

12/18/2015

Roxbury Township & IBT Local 97

Memorandum of Agreement

The parties, having attended mediation sessions and bargained for their respective positions, hereby agree as follows. All proposals not delineated below ^{or attached hereto} are considered withdrawn and not agreed upon.

1) a) Wages - Each bargaining unit member shall receive an increase to their base salary as follows:

<u>January 1, 2016</u>	<u>January 1, 2017</u>	<u>January 1, 2018</u>
\$ 900	\$ 925	\$ 970

b) the health officer (r.e.h.s.) shall not receive the above increase, but shall receive the following:

<u>January 1, 2016</u>	<u>January 1, 2017</u>	<u>January 1, 2018</u>
\$ 1300	\$ 1300	\$ 1300

2) Unused sick incentive - Bargaining unit members who uses 3 days of sick leave or less in a calendar year shall be entitled to 0.5% of their base salary as a bonus.

3) Clothing allowance - The parties agree that in order to be eligible for the \$ 200 clothing allowance, that member will have worked 300 hours in a calendar year in field duties.

4) ~~Employees hired after January 1, 2016~~ No employees hired after January 1, 2016 shall be entitled to sick leave payout after 10 years of service. Sick leave payout will be limited to retirement or death.

5) Any overtime minimums currently set at 4 hours will be changed to 3 hours.

6) The respective parties will recommend ratification and/or passage of this agreement.

Christopher Rath
Christopher Rath, Roxbury Township

Jill Pitman
Jill Pitman, IBT Local 97