

**Memorandum of Agreement
Between
Borough of Bernardsville
And
Bernardsville Public Works Employees' Association**

The negotiating committees for the above-captioned parties have agreed to the following changes to the January 1, 2021 through December 31, 2022 Collective Negotiations Agreement, subject to ratification by their respective bodies:

1. Duration: January 1, 2023 through December 31, 2026

2. Article XXXIII, Salaries, shall be as follows:

Effective January 1, 2023	-	3.00%
Effective January 1, 2024	-	3.00%
Effective January 1, 2025	-	3.00%
Effective January 1, 2026	-	3.00%

3. Article XVIII, Vacations, subsection F, for **clarification purposes only**, shall be revised as follows:

F. Full-time employees shall be entitled on their service anniversary to Annual Special Days Vacation with pay as follows:

1. After four (4) years of continuous employment, three (3) additional days for a total of thirteen (13) days.

2. After seven (7) years of continuous employment, two (2) additional days for a total of fifteen (15) days.

3. After fourteen (14) years of continuous employment, five (5) additional days for a total of twenty (20) days.

4. After twenty (20) years of continuous employment, five (5) additional days for a total of twenty-five (25) days.

4. Effective January 1, 2024, Article XIX, Holidays, shall be revised by **adding** “Christmas Eve”, and **replacing** “Election Day” with “Day After Thanksgiving”. Article XIX shall be revised as follows:

New Years Day	Labor Day
Washington’s Birthday	Columbus Day
Lincoln’s Birthday	Election Day <u>Day After Thanksgiving</u>
Good Friday	Veteran’s Day
Memorial Day	Thanksgiving Day
Independence Day	<u>Christmas Eve</u>
One (1) floating holiday	Christmas Day

5. Effective upon ratification, Article XXVII, Overtime, subsection F, shall be revised by deleting the following sentence: “The three (3) hours at straight-time will only apply if the employee is not called out of his home for unscheduled work that week.”
6. Article XXVIII, Probationary Employees, section A, shall be modified by adding the following:

The Employer may extend the probationary period by an additional thirty (30) days. The Employer may further extend the probationary period with the Union’s consent.

7. Effective upon ratification, Article XXIX, Meal Allowance, shall be increased from \$12.00 to \$15.00.
8. Article XXXIII, Salaries, shall be revised by adding the following section:

Effective January 1, 2024, full-time employees in the Sewer Department who possess the following professional licenses shall be entitled to an annual stipend, subject to the approval of the Administrator, or his/her designated Representative, as follows:

S1	-	\$500.00
C1	-	\$500.00
S2	-	\$1,000.00
C2	-	\$1,000.00
S3	-	\$1,500.00
C3	-	\$1,500.00

The above licenses can be held together or separately. The total stipend amount for all of the above professional licenses earned shall not exceed \$3,000 per employee. If an employee in the Sewer Department does not possess a professional license for an entire year, the professional license stipend shall be pro-rated from the date the employee attains the professional license.

Effective January 1, 2024, the above language shall replace the following language from the parties' 2021-2023 Memorandum of Agreement:

Effective January 1, 2022, full-time employees in the Sewer Department who possess and renew the following professional licenses shall be entitled to an annual stipend, subject to the approval of the Administrator, as follows:

S1C1 - \$1,000

S2C2 - additional \$1,000, for total of \$2,000

(Example: An employee who possesses an S2C2 license who also possesses an S1C1 license shall receive a total of \$2,000)

S3C3 - additional \$1,000, for total of \$3,000

(Example: An employee who possesses an S3C3 license who also possesses the S1C1 and S2C2 licenses shall receive a total of \$3,000)

The total stipend amount for all of the above professional licenses earned shall not exceed \$3,000 per employee. If an employee in the Sewer Department does not possess or renew a professional license for an entire year, the professional license stipend shall be pro-rated from the date the employee attains the professional license.

The above captioned terms of settlement have been agreed to by the respective negotiating committees for the Borough and the Public Works Association on 2-16, 2023.

Borough of Bernardsville

Bernardsville Public Works
Employees' Association

Gary Melro 2-26-24

Robert W. Pichell

[Signature]

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