

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2023 thru 12/31/2027.

Employer: South Brunswick Township

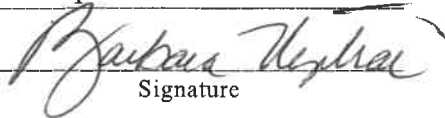
County: Middlesex

Date: 4/17/2023

Name: Barbara Nyitrai

Print Name

Title: Township Clerk


Signature

MEMORANDUM OF AGREEMENT

This Agreement is made between the Township of South Brunswick (herein the "Township") and AFSCME Local 2242 (herein "AFSCME").

WHEREAS, the Township and AFSCME are parties to a Collective Negotiations Agreement (herein "CNA") covering the period January 1, 2017 through December 31, 2020, and an Extension Agreement covering the period of January 1, 2021 through December 31, 2022; and

WHEREAS, the Township and AFSCME have engaged in good faith negotiations concerning terms and conditions for a successor agreement which has resulted in an agreement subject to ratification by the membership of AFSCME, and approval by the Township Council which the negotiating committees for the parties unanimously agree to recommend.

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

1. Except as herein modified, the terms and conditions of the 1/1/17 through 12/31/20 CNA and the Extension Agreement covering the period of 1/1/21 through 12/31/22 shall remain in full force and effect.
2. The term shall be 5 years, covering the period of 1/1/23 – 12/31/27.
3. Unless otherwise noted, the terms become effective upon full ratification.
4. **Article 3 Dues Checkoff**

Eliminate paragraph E and replace with the following:

- a. Within thirty (30) days of hire of a new employee, the employer shall set aside a minimum of 30 minutes at the new employee orientation for the representatives of Local 2242 to meet with new negotiating unit employees. If the employer does not conduct a new employee orientation, the

employer shall permit representatives of Local 2242 to meet with the new negotiating unit employee(s) at an individual or group meeting.

- b. Within ten (10) days of hiring a new negotiations unit employee, the employer must provide the Council 63 with the name, job title, worksite location, date of hire, home address, work telephone number, work e-mail address, and any personal e-mail address and home and mobile phone numbers that the employer has on file. Each January 1, May 1, and September 1 of each calendar year, the employer shall provide to the Council 63 this information for all negotiations unit employees.
- c. The Local Office of 2242 shall be granted the right to use the public employer email system to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union.
- d. Local 2242 shall have the right to use employer's building to conduct meetings with their unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal union matters involving the governance or business of the union, provided such use of the employer's facilities does not interfere with the employer's operations, and provided that such time spent on Union matters by employee is reasonable and does not interfere with the employer's operations. Meetings conducted in government buildings pursuant to this section shall not be for the purpose of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. Local 2242 may be charged for maintenance, security and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.

5. **Article 5** **Wages**

Retro to 1/1/23	-	3%
1/1/24	-	3%
1/1/25	-	3%
1/1/26	-	3%
1/1/27	-	3%

6. **Article 9** **Comp Time/Overtime/Callouts**

Increase amount in E.1. to \$2,250 per year.

7. **Article 10** **Job Bidding and Promotions**

Eliminate paragraph B.

8. **Article 12** **Health Benefits**

Clarify paragraph D to state that the Township will provide retiree benefits and dental insurance to employees (and their eligible dependents) who retire after 25 years of service in PERS and at least 15 years of service with the Township at the time of retirement until the employee is eligible for Medicare at no cost to the employee.

Eliminate the reference to contributions pursuant to Ch. 78 in the second sentence of this paragraph, and the third sentence of this paragraph regarding dental benefits.

Clarify that the employee is solely responsible for Medicare Part B payments.

9. **Article 14** **Holidays**

Add Juneteenth to list of holidays in paragraph A.

10. **Article 15** **Vacation**

Add to paragraph B to provide that employees hired on or after May 21, 2010, 10 days of earned and accumulated vacation time may be carried over into the next calendar year when an employee is unable to use such time due to pressures of Township operations. Any vacation days carried over and not used in the next calendar year will be forfeited. Notwithstanding the preceding two sentences, for employees hired on or after May 21, 2010, vacation time that an employee is unable to take because of duties directly related to a governor-declared state of emergency may be carried over until the days are used.

11. **Article 26** **Sick Leave Plan**

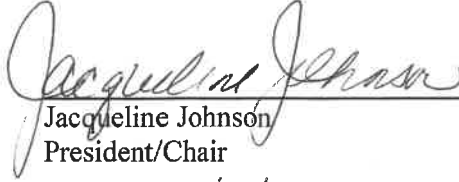
Add to Paragraph A the sell back option does not apply to employees hired on or after May 21, 2010.

Add to paragraph B that employees hired on or after May 21, 2010 must retire from PERS in order to be eligible for any sick leave payout, which shall be capped at \$15,000.

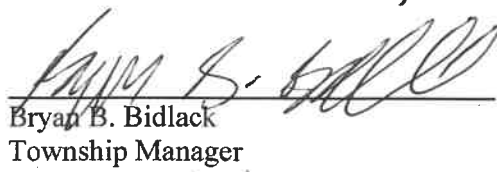
Add to paragraph D that this benefit is not available for employees hired on or after May 21, 2010.

AFSCME LOCAL 2242

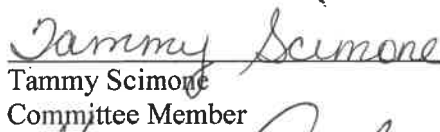
FOR THE TOWNSHIP


Jacqueline Johnson
President/Chair

Dated: 4/4/2023


Bryan B. Bidlack
Township Manager

Dated: 4/4/23


Tammy Scimone
Committee Member


Gina Celi
Committee Member


Michele Alfano
Committee Member


Robert Messina
Committee Member


Barbara Nyitrai
Clerk