

**RESOLUTION 23-24 – COLLECTIVE BARGAINING AGREEMENT BETWEEN THE DELAWARE RIVER AND BAY AUTHORITY AND DISTRICT NO. 1 – PCD, MARINE ENGINEERS’ BENEFICIAL ASSOCIATION, AFL-CIO, FOR CERTAIN MARINE EMPLOYEES AT THE CAPE MAY-LEWES FERRY**

WHEREAS, The Delaware River and Bay Authority (the “Authority”) owns and operates the Delaware Memorial Bridge, the Cape May-Lewes Ferry, the-Forts Ferry, and five (5) airport facilities; and

WHEREAS, certain Marine employees at the Cape May-Lewes Ferry voluntarily designated District No. 1 - PCD, Marine Engineers’ Beneficial Association, AFL-CIO (“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, 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 MEBA have negotiated a successor collective bargaining agreement and desire to execute such 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 New Agreement shall be retroactive to January 1, 2023, and expire on December 31, 2025; and

WHEREAS, the Authority desires to approve the New Agreement; and

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 Successor Agreement upon the Union’s favorable ratification vote.

## **Resolution 23-24 Executive Summary Sheet**

**Resolution:** Execute a Successor Agreement between the Delaware River and Bay Authority and the District No. 1 - PCD, Marine Engineers' Beneficial Association, AFL-CIO

**Committee:** Personnel Committee

**Committee/Board Date:**

May 16, 2023

**Purpose of Resolution:**

To approve a three (3) year collective bargaining agreement between Delaware River and Bay Authority (the "Authority") and the District No.1 - PCD- Marine Engineer's Beneficial Association, AFL-CIO ("Union").

**Background for Resolution:**

The Authority and Union concluded negotiations on April 25, 2023 with a Tentative Agreement.

This collective bargaining agreement includes the following provisions:

1. Three (3) year contract covering 2023, 2024, and 2025;
2. 2023 wage scale increase of \$3,000 plus 2.0%, retroactive to January 1;
3. 2024 wage scale increase of 3.0%, effective January 1;
4. 2025 wage scale increase of 3.0%, effective January 1;
5. An increase in the number of Peak Part-Time employees from a maximum of five (5) to a maximum of ten (10);
6. An increase in the uniform allowance for each employee;
7. An increase in the shift differential payment for vessel mechanic employees; and
8. Numerous work rule improvements.

The Union ratified the contract on May 10, 2023.