PORT AUTHORITY
TRANS-HUDSON CORPORATION

April 29, 2025

Mr. Patrick Howard *via email to pmhow73@yahoo.com*
President, TWU Local 2001
25 Newbridge Road, Ste. 208
Hicksville, NY 11801

Re: Pump Trainee & Pump Maintainer Promotion

Dear Mr. Howard:

This refers to our discussions on the above-captioned positions and the clarification of their handling with respect to lock-in, promotion, and rates of pay.

As you know, several Pump Trainees were hired in 2023 and were promoted in 2024 to Pump Maintainer I under the "F" rate of pay and received "Step 1" of the "F" rate of pay, which is lower than the "Step 3" rate of pay for the Trainee title. After several discussions, it was agreed to resolve the circumstances for these employees, and for all future Pump Trainees, subject to the following:

It is understood that the position of "Pump Helper" was abolished and all "Pump Helpers" were required to enter the position of "Pump Trainee." The newly created "Pump Trainee" is a "Trainee" under Article 1 of the Collective Bargaining Agreement. Accordingly, Trainees must promote and graduate from the Trainee program or be subject to termination without a Notice of Investigation during the duration of the Pump Trainee program, per Article 1 (B). It is understood that the program is approximately twelve (12) months in duration.

Pump Trainees are hired into "Step 1" of the "H" rate of pay. Similar to Trainees in the Trades Improvement Program, effective immediately, Pump Trainee's will receive the "Step 3" of the "H" rate of pay once they complete the Pump Trainee Training Program and are qualified to perform work at the Journeyman level. This immediate change of rate is retroactively applicable. A list of affected employees is attached to this letter. The Carrier will work with the Organization and the Structures & Facilities division to ensure that these retroactive wages are processed and that the affected employees are made whole pursuant to this agreement.

Additionally, the "D" rate of pay scale is modified (to include an additional step) as follows:

Step 1 = $42.47 = first and second year of employment
Step 2 = $44.17 = third year of employment
Step 3 = $46.41 = fourth year of employment

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Should the Carrier wish to promulgate additional Training Programs and create additional "Trainee" titles in the future, it will confer with the Organization.

It is further understood that this clarification will not result in the filing of any claims or grievances as a result of this Agreement.

If the above reflects your understanding, please indicate your concurrence below.

Very truly yours,

James Devine
Chief Negotiator – PATH
JADEVINE@panynj.gov

I concur: _____ Date: April 30, 2025
Patrick Howard
President, Local 2001 - TWU

Attachment – List of Affected Employees hired as Pump Trainees and promoted to Maintainer I

Cc: D. Valdes
C. Rosmaninho
R. Cassaro – TWU *via email to rcassaro@panynj.gov*
P. Cook – TWU *via email to pcook@panynj.gov*