

R-2016-00476

MEMORANDUM OF AGREEMENT

Agreement made this 11 day of Nov, 2016 by and between the County of Essex (hereafter "County") and Communications Workers of America, Local 1081, (hereinafter "Union").

WHEREAS, the County and the Union are parties to a Memorandum of Agreement which was adopted on July 9, 2014 for a term of four (4) years, January 1, 2014 through December 31, 2017;

WHEREAS, the County and Union have reached agreement that all full time members employed by the County earning less than fifteen dollars (\$15) per hour shall now be paid a wage of fifteen dollars (\$15) per hour; and

WHEREAS, this increase shall not be used to amend or change any other salary or the ranges of salaries paid to any other member or members;

NOW, THEREFORE, in consideration of the mutual covenants and undertaking herein set forth the parties agree as follows:

1. The terms of the prior Memorandum of Agreement between the parties shall remain in full force and effect except as herein modified.

2. **Wages:**

Effective no later than 30 days from adoption by the Board of Chosen Freeholder, full time members employed by the County earning less than fifteen dollars (\$15) per hour shall be paid fifteen dollars (\$15) per hour.

#151-CWA

IN WITNESS WHEREOF, the parties have, by their authorized representatives,
set their hands and seals this 11 day May, 2016.

Communications Workers of America
Local 1081

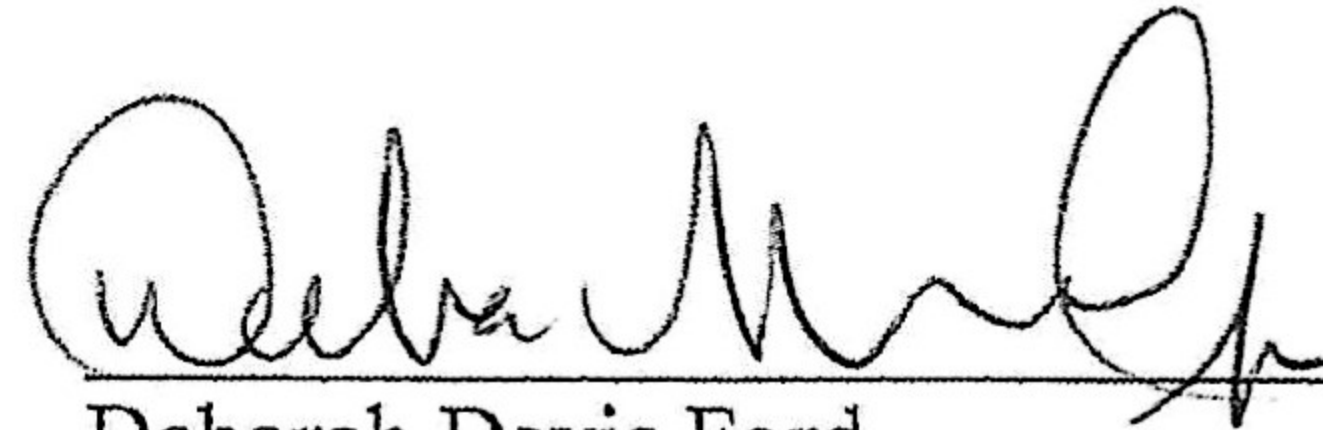


David Weiner, President

FOR THE COUNTY

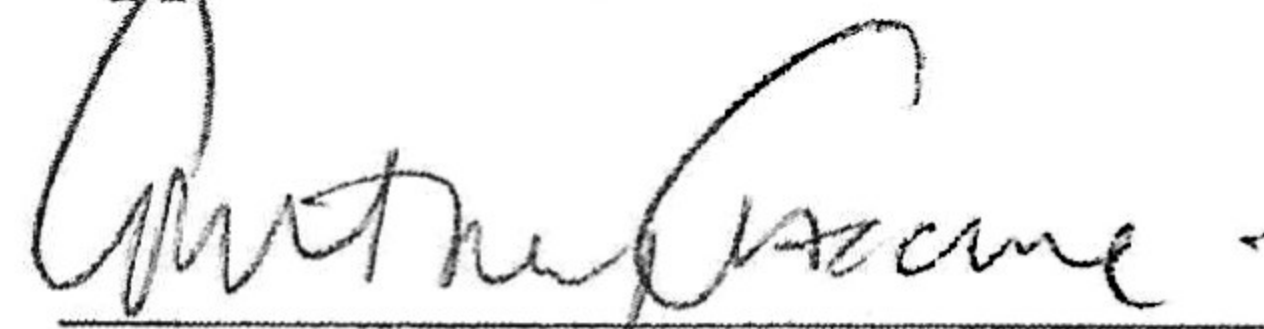


Joseph N. DiVincenzo, Jr.
Essex County Executive



Deborah Davis Ford,
Clerk of the
Board of Chosen Freeholders

Approved as to Form



Courtney Gaccione
Essex County Counsel

RESOLUTION OF THE BOARD OF FREEHOLDERS
COUNTY OF ESSEX

2

RESOLUTION NO. R-2014- AUTHORITY FOR RESOLUTION: N.J.S.A. 40:41A-38(n)
00481

PROPOSED BY: COUNTY EXECUTIVE AUTHORITY FOR ACTION: N.J.S.A. 40:41A-36(i)

SUBJECT: OFFICE OF COUNTY COUNSEL – MEMORANDUM OF AGREEMENT
BETWEEN THE COUNTY OF ESSEX AND THE COMMUNICATIONS
WORKERS OF AMERICA, LOCAL 1081 – (CLERICALS) - JANUARY 1, 2014,
THROUGH DECEMBER 31, 2017

WHEREAS, the County of Essex has negotiated a Memorandum of Agreement with the Communication Workers of America (Clericals) Local 1081 covering the period January 1, 2014 through December 31, 2017; and

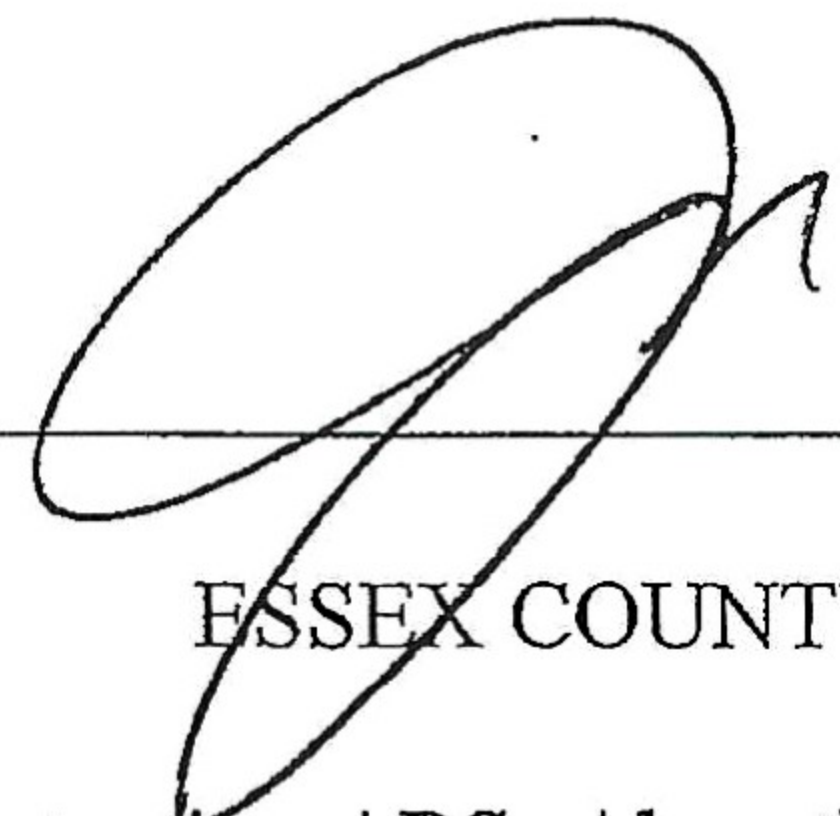
WHEREAS, the Chief Financial Officer has certified the availability of funds to pay the salary and benefits of the contract (which certification is attached hereto); and

WHEREAS, the Board of Freeholders, by this resolution, wishes to approve said contract; now, therefore be it

RESOLVED, by the Essex County Board of Chosen Freeholders as follows:

1. That said Memorandum of Agreement with the Communication Workers of America (Clericals) Local 1081, a copy of which is annexed hereto, be and hereby is approved.
2. That the County Executive is hereby authorized to execute said contract on behalf of the County.
3. That three (3) fully executed copies of this Memorandum of Agreement and certified resolution be forwarded to the Office of County Counsel, Attn: Dolores Capetola, Assistant County Counsel.

Approved as to form and legality _____ Date 7/3/14



ESSEX COUNTY COUNSEL

RECORD OF VOTE (X=Vote N.V.=Abstention ABS=Absent)

Moved By Freeholder Luciano
 Second by Freeholder Bobadilla

Freeholder	Yes	No	N.V.	ABS	Freeholder	Yes	No	N.V.	ABS
Beasley	X				Luciano	X			
Bobadilla	X				Owens	X			
Clark	X				Sebold, V.P.	X			
Gill				X	Watson, Pres.				X
Johnson	X								

It is hereby certified that the foregoing Resolution was adopted () defeated () tabled by roll call vote at a Regular meeting of the Board of Chosen Freeholders of the County of Essex, New Jersey held on July 9, 2014.

Is Publication Required () Yes () No

Date Published _____

Patricia Sebold
 Patricia Sebold, Vice President

RECEIVED
 CLERK OF THE BOARD
 2014 JUL -3 AM 10:45
 ESSEX COUNTY
 BOARD OF
 CHOSEN FREEHOLDERS

RESOLUTION OF THE BOARD OF FREEHOLDERS
COUNTY OF ESSEX

#51

RESOLUTION NO. 2016-00476 AUTHORITY FOR RESOLUTION: N.J.S.A. 40:41A-38(n)

PROPOSED BY: COUNTY EXECUTIVE AUTHORITY FOR ACTION: N.J.S.A. 40:41A-36(i)

SUBJECT:

OFFICE OF THE COUNTY COUNSEL -- MEMORANDUM OF AGREEMENT BETWEEN THE COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1081 AND THE COUNTY OF ESSEX AMENDING THE CURRENT COLLECTIVE BARGAINING AGREEMENT TO REFLECT CHANGE IN THE HOURLY WAGE RATE OF SOME FULL-TIME EMPLOYEES

WHEREAS, the County of Essex has negotiated a Memorandum of Agreement with the Communications Workers of America, Local 1081 amending the current collective bargaining agreement to reflect a change in the hourly wage rate of some full time employees to \$15.00 per hour; and

WHEREAS, the Chief Financial Officer has certified the availability of funds to pay the salary and benefits of the contract (which certification is attached hereto); and

WHEREAS, the Board of Freeholders, by this resolution, wishes to approve said contract; now, therefore be it

RESOLVED, by the Essex County Board of Chosen Freeholders as follows:

1. That said Memorandum of Agreement with the Communications Workers of America, Local 1081 amending the current collective bargaining agreement, a copy of which is annexed hereto, be and hereby is approved.

2. That the County Executive is hereby authorized to execute said contract on behalf of the County.

3. That three (3) fully executed copies of this Memorandum of Agreement and certified resolution be forwarded to the Office of County Counsel, Attn: L. Grace Spencer, Esq., Deputy County Counsel.

RECEIVED
CLERK OF THE BOARD

2016 MAY 25 PM 12: 12

ESSEX COUNTY
BOARD OF
CHOSEN FREEHOLDERS

Approved as to form and legality *Anthony Rocini* Date *5/24/14*
 ESSEX COUNTY COUNSEL

RECORD OF VOTE (X=Vote N.V.=Abstention ABS=Absent)

Moved By Freeholder *Jones*
 Second by Freeholder *Bobadilla*

Freeholder	Yes	No	N.V.	ABS	Freeholder	Yes	No	N.V.	ABS
Bobadilla	✓				Richardson	✓			
Gill, V.P.	✓				Sebold	✓			
Johnson	✓				Timberlake, Pres.	✓			
Jones	✓				Toro	✓			
Luciano	✓								

It is hereby certified that the foregoing Resolution was () adopted () defeated () tabled by roll call vote at a *Regular* meeting of the Board of Chosen Freeholders of the County of Essex, New Jersey held on *May 25 2010*

Is Publication Required () Yes () No

Date Published _____

Britnee N. Timberlake
 Britnee N. Timberlake, President

CWA LOCAL1081