

Summary of the Tentative Agreement between CWA Local 1032 and the Port Authority of New York & New Jersey

This Agreement is subject to ratification by the members of the Communications Workers of America, Local 1032, AFL-CIO

Term

The agreement shall continue in full force and effect retroactive to September 1, 2009 and up to and through February 28, 2022, and thereafter as provide by law.

Wages:

A. General Wages

Effective March 1, 2010, wages shall be increased 2% over the rates then in effect.
Effective March 1, 2011, wages shall be increased 2% over the rates then in effect.
Effective March 1, 2012, wages shall be increased 1.25% over the rates then in effect.
Effective March 1, 2013, wages shall be increased 1.25% over the rates then in effect.
Effective March 1, 2014, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2015, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2016, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2017, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2018, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2019, wages shall be increased 2.25% over the rates then in effect.
Effective March 1, 2020, wages shall be increased 2.5% over the rates then in effect.
Effective March 1, 2021, wages shall be increased 3% over the rates then in effect.

B. New Step

All members shall receive an additional five (5%) percent increase to their then current base wage upon reaching their 10th anniversary of employment, or one year of reaching the existing top step.

C. Wage Progression

Employees entering the bargaining unit after the ratification date will be required to remain for two (2) years at Step 2 and two (2) years at Step 4, or two other intermediate steps to insure an additional two years to the wage progression.

Retroactive Wages

Every active employee, and any employee who deceased or retired prior to the ratification date shall receive payments for services under the above scheduled of general wage increases. First half of retro to be paid in 2018, and the second half in 2019.

Productivity Bonus

All active employees shall receive annually a lump sum payment of \$750.00. The first amounts shall be paid no later than 30 days after ratification. In subsequent years, the bonus shall be paid in the month of July.

Health and Welfare Benefits (Plan Design Changes)

A. Effective upon ratification, the existing Legacy PPO Plan will continue in effect for active employees currently enrolled. The plan will be closed to new hires after the ratification date.

B. Co-Pays – Effective January 1, 2021 the Legacy Plan medical co-pays will be as follows:

Primary Care Doctor - \$20
Specialist Care Doctor - \$35
Emergency Room (If not admitted) - \$100

C. Out of Network – Effective January 1, 2021, the Legacy Plan co-insurance, deductibles and out of pocket maximum for out of network coverage shall increase to 75%-25%.

D. Prescription

Effective January 1, 2021, the RX co=pays shall increase to:

\$10 Generic, \$20 Brand, and \$40 non-preferred

The pharmacy benefit management program shall incorporate a dispense as written (DAW) protocol, a national preferred formulary, Accredo Specialty pharmacy and mandatory mail order for maintenance drugs.

- E. Effective January 1, 2019, the employer shall offer an annual irrevocable “opt-out” payment offer to active employees.

\$4000 – Family coverage
\$3000 – Parent/child coverage
\$2000 – Single Coverage

Health Insurance Contributions for Current Employees:

- A. Effective January 1, 2019 employees enrolled in the Legacy Plan shall contribute 2% of their bi-weekly base earnings on a pre-tax or tax preferred basis.
- B. Effective January 1, 2021 employees enrolled in the Legacy Plan shall contribute 2.5% of their bi-weekly base earnings on a pre-tax or tax preferred basis.

Health Benefits and Contributions for New Hired Employees hired after the ratification date

All new employees who become eligible for health coverage shall be enrolled in the 4250 Exclusive Provider Option Plan (\$250 EPO Plan). Employees electing coverage shall contribute 10% of the plan premium for the class of coverage elected.

Retirees Health Benefits

- A. Any current employee who retires on or before July 26, 2022 will continue to receive the Legacy Plan of benefits as it exists on the ratification date, with no contributions.
- B. Any current employee with 15 or more years of service as of the ratification date who subsequently retire will be entitled to the then current plan of benefits (including plan changes that will become effective for active employees in 2021 or thereafter) with no contribution.
- C. Any current employee with 10-15 years of service as of the ratification date, who subsequently retires will be entitled to the then current plan of benefits (including any future plan changes for active employees) with a contribution rate of 2% of pension, or the \$250 EPO Plan (including any future changes for active employees) with no contribution.

- D. All other employees who retire with 15 or more years of service will be entitled to the healthcare plans applicable to the active employee at the date of retirement with the then applicable contribution rates based on pension.
- E. All other current employees who retire with less than 15 years of service may participate in the then current plan of benefits at COBRA rates.
- F. Any current employee who subsequently retires with a contribution requirement under this agreement, such contribution requirement shall cease upon the employee's attainment of Medicare eligibility.

Longevity Schedule

The longevity schedule in the existing agreement shall be frozen at the rates currently in effect.

Additional Provisions

- A. No change for EZ Pass for active incumbent employees, except that any current paper script shall be eliminated. Newly hired employees shall be entitled to non-revenue EZ Pass exclusively for commutation (i.e. no parking or other than commutation trips) and shall surrender such EZ Pass upon retirement, resignation or termination.
- B. Direct Deposit on the same basis as management shall be mandatory.
- C. The salary schedule will be amended by eliminating grades C-8, C-10, C-12, and C-14. Employees currently progressing through said grades shall be migrated to C-15 and placed in the nearest corresponding C-15 step without incurring a salary decrease.
- D. The parties have agreed to continue negotiations on proposals advanced by the Union but unresolved on the date of the Memorandum of Understanding. Those continued negotiations shall commence no later than thirty days after ratification.
- E. A reopener for health benefits contributions if other collective bargaining unit reaches an agreement that provides for lesser or favorable employee contributions.
- F. Rule 3 amended: All employees must cooperate in authorized investigations of any act, omission or occurrence in or upon Port Authority property or otherwise related to Port Authority activities.