

MEMORANDUM OF AGREEMENT

**CITY OF NORTHFIELD
AND
NORTHFIELD PROFESSIONAL FIREFIGHTERS ASSOCIATION
LOCAL UNION #2364
INTERNATIONAL ASSOCIATION OF FIREFIGHTERS
AFL-CIO**

WHEREAS, the City of Northfield (the City) and the Northfield Professional Firefighters Association Local Union #2364 (the NPFA Local 2364) are parties to a Collective Negotiations Agreement covering the period January 1, 2020 through December 31, 2024¹ (the current CNA); and

WHEREAS, the Current CNA specifically sets forth the employee work schedule and hours of work at Article 19; and

WHEREAS, the current CNA also sets forth other terms and conditions of employment for employees of the NPFA Local 2364, including but not limited to accrued leave time; and

WHEREAS, on or about September 15, 2020, the City and the NPFA Local 2364 entered into a Memorandum of Agreement (the MOA) altering those terms on a temporary basis in light of the Public Health Emergency in the State of New Jersey created by the Coronavirus disease 2019 ("COVID-19"); and

WHEREAS, two subsequent Memorandum of Agreements have been executed which extended the temporary schedule for two additional one-year terms covering the period January 1, 2021 through December 31, 2021 and January 1, 2022 through December 31, 2022; and

WHEREAS, on or October 31, 2022, the NPFA Local 2364 submitted a request to the Fire Chief requesting that the City continue the temporary work schedule; and

WHEREAS, the most recent Memorandum of Agreement which was executed in December, 2021, states that "The City will notify the NPFA no later than December 1, 2022 if the City intends to extend this amended schedule beyond December 31, 2022."; and

WHEREAS, Council discussed the requests submitted by the NPFA and extending the December, 2021, MOA in closed session on November 15, 2022 and desire to continue the terms for an additional one year period, subject to the same terms and conditions as set forth in the December, 2020 MOA and subsequent, December, 2021 MOA; and

WHEREAS, the City and NPFA wish to memorialize a new agreement.

NOW THEREFORE the parties agree as follows:

1. The statements of the preamble are restated and incorporated in full.

¹Contingent upon certain conditions set forth in the Agreement

2. The terms and conditions of the Memorandum of Agreement between the parties approved by Council on December 16, 2021, is hereby extended until December 31, 2023 and all terms, including the preamble, are incorporated in full in this Memorandum of Agreement.
3. The City anticipates that this temporary amended schedule will be in place until December 31, 2023. However, the City and NPFA agree that the City, in its sole discretion, may revoke this Agreement at any time. In that case, the schedule will revert to its prior form under the current CNA.
4. The City will notify the NPFA no later than December 1, 2023 if the City intends to extend this amended schedule beyond December 31, 2023.
5. If no extension is provided by the City, it is understood that schedule, and all other terms, will revert to its prior form under the current CNA, effective January 1, 2024.
6. This Memorandum of Agreement shall not be construed in any way as the City waiving any of its managerial rights, nor shall it be construed as the NPFA waiving any of its rights.
7. Other provisions of the current CNA not specifically mentioned in the December 2020 MOA, and subsequent December, 2021 MOA, that may be inconsistent with this schedule change will be read to ensure consistency with this change. Nevertheless, the parties do agree that this temporary schedule is neither meant to reduce nor enhance any benefit previously negotiated or provided in the CNA and the parties shall conduct themselves accordingly.
8. All other provisions of the Current CNA will remain in full force and effect.


CITY OF NORTHFIELD



BY: *ERIAN CHAN*

Date: *11-29-2022*

NPFA LOCAL 2364



BY: *Thomas McFadden*

Date: *11-23-22*

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