to ensure that all employees know what is expected of them in the enforcement of an effective attendance system so that employees attend work as required. It is the responsibility of all employees to make themselves aware of this policy and be available for regular assignments, arrive on time and complete all their work assignments.

This policy is an administrative, attendance system designed to address attendance at work; payroll issues are not covered by this policy and will be covered by labor agreements between the Union and NJ TRANSIT. The grievance process outlined in the labor agreement will remain in place. Nothing in this attendance policy will change the existing practice of ordering employees to work.

[Effective January 1, 2016. The current policy will remain in effect until December 31, 2015] This Attendance Policy is a No-Fault attendance policy. This Attendance Policy is designed to provide employees with an initial number of Attendance Occurrences that they may use on a no-fault basis and incur without receiving attendance discipline. In addition, the Attendance Policy also provides a set of "Exceptions" to be used to avoid or reduce Attendance Occurrences in certain situations. As such, notwithstanding any other section or provision of the Agreement, it is reemphasized, understood and agreed that there are no "excused absences" in this Attendance Policy and that the only Exceptions to the Attendance Policy are only those expressly set forth in the Attendance Policy. No arbitrator interpreting this Policy shall thus have any jurisdiction to interpret this Policy in a way that alters these Exceptions or adds new Exceptions. However, an Arbitrator may determine

whether a particular Occurrence that was charged to an employee should have been subject to one of the Exceptions that are expressly set forth in this Policy.

Section II. Definitions

1. **Occurrence** - An "Occurrence" is any attendance infraction as described within this Attendance Policy. An Occurrence may take place in any part of a shift. It is possible to incur more than one "Occurrence" in a single workday.

2. **AWOL** - "Absence Without Official Leave"- An Occurrence of a failure to notify by phone or appear in person within four (4) hours after the employee's scheduled reporting time. An employee recorded as "AWOL" will be subject to discipline as outlined in the Transportation Employees Service Guide.

3. **Sick Turn-In** - A "Sick Turn-In" means an Occurrence of a failure to be present at work for an employee's entire day of work due to the employee's own sickness, own illness, own injury or own medical appointment. To obtain any "Sick Turn-In", the employee must notify the office prior to their scheduled start time.

   For bus and light rail operators, a Sick Turn-In notification must be given 60 minutes before their scheduled pull out time.

4. **Unavailable** - An Occurrence of a failure to be present at work on an employee's entire day of work due to personal reasons. To obtain an "Unavailable", the employee must notify the office in person or by telephone before their scheduled start time.

   For bus and light rail operators, an Unavailable notification must be given 60 minutes before their scheduled pull out time.

5. **Late Arrival (TIC, Transportation, Clerical, Maintenance and Field Salary)** - An Occurrence of an employees' failure to arrive on time at the beginning of the shift and/or

return to work from a lunch break in accordance with the selected work schedule. The following will apply for purposes of defining what constitutes a "Late Arrival":

(A.) TIC: Employees are assessed a "Late Arrival" at TIC if they are not logged into the ACD system within five (5) minutes of their scheduled start time. An employee logged in more than five (5) minutes after the start of their shift *or*, returning late from a lunch break is considered a "Late Arrival".

(B.) Maintenance; Clerical; Field Salary: A "Late Arrival" will be assessed upon an employee's failure to report to work at the scheduled beginning of the employee's assigned shift or, returning late from a lunch break.

(C.) [Effective September 23, 2008] **Transportation** - "Operator's Late Arrival" - For Bus and Light Rail Operators Who Provide Notice of Inability to Work at Least 60 Minutes Before the Operator's Scheduled Report Time and Are Assigned Another Assignment Paying *Less* Than Eight Hours

1. (i) An Occurrence of "Operator Late Arrival" will be allowed only in situations where an operator provides notice at least 60 minutes before the operator's scheduled report time. (ii) The given notice must be of the operator's inability to start and work that assignment and of the operator's ability to work some "Other Assignment" in the same calendar day. (iii) If the Operator is granted an "Other Assignment" which is identified at the time assigned as paying less than eight hours and actually works the "Other Assignment", the operator will be assessed one Occurrence for Operator Late Arrival ("OLA") regardless of the total number of hours worked by the Operator during his/her entire shift. (iv) If the operator is not granted an OLA and, as a result does not work on that calendar day, the operator will be assessed an Unavailable. (v) The term "Other Assignment" is defined as any other piece of work the operator is offered to and actually works in the same calendar day that pays less than eight (8) hours. Decisions on OLA's will be based on the needs of the garage to efficiently handle the work. Where the Operator complies with ¶(c)(1) above and is given the "Other

Assignment" but then one of the following scenarios occur, the following procedure will be followed:

Scenario A: With respect to the "Other Assignment", If the operator can't work that "Other Assignment" as well but provides at least 60 minutes notice of his/her inability to work that "Other Assignment" and, as a result, does not work at all during that calendar day, the Operator Late Arrival (OLA) assessed for the initial work assignment will be reclassified to an "Unavailable" or "Sick Turn-In", for the entire day's absence.

Scenario B: With respect to the "Other Assignment", if the operator can't work that "Other Assignment" as well but provides at least 60 minutes notice of his/her inability to work the "Other Assignment" but then works yet another assignment in the same day, the operator will be assessed one "Operator Late Arrival" (OLA) for the calendar day.

Scenario C: With respect to the "Other Assignment", if the operator can't work that "Other Assignment" as well but fails to provide at least 60 minutes notice, or fails for any reason to report to the depot office or the designated location within 15 minutes before their scheduled pull-out time for the "Other Assignment", the operator will be assessed a Miss for that "Other Assignment" and the prior Operator Late Arrival (OLA) will be erased.

2. If the Operator is granted an OLA for an assignment that is scheduled to pay *less* than eight (8) hours, the fact that the Operator may ultimately be paid for eight (8) or more hours for the total shift shall not entitle the Operator to the ORFOR Exception, as the determination as to whether an assignment qualifies for an ORFOR (as opposed to an OLA) is made on the basis of the assigned "Other Assignment" at the time of assignment and not on the basis of the total number of hours actually worked or paid to the Operator during such a shift.

3. Notwithstanding subsection 5(C)(2) above, where supervision requests an Operator to work additional pieces of work, and the cumulative number of hours assigned totals an amount that pays at least eight (8) hours, an ORFOR Exception will be granted.

6. Leave Early - An employee's failure to complete all of their assigned work shift or schedule.

7. Sick Leave Early - An employee's failure to complete all of their assigned work shift or schedule due to an unexpected personal sickness.

8. Miss - Bus and Light Rail Operators will be assessed a "Miss" Occurrence where such employees fail for any reason to report to the Depot Office or the designated location within fifteen (15) minutes before their scheduled pull-out time or, fail to provide 60 minutes notice of a Sick Turn-in or Unavailable.

SECTION III. ATTENDANCE SYSTEM

A. GENERAL PROCEDURES

1. Effective January 1, 2016, all employees' Occurrences will reset to zero. This Attendance System will be based on a two-year cycle, which runs from the first occurrence for each employee.

2. During the two year cycle, each of the defined absences in §II above constitutes an "Occurrence".

3. Each "Miss" will be assessed as one occurrence for the first five. Any subsequent "Miss" will be assessed as two Occurrences each.

4. In the event that an employee obtains the 25th Occurrence in the employee's two year period, such an employee will be discharged.

5. On the two year anniversary of an employee's Occurrence(s) the occurrence total shall be reduced by the number of Occurrences that have reached two years of age.

This disciplinary progression outlined in Section III. A(5) below continues, but will reflect the reduction.

6. The following disciplinary progression will be assessed for cumulative Occurrences during a two year cycle:

7th Occurrence	Counsel
10th Occurrence	Warning
13th Occurrence	1-day Suspension (Administrative)
16th Occurrence	3-day Suspension (Administrative)
19th Occurrence	5-day Suspension (Administrative)
22th Occurrence	10-day Suspension with final warning
25th Occurrence	Discharge

When an employee is assessed discipline based on accumulated Occurrences as indicated above, the discipline will be imposed immediately. If an employee receives more than one 10-day suspension in any 12 month period for violating this Article, only the first 10-day Suspension will be non-Administrative. An employee shall not be assessed any penalty as a result of Occurrences being reduced.

B. PROCEDURES FOR ATTENDANCE-RELATED GRIEVANCES

1. (a) Attendance-related grievances can be filed only after a First Step has issued an attendance discipline for a Warning at the 10th Occurrence; or, a 1-day administrative suspension at the 13th Occurrence; or, a 3-day administrative suspension at the 16th Occurrence; or a 5-day administrative suspension at the 19th Occurrence; or, a 10-day suspension at the 22nd Occurrence; or, for a discharge at the 25th Occurrence.

(b) An attendance grievance shall be waived if not filed as provided for under Section 1A and B (Grievance Procedure) of the Labor Agreement after the discipline was issued at the First Step.

For example, if a First Step has issued a Warning at the 10th Occurrence, the failure to grieve to the Second Step and beyond any one of the ten (10) Occurrences pursuant to

the provisions of Section 1A and 1B of the Labor Agreement shall constitute a waiver to challenge at a later date any of those Occurrences which were not so grieved.

2. Any Occurrences for one level of attendance discipline that are challenged in a grievance to the Second Step and beyond, or any Occurrences that could have been challenged but were not taken to the Second Step and beyond, cannot subsequently be challenged again in another grievance involving other Occurrences for another level of attendance discipline. Therefore, the following shall apply:

- After the First Step for a Warning, any Occurrence from #1 through #10 may be challenged and grieved as provided under Section 1A and 1B of the Labor Agreement.
- After the First Step for a 1-day administrative suspension, only Occurrences #11 through #13 may be challenged and grieved as provided under Section IA and 1B of the Labor Agreement.
- After the First Step for a 3-day administrative suspension, only Occurrences #14, #15 and #16 may be challenged and grieved as provided under Section IA and 1B of the Labor Agreement.
- After the First Step for a 5-day administrative suspension, only Occurrences #17, #18 and #19 may be challenged and grieved as provided under Section 1A and 1B of the Labor Agreement.
- After the First Step for a 10-day suspension, only Occurrences #20, #21 and #22 may be challenged and grieved as provided under Section 1A and 1B of the Labor Agreement.
- After the First Step for a discharge, only Occurrences #23, #24, and #25 may be challenged and grieved as provided under Section 1A and 1B of the Labor Agreement.

3. Notwithstanding the foregoing provisions, in those instances where an employee has accumulated continuous uninterrupted Occurrences for multiple full-day absences from

work (i.e., Sick Turn -n and/or Unavailable), the resulting discipline will be based on the highest reached discipline for all of the employee's total accumulated Occurrences at the time the employee returns to work. Or, if the employee fails to return to work, the discipline will be issued at the time the employee has accumulated a total of 25 Occurrences and is then subject to discharge. This paragraph is the sole exception to the restrictions set forth in paragraph 2 above.

For example, if an employee with zero Occurrences is absent from work for thirteen (13) consecutive work days in a two year period resulting in thirteen (13) Unavailable Occurrences, and then returns to work, the employee will receive a 1-day administrative suspension and will not receive a Warning. In such situations, after the First Step, any of the underlying Occurrences for such an imposed discipline may be challenged and grieved as provided under Section 1A and 1B of the Labor Agreement. Thus, in this example involving an employee with thirteen (13) consecutive full-day absence Occurrences, the employee shall have the right to challenge any or all of the thirteen (13) Occurrences that resulted in the 1-day administrative suspension.

SECTION IV. EXCEPTIONS

Set forth below are the only exceptions to this Attendance Policy.

1. Multiple-Day Illness: Employees who have reported any Sick Turn-In for two (2) or less consecutive days will be charged for one Occurrence with or without a doctor's note.

   Employees who have reported any Sick Turn-In for three or more consecutive days and provide a doctor's note for the entire period on return to work shall be charged for one Occurrence. For any day(s) not covered by the doctor's note, the employee shall be charged with an Occurrence on a day-for-day basis.

When an employees' Sick Turn-In results in two (2) or more consecutive Sick Turn-In days and touches the employees days off, the days off will not be counted as Sick Turn-In days.

2. Statutory Leave: Family Medical Leave Act (FMLA), Workers Compensation, and Temporary Disability Allowance (TDA) absences shall not be counted as Occurrences under this Attendance Policy.

3. Jury Duty: Verifiable jury duty shall not be counted as an Occurrence under this Attendance Policy.

4. Court Proceedings: An employee may attend any number of days of court proceeding under documented subpoena or for documented company related matters without having these absences included as Occurrences under this Attendance Policy.

5. Military Leave: Verifiable compulsory military duty absences shall not be counted as Occurrences under this Attendance Policy.

6. a. Family Death: Paid absences for a verifiable death in the family shall not be counted as Occurrences under this Attendance Policy.
   b. [Effective September 23, 2008] Family Death Leave Early: An employee shall not be charged an Occurrence for Leave Early when the reason for the Leave Early is that the employee is informed, during his/her assignment, of the death of an immediate family member (spouse, parent, sibling or child, as defined in the Labor Agreement (Hourly Agreement: Section 16L-10 first two lines; Field Salary Agreement: Section 6H-9 first two lines; Clerical Agreement: Section 6G-9 first two lines) occurring on that date or the day before, so long as the employee provides reasonable verification of such death within fourteen (14) calendar days from the date of the death.

7. Absences resulting from NJ TRANSIT disciplinary suspensions shall not be counted as Occurrences under this Attendance Policy.

8. Absences for Vacations, Holidays where the employee is not scheduled to work, instances where NJTBO management requires an employee to go to medical (Hourly Agreement: Section 16G; Field Salary Agreement: Section 6D; Clerical Agreement: Section 6E), Union Leave of Absence (Hourly Agreement: Section 16M-1; Field Salary Agreement: Section 6I; Clerical Agreement: Section 6H), Attending Hearings (Hourly Agreement: Section 16F; Field Salary Agreement: Section 6C; Clerical Agreement: Section 6C), Cancellation of Work (Hourly Agreement: Section 4F), Maternity Leave (Hourly Agreement: Section 16L-12; Field Salary Agreement: Section 16H-11; Clerical Agreement: Section 6G-10), absences that are consistent with the "Parking Offense Adjudication Act" ("POAA") side agreement dated May 21, 1996, or for a leave of absence granted for a maximum of seven (7) months due to revocation of driver's license (Hourly Agreement: Section 16M-3; Field Salary Agreement: Section 6I; Clerical Agreement: Section 6H) shall not be counted as Occurrences under this Attendance Policy.

9. [Effective September 23, 2008] An "Approved Leave of Absence" shall not be counted as an Occurrence under this Attendance Policy. An "Approved Leave of Absence" shall be defined as an unpaid leave of absence taken in increments of five (5) consecutive work days, for a minimum of five (5) consecutive work days and a maximum of fifteen (15) consecutive work days, not to be mingled with any Vacation Days, which is granted at the sole discretion of NJTBO management using the following criteria:
    a. The reason for the leave must be:
        i. An unexpected event that is a catastrophic life event of the employee or his/her immediate family member (spouse, child, parent, grandchild or sibling); or,

ii. Only one time during each calendar year of a two year calendar period, a grave and serious event involving legal or financial issues that requires the employee's attention for the duration of the leave of absence;

b. The event is subject to reasonable verification and cooperation by the employee to verify the event; and

c. The event is not covered by any other Exception in the Attendance Policy.

d. In cases where an unpaid leave of absence has already been approved by NJTBO management, upon written request with additional substantiating information by the employee to the General Manager or his designee, the unpaid leave of absence may be extended, in the sole discretion of the General Manager or his designee, for a maximum of fifteen (15) additional consecutive work days. This Leave of Absence is intended to be limited in duration and not open-ended and upon the termination of the period of the Leave of Absence, the employee will be subject to the Attendance Policy.

10. [Effective September 23, 2008] Operator Request For Reassignment (ORFOR): (i) A Bus or Light Rail Operator may request an ORFOR only for an assignment that pays at least eight (8) hours by giving notice, at least 60 minutes before the Operator's scheduled report time of his/her inability to work his/her assigned work. (ii) Such ORFOR's must be requested by calling the depot master. (iii) The ORFOR will be reviewed and an answer to the ORFOR will be conveyed to the employee. (iv) If at the time the request is made an ORFOR is granted for an assignment that is identified as paying at least eight (8) hours, the employee will not be assessed an Occurrence for changing his/ her scheduled work. (v) Where an ORFOR is not granted, the Operator will be subject to the Attendance Policy. (vi) Decisions on ORFOR's will be based on the needs of the garage to efficiently handle the work.

11. [Effective September 23, 2008] Sick Leave Early Directly Followed by Sick Turn-In: Employee will be charged with only one Occurrence when Sick Leave Early is directly -- meaning, with no interruption -- followed by a Sick Turn-In. (This is not to be interpreted to impact in any way existing procedures or contractual conditions related to Holiday Pay.)

12. [Effective January 1, 2009] Employees will not to be charged an Occurrence for any of the annual Paid Sick Days, as provided for in the Labor Agreement (Hourly Agreement: Section 16O; Field Salary Agreement: Section 6H3; Clerical Agreement: Section 6K), which are actually taken by an employee in a calendar year. Where a Paid Sick Day is taken in combination with unpaid sick days, or in combination with other types of attendance Occurrences (Unavailable, Late Arrival, Operator Late Arrival, Leave Early, Sick Leave Early or a Miss) only Paid Sick Days will not be counted under the Attendance Policy but all the other types of Occurrences will be subject to the Attendance Policy. This Exception is not to be interpreted to impact in any way existing procedures or contractual conditions related to Holiday Pay.

13. [Effective January 1, 2026] Employees will not be charged an Occurrence for a personal day, as provided for in the Labor Agreement (Hourly Agreement: Section W). This Exception is not to be interpreted to impact in any way existing procedures or contractual conditions.

SECTION 19

PROVISIONS FOR FACILITIES MAINTENANCE DEPARTMENT ("DIN" CREW) AND TERMINALS DEPARTMENT

PART 1- GENERAL PROVISIONS- FACILITIES MAINTENANCE DEPARTMENT "DIN" CREW) AND TERMINALS DEPARTMENT

A. OVERTIME RECORDS

Information concerning overtime and special time worked shall be made available for any employee or Union representative who desires to check such time. The Company shall post a list of personnel; who were engaged in overtime work on the previous day, in the office window of all maintenance facilities.

B. HOLIDAY WORK

All holiday work lists shall be posted seventy-two (72) hours previously. If an employee scheduled to work is unable to do so, a substitute may be assigned.

C. WEARING APPAREL

Lightweight yellow jackets, pants and hats, galoshes, rubber aprons and gloves, provided by the Company, shall be made available to each employee who is required to work outside in inclement weather or who is employed in fueling or washing cars and buses or operating steam cleaners. Goggles to fit over eyeglasses shall be made available at garage storerooms. Helmets and liners will be made available for employees required to work in pits.

Employees shall be held responsible for loss of foul weather gear and shall leave such foul weather gear on Company premises when not on duty.

The Company will allow permanent employees ten (10) sets of rental coveralls, or shirt and pants, or shirt and apron, each week after they have been in service thirty (30) days. The Company will provide a reasonable number of spare sets of coveralls for use when necessary. The material of the uniforms will be 100% cotton providing the rental companies can provide cotton. The cotton uniforms will be replaced every twelve (12) months, and serviced once per week. In

addition to the regular Maintenance uniform, the Company will supply a warmer outer garment to all Maintenance employees required to work outside as a part of their normal duties.

All employees to whom such rental apparel has been issued shall be required to wear such apparel during work hours and shall leave the apparel on Company property at all other times.

D. EQUIPMENT/TOOLS

The Company shall provide droplights, tape, hacksaw frames and blades, special tools, files, drills, hammer handles of all sizes, wire pliers, wheel dollies and flashlights and batteries when conditions warrant, or other special equipment needed.

Each repairman and mechanic shall be required to submit a list of their tools. This list shall be signed and dated by the Foreman, and a copy thereof supplied to the Union.

Effective for the tool allowance payable in December 2019, the Company will provide each repairman and mechanic with a $450.00 annual tool allowance which will be paid in the second pay week of December and will provide metric tools as required.

Effective for the shoe allowance payable in December 2019, the Company will provide a $150.00 Safety Shoe Allowance for all Maintenance Department employees and further provide that Cleaners/Custodians, Mail Clerks, Central Stores Clerks, and Warranty Clerks, with at least one (1) year of service will be entitled to the Safety Shoe Allowance. This allowance will be paid in the second pay week of December.

E. MEAL ALLOWANCE

On special occasions or when overtime is necessary and employees do not have time to go home for their meal, the Company will pay a meal allowance of $2.00 for breakfast, $3.00 for luncheon, and $5.00 for dinner. Effective January 4, 2003, the meal allowance for all meals (breakfast, lunch and dinner) shall be increased to $7.00.

This will apply only when three (3) hours or more overtime work is performed. Employees who are used for two (2) hours over time work shall be used for at least one (1) more hour overtime work. A relief period may be allowed for this meal between the completion of the regular time and the beginning of the overtime. An additional meal allowance will be paid when an employee works

five (5) more hours of overtime after the first three (3) hours of overtime. All payments made under this section will be included in the employees normal payroll check.

F. TEMPORARY ASSIGNMENT

When employees with a lower department pay rate are assigned to work on a job with a higher rate of pay, they shall be paid at the higher rate. When the rate is lower they shall retain their own rate.

Employees temporarily assigned to supervisory work or who are assigned supervisory duties for one or more days in the absence of supervisory employees shall be paid $4.00 per day in addition to other pay received under contract provisions.

G. FOREMEN

(a) The Company agrees that it will not allow Foreman or Management personnel to participate in any physical labor that will take any work away from the regular employees.

(b) The Company will not assign a working foreman to a shift where a full time Foreman or Assistant Foreman is in direct charge.

H. ALLOWANCE TIME

Ten (10) minutes shall be allowed to employees at the end of their day's work to wash, make out time slips and put their own tools away. Employees shall not perform any of these duties prior to the ten (10) minutes allowed.

I. EMERGENCIES

All work performed by an employee in an emergency call, i.e., when the employee is called out when off duty, shall be paid a minimum of three (3) hours at the rate of time and one-half. When employees are used for such emergency call they must not be excused for the regular day's work if they desire to report for their regular work. These employees shall be permitted to work additional time after their regular work if they so elect and if they have worked less than three (3) hours emergency work before their regular work.

Two (2) employees required per truck, on snow plowing assignments, will be based on the discretion of the company.

J. OVERTIME

Any employee shall have the right, if they so desire, to pass up overtime, provided another qualified employee in the same classification is available to do such work.

Employees required to work on their scheduled day off, will be paid time and one-half for such time, provided they have completed all five (5) of their scheduled work days, unless, the employee is properly excused, or is absent due to a documented illness, or who is absent due to a disciplinary suspension in that week. If the employee desires to work less than 8 hours they will be paid for actual time worked at time and one-half.

K. VACANCIES

All vacancies in any department shall be filled by promoting regular employees, provided they are qualified. The Company and Union Representatives shall determine within, but not more than, thirty (30) actual days worked whether an employee is qualified or not, provided, however, that the Company may disqualify employees in fewer than 30 working days. Employees failing to qualify within the qualification period stated above shall be moved back to their former job. The qualification period may be extended by mutual consent. Employees bidding on a vacancy shall retain the rate of their former position until qualified in the new position. Upon qualification, an employee shall be paid the new rate retroactively for the qualification period.

Employees who fail to qualify shall be moved back to their former position and must remain in that position for a minimum of one year.

Ability and merit being sufficient, seniority shall govern promotions.

Incapacitated bus operators and maintenance employees who hold a CDL and have been disqualified from driving buses, but who are qualified physically to perform the work normally assigned to Cleaners shall be given preference in filling vacancies in this classification. Incapacitated bus operators who have been disqualified from driving buses but who are qualified physically and who have been disqualified from driving buses but who are qualified physically and who have been approved to drive buses on or adjacent to Company property and can perform the work normally assigned to Utilitymen/Servicemen shall be given preference in filling vacancies in this classification.

PART 2 - SPECIFIC PROVISIONS - FACILITIES MAINTENANCE DEPARTMENT ("DIN" CREW) AND TERMINALS DEPARTMENT

A. WAGES

The wage rates of the Facilities Maintenance Department ("DIN"CREW) and Terminals Department shall be set forth in Appendix E, Part V.

B. HOURS PER DAY

A working day shall be eight (8) hours per day completed in eight and one- half (8 1/2) consecutive hours.

C. HOURS PER WEEK

Any consecutive Five (5) days in a week, forty (40) hours, each seven day, unless broken by a legal holiday shall constitute a working week for the Facilities Maintenance Department ("DIN" CREW) and Terminals Department. Hours of shifts shall be adjusted to meet local conditions subject to the approval of both parties.

D. OVERTIME

Overtime at the rate of time-and-one half shall be paid for time worked in excess of eight (8) hours in any one day. Time-and-one-half shall not be paid more than once for the same working time and if an employee shall claim time-and one-half on more than one basis, that giving the employee the larger amount shall be used. The company shall post a list of personnel who were engaged in overtime work on the previous day, in the office window of all Maintenance Facilities.

E. DAYS OFF

Seniority, as defined by Local Union Division below, shall be used in the selecting of consecutive days off, shift, and jobs, twice a year, June 1st and October 1st, or when an emergency occurs, to be effective on the first Saturday thereafter. Employees changing shifts or jobs must be capable of performing properly the work attached to the job picked. They shall be paid at the prevailing rate for the work performed. Work presently held by employees who cannot drive or perform roadwork shall be excluded from picks.

The selecting of jobs, however, shall not restrict the Company from moving an employee from one job to another in emergencies, within or lower than their own job classification within their work location.

Local divisions may continue to use classification or Union division seniority, within a classification, within a work location.

Rate or classification seniority will be used in these divisions:	Local division seniority will be used in these divisions:
819 and 823	880

All employees in a classification can be used as vacation or sick relief replacement within or below their classifications, within their location by reverse classification seniority. This provision applies to all leaves of absence (including, but not limited to Military leave and disciplinary suspension) and short term vacancies.

F. TRAVELING TIME

Employees sent out from their work location on Company business shall be paid from the time they leave the work location until they return.

G. SENIORITY

Seniority shall prevail in all Local Union Divisions. In the event of a lay-off, seniority principle will be applied in the following manner:

1. By having an employee with the greater Local Union or Division seniority within the classification affected, "bump" the employee with the lowest Union Division seniority within the classification throughout the Local Division.

2. If employees affected in aforesaid lay-off choose not to "bump" in another garage/work location or their Local Division, they may choose to "bump" down into the next lower classification, and by so doing, remain in their garage/work location.

3. By having an employee with the least Company seniority in the Local Union Division "bump" any employee with lesser seniority in any other garage/work location of the Company's operating division, and then in any other garage of the Company.

4. The last employee to be "bumped" within the jurisdiction of any Local Division shall have the right to "bump" the last employee hired by the Company in the Maintenance Department wherever located.

5. In the event of transfer of employees between garages as aforesaid on account of a lay-off, employees so transferred shall retain their then existing seniority at their new garage for all purposes.

6. Employees in Special Maintenance Man, Maintenance Man "A" and Maintenance Man "N" classifications shall not be reduced to a lower classification in wage rate.

7. Employees shall have the right to return to their original location when a vacancy occurs in their classification. Employees not desiring to return shall sign a waiver relinquishing all claims to seniority rights in their original location.

H. MAINTENANCE MAN VACANCIES

Maintenance Man vacancies in the Facilities Maintenance Department ("DIN" CREW) and Terminals Department are to be filled in the following manner:

The position will be placed in the Facilities Maintenance Department ("DIN"CREW) and the Terminals Department for the right of first refusal by the Facilities Maintenance Department ("DIN"CREW) and the Terminals Department. Then, if the position is not filled, a posting will be placed in all appropriate Union Local facilities. If the position is not filled by either of these postings, then applications from candidates outside the company will be taken and filled.

In all instances of application for a position, using the above outlined order of posting, the applicant must prove his/her qualifications by means of a written standardized test in the area of building maintenance from Ramsay Corporation (or equivalent). Once a passing grade has been obtained, then the applicant will be entitled to further demonstrate his/her qualifications for the position with specified duties in the 30-day qualification period. If several employees apply for the position, and ability and merit are sufficient to qualify each of them for the position based on passing the standardized test, then seniority will prevail in determining who will be eligible for the 30-day qualification period. **Assuming the employee demonstrates his or qualifications for the position during the 30-day qualification period, said employee shall be awarded the position.**

I. VACATIONS

Vacations shall be granted as provided in SECTION 7A, sub-paragraphs (a) and (b) for operators. Vacations are to be picked according to seniority based on local past practice. Either one of the following may be used:

1. Rate or classification seniority or
2. Garage seniority

APPENDIX "A"

The Company may hire employees in the Transit Information Center on less than a full time basis. Such employee may work up to 20% of the total Operator work hours or 600 hours, whichever is greater, in the Transit Information Center. An employee who is not working on a full-time basis will be permitted to work up to thirty (30) hours a week. These employees will not be entitled to any fringe benefits. Pensioners will be given first preference. Pensioners with prior telephone information experience will be paid at the top rate for Telephone Clerks. Also, the Company's right to use less than full time employees in the Transit Information Center shall terminate if repeated proven violations of the limitations contained in this section and occur and continue to occur following written notice of the nature and approximate dates of such violations delivered to the General Manager of the Company by the Union. If a bona fide dispute arises concerning the occurrence of such violations alleged to have been repeated, the matter may be submitted directly to Arbitration at the request of either party pursuant to the applicable terms of this agreement.

Shift bids shall be posted at least three (3) times per year to take effect July, September and January.

In the event of a vacancy within the Department, employees in the Transit Information Center will be able to bid on such vacancies. Ability and merit being sufficient, seniority will govern the filling of the vacancy.

Chief Clerks shall be paid at 7-1/2% above the top rate for Telephone Information Clerks.

All regular employees in the Transit Information Center will work eight (8) hours daily and forty (40) hours weekly and shall have two (2) consecutive days off.

EMPLOYEES HIRED BEFORE JUNE 26, 1997

APPENDIX "A"

TELEPHONE INFO CLERK						3118
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$171.29	$176.43	$181.72	$188.99
SERVICE						
12 MONTHS TO 24	75.00%		$183.53	$189.03	$194.70	$202.49
MONTHS						
24 MONTHS TO 36	80.00%		$195.76	$201.63	$207.68	$215.98
MONTHS						
36 MONTHS TO 48	85.00%		$208.00	$214.23	$220.66	$229.48
MONTHS						
48 MONTHS TO 60	90.00%		$220.23	$226.84	$233.64	$242.98
MONTHS						
THEREAFTER	100.00%		$244.70	$252.04	$259.60	$269.98

CHIEF TELEPHONE INFO CLERK						3127
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$188.39	$194.04	$199.86	$207.86
SERVICE						
12 MONTHS TO 24	75.00%		$201.85	$207.90	$214.14	$222.71
MONTHS						
24 MONTHS TO 36	80.00%		$215.30	$221.76	$228.42	$237.55
MONTHS						
36 MONTHS TO 48	85.00%		$228.76	$235.62	$242.69	$252.40
MONTHS						
48 MONTHS TO 60	90.00%		$242.22	$249.48	$256.97	$267.25
MONTHS						
THEREAFTER	100.00%		$269.13	$277.20	$285.52	$296.94

EMPLOYEES HIRED BEFORE JUNE 26, 1997

TIC/DATA VERIFIER						3121
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$178.14	$183.48	$188.98	$196.54
SERVICE						
12 MONTHS TO 24	75.00%		$190.86	$196.58	$202.48	$210.58
MONTHS						
24 MONTHS TO 36	80.00%		$203.58	$209.69	$215.98	$224.62
MONTHS						
36 MONTHS TO 48	85.00%		$216.31	$222.79	$229.47	$238.65
MONTHS						
48 MONTHS TO 60	90.00%		$229.03	$235.90	$242.97	$252.69
MONTHS						
THEREAFTER	100.00%		$254.48	$262.11	$269.97	$280.77

PART-TIME OPERATORS - TIC						3119
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 1040 HOURS	60.00%		$18.32	$18.87	$19.43	$20.21
1040 - 1560 HOURS	68.00%		$20.76	$21.39	$22.03	$22.91
1560 - 2080 HOURS	71.50%		$21.83	$22.49	$23.16	$24.09
2080 - 3120 HOURS	75.00%		$22.90	$23.59	$24.29	$25.27
3120 - 4160 HOURS	77.50%		$23.66	$24.37	$25.10	$26.11
4160 - 5200 HOURS	80.00%		$24.42	$25.16	$25.91	$26.95
5200 - 6240 HOURS	82.50%		$25.19	$25.95	$26.72	$27.79
6240 - 7280 HOURS	85.00%		$25.95	$26.73	$27.53	$28.64
7280 - 8320 HOURS	90.00%		$27.48	$28.31	$29.15	$30.32
8320 - 9360 HOURS	95.00%		$29.00	$29.88	$30.77	$32.01
THEREAFTER	100.00%		$30.53	$31.45	$32.39	$33.69

EMPLOYEES HIRED AFTER JUNE 26, 1997

APPENDIX "A"

TELEPHONE INFO CLERK						3118
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$171.29	$176.43	$181.72	$188.99
SERVICE						
12 MONTHS TO 24	75.00%		$183.53	$189.03	$194.70	$202.49
MONTHS						
24 MONTHS TO 36	80.00%		$195.76	$201.63	$207.68	$215.98
MONTHS						
36 MONTHS TO 48	90.00%		$220.23	$226.84	$233.64	$242.98
MONTHS						
THEREAFTER	100.00%		$244.70	$252.04	$259.60	$269.98

CHIEF TELEPHONE INFO CLERK					3127
PROGRESSION EFFECTIVE 3/2/2019					
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%	$188.39	$194.04	$199.86	$207.86
SERVICE					
12 MONTHS TO 24	75.00%	$201.85	$207.90	$214.14	$222.71
MONTHS					
24 MONTHS TO 36	80.00%	$215.30	$221.76	$228.42	$237.55
MONTHS					
36 MONTHS TO 48	90.00%	$242.22	$249.48	$256.97	$267.25
MONTHS					
THEREAFTER	100.00%	$269.13	$277.20	$285.52	$296.94

EMPLOYEES HIRED AFTER JUNE 26, 1997

TIC/DATA VERIFIER						3121
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$178.14	$183.48	$188.98	$196.54
SERVICE						
12 MONTHS TO 24	75.00%		$190.86	$196.58	$202.48	$210.58
MONTHS						
24 MONTHS TO 36	80.00%		$203.58	$209.69	$215.98	$224.62
MONTHS						
36 MONTHS TO 48	90.00%		$229.03	$235.90	$242.97	$252.69
MONTHS						
THEREAFTER	100.00%		$254.48	$262.11	$269.97	$280.77

PART-TIME OPERATORS - TIC						3119
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$21.37	$22.02	$22.67	$23.58
SERVICE						
12 MONTHS TO 24	75.00%		$22.90	$23.59	$24.29	$25.27
MONTHS						
24 MONTHS TO 36	80.00%		$24.42	$25.16	$25.91	$26.95
MONTHS						
36 MONTHS TO 48	90.00%		$27.48	$28.31	$29.15	$30.32
MONTHS						
THEREAFTER	100.00%		$30.53	$31.45	$32.39	$33.69

APPENDIX "B"

The following rules will apply for vacations commencing with the calendar year 1990:

1. Seventy-five (75%) percent of the scheduled work days means 195 regular work days must be worked in the preceding calendar year.
2. Any employee failing to work 75% of the scheduled work days in the preceding calendar year will lose two (2) weeks' vacation in the subsequent calendar year.
3. If an employee fails to meet the minimum 75% of the scheduled work days prior to the vacation pick they will only be allowed to pick vacation weeks in **excess** of two (2) weeks.
4. If an employee fails to meet the minimum 75% of the scheduled work days **subsequent** to the vacation pick, they will be notified by their Supervisor or Superintendent that they will have to forfeit two (2) of their picked vacation weeks. This notification will be completed within the first two (2) weeks of the vacation year.
5. Absence for the following reasons will be considered as days worked for the purpose of determining vacation eligibility.
    a. Approved absences for Union business.
    b. Absence for Jury Duty.
    c. Absence for Vacations.
    d. Absence for Military Duty.
    e. Absence due to cancellation of work.
    f. Absence for Holidays.
    g. Absence for 16-F Attending hearings.
    h. Paid absence under 16L-9 (Death in Family).
    i. Absence for which Worker's Compensation Benefits or Benefits under 16C are paid.
    j. Absence from work due to illness or injury for thirty (30) consecutive days or more will count as work days for vacation purposes. Any employee who incurs two (2) or more such absences will have the longest consecutive absence counted as work days for vacation purposes, but will be penalized the other absences for vacation purposes.
    k. Absence for Personal Day.

APPENDIX "C"

HOLIDAY PAY REQUIREMENT

The requirement to work the day before and the day after a holiday the absence from work will be considered properly excused if caused by the following:

1. Excused for Union business.
2. Properly excused by Management.
3. Documented Illness.
4. Workers' Compensation.
5. Jury Duty.
6. Approved Military Duty.
7. Cancellation of Work.
8. Absence under Section 16F - Attending Hearing.
9. Paid absence under Section 16L-9 - Death in Family.
10. Personal Day.

APPENDIX "D"

PERFECT ATTENDANCE

The Perfect Attendance Program is a semi-annual calendar program. A perfect attendance award of a personal day off (pay for the day to be based on the employee's normal run assignment or 8 hours straight time pay whichever is greater), or a payment of $200.00 to employees, including extra board operators, will be awarded for perfect attendance for the period January 1 - June 30 and for the period of July 1 - December 31. Effective beginning with the period of July 1, 2007 to December 31, 2007, and thereafter, $200.00 cash bonus will increase to $250.00.

Perfect attendance is defined as no misses or absences except for a perfect attendance day, Union business, vacation, holiday, jury duty, funeral leave, attending hearings pursuant to Section 16f during the periods (January 1 - June 30 or July 1 - December 31), and personal day. Absent due to an excused day off, sick leave, workers compensation, unexcused absences, disciplinary suspension or any other reasons will not be considered to have perfect attendance. An employee with perfect attendance in either of the periods who elects to receive the payment must do so in the month immediately following the perfect attendance period and the employee will receive payment in a separate check in the next month.

An employee with perfect attendance who elects to receive personal day off may do so at any time during the 6 months immediately after the period of the employee's perfect attendance provided the employee requests the same at least 72 hours in advance. If more than two employees require the same day off, the granting of the day off for more than two employees will be at the Supervisor's discretion and will be granted in seniority order.

Also, if mutually agreeable between the Supervisor and the Business Agent, part-timers may be used to cover the work of the employees allowed off.

APPENDIX E

WAGE TABLES

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SECTION 2A. - WAGES - PROVISIONS FOR OPERATORS

LINE RATES :

OPERATORS						3100
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$24.51	$25.24	$26.00	$27.04
SERVICE						
12 MONTHS TO 24	75.00%		$26.26	$27.05	$27.86	$28.97
MONTHS						
24 MONTHS TO 36	80.00%		$28.01	$28.85	$29.71	$30.90
MONTHS						
36 MONTHS TO 48	85.00%		$29.76	$30.65	$31.57	$32.84
MONTHS						
48 MONTHS TO 60	90.00%		$31.51	$32.45	$33.43	$34.77
MONTHS						
THEREAFTER	100.00%		$35.01	$36.06	$37.14	$38.63

HIRED BEFORE JANUARY 12, 1989						
PART -TIME OPERATORS						3100
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 1,040 HRS	70.00%		$24.51	$25.24	$26.00	$27.04
1,040-1,560 HRS	78.00%		$27.31	$28.13	$28.97	$30.13
1,560-2,080 HRS	81.50%		$28.53	$29.39	$30.27	$31.48
2,080-3,120 HRS	85.00%		$29.76	$30.65	$31.57	$32.84
3,120-4,160 HRS	87.50%		$30.63	$31.55	$32.50	$33.80
4,160-5,200 HRS	90.00%		$31.51	$32.45	$33.43	$34.77
5,200-6,240 HRS	92.50%		$32.38	$33.36	$34.35	$35.73
6,240-7,280 HRS	95.00%		$33.26	$34.26	$35.28	$36.70
THEREAFTER	100.00%		$35.01	$36.06	$37.14	$38.63

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SECTION 2A. - WAGES - PROVISIONS FOR OPERATORS

PART -TIME OPERATORS						3100
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 2,080 HRS	70.00%		$24.51	$25.24	$26.00	$27.04
2,080-4,160 HRS	75.00%		$26.26	$27.05	$27.86	$28.97
4,160-6,240 HRS	80.00%		$28.01	$28.85	$29.71	$30.90
6,240-8,320 HRS	85.00%		$29.76	$30.65	$31.57	$32.84
8,320-10,400 HRS	90.00%		$31.51	$32.45	$33.43	$34.77
THEREAFTER	100.00%		$35.01	$36.06	$37.14	$38.63

RETIREES HIRED AS PART -TIME OPERATORS					3100
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$35.01	$36.06	$37.14	$38.63

SEASONAL OPERATORS						3100
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$24.51	$25.24	$26.00	$27.04

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SECTION 14 - SPECIFIC PROVISIONS - LOCAL GARAGES AND GENERAL OFFICE BUILDING

CLEANERS AND CUSTODIAN HIRED BEFORE APRIL 20, 1985						3327
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$26.63	$27.43	$28.25	$29.38

CLEANER AND CUSTODIAN LEADER HIRED BEFORE APRIL 20, 1985					3327
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$27.70	$28.53	$29.39	$30.57

SERVICEMEN HIRED BEFORE APRIL 20, 1985					3326
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$27.95	$28.79	$29.65	$30.84

GARAGEMEN AND JANITORS					3314
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
HIRED BEFORE 3/24/78		$32.35	$33.32	$34.32	$35.69
HIRED BEFORE 2/01/54		$32.57	$33.55	$34.56	$35.94

GARAGEMEN AND JANITORS LEADER					3315
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
LEADER HIRED BEFORE 3/24/78		$33.40	$34.40	$35.43	$36.85
LEADER HIRED BEFORE 2/01/54		$33.58	$34.59	$35.63	$37.06

EMPLOYEES HIRED BEFORE JUNE 26, 1997

UTILITYMEN						3313
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	85.00%		$28.59	$29.44	$30.33	$31.54
MONTHS						
48 MONTHS TO 60	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

REPAIRMEN CLASS C						3312
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

EMPLOYEES HIRED BEFORE JUNE 26, 1997

REPAIRMEN CLASS B						3311
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

REPAIRMEN CLASS A						3310
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MECHANICS CLASS A						3308
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.60	$26.37	$27.16	$28.25
SERVICE						
12 MONTHS TO 24	75.00%		$27.43	$28.25	$29.10	$30.26
MONTHS						
24 MONTHS TO 36	80.00%		$29.26	$30.14	$31.04	$32.28
MONTHS						
36 MONTHS TO 48	85.00%		$31.08	$32.02	$32.98	$34.30
MONTHS						
48 MONTHS TO 60	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
THEREAFTER	100.00%		$36.57	$37.67	$38.80	$40.35

MAINTENANCE MEN CLASS N						3323
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.05	$26.84	$27.64	$28.75
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	85.00%		$31.64	$32.59	$33.57	$34.91
MONTHS						
48 MONTHS TO 60	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		$37.22	$38.34	$39.49	$41.07

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS E						3321
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

MAINTENANCE MEN CLASS D						3320
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS C						3319
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

MAINTENANCE MEN CLASS B						3318
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	85.00%		$30.68	$31.59	$32.55	$33.85
MONTHS						
48 MONTHS TO 60	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		$36.09	$37.17	$38.29	$39.82

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS A						3317
PROGRESSION EFFECTIVE 2/17/2010						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	85.00%		$31.08	$32.02	$32.98	$34.30
SERVICE						
6 MONTHS TO 12	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
12 MONTHS TO 18	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		$36.57	$37.67	$38.80	$40.35

DIN CREW SPECIAL MAINT. MAN						3316
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.68	$27.48	$28.31	$29.44
SERVICE						
12 MONTHS TO 24	75.00%		$28.59	$29.45	$30.33	$31.55
MONTHS						
24 MONTHS TO 36	80.00%		$30.50	$31.41	$32.35	$33.65
MONTHS						
36 MONTHS TO 48	85.00%		$32.40	$33.37	$34.37	$35.75
MONTHS						
48 MONTHS TO 60	90.00%		$34.31	$35.33	$36.40	$37.85
MONTHS						
THEREAFTER	100.00%		$38.12	$39.26	$40.44	$42.06

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN A (GOB)						3324
PROGRESSION EFFECTIVE 10/15/2006						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	85.00%		$29.82	$30.71	$31.63	$32.90
SERVICE						
6 MONTHS TO 12	90.00%		$31.57	$32.52	$33.49	$34.83
MONTHS						
12 MONTHS TO 18	95.00%		$33.33	$34.32	$35.35	$36.77
MONTHS						
THEREAFTER	100.00%		$35.08	$36.13	$37.21	$38.70

STOCK CLERK						3303
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

EMPLOYEES HIRED BEFORE JUNE 26, 1997

PROJECT LABORER						3333
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$18.75	$19.31	$19.89	$20.69
SERVICE						
12 MONTHS TO 24	75.00%		$20.09	$20.69	$21.32	$22.17
MONTHS						
24 MONTHS TO 36	80.00%		$21.43	$22.07	$22.74	$23.65
MONTHS						
36 MONTHS TO 48	85.00%		$22.77	$23.45	$24.16	$25.13
MONTHS						
48 MONTHS TO 60	90.00%		$24.11	$24.83	$25.58	$26.60
MONTHS						
THEREAFTER	100.00%		$26.79	$27.59	$28.42	$29.56

SPECIAL MECHANIC - NON-WELDER						3269
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.66	$26.43	$27.22	$28.31
SERVICE						
12 MONTHS TO 24	75.00%		$27.49	$28.31	$29.16	$30.33
MONTHS						
24 MONTHS TO 36	80.00%		$29.32	$30.20	$31.10	$32.35
MONTHS						
36 MONTHS TO 48	85.00%		$31.15	$32.09	$33.05	$34.37
MONTHS						
48 MONTHS TO 60	90.00%		$32.99	$33.98	$34.99	$36.40
MONTHS						
THEREAFTER	100.00%		$36.65	$37.75	$38.88	$40.44

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SPECIAL MECHANIC - WELDER						3274
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.87	$26.65	$27.45	$28.55
SERVICE						
12 MONTHS TO 24	75.00%		$27.72	$28.55	$29.41	$30.59
MONTHS						
24 MONTHS TO 36	80.00%		$29.57	$30.46	$31.37	$32.62
MONTHS						
36 MONTHS TO 48	85.00%		$31.42	$32.36	$33.33	$34.66
MONTHS						
48 MONTHS TO 60	90.00%		$33.26	$34.26	$35.29	$36.70
MONTHS						
THEREAFTER	100.00%		$36.96	$38.07	$39.21	$40.78

SECTION 15 - SPECIFIC PROVISIONS FOR THE GENERAL SHOPS

REPAIRMEN CLASS C						3312
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

EMPLOYEES HIRED BEFORE JUNE 26, 1997

REPAIRMEN CLASS B						3311
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

REPAIRMEN CLASS A						3310
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

EMPLOYEES HIRED BEFORE JUNE 26, 1997

NCS - SPECIAL MECHANIC						3301
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.68	$27.48	$28.31	$29.44
SERVICE						
12 MONTHS TO 24	75.00%		$28.59	$29.45	$30.33	$31.55
MONTHS						
24 MONTHS TO 36	80.00%		$30.50	$31.41	$32.35	$33.65
MONTHS						
36 MONTHS TO 48	85.00%		$32.40	$33.37	$34.37	$35.75
MONTHS						
48 MONTHS TO 60	90.00%		$34.31	$35.33	$36.40	$37.85
MONTHS						
THEREAFTER	100.00%		$38.12	$39.26	$40.44	$42.06

MECHANICS						3271
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	85.00%		$30.68	$31.59	$32.55	$33.85
MONTHS						
48 MONTHS TO 60	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		$36.09	$37.17	$38.29	$39.82

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MECHANICS CLASS A (NWK SHOPS)						3309
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.26	$30.14	$31.04	$32.28
SERVICE						
6 MONTHS TO 12	85.00%		$31.08	$32.02	$32.98	$34.30
MONTHS						
12 MONTHS TO 18	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
18 MONTHS TO 24	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		$36.57	$37.67	$38.80	$40.35

SPECIAL MECHANIC - NON-WELDER						3262
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.32	$30.20	$31.10	$32.35
SERVICE						
6 MONTHS TO 12	85.00%		$31.15	$32.09	$33.05	$34.37
MONTHS						
12 MONTHS TO 18	90.00%		$32.99	$33.98	$34.99	$36.40
MONTHS						
18 MONTHS TO 24	95.00%		$34.82	$35.86	$36.94	$38.42
MONTHS						
THEREAFTER	100.00%		$36.65	$37.75	$38.88	$40.44

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SPECIAL MECHANIC - WELDER						3277
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.57	$30.46	$31.37	$32.62
SERVICE						
6 MONTHS TO 12	85.00%		$31.42	$32.36	$33.33	$34.66
MONTHS						
12 MONTHS TO 18	90.00%		$33.26	$34.26	$35.29	$36.70
MONTHS						
18 MONTHS TO 24	95.00%		$35.11	$36.17	$37.25	$38.74
MONTHS						
THEREAFTER	100.00%		$36.96	$38.07	$39.21	$40.78

SPECIAL MECHANICS E (SHOPS)						3263
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$30.38	$31.30	$32.23	$33.52
SERVICE						
6 MONTHS TO 12	85.00%		$32.28	$33.25	$34.25	$35.62
MONTHS						
12 MONTHS TO 18	90.00%		$34.18	$35.21	$36.26	$37.71
MONTHS						
18 MONTHS TO 24	95.00%		$36.08	$37.16	$38.28	$39.81
MONTHS						
THEREAFTER	100.00%		$37.98	$39.12	$40.29	$41.90

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MECHANICS A, LEADER I						3265
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.70	$30.58	$31.50	$32.77
SERVICE						
6 MONTHS TO 12	85.00%		$31.55	$32.50	$33.47	$34.82
MONTHS						
12 MONTHS TO 18	90.00%		$33.41	$34.41	$35.44	$36.86
MONTHS						
18 MONTHS TO 24	95.00%		$35.26	$36.32	$37.41	$38.91
MONTHS						
THEREAFTER	100.00%		$37.12	$38.23	$39.38	$40.96

TEST BLCOK MECHANIC						3305
PROGRESSION EFFECTIVE JULY 8,2003						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.98	$26.76	$27.57	$28.67
SERVICE						
12 MONTHS TO 24	75.00%		$27.84	$28.67	$29.54	$30.72
MONTHS						
24 MONTHS TO 36	80.00%		$29.70	$30.58	$31.50	$32.77
MONTHS						
36 MONTHS TO 48	85.00%		$31.55	$32.50	$33.47	$34.82
MONTHS						
48 MONTHS TO 60	90.00%		$33.41	$34.41	$35.44	$36.86
MONTHS						
THEREAFTER	100.00%		$37.12	$38.23	$39.38	$40.96

EMPLOYEES HIRED BEFORE JUNE 26, 1997

WATCHMEN						3285
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

UTILITYMEN CLASS B						3276
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$22.65	$23.32	$24.02	$24.98
SERVICE						
12 MONTHS TO 24	75.00%		$24.26	$24.99	$25.74	$26.77
MONTHS						
24 MONTHS TO 36	80.00%		$25.88	$26.66	$27.46	$28.55
MONTHS						
36 MONTHS TO 48	85.00%		$27.50	$28.32	$29.17	$30.34
MONTHS						
48 MONTHS TO 60	90.00%		$29.12	$29.99	$30.89	$32.12
MONTHS						
THEREAFTER	100.00%		$32.35	$33.32	$34.32	$35.69

EMPLOYEES HIRED BEFORE JUNE 26, 1997

UTILITYMEN CLASS A						3313
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	85.00%		$28.59	$29.44	$30.33	$31.54
MONTHS						
48 MONTHS TO 60	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

STOREMAN CLASS C						3373
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	85.00%		$28.59	$29.44	$30.33	$31.54
MONTHS						
48 MONTHS TO 60	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

EMPLOYEES HIRED BEFORE JUNE 26, 1997

STOREMAN CLASS B						3372
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.93	$24.65	$25.40	$26.41
SERVICE						
12 MONTHS TO 24	75.00%		$25.64	$26.42	$27.21	$28.30
MONTHS						
24 MONTHS TO 36	80.00%		$27.35	$28.18	$29.02	$30.18
MONTHS						
36 MONTHS TO 48	85.00%		$29.06	$29.94	$30.84	$32.07
MONTHS						
48 MONTHS TO 60	90.00%		$30.77	$31.70	$32.65	$33.96
MONTHS						
THEREAFTER	100.00%		$34.19	$35.22	$36.28	$37.73

STOREMAN CLASS A						3371
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$24.51	$25.24	$26.00	$27.04
SERVICE						
12 MONTHS TO 24	75.00%		$26.26	$27.05	$27.86	$28.97
MONTHS						
24 MONTHS TO 36	80.00%		$28.01	$28.85	$29.71	$30.90
MONTHS						
36 MONTHS TO 48	85.00%		$29.76	$30.65	$31.57	$32.84
MONTHS						
48 MONTHS TO 60	90.00%		$31.51	$32.45	$33.43	$34.77
MONTHS						
THEREAFTER	100.00%		$35.01	$36.06	$37.14	$38.63

EMPLOYEES HIRED BEFORE JUNE 26, 1997

DRIVERS						3361
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$24.51	$25.24	$26.00	$27.04
SERVICE						
12 MONTHS TO 24	75.00%		$26.26	$27.05	$27.86	$28.97
MONTHS						
24 MONTHS TO 36	80.00%		$28.01	$28.85	$29.71	$30.90
MONTHS						
36 MONTHS TO 48	85.00%		$29.76	$30.65	$31.57	$32.84
MONTHS						
48 MONTHS TO 60	90.00%		$31.51	$32.45	$33.43	$34.77
MONTHS						
THEREAFTER	100.00%		$35.01	$36.06	$37.14	$38.63

STOREROOM SPECIALIST						3306
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

SPECIFIC PROVISIONS - CITY SUBWAY

SECTION 2A. - WAGES - PROVISIONS FOR OPERATORS:

LINE RATES :

OPERATORS						3101
		7/6/2024	7/5/2025	7/4/2026	7/3/2027	
FIRST 12 MONTHS	70.00%	$25.49	$26.26	$27.05	$28.13	
SERVICE						
12 MONTHS TO 24	75.00%	$27.32	$28.13	$28.98	$30.14	
MONTHS						
24 MONTHS TO 36	80.00%	$29.14	$30.01	$30.91	$32.15	
MONTHS						
36 MONTHS TO 48	85.00%	$30.96	$31.88	$32.84	$34.16	
MONTHS						
48 MONTHS TO 60	90.00%	$32.78	$33.76	$34.78	$36.17	
MONTHS						
THEREAFTER	100.00%	**$36.42**	**$37.51**	**$38.64**	**$40.19**	

HIRED BEFORE JANUARY 12, 1989					
PART -TIME OPERATORS					3101
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 1,040 HRS	70.00%	$25.49	$26.26	$27.05	$28.13
1,040-1,560 HRS	78.00%	$28.41	$29.26	$30.14	$31.35
1,560-2,080 HRS	81.50%	$29.68	$30.57	$31.49	$32.75
2,080-3,120 HRS	85.00%	$30.96	$31.88	$32.84	$34.16
3,120-4,160 HRS	87.50%	$31.87	$32.82	$33.81	$35.17
4,160-5,200 HRS	90.00%	$32.78	$33.76	$34.78	$36.17
5,200-6,240 HRS	92.50%	$33.69	$34.70	$35.74	$37.18
6,240-7,280 HRS	95.00%	$34.60	$35.63	$36.71	$38.18
THEREAFTER	100.00%	**$36.42**	**$37.51**	**$38.64**	**$40.19**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

PART -TIME OPERATORS						3101
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 2,080 HRS	70.00%		$25.49	$26.26	$27.05	$28.13
2,080-4,160 HRS	75.00%		$27.32	$28.13	$28.98	$30.14
4,160-6,240 HRS	80.00%		$29.14	$30.01	$30.91	$32.15
6,240-8,320 HRS	85.00%		$30.96	$31.88	$32.84	$34.16
8,320-10,400 HRS	90.00%		$32.78	$33.76	$34.78	$36.17
THEREAFTER	100.00%		**$36.42**	**$37.51**	**$38.64**	**$40.19**

RETIREES HIRED AS PART -TIME OPERATORS					3101
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$36.42	**$37.51**	**$38.64**	**$40.19**

CLEANER HIRED BEFORE APRIL 20, 1985					3327
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024					
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$26.63	**$27.43**	**$28.25**	**$29.38**

SERVICEMEN HIRED BEFORE APRIL 20, 1985					3326
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024					
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
		$27.95	**$28.79**	**$29.65**	**$30.84**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

UTILITYMEN						**3313**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	85.00%		$28.59	$29.44	$30.33	$31.54
MONTHS						
48 MONTHS TO 60	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		**$33.63**	**$34.64**	**$35.68**	**$37.11**

REPAIRMEN CLASS C						**3312**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		**$33.81**	**$34.82**	**$35.86**	**$37.29**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

REPAIRMEN CLASS B						3311
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		**$34.21**	**$35.24**	**$36.30**	**$37.75**

REPAIRMEN CLASS A						3310
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS N						**3323**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$26.05	$26.84	$27.64	$28.75
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	85.00%		$31.64	$32.59	$33.57	$34.91
MONTHS						
48 MONTHS TO 60	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		**$37.22**	**$38.34**	**$39.49**	**$41.07**

MAINTENANCE MEN CLASS E						**3321**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		**$33.81**	**$34.82**	**$35.86**	**$37.29**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS D						**3320**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		**$34.21**	**$35.24**	**$36.30**	**$37.75**

MAINTENANCE MEN CLASS C						**3319**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS B						3318
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	85.00%		$30.68	$31.59	$32.55	$33.85
MONTHS						
48 MONTHS TO 60	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

MAINTENANCE MEN CLASS A						3317
PROGRESSION EFFECTIVE 2/17/2010						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
24 MONTHS TO 36	85.00%		$31.08	$32.02	$32.98	$34.30
MONTHS						
36 MONTHS TO 48	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
48 MONTHS TO 60	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		**$36.57**	**$37.67**	**$38.80**	**$40.35**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

STOCK CLERK						**3303**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

SP LIGHT RAIL TECHNICIAN						**3401**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
			$39.73	**$40.92**	**$42.15**	**$43.84**

LIGHT RAIL TECHNICIAN						**3402**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
			$37.98	**$39.12**	**$40.29**	**$41.90**

LEAD LIGHT RAIL TECHNICIAN						**3403**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
			$40.23	**$41.42**	**$42.65**	**$44.34**

		APPRENTICE TECHNICIAN				
APPRENTICE TECHNICIAN						**3400**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
			$36.08	**$37.16**	**$38.28**	**$39.81**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

LINE RATES :

SPECIFIC PROVISIONS - DIN CREW

CLEANERS AND CUSTODIAN HIRED BEFORE APRIL 20, 1985						3327
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$26.63	**$27.43**	**$28.25**	**$29.38**

UTILITYMEN						3313
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	85.00%		$28.59	$29.44	$30.33	$31.54
MONTHS						
48 MONTHS TO 60	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		**$33.63**	**$34.64**	**$35.68**	**$37.11**

MAINTENANCE MEN CLASS N						3323
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.05	$26.84	$27.64	$28.75
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	85.00%		$31.64	$32.59	$33.57	$34.91
MONTHS						
48 MONTHS TO 60	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		**$37.22**	**$38.34**	**$39.49**	**$41.07**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS E						3321
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	85.00%		$28.74	$29.60	$30.48	$31.70
MONTHS						
48 MONTHS TO 60	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		**$33.81**	**$34.82**	**$35.86**	**$37.29**

MAINTENANCE MEN CLASS D						3320
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	85.00%		$29.08	$29.95	$30.86	$32.09
MONTHS						
48 MONTHS TO 60	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		**$34.21**	**$35.24**	**$36.30**	**$37.75**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS C						**3319**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

MAINTENANCE MEN CLASS B						**3318**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	85.00%		$30.68	$31.59	$32.55	$33.85
MONTHS						
48 MONTHS TO 60	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

MAINTENANCE MEN CLASS A						**3317**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
24 MONTHS TO 36	85.00%		$31.08	$32.02	$32.98	$34.30
MONTHS						
36 MONTHS TO 48	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
48 MONTHS TO 60	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		**$36.57**	**$37.67**	**$38.80**	**$40.35**

DIN CREW SPECIAL MAINT. MAN						**3316**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$26.68	$27.48	$28.31	$29.44
SERVICE						
12 MONTHS TO 24	75.00%		$28.59	$29.45	$30.33	$31.55
MONTHS						
24 MONTHS TO 36	80.00%		$30.50	$31.41	$32.35	$33.65
MONTHS						
36 MONTHS TO 48	85.00%		$32.40	$33.37	$34.37	$35.75
MONTHS						
48 MONTHS TO 60	90.00%		$34.31	$35.33	$36.40	$37.85
MONTHS						
THEREAFTER	100.00%		**$38.12**	**$39.26**	**$40.44**	**$42.06**

STOCK CLERK						**3303**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	85.00%		$30.45	$31.36	$32.30	$33.59
MONTHS						
48 MONTHS TO 60	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

PROJECT LABORER						**3333**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$18.75	$19.31	$19.89	$20.69
SERVICE						
12 MONTHS TO 24	75.00%		$20.09	$20.69	$21.32	$22.17
MONTHS						
24 MONTHS TO 36	80.00%		$21.43	$22.07	$22.74	$23.65
MONTHS						
36 MONTHS TO 48	85.00%		$22.77	$23.45	$24.16	$25.13
MONTHS						
48 MONTHS TO 60	90.00%		$24.11	$24.83	$25.58	$26.60
MONTHS						
THEREAFTER	100.00%		**$26.79**	**$27.59**	**$28.42**	**$29.56**

MECHANICS						**3271**
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	85.00%		$30.68	$31.59	$32.55	$33.85
MONTHS						
48 MONTHS TO 60	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

EMPLOYEES HIRED BEFORE JUNE 26, 1997

SPECIFIC PROVISIONS - CONTROL CENTER (Per day rates)

COMMUNICATIONS SPECIALISTS						3273
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$193.42	$199.23	$205.21	$213.42
SERVICE						
12 MONTHS TO 24	75.00%		$207.24	$213.46	$219.86	$228.66
MONTHS						
24 MONTHS TO 36	80.00%		$221.06	$227.69	$234.52	$243.90
MONTHS						
36 MONTHS TO 48	85.00%		$234.87	$241.92	$249.18	$259.15
MONTHS						
48 MONTHS TO 60	90.00%		$248.69	$256.15	$263.84	$274.39
MONTHS						
THEREAFTER	100.00%		$276.32	$284.61	$293.15	$304.88

EMPLOYEES HIRED AFTER JUNE 26, 1997

LINE RATES :

OPERATORS						**3100**
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$24.51**	**$25.24**	**$26.00**	**$27.04**
SERVICE						
12 MONTHS TO 24	75.00%		**$26.26**	**$27.05**	**$27.86**	**$28.97**
MONTHS						
24 MONTHS TO 36	80.00%		**$28.01**	**$28.85**	**$29.71**	**$30.90**
MONTHS						
36 MONTHS TO 48	90.00%		**$31.51**	**$32.45**	**$33.43**	**$34.77**
MONTHS						
THEREAFTER	100.00%		**$35.01**	**$36.06**	**$37.14**	**$38.63**

PART -TIME OPERATORS					**3100**
PROGRESSION EFFECTIVE 3/2/2019					
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 2,080 HRS	70.00%	**$24.51**	**$25.24**	**$26.00**	**$27.04**
2,080 - 4,160 HRS	75.00%	**$26.26**	**$27.05**	**$27.86**	**$28.97**
4,160 - 6,240 HRS	80.00%	**$28.01**	**$28.85**	**$29.71**	**$30.90**
6,240 - 8,320 HRS	90.00%	**$31.51**	**$32.45**	**$33.43**	**$34.77**
THEREAFTER	100.00%	**$35.01**	**$36.06**	**$37.14**	**$38.63**

RETIREES HIRED AS PART -TIME OPERATORS					**3100**
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
		$35.01	**$36.06**	**$37.14**	**$38.63**

SEASONAL OPERATORS					**3100**
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
		$24.51	**$25.25**	**$26.01**	**$27.05**

SECTION 14 - SPECIFIC PROVISIONS - LOCAL GARAGES AND GENERAL OFFICE BUILDING

CLEANERS AND CUSTODIAN						3328
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$18.51	$19.07	$19.64	$20.43

CLEANERS AND CUSTODIAN - LEADER						3329
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$19.50	$20.09	$20.69	$21.52

SERVICEMEN						3326
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$20.07	$20.67	$21.29	$22.14

UTILITYMEN						3313
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

EMPLOYEES HIRED AFTER JUNE 26, 1997

REPAIRMEN CLASS C						3312
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

REPAIRMEN CLASS B						3311
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

EMPLOYEES HIRED AFTER JUNE 26, 1997

REPAIRMEN CLASS A						3310
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

MECHANICS CLASS A						3308
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.60	$26.37	$27.16	$28.25
SERVICE						
12 MONTHS TO 24	75.00%		$27.43	$28.25	$29.10	$30.26
MONTHS						
24 MONTHS TO 36	80.00%		$29.26	$30.14	$31.04	$32.28
MONTHS						
36 MONTHS TO 48	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
THEREAFTER	100.00%		$36.57	$37.67	$38.80	$40.35

MAINTENANCE MEN CLASS N						3323
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.05	$26.84	$27.64	$28.75
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		$37.22	$38.34	$39.49	$41.07

MAINTENANCE MEN CLASS E						3321
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

MAINTENANCE MEN CLASS D						3320
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

MAINTENANCE MEN CLASS C						3319
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

MAINTENANCE MEN CLASS B						3318
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.26	$26.02	$26.80	$27.87
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		$36.09	$37.17	$38.29	$39.82

MAINTENANCE MEN CLASS A (GOB)						3324
PROGRESSION EFFECTIVE 2/17/2010						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	85.00%		$31.08	$32.02	$32.98	$34.30
SERVICE						
6 MONTHS TO 12	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
12 MONTHS TO 18	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		$36.57	$37.67	$38.80	$40.35

DIN CREW SPECIAL MAINT. MAN						3316
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.68	$27.48	$28.31	$29.44
SERVICE						
12 MONTHS TO 24	75.00%		$28.59	$29.45	$30.33	$31.55
MONTHS						
24 MONTHS TO 36	80.00%		$30.50	$31.41	$32.35	$33.65
MONTHS						
36 MONTHS TO 48	90.00%		$34.31	$35.33	$36.40	$37.85
MONTHS						
THEREAFTER	100.00%		$38.12	$39.26	$40.44	$42.06

MAINTENANCE MEN A (GOB)						3324
PROGRESSION EFFECTIVE 10/15/2006						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	85.00%		$29.82	$30.71	$31.63	$32.90
SERVICE						
6 MONTHS TO 12	90.00%		$31.57	$32.52	$33.49	$34.83
MONTHS						
12 MONTHS TO 18	95.00%		$33.33	$34.32	$35.35	$36.77
MONTHS						
THEREAFTER	100.00%		$35.08	$36.13	$37.21	$38.70

EMPLOYEES HIRED AFTER JUNE 26, 1997

STOCK CLERK						3303
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

PROJECT LABORER						3333
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	75.00%		$20.09	$20.69	$21.32	$22.17
SERVICE						
12 MONTHS TO 24	80.00%		$21.43	$22.07	$22.74	$23.65
MONTHS						
24 MONTHS TO 36	85.00%		$22.77	$23.45	$24.16	$25.13
MONTHS						
36 MONTHS TO 48	90.00%		$24.11	$24.83	$25.58	$26.60
MONTHS						
48 MONTHS TO 60	95.00%		$25.45	$26.21	$27.00	$28.08
MONTHS						
THEREAFTER	100.00%		$26.79	$27.59	$28.42	$29.56

SPECIAL MECHANIC - NON-WELDER						3269
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.66	$26.43	$27.22	$28.31
SERVICE						
12 MONTHS TO 24	75.00%		$27.49	$28.31	$29.16	$30.33
MONTHS						
24 MONTHS TO 36	80.00%		$29.32	$30.20	$31.10	$32.35
MONTHS						
36 MONTHS TO 48	90.00%		$32.99	$33.98	$34.99	$36.40
MONTHS						
THEREAFTER	100.00%		$36.65	$37.75	$38.88	$40.44

SPECIAL MECHANIC - WELDER						3274
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.87	$26.65	$27.45	$28.55
SERVICE						
12 MONTHS TO 24	75.00%		$27.72	$28.55	$29.41	$30.59
MONTHS						
24 MONTHS TO 36	80.00%		$29.57	$30.46	$31.37	$32.62
MONTHS						
36 MONTHS TO 48	90.00%		$33.26	$34.26	$35.29	$36.70
MONTHS						
THEREAFTER	100.00%		$36.96	$38.07	$39.21	$40.78

SECTION 15 - SPECIFIC PROVISIONS FOR THE GENERAL SHOPS

REPAIRMEN CLASS C						3312
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.67	$24.37	$25.10	$26.10
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		$33.81	$34.82	$35.86	$37.29

REPAIRMEN CLASS B						3311
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

REPAIRMEN CLASS A						3310
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

NCS SPECIAL MECHANIC						3301
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$30.50	$31.41	$32.35	$33.65
SERVICE						
6 MONTHS TO 12	85.00%		$32.40	$33.37	$34.37	$35.75
MONTHS						
12 MONTHS TO 18	90.00%		$34.31	$35.33	$36.40	$37.85
MONTHS						
18 MONTHS TO 24	95.00%		$36.21	$37.30	$38.42	$39.96
MONTHS						
THEREAFTER	100.00%		$38.12	$39.26	$40.44	$42.06

EMPLOYEES HIRED AFTER JUNE 26, 1997

MECHANICS						**3271**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.26**	**$26.02**	**$26.80**	**$27.87**
SERVICE						
12 MONTHS TO 24	75.00%		**$27.07**	**$27.88**	**$28.72**	**$29.87**
MONTHS						
24 MONTHS TO 36	80.00%		**$28.87**	**$29.74**	**$30.63**	**$31.86**
MONTHS						
36 MONTHS TO 48	90.00%		**$32.48**	**$33.45**	**$34.46**	**$35.84**
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

MECHANICS CLASS A (NWK SHOPS)						**3309**
PROGRESSION EFFECTIVE JULY 8,2003						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS	80.00%		**$29.26**	**$30.14**	**$31.04**	**$32.28**
SERVICE						
6 MONTHS TO 12	85.00%		**$31.08**	**$32.02**	**$32.98**	**$34.30**
MONTHS						
12 MONTHS TO 18	90.00%		**$32.91**	**$33.90**	**$34.92**	**$36.32**
MONTHS						
18 MONTHS TO 24	95.00%		**$34.74**	**$35.79**	**$36.86**	**$38.33**
MONTHS						
THEREAFTER	100.00%		**$36.57**	**$37.67**	**$38.80**	**$40.35**

SPECIAL MECHANIC - NON-WELDER						3262
PROGRESSION EFFECTIVE JULY 8,2003						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.32	$30.20	$31.10	$32.35
SERVICE						
6 MONTHS TO 12	85.00%		$31.15	$32.09	$33.05	$34.37
MONTHS						
12 MONTHS TO 18	90.00%		$32.99	$33.98	$34.99	$36.40
MONTHS						
18 MONTHS TO 24	95.00%		$34.82	$35.86	$36.94	$38.42
MONTHS						
THEREAFTER	100.00%		$36.65	$37.75	$38.88	$40.44

SPECIAL MECHANIC - WELDER						3277
PROGRESSION EFFECTIVE JULY 8,2003						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.57	$30.46	$31.37	$32.62
SERVICE						
6 MONTHS TO 12	85.00%		$31.42	$32.36	$33.33	$34.66
MONTHS						
12 MONTHS TO 18	90.00%		$33.26	$34.26	$35.29	$36.70
MONTHS						
18 MONTHS TO 24	95.00%		$35.11	$36.17	$37.25	$38.74
MONTHS						
THEREAFTER	100.00%		$36.96	$38.07	$39.21	$40.78

SPECIAL MECHANICS E (SHOPS)						3263
PROGRESSION EFFECTIVE JULY 8,2003						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$30.38	$31.30	$32.23	$33.52
SERVICE						
6 MONTHS TO 12	85.00%		$32.28	$33.25	$34.25	$35.62
MONTHS						
12 MONTHS TO 18	90.00%		$34.18	$35.21	$36.26	$37.71
MONTHS						
18 MONTHS TO 24	95.00%		$36.08	$37.16	$38.28	$39.81
MONTHS						
THEREAFTER	100.00%		$37.98	$39.12	$40.29	$41.90

MECHANICS A, LEADER I						3265
PROGRESSION EFFECTIVE JULY 8,2003						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	80.00%		$29.70	$30.58	$31.50	$32.77
SERVICE						
6 MONTHS TO 12	85.00%		$31.55	$32.50	$33.47	$34.82
MONTHS						
12 MONTHS TO 18	90.00%		$33.41	$34.41	$35.44	$36.86
MONTHS						
18 MONTHS TO 24	95.00%		$35.26	$36.32	$37.41	$38.91
MONTHS						
THEREAFTER	100.00%		$37.12	$38.23	$39.38	$40.96

TEST BLCOK MECHANIC						3305
PROGRESSION EFFECTIVE 3/2/2019 (Prior Progression Effective: July 8, 2003)						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.98	$26.76	$27.57	$28.67
SERVICE						
12 MONTHS TO 24	75.00%		$27.84	$28.67	$29.54	$30.72
MONTHS						
24 MONTHS TO 36	80.00%		$29.70	$30.58	$31.50	$32.77
MONTHS						
36 MONTHS TO 48	90.00%		$33.41	$34.41	$35.44	$36.86
MONTHS						
THEREAFTER	100.00%		$37.12	$38.23	$39.38	$40.96

WATCHMEN						3285
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.95	$24.67	$25.41	$26.43
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		$34.21	$35.24	$36.30	$37.75

EMPLOYEES HIRED AFTER JUNE 26, 1997

UTILITYMEN CLASS B						3276
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$22.65	$23.32	$24.02	$24.98
SERVICE						
12 MONTHS TO 24	75.00%		$24.26	$24.99	$25.74	$26.77
MONTHS						
24 MONTHS TO 36	80.00%		$25.88	$26.66	$27.46	$28.55
MONTHS						
36 MONTHS TO 48	90.00%		$29.12	$29.99	$30.89	$32.12
MONTHS						
THEREAFTER	100.00%		$32.35	$33.32	$34.32	$35.69

UTILITYMEN CLASS A						3313
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

EMPLOYEES HIRED AFTER JUNE 26, 1997

STOREMAN CLASS C						3373
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

STOREMAN CLASS B						3372
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.93	$24.65	$25.40	$26.41
SERVICE						
12 MONTHS TO 24	75.00%		$25.64	$26.42	$27.21	$28.30
MONTHS						
24 MONTHS TO 36	80.00%		$27.35	$28.18	$29.02	$30.18
MONTHS						
36 MONTHS TO 48	90.00%		$30.77	$31.70	$32.65	$33.96
MONTHS						
THEREAFTER	100.00%		$34.19	$35.22	$36.28	$37.73

EMPLOYEES HIRED AFTER JUNE 26, 1997

STOREMAN CLASS A						**3371**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$24.51**	**$25.24**	**$26.00**	**$27.04**
SERVICE						
12 MONTHS TO 24	75.00%		**$26.26**	**$27.05**	**$27.86**	**$28.97**
MONTHS						
24 MONTHS TO 36	80.00%		**$28.01**	**$28.85**	**$29.71**	**$30.90**
MONTHS						
36 MONTHS TO 48	90.00%		**$31.51**	**$32.45**	**$33.43**	**$34.77**
MONTHS						
THEREAFTER	100.00%		**$35.01**	**$36.06**	**$37.14**	**$38.63**

DRIVERS						**3361**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$24.51**	**$25.24**	**$26.00**	**$27.04**
SERVICE						
12 MONTHS TO 24	75.00%		**$26.26**	**$27.05**	**$27.86**	**$28.97**
MONTHS						
24 MONTHS TO 36	80.00%		**$28.01**	**$28.85**	**$29.71**	**$30.90**
MONTHS						
36 MONTHS TO 48	90.00%		**$31.51**	**$32.45**	**$33.43**	**$34.77**
MONTHS						
THEREAFTER	100.00%		**$35.01**	**$36.06**	**$37.14**	**$38.63**

EMPLOYEES HIRED AFTER JUNE 26, 1997

STOREROOM SPECIALIST						3306
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$25.07	$25.82	$26.60	$27.66
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		$35.82	$36.89	$38.00	$39.52

ELECTRONICS TECHNICIAN					3268
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024					
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS		$36.96	$38.07	$39.21	$40.78
THEREAFTER		$37.56	$38.69	$39.85	$41.44

COMMUNICATION TECHNICIAN					3272
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024					
		7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS		$37.57	$38.70	$39.86	$41.45
THEREAFTER		$37.98	$39.12	$40.29	$41.90

SPECIFIC PROVISIONS - CITY SUBWAY

LINE RATES :

OPERATORS						3101
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$25.49**	**$26.26**	**$27.05**	**$28.13**
SERVICE						
12 MONTHS TO 24	75.00%		$27.32	$28.13	$28.98	$30.14
MONTHS						
24 MONTHS TO 36	80.00%		$29.14	$30.01	$30.91	$32.15
MONTHS						
36 MONTHS TO 48	90.00%		$32.78	$33.76	$34.78	$36.17
MONTHS						
THEREAFTER	100.00%		**$36.42**	**$37.51**	**$38.64**	**$40.19**

PART-TIME OPERATORS						3101
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 2,080 HRS	70.00%		**$25.49**	**$26.26**	**$27.05**	**$28.13**
2,080-6,240 HRS	75.00%		$27.32	$28.13	$28.98	$30.14
6,240-8,320 HRS	80.00%		$29.14	$30.01	$30.91	$32.15
8,320-10,400 HRS	90.00%		$32.78	$33.76	$34.78	$36.17
THEREAFTER	100.00%		**$36.42**	**$37.51**	**$38.64**	**$40.19**

RETIREES HIRED AS PART-TIME OPERATORS					3101
7/6/2024	7/5/2025	7/4/2026	7/3/2027		
$36.42	**$37.51**	**$38.64**	**$40.19**		

SECTION 14 - SPECIFIC PROVISIONS - CITY SUBWAY						
CLEANER						3328
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$18.51	**$19.07**	**$19.64**	**$20.43**

EMPLOYEES HIRED AFTER JUNE 26, 1997

SERVICEMEN						**3326**
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**	
		$20.07	**$20.67**	**$21.29**	**$22.14**	

UTILITYMEN						**3313**
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**	
FIRST 12 MONTHS	70.00%	**$23.54**	**$24.25**	**$24.98**	**$25.98**	
SERVICE						
12 MONTHS TO 24	75.00%	$25.22	$25.98	$26.76	$27.83	
MONTHS						
24 MONTHS TO 36	80.00%	$26.90	$27.71	$28.54	$29.69	
MONTHS						
36 MONTHS TO 48	90.00%	$30.27	$31.18	$32.11	$33.40	
MONTHS						
THEREAFTER	100.00%	**$33.63**	**$34.64**	**$35.68**	**$37.11**	

REPAIRMEN CLASS C					**3312**
PROGRESSION EFFECTIVE 3/2/2019					
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both					
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**					
		7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%	**$23.67**	**$24.37**	**$25.10**	**$26.10**
SERVICE					
12 MONTHS TO 24	75.00%	$25.36	$26.12	$26.90	$27.97
MONTHS					
24 MONTHS TO 36	80.00%	$27.05	$27.86	$28.69	$29.83
MONTHS					
36 MONTHS TO 48	90.00%	$30.43	$31.34	$32.27	$33.56
MONTHS					
THEREAFTER	100.00%	**$33.81**	**$34.82**	**$35.86**	**$37.29**

EMPLOYEES HIRED AFTER JUNE 26, 1997

REPAIRMEN CLASS B						**3311**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$23.95**	**$24.67**	**$25.41**	**$26.43**
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		**$34.21**	**$35.24**	**$36.30**	**$37.75**

REPAIRMEN CLASS A						**3310**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.07**	**$25.82**	**$26.60**	**$27.66**
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

MAINTENANCE MEN CLASS N						**3323**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$26.05**	**$26.84**	**$27.64**	**$28.75**
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		**$37.22**	**$38.34**	**$39.49**	**$41.07**

EMPLOYEES HIRED AFTER JUNE 26, 1997

MAINTENANCE MEN CLASS E						3321
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$23.67**	**$24.37**	**$25.10**	**$26.10**
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		**$33.81**	**$34.82**	**$35.86**	**$37.29**

MAINTENANCE MEN CLASS D						3320
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$23.95**	**$24.67**	**$25.41**	**$26.43**
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%		**$34.21**	**$35.24**	**$36.30**	**$37.75**

MAINTENANCE MEN CLASS C						3319
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$25.07**	**$25.82**	**$26.60**	**$27.66**
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED AFTER JUNE 26, 1997

MAINTENANCE MEN CLASS B						**3318**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.26**	**$26.02**	**$26.80**	**$27.87**
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

MAINTENANCE MEN CLASS A						**3317**
PROGRESSION EFFECTIVE 2/17/2010						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS	85.00%		**$31.08**	**$32.02**	**$32.98**	**$34.30**
SERVICE						
6 MONTHS TO 12	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
12 MONTHS TO 18	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		**$36.57**	**$37.67**	**$38.80**	**$40.35**

STOCK CLERK						**3303**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.07**	**$25.82**	**$26.60**	**$27.66**
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED AFTER JUNE 26, 1997

SP LIGHT RAIL TECHNICIAN					39.73	3401
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$39.73	$40.92	$42.15	$43.84

LIGHT RAIL TECHNICIAN						3402
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$37.98	$39.12	$40.29	$41.90

LEAD LIGHT RAIL TECHNICIAN						3403
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$40.28	$41.49	$42.73	$44.44

APPRENTICE TECHNICIAN						3400
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$36.06	$37.14	$38.25	$39.78

LINE RATES :

SPECIFIC PROVISIONS - DIN CREW

CLEANERS AND CUSTODIAN						3328
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
			$18.51	$19.07	$19.64	$20.43

UTILITYMEN						3313
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$23.54	$24.25	$24.98	$25.98
SERVICE						
12 MONTHS TO 24	75.00%		$25.22	$25.98	$26.76	$27.83
MONTHS						
24 MONTHS TO 36	80.00%		$26.90	$27.71	$28.54	$29.69
MONTHS						
36 MONTHS TO 48	90.00%		$30.27	$31.18	$32.11	$33.40
MONTHS						
THEREAFTER	100.00%		$33.63	$34.64	$35.68	$37.11

MAINTENANCE MEN CLASS N						3323
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$26.05	$26.84	$27.64	$28.75
SERVICE						
12 MONTHS TO 24	75.00%		$27.92	$28.76	$29.62	$30.80
MONTHS						
24 MONTHS TO 36	80.00%		$29.78	$30.67	$31.59	$32.86
MONTHS						
36 MONTHS TO 48	90.00%		$33.50	$34.51	$35.54	$36.96
MONTHS						
THEREAFTER	100.00%		$37.22	$38.34	$39.49	$41.07

EMPLOYEES HIRED AFTER JUNE 26, 1997

MAINTENANCE MEN CLASS E						**3321**
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$23.67**	**$24.37**	**$25.10**	**$26.10**
SERVICE						
12 MONTHS TO 24	75.00%		$25.36	$26.12	$26.90	$27.97
MONTHS						
24 MONTHS TO 36	80.00%		$27.05	$27.86	$28.69	$29.83
MONTHS						
36 MONTHS TO 48	90.00%		$30.43	$31.34	$32.27	$33.56
MONTHS						
THEREAFTER	100.00%		**$33.81**	**$34.82**	**$35.86**	**$37.29**

MAINTENANCE MEN CLASS D						**3320**
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$23.95**	**$24.67**	**$25.41**	**$26.43**
SERVICE						
12 MONTHS TO 24	75.00%		$25.66	$26.43	$27.23	$28.31
MONTHS						
24 MONTHS TO 36	80.00%		$27.37	$28.19	$29.04	$30.20
MONTHS						
36 MONTHS TO 48	90.00%		$30.79	$31.72	$32.67	$33.98
MONTHS						
THEREAFTER	100.00%			**$35.24**	**$36.30**	**$37.75**

MAINTENANCE MEN CLASS C						**3319**
PROGRESSION EFFECTIVE 3/2/2019						
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.07**	**$25.82**	**$26.60**	**$27.66**
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

EMPLOYEES HIRED AFTER JUNE 26, 1997

MAINTENANCE MEN CLASS B						**3318**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$25.26**	**$26.02**	**$26.80**	**$27.87**
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

MAINTENANCE MEN CLASS A						**3317**
PROGRESSION EFFECTIVE 2/17/2010						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
12 MONTHS TO 24	85.00%		**$31.08**	**$32.02**	**$32.98**	**$34.30**
MONTHS						
24 MONTHS TO 36	90.00%		$32.91	$33.90	$34.92	$36.32
MONTHS						
36 MONTHS TO 48	95.00%		$34.74	$35.79	$36.86	$38.33
MONTHS						
THEREAFTER	100.00%		**$36.57**	**$37.67**	**$38.80**	**$40.35**

DIN CREW SPECIAL MAINT. MAN						**3316**
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 12 MONTHS	70.00%		**$26.68**	**$27.48**	**$28.31**	**$29.44**
SERVICE						
12 MONTHS TO 24	75.00%		$28.59	$29.45	$30.33	$31.55
MONTHS						
24 MONTHS TO 36	80.00%		$30.50	$31.41	$32.35	$33.65
MONTHS						
36 MONTHS TO 48	90.00%		$34.31	$35.33	$36.40	$37.85
THEREAFTER	100.00%		**$38.12**	**$39.26**	**$40.44**	**$42.06**

EMPLOYEES HIRED AFTER JUNE 26, 1997

STOCK CLERK						3303
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$25.07**	**$25.82**	**$26.60**	**$27.66**
SERVICE						
12 MONTHS TO 24	75.00%		$26.87	$27.67	$28.50	$29.64
MONTHS						
24 MONTHS TO 36	80.00%		$28.66	$29.51	$30.40	$31.62
MONTHS						
36 MONTHS TO 48	90.00%		$32.24	$33.20	$34.20	$35.57
MONTHS						
THEREAFTER	100.00%		**$35.82**	**$36.89**	**$38.00**	**$39.52**

PROJECT LABORER						3333
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	75.00%		**$20.09**	**$20.69**	**$21.32**	**$22.17**
SERVICE						
12 MONTHS TO 24	80.00%		$21.43	$22.07	$22.74	$23.65
MONTHS						
24 MONTHS TO 36	85.00%		$22.77	$23.45	$24.16	$25.13
MONTHS						
36 MONTHS TO 48	90.00%		$24.11	$24.83	$25.58	$26.60
MONTHS						
48 MONTHS TO 60	95.00%		$25.45	$26.21	$27.00	$28.08
MONTHS						
THEREAFTER	100.00%		**$26.79**	**$27.59**	**$28.42**	**$29.56**

MECHANICS						3271
PROGRESSION EFFECTIVE 3/2/2019						
Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both "Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		**$25.26**	**$26.02**	**$26.80**	**$27.87**
SERVICE						
12 MONTHS TO 24	75.00%		$27.07	$27.88	$28.72	$29.87
MONTHS						
24 MONTHS TO 36	80.00%		$28.87	$29.74	$30.63	$31.86
MONTHS						
36 MONTHS TO 48	90.00%		$32.48	$33.45	$34.46	$35.84
MONTHS						
THEREAFTER	100.00%		**$36.09**	**$37.17**	**$38.29**	**$39.82**

EMPLOYEES HIRED AFTER JUNE 26, 1997

COMMUNICATIONS SPECIALISTS						3273
PROGRESSION EFFECTIVE 3/2/2019						
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 12 MONTHS	70.00%		$193.42	$199.23	$205.21	$213.42
SERVICE						
12 MONTHS TO 24	75.00%		$207.24	$213.46	$219.86	$228.66
MONTHS						
24 MONTHS TO 36	80.00%		$221.06	$227.69	$234.52	$243.90
MONTHS						
36 MONTHS TO 48	90.00%		$248.69	$256.15	$263.84	$274.39
MONTHS						
THEREAFTER	100.00%		$276.32	$284.61	$293.15	$304.88

Procurement Processor						3398
			7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS			$1,012.22	$1,042.59	$1,073.87	$1,116.82
SECOND 6 MONTHS			$1,055.12	$1,086.77	$1,119.37	$1,164.14
THIRD 6 MONTHS			$1,088.95	$1,121.62	$1,155.27	$1,201.48
TOP RATE			$1,128.45	$1,162.30	$1,197.17	$1,245.06

SPECIAL RATES - HOURLY

SPECIAL RATES			7/6/2024	7/5/2025	7/4/2026	7/3/2027
3103	**JOHN M CURTIS**		$28.10	$28.94	$29.81	$31.00
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						

3103	**TERMINAL WORKER**		$18.51	$19.07	$19.64	$20.43
	(A/C TERMINAL)					
**Job Code eligible for additional $1.00 (Non-Compound) Rate Differential if employee actively possess both						
"Forklift" and "Chemical Right to Know" Certifications. Effective 7/6/2024**						

AGREEMENT

THIS AGREEMENT, made this 1st day of Nov, 2009, by and between NJ TRANSIT BUS OPERATIONS, INC., hereinafter referred to as "NJ TRANSIT" and the New Jersey State Council of the AMALGAMATED TRANSIT UNION, hereinafter referred to as "ATU";

WITNESSETH:

WHEREAS, NJ TRANSIT and the Union have settled upon a new Labor Agreement, and

WHEREAS, The Public Employment Relations Commission (PERC) has heretofore determined the negotiability of certain provisions of the prior Labor Agreement (PERC No. 88-74), and

WHEREAS, in printing the New Labor Agreement NJ TRANSIT has proposed to delete certain provisions; which it asserts have been found, by the PERC to be not mandatorily negotiable, and

WHEREAS, the Union is reluctant to allow the printing without such provisions, and

WHEREAS, both parties wish to have the agreement printed as expeditiously as possible,

NOW, THEREFORE, in consideration of the mutual covenants and conditions contained herein, the parties hereto agree with each other as follows:

1. The new Labor Agreement will be printed including the provisions which NJ TRANSIT asserts that PERC has determined to be mandatorily not negotiable.
2. Neither NJ TRANSIT or the ATU relinquish any rights they may have pursuant to the PERC No. 88-74.
3. The inclusion of such alleged non-mandatorily negotiated provisions in the new Labor Agreement shall not be considered evidence that NJ TRANSIT has changed its position with regard to these provisions.
4. NJ TRANSIT may still assert that these provisions are not mandatorily negotiable in any grievance which may be brought by the ATU on the provisions.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed on the date first written above.

ATTEST: NJ TRANSIT BUS OPERATIONS INC.

By:

ATTEST: AMALGAMATED TRANSIT UNION

By:

Date: Nov. 10, 2009

IN WITNESS WHEREOF, the parties hereto have caused this entire Agreement to be duly executed on this 28 day of September, 2026:

NJ TRANSIT BUS OPERATIONS, INC.

ATTEST:

Brendan E. Egan

Date: 9/28/2026

By: Lance Norman

Lance Norman
Sr. Vice President, Surface Transit &
General Manager of Bus Operations

AMALGAMATED TRANSIT UNION

ATTEST:

David Greaves

Date: 9-28-2026

By: Orlando Riley

Orlando Riley, ATU Chairman
State Business Agent for:
AMALGAMATED TRANSIT UNION
NEW JERSEY STATE COUNCIL