

RESOLUTION 18-22 – AUTHORIZING THE APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE DELAWARE RIVER AND BAY AUTHORITY AND MARINE EMPLOYEES BENEFICIAL ASSOCIATION, 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 employees of the Cape May-Lewes Ferry voluntarily designated the Marine Employees Beneficial Association (“MEBA”) to represent them in an election on March 29, 2001; and

WHEREAS, the Authority and MEBA negotiated and executed a Collective Bargaining Agreement (the “Agreement”) which expired on December 31, 2017; 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 MEBA have negotiated a successor collective bargaining agreement (“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 be retroactive to January 1, 2018, and expire on December 31, 2022; and

WHEREAS, the Authority desires to approve the Successor 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 Agreement.

A motion to approve Resolution 18-22 was made by Vice-Chairperson Lowe, seconded by Commissioner Lathem, and approved by a roll call vote of 12-0.

Resolution 18-22 Executive Summary Sheet

Resolution: Authorizing a Collective Bargaining Agreement between the Delaware River and Bay Authority and Marine Employees Beneficial Association

Committee: Personnel Committee

Committee Date: June 19, 2018

Board Date: June 19, 2018

Purpose of Resolution:

To approve a successor five (5)-year collective bargaining agreement (CBA) between Delaware River and Bay Authority (the “Authority”) and the Marine Employees Beneficial Association (“Union”).

Background for Resolution:

The Authority and Union concluded negotiations on May 25, 2018 with a Tentative Agreement.

This collective bargaining agreement includes the following:

1. Five (5) year contract;
2. A 2018 wage scale increase of \$2,700, retroactive to January 1;
3. A 2019 wage scale increase of \$1,500 plus 1.0%, effective January 1;
4. A 2020 wage scale increase of \$1,000 plus 1.0%, effective January 1;
5. A 2021 wage scale increase of \$1,000 plus 1.0%, effective January 1;
6. A 2022 wage scale increase of \$1,000 plus 1.0%, effective January 1;
7. A shift differential of \$1.50 per hour for night shift marine mechanics; and
8. Numerous work rule improvements and updates, including a definition of sick leave abuse, a decrease in notice requirements

for schedule bidding to 30 days, shortening of job posting time to 2 weeks, and others.