



# Township of Maplewood

Municipal Building, 574 Valley Street  
Maplewood, New Jersey 07040-2691  
Telephone (973) 762-8120  
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Joseph F. Manning  
Administrator

## MEMORANDUM OF AGREEMENT

April 27, 2009

The Township of Maplewood (Township) and the members of United Construction Trades and Industrial Employees International Union (Union) desire to settle their contract negotiations and both the Township and Union agree to the following:

1. A four year contract with a total of 13% increases over the period as follows:
  - Effective January 1, 2007 – 6.0% increase;
  - Effective January 1, 2008 – 2.0% increase;
  - Effective January 1, 2009 – 2.0% increase;
  - Effective January 1, 2010 – a 3.0% increase.
  - Retroactive pay to be made to all bargaining unit member in June 2009.
2. Union members will pay a flat \$375.00 per year towards health benefits starting January 1, 2009.
3. Union agrees to drop its Unfair Practice with PERC regarding the Township's health plan.
4. Union and management will work to develop a light duty policy for its members who are injured or become sick due to work related issues.
5. The Township agrees to a \$50 increase in the clothing allowance effective January 1, 2009.
6. In addition the Township and Union agree to add a fifth year to the contract at a 3.50% increase effective January 1, 2011.

For the Township:

Joseph F. Manning

Date: 4-30-09

For the Union:

Frank A. Monaco

Date: 4/30/09

**TOWNSHIP OF MAPLEWOOD**



**RESOLUTION NO. 89-09**

**RESOLUTION  
APPROVING MEMORANDUM OF AGREEMENT  
WITH UNITED CONSTRUCTION TRADES  
AND INDUSTRIAL EMPLOYEES INTERNATIONAL UNION**

**WHEREAS**, the Township of Maplewood ("Township") and the United Construction Trades and Industrial Employees International Trade (the "Union") have been negotiating the terms of a new contract; and

**WHEREAS**, the Township=s Business Administrator advises that an agreement has been reached with the Union; and

**WHEREAS**, the Township and the Union have signed a Memorandum of Agreement dated April 27, 2009; and

**WHEREAS**, it is in the best interests of the Township to finalize its agreement with the Union.


**NOW, THEREFORE, BE IT RESOLVED**, by the Township Committee of the Township of Maplewood, County of Essex, State of New Jersey that:

- 1) The Memorandum of Agreement dated April 27, 2009, a copy of which is attached, be and is hereby approved.
  
- 2) The Township=s Business Administrator with the assistance of the Township=s Labor Counsel is to prepare a formal agreement with the Union reflecting the terms of the Memorandum of Agreement.

I, Elizabeth J. Fritzen, Township Clerk of the Township of Maplewood, in the County of Essex and State of New Jersey, do hereby certify that the foregoing is a true and correct copy of a Resolution adopted by the Township Committee of the Township of Maplewood,

County of Essex, State of New Jersey, at a regular meeting of said Committee held on May 5, 2009.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Township of Maplewood in the County of Essex and State of New Jersey, on this 5th day of May 5, 2009.

  
ELIZABETH J. FRITZEN, R.M.C.  
Township Clerk