



**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement (“MOA”) is entered on this \_\_\_\_ day of \_\_\_\_\_ 2014, between the collective negotiations teams for the American Federation of State, County, and Municipal Employees, AFL-CIO, Council 73, Local 3044, Clerical Custodial, and Engineering Employees (“Union”) and the Township of Woodbridge (the “Township”) (collectively the “parties”).

**WHEREAS**, the parties, having bargained in good faith, mutually agree to amend the terms of their current collective negotiations agreement which expired on December 31, 2013 (the “Agreement”);

**WHEREAS**, the Township and Union have negotiated the terms of a new Collective Negotiations Agreement for the term January 1, 2014 through June 30, 2017;

**WHEREAS**, the parties hereto wish to set forth the negotiated terms of such new Collective Negotiations Agreement in this MOA for submission and approval of the Township Council and the Union membership, pending the execution of a new Collective Negotiations Agreement incorporating the terms contained herein;

**NOW, THEREFORE**, for and in consideration of the terms and conditions set forth herein, the parties agree to the following amendments to the Collective Negotiations Agreement between the parties for incorporation into a new Collective Negotiations Agreement:

1. Amend Article XVII, Hours of Work as follows:
  - a. Replace the first sentence in Section G with the following language: “Employees shall receive a fourteen dollar (\$14) meal allowance after twelve (12) hours of continuous work.”
  - b. Add new Section to read as follows: “A night shift shall be established for Library Maintenance Employees. The regular work day for those on the night shift shall be 2:00p.m. to 10:00p.m from Monday through Thursday, and 11:00a.m. to 7:00p.m. on Friday. Such employees shall not be required to cover a shift on a Saturday, but are eligible for Sunday overtime and/or snow removal overtime.
  
2. Amend Article XVIII, Salaries, and Corresponding Provisions in Appendix B and Appendix C to reflect the following:
  - a. Effective January 1, 2014, all titles in this bargaining unit shall receive an across-the-board wage increase of zero (0%) percent.
  - b. Effective and retroactive to July 1, 2014, all titles in this bargaining unit shall receive an across-the-board wage increase of one and one-half (1.5%) percent.

- c. Effective July 1, 2015, all titles in this bargaining unit shall receive an across-the-board wage increase of one and three-quarters (1.75%) percent.
- d. Effective July 1, 2016, all titles in this bargaining unit shall receive an across-the-board wage increase of two (2%) percent.
- e. The following titles shall receive an additional one-time flat dollar payment of \$500 effective January 1, 2015, and an additional one-time flat dollar payment of \$500 effective January 1, 2016, which will go into the base pay of such employees:
  - i. All non-PST titles within title level CS8
  - ii. Principal Account Clerk
  - iii. Board of Commission Secretary
  - iv. Administrative Clerk
  - v. Senior Public Works Inspector (2 lowest paid only)
  - vi. Senior Housing Inspector
- f. The following titles shall receive an additional one-time flat dollar payment of \$600 effective January 1, 2015, and an additional one-time flat dollar payment of \$600 effective January 1, 2016, which will go into the base pay of such employees:
  - i. All PST titles

3. Amend Article XXXII, Health Insurance as follows:

- a. Amend Section K's co-pay prescription plan and mail order prescription plan to reflect \$0.00 for generic drugs.
- b. Amend Section K by adding a provision after the second sentence reflecting that all co-pays will not increase throughout the life of the contract.
- c. Amend Section K by adding a new paragraph to read as follows: "Effective January 1, 2015, the Township's prescription drug plan shall exclude the medications set forth in the attached addendum to this Agreement. The Township agrees to distribute any update to the prescription drug plan's formulary drug list as soon as administratively possible. Within 90 days of the date of such distribution, the Union may accept or reject such update with due notice to the Township. If the Union chooses to reject the update, then the Union shall begin participating in a prescription drug plan without a formulary drug list which will result in higher contribution rates.
- d. Add the following language to the second paragraph of Section L: "Effective January 1, 2014, both the POS Plan and the Traditional/PPO Plan shall be amended to provide that there shall be no lifetime maximum medical benefit for major medical retirees."
- e. Replace sentence in Section O with the following language: "The Township agrees to provide coverage for hearing aids in an amount equal to \$2,000.00 per employee to be paid every two years."
- f. Add new Section to read as follows: "Effective July 1, 2014, the Township agrees to increase coverage of lasik surgery by 5% of the

current amount such that the average discount will be 15.75% of the usual and customary charges.”

4. Amend Article XXXIII, Uniforms, as follows:

- a. Replace the last two sentences of Section E with the following language: “The Township agrees to provide clothing (shirts) and raingear for all maintenance employees.”
- b. Add new Section to read as follows: “The Township agrees to provide all field inspectors with 3 collared shifts, raingear, \$90 for shoes, and a jacket(s). Field inspectors have the option to choose between receiving either 1 winter jacket or 2 lightweight jackets during the life of the Contract.”

5. Amend Article XXXIV, Public Safety Telecommunicators, as follows:

- a. Replace the amounts for clothing allowance in Section B, Para. 3 with the following:
  - i. Effective January 1, 2014 - \$700
  - ii. Effective January 1, 2015 - \$725
  - iii. Effective January 1, 2016 - \$750

6. Amend Article XXXVII, Duration, Section A as follows:

- a. Amend first sentence to reflect term of Agreement from January 1, 2014 to June 30, 2017.

7. Amend Appendix D, PST Work Schedule, as follows:

- a. Replace the first sentence below the chart with the following language:

“DISPATCHER VACATION SELECTION PROCEDURES

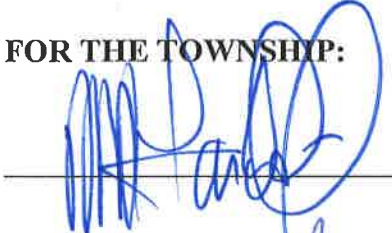

The 0600 hours and 0900 hours shifts are considered day shift. The 1245 hours, 1800 hours and 1900 hours shifts are considered night shift.

Initial vacation scheduling will occur between January 1<sup>st</sup> and 31<sup>st</sup>, on a rotating seniority basis, in four day intervals. Dispatchers are not obligated to select vacation days during this period. After January 31<sup>st</sup>, vacation scheduling will occur on a first come, first served basis.

Vacation selections shall be limited to one person off per shift each day. However, management may approve vacation days in excess of this limit if the request will have no adverse effect on staffing levels and coverage.”

8. The term of the Agreement shall be from January 1, 2014 to June 30, 2017. Dates in the expired Agreement shall be changed as necessary.
9. The Township will provide copies of the Agreement at no cost to the Union.
10. All other proposals submitted on behalf of either party, unless specifically included in the MOA, are hereby withdrawn.
11. Unless specifically addressed in this MOA, the terms of the parties' current collective negotiations agreement which expire on December 31, 2013 shall remain in full force and effect.
12. There is no agreement unless ratified by the Union membership and the Woodbridge Township Council. Both the Union's and the Township's negotiation teams agree to recommend ratification of this MOA to their respective membership.
13. Upon ratification and approval of this MOA by the Union membership and the Woodbridge Township Council, the terms of this MOA shall be incorporated into a new Collective Negotiations Agreement which will be prepared by the Township.

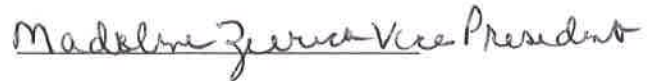
**FOR THE TOWNSHIP:**

  
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Dated: \_\_\_\_\_, 2014

**FOR AFSCME LOCAL 3044:**

  
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Dated: 12-12, 2014