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 & 880

FIELD SALARIED EMPLOYEES

TABLE OF CONTENTS

PAGE

Section 1- Union-Company Relationship……2

Recognition……2
Management Rights……..... 2
A. Grievance Procedure……2
B. Discipline……5
C. Union Security……7
D. Check-off…… 7
E. Credit Union Deduction…….. 8
F. C.O.P.E. Deductions…… 8
G. Shortages……8
H. Hold Harmless…… 8

Section 2 -Working Conditions…… 8
A. Work Week……..8
B. Overtime……..8
C. Spread Time…….....9
D. Travel Time……..9
E. Work on a Day Off…….. 9
F. Work on a Holiday……...9
G. Days Off……..10
H. Temporary Assignment……...10
I. Posting of Field Salaried Relief Jobs…….……10

Section 3- Allowances……10
A. Meal Allowance……...10
B. Expenses / Fingerprinting Cost……11
C. Rest Time……11
D. Uniforms……..11

Section 4……12
A. Seniority……...12
B. In the Event of a Lay-Off……12
C. Return to Former Position……13
D. Vacancies……13
E. Filling Of Field Salaried Positions During Long Term Absence……15
F. New Work……16

Section 5- Classification and Salaries…….……16

A. Weekly Salary Rates……16
B. Progression…….. 17
C. Seasonal Employees…… 17

Section 6 - General Provisions……18
A. Vacation……18
B. Holidays……18
C. Attending Hearings……...19
D. Physical Examination……...20
E. Free Transportation……...20
F. Safety and Health……...20
G. Recall From Lay-Off……20
H. Salaried Employee Benefits……..22

1. Pension Plan…….. 22
2. Welfare Plan…….. 24
3. Sick Benefits…….. 24
4. Life Insurance…… 25
5. Medical Coverage…….. 25
6. Dental Plan……28
7. Eye Care……28
8. Drug Prescription Plan……...28
9. Death in Family……..30
10. Layoff Allowance…….. 30
11. Maternity Leave……30

I. Leave Of Absence……..30
J. Disability……31
K. Duration Of Contract……31
L. Cooperation…….. 32
M. Specifications - Various Salaried Classifications ……..32
N. Tax Deferred Savings Program……32
O. Direct Deposit……...32
P. Payroll Deductions…….....32
Q. Doctor's Notes and Verification…… 33
R. Notices……...…..….33
S. Personal Day…….....…..…33
T. Paystubs…….....…..…….. 34

Section 7 - Attendance Policy
(TIC, Maintenance, Clerical, Field Salary and Transportation ……34
Section I. Employees' Obligation for Proper Attendance……34
Section II. Definitions…….. 35
Section III. Attendance System……38
A. General Procedures……..38
B. Procedures for Attendance-Related Grievances…….….40
Section IV. Exceptions……42

Appendix "A"……....46

Appendix "B"…….....47

Appendix "C"……..…49

Appendix "D"…….50

Employees Hired Before April 20, 1985
Position Classification…….……....51

Employees Hired After April 20, 1985
Position Classification…….……58

Appendix "E"……. 66

Agreement…….…….65

AGREEMENT

This agreement, signed this __ day of _____, 2025, by 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. 819, 820, 821, 822, 823, 824, 825, 880 and, as of April 2, 2016, Local Division No. 540, 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 Division s affected by such sale, transfer or lease.

In the event that NJ TRANSIT Bus Operations Inc. or a subsidiary corporation of NJ TRANSIT Bus Operations Inc. acquires a bus company as a subsidiary corporation in which it has substantial interest and the subsidiary has routes competing with NJTBus routes, NJ TRANSIT Bus Operations Inc. 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 takin g advantage of lower labor costs.

SECTION 1- UNION-COMPANY 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 unit 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.

The following two paragraphs apply only to Field Salaried and General Office Clerical Agreements:

It is the understanding of the parties that action taken by an employee in the performance of their Company duties shall not constitute cause for disciplinary action by the Union. In the event of a dispute between the Company and the Union concerning this provision of the agreement, it shall be resolved in the following manner:

Such dispute shall be pursued through the second and third steps. If agreement is not reached in

the second or third steps, the matter shall then go to step four which provides for arbitration. In such cases the arbitration panel shall have the authority to determine whether an employee has been subject to discipline by reason of the performance of their Company duties. If the panel finds that an employee has been disciplined for such reason it shall direct that the disciplinary action be set aside. The panel shall not have the authority to pass upon the question of whether the judgment exercised by the employee or any action taken or recommended was proper so long as it arose out of the performance of their Company duties.

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 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 determine 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) possession 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 an employee is 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. When discipline is applied, effective March 31, 2007, any suspension or termination of services shall be effective immediately as provided in Section B.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 lncident Report 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 representative, who shall then make a signed acknowledgement that they have received a copy.

8. **Reimbursement of Lost Time When Employee Innocent of Charges:**

When it is established that an employee is 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 IB(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 such 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 -WORKING CONDITIONS

A. WORK WEEK

The work week shall consist of forty (40) hours in five (5) working days.

B. OVERTIME

When authorized, time worked in excess of eight (8) hours in any one day shall be paid at the rate of time and one-half. Time and one-half will not be paid more than once for the same working time and if a salaried employee shall claim time and one-half on more than one basis, that claim

giving the larger amount shall apply. All field salaried employees' work at straight or overtime rates shall be performed by salaried employees except:

(a) When no salaried employee at the garage, city subway or department is available

(b) When vacations are not covered by vacation relief.

C. SPREAD TIME

Employees having a swing assignment shall be paid additional half-time for work after completion of ten (10) hours and thirty (30) minutes span at work.

D. TRAVEL TIME

Travel time shall be paid when an employee is required to report to a garage and then travel to a point of assignment.

Travel time shall be paid when employees are required to return to their garage from point of assignment.

No travel time will be involved when an employee has an assignment at a fixed location such as a terminal, loading platform, station or fixed post.

Travel time shall be included within regular tour of duty whenever possible.

E. WORK ON A DAY OFF

A salaried employee who works on a regular day off shall be paid time and one-half for eight (8) hours. If they report and the work is canceled, they shall be paid two (2) hours at time and one-half. If work is canceled before the employee leaves home, the Employee is paid one (1) hour.

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.

Salaried employees may volunteer for day off work paying less than eight (8) hours.

F. WORK ON A HOLIDAY

Salaried employees who are off on holidays but are ordered in and who report for work shall be guaranteed work paying a basic eight (8) hours. Salaried employees falling out on holidays may

volunteer for work assignments paying less than eight (8) hours.

G. DAYS OFF

The Company will allow salaried employees two (2) consecutive days off duty in every seven (7) days or payroll week. For those whose day's work falls out on Saturday and Sunday those days will be considered their days off. For those whose day's work falls out on Saturday or Sunday that day will be considered one of their days off. All other days off are to go with the work assignments.

When working conditions at a location make it necessary to have non-consecutive days off, salaried employees shall select separate days off in each payroll week.

H. TEMPORARY ASSIGNMENT

A salaried employee ordered to work because of a temporary or emergency situation other than their regularly assigned hours shall be paid at time and one-half for the portion of the work performed before or after the employee's regular working time. This does not apply to salaried employees whose assigned working hours are changed for a period of time exceeding three (3) work days. The salaried employee, when shifted from regular assignment of work to another assignment paying less, shall be paid the equivalent of their regular assignment. The salaried employee, when shifted for three (3) working days or more to another assignment paying more, shall be paid the rate of the higher classification providing they can perform those duties without assistance.

I. POSTING OF FIELD SALARIED RELIEF JOBS

All field salaried relief jobs shall be posted for bidding purposes with an added provision notifying applicants of the requirement to work in areas outside of that local Union Division, but within the same Company Division, during any period in which no scheduled work is available within the applicant's local Union Division.

SECTION 3 - ALLOWANCES

A. 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. a salaried employee is ordered to work through a swing in their daily assigned hours;

2. a salaried employee is given additional work that extends beyond their regular meal hour;
3. a salaried employee works five (5) hours in addition to his regular working period.

If a meal allowance becomes available on more than one basis, only one meal shall be allowed.

All payments under this Section will be included in the employee's normal payroll check.

B. EXPENSES / FINGERPRINTING COST

Expenses incurred while in the line of duty shall be refunded by the Company on the day incurred when possible, otherwise within 48 hours. 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.

C. REST TIME

When the period between the time of terminating one day's work and the time of starting the next day's work is less than eight (8) hours, salaried employees shall receive one-half (1/2) straight time for the period of time that is less than eight (8) hours.

D. UNIFORMS

Any employee currently receiving a uniform shall be entitled to a uniform allowance one year after issuance provided that at the time of payment of the allowance, the employee is still required to be in uniform. Outer garments for the field salaried employees specified by mutual agreement of the Company and the Union shall be supplied.

A new employee, or any employee who was never issued a uniform, who becomes a Field Salaried employee required to wear a uniform, on or before December 31st of any year, will be issued a full uniform and will receive the appropriate up-keep allowance on the first pay day in April of the following year.

A new employee, or an employee who was never issued a uniform, who becomes a Field

Salaried employee required 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 up keep allowance until one (1) year from April 1st of the current year.

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.

SECTION 4

A. SENIORITY

For the purpose of this Agreement, seniority shall mean length of service in a field salaried position in a garage, city subway or department. Any seniority obtained in a General Office salaried position or in an hourly-rated classification shall not apply to any field salaried position covered by this Agreement.

Any permanent field salaried employee who leaves, in good standing, a salaried position covered by this Agreement may return to their former garage or department with hourly-rated or General Office salary-rated classification and seniority attained at the time of leaving to take a field salaried position.

Seniority attained in a field salaried position shall be recognized if the transferred employee returns to a field salaried position.

Salaried employees will be able to bump employees with lesser seniority in the event the days off are changed, their work location is changed or work assignment is changed by two or more hours.

B. IN THE EVENT OF A LAY-OFF

In the event of a lay-off, the seniority principle shall be applied in the following manner:

1. The salaried employee affected in Group I or in Group 2 as designated in Paragraph D. **VACANCIES,** with the greater seniority shall "bump" any employee in any classification with less seniority within the Company Division.

2. The salaried employee with the lowest seniority in Company's Division may "bump" in any of the Company's garages in the state, until the lowest man in seniority is laid off.

Interested employees shall make application by letter to the Division Manager of the

Company within three (3) working weekdays after the position is posted. All applications received shall be reviewed by representatives of the Company and the Union to determine whether the applicant has the fundamental background and experience in such work to qualify and that the position to be filled is so situated as to be environmentally acceptable.

3. Salaried employee must be able to do the work performed by the employee that is being "bumped" or replaced. The employee's ability to do the work will be determined pursuant to the next to last paragraph of Section 4D - Vacancies.

4. Any salaried employee so transferred on account of a lay-off shall retain their then existing seniority at the new location for all purposes.

5. A salaried employee shall have the right to return to their original job* when a vacancy occurs in their classification. Otherwise the salaried employee shall sign a waiver to stay at the new location relinquishing all claim to seniority at their original location. ***For purpose of clarification, it is agreed that original job means the same title, the same location, the same work hours. Same hours will also include any change of less than two (2) hours in a work assignment.**

C. RETURN TO FORMER POSITION

Field salaried employees who leave their position in good standing may return to their former garage or department or General Office with hourly-rated or salary-rated classification and seniority attained at the time of leaving to take a field salaried position.

Employees, desiring to change jobs or resign, shall give at least fifteen (15) working days' notice thereof so replacement can be obtained.

D. VACANCIES

For the purpose of filling vacancies, seniority is defined as the salaried employee's service in the Company division in his classification of work.

When a vacancy or vacancies occur the Company shall post a notice thereof on the garage and department bulletin boards in the Company division where the vacancy exists. Said notice shall be posted for a period of four (4) days stating the location involved, the salary level, and the job classification. Interested employees shall submit a written application to his/her Supervisor or designee within that period.

1. Salaried employees now classified as Starters, Station Masters A, Station Masters C, Depot Masters A, Depot Masters B, Depot Masters C, Roadmen A and B, and Inspectors A and B may make application as set forth above for any vacancies occurring in these classifications.
2. Salaried employees classified as Station Clerks, District and Garage Clerks, Division Clerks, Special Typists, Ticket Agents, Depot Clerks and Parking Lot Men may make application as set forth above for any vacancies occurring in these classifications.

At the same time that applications are received for vacancies in Group I, employees in the second group, and employees under the hourly-rated and General Office contracts also may submit applications.

When no acceptable applications (as decided by Company and Union representatives) are submitted by personnel in Group 1, then consideration shall be given to other applications in the following order:

1. Applications by employees in Group 2
2. Applications by hourly-rated employees
3. Applications by salaried General Office employees

All applications received from employees in Group 2, and from the hourly-rated and General Office employees shall be reviewed by representatives of the Company and the Union to determine whether the applicant has the fundamental background to qualify and that the position to be filled is so situated as to be environmentally acceptable.

The decision of the Company and Union representatives regarding applications received from Group 2, hourly-rated, and General Office employees shall be final and not subject to appeal.

Successful applicants shall be so notified on the fifth day after posting of the vacancy or vacancies.

However, in the event all posted vacancies have not been filled, successful applicants shall be required to remain in their position held at the time of posting for a maximum period of thirty (30) days after the vacancy or vacancies have been posted before assuming their new position. If any remaining vacancies have not been applied for by an eligible employee, the Company shall then hire from the outside for the purpose of filling

same.

The representatives of the Company and the Union shall determine within, but not more than, thirty (30) days actually worked whether the applicant is qualified or not. Ability and merit being sufficient, seniority shall govern the filling of the vacancy, provided, however, that the Company may disqualify employees in fewer than 30 working days. When it is obvious that the applicant cannot qualify, the qualification period shall not apply. Employees failing to qualify shall return to their former classification, and shall have the right to rebid after twelve (12) months.

In the event a posted position is not filled and remains vacant for a period of six (6) months, it shall be reposted.

When a field salary employee is awarded a new position as the result of a vacancy, they may not bid on any vacancies for a period of 90 days except in cases where the employee could bid into a position with a higher salary scale.

Incapacitated field salary 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.

E. FILLING OF FIELD SALARIED POSITIONS DURING LONG TERM ABSENCE

The practice of filling field salary positions during long term sick absences as per the original "Agreement for the Filling of Field Salaried Positions During a Long Term Absence" dated January 1, 2003 and subsequent amendments to the original agreement dated 2/27/04,
5/20/05, and 12/13/06 ceased and desisted with the Agreement which was the product of the interest arbitration award issued on October 22, 2015. Those field salary personnel who were working a temporary position due to a long term absence as of October 22, 2015, will continue to work in the awarded position until such time the long term absence ends.

When long term absences occur in a location, the resulting open shifts will be filled by field salary personnel in the following order:

1. The Vacation Relief person within the location who has no other assigned work
2. A Vacation Relief person within the division who has no other assigned work

(see provision in Section 2 - Working Conditions, Sub-Section I - Posting of Field
Salaried Relief Jobs)

3. Overtime within the facility
4. Overtime within the division
5. Overtime outside of the division

For determining the assignment of overtime within the division (#4), the provisions of the Field Salary Overtime Agreement dated 11/22/02 will be followed, using the Quarterly Sign- Up List. Availability and seniority will be the criteria for determining who is assigned overtime.

F. 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 able to agree upon a proposal for the bidding of new work, said agreement will be incorporated into the main agreement as a supplemental thereto.

SECTION 5 - CLASSIFICATION AND SALARIES

A. WEEKLY SALARY RATES

Wage rates for all positions covered by this Agreement will be based upon length of service, and shall depend upon whether the employee was hired before or after April 20, 1985. The applicable wage rates for all employees covered by this Agreement are fully set forth in Appendix “D”.

In connection with the bidding for vacancies, no employee moving to a higher position having progression steps or to a position where top rate is equal will be required to take a

reduction in salary but shall hold his present salary rate until progression moves him into a higher bracket. Daily-rated employees shall qualify for a weekly rate 5 x daily rate at the end of twelve (12) months employment if sickness record is satisfactory to the Company.

Garage Clerks: Effective February 27, 2003, all employees in the title of "Garage Clerk" shall receive a $5.00 per week wage increase. The parties agree to meet to establish a committee that will determine revised job duties and qualifications for the Garage Clerks, and will further establish a training program for Garage Clerks. All those in the title of Garage Clerk as of February 27, 2003 will be grandfathered in the position. Upon completion of the training program and the assumption of the revised duties, Garage Clerks shall receive an additional $10.00 per week wage increase.

Effective July 2, 2005 all employees in the title of "Garage Clerk" shall receive a $10.00 per week wage increase.

B. PROGRESSION

All salaried employees shall progress through all steps in initial classification. More experienced salaried employees after qualifying by progression in initial classification shall be reviewed by representatives of the Company and the Union, and if found satisfactory shall be permitted to bypass initial progression steps in a higher classification.

Salaried employees hired from outside the Company shall move through all progression steps.

Exceptional ability shall be recognized.

C. SEASONAL EMPLOYEES

Seasonal employees may be employed, namely, Ticket Seller, in the period May 15 to September 15, inclusive.

Classification specifications for this position have been included in "Specifications- Various Salaried Classifications."

The employment of seasonal employees shall be kept to a minimum.

SECTION 6- GENERAL PROVISIONS

A. VACATION

The Company agrees to grant one (1) week's vacation and pay one (1) basic week's salary to all salaried employees with one (1) year of service. The Company agrees to grant two (2) weeks' vacation and to pay twice the basic week's salary to all salaried employees with two (2) years of service. The Company agrees to grant three (3) weeks' vacation and to pay three times the basic week's salary to all salaried employees with five (5) years of service. The Company agrees to grant four (4) weeks' vacation and to pay four times the basic week's salary to all salaried employees with ten (10) years of service. The Company agrees to grant five (5) weeks' vacation and to pay five times the basic week's salary to all salaried employees with fifteen (15) years of service. The Company agrees to grant six (6) weeks' vacation and to pay six times the basic week's salary to all salaried employees with twenty-five (25) or more years of service.

Vacations are to be chosen of a combination of classification and location seniority.

An employee voluntarily transferring to another location will be required to repick any remaining vacation at the new location. This does not apply to an employee bidding to follow his/her work.

Vacations allowance will be earned on an employee's anniversary date. In order to be eligible for vacation, the employee must have worked a minimum of 75% of his/her scheduled work days in the year preceding the vacation period.

B. HOLIDAYS

Salaried 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, Veterans' Day, Thanksgiving, the day after Thanksgiving and Christmas shall be holidays for all salaried employees who have completed six (6) months of employment.

Those who work on these days shall receive the basic day's pay at straight time and, in

addition, pay for any work performed, all in accordance with regular contract provisions.

Salaried employees assigned or requested to work and failed to do so, without proper excuse shall receive no compensation for such holiday or holidays.

Those salaried employees who have completed six (6) months of employment and who do not work on these holidays shall be paid at straight time rates for eight (8) hours.

An employee, if scheduled, must work the day before and the day after a holiday to be entitled to holiday pay.

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

When a holiday occurs on Monday, Tuesday, Wednesday, or Thursday, pay day on Friday shall begin at 7:00 a.m., and paychecks shall be released by the Cash Management's Office at 12 midnight.

C. ATTENDING HEARINGS

If salaried employees are subpoenaed to testify in 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 salary 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 a normal day's salary at time and one half but they shall not be entitled to a witness fee in addition. Salaried 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 a basic day's salary for each such day.

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

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

D. PHYSICAL EXAMINATION

The Company shall have the right to require any salaried employee to submit to a physical examination at any time at the expense of the Company.

E. FREE TRANSPORTATION

All salaried employees, including pensioners, will be furnished free transportation. Also free transportation will be furnished pensioners' spouses and pensioners' surviving spouses residing in the Company's service area until surviving spouses remarry, on all service provided by NJ TRANSIT Bus Operations Inc.

All 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.

F. SAFETY AND HEALTH

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

The Company shall procure for all salaried employees $100,000 Felonious Act Insurance coverage for Accidental Death and Dismemberment and Permanent and Total Disability subject to the insurer's terms and conditions.

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.

G. 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 his 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.

4A. 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. However, by doing so, that employee is then eligible for recall in original location only, in accordance with seniority, and within the eligibility period as specified in paragraph 5 or 6 whichever is applicable.

4B. 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 he or she now receives in the event of lay-off and rehire, unless a specific agreement is reached between the Company and the Union.

8. If in the event of a lay-off in accordance to section 4B, an employee returns to the employee's former position, because there is no one lower in seniority to bump within the Company Division, the employee will be entitled to the same recall rights as stated in this section except if recalled in original location, the employee must accept or shall sign a waiver relinquishing all claims to recall rights.

H. SALARIED EMPLOYEE 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 Plan 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:

(1) **Pension Benefits:** Except as provided below, for employees retiring on or after July 1, 2000, 2.00% for each year of service multiplied by the average of the highest 3 years earning in the last 10 years of service shall be used in calculating pensions. 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.

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

(3) **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.

(4) **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.

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

(6) **Husband and Wife Pension:** Employees under age 55 who retire with the rule of 80, or on a disability pension, will be allowed to choose a "Husband & Wife" pension". Effective January 12, 1989, if an employee retires that has 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.

(7) **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.

(8) **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. **Welfare Plan:**

Except as provided in paragraph 3, below, employees shall be entitled to all sick benefits and insurance as provided by "The Welfare Plan of NJ TRANSIT Bus Operations Inc. for Amalgamated Transit Union Employees" as affecting permanent salaried employees.

3. **Sick Benefits:**

(1) Temporary disability (sick leave) benefits for all employees hired after March 1, 1972, who have not completed their probationary period, shall conform to those available to Class A employees with a three (3) day waiting period. 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.)**

(2) Employees hired or entering the Bargaining Unit after January 12, 1989, will be entitled to the same sick benefits as those provided for in the Hourly Contract under Article 16L(4), provided, however, that no weekly sick benefit shall exceed an employee's weekly salary.

(3) Sick Days - Effective upon ratification of this Agreement, employees are entitled to six (6) paid sick days each 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.

(4) The following are also applicable to paid sick days provided pursuant to this Section:

a. Paid sick days will be full days. (No partial sick days)

b. The paid sick days will be applied to the first six (6) days an employee is sick. Except for field salaried employees and clerical employees who are not receiving the same sick benefits as hourly employees because they were hired or entered their bargaining unit prior to January 12, 1989. For these employees the six (6) paid sick days will be added to their existing present allotment of sick days, and will not be considered used unless they exceed their present allotment.

c. Employees will be reimbursed for any of the six (6) unused paid sick days during January of the following year.

d. During the period of the Agreement, the Company shall not suspend its Welfare Plan, embracing insurance, sick benefits, or diminish any of the benefits provided under said Plan, and the Union shall not request any changes in said Plan. However, the Company will discuss the Welfare Plan with the Union at its request.

4. **Life Insurance:**

Effective May 1, 2019 a $50,000 term life insurance policy shall be provided to all active employees who have completed one year of service. This term life insurance of $50,000 replaces the prior term life insurance of $20,000. Such insurance shall terminate upon termination of active employment. No salaried employee or officer or committee member of the Union shall be entitled to benefits under more than one Union Agreement.

5. **Medical Coverage:**

(a) The Company agrees to pay 85% of the premiums of its approved Hospitalization Plan and/or Medical-Surgical Plan 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 deductible for family, based on contract year.

(g) Catastrophe coverage will be unlimited.

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

(i) The Company has the right to change Insurance Carriers provided such change will result in equal or better than equal coverage.

(j) 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.

(k) The following Cost Containment Provisions shall be included along with Standard Provisions attendant with said programs in the Health Insurance Plan:

(1) Pre-admission Certification
(2) Mandatory Second Opinion
(3) Mandatory Ambulatory Surgery
(4) No weekend admission
(5) Hospice Care
(6) 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.

(l) All premiums for health coverage paid by employees shall be with pre-tax 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).

(m) 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 1 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 31 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. **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

The Company contribution is set at 80%; the 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, 1987, shall be paid 85%

by the Company and 15% by the employee.

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

8. **Drug Prescription Plan:**

(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) 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.

9. **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 he or she attends the funeral, such employee 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.

10. **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.

11. **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 Law.

I. LEAVE OF ABSENCE

Employees suspended from employment after January 1, 1985, because of revocation of their driver's license 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. The employee will return to their prior location after the leave of absence.

The Company agrees that all Officers or Committee Members of the Union shall have preference over all salaried employees in getting a leave of absence when doing business for the Union. Any member 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.

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 the 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 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 the 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.

J. DISABILITY

When a salary-rated employee with ten (10) or more years of service, because of disability, except when such disability arises out of and in the course of an employment for an employer other than NJ TRANSIT Bus Operations, Inc. is unable to continue working at such regular assignment but is approved for light work, the Company will carry the employee for the current period of sick benefits until such time as work may be found for the employee in any of the salaried classifications listed in the contract.

K. DURATION 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.

L. COOPERATION

All salaried 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 effective 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.

M. SPECIFICATIONS - VARIOUS SALARIED CLASSIFICATIONS

The existing specifications for each salaried position are made part of this Agreement.

Furthermore, it is agreed that should the duties of any classification be changed or any new eligible classification established, the Company shall prepare and furnish the Union copies of the changes of new specifications and shall negotiate with the Union concerning any changes to be made therein.

N. TAX DEFERRED SAVINGS PROGRAM

The Company provides a tax deferred savings program for all employees covered under this agreement.

O. DIRECT DEPOSIT

The Company will offer, and may require, direct deposit of pay for all employees covered under this Agreement. Employees who do not provide the required bank information for direct deposit, shall be paid by pay card.

P. 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.

Q. 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.

R. 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.

S. 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.

T. 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 7 - ATTENDANCE POLICY

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 employee's 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 occurs, 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 5 minutes before their scheduled report 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 (6) 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)
22nd 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 1A 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 1A 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 In 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,

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 ORFORs 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 ORFORs 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.

APPENDIX "A"

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 work assignment or 8 hours straight time pay whichever is greater), or a payment of $200.00, to employees will be awarded for perfect attendance for the period January 1- June 30 and for the period of July1-December 31. Effective beginning with the period of July I, 2007 to December 31, 2007 and thereafter, the $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 16c, 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 "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 the 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. Absences 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. Worker's 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"

CLASSIFICATION AND SALARIES

WEEKLY SALARY RATES

EMPLOYEES HIRED BEFORE APRIL 20, 1985

POSITION CLASSIFICATION:

DEPOT MASTER A **3087**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,422.48	$1,465.15	$1,509.10	$1,569.46
SECOND 6 MONTHS	$1,480.77	$1,525.19	$1,570.95	$1,633.79
THEREAFTER	$1,529.28	$1,575.16	$1,622.41	$1,687.31

DEPOT MASTER B **3088**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
SECOND 6 MONTHS	$1,430.73	$1,473.65	$1,517.86	$1,578.57
THEREAFTER	$1,480.77	$1,525.19	$1,570.95	$1,633.79

DEPOT MASTER C **3089**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,333.58	$1,373.59	$1,414.80	$1,471.39
SECOND 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

INSPECTOR A **3134**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,377.85	$1,419.19	$1,461.77	$1,520.24
SECOND 6 MONTHS	$1,430.73	$1,473.65	$1,517.86	$1,578.57
THEREAFTER	$1,480.77	$1,525.19	$1,570.95	$1,633.79

INSPECTOR B **3135**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,333.58	$1,373.59	$1,414.80	$1,471.39
SECOND 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

STARTER **3096**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,314.17	$1,353.60	$1,394.21	$1,449.98
SECOND 6 MONTHS	$1,367.77	$1,408.80	$1,451.06	$1,509.10
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

EMPLOYEES HIRED BEFORE APRIL 20, 1985

TICKETA AGENT A **3138**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,109.66	$1,142.95	$1,177.24	$1,224.33
SECOND 6 MONTHS	$1,145.18	$1,179.54	$1,214.93	$1,263.53
THIRD 6 MONTHS	$1,189.55	$1,225.24	$1,262.00	$1,312.48
FOURTH 6 MONTHS	$1,229.67	$1,266.56	$1,304.56	$1,356.74
THEREAFTER	$1,273.43	$1,311.63	$1,350.98	$1,405.02

TICKET AGENT B **3139**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,055.81	$1,087.48	$1,120.10	$1,164.90
SECOND 6 MONTHS	$1,091.18	$1,123.92	$1,157.64	$1,203.95
THIRD 6 MONTHS	$1,128.41	$1,162.26	$1,197.13	$1,245.02
FOURTH 6 MONTHS	$1,168.80	$1,203.86	$1,239.98	$1,289.58
THEREAFTER	$1,217.82	$1,254.35	$1,291.98	$1,343.66

DEPOT CLERK A - (DAILY) **3140**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$210.73	$217.05	$223.56	$232.50
SECOND 6 MONTHS	$217.58	$224.11	$230.83	$240.06
THEREAFTER	$225.13	$231.88	$238.84	$248.39
(WEEKLY)	**$1,125.65**	**$1,159.40**	**$1,194.20**	**$1,241.95**

DEPOT CLERK B - (DAILY) **3141**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$195.91	$201.79	$207.84	$216.15
SECOND 6 MONTHS	$203.10	$209.19	$215.47	$224.09
THEREAFTER	$210.53	$216.85	$223.36	$232.29
(WEEKLY)	**$1,052.65**	**$1,084.25**	**$1,116.80**	**$1,161.45**

DIVISION CLERK **3086**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$849.77	$875.26	$901.52	$937.58
SECOND 6 MONTHS	$887.25	$913.87	$941.29	$978.94
THIRD 6 MONTHS	$923.87	$951.59	$980.14	$1,019.35
THEREAFTER	$966.36	$995.35	$1,025.21	$1,066.22

DISTRICT & GARAGE CLERK **3304**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027

EMPLOYEES HIRED BEFORE APRIL 20, 1985

FIRST 6 MONTHS	$857.65	$883.38	$909.88	$946.28
SECOND 6 MONTHS	$895.20	$922.06	$949.72	$987.71
THIRD 6 MONTHS	$931.82	$959.77	$988.56	$1,028.10
THEREAFTER	$974.11	$1,003.33	$1,033.43	$1,074.77

DISTRICT & GARAGE CLERK - (TRAINED) **3344**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$887.80	$914.43	$941.86	$979.53
SECOND 6 MONTHS	$925.31	$953.07	$981.66	$1,020.93
THIRD 6 MONTHS	$961.92	$990.78	$1,020.50	$1,061.32
THEREAFTER	$1,004.29	$1,034.42	$1,065.45	$1,108.07

PARKING LOT MAN - (DAILY) **3117**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$204.19	$210.32	$216.63	$225.30
THEREAFTER	$217.58	$224.11	$230.83	$240.06
(WEEKLY)	**$1,087.90**	**$1,120.55**	**$1,154.15**	**$1,200.30**

SEASONAL EMPLOYEES :

		7/6/2024	7/5/2025	7/4/2026	7/3/2027
TICKET SELLER	**1102**	$852.18	$877.75	$904.08	$940.24
TIC/PKG EXP CLERK	**1102**	$852.18	$877.75	$904.08	$940.24
RESERVATION CLERK	**1101**	$784.97	$808.52	$832.78	$866.09

INACTIVE POSITIONS:

STATION MASTER A	**3090**	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS		$1,357.44	$1,398.16	$1,440.10	$1,497.70
SECOND 6 MONTHS		$1,408.46	$1,450.71	$1,494.23	$1,554.00
THEREAFTER		$1,459.39	$1,503.17	$1,548.27	$1,610.20

STATION MASTER C	**3092**	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS		$1,301.55	$1,340.60	$1,380.82	$1,436.05
SECOND 6 MONTHS		$1,350.96	$1,391.49	$1,433.23	$1,490.56
THEREAFTER		$1,399.91	$1,441.91	$1,485.17	$1,544.58

ROADMAN A	**3136**	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS		$1,390.94	$1,432.67	$1,475.65	$1,534.68
SECOND 6 MONTHS		$1,443.59	$1,486.90	$1,531.51	$1,592.77

EMPLOYEES HIRED BEFORE APRIL 20, 1985

THEREAFTER		$1,495.68	$1,540.55	$1,586.77	$1,650.24
ROADMAN B	**3137**	**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$1,342.23	$1,382.50	$1,423.98	$1,480.94
SECOND 6 MONTHS		$1,393.23	$1,435.03	$1,478.08	$1,537.20
THEREAFTER		$1,443.59	$1,486.90	$1,531.51	$1,592.77
DEPOT CLERK C (DAILY)	**3142**	**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$182.19	$187.66	$193.29	$201.02
SECOND 6 MONTHS		$188.44	$194.09	$199.91	$207.91
THEREAFTER		$195.90	$201.78	$207.83	$216.14
(WEEKLY)		**$979.50**	**$1,008.90**	**$1,039.15**	**$1,080.70**
DIVISION CLERK - SECRETARIAL 3143		**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$1,036.21	$1,067.30	$1,099.32	$1,143.29
SECOND 6 MONTHS		$1,073.02	$1,105.21	$1,138.37	$1,183.90
THIRD 6 MONTHS		$1,109.66	$1,142.95	$1,177.24	$1,224.33
THEREAFTER		$1,145.18	$1,179.54	$1,214.93	$1,263.53
DISTRICT & GARAGE CLERK - SENIOR 3302		**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$1,050.61	$1,082.13	$1,114.59	$1,159.17
SECOND 6 MONTHS		$1,087.42	$1,120.04	$1,153.64	$1,199.79
THIRD 6 MONTHS		$1,124.07	$1,157.79	$1,192.52	$1,240.22
THEREAFTER		$1,159.62	$1,194.41	$1,230.24	$1,279.45
CONSOLE OPERATOR (SOUTHERN) 3120		**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$846.81	$872.21	$898.38	$934.32
SECOND 6 MONTHS		$871.61	$897.76	$924.69	$961.68
THIRD 6 MONTHS		$898.58	$925.54	$953.31	$991.44
THEREAFTER		$929.70	$957.59	$986.32	$1,025.77
WORKING FOREMAN	**3307**	**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$1,422.48	$1,465.15	$1,509.10	$1,569.46
SECOND 6 MONTHS		$1,475.92	$1,520.20	$1,565.81	$1,628.44
THEREAFTER		$1,529.28	$1,575.16	$1,622.41	$1,687.31
SPECIAL TYPIST	**3148**	**7/6/2024**	**7/5/2025**	**7/4/2026**	**7/3/2027**
FIRST 6 MONTHS		$974.28	$1,003.51	$1,033.62	$1,074.96
SECOND 6 MONTHS		$1,008.94	$1,039.21	$1,070.39	$1,113.21
THEREAFTER		$1,043.74	$1,075.05	$1,107.30	$1,151.59

EMPLOYEES HIRED AFTER APRIL 20, 1985

POSITION CLASSIFICATION:

DEPOT MASTER A — 3087

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,365.53	$1,406.50	$1,448.70	$1,506.65
SECOND 6 MONTHS	$1,422.48	$1,465.15	$1,509.10	$1,569.46
THIRD 6 MONTHS	$1,480.77	$1,525.19	$1,570.95	$1,633.79
THEREAFTER	$1,529.28	$1,575.16	$1,622.41	$1,687.31

DEPOT MASTER B — 3088

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,322.30	$1,361.97	$1,402.83	$1,458.94
SECOND 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
THIRD 6 MONTHS	$1,430.73	$1,473.65	$1,517.86	$1,578.57
THEREAFTER	$1,480.77	$1,525.19	$1,570.95	$1,633.79

DEPOT MASTER C — 3089

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,280.24	$1,318.65	$1,358.21	$1,412.54
SECOND 6 MONTHS	$1,333.58	$1,373.59	$1,414.80	$1,471.39
THIRD 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

INSPECTOR A — 3134

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,322.63	$1,362.31	$1,403.18	$1,459.31
SECOND 6 MONTHS	$1,377.85	$1,419.19	$1,461.77	$1,520.24
THIRD 6 MONTHS	$1,430.73	$1,473.65	$1,517.86	$1,578.57
THEREAFTER	$1,480.77	$1,525.19	$1,570.95	$1,633.79

INSPECTOR B — 3135

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,280.24	$1,318.65	$1,358.21	$1,412.54
SECOND 6 MONTHS	$1,333.58	$1,373.59	$1,414.80	$1,471.39
THIRD 6 MONTHS	$1,377.72	$1,419.05	$1,461.62	$1,520.08
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

EMPLOYEES HIRED AFTER APRIL 20, 1985

STARTER **3096**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,261.53	$1,299.38	$1,338.36	$1,391.89
SECOND 6 MONTHS	$1,314.17	$1,353.60	$1,394.21	$1,449.98
THIRD 6 MONTHS	$1,367.77	$1,408.80	$1,451.06	$1,509.10
THEREAFTER	$1,423.19	$1,465.89	$1,509.87	$1,570.26

TICKETA AGENT A **3138**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,065.24	$1,097.20	$1,130.12	$1,175.32
SECOND 6 MONTHS	$1,109.66	$1,142.95	$1,177.24	$1,224.33
THIRD 6 MONTHS	$1,145.18	$1,179.54	$1,214.93	$1,263.53
FOURTH 6 MONTHS	$1,189.55	$1,225.24	$1,262.00	$1,312.48
FIFTH 6 MONTHS	$1,229.67	$1,266.56	$1,304.56	$1,356.74
THEREAFTER	$1,273.43	$1,311.63	$1,350.98	$1,405.02

TICKET AGENT B **3139**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,013.72	$1,044.13	$1,075.45	$1,118.47
SECOND 6 MONTHS	$1,055.81	$1,087.48	$1,120.10	$1,164.90
THIRD 6 MONTHS	$1,091.18	$1,123.92	$1,157.64	$1,203.95
FOURTH 6 MONTHS	$1,128.41	$1,162.26	$1,197.13	$1,245.02
FIFTH 6 MONTHS	$1,168.80	$1,203.86	$1,239.98	$1,289.58
THEREAFTER	$1,217.82	$1,254.35	$1,291.98	$1,343.66

DEPOT CLERK A - (DAILY) **3140**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$202.29	$208.36	$214.61	$223.19
SECOND 6 MONTHS	$210.73	$217.05	$223.56	$232.50
THIRD 6 MONTHS	$217.58	$224.11	$230.83	$240.06
THEREAFTER	$225.13	$231.88	$238.84	$248.39
(WEEKLY)	**$1,125.65**	**$1,159.40**	**$1,194.20**	**$1,241.95**

DEPOT CLERK B - (DAILY) **3141**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$187.82	$193.45	$199.25	$207.22
SECOND 6 MONTHS	$195.91	$201.79	$207.84	$216.15
THIRD 6 MONTHS	$203.10	$209.19	$215.47	$224.09
THEREAFTER	$210.53	$216.85	$223.36	$232.29

EMPLOYEES HIRED AFTER APRIL 20, 1985

(WEEKLY)	**$1,052.65**	**$1,084.25**	**$1,116.80**	**$1,161.45**

DIVISION CLERK **3086**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$816.01	$840.49	$865.70	$900.33
SECOND 6 MONTHS	$849.77	$875.26	$901.52	$937.58
THIRD 6 MONTHS	$887.25	$913.87	$941.29	$978.94
FOURTH 6 MONTHS	$923.87	$951.59	$980.14	$1,019.35
THEREAFTER	$966.36	$995.35	$1,025.21	$1,066.22

DISTRICT & GARAGE CLERK **3304**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$823.87	$848.59	$874.05	$909.01
SECOND 6 MONTHS	$857.65	$883.38	$909.88	$946.28
THIRD 6 MONTHS	$895.20	$922.06	$949.72	$987.71
FOURTH 6 MONTHS	$931.82	$959.77	$988.56	$1,028.10
THEREAFTER	$974.11	$1,003.33	$1,033.43	$1,074.77

DISTRICT & GARAGE CLERK - (TRAINED) **3344**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$854.03	$879.65	$906.04	$942.28
SECOND 6 MONTHS	$887.80	$914.43	$941.86	$979.53
THIRD 6 MONTHS	$925.31	$953.07	$981.66	$1,020.93
FOURTH 6 MONTHS	$961.92	$990.78	$1,020.50	$1,061.32
THEREAFTER	$1,004.29	$1,034.42	$1,065.45	$1,108.07

PARKING LOT MAN - (DAILY) **3117**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$195.94	$201.82	$207.87	$216.18
SECOND 6 MONTHS	$204.19	$210.32	$216.63	$225.30
THEREAFTER	$217.58	$224.11	$230.83	$240.06
(WEEKLY)	**$1,087.90**	**$1,120.55**	**$1,154.15**	**$1,200.30**

SEASONAL EMPLOYEES :

		7/6/2024	7/5/2025	7/4/2026	7/3/2027
TICKET SELLER	**1102**	$852.18	$877.75	$904.08	$940.24
TIC/PKG EXP CLERK	**1102**	$852.18	$877.75	$904.08	$940.24
RESERVATION CLERK	**1101**	$784.97	$808.52	$832.78	$866.09

EMPLOYEES HIRED AFTER APRIL 20, 1985

INACTIVE POSITIONS:

STATION MASTER A **3090**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,303.10	$1,342.19	$1,382.46	$1,437.76
SECOND 6 MONTHS	$1,357.44	$1,398.16	$1,440.10	$1,497.70
THIRD 6 MONTHS	$1,408.46	$1,450.71	$1,494.23	$1,554.00
THEREAFTER	$1,459.39	$1,503.17	$1,548.27	$1,610.20

STATION MASTER C **3092**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,249.40	$1,286.88	$1,325.49	$1,378.51
SECOND 6 MONTHS	$1,301.55	$1,340.60	$1,380.82	$1,436.05
THIRD 6 MONTHS	$1,350.96	$1,391.49	$1,433.23	$1,490.56
THEREAFTER	$1,399.91	$1,441.91	$1,485.17	$1,544.58

ROADMAN A **3136**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,335.33	$1,375.39	$1,416.65	$1,473.32
SECOND 6 MONTHS	$1,390.94	$1,432.67	$1,475.65	$1,534.68
THIRD 6 MONTHS	$1,443.59	$1,486.90	$1,531.51	$1,592.77
THEREAFTER	$1,495.68	$1,540.55	$1,586.77	$1,650.24

ROADMAN B **3137**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,288.62	$1,327.28	$1,367.10	$1,421.78
SECOND 6 MONTHS	$1,342.23	$1,382.50	$1,423.98	$1,480.94
THIRD 6 MONTHS	$1,393.23	$1,435.03	$1,478.08	$1,537.20
THEREAFTER	$1,443.59	$1,486.90	$1,531.51	$1,592.77

DEPOT CLERK C - (DAILY) **3142**

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$174.94	$180.19	$185.60	$193.02
SECOND 6 MONTHS	$182.19	$187.66	$193.29	$201.02
THIRD 6 MONTHS	$188.44	$194.09	$199.91	$207.91
THEREAFTER	$195.90	$201.78	$207.83	$216.14

EMPLOYEES HIRED AFTER APRIL 20, 1985

(WEEKLY)	$979.50	$1,008.90	$1,039.15	$1,080.70

DIVISION CLERK - SECRETARIAL — 3143

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$994.89	$1,024.74	$1,055.48	$1,097.70
SECOND 6 MONTHS	$1,036.21	$1,067.30	$1,099.32	$1,143.29
THIRD 6 MONTHS	$1,073.02	$1,105.21	$1,138.37	$1,183.90
FOURTH 6 MONTHS	$1,109.66	$1,142.95	$1,177.24	$1,224.33
THEREAFTER	$1,145.18	$1,179.54	$1,214.93	$1,263.53

DISTRICT & GARAGE CLERK - SENIOR — 3302

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,009.28	$1,039.56	$1,070.75	$1,113.58
SECOND 6 MONTHS	$1,050.61	$1,082.13	$1,114.59	$1,159.17
THIRD 6 MONTHS	$1,087.42	$1,120.04	$1,153.64	$1,199.79
FOURTH 6 MONTHS	$1,124.07	$1,157.79	$1,192.52	$1,240.22
THEREAFTER	$1,159.62	$1,194.41	$1,230.24	$1,279.45

CONSOLE OPERATOR (SOUTHERN) — 3120

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$812.96	$837.35	$862.47	$896.97
SECOND 6 MONTHS	$846.81	$872.21	$898.38	$934.32
THIRD 6 MONTHS	$871.61	$897.76	$924.69	$961.68
FOURTH 6 MONTHS	$898.58	$925.54	$953.31	$991.44
THEREAFTER	$929.70	$957.59	$986.32	$1,025.77

WORKING FOREMAN — 3307

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$1,365.53	$1,406.50	$1,448.70	$1,506.65
SECOND 6 MONTHS	$1,422.48	$1,465.15	$1,509.10	$1,569.46
THIRD 6 MONTHS	$1,475.92	$1,520.20	$1,565.81	$1,628.44
THEREAFTER	$1,529.28	$1,575.16	$1,622.41	$1,687.31

SPECIAL TYPIST — 3148

	7/6/2024	7/5/2025	7/4/2026	7/3/2027
FIRST 6 MONTHS	$935.38	$963.44	$992.34	$1,032.03
SECOND 6 MONTHS	$974.28	$1,003.51	$1,033.62	$1,074.96
THIRD 6 MONTHS	$1,008.94	$1,039.21	$1,070.39	$1,113.21
THEREAFTER	$1,043.74	$1,075.05	$1,107.30	$1,151.59

APPENDIX E

ONE YEAR PILOT PROGRAM – VACATION IN DAYS

This one-year pilot program applies only to Field Salary Employees with more than two (2) weeks of vacation ("Eligible Employees"). The one-year pilot program will permit Eligible Employees to pick one week of vacation in days for calendar year 2020 subject to the conditions set forth in the agreement implementing this one-year pilot program dated August 13, 2019.

AGREEMENT

THIS AGREEMENT, made this 10th 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