

MEMORANDUM OF AGREEMENT

Between

TOWNSHIP OF UNION

And

PBA Local 69 /SOA

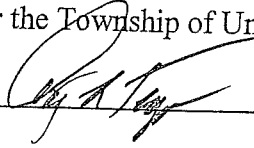
The parties hereby agree to recommend the following changes to the 2004-2008 collective bargaining agreement for ratification and approval:

1. Term of Agreement – 4 years
2. Wages
 - January 1, 2009 Increase by 2.5%
 - January 1, 2010 Increase by 3.0%
 - January 1, 2011 Increase by 2.75%
 - January 1, 2012 Increase by 2.25%
3. Article IV, Insurance and Related Articles – The health insurance plan provided by the Township, including the prescription plan, will change to the New Jersey State Health Benefit Direct 10 Plan. The Township shall have the right to “switch” as soon as possible after ratification and approval of this Memorandum.
4. Article IV, Insurance and Related Articles – This shall also be modified to provide that the standard for any future change of health benefits is that the new plan must be equal to or better than the State Health Benefits Plan (SHBP) Direct 10 Plans for year 2010. Therefore, any change from the current benefits which are in effect when the Plans commence must be equal to or better than those previously provided by the SHBP Direct 10, 2010.
5. Article IV, Section J shall be deleted.

6. The Township agrees that there will be no layoffs whether temporary or permanent, or demotions, or any other layoffs of employees represented by PBA Local 69/SOA during calendar year 2010 and 2011. Apart from any other relief which PBA Local 69 /SOA may seek in the event of violation of this provision, the consequences if there is such an effort to lay off, in addition are that the municipality must make payments to each of the laid off or demoted PBA Local 69 /SOA represented employees an amount equal to the base salary lost by each of such employees during the period January 1, 2010 through December 31, 2011. This guarantee and payment for 2011 shall not be in effect if the municipal portion of State Aid is reduced by any more than 20% of what was received in budget year 2010.
7. Article XXII, Miscellaneous, Section D. shall be amended to include the following new subsection: All departmental investigations shall be conducted consistent with the Attorney General Guidelines on Internal Affairs.
8. The Township agrees to meet with the Union within 30 Days of the execution date to agree upon an increase in the "Job -in-blue "rate.
9. The Township agrees to implement all wage increases and to pay all retroactive monies within 45 calendar days from March 15. 2010.
10. The terms of this Memorandum of Agreement are subject to ratification by the members of the PBA/SOA and the Township Committee. All proposals submitted by the parties during Negotiations and not included herein are deemed withdrawn. This Agreement shall not be In effect unless ratified by the Unions 'membership. The Agreement shall be void if not fully ratified by all parties by March 15, 2010

11. This Memorandum of Agreement between the Township and the PBA and the SOA is entered into on this 25 day of February 2010.

For the Township of Union:



MAYOR

For PBA Local 69/SOA

