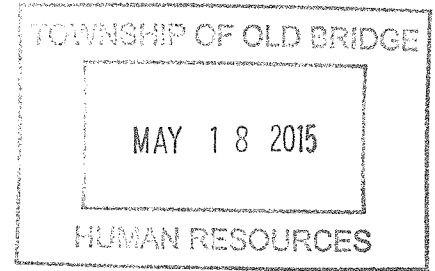


MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE

AND

TEAMSTER LOCAL UNION NO. 469
(Professional Unit)



The negotiation committees of the Township of Old Bridge and the Teamster Local 469 (Professional Unit) agree to the terms of this Memorandum of Agreement as set forth below:

1. **Article VI (Health Insurance):**

(a) Delete Section A, B, C and replace with the following:

As soon as physically practical upon ratification of this Agreement by both parties, all employees shall be afforded health and prescription benefits from the Advantage Modified EPO Plan (Summary Attached). Prescription co-pays shall be as follows:

- (1). \$5.00 Generic
- (2). \$20.00 Brand Name
- (3). \$40.00 Non-Preferred Brand
- (4). Mail Order-90 Day Supply = 1x above noted co-pays.

(b) Add the following language to Section F:

Retiree medical coverage becomes secondary upon receipt of Medicare by qualifying employees.

2. **Salary Increases:**

- Effective January 1, 2012 0%
- Effective January 1, 2013 0%
- Effective January 1, 2014 2% Retroactive
- Effective January 1, 2015 2% Retroactive
- Effective January 1, 2016 2%

-Effective upon ratification of this Agreement by both parties, all employees shall receive a one time, non-pensionable, non-compoundable stipend of \$750.00 which shall not be added to any step in the salary ranges.

3. **Article XX (Longevity):**

Elimination of longevity for all employees hired on or after January 1, 2015.

4. **Article XXVII (Duration of Agreement):**

January 1, 2012 through December 31, 2016

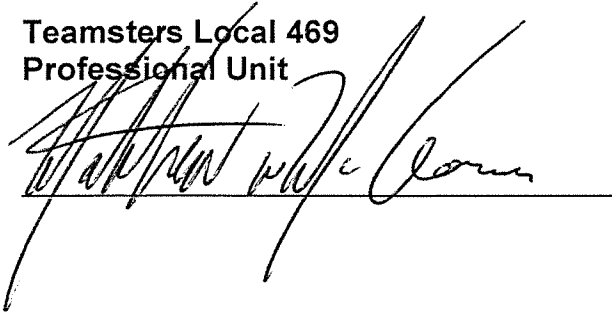
5. The parties acknowledge that the terms and conditions are subject to ratification, and the mediator retains jurisdiction.

6. All parties agree to recommend these terms and conditions to their respective constituents for ratification.

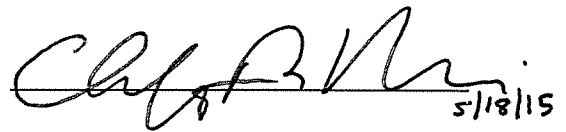
7. All proposals which are not included in this agreement shall be deemed withdrawn by both parties.

In witness whereof, this Memorandum of Agreement is executed on May 18, 2015.

**Teamsters Local 469
Professional Unit**



Township of Old Bridge


5/18/15

