

**10209. RESOLUTION 10-16 - COLLECTIVE BARGAINING AGREEMENT BETWEEN THE DELAWARE RIVER AND BAY AUTHORITY AND INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 542, FOR CERTAIN EMPLOYEES**

WHEREAS, The Delaware River and Bay Authority (the "Authority") operates the Delaware Memorial Bridge, Cape May-Lewes Ferry, Three-Forts Ferry, and five (5) airport facilities; and

WHEREAS, certain maintenance, airport, toll collector, and food service employees voluntarily designated the International Union of Operating Engineers, Local 542 ("Local 542"), to represent them in an election on September 23, 2004; and

WHEREAS, the Authority and Local 542 negotiated and executed a Collective Bargaining Agreement (the "Agreement") which expired on December 31, 2008; and

WHEREAS, the purpose of the Agreement was to promote and maintain a harmonious relationship between the Authority and its employees; and

WHEREAS, the Authority and Local 542 have negotiated a new collective bargaining agreement and desire to execute such agreement ("New Agreement"); and

WHEREAS, the Personnel Committee has reviewed the terms of the New Agreement and has recommended approval thereof by the Commissioners; and

WHEREAS, in view of the current economic challenges facing the Authority and new policies and practices being implemented by various governmental units, including those in New Jersey, Commissioners, members of the Personnel Committee and other stakeholders, including the States of New Jersey and Delaware, have also subsequently conducted a substantial analysis of the Authority's health care program and contributions thereto by employees, including members of Local 542; and

WHEREAS, that analysis, inter alia, shows that, as of this date, Local 542 members enrolled in the Authority's health care plans pay, on an aggregate basis, 2.95% of their combined base salaries towards health care premiums, which amount is anticipated to increase on January 1, 2011 to 3.09%; and

WHEREAS, the Authority has taken other measures to contain and reduce health care costs, and based upon the foregoing, the Authority believes its current health care plan is not inconsistent with those new practices being undertaken by various governmental units and, in fact, requires employees to make significant contributions toward their health care premiums, thus striking an appropriate balance among the interests of the Authority, its employees, and tollpayers; and

WHEREAS, the Authority and Local 542, in recognition of the current economic climate, have agreed to a compensation plan which provides wage increases generally consistent with other various governmental initiatives, including those in New Jersey;

WHEREAS, the provisions of this New Agreement shall be retroactive to January 1, 2009, and expire on December 31, 2012; and

WHEREAS, the Authority desires to approve the New Agreement.

NOW, THEREFORE, BE IT RESOLVED, that with the advice of Counsel, the Chairperson, Vice Chairperson, and Executive Director are hereby authorized and directed to execute such New Agreement.

A motion to approve Resolution 10-16 was made by Commissioner Van Sant, seconded by Commissioner Downes. With Commissioner Hogan abstaining, Resolution 10-16 was approved by a roll call vote of 9 yes, 0 no, and 1 abstention.