

Unions Win Major Arbitration Case

Awarded Full Reimbursement for Turnpike and Parkway Travel

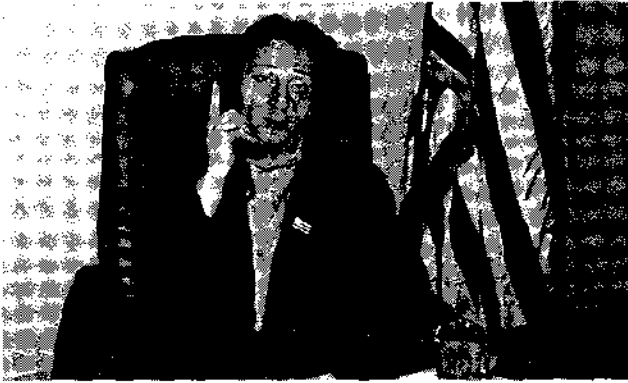
Local 194, along with several other unions on the Turnpike won a substantial arbitration case requiring the Authority to provide employees with free tolls going to and from work in addition to traveling in the course of work requiring the use of the Turnpike. Following the arbitrator's award, the Authority stalled for months before undertaking reimbursement as provided for in the award.

Working with IFPTE Local 200, Local 194 contacted the Arbitrator to force the Authority to quit stalling and pay the employees as well as set up a workable system for free passage in the future. As a result, representatives among the parties and the Arbitrator came to the following agreement which should have everyone reimbursed by the end of August.

1. The Turnpike was required to send out forms to all employees with instructions for supplying the needed information and documentation by May 31st.
2. Employees were instructed exactly to whom their receipts are to be returned and whom they can contact if they are having any difficulty in providing the information.
3. The Authority assured the union representatives and arbitrator that three full-time employees will be assigned to reviewing the submissions and approving them for payment. They did, as instructed by the arbitrator, begin processing reimbursements in early June.
4. Upon approval, reimbursement will be made in the employee's next paycheck or the following paycheck.
5. No checks will be delayed among a group of employees in the event one or more submissions lack adequate information or documentation.

While this is a major victory for the Union, there have been many over recent months. The Union is diligently fighting every attempt by the Authority to violate the contract. Since last fall, eight straight cases were either won or settled in favor of the Union and the Members. (See page 3 for more details.)

Attend Your Membership Meeting!



From the President's Desk

Governor Christie declared war with the unions his first day in office when he signed Executive Order 7 which took away the right of public employee unions to make political contributions. The unions fought it in court and won. We've been fighting an uphill battle ever since.

As you can see from the articles this month, we've been winning many of the battles. In spite of the fact that management has corrupted our grievance process by always voting no even when the preponderance of the evidence is in our favor, justice has been served through arbitration.

The battles continue with many cases pending in arbitration. Management has even resorted to filing scope petitions with the Public Employee's Relations Commission because they know it has been usurped by this Administration. They spare no expense hiring outside attorneys to handle their arbitration cases and often get hearings cancelled at the last minute requiring them to pay the arbitrator's cancellation fee, usually in excess of \$1,000.

Before this governor took office we had two arbitrations in ten years. We filed two in the past two weeks alone. Investigating and preparing for the myriad of grievances, arbitrations and disciplinary cases is very time-consuming. Sometimes we consult with legal experts and have even retained attorneys for some of the more complex cases where we actually have to serve as witnesses. Our record proves our success.

Rest assured we will not back down from protecting our contract and our member's rights!

Memorial Scholarship Winners Announced

To Receive Awards at June 30th
General Membership Meeting

The Local 194 Memorial Scholarship Committee has announced the 2012 winners who will be presented with their awards at the June 30th General Membership Meeting.

First Prize of \$1,500. was won by Brandon Infantes, son of Toll Collector Lisa Scott-Infantes at Interchange 18E. Brandon expects to attend Stevenson University.

One Second Prize of \$1,000. is awarded to Anthony Hopkins, son of Joe Hopkins, who works in Central Shops Auto in Hightstown. Anthony intends to matriculate to Loyola University in Maryland.

The other Second Place Prize of \$1,000. will go to Karl Marshall-Brown, son of June Cadagan, a Part-time Toll Collector at 15W. Karl plans to attend Essex County College in West Caldwell.

Third Place goes to Theodore Kot, son of Sandy Kot from the Finance Department. His award is \$500. and Ted plans to attend Brookdale College.

Johnnie Horne, son of Maintenance District #7's Jeffrey Horne also won Third Place and will receive \$500. Johnnie intends to attend Jersey City University.

Serving once again on the Scholarship Committee were John Morrow, Carol Sabanos, and Virginia Ricciardi. Winners were chosen by drawing after being determined eligible.

Local 194 congratulates the winners and thanks the Committee members for their careful review of applicants to ensure eligibility, and for their time.

Want to get the latest information and last minute solidarity actions? **Make sure you sign up for our email alerts!** Be sure to check out what's happening with IFPTE Local 194 at

www.ifpte194.org

Grievances End In Local 194 Gains

Arbitrators Correcting Management's Errors

The New Jersey Turnpike Authority had to "pay through the nose" for its stubborn denial of grievances, many of which ended up in arbitration before the Authority agreed to settle in favor of the grievant. Prior to the largest settlement ever- the denial of free passage to, from, and in the course of work (which appears on Page 1) - the Turnpike had to settle a group grievance filed by President Ehret on behalf of Part-time Toll Collectors who were denied their \$75./day State-of-Emergency bonus for bad weather events last August and October.

As a result of the grievance, all Part-time Collectors who worked on either or both of those days were awarded bonuses of \$75. For each day worked.

Joanne Papagallo filed a grievance decided by an Arbitrator who said she was not properly paid when promoted from her O-C-T job to Maintenance Records Clerk. On November 28th, she was awarded her full back pay of almost \$2.00/hour back to January 20, 2011, almost a full year!

Having a similar situation as Joanne, Jennifer Schumacher also grieved, and went to arbitration. Her arbitrator reached the same conclusion as Joanne's and, on January 2nd issued her an award of back pay over \$3.00/hr.

When the Turnpike misutilized summertime Toll Collectors, President Ehret filed another Group Grievance with the Authority. After much discussion, the Turnpike paid nearly 2,000 hours of by-passed overtime.

Continued Next Column

Don Ricker, a Heavy Equipment Operator, was disabled due to a job injury and was unable to use his held-over Vacation time. His grievance went to arbitration and the arbitrator mediated a settlement. Don received \$7,612.91!

Toll Collector Carmen Delorio exhausted his sick time at the end of 2010. His five-day waiting period would be the last five days of that year. Instead of putting him on T/D, the Authority used his 2011 sick bank (which was against the rules) and charged him another 5-day waiting period. Carmen grieved and Local 194 filed for arbitration. A settlement was offered which met his demand for relief, 40 hours of pay and restoration of 80 hours to his sick bank!

Northern Division's Dave DiFulvio had a similar situation as Don Ricker. As a result of Ricker's settlement, rules were set up to address this issue and DiFulvio was returned five Vacation days.

It doesn't cost - it pays to belong to Local 194!

Local 194 Involved In Many Public Protests

Many unions and organizations supported Local 194 against the privatizing of tolls, last year. This year, it was "pay back" time as your Officers and Members picketed with workers of IBEW and CWA against Verizon. Then we supported those opposed to the closing of Buttonwood Hospital in Burlington County, participating in a rally by workers at the hospital.

Among others, we picketed with Members of Council 8 of the I.F.P.T.E. in Union County where the County Freeholders threatened to layoff 200 of our brothers and sisters.



Pictured above are a group of Officers, led by President Fran Ehret demonstrating in Newark against Prudential in protest to their receiving \$250 million in state subsidy for moving just a few blocks away from their offices!

THINK UNION

CYNTHIA PATERSON RESIGNS DUE TO ILL HEALTH.

SANDY KOT TO FILL IN

Cynthia Paterson has resigned as Secretary-Treasurer due to ill health. Office Grievance Chairperson Sandy Kot has agreed to service until nominations at the General Membership Meeting and subsequent election for the unexpired term (End of this year).

Sandy intends to be a candidate and will be nominated.



General Membership Meeting

For all Full-time and Part-time Members

June 30, 2012

11:00 AM

***Rutgers Labor Education Center
Dominick Critelli Auditorium**

50 Labor Center Way
New Brunswick, NJ

In addition to regular business Local 194 Memorial Scholarships will be presented to the recipients and nominations will be accepted for the unexpired term of Secretary-Treasurer.

Lunch will be served following the meeting.

Directions: NJ Turnpike exit 9. Stay right after toll plaza and get on Route 18 North. About 1/2 a mile take exit for Route 1 South. About 1/4 to 1/2 mile take 1st exit onto Ryder Lane towards New Brunswick. At first traffic light, make a right. Rutgers Labor Education Center is the building on the right at the traffic light.



Sandy Kot

New Jersey Turnpike Employees' Union

LOCAL 194

International Federation of Professional & Technical Engineers, AFL/CIO

BOX 790 • MILLTOWN, NEW JERSEY 08850

1-800-932-2797

AMERICA WORKS BEST WHEN WE SAY...

