

Torres Rojas, Genara

FOI #14360

From: mottalini@lbgt.com
Sent: Tuesday, October 22, 2013 3:52 PM
To: Duffy, Daniel
Cc: Torres Rojas, Genara; Van Duyne, Sheree; Qureshi, Ann
Subject: Freedom of Information Online Request Form

Information:

First Name: Peggy
Last Name: Ottalini
Company: The labor Bureau, Inc.
Mailing Address 1: 1420 King Street,
Mailing Address 2: Suite 500
City: Alexandria
State: VA
Zip Code: 22314
Email Address: mottalini@lbgt.com
Phone: 703-683-7780
Required copies of the records: Yes

List of specific record(s):

I need information regarding the current pay rates for unionized job classes working on the PATH rail system. In particular, I am interested in the job class pay rates for the following groups of employees: rail operators employees who maintain rolling stock equipment maintenance of way track structures employees signal and communications workers other crafts who maintain facilities and clerical employees. It would be most helpful to know both the expiration date of the various union contracts which govern these job positions, as well as the date that each pay scale took effect. Thanks in advance for your help.

FOI Administrator

October 25, 2013

Ms. Peggy Ottalini
The Labor Bureau, Inc.
1420 King Street, Suite 500
Alexandria, VA 22314

Re: Freedom of Information Reference No. 14368

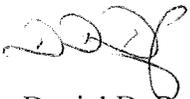
Dear Ms. Ottalini:

This is a response to your October 22, 2013 request, which has been processed under the Port Authority's Freedom of Information Code (the "Code", copy attached) for copies of records related to the current pay rates for unionized job classes working on the PATH rail system. In particular, the job class pay rates for the following groups of employees: rail operators employees who maintain rolling stock equipment maintenance of way track structures employees signal and communications workers other crafts who maintain facilities and clerical employees. The expiration date of the various union contracts which govern these job positions, as well as the date that each pay scale took effect.

Material responsive to your request and available under the Code can be found on the Port Authority's website at <http://www.panynj.gov/corporate-information/foi/14368-O.pdf>. Paper copies of the available records are available upon request.

Please refer to the above FOI reference number in any future correspondence relating to your request.

Very truly yours,



Daniel D. Duffy
FOI Administrator

Attachment

AGREEMENT

BETWEEN

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

-AND-

**UNITED TRANSPORTATION UNION
(Tower Group)**

ARTICLE XIV

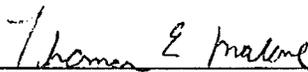
EFFECT AND TERM OF AGREEMENT

This Agreement constitutes the sole agreement, covering employees in the Tower Group, between PATH and the Union (except for those agreements or memoranda described by date in Appendix "B" annexed hereto and incorporated by reference herein), and supersedes all agreements, insofar as they cover Tower Group employees, between the parties or their predecessors (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date hereof.

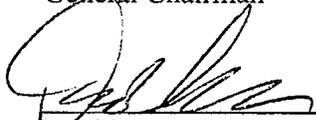
This Agreement shall be effective as of February 18, 2005, except as otherwise provided. Both parties agree that no notice shall be served pursuant to the terms of the Railway Labor Act prior to sixty (60) days before February 17, 2011, to be effective prior to that date. However, the parties may at any time meet and confer to agree to any changes in the agreement between them.

Signed at Jersey City, New Jersey: November 3, 2008

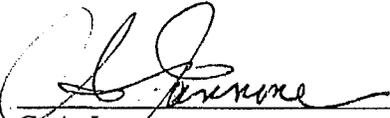
For the Union:



Thomas E. Malone
General Chairman



David Shenberger
Vice General Chairman



C. A. Iannone
Vice President

For PATH:



Cynthia Bacon
Chief Negotiator

APPENDIX "A"

TOWER OPERATORS

<u>EFFECTIVE</u>	<u>STEP*</u>	<u>HOURLY</u>	<u>DAILY</u>	<u>WEEKLY</u>
2/18/2005	1	\$ 21.24	\$ 169.92	\$ 849.60
	2	\$ 23.94	\$ 191.52	\$ 957.60
	3	\$ 25.36	\$ 202.88	\$ 1,014.40
	4	\$ 26.86	\$ 214.88	\$ 1,074.40
	5	\$ 29.86	\$ 238.88	\$ 1,194.40
2/18/2006	1	\$ 21.88	\$ 175.04	\$ 875.20
	2	\$ 24.66	\$ 197.28	\$ 986.40
	3	\$ 26.12	\$ 208.96	\$ 1,044.80
	4	\$ 27.67	\$ 221.36	\$ 1,106.80
	5	\$ 30.76	\$ 246.08	\$ 1,230.40
2/18/2007	1	\$ 22.54	\$ 180.32	\$ 901.60
	2	\$ 25.40	\$ 203.20	\$ 1,016.00
	3	\$ 26.90	\$ 215.20	\$ 1,076.00
	4	\$ 28.50	\$ 228.00	\$ 1,140.00
	5	\$ 31.68	\$ 253.44	\$ 1,267.20
2/18/2008	1	\$ 23.22	\$ 185.76	\$ 928.80
	2	\$ 26.16	\$ 209.28	\$ 1,046.40
	3	\$ 27.71	\$ 221.68	\$ 1,108.40
	4	\$ 29.36	\$ 234.88	\$ 1,174.40
	5	\$ 32.63	\$ 261.04	\$ 1,305.20
2/18/2009	1	\$ 23.92	\$ 191.36	\$ 956.80
	2	\$ 26.95	\$ 215.60	\$ 1,078.00
	3	\$ 28.54	\$ 228.32	\$ 1,141.60
	4	\$ 30.24	\$ 241.92	\$ 1,209.60
	5	\$ 33.61	\$ 268.88	\$ 1,344.40
2/18/2010	1	\$ 24.64	\$ 197.12	\$ 985.60
	2	\$ 27.76	\$ 222.08	\$ 1,110.40
	3	\$ 29.40	\$ 235.20	\$ 1,176.00
	4	\$ 31.15	\$ 249.20	\$ 1,246.00
	5	\$ 34.62	\$ 276.96	\$ 1,384.80

*Indicates first, second, third, fourth and fifth year of employment as a Tower Operator. All employees who enter the UTU roster shall begin at the Step 1 rate regardless of prior rate of pay.

AGREEMENT

BETWEEN

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

-AND-

**AMERICAN RAILWAY & AIRWAY SUPERVISORS
ASSOCIATION**

Local 5075

ARTICLE XI

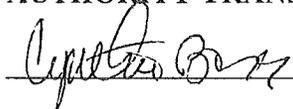
The effective date of this Agreement, except as otherwise provided, shall be November 16, 2009 and it shall stay in effect until changed or modified in accordance with the provisions of the Railway Labor Act. The Organization agrees that it shall serve no notice prior to thirty days (30) before January 27, 2012, pursuant to Section 6 of said Act, to change or modify this Agreement or any provision or provisions hereof, and that any such notice shall not propose changes or modifications to be effective prior to January 27, 2012.

Signed at Newark, New Jersey

Date: November 19, 2009

FOR:

PORT AUTHORITY TRANS-HUDSON CORPORATION

 _____, Chief Negotiator

FOR:

THE AMERICAN RAILWAY & AIRWAY SUPERVISORS ASSOCIATION

 _____ International Representative, ARASA
 _____, President & General Chairman, Local 5075

Appendix "A"
American Railway & Airway Supervisors Association

Step*	1/28/2005	1/28/2006	1/28/2007	1/28/2008	1/28/2009	1/28/2010	1/28/2011
1	\$ 34.31	\$ 35.34	\$ 36.40	\$ 37.49	\$ 38.61	\$ 39.77	\$ 40.96
2	\$ 35.67	\$ 36.74	\$ 37.84	\$ 38.98	\$ 40.15	\$ 41.35	\$ 41.35
3	\$ 36.87	\$ 37.98	\$ 39.12	\$ 40.29	\$ 41.50	\$ 42.74	\$ 42.74
4	\$ 38.09	\$ 39.23	\$ 40.41	\$ 41.62	\$ 42.87	\$ 44.15	\$ 44.15
5					\$ 43.47	\$ 44.77	\$ 46.12

- * 1 First year of employment
- 2 Second year of employment
- 3 Third year of employment
- 4 Fourth year of employment
- 5 Fifth year of employment and thereafter

A. In all cases except as provided for in "B", below, any employee who is appointed to the title of ARASA Foreman after June 6, 1993, will start at the Step 1 rate in effect at the time of their appointment and be paid thereafter in accordance with the schedule set forth in Appendix "A".

B. Notwithstanding "A" above, an employee who transfer into the title of ARASA Foreman from another PATH position in which he/she was paid at an hourly rate that is higher than the ARASA Step 1 rate in effect at the time of transfer shall commence employment at that step rate in the ARASA wage structure that provides a rate of pay next above the employee's hourly rate of pay immediately prior to his/her transfer.

C. Step 5 will become effective June 28, 2009. All ARASA members in Step 4 on that date shall be moved into the Step 5 rate on that date.

AGREEMENT

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

AND

AMERICAN TRAIN DISPATCHERS ASSOCIATION

M. Effective May 15, 2008, employees covered by this Agreement shall be enrolled into and receive their pay through a direct deposit procedure. The Carrier reserves the right to determine the direct deposit procedure and make changes thereto.

ARTICLE XIII - EFFECT AND TERM OF AGREEMENT

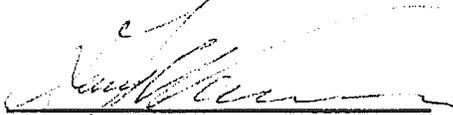
This Agreement constitutes the sole agreement between PATH and the Association and supersedes all agreements between the parties or their predecessors, and understandings and interpretations relating thereto with respect to rates of pay, rules and working conditions affecting the employees covered hereby existing at any time prior to the effective date.

The effective date of this Agreement shall be November 5, 2008, except as otherwise noted within, and it shall stay in effect until changed or modified in accordance with the provisions of the Railway Labor Act.

The Organization agrees that it shall serve no notice on PATH, pursuant to the terms of the Railway Labor Act, prior to sixty (60) days before February 15, 2012, to be effective February 15, 2012. However, if PATH serves such a notice, the Organization shall have the right to serve a Section 6 Notice.

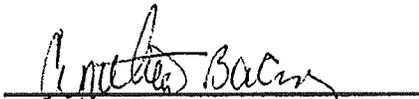
Signed at Newark, New Jersey, November 5, 2008

**AMERICAN TRAIN
DISPATCHERS ASSOCIATION**

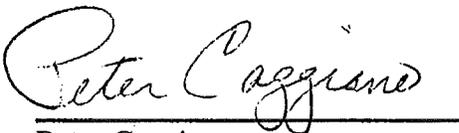


**Gary Wasserman
General Chairman, ATDA**

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**



**Cynthia Bacon
Chief Negotiator – PATH**



**Peter Caggiano
Vice-General Chairman, ATDA**

APPENDIX "A"
American Train Dispatchers Association

Appendix "A" (rate schedule)

Step*	<u>15-Feb-06</u>	<u>15-Feb-07</u>	<u>15-Feb-08</u>	<u>15-Feb-09</u>	<u>15-Feb-10</u>	<u>15-Feb-11</u>
1	\$33.71	\$34.72	\$35.76	\$36.83	\$37.94	\$39.08
2	\$34.35	\$35.38	\$36.44	\$37.53	\$38.66	\$39.82
3	\$35.63	\$36.70	\$37.80	\$38.93	\$40.10	\$41.30
4	\$37.18	\$38.30	\$39.45	\$40.63	\$41.85	\$43.11

- * 1. First year of employment
- 2. Second year of employment
- 3. Third year of employment
- 4. Fourth year of employment and thereafter

All employees who become assigned to a permanent position covered by the American Train Dispatchers Association on or after December 1, 1997, shall enter the wage structure at Step 1, regardless of prior employment or rate of pay with the Carrier, its owner or any other entity. With the exception of the "first extra Dispatcher", all Acting Train Dispatchers shall be paid at the Step 1 rate during their entire tenure as Acting Dispatcher. The "first extra Dispatcher" on the roster shall be permitted to progress through the wage structure, using the date he/she becomes the "first extra Dispatcher" as the effective date for the in-grade increases. Such employee shall progress to Step 2 one year after he/she becomes the "first extra"; Step 3 one year later and Step 4 one year after that.

AGREEMENT

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

AND

**BROTHERHOOD OF LOCOMOTIVE
ENGINEERS & TRAINMEN**

**ARTICLE II
BASIC DAY**

A. For all employees covered by this Agreement, the basic work day shall be eight (8) consecutive hours or less and the basic work week shall be a five (5) day week. Schedules will be designed to permit two (2) consecutive days off.

Notwithstanding the above paragraph, the basic work day for Engineers holding tours of duty commencing between 10:00 PM and 4:29 AM (other than work trains) and for all Saturday and Sunday tours of duty shall be six (6) consecutive hours or less.

Notwithstanding the first paragraph hereof the basic work day for employees holding the regular or extra work train tours shall be six (6) hours or less.

**ARTICLE III
RATES OF PAY**

<u>Title</u>	<u>Effective 9/8/2005</u>	<u>Effective 9/8/2006</u>	<u>Effective 9/8/2007</u>	<u>Effective 9/8/2008</u>	<u>Effective 9/8/2009</u>	<u>Effective 9/8/2010</u>
Yard Supervisor	\$34.83	\$35.88	\$36.96	\$38.06	\$39.21	\$40.38
Engineer	\$32.16	\$33.12	\$34.11	\$35.14	\$36.19	\$37.28
Engineer/Switching	\$30.69	\$31.61	\$32.56	\$33.54	\$34.55	\$35.58
Student Engineer*	\$23.02	\$23.71	\$24.42	\$25.16	\$25.91	\$26.69

* The Student Engineer rate shall be 75% of the Engineer/Switching rate and shall be paid to all employees, regardless of their prior rate of pay, until they successfully qualify as an Engineer, which is currently approximately ninety (90) working days.

**ARTICLE IV
OVERTIME**

A. Overtime, at the rate of time and one-half, shall be paid for all work in excess of the eight (8) consecutive hours comprising of the basic work day. Overtime in excess of the eight (8) hours in the basic work day, shall be paid on the basis of fifteen (15) minute intervals, unless scheduled, in which event it shall be paid on a minute basis. Work in excess of the basic work day, or any fifteen (15) minute interval following it, shall result in payment of fifteen (15) minutes pay at the overtime rate, if in excess of seven (7) minutes, but shall not be compensated if for a period of seven (7) minutes or less.

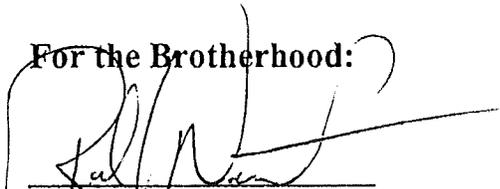
**ARTICLE XVIII
EFFECT AND TERM OF AGREEMENT**

This Agreement constitutes the sole agreement between PATH and the Brotherhood (except for those agreements described by date in Appendix "A" annexed hereto and incorporated by reference herein), and supersedes all agreements, as are set forth in Appendix "A".

The effective date of this Agreement shall be October 29, 2007, and it shall stay in effect until changed or modified in accordance with the provisions of the Railway Labor Act. The Brotherhood agrees that it shall serve no notice on PATH, pursuant to the terms of Section 6 of the Railway Labor Act, prior to sixty (60) days before September 8, 2011 to be effective September 8, 2011. However, if PATH serves such notice, the Brotherhood shall have the right to serve a Section 6 notice.

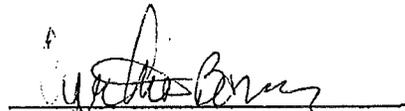
Dated: October 29, 2007, Newark, New Jersey

For the Brotherhood:



General Chairman

For PATH:



Chief Negotiator

June 5, 2009

PORT AUTHORITY TRANS-HUDSON CORPORATION
AGREEMENT
WITH
BROTHERHOOD OF RAILROAD SIGNALMEN

**ARTICLE XVI
EFFECT AND TERM OF AGREEMENT**

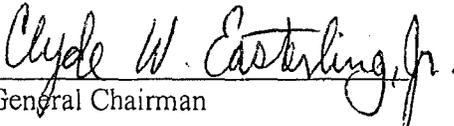
This agreement constitutes the sole agreement between PATH and the BRS (except for those agreements described by date in Appendix "B" and annexed hereto and incorporated by reference herein), and supersedes all agreements as set forth in Appendix "B" existing at any time prior to the effective date hereof.

The effective date of this agreement shall be January 29, 2005 except where otherwise noted, and it shall stay in effect until changed or modified in accordance with the terms of the Railway Labor Act. The BRS agrees that it shall serve no notice on PATH, pursuant to the terms of Section 6 of the Railway Labor Act, prior to sixty (60) days before January 28, 2012, to be effective January 28, 2012. However, if PATH serves such a notice, the Organization shall have the right to serve a Section 6 Notice.

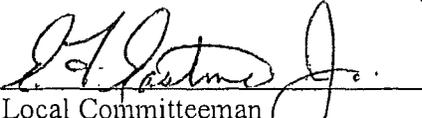
Dated: Newark, New Jersey
June 5, 2009

For the Union:

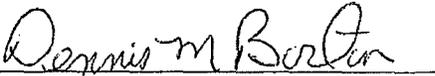
For PATH:


General Chairman


Chief Negotiator


Local Committeeman


Recording & Financial Secretary


Vice President

**Amended Appendix "A" Rate Schedule
BROTHERHOOD OF RAILROAD SIGNALMEN**

Title	Step	1/29/2005	1/29/2006	1/29/2007	1/29/2008	1/29/2009	1/29/2010	1/29/2011
Signal Testman II		\$ 33.52	\$ 34.53	\$ 35.57	\$ 36.64	\$ 37.74	\$ 38.87	\$ 40.04
Signal Shop Repairman II								
Signal Repairman II								
	4					\$ 35.38	\$ 36.44	\$ 37.53
Signal Testman I	3	\$ 30.70	\$ 31.62	\$ 32.57	\$ 33.55	\$ 33.55	\$ 33.55	\$ 34.56
Signal Shop Repairman I	2	\$ 28.48	\$ 29.33	\$ 30.21	\$ 31.12	\$ 31.12	\$ 31.12	\$ 32.05
Signal Repairman I	*(1)	\$ 27.46	\$ 28.28	\$ 29.13	\$ 30.00	\$ 30.90	\$ 30.90	\$ 31.83
Signal Trainee	4	\$ 26.49	\$ 27.29	\$ 28.11	\$ 28.95	\$ 29.82	\$ 30.72	\$ 31.64
	3	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63	\$ 29.49	\$ 30.38
	2	\$ 24.36	\$ 25.09	\$ 25.84	\$ 26.62	\$ 27.42	\$ 28.24	\$ 29.09
	** (1)	\$ 23.40	\$ 24.10	\$ 24.82	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94
Asst. Signal Repairman	3	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.48	\$ 24.18	\$ 24.91	\$ 25.66
	2	\$ 20.40	\$ 21.01	\$ 21.64	\$ 22.29	\$ 22.96	\$ 23.65	\$ 24.36
	*** (1)	\$ 19.41	\$ 19.99	\$ 20.59	\$ 21.21	\$ 21.85	\$ 22.51	\$ 23.19
Summer Temp. Employees		\$ 16.64	\$ 17.14	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29	\$ 19.87

*1 First year of employment
 2 Second year of employment
 3 Third year of employment
 4 Fourth year of employment and thereafter

**1 First year of employment
 2 Second year of employment
 3 Third year of employment
 4 After qualification as a journeyman

***1 First year of employment
 2 Second year of employment
 3 Third year of employment and thereafter

AGREEMENT

BETWEEN

PORT AUTHORITY TRANS-HUDSON CORPORATION

&

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
SYSTEM COUNCIL 7
(CRAFTS)**

ARTICLE XV

EFFECT AND TERM OF AGREEMENT

This agreement constitutes the sole agreement between PATH and the Brotherhood except for those letters and agreements listed in Appendix "B" hereto and supersedes all agreements between the parties or their predecessors, existing at any time prior to the effective date, except as listed in Appendix "B".

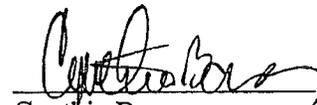
The effective date of this Agreement shall be May 30, 2005, and it shall remain in effect through May 29, 2012 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act. Prior to March 30, 2012 (or thereafter with an effective date not prior to May 30, 2012), the parties to this Agreement, unless by mutual consent in writing, shall not serve the other nor progress any notice or proposal for the purpose of changing, modifying, or amending this Agreement.

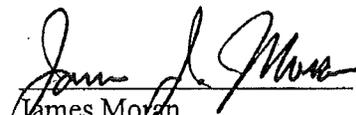
Jersey City, New Jersey
Date: September 16, 2009

For the Brotherhood:

For PATH:


Michael Giansante, Jr.
General Chairman


Cynthia Bacon
Chief Negotiator


James Moran
President

Appendix "A" - IBEW Crafts

<u>Title</u>	<u>Step*</u>	<u>05/30/05</u>	<u>05/30/06</u>	<u>05/30/07</u>	<u>05/30/08</u>	<u>05/30/09</u>	<u>05/30/10</u>	<u>05/30/11</u>
Lead Electronic Technician Lead Electronic Technician - Machine Repair	1	\$ 36.51	\$ 37.61	\$ 38.74	\$ 39.90	\$ 41.10	\$ 42.33	\$ 43.60
Electronic Technician Machine Repair Technician Communication Technician	1	\$ 34.91	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.29	\$ 40.47	\$ 41.68
Substation Operator Mechanic II Bridge Maintenance Electrician	1	\$ 32.21	\$ 33.18	\$ 34.18	\$ 35.21	\$ 36.27	\$ 37.36	\$ 38.48
	2	\$ 33.98	\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.24	\$ 39.39	\$ 40.57
Asbestos Abater II	1	\$ 33.12	\$ 34.11	\$ 35.13	\$ 36.18	\$ 37.27	\$ 38.39	\$ 39.54
	2	\$ 34.91	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.29	\$ 40.47	\$ 41.68
Electronic Technician Trainee - Communications Electronic Technician Trainee - Fare Collection Equipment Electronic Technician Trainee - Substation	1	\$ 33.05	\$ 34.04	\$ 35.06	\$ 36.11	\$ 37.19	\$ 38.31	\$ 39.46
Cable Splicer II	1	\$ 31.63	\$ 32.58	\$ 33.56	\$ 34.57	\$ 35.61	\$ 36.68	\$ 37.78
	2	\$ 33.39	\$ 34.39	\$ 35.42	\$ 36.48	\$ 37.57	\$ 38.70	\$ 39.86
HVAC Repairman	1	\$ 31.35	\$ 32.29	\$ 33.26	\$ 34.26	\$ 35.29	\$ 36.35	\$ 37.44
	2	\$ 33.15	\$ 34.14	\$ 35.16	\$ 36.21	\$ 37.30	\$ 38.42	\$ 39.57
Electrician II Lead Communication Repairman Machine Repairman II Power Rail Maintainer II Communication Shop Repairman II Blacksmith II Machine Repairman II - Heating Sys.	1	\$ 31.01	\$ 31.94	\$ 32.90	\$ 33.89	\$ 34.91	\$ 35.96	\$ 37.04
	2	\$ 32.80	\$ 33.78	\$ 34.79	\$ 35.83	\$ 36.90	\$ 38.01	\$ 39.15
Asbestos Abater I	1	\$ 30.53	\$ 31.45	\$ 32.39	\$ 33.36	\$ 34.36	\$ 35.39	\$ 36.45
	2	\$ 32.06	\$ 33.02	\$ 34.01	\$ 35.03	\$ 36.08	\$ 37.16	\$ 38.27
Substation Operator Mechanic I	1	\$ 29.67	\$ 30.56	\$ 31.48	\$ 32.42	\$ 33.39	\$ 34.39	\$ 35.42
	2	\$ 31.18	\$ 32.12	\$ 33.08	\$ 34.07	\$ 35.09	\$ 36.14	\$ 37.22
Bridge Maintenance Electrician I	1	\$ 29.45	\$ 30.33	\$ 31.24	\$ 32.18	\$ 33.15	\$ 34.14	\$ 35.16
	2	\$ 31.03	\$ 31.96	\$ 32.92	\$ 33.91	\$ 34.93	\$ 35.98	\$ 37.06
Cable Splicer I	1	\$ 29.05	\$ 29.92	\$ 30.82	\$ 31.74	\$ 32.69	\$ 33.67	\$ 34.68
	2	\$ 30.57	\$ 31.49	\$ 32.43	\$ 33.43	\$ 34.40	\$ 35.43	\$ 36.49

Appendix "A" - IBEW Crafts

<u>Title</u>	<u>Step*</u>	<u>05/30/05</u>	<u>05/30/06</u>	<u>05/30/07</u>	<u>05/30/08</u>	<u>05/30/09</u>	<u>05/30/10</u>	<u>05/30/11</u>
Electrician I	1	\$ 25.04	\$ 25.79	\$ 26.56	\$ 27.36	\$ 28.18	\$ 29.03	\$ 29.90
Sub Station Operator II	2	\$ 28.43	\$ 29.28	\$ 30.16	\$ 30.16	\$ 30.16	\$ 31.06	\$ 31.99
Communication Repairman	3	\$ 29.96	\$ 30.86	\$ 31.79	\$ 31.79	\$ 31.79	\$ 32.74	\$ 33.72
Blacksmith I	4				\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76
Power Rail Maintainer I								
Machine Repairman I								
Sub Station Operator I	1	\$ 24.95	\$ 25.70	\$ 26.47	\$ 27.26	\$ 28.08	\$ 28.92	\$ 29.79
	2	\$ 26.23	\$ 27.02	\$ 27.83	\$ 28.66	\$ 29.52	\$ 30.41	\$ 31.32
Trainee Graduate**	1	\$ 25.04	\$ 25.79	\$ 26.56	\$ 27.36	\$ 28.18	\$ 29.03	\$ 29.90
	2	\$ 28.43	\$ 29.28	\$ 30.16	\$ 30.16	\$ 30.16	\$ 31.06	\$ 31.99
	3	\$ 29.96	\$ 30.86	\$ 31.79	\$ 31.79	\$ 31.79	\$ 32.74	\$ 33.72
	4				\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76
Trainee	1	\$ 19.95	\$ 20.55	\$ 21.17	\$ 21.81	\$ 22.46	\$ 23.13	\$ 23.82
Trades Helper (Electrical)	2	\$ 21.37	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51
Trades Helper (Mechanical)	3	\$ 21.96	\$ 22.62	\$ 23.30	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.22
Trades Helper (Power Rail)	4	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.81	\$ 27.61	\$ 28.44
Trades Helper (Communication Repairman-Electrical)								

- * 1. First year of employment.
- 2. Second year of employment and thereafter, unless Step 3.
- 3. Third year of employment and thereafter, unless Step 4.
- 4. Fourth year of employment and thereafter.

** Rates are paid to Trainees who have successfully completed the IBEW Trades Improvement Program (and who do not own a journey level position). Step 1 is paid upon successful completion of the program; Step 2 one year later; Step 3 one year later and Step 4 one year thereafter.

AGREEMENT

PORT AUTHORITY TRANS-HUDSON CORPORATION

&

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
SYSTEM COUNCIL 7
(SUPERVISORS)**

ARTICLE XV - TERM OF AGREEMENT

The effective date of this Agreement shall be April 25, 2005, and it shall remain in effect through April 24, 2012 and thereafter until changed or modified in accordance with the provisions of the Railway Labor Act. Prior to February 25, 2012 (or thereafter with an effective date not prior to April 25, 2012), the parties to this Agreement, unless by mutual consent in writing, shall not serve the other nor progress any notice or proposal for the purpose of changing, modifying, or amending this Agreement.

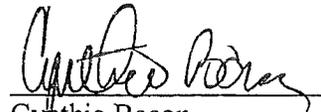
Date: September 16, 2009
Jersey City, New Jersey

For the Brotherhood:

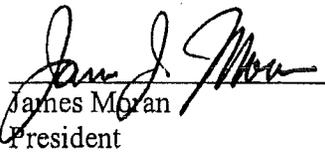
For PATH:



Michael Giansante, Jr.
General Chairman



Cynthia Bacon
Chief Negotiator


James Moran
President

Appendix "A" - IBEW Supervisor

<u>Title</u>	<u>Step*</u>	<u>04/25/05</u>	<u>04/25/06</u>	<u>04/25/07</u>	<u>04/25/08</u>	<u>04/25/09</u>	<u>04/25/10</u>	<u>04/25/11</u>
Foreman II	1	\$ 31.56	\$ 32.51	\$ 33.49	\$ 34.49	\$ 35.52	\$ 36.59	\$ 37.69
	2	\$ 34.42	\$ 35.45	\$ 36.51	\$ 37.61	\$ 38.74	\$ 39.90	\$ 41.10
	3	\$ 38.18	\$ 39.30	\$ 40.48	\$ 41.69	\$ 42.94	\$ 44.23	\$ 45.56
Power Director	1	\$ 31.33	\$ 32.27	\$ 33.24	\$ 34.24	\$ 35.27	\$ 36.33	\$ 37.42
	2	\$ 34.12	\$ 35.14	\$ 36.19	\$ 37.28	\$ 38.40	\$ 39.55	\$ 40.74
	3	\$ 37.81	\$ 38.94	\$ 40.11	\$ 41.31	\$ 42.55	\$ 43.83	\$ 45.14
Power Director (Trainee)	1	\$ 34.91	\$ 35.96	\$ 37.04	\$ 38.15	\$ 39.29	\$ 40.47	\$ 41.68
Sanitation Foreman**	1	\$ 28.72	\$ 29.58	\$ 30.47	\$ 31.38	\$ 32.32	\$ 33.29	\$ 34.29
	2	\$ 30.19	\$ 31.10	\$ 32.03	\$ 32.99	\$ 33.98	\$ 35.00	\$ 36.05
	3	\$ 31.65	\$ 32.60	\$ 33.58	\$ 34.59	\$ 35.63	\$ 36.70	\$ 37.80

- * 1. First year of employment.
- 2. Second year of employment.
- 3. Third year of employment and thereafter.

** PATH in its absolute discretion may from time to time elect to pay Sanitation Foremen hourly rates noted below in lieu of the regular rate of pay provided for them in Appendix "A" hereof, when it elects to use such Foremen to coordinate, supervise and/or inspect contractor's work. Nothing herein shall be construed to limit PATH in its right to assign Sanitation Foremen to perform such work.

<u>Title</u>	<u>Step*</u>	<u>04/25/05</u>	<u>04/25/06</u>	<u>04/25/07</u>	<u>04/25/08</u>	<u>04/25/09</u>	<u>04/25/10</u>	<u>04/25/11</u>
Sanitation Foreman**	1	\$ 30.16	\$ 31.07	\$ 32.00	\$ 32.96	\$ 33.95	\$ 34.97	\$ 36.02
	2	\$ 31.69	\$ 32.64	\$ 33.62	\$ 34.63	\$ 35.67	\$ 36.74	\$ 37.84
	3	\$ 33.24	\$ 34.24	\$ 35.27	\$ 36.33	\$ 37.42	\$ 38.54	\$ 39.70

AGREEMENT

**Port Authority Trans-Hudson Corporation
(PATH)**

And

**International Brotherhood of Teamsters
(IBT- Clerical Group)**

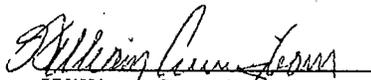
**ARTICLE XIII
EFFECT AND TERM OF AGREEMENT**

This Agreement constitutes the sole agreement, covering employees in the Clerical group, between PATH and the Union (except for those agreements described by date in Appendix "B" annexed hereto and incorporated by reference herein), and supersedes all agreements, insofar as they cover employees in the Clerical group, between the parties (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date hereof.

The effective date of this Agreement shall be May 28, 2006, except where otherwise noted, and it shall stay in effect until changed or modified in accordance with the terms of the Railway Labor Act. The Union agrees that it shall serve no notice on PATH, pursuant to the terms of the Railway Labor Act, prior to sixty (60) days before May 28, 2012, to be effective May 28, 2012. However, if PATH serves such a notice, the Organization shall have the right to serve a Section 6 Notice.

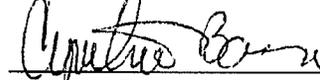
**DATED: NEWARK, NEW JERSEY
 December 22, 2008**

FOR THE UNION:

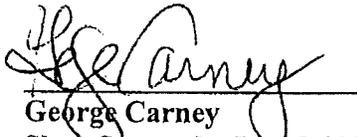


**William Cunningham
President – Local 641
International Brotherhood of Teamsters**

FOR PATH:



**Cynthia Bacon
Chief Negotiator**



**George Carney
Shop Steward – Local 641
International Brotherhood of Teamsters**

APPENDIX "A"

IBT CLERICAL AGREEMENT

Title	Step*	5/28/2006	5/28/2007	5/28/2008	5/28/2009	5/28/2010	5/28/2011
Clerk	1	\$ 16.64	\$ 17.14	\$ 17.65	\$ 18.18	\$ 18.73	\$ 19.29
Clerk Typist I	2	\$ 18.10	\$ 18.64	\$ 19.20	\$ 19.78	\$ 20.37	\$ 20.98
	3	\$ 19.66	\$ 20.25	\$ 20.86	\$ 21.49	\$ 22.13	\$ 22.79
Clerk II	1	\$ 19.57	\$ 20.16	\$ 20.76	\$ 21.38	\$ 22.02	\$ 22.68
Clerk Typist III	2	\$ 21.27	\$ 21.91	\$ 22.57	\$ 23.25	\$ 23.95	\$ 24.67
Accounting Clerk I	3	\$ 23.22	\$ 23.92	\$ 24.64	\$ 25.38	\$ 26.14	\$ 26.92
Data Entry Clerk	1	\$ 21.37	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77
	2	\$ 23.24	\$ 23.94	\$ 24.66	\$ 25.40	\$ 26.16	\$ 26.94
	3	\$ 25.49	\$ 26.25	\$ 27.04	\$ 27.85	\$ 28.69	\$ 29.55
Clerk III	1	\$ 23.24	\$ 23.94	\$ 24.66	\$ 25.40	\$ 26.16	\$ 26.94
Accounting Clerk II	2	\$ 25.25	\$ 26.01	\$ 26.79	\$ 27.59	\$ 28.42	\$ 29.27
	3	\$ 27.74	\$ 28.57	\$ 29.43	\$ 30.31	\$ 31.22	\$ 32.16
Draftsman	1	\$ 26.59	\$ 27.39	\$ 28.21	\$ 29.06	\$ 29.93	\$ 30.83
	2	\$ 28.86	\$ 29.73	\$ 30.62	\$ 31.54	\$ 32.49	\$ 33.46
	3	\$ 31.55	\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.51	\$ 36.58
Draftsman II	1	\$ 29.07	\$ 29.94	\$ 30.84	\$ 31.77	\$ 32.72	\$ 33.70
	2	\$ 31.55	\$ 32.50	\$ 33.48	\$ 34.48	\$ 35.51	\$ 36.56
	3	\$ 34.27	\$ 35.30	\$ 36.36	\$ 37.45	\$ 38.57	\$ 39.73
Accounting Clerk III	1	\$ 25.56	\$ 26.33	\$ 27.12	\$ 27.93	\$ 28.77	\$ 29.63
	2	\$ 27.75	\$ 28.58	\$ 29.44	\$ 30.32	\$ 31.23	\$ 32.17
	3	\$ 30.21	\$ 31.12	\$ 32.05	\$ 33.01	\$ 34.00	\$ 35.02

APPENDIX "A"
IBT CLERICAL AGREEMENT (Con't)

Title	Step*	5/28/2006	5/28/2007	5/28/2008	5/28/2009	5/28/2010	5/28/2011
Stockkeeper I Chauffer	1	\$ 18.82	\$ 19.38	\$ 19.96	\$ 20.56	\$ 21.18	\$ 21.82
	2	\$ 20.43	\$ 21.04	\$ 21.67	\$ 22.32	\$ 22.99	\$ 23.68
	3	\$ 21.98	\$ 22.64	\$ 23.32	\$ 24.02	\$ 24.74	\$ 25.48
Stockkeeper II	1	\$ 23.51	\$ 24.21	\$ 24.94	\$ 25.68	\$ 26.46	\$ 27.26
	2	\$ 25.52	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73	\$ 29.59
	3	\$ 27.72	\$ 28.55	\$ 29.41	\$ 30.29	\$ 31.20	\$ 32.14
Stockkeeper III	1	\$ 25.52	\$ 26.29	\$ 27.08	\$ 27.89	\$ 28.73	\$ 29.59
	2	\$ 27.72	\$ 28.55	\$ 29.41	\$ 30.29	\$ 31.20	\$ 32.14
	3	\$ 29.25	\$ 30.13	\$ 31.03	\$ 31.96	\$ 32.92	\$ 33.91
Assignment Coordinator	1	\$ 23.85	\$ 24.56	\$ 25.30	\$ 26.06	\$ 26.84	\$ 27.65
	2	\$ 25.89	\$ 26.67	\$ 27.47	\$ 28.30	\$ 29.14	\$ 30.01
	3	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.23

* 1st year of employment
2nd year of employment
3rd year of employment and thereafter

1 Notwithstanding the above schedule, any employee who transfers to a class of employment covered by this Agreement from a class of employment providing lower step rates shall commence employment under this Agreement at the step rate providing a rate of pay next above the employees rate of pay immediately prior to his transfer. He shall remain in that step for one (1) year.

2 Any employee to be paid for filling a position from time to time, in a class of employment or job title other than his own, and providing higher step rates than those provided in his regular assigned class of employment or job title, shall be paid at that step rate in the class of employment or job title in which he performs work, which provides a rate of pay next above that earned by him in his regularly assigned class of employment or job title.

AGREEMENT

**Port Authority Trans-Hudson Corporation
(PATH)**

And

**International Brotherhood of Teamsters
(IBT- Station Group)**

ARTICLE XIV

EFFECT AND TERM OF AGREEMENT

This agreement constitutes the sole agreement covering employees in the Station group, between PATH and the Union (except for those agreements described by date in Appendix "B" annexed hereto and incorporated by reference herein), and supersedes all agreements, insofar as they cover employees in the Station group, between the parties (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date hereof.

The effective date of this Agreement shall be May 28, 2006, except where otherwise noted, and it shall stay in effect until changed or modified in accordance with the terms of the Railway Labor Act. The Union agrees that it shall serve no notice on PATH, pursuant to the terms of the Railway Labor Act, prior to sixty (60) days before May 28, 2012, to be effective May 28, 2012. However, if PATH serves such a notice, the Organization shall have the right to serve a Section 6 Notice.

**DATED: NEWARK, NEW JERSEY
December 22, 2008**

FOR THE UNION:

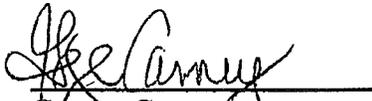


**William Cunningham
President - Local 641
International Brotherhood of Teamsters**

FOR PATH:



**Cynthia Bacon
Chief Negotiator**



**George Carney
Shop Steward - Local 641
International Brotherhood of Teamsters**

APPENDIX "A"
IBT STATION (AGENT) AGREEMENT

Title	Step*	5/28/2006	5/28/2007	5/28/2008	5/28/2009	5/28/2010	5/28/2011
Passenger Information Agent	1	\$ 15.43	\$ 15.89	\$ 16.37	\$ 16.86	\$ 17.37	\$ 17.89
	2	\$ 17.97	\$ 18.51	\$ 19.07	\$ 19.64	\$ 20.23	\$ 20.84
	3	\$ 19.53	\$ 20.12	\$ 20.72	\$ 21.34	\$ 21.98	\$ 22.64
	4	\$ 21.05	\$ 21.69	\$ 22.34	\$ 23.01	\$ 23.70	\$ 24.41
Agent	1	\$ 19.68	\$ 20.27	\$ 20.88	\$ 21.51	\$ 22.15	\$ 22.81
	2	\$ 21.40	\$ 22.05	\$ 22.71	\$ 23.39	\$ 24.09	\$ 24.81
	3	\$ 23.20	\$ 23.89	\$ 24.61	\$ 25.35	\$ 26.11	\$ 26.90
Communications Agent	1	\$ 21.34	\$ 21.98	\$ 22.64	\$ 23.32	\$ 24.02	\$ 24.74
	2	\$ 23.20	\$ 23.89	\$ 24.61	\$ 25.35	\$ 26.11	\$ 26.90
	3	\$ 24.10	\$ 24.83	\$ 25.57	\$ 26.34	\$ 27.13	\$ 27.94
	4	\$ 25.40	\$ 26.16	\$ 26.95	\$ 27.76	\$ 28.59	\$ 29.45
Supv. Communications Agent	1	\$ 24.38	\$ 25.11	\$ 25.87	\$ 26.64	\$ 27.44	\$ 28.26
	2	\$ 26.49	\$ 27.29	\$ 28.11	\$ 28.95	\$ 29.82	\$ 30.71
	3	\$ 29.09	\$ 29.96	\$ 30.86	\$ 31.78	\$ 32.74	\$ 33.72

* 1st year of employment; 2nd year of employment; 3rd year of employment and thereafter unless Step 4; 4th year of employment and thereafter

N.B. Notwithstanding the above schedule, a new Step 1 shall become effective for all employees who enter the Passenger Information Agent title on or after January 1, 1998. All non-IBT employees who enter this title on or after that date shall start at the Step 1 rate, regardless of prior rate of pay.

AGREEMENT

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

With

RAILWAY INDEPENDENT TRANSIT UNION

(Effective February 9, 2011)

In accordance with this agreement, the Organization will cooperate with PATH management in helping to prevent abuses of the sick leave rule.

This agreement is not intended to prevent any Organization employee from seeking advice, treatment or other medical care from the Port Authority Office of Medical Services if he so wishes.

ARTICLE V

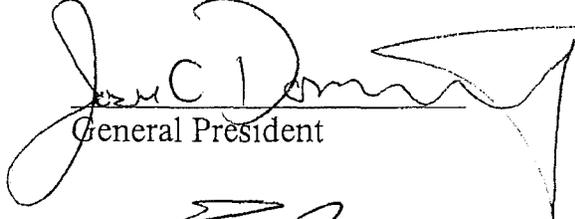
This agreement constitutes the sole agreement between PATH and the Organization (except for those agreements described by date in Appendix "B" annexed hereto and incorporated by references herein), and supersedes all agreements between the parties (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date.

The effective date of this agreement shall be February 9, 2011, and it shall stay in effect until changed or modified in accordance with the provisions of the Railway Labor Act. The Organization agrees that it shall serve no notice prior to thirty (30) days before October 7, 2012, pursuant to Section 6 of said Act to change or modify this agreement or any provision or provisions hereof unless PATH serves such a notice, in which event the Organization reserves the right to serve a counter notice.

DATED: Newark, New Jersey
February 9, 2011

FOR:

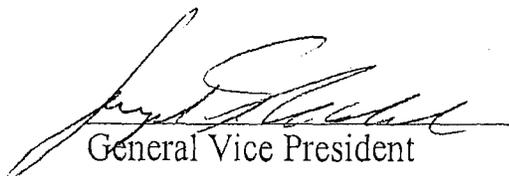
RAILWAY INDEPENDENT TRANSIT UNION



General President



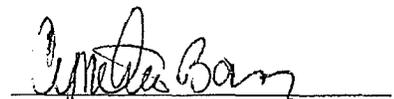
Assistant General President



General Vice President

FOR:

PATH



Chief Negotiator - PATH

APPENDIX "A"

<u>Title</u>		6/8/2006	6/8/2007	6/8/2008	6/8/2009	10/8/2010	10/8/2011
Electronic Specialist	1	\$ 33.53	\$ 34.54	\$ 35.58	\$ 36.65	\$ 37.75	\$ 38.88
	2	\$ 35.28	\$ 36.34	\$ 37.43	\$ 38.55	\$ 39.71	\$ 40.90
Lead Mechanic	1	\$ 32.48	\$ 33.45	\$ 34.45	\$ 35.48	\$ 36.54	\$ 37.64
	2	\$ 33.79	\$ 34.80	\$ 35.84	\$ 36.92	\$ 38.03	\$ 39.17
	3					\$ 38.93	\$ 40.10
Car Repair Electrician	1	\$ 31.02	\$ 31.95	\$ 32.91	\$ 33.90	\$ 34.92	\$ 35.97
	2	\$ 32.48	\$ 33.45	\$ 34.45	\$ 35.48	\$ 36.54	\$ 37.64
Machinist	3					\$ 37.44	\$ 38.56
Car Inspector							
Apprentice	1	\$ 22.81	\$ 23.49	\$ 24.19	\$ 24.92	\$ 25.67	\$ 26.44
	2	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.81	\$ 27.61
	3	\$ 27.35	\$ 28.17	\$ 29.02	\$ 29.89	\$ 30.79	\$ 31.71
General Maintainer	1	\$ 15.84	\$ 16.32	\$ 16.81	\$ 17.31	\$ 17.83	\$ 18.36
	2	\$ 16.75	\$ 17.25	\$ 17.77	\$ 18.30	\$ 18.85	\$ 19.42
	3	\$ 20.01	\$ 20.61	\$ 21.23	\$ 21.87	\$ 22.53	\$ 23.21
	4	\$ 21.07	\$ 21.70	\$ 22.35	\$ 23.02	\$ 23.71	\$ 24.42
	5	\$ 22.76	\$ 23.44	\$ 24.14	\$ 24.86	\$ 25.61	\$ 26.38
	**	\$ 25.41	\$ 26.17	\$ 26.96	\$ 27.77	\$ 28.60	\$ 29.46

*For Electronic Specialist:

- 1 1st year of employment
- 2 2nd year of employment and thereafter

*For Apprentice, Lead Mechanic, Car Repairman, Electrician, Machinist & Car Inspector,

- 1 1st year of employment
- 2 2nd year of employment
- 3 3rd year of employment and thereafter

*For General Maintainer:

- 1 1st year of employment
- 2 2nd year of employment
- 3 3rd year of employment
- 4 4th year of employment
- 5 5th year of employment and thereafter

** General Maintainers employed in that title on or before April 1, 1998 will be grandfathered into this rate (**). General Maintainers employed in that title on or before April 1, 1998, if promoted to Apprentice and subsequently returned to the General Maintainer title pursuant to the terms of the Agreement, will be paid at the grandfathered (**) rate. This rate will not be paid to any employee who enters the General Maintainer title after April 1, 1998.

AGREEMENT

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

AND

**TRANSPORT WORKERS UNION OF AMERICA
(LOCAL 2001)**

shall be those listed in AP 20-3.01 (attached hereto as Appendix "C"). Any lost-time injury on duty shall disqualify an individual from consideration as well as any unpaid absences, including, but not limited to, leaves and suspensions.

**ARTICLE XV
EFFECT AND TERM OF AGREEMENT**

This agreement constitutes the sole agreement, between PATH and the Organization (except for those agreements described by date in Appendix "B" annexed hereto and incorporated by reference herein), and supersedes all agreements between the parties (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date hereof.

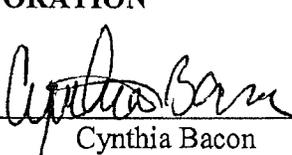
The effective date of this agreement shall be November 18, 2005, except where otherwise noted, and it shall stay in effect until changed or modified in accordance with the Railway Labor Act. The Union agrees that it shall serve no notice on PATH, pursuant to the terms of the Railway Labor Act, prior to sixty (60) days before November 18, 2011, to be effective November 18, 2011. However, if PATH serves such a notice, the Organization shall have the right to serve a Section 6 notice.

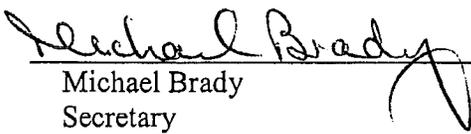
Signed at Newark, New Jersey, October 30, 2008

**TRANSPORT WORKERS UNION
OF AMERICA**

By: 
Peter Sandomenico
General Chairman

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

By: 
Cynthia Bacon
Chief Negotiator

By: 
Michael Brady
Secretary

By: 
John R. Feltz
President, Local 2001

APPENDIX "A"

Title	Step ***	Effective <u>11/18/2005</u>	Effective <u>11/18/2006</u>	Effective <u>11/18/2007</u>	Effective <u>11/18/2008</u>	Effective <u>11/18/2009</u>	Effective <u>11/18/2010</u>
"A"							
Mechanical equip. Repairman	1	\$29.48	\$30.36	\$31.27	\$32.21	\$33.18	\$34.18
Trackman III	2	\$32.19	\$33.16	\$34.16	\$35.19	\$36.25	\$37.34
Structure Maintainer III							
Pump Maintainer III							
Carpenter II**							
Mason II**							
Painter II							
Plumber II**							
Welder							
Maintenance Mechanic							
"B"							
Mechanical Equip. Operator II		\$ 31.39	\$32.33	\$33.30	\$34.30	\$35.33	\$36.39
"C"							
Mechanical Equip. Operator I	1	\$28.04	\$28.88	\$29.75	\$30.64	\$31.56	\$32.51
Electrician*	2	\$30.68	\$31.60	\$32.55	\$33.53	\$34.54	\$35.58
"D"							
Pump Maintainer II	1	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26
Trackman II	2	\$29.48	\$30.36	\$31.27	\$32.21	\$33.18	\$34.18
Carpenter I**							
Mason I**							
Painter I							
Plumber I**							
Burner							
Locksmith							

APPENDIX "A"

Title	Step ***	Effective 11/18/2005	Effective 11/18/2006	Effective 11/18/2007	Effective 11/18/2008	Effective 11/18/2009	Effective 11/18/2010
"E"							
Structure Maintainer II	1	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64
Pump Maintainer I	2	\$26.97	\$27.48	\$28.61	\$29.47	\$30.35	\$31.26
Fire Marshall							
Track Inspector							
"F"							
Flagman		\$24.94	\$25.69	\$26.46	\$27.25	\$28.07	\$28.91
"G"							
Pump Helper	1	\$22.66	\$23.34	\$24.04	\$24.76	\$25.50	\$26.27
Trades Helper (General)	2	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64
Trades Helper (Painter)	3****	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26
Trainee							
"H"							
Trackman I	1	\$17.47	\$17.99	\$18.53	\$19.09	\$19.66	\$20.25
Structure Maintainer I	2	\$20.10	\$20.70	\$21.32	\$21.96	\$22.62	\$23.30
	3	\$21.96	\$22.62	\$23.30	\$24.00	\$24.72	\$25.46
	4	\$23.66	\$24.37	\$25.10	\$25.85	\$26.63	\$27.43
	5	\$24.71	\$25.45	\$26.21	\$27.00	\$27.81	\$28.64
Trackman/Structure Maintainer/ Pump Helper (Summer Temporary)		\$17.47	\$17.99	\$18.53	\$19.09	\$19.66	\$20.25

* Building only

** Rail and building

*** 1 – 1st year of employment

2 – 2nd year of employment

3 – 3rd year of employment

4 – 4th year of employment

5 – 5th year of employment and thereafter

**** Step 3 applied to the TRAINEE class only and will be paid only upon successful completion of the Trades Improvement program.

AGREEMENT

Between

**PORT AUTHORITY TRANS-HUDSON
CORPORATION**

And

**UNITED TRANSPORTATION UNION
(Conductors Group)**

**ARTICLE XIV
EFFECT AND TERM OF AGREEMENT**

This agreement constitutes the sole agreement, covering Trainmen, between PATH and the Union (except for those agreements described by date in Appendix "B" annexed hereto and incorporated by reference herein), and supersedes all agreements, insofar as they cover Trainmen, between the parties or their predecessors (except such agreements as are set forth in Appendix "B") existing at any time prior to the effective date hereof.

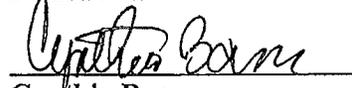
The effective date of this Agreement shall be February 19, 2008, except as otherwise provided. Both parties agree that no notice shall be served pursuant to the term of the Railway Labor Act prior to sixty (60) days before February 19, 2012, to be effective on that date.

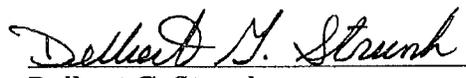
**DATED: NEWARK, NEW JERSEY,
August 6, 2010**

FOR THE UNION:


Michael Stefanik
General Chairman,
UTU (Conductors Group) - Local 1413

FOR PATH:


Cynthia Bacon
Chief Negotiator, PATH


Delbert G. Strunk
Vice President, UTU

**Appendix A
Conductors**

Effective	Step*	Hourly	Daily	Weekly
2/19/2008	1	\$ 23.22	\$ 185.76	\$ 928.80
	2	\$ 26.16	\$ 209.28	\$ 1,046.40
	3	\$ 27.71	\$ 221.68	\$ 1,108.40
	4	\$ 29.36	\$ 234.88	\$ 1,174.40
	5	\$ 32.63	\$ 261.04	\$ 1,305.20
2/19/2009	1	\$ 23.92	\$ 191.36	\$ 956.80
	2	\$ 26.95	\$ 215.60	\$ 1,078.00
	3	\$ 28.54	\$ 228.32	\$ 1,141.60
	4	\$ 30.24	\$ 241.92	\$ 1,209.60
	5	\$ 33.61	\$ 268.88	\$ 1,344.40
2/19/2010	1	\$ 24.64	\$ 197.12	\$ 985.60
	2	\$ 27.76	\$ 222.08	\$ 1,110.40
	3	\$ 29.40	\$ 235.20	\$ 1,176.00
	4	\$ 31.15	\$ 249.20	\$ 1,246.00
	5	\$ 34.62	\$ 276.96	\$ 1,384.80
2/19/2011	1	\$ 25.38	\$ 203.04	\$ 1,015.20
	2	\$ 28.59	\$ 228.72	\$ 1,143.60
	3	\$ 30.28	\$ 242.24	\$ 1,211.20
	4	\$ 32.08	\$ 256.64	\$ 1,283.20
	5	\$ 35.66	\$ 285.28	\$ 1,426.40

* Indicates first, second, third, fourth and fifth year of employment. All employees who enter the UTU Conductor roster shall begin at the Step 1 rate.