

**RESOLUTION 22-55 – AUTHORIZING THE APPROVAL OF A 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, the-Forts Ferry, and five (5) airport facilities; and

WHEREAS, certain maintenance, airport, electronics, toll collector, food service, and police dispatcher employees have voluntarily designated the International Union of Operating Engineers, Local 542 (“Local 542”), to represent them; and

WHEREAS, the Authority and Local 542 negotiated and executed a Collective Bargaining Agreement (the “Agreement”) which expires on December 31, 2022; 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 successor collective bargaining agreement and desire to execute such agreement (“Successor Agreement”); and

WHEREAS, the membership of Local 542 is expected to ratify the agreement by vote within the next two weeks; and

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

WHEREAS, the provisions of this Successor Agreement shall begin on January 1, 2023, and expire on December 31, 2025; and

WHEREAS, the Authority desires to approve the New Agreement.

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

## **Resolution 22-55 Executive Summary Sheet**

**Resolution:** Authorizing a Collective Bargaining Agreement between the Delaware River and Bay Authority and International Union of Operating Engineers, Local 542

**Committee:** Personnel Committee

**Committee Date:** October 18, 2022

**Board Date:** October 18, 2022

**Purpose of Resolution:**

To approve a successor three (3)-year collective bargaining agreement (CBA) between Delaware River and Bay Authority (the “Authority”) and the International Union of Operating Engineers, Local 542 (“Union”).

**Background for Resolution:**

The Authority and Union concluded negotiations on October 11, 2022 with a Tentative Agreement.

The Union is expected to ratify the agreement by vote within the next 2 weeks.

Major provisions of this collective bargaining agreement include the following:

1. Three (3)-year contract;
2. A 2023 wage scale increase of 2.0%, effective January 1;
3. New job classification created for Senior Electronic Systems Tech, effective January 1, 2023;
4. New minimum salaries established for the job classifications of Police Dispatcher and Maintenance Senior Journeyman, effective January 1, 2023;
5. A 2024 wage scale increase of 3.0%, effective January 1;
6. A 2025 wage scale increase of 3.0%, effective January 1;
7. Numerous work rule and other improvements, including the establishment of an informal dispute resolution mechanism, specifically allowing the imposition of discipline for sick leave abuse, consolidation of maintenance work breaks from 2 to 1, and others.