

COLLECTIVE BARGAINING AGREEMENT
BETWEEN
BOROUGH OF RIVER EDGE
AND
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 125
BLUE COLLAR UNIT

JANUARY 1, 2019 through DECEMBER 31, 2022

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PREAMBLE

THIS AGREEMENT, entered into this 5th day of October, 2021, by and between the Borough of River Edge, in the County of Bergen, New Jersey, a Municipal Corporation of the State of New Jersey, with its principal place of business located at 705 Kinderkamack Road, River Edge, New Jersey, 07661, hereinafter called “the Employer” and International Brotherhood of Teamsters, Local 125 with its principal place of business located at 585 Hamburg Turnpike, Wayne, New Jersey 07470, hereinafter called the “Union.”

WHEREAS, the parties have negotiated terms and conditions of employment and wish to enter into a complete Agreement concerning the same.

NOW, THEREFORE, in consideration of the mutual promises, covenants, and undertakings set forth hereinafter, the parties agree as follows:

ARTICLE 1

RECOGNITION

1. The Employer recognized the Union as the exclusive bargaining agent for all blue collar employees including but not limited to the following job titles: Trainee, Laborer, Tree Trimmer, Equipment Operator, General Repairman, Mechanic, Part-Time Bus/Van Driver and Part-Time Recycling Employee, but excluding supervisors, white collar employees, professional employees, craft employees, managerial executives, confidential employees and police within the meaning of the New Jersey Employer Employee Relations Act, hereinafter called the "Act".

ARTICLE 2

PROBATIONARY PERIOD

1. All employees hired after the date of this Agreement shall be probationary employees for a period of one (1) year commencing on the date of hire. The probationary period may be extended by the employer for just cause, but such period shall not exceed six (6) additional months.

The employer shall notify the union (steward) in advance and in writing of any extensions of probationary periods.

2. The Borough reserves the right to terminate a probationary employee for any reason. Probationary employees may be terminated or otherwise disciplined during the probationary period without recourse to any grievance or arbitration procedure, nor shall such employees have the right to grieve or arbitrate a decision of the Employer concerning which employees have successfully completed the probationary period. If so terminated, such employees shall be told the reasons for the termination and shall have the right to a hearing before the Borough Administrator.

3. After successful completion of the probationary period such employees shall be deemed permanent employees.

ARTICLE 3

UNION SECURITY

1. The Employer will admit representatives of the Union to the garage located at the River Side Way, River Edge, New Jersey during the hours which employees are working for the purpose of presenting grievances or administering this Agreement. However, the representatives of the Union shall first announce their presence to the Employer's Superintendent and request permission to conduct their business. The Request shall not be unreasonably denied.

2. The Employer will recognize one (1) steward and one (1) alternate steward, both designated by the Union for the purpose of presenting grievances to the Employer pursuant to Article 4. The steward may present grievances to the Superintendent at mutually convenient times. The Union shall notify the Employer of the names of the steward and alternate steward. Absence is defined as the absence of the steward from work on a specific day.

3. The Employer will provide one (1) bulletin board at the garage for the exclusive use of the Union for the purpose of posting notices relevant to the business of the Union. Notices shall not contain partisan political material or material defamatory or degrading to the Employer or any of the Employer's employees. It shall be the duty of the Union steward to supervise the contents of the notices.

4. The Employer will make payroll deduction of uniform Union membership dues from the earnings of employees provided employees file with the Employer's Clerk, written authorization for such payroll deductions and further provided that the Union certifies to the Employer the amount of the membership dues. The payroll deductions

made pursuant to this Article shall be forwarded to the Union at its principal place of business no later than seven (7) days after deduction is made.

5. The Employer disclaims any responsibility for the payroll deductions after same have been forwarded to the Union and the Union agrees to indemnify and hold the Employer harmless against any and all claims, demands, suits, or other action of whatsoever kind which may arise out of or by reason of the payroll deduction made by the Employer acting in reliance upon a written authorization.

6. Written authorizations shall remain in effect unless written notice of the revocation is filed with the Employer's Clerk. The notice of revocation shall be effective on July 1 or January 1 next succeeding the filing.

ARTICLE 4

GRIEVANCE PROCEDURE

1. A Grievance is hereby defined as any difference or dispute between the Employer and the Union or the Employer and any employee covered by this Agreement with respect to either the interpretation or application of the provisions of this Agreement or a dispute concerning the interpretation or application of those Employer policies and regulations which intimately and directly affect the work and welfare of the employees; but the definition of a grievance shall not include a dispute concerning the application or interpretation of the Employer's policies and regulations which concern inherent managerial prerogatives.

2. The procedure for settlement of grievances shall be as follows:

Step 1. The Union or an aggrieved employee shall present the grievance to the Superintendent of the Department of Public Works within ten (10) working days of the occurrence of the incident upon which the grievance is based. Any grievance not presented within ten (10) working days of the occurrence of the incident shall be deemed waived. However, a grievance concerning the accuracy of a pay check may be presented within one (1) year. The Superintendent shall reply to the grievance within five (5) working days of the presentation. If the reply is unsatisfactory or if the grievance is not replied to within five (5) working days, the grievance shall be deemed to be unsettled and the Union or the aggrieved employee may immediately proceed to Step 2. Time for presentation and reply to the grievance may be extended by express mutual consent.

Step 2. If the grievance is not settled at Step 1, then the Union or the aggrieved employee may then present the grievance to the Borough Administrator by filing a

written copy of the grievance and the reply within ten (10) working days of the completion of Step 1. The grievance shall be heard by the Borough Administrator within fourteen (14) working days of the filing on the date and at a time convenient for all parties. A written reply shall be made by the Borough Administrator within ten (10) working days of the hearing. If a grievance which does not involve a suspension of more than five (5) working days, a discharge or a demotion is not settled at Step 2, then the Union shall have the right to proceed to trial and binding arbitration as provided by Article 5.

Step 3. If a grievance which involves a suspension of more than five (5) working days, a discharge or a demotion is not settled at Step 2, then the Union or the aggrieved employee may then present the grievance to the Mayor and Council by filing a written copy of the grievance and the reply within ten (10) working days of the completion of Step 2. The grievance shall be heard by the Mayor and Council at a closed session within thirty (30) working days of its filing at Step 3. A written response shall be made by the Mayor and Council within ten (10) working days after the hearing. If the grievance is not settled at Step 3, then the Union shall have the right to proceed to final and binding arbitration as provided by Article 5.

3. Time for presentation of any reply to grievances may be extended by express mutual consent.

4. If the Employer suspends or discharges an employee for the reasons set forth in Article 25, then it shall give the Union written notice of such action within two (2) working days of taking such action. If the employee or the Union grieve such action,

then the Borough Administrator shall hold a hearing within fourteen (14) working days of receipt by the Borough of the grievance.

ARTICLE 5

ARBITRATION

1. If a grievance as defined in Article 4 is not settled as provided for therein, then the Employer or the Union may refer the matter to the New Jersey Public Employment Relations Commission for selection of an arbitrator according to its rules. The employee, individually, shall have no right to proceed to arbitration. Such referral must be made within thirty (30) calendar days of receipt of the written decision, pursuant to Article 4, Step 2 or 3. Failure to refer the grievance to arbitration within the aforesaid thirty (30) calendar days shall be conclusively deemed a waiver of the right to arbitration.

2. The power of the arbitrator appointed shall be limited to interpretation or application of the provisions of this Agreement and the arbitrator shall have no power to modify, add to or subtract from the rights and obligations of the parties.

3. The following decision of the Arbitrator shall be in writing and shall include the reasons for such decision.

4. The decision of the Arbitrator shall be binding upon the Employer and the Union and employee.

5. The parties direct the Arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

6. The costs for the services of the Arbitrator shall be borne equally by the Borough and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

7. The Arbitrator shall be bound by the provisions of this Agreement and by the Constitution and Laws of the State of New Jersey, and shall be restricted to the

application of the facts presented to him involving the grievance. The Arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.

8. Only grievances alleging violations of this collective bargaining agreement may proceed to arbitration.

ARTICLE 6

HOURS OF WORK

1. The work week shall begin at 12:00 A.M. on Monday and end at midnight on the next succeeding Sunday. Full-time employees shall be scheduled to work forty (40) hours during the work week.

2. Full-time employees shall work five (5) days during the work week. The work day shall consist of eight (8) hours of work. During the work day employees shall be allowed one (1) fifteen (15) minute rest period with pay before the meal period and one (1) ten (10) minute rest period with pay after the meal period. The meal period shall be one-half (1/2) hour and employees shall not be paid for the duration thereof. Rest periods and the meal period shall be scheduled by the Employer.

3. The usual starting time of the work day shall be 7:30 A.M.. The Employer reserves the right to change the starting time. In the event the Employer changes the starting time, then the Union shall receive thirty (30) days prior notice of the change except in case of emergency.

4. The Employer reserves the right to hire part-time employees to work less than forty (40) hours per week.

ARTICLE 7

OVERTIME

1. Overtime is defined as time worked at the direction of the Employer in excess of the scheduled forty (40) hours of work.

2. Employees are obligated to work overtime when so directed by the Employer. The Employer, whenever practical, will give reasonable notice of the need for overtime work. The Employer may excuse employees from working overtime for a reasonable and compelling reason.

3. For overtime worked in excess of the scheduled forty (40) hours in a work week, employees shall be paid one and one-half (1 1/2) times their regular rate of pay as defined in Article 21.

4. For purposes of determining whether employees have worked overtime, vacation days, holidays and sick days, which are recognized by the Employer and for which the employees are paid, shall be deemed hours worked.

5. Overtime payments shall be made in the pay periods next following the periods in which the payment was earned.

6. All work performed in excess of sixteen (16) consecutive hours within a twenty-four (24) hour period measured from 7:30 A.M. shall be paid at the rate of double the regular rate of pay. No employee shall be required to work behind the wheel without a relief break.

7. Overtime work will be offered to employees on a rotating basis commencing with the senior employee. However, the Employer shall not be obligated to

offer overtime work to employees who do not possess the qualifications to perform the work.

8. The Employer agrees to provide the Union with a list of overtime distribution on a regular basis.

ARTICLE 8

CALL BACK TIME

1. Employees who are called back to work by the Employer after having completed the scheduled work day or who are called in for unscheduled work on a Saturday, Sunday or Holiday shall be compensated at one and one-half (1 1/2) times the regular rate of pay for hours worked while called back. Employees who are called back shall be credited with a minimum of three (3) hours of work. The compensation provided in this Article shall be in place of and not in addition to compensation for overtime worked. Employees are obligated to return to work when so directed by the Employer. The Employer retains the right to keep the employee for the full call-out period.

ARTICLE 9

HOLIDAYS

1. The twelve (12) holidays set forth below will be recognized by the Employer. New Year's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving and Christmas Day. Full-time employees shall receive the regular rate of pay, (eight (8) hours at straight time) without working on the recognized holidays.

2. Recognized holidays which fall on a Saturday or Sunday will be observed as provided by State and Federal Law or in the absence of any law they will be observed on the immediately preceding Friday or the next Monday as determined by the Employer. Notice of such determination shall be given to the Union during the month of January.

3. Employees are obligated to work holidays when so directed by the Employer. In such event they shall be paid in addition to the pay provide for in paragraph 1 of this Article, one and one-half (1 ½) times the regular rate of pay for the hours actually worked on the holiday.

4. If the holiday falls on an employee's scheduled day off, or on a vacation day, then the employee shall be given another day of vacation or shall be paid for eight hours at the regular rate of pay.

5. The Employer reserves the right not to pay holiday pay to employees who do not report for work as scheduled on the work day immediately preceding or next following a recognized holiday. This provision does not apply to absences authorized by the Employer.

6. The compensation for work performed on a holiday shall not be in place of and not in addition to the compensation for overtime worked.

7. Each employee shall be entitled to one floating holiday to be scheduled by the DPW Superintendent.

8. Each employee shall be entitled to an additional floating holiday which the Union shall have the right to exchange for a prescription plan.

9. Employees may carry over either or both of the floating holidays earned in paragraphs 7 and/or 8 for one (1) year to a maximum of four (4) total floating days taken in any one (1) year.

ARTICLE 10

VACATION LEAVE

1. Employees shall receive paid vacation leave at their regular rate of pay as provided in this Article.

2. During the period beginning on the date of hire as a full-time employee and ending on the first succeeding December 31, employees may earn up to ten (10) working days vacation leave at the rate of one (1) day for each full month of employment provided that the employees have satisfactorily completed the probationary period, or if terminated during such period, they shall not be entitled to any vacation leave. If an employee begins work on or before the 15th day of the month, he shall earn vacation leave credit for the month.

Employees hired after January 1, 2011 shall, during the period beginning on the date of hire as full time employees and ending on the first succeeding December 31, earn up to nine (9) working days vacation leave at the rate of one (1) day for each five (5) and three quarter (3/4) weeks of employment provided that the employees have satisfactorily completed the probationary period. If terminated during such period, employees shall not be entitled to any vacation leave. If an employee begins work on or before the 15th day of the month, he shall earn vacation leave for the five and three quarter work period.

3. During the second through fifth years of full-time employment, inclusive, employees shall receive eleven (11) working days vacation leave.

Employees hired after January 1, 2011 during the second through fifth years of full-time employment, inclusive, shall receive nine (9) working days vacation leave.

4. During the sixth through ninth years of full-time employment, employees shall receive thirteen (13) working days vacation.

Employees hired after January 1, 2011, during the sixth through ninth years of full-time employment, shall receive eleven (11) working days vacation leave.

5. During the tenth through the fifteenth years of full-time employment, employees shall receive sixteen (16) working days vacation leave.

Employees hired after January 1, 2011, during the tenth through fifteenth years of full-time employment, shall receive fourteen (14) working days vacation leave.

6. During the sixteenth through nineteenth years of full-time employment, employees shall receive nineteen (19) working days vacation leave.

Employees hired after January 1, 2011 during the sixteenth through nineteenth years of full-time employment shall receive seventeen (17) working days vacation leave.

7. During the twentieth and succeeding years of full-time employment, employees shall receive twenty-one (21) working days vacation leave.

Employees hired after January 1, 2011 during the twentieth and succeeding years of full-time employment, shall receive twenty (20) working days vacation leave.

8. The Employer shall fix a vacation schedule and the date on which an employee is to be granted vacation. No later than March 1st of each calendar year, each employee shall submit his requested vacation period in writing. The employer will review the employee's requested vacation and shall post a schedule before the end of March. Subject to the needs of the Employer, said schedule will be arranged in accordance with the convenience of the employee and then in accordance with seniority.

Vacation time not scheduled in accordance with the foregoing shall be scheduled by the Employer in accordance with its needs.

Splitting of vacation time into separate weeks will be allowed subject to the needs of the department.

9. Should a holiday recognized by Article 9 be observed on a working day within employee's vacation period, the employee shall be entitled to an additional day's vacation.

10. Employees leaving the employ of the Employer after having two (2) weeks notice and before the completion of an entire year shall be paid for the vacation due them on a prorated basis.

11. Employees will be notified of the number of their vacation days by April 15th.

12. Employees who are on sick leave for more than thirty (30) consecutive days shall not earn any vacation time until they return to full-time duty.

13. By mutual written agreement, one-half (1/2) of the annual vacation leave, not to exceed twenty (20) days per employee may be accumulated from year to year. Such leave may be carried over to the succeeding year. In the event of termination or resignation, all carried over vacation leave shall be paid in full rate for those hired prior to April 1, 2015.

For employees hired on or after April 1, 2015, in the event of termination or resignation, all carried over vacation leave shall be paid at the rate at the time it was earned

ARTICLE II

SICK LEAVE

1. Employees covered by this Agreement who are temporarily unable to work for reasons of sickness or injury other than injury sustained during employment by the Employer shall be granted sick leave with pay at their regular rate of pay pursuant to the provisions of this Article.

2. The Employer in its discretion may require the employee to submit a doctor's certificate or other acceptable medical evidence substantiating the illness. The Employer reserves the right not to pay the employee if such evidence is insufficient.

3. Employees shall be granted up to twelve (12) days sick leave during the calendar year.

4. Unused sick leave shall accumulate for possible future use in case of prolonged illness to a maximum of ninety (90) working days.

5. Employees hired after January 1, 2011 shall be granted up to ten (10) days sick leave during the calendar year.

ARTICLE 12

BEREAVEMENT LEAVE

1. All permanent employees shall be granted bereavement leave up to three (3) days, with pay, upon the death of a member of the immediate family.
2. “Immediate family” shall mean spouse, child, parent, parent-in-law, brother, sister, brother or sister-in-law, or relative residing in the employee’s home.
3. A one-day bereavement leave, with pay, is granted to an employee to attend the funeral of a legal or blood relative.
4. One additional day may be granted if the funeral services take place more than 100 miles from River Edge.
5. An employee should notify the Department Head and the Administrator of a death in the family and of the need for leave as soon as practical.
6. Employees may be required to produce proof of death and relationship to obtain the benefits under this Article.

ARTICLE 13

UNPAID LEAVE OF ABSENCE

1. Permanent full-time employees may request a personal leave of absence without pay for good cause for a period not to exceed twenty (20) working days. Leave may be granted with the approval of the Superintendent of the Department of Public Works and at the discretion of the Mayor and Council and subject to the needs of the Borough.

2. A leave of absence may be renewed upon request of the employee and it may be granted for reasons deemed proper by the Superintendent of the Department of Public Works and at the discretion of the Mayor and Council.

3. The Employer reserves the right to revoke a leave of absence of good cause for emergency reasons upon written notice of five (5) working days.

4. All decisions of the Employer regarding leave of absence shall be discretionary.

5. At the expiration of such leave, the employee shall be returned to the position from which he is on leave and shall be entitled to all increases in the rate of pay granted during his leave for his job title. However, there shall be no retroactive pay resulting from this Article.

6. During all personal leave of absence seniority shall be retained.

ARTICLE 14

LEAVE FOR JURY DUTY

1. Employees summoned for petit jury duty will be granted a leave of absence with pay for a period not to exceed two (2) weeks. Employees shall notify the Employer within one working day of the receipt of the summons for jury duty. The parties will cooperate to attempt to have the employee excused from jury service of more than two (2) weeks. Employees must produce the summons for jury service in order to receive benefits under this Article. If employees are dismissed from jury duty and can reasonably return to the Employer's garage prior to 1:30 P.M., they shall return to work.

ARTICLE 15

HEALTH AND WELFARE BENEFITS

1. It is agreed that all existing health and welfare benefits in effect on the date of execution hereof, including ordinances and policies not inconsistent with this Agreement and which uniformly affect all employees covered by this Agreement, will be continued for the term of this Agreement.

2. Employees and their eligible dependents, as defined by law, shall be enrolled in the State Health Benefits Plan, hereinafter referred to as the "SHBP." All members shall contribute in accordance with the Tier IV rates as set forth in Chapter 78, P.L. 2011. The Borough reserves the right to substitute another insurance carrier in place of the SHBP, and to provide benefits which are equivalent to the benefits provided by the SHBP.

3. The Employer will provide disability benefits equivalent to and in the same manner and on the same conditions and limitations as benefits are provided by N.J.S.A. 43:21-27 et. seq. If the employee has accrued more than seven (7) sick days, then seven (7) sick days shall be used and disability shall be paid on the eighth consecutive day of disability. Nothing shall prevent an employee from using a portion of accrued sick time to supplement the disability being paid. The combination of disability pay and accrued time shall not exceed the current daily rate of pay. Nothing shall prevent an employee from using an accrued sick or vacation day when disability is not being paid. Employer will not become a covered Employer within the meaning of the statute but will provide the benefits by "self insurance" and the Employer will not make any deduction from employee's wages for payment of premiums. However, if effective

January 1, 1985 or thereafter, the Employer chooses to become a covered Employer within the meaning of the temporary disability benefits law N.J.S.A. 43:21-27, then the Employer may deduct from the employee's wages the maximum amount allowed by law.

ARTICLE 16

JOB RELATED INJURIES

1. The Employer represents that all employees covered by this Agreement are covered by a Workman's Compensation Insurance Policy, and that the Employer will continue to provide such coverage as required by statute. The provisions of Borough Ordinance 76-158 are incorporated into this Agreement by reference.

2. Employees who are injured, whether slightly or severely, while working, must make an immediate report within twenty-four (24) hours thereof to their Department Head or Supervisor.

3. When employees are required to return to work after normal working hours to specifically respond the inclement weather conditions (e.g., snow and ice removal), the employee shall be deemed to be working when travelling from his/her place of domicile to the Borough for purposes of workers compensation coverage and shall be paid in accordance with Article 8 – Call Back Time.

ARTICLE 17

SENIORITY

1. The seniority of an employee is hereby defined as the period of continuous service as a full-time employee dating from the most recent date of hire. The Employer will forward to the Union within ten (10) days of the date of the Agreement, a seniority list showing the names of all employees in the bargaining unit and their seniority. The seniority list shall be updated annually in the month of January.

2. The seniority of an employee as defined in this Article shall be a factor for consideration in cases of layoffs, recalls and seniority. Other factors for consideration will be the employee's training, experience and ability to perform the work required by the Employer.

3. Seniority shall be lost by an employee for the following reasons: voluntary quitting, discharge for cause or failure to be called back to work for a period of eighteen (18) months after a layoff.

ARTICLE 18

LAYOFFS

1. If the Employer decides to layoff employees due to a lack of work, to promote efficiency or due to budgetary considerations, then the Employer will give employees at least two (2) weeks notice of such layoff.

2. If employees have been laid off, then the Employer will maintain the names of such employees on a recall list for a period of eighteen (18) months subsequent to layoff. Such employees shall have the right to be rehired before persons not on the recall list. In the event that an employee on the recall list does not return to work within seven (7) days after notice of recall is mailed to his last known address, then the right to rehire shall be waived.

3. If an employee is recalled within eighteen (18) months subsequent to the layoff he/she shall retain his/her rights.

ARTICLE 19

SAFETY AND UNIFORMS

1. The Employer and the Union agree that they will comply with all provisions of applicable State safety laws.

2. The Employer shall provide clothing and accessories for the protection of the employees as it deems necessary. Such clothing and accessories as are necessary shall include the following: pants and shirts for winter and summer uniforms, jackets, raincoats or two-piece rain gear, rain hats or hoods, boots, gloves, rubber or cloth and hard hats when required. The Employer will provide one (1) pair of safety shoes for each employee every year. The Employee shall be responsible for obtaining the one (1) pair of safety shoes on their own time. Commencing in 2020, the annual boot allowance shall be \$250. In 2021, the annual boot allowance shall be \$300. In 2022, the annual boot allowance shall be \$350. Employees can utilize the entire annual allowance each year to purchase OSHA compliant boots.

3. Employees shall be responsible for the loss of all clothing and accessories which are issued to them. Clothing and accessories will be replaced by the employer when worn or damaged beyond repair.

4. Employees are required to wear all protective clothing and accessories and comply with all safety provisions. Failure to do so is a serious breach of discipline.

5. The Employer will pay for the regular cleaning of uniforms.

6. All uniforms and equipment issued by the Employer remain the property of the Employer and shall be returned upon the employee leaving the service of the Employer.

ARTICLE 20

NON-DISCRIMINATION

1. Neither party to this Agreement shall discriminate against any employee on account of race, creed, color, sex, national origin, membership or non-membership in the Union or political affiliation.

ARTICLE 21

RATES OF PAY

1. The parties have agreed upon minimum and maximum annual rates of pay for all job titles within the bargaining unit as set forth on Appendix "A" annexed to this Agreement and made a part hereof. No employee shall receive less than the minimum or more than the maximum annual rate of pay for the applicable job title. The rates of pay set forth in Appendix A and B shall be from January 1, 2019 to December 31, 2022, and Appendix A shall apply to employees hired prior to January 1, 2011 and Appendix B shall apply to employees hired after January 1, 2011.

2. The parties have agreed upon an annual rate of pay to be received by each employee in the bargaining unit as set forth on Appendix "A" annexed hereto, and made a part of this Agreement. The annual rate of pay received by each employee plus longevity pay received by the employee, if any, shall be divided by 2,080 to determine the base hourly rate of pay.

3. Employees shall be paid by check. Annual pay will be distributed in twenty-four (24) pays. Checks will be distributed on the 15th of the month and on the work day closest to the end of the month.

4. All equipment operators (I and II) and mechanics (I and II) are required to possess a "CDL-A" License. The Employer will pay for the training (as determined by the State and the Employer) in order to get the license and provide the time as well.

ARTICLE 22

LONGEVITY PAY

1. In addition to their annual rate as set forth in Appendix "A", employees shall also, during the years of employment specified below, receive a percentage of their base annual rate of pay as specified, for those employees hired prior to 7/1/93.

<u>During Years of Employment</u>	<u>Percentage</u>
0-4	0
5-8	2
9-12	4
13-16	6
17-20	8
21 and over	10

2. In addition to their annual rate as set forth in Appendix "A", employees shall also, during the years of employment specified below, receive a flat dollar amount as specified, for those employees hired on or after 7/1/93.

<u>During Years of Employment</u>	<u>Dollars</u>
0-4	\$ 0
5-8	\$ 480.00
9-12	\$ 960.00
13-16	\$1,440.00
17-20	\$1,920.00
21 and over	\$2,400.00

3. The right to longevity pay shall accrue on the anniversary date of employment.

4. Employees hired after January 1, 2011 shall not be entitled to Longevity Pay.

5. Employees hired after January 1, 2011 shall not be entitled to Ordinance 585 Severance Benefits.

ARTICLE 23

MEAL ALLOWANCE

1. Employees who are required by the Employer to work every four (4) hours of overtime due to snow emergencies or ice conditions shall be paid a meal allowance of \$9.00.

2. Employees who are required by the Employer to work every four (4) hours of overtime due to a State Declared Emergency by the Governor shall be paid a meal allowance of \$9.00.

ARTICLE 24

EMERGENCY WORKING CONDITIONS

1. If the Employer declares that an emergency exists due to weather conditions such as snow fall or ice accumulation, then the employer may immediately adjust starting and ending hours of work schedules for the duration of the emergency. Work performed in excess of 8 hours during any day of an emergency shall be compensated at the rate of 1 ½ times the base hourly rate of pay.

2. If a snow emergency is declared, then the employees have an obligation to make themselves available to the Employer for emergency snow removal duties.

3. If employees are called into work during a snow emergency, then all overtime worked during such snow emergency shall be compensated at one dollar and twenty-five cents (\$1.25) per employee, per hour in addition to overtime pay paid pursuant to this agreement.

4. In the event of a call in for snow emergency work, if an employee cannot be reached and does not report to work, this incident shall be noted in the employee's file and a copy of such notice shall be served on the employee. In the event an employee is called on a second incident and cannot be reached and does not report to work, the employee shall receive a warning notice which shall be included in his file. If an employee cannot be reached and does not report to work a third time, the Borough may forward a written reprimand to the employee and include a copy of the reprimand in the employee's file. If an employee cannot be reached and does not report to work a fourth time, the employee may be subject to disciplinary action unless the employee can

demonstrate good cause for his failure to respond. This policy shall apply for the contract period of this Agreement.

ARTICLE 25

MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing of the following rights:

1. The executive management and administrative control of the Borough Government and its properties and facilities and activities of its employees utilizing personnel methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Borough.

2. To make rules of procedure and conduct, to use improved methods and equipment, to decide the number of employees needed for a particular time and to be in sole charge of the quality and quantity of the work required.

3. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety and/or effective operation of the Department after advance notice thereof to the employees to require compliance by the employees is recognized.

4. To hire all employees, whether permanent, temporary or seasonal, to promote, transfer, assign or retain employees in positions within the Borough.

5. To set rates of pay for temporary or seasonal employees.

6. To suspend, demote, discharge or take any other appropriate disciplinary actions against any employee for good and just cause according to law.

7. Nothing contained herein shall prohibit the Borough from contracting out any work.

8. To lay off employees in the event of lack of funds or under conditions where continuation of such work would be inefficient and non-productive.

9. The Borough reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Borough.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Borough, the adoption of policies, rules, regulations, Code of Conduct and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40A:1-1 et. seq. or any national or state laws or local ordinances.

D. The parties recognize that the exercise of managerial rights is a responsibility of the Borough on behalf of the taxpayers and that the Borough cannot bargain away or eliminate any of its managerial rights. No grievance may be filed under this Agreement which in any interferes with, undermines or restricts the exercise of any managerial right by the Borough or any of its authorized managerial executives or supervisory personnel.

ARTICLE 26

RULES AND REGULATIONS

1. Proposed new work rules or modifications of existing rules governing working conditions which do not involve matters of managerial prerogative shall be posted for five (5) days and negotiated with the Union before the new rules and modifications are implemented.

ARTICLE 27

NO STRIKE – NO LOCKOUT

1. During the term of this Agreement, neither the Union nor any of its members shall engage in any job action, strike, work stoppage or slowdown, or any illegal interference with the operation of the Employer.

2. The Union agrees that it shall use its best efforts to prevent acts forbidden herein, on the part of any employee or group of employees and, in the event that any such acts take place by an employee, or picketing during each employee's tour of duty, the Union agrees it will use its best efforts to cause an immediate cessation thereof.

3. The Employer will not engage in any lockout of employees covered by this Agreement during the term of this Agreement.

ARTICLE 28

SEPARABILITY

1. If any provision of this Agreement is adjudicated illegal or unenforceable, then the remaining provisions of this Agreement shall continue in full force and effect.

ARTICLE 29

ENTIRE AGREEMENT

1. This Agreement constitutes the entire Collective Bargaining Agreement between the parties and includes and settles for the term of this Agreement all matters, which were or might have been raised in all collective bargaining negotiations leading to the signing of this Agreement. This Agreement shall supersede any rules, regulations or practices of the Employer, which shall be contrary to or inconsistent with its terms. This Agreement may be altered, changed, added to, deleted from or modified only by voluntary mutual consent of the parties in a written and signed amendment.

ARTICLE 30

DURATION OF AGREEMENT

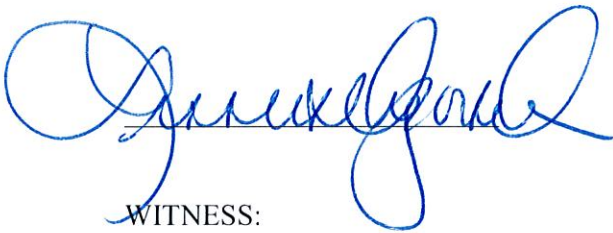
The term of this Agreement shall commence on January 1, 2019 and continue through December 31, 2022. The parties acknowledge that they have agreed upon all issues, which might be negotiated for the period of January 1, 2019 through December 31, 2022.

In the absence of written notice by either party to the other of its intention to negotiate a new Agreement, this Agreement shall automatically be renewed for the next succeeding year and from year to year thereafter, until such time as notice of intention to negotiate a new Agreement is given.

IN WITNESS WHEREOF, the parties have set their hands and deal or caused this Agreement to be signed by their duly authorized officers or representatives on the day and year first set forth above.

ATTEST

BOROUGH OF RIVER EDGE

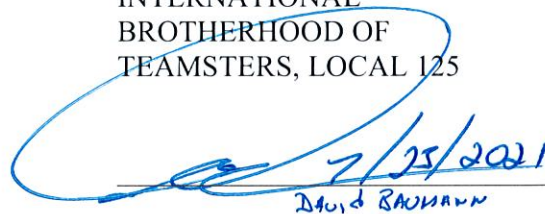




WITNESS:

INTERNATIONAL
BROTHERHOOD OF
TEAMSTERS, LOCAL 125





2/25/2021
David BAUMANN

APPENDIX A

Mechanic I					
	2018	2019	2020	2021	2022
Step 1	\$80,540	\$82,151	\$83,794	\$85,470	\$87,179
Step 2	\$81,298	\$82,924	\$84,582	\$86,274	\$88,000
Step 3	\$82,060	\$83,701	\$85,375	\$87,083	\$88,824
Step 4	\$82,832	\$84,489	\$86,178	\$87,902	\$89,660
Step 5	\$83,938	\$85,617	\$87,329	\$89,076	\$90,857
General Repairer I					
	2018	2019	2020	2021	2022
Step 1	\$78,044	\$79,605	\$81,197	\$82,821	\$84,477
Step 2	\$78,781	\$80,357	\$81,964	\$83,603	\$85,275
Step 3	\$79,523	\$81,113	\$82,736	\$84,390	\$86,078
Step 4	\$80,271	\$81,876	\$83,514	\$85,184	\$86,888
Step 5	\$81,326	\$82,953	\$84,612	\$86,304	\$88,030
Equipment Operator I					
	2018	2019	2020	2021	2022
Step 1	\$73,075	\$74,537	\$76,027	\$77,548	\$79,099
Step 2	\$73,757	\$75,232	\$76,737	\$78,272	\$79,837
Step 3	\$74,448	\$75,937	\$77,456	\$79,005	\$80,585
Step 4	\$75,145	\$76,648	\$78,181	\$79,744	\$81,339
Step 5	\$76,144	\$77,667	\$79,220	\$80,805	\$82,421
Tree Trimmer I					
	2018	2019	2020	2021	2022
Step 1	\$72,367	\$73,814	\$75,291	\$76,796	\$78,332
Step 2	\$74,093	\$75,575	\$77,086	\$78,628	\$80,201
Step 3	\$73,733	\$75,208	\$76,712	\$78,246	\$79,811
Step 4	\$74,419	\$75,907	\$77,426	\$78,974	\$80,554
Step 5	\$75,411	\$76,919	\$78,458	\$80,027	\$81,627
Laborer I					
	2018	2019	2020	2021	2022
Step 1	\$54,571	\$55,662	\$56,776	\$57,911	\$59,069
Step 2	\$55,065	\$56,166	\$57,290	\$58,435	\$59,604
Step 3	\$55,569	\$56,680	\$57,814	\$58,970	\$60,150
Step 4	\$56,075	\$57,197	\$58,340	\$59,507	\$60,697
Step 5	\$56,801	\$57,937	\$59,096	\$60,278	\$61,483
Step 6	\$58,584	\$59,756	\$60,951	\$62,170	\$63,413

Mechanic II					
	2018	2019	2020	2021	2022
Step 1	\$67,903	\$69,261	\$70,646	\$72,059	\$73,500
Step 2	\$68,533	\$69,904	\$71,302	\$72,728	\$74,182
Step 3	\$69,169	\$70,552	\$71,963	\$73,403	\$74,871
Step 4	\$69,815	\$71,211	\$72,636	\$74,088	\$75,570
Step 5	\$70,465	\$71,874	\$73,312	\$74,778	\$76,274
General Repairer II					
	2018	2019	2020	2021	2022
Step 1	\$65,625	\$66,938	\$68,276	\$69,642	\$71,035
Step 2	\$66,286	\$67,612	\$68,964	\$70,343	\$71,750
Step 3	\$66,956	\$68,295	\$69,661	\$71,054	\$72,475
Step 4	\$67,631	\$68,984	\$70,363	\$71,771	\$73,206
Step 5	\$68,313	\$69,679	\$71,073	\$72,494	\$73,944
Equipment Operator II					
	2018	2019	2020	2021	2022
Step 1	\$64,106	\$65,388	\$66,696	\$68,030	\$69,390
Step 2	\$64,442	\$65,731	\$67,045	\$68,386	\$69,754
Step 3	\$65,638	\$66,951	\$68,290	\$69,656	\$71,049
Step 4	\$67,667	\$69,020	\$70,401	\$71,809	\$73,245
Step 5	\$68,557	\$69,928	\$71,327	\$72,753	\$74,208
Tree Trimmer II					
	2018	2019	2020	2021	2022
Step 1	\$58,924	\$60,102	\$61,305	\$62,531	\$63,781
Step 2	\$59,555	\$60,746	\$61,961	\$63,200	\$64,464
Step 3	\$60,185	\$61,389	\$62,616	\$63,869	\$65,146
Step 4	\$60,820	\$62,036	\$63,277	\$64,543	\$65,834
Step 5	\$61,611	\$62,843	\$64,100	\$65,382	\$66,690
Laborer II					
	2018	2019	2020	2021	2022
Step 1	\$46,159	\$47,082	\$48,024	\$48,984	\$49,964
Step 2	\$49,405	\$50,393	\$51,401	\$52,429	\$53,478
Step 3	\$49,850	\$50,847	\$51,864	\$52,901	\$53,959
Step 4	\$50,304	\$51,310	\$52,336	\$53,383	\$54,451
Step 5	\$50,947	\$51,966	\$53,005	\$54,065	\$55,147

APPENDIX B

Mechanic I						Mechanic II					
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022
Step 1	\$76,760	\$78,295	\$79,861	\$81,458	\$83,087	Step 1	\$64,507	\$65,797	\$67,113	\$68,455	\$69,824
Step 2	\$77,207	\$78,751	\$80,927	\$82,545	\$84,196	Step 2	\$64,932	\$66,231	\$67,998	\$69,358	\$70,745
Step 3	\$77,783	\$79,339	\$81,992	\$83,632	\$85,305	Step 3	\$65,359	\$66,666	\$68,883	\$70,260	\$71,665
Step 4	\$78,295	\$79,861	\$83,058	\$84,719	\$86,413	Step 4	\$65,783	\$67,099	\$69,767	\$71,163	\$72,586
Step 5	\$78,808	\$80,384	\$84,123	\$85,806	\$87,522	Step 5	\$66,199	\$67,523	\$70,652	\$72,065	\$73,506
Step 6	\$79,318	\$80,904	\$85,189	\$86,893	\$88,631	Step 6	\$66,634	\$67,967	\$71,537	\$72,967	\$74,427
Step 7	\$79,832	\$81,429	\$86,255	\$87,980	\$89,739	Step 7	\$67,059	\$68,400	\$72,421	\$73,870	\$75,347
Step 8	\$80,342	\$81,949	\$87,320	\$89,066	\$90,847	Step 8	\$67,483	\$68,833	\$73,306	\$74,772	\$76,267
Step 9	\$80,855	\$82,472				Step 9	\$67,909	\$69,267			
Step 10	\$81,368	\$82,995				Step 10	\$68,336	\$69,703			
Step 11	\$81,882	\$83,520				Step 11	\$68,760	\$70,135			
Step 12	\$82,393	\$84,041				Step 12	\$69,185	\$70,569			
Step 13	\$82,906	\$84,564				Step 13	\$69,609	\$71,001			
Step 14	\$83,418	\$85,086				Step 14	\$70,034	\$71,435			
Step 15	\$83,929	\$85,608				Step 15	\$70,459	\$71,868			
General Repairer I						General Repairer II					
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022
Step 1	\$74,143	\$75,626	\$77,138	\$78,681	\$80,255	Step 1	\$62,343	\$63,590	\$64,862	\$66,159	\$67,482
Step 2	\$74,657	\$76,150	\$78,207	\$79,771	\$81,366	Step 2	\$62,772	\$64,027	\$65,748	\$67,063	\$68,405
Step 3	\$75,170	\$76,673	\$79,275	\$80,860	\$82,478	Step 3	\$63,197	\$64,461	\$66,635	\$67,968	\$69,327
Step 4	\$75,683	\$77,197	\$80,343	\$81,950	\$83,589	Step 4	\$63,621	\$64,893	\$67,522	\$68,872	\$70,250
Step 5	\$76,198	\$77,722	\$81,412	\$83,040	\$84,701	Step 5	\$64,048	\$65,329	\$68,408	\$69,777	\$71,172
Step 6	\$76,711	\$78,245	\$82,480	\$84,129	\$85,812	Step 6	\$64,474	\$65,763	\$69,295	\$70,681	\$72,095
Step 7	\$77,224	\$78,768	\$83,548	\$85,219	\$86,923	Step 7	\$64,902	\$66,200	\$70,182	\$71,586	\$73,017
Step 8	\$77,737	\$79,292	\$84,616	\$86,308	\$88,034	Step 8	\$65,327	\$66,634	\$71,069	\$72,490	\$73,940
Step 9	\$78,250	\$79,815				Step 9	\$65,754	\$67,069			
Step 10	\$78,763	\$80,338				Step 10	\$66,180	\$67,504			
Step 11	\$79,277	\$80,863				Step 11	\$66,607	\$67,939			
Step 12	\$79,792	\$81,388				Step 12	\$67,032	\$68,373			
Step 13	\$80,305	\$81,911				Step 13	\$67,458	\$68,807			
Step 14	\$80,819	\$82,435				Step 14	\$67,885	\$69,243			
Step 15	\$81,330	\$82,957				Step 15	\$68,309	\$69,675			
Equipment Operator I						Equipment Operator II					
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022
Step 1	\$69,422	\$70,810	\$72,227	\$73,671	\$75,145	Step 1	\$60,902	\$62,120	\$63,362	\$64,630	\$65,922
Step 2	\$69,901	\$71,299	\$73,226	\$74,690	\$76,184	Step 2	\$61,449	\$62,678	\$64,500	\$65,790	\$67,106
Step 3	\$70,380	\$71,788	\$74,224	\$75,709	\$77,223	Step 3	\$61,994	\$63,234	\$65,637	\$66,950	\$68,289
Step 4	\$70,861	\$72,278	\$75,223	\$76,728	\$78,262	Step 4	\$62,541	\$63,792	\$66,775	\$68,110	\$69,472
Step 5	\$71,340	\$72,767	\$76,222	\$77,747	\$79,301	Step 5	\$63,089	\$64,351	\$67,912	\$69,270	\$70,656
Step 6	\$71,821	\$73,257	\$77,221	\$78,765	\$80,341	Step 6	\$63,636	\$64,909	\$69,050	\$70,431	\$71,839

Step 7	\$72,301	\$73,747	\$78,220	\$79,784	\$81,380	Step 7	\$64,181	\$65,465	\$70,187	\$71,591	\$73,023
Step 8	\$72,781	\$74,237	\$79,219	\$80,804	\$82,420	Step 8	\$64,727	\$66,022	\$71,324	\$72,750	\$74,205
Step 9	\$73,250	\$74,715				Step 9	\$65,274	\$66,579			
Step 10	\$73,954	\$75,433				Step 10	\$65,821	\$67,137			
Step 11	\$74,856	\$76,353				Step 11	\$66,367	\$67,694			
Step 12	\$74,703	\$76,197				Step 12	\$66,913	\$68,251			
Step 13	\$75,181	\$76,685				Step 13	\$67,461	\$68,810			
Step 14	\$75,662	\$77,175				Step 14	\$68,007	\$69,367			
Step 15	\$76,143	\$77,666				Step 15	\$68,554	\$69,925			
Tree Trimmer I						Tree Trimmer II					
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022
Step 1	\$68,754	\$70,129	\$71,532	\$72,962	\$74,422	Step 1	\$55,980	\$57,100	\$58,242	\$59,406	\$60,595
Step 2	\$69,227	\$70,612	\$72,519	\$73,969	\$75,448	Step 2	\$56,382	\$57,510	\$59,078	\$60,260	\$61,465
Step 3	\$69,705	\$71,099	\$73,505	\$74,975	\$76,475	Step 3	\$56,784	\$57,920	\$59,915	\$61,113	\$62,335
Step 4	\$70,179	\$71,583	\$74,492	\$75,982	\$77,502	Step 4	\$57,184	\$58,328	\$60,751	\$61,966	\$63,206
Step 5	\$70,655	\$72,068	\$75,479	\$76,989	\$78,528	Step 5	\$57,588	\$58,740	\$61,588	\$62,820	\$64,076
Step 6	\$71,132	\$72,555	\$76,466	\$77,995	\$79,555	Step 6	\$57,990	\$59,150	\$62,424	\$63,673	\$64,946
Step 7	\$71,607	\$73,039	\$77,453	\$79,002	\$80,582	Step 7	\$58,393	\$59,561	\$63,261	\$64,526	\$65,817
Step 8	\$72,082	\$73,524	\$78,440	\$80,009	\$81,609	Step 8	\$58,795	\$59,971	\$64,098	\$65,380	\$66,688
Step 9	\$72,558	\$74,009				Step 9	\$59,197	\$60,381			
Step 10	\$73,033	\$74,494				Step 10	\$59,599	\$60,791			
Step 11	\$73,509	\$74,979				Step 11	\$60,000	\$61,200			
Step 12	\$73,983	\$75,463				Step 12	\$60,403	\$61,611			
Step 13	\$74,460	\$75,949				Step 13	\$60,805	\$62,021			
Step 14	\$74,936	\$76,435				Step 14	\$61,208	\$62,432			
Step 15	\$75,412	\$76,920				Step 15	\$61,609	\$62,841			
Laborer I						Laborer II					
	2018	2019	2020	2021	2022		2018	2019	2020	2021	2022
Step 1	\$51,843	\$52,880	\$53,937	\$55,016	\$56,117	Step 1	\$30,939	\$31,558	\$32,189	\$32,833	\$33,489
Step 2	\$52,292	\$53,338	\$54,939	\$56,038	\$57,159	Step 2	\$43,851	\$44,728	\$45,623	\$46,535	\$47,466
Step 3	\$52,742	\$53,797	\$55,941	\$57,059	\$58,201	Step 3	\$44,359	\$45,246	\$46,852	\$47,789	\$48,745
Step 4	\$53,189	\$54,253	\$56,942	\$58,081	\$59,243	Step 4	\$44,865	\$45,762	\$48,082	\$49,043	\$50,024
Step 5	\$53,640	\$54,713	\$57,944	\$59,103	\$60,285	Step 5	\$45,371	\$46,278	\$49,311	\$50,297	\$51,303
Step 6	\$54,089	\$55,171	\$58,945	\$60,124	\$61,327	Step 6	\$45,878	\$46,796	\$50,541	\$51,551	\$52,582
Step 7	\$54,537	\$55,628	\$59,947	\$61,146	\$62,369	Step 7	\$46,385	\$47,313	\$51,770	\$52,805	\$53,862
Step 8	\$54,988	\$56,088	\$60,948	\$62,167	\$63,410	Step 8	\$46,889	\$47,827	\$53,000	\$54,060	\$55,141
Step 9	\$55,437	\$56,546				Step 9	\$47,397	\$48,345			
Step 10	\$55,885	\$57,003				Step 10	\$47,903	\$48,861			
Step 11	\$56,334	\$57,461				Step 11	\$48,410	\$49,378			
Step 12	\$56,784	\$57,920				Step 12	\$48,916	\$49,894			
Step 13	\$57,232	\$58,377				Step 13	\$49,422	\$50,410			
Step 14	\$57,682	\$58,836				Step 14	\$49,929	\$50,928			
Step 15	\$58,133	\$59,296				Step 15	\$50,436	\$51,445			

Equalized New Laborer II Step Guide 2% Annual Income (Employees hired after 1/1/20)												
	2020	2021	2022					2019	2020	2021	2022	
								Recycling	\$21.01	\$21.43	\$21.86	\$22.30
Step 1	\$36,414	\$37,142	\$37,885					Bus/Van Driver	\$19.11	\$19.50	\$19.89	\$20.28
Step 2	\$38,257	\$39,022	\$39,802									
Step 3	\$40,100	\$40,902	\$41,720									
Step 4	\$41,943	\$42,782	\$43,637									
Step 5	\$43,786	\$44,661	\$45,554									
Step 6	\$45,628	\$46,541	\$47,472									
Step 7	\$47,471	\$48,421	\$49,389									
Step 8	\$49,314	\$50,301	\$51,306									
Step 9	\$51,157	\$52,181	\$53,224									
Step 10	\$53,000	\$54,060	\$55,141									