

# Memorandum of Agreement

Between

Upper Deerfield Township

and

Amalgamated Local #2327 UAW

This Memorandum of Agreement is made on December 18, 2012 by and between Upper Deerfield Township and Amalgamated Local #2327 UAW. The parties agree to the following provisions for the Collective Bargaining Agreement:

1. Three (3) year contract for the period 1/1/2013 through 12/31/2015.
2. Effective 2013, the Township shall reimburse employees for the purchase of approved footwear (boots) annually up to a maximum of \$150.00 per year. Employees shall present a receipt of the purchase for reimbursement.
3. Effective February 2013, the Township shall eliminate "Lincoln's Birthday" as a holiday, thereby, decreasing the number of total holidays from 14 to 13 days. (Pg. 10)
4. Effective January 1, 2013, change employee eligibility for "Health, Dental, and Life Insurance" (Pg. 8) from those "employees who work 30 hours per week or more" to "**employees who work 35 hours per week or more**".

5. Compensation

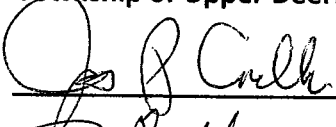
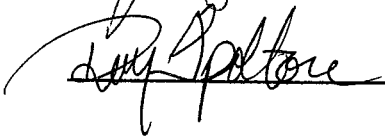
Effective January 1, 2013, full time employees working as maintenance workers and utility foreman shall receive an increase of \$0.40 per hour to their 2012 hourly rate. Custodians shall receive an increase of \$0.20 per hour to their 2012 hourly rate. The minimum salary for a maintenance worker shall be \$24,000.00 per year for those who **do not** possess a commercial driver's license (CDL) and \$24,500.00 per year for those who **do** possess a commercial driver's license. The minimum hourly rate for part time employees shall be: Custodian \$9.18 per hour; Maintenance Worker \$11.22 per hour.

Effective January 1, 2014, full time employees working as maintenance workers and utility foreman shall receive an increase of \$0.30 per hour to their 2013 hourly rate. Custodians shall receive an increase of \$0.18 per hour to their 2013 hourly rate.

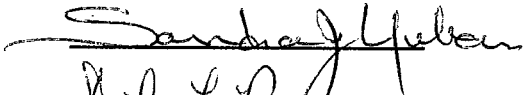

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Effective January 1, 2015, full time employees working as maintenance workers and utility foreman shall receive an increase of \$0.24 per hour to their 2014 hourly rate. Custodians shall receive an increase of \$0.18 per hour to their 2014 hourly rate.

**Township of Upper Deerfield**

  
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**Local #2327 UAW**

  
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