

R-2020-00817  
HGLW

## MEMORANDUM OF AGREEMENT

The County of Essex (the "County") and Communications Workers of America, Local 1081- Clericals (the "Union") having engaged in collective negotiations, hereby mutually agree as follows with respect to modification of the terms of Collective Bargaining Agreement which expired on December 31, 2019.

1. The terms of the 2005-2007 Collective Bargaining Agreement and 2008-2010 and 2011-2013 and 2014-2017 and 2017-2019 Memorandum of Agreements between the parties shall remain in full force and effect except as herein modified.

2. **Term of Agreement:**

The term of the new Agreement shall be for a period of four (4) years, effective January 1, 2020 through December 31, 2023.

3. **Wages:**

Wages shall be increased as follows:

Effective January 1, 2020	2.80%
Effective January 1, 2021	2.90%
Effective January 1, 2022	3.00%
Effective January 1, 2023	3.00%

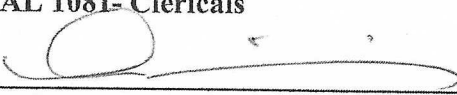
4. Upon the expiration of this Agreement, the Union and the County agree to discuss the Union's desired change of the eligibility of medical coverage for those of its members hired subsequent to 1999.
5. All other terms of the Collective Bargaining Agreement and related Memorandum of Agreements between the parties shall remain unchanged during the duration of the within Agreement.
6. This Memorandum of Agreement, together with the Collective Bargaining Agreement between the County and the Union for the period of January 1, 2005 through December 31, 2007, and 2008-2010 and 2011-2013 and 2014-2017 and 2017-2019 Memorandum

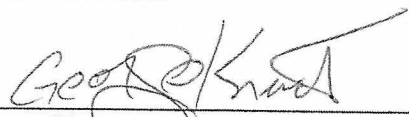
of Agreements, as amended, represents the complete and final agreement between the parties, and is contingent upon ratification and approval of the Union, the Essex County Executive and the Essex County Board of Chosen Freeholders.


7. All proposals, whether written or oral, presented by the parties during the course of the negotiations are deemed withdrawn and not part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

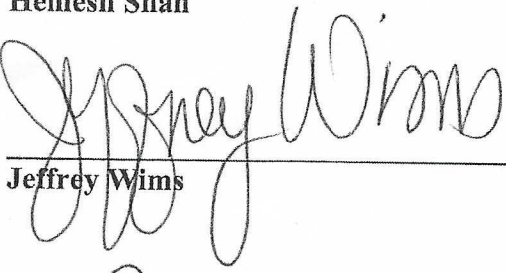
IN WITNESS WHEREOF, the parties have, by their authorized representatives,  
set their hands and seals this 9 day NOVEMBER 2020.

**COMMUNICATIONS WORKERS  
OF AMERICA,  
LOCAL 1081- Clericals**

  
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**David H. Weiner, President  
CWA Local 1081**

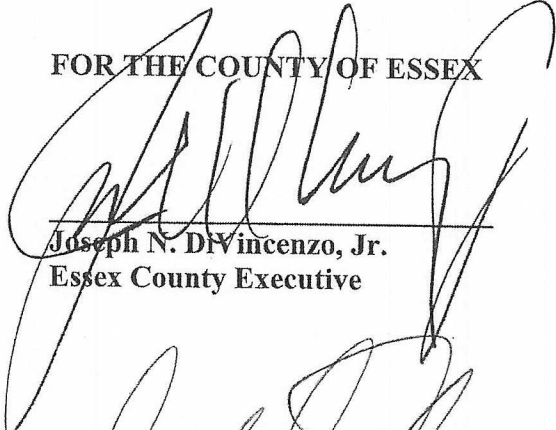
  
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**George Krevet  
CWA**

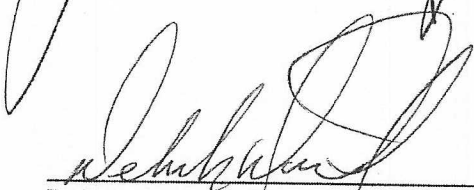
  
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**Hemesh Shah**

  
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**Jeffrey Wims**

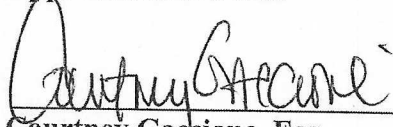
  
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**Jason Gimelstob**

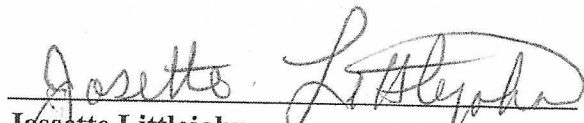
**FOR THE COUNTY OF ESSEX**

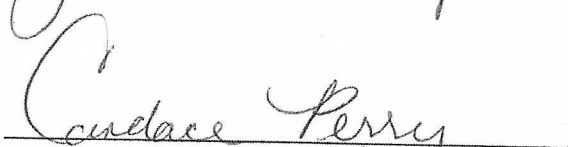
  
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**Joseph N. DiVincenzo, Jr.  
Essex County Executive**


  
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**Deborah Davis Ford, Clerk of the  
Board of Chosen Freeholders**

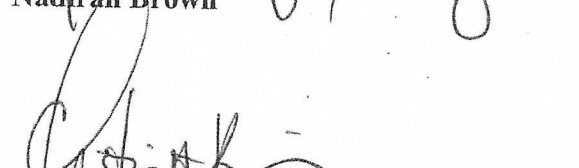
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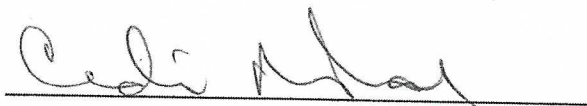
  
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**Courtney Gaccione, Esq.  
Essex County Counsel**

  
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**Josette Littlejohn**

  
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**Candace Perry**

  
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**Nadirah Brown**

  
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**Christina Kries**

  
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**Cedric McCrae**