12655 RESOLUTION 26-52– 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 expired on December 31, 2025; 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 has ratified the Successor Agreement; 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, 2026, and expire on December 31, 2028; and

WHEREAS, the Authority desires to approve the Successor 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 26-52 was moved by Commissioner Tucker, seconded by Commissioner Mehaffey, and was approved by a roll call vote of 11-0.

Resolution 26-52 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 20, 2026

Board Date: October 20, 2026

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 September 29, 2026. The Union ratified the agreement on October 12, 2026. Major provisions of this collective bargaining agreement include the following:

1. Three (3)-year contract;
2. A 2026 wage scale increase of 5.0%, retroactive to January 1;
3. A 2027 wage scale increase of 2.0%, effective January 1;
4. A 2028 wage scale increase of 2.0%, effective January 1;
5. New job classification created of Master Journeyman, retroactive to January 1, 2026;
6. Inflationary adjustments to various uniform, footwear, and tool allowances;
7. Acting supervisory increase;
8. Shift differential increase for employees who regularly work second or third shifts; and
9. $3,000 bonus for dispatchers if they obtain CALEA certification for police dispatchers.