SUMMARY STATEMENT

ITEM NO.: DRPA-18-135   SUBJECT: Collective Bargaining Agreement between DRPA and IUOE

COMMITTEE MEETING: Unfinished Business

COMMITTEE DATE: N/A

BOARD ACTION DATE: December 5, 2018

PROPOSAL: That the Board of the Delaware River Port Authority (DRPA) approve the economic provisions and terms delineated in Exhibit A for the DRPA’s expired labor contract with Local 542, International Union of Operating Engineers (IUOE), and authorize staff to negotiate the remaining terms of the Collective Bargaining Agreement.

BACKGROUND: IUOE, currently representing 213 DRPA Public Safety Dispatchers, Bridge Construction and Maintenance Employees, Toll Employees and Revenue Operations Clerks, has been working under an expired contract since December 31, 2017;

The essential economic terms of the agreement are summarized in Attachment A hereto.

SUMMARY: Amount: N/A
Source of Funds: Revenue Fund
Operating Budget: DRPA Operating Budget (Payroll and Employee Services expenses)
Other Fund Sources: None
Duration of Contract: See Exhibit A; through December 31, 2020
Other Parties Involved: IUOE
RESOLUTION

RESOLVED: That the Board of Commissioners of the Delaware River Port Authority authorizes staff to finalize the Collective Bargaining Agreement between the DRPA and IUOE substantially on the economic terms set forth in Attachment A, and authorize staff to negotiate the remaining terms of the Collective Bargaining Agreement; and be it further

RESOLVED: That the Chair, Vice Chair and the CEO must approve and are hereby authorized to approve and execute all necessary agreements, contracts, or other documents on behalf of the DRPA. If such agreements, contracts, or other documents have been approved by the Chair, Vice Chair and CEO and if thereafter either the Chair or Vice Chair is absent or unavailable, the remaining Officer may execute the said document(s) on behalf of DRPA. If both the Chair and Vice Chair are absent or unavailable, and any agreement or agreements need to be executed during their absence, then the CEO may execute on behalf of DRPA.

SUMMARY:

Amount: N/A
Source of Funds: Revenue Fund
Operating Budget: DRPA/PATCO Operating Budget (Payroll and Employee Services expenses)
Other Fund Sources: None
Duration of Contract: See Exhibit A; through December 31, 2020
Other Parties Involved: IUOE
ATTACHMENT “A”

ECONOMICS

Wages

- Retroactive to 1/1/18 increase all wage rates 4%
- Effective 1/1/19 increase all wage rates 0%
- Effective to 1/1/20 increase all wage rates 2%

- Retroactive wage payments will be made on all hours paid, including overtime hours at the applicable premium and paid time off. Such retroactive payments shall extend to former employees who either retired and began receiving retirement benefits or were laid off after 1/1/18.

- Any increase effective prior to the effective date of this MOA shall be applied retroactively to disability benefits being received by an employee on the effective date of this MOA, which benefits the employee is receiving due to a disability that arose on or after 1/1/18, to the extent DRPA’s disability insurance policy permits.

Dispatchers

- The full hourly wage rate of Dispatchers shall be raised to that of a Toll Collector retroactive to 1/1/18 prior to application of the general wage increase effective on that date.

- Effective on the later of 1/1/19 or the start of the month next following the effective date of this MOA, the starting rate of Dispatchers will be changed to 80% of the then existing full rate for the position and Dispatchers already employed by the DRPA whose rate is below the starting rate shall have their rate raised to the starting rate.

- The hourly wage rate for Dispatchers after the later of the Dispatcher completing nine months of service in that position or completing probation shall be increased to 90% of the then existing full rate for the position. After eighteen months of service as a Dispatcher the employee shall receive the full rate of the position. It is understood that the DRPA HR Department will inform new Dispatchers of the phase in of the full rate.
Health and Welfare Contribution Increases

- Retroactive to 1/1/18 - No increase in IUOE Health & Welfare Fund contribution rate; remains at $1,790 per month per eligible employee, of which DRPA will pay $1,765.20 and each covered employee will pay $24.80 (20% of the cumulative increases in the contribution rate from year to year starting with the increase from 2016 to 2017), by pro rata weekly payroll deduction.

- Effective 1/1/19 - Increase IUOE Health & Welfare Fund contribution rate to $1,957 per month per eligible employee, of which DRPA will pay $1,899.20 and each covered employee will pay $57.80 (20% of the cumulative increases in the contribution rate from year to year starting with the increase from 2016 to 2017), by pro rata weekly payroll deduction.

- Effective 1/1/20 - Increase IUOE Health & Welfare Fund contribution rate to $2,000 per month per eligible employee, of which DRPA will pay $1,933.60 and each covered employee will pay $66.40 (20% of the cumulative increases in the contribution rate from year to year starting with the increase from 2016 to 2017), by pro rata weekly payroll deduction.

Supplemental Medical Insurance Benefits Fund

- Effective on the later of 1/1/19 or the start of the month next following the effective date of this MOA, the contribution rate to this fund shall be increased to $.15.