



April 13, 2022

Mr. Gregg Murray
Business Manager
UA Local 855
261 East Main Street
Somerville, N.J. 08876-3008

Dispatch Department Lock-in Period

Dear Mr. Murray:

The Company and Union hereby agree to establish a three-year lock-in period for the 9371 General Clerk 1st Class and 9399 Dispatcher positions. All employees and new hires who accept such positions following the effective date of this agreement shall be precluded from bidding on any position outside of the Dispatch department, including positions represented by other labor unions, for a period of three years from the date of hire or transfer into Dispatch with only the following two exceptions: Locked-in Dispatch employees may bid on any UA Local 855 represented clerical Mobile Construction position and/or on any MAST position. The wage rate for existing internal employees hired into the Dispatch Department will be commensurate with knowledge and experience and such wage determination will be consistently applied statewide.

Any existing 9371 General Clerk 1st Class or 9399 Dispatcher at the time this agreement is executed who is not at top step of the respective Schedule "A" wage progression can volunteer to be locked-in for a three year period and accept the terms and conditions of this agreement including an immediate one pay step increase in the respective Schedule "A" wage progression.

In exchange for the lock-in period, following the effective date of this agreement, compensation for new hires who accept a 9371 General Clerk 1st Class or 9399 Dispatcher position shall begin with the second pay step of the respective Schedule "A" wage progression, thus bypassing pay step one. Any current Local 855 member who accepts a 9371 General Clerk 1st Class or 9399 Dispatcher position shall begin at the minimum of the third pay step of the respective Schedule "A" wage progression, commensurate with knowledge and experience thus bypassing pay steps one and two. It should be noted, however, that when a 9371 General Clerk 1st Class employee who is locked in or has completed their lock-in period within the past one year, bids on a 9399 Dispatcher position, the employee will begin at pay step one of the 9399 Dispatcher position and shall be exempt from another lock-in period. However, if an employee who completed the lock-in period in Dispatch bids out of the Dispatch department and then returns to the Dispatch department in the future, he/she shall be subject to another three-year lock-in period.

Unless otherwise specified, all other aspects of the parties' Collective Bargaining Agreement shall apply.

Either party may request a Newark level meeting to discuss any aspect of this Agreement.

Sincerely,

Christopher M. Munyan
Labor Relations Manager

A handwritten signature in cursive script that reads "Gregg Murray". The signature is written in black ink and is positioned above a solid horizontal line.

Gregg Murray
Business Manager, UA Local 855