

Comparison of Major Collective Bargaining Provisions

	Union Proposal	Management Proposal	Fact Finder Report
<u>Wages</u> Top Rate	"Fair & Reasonable" Increase (Stated 4.5% in Year 1, 3.5% + COLA in Years 2 and 3) Increase Shift Differential Pay	No Increase in Base for Current Employees Create 2nd Tier for New Employees at 80% of Current Top Rate	3% Annual Increase Effective January 1, 2009, 2010 and 2011
Overtime	No Proposal	Overtime only after 40 Hours Weekly - Not 8 Hours Daily	No Change
Holidays	Holiday Paid + Double Time for any Hours Worked on a Holiday	Employee must work day immediately before and after holiday to be eligible for holiday pay	No Change
Sick Leave		Eliminate annual accumulation for new hires and freeze accumulation for current employees	No Change

<u>Pension</u>			
Employee Contributions	No Change	Increase from 4.5% to 7%	No Change
Eligible Retirement Age	Change "point" system to allow for earlier retirement	Age 60 w/25 Years Service	Phase out utilization of unused sick leave for years of service purposes
\$500 Monthly Supplement	No Change	Eliminate	Eliminate
Pension Multiplier	Unstated Increase (Later learned to be 2.5% during negotiations)	No Change	Increase multiplier from 2.25 to 2.50 for years in excess of 25
Increases	One-time ad hoc increases for retirees of 5% - 20%	No Change	Single ad hoc increase of \$50-\$100 per month only for those employees whose combined retirement income from all sources puts them below poverty level
<u>Healthcare</u>			
Post Retirement Healthcare	No Change	Eliminate post-retirement health care	Creates 5-Tier Eligibility System Based on Age and Years of Service: Tier 1: Age 60-65/30+ Years Full benefits at no cost until age 65, then Tier 2 status. Tier 2: Age 65+/30+ Years Medicare Supplement and Reim-

			<p>bursment for Medicare Part B at no cost to employee</p> <p>Tier 3: Age <60/30+ Years Full benefits at current cost for active employees to age 65, then medicare supplement and part B reimbursement at same cost. Employee may use unused sick leave value toward payment.</p> <p>Tier 4: Age 65+/10 - 30 Years Eligible for Medicare Supplement and Part B at Employees sole expense, but may apply unused sick leave toward expense.</p> <p>Tier 5: Age <65/25-30 Years Eligible for enrollment in Authority health care at their sole expense, but may apply value of unused sick leave to premiums.</p> <p>All Others: Ineligible for Post-Retirement Healthcare</p>
Current Employee Contributions to Healthcare	No Change	10% of Premium	Phase in to 3% of base wage
Health Care Plan Changes	Add coverage for in vitro fertilization	Office co-pay to \$20 for HMO and PPO	Office co-pay to \$20 for HMO

	Add same sex partner coverage	<p>3-Tier Prescription Drug Co-Payment to \$5/\$20/\$45 on HMO</p> <p>Convert PPO to \$250 Individual/\$500 Family Deductible</p> <p>PPO Prescription Co-Pay of \$10/\$25/\$50</p>	<p>HMO Prescription Drug Co-Payment of \$0/\$20/\$45</p> <p>Convert PPO to \$250 Individual/\$500 Family Deductible</p> <p>PPO Prescription Co-Pay of \$0/\$25/\$50.</p>
Spouse Coverage	Add same sex partner coverage	<p>Eliminate coverage for spouses who have coverage available from another source</p> <p>Eliminate duplicate coverage for married couples who both work at Port Authority</p>	Eliminate duplicate coverage for married couples who both work at Port Authority
<u>Other</u> Subcontracting	No Change	Expand ability to sub-contract non-transit services such as custodial, snow removal, vehicle cleaning, off-board fare collection, etc.	No Change - Specifically retains provisions of current CBA for all other issues