

**Communications Workers of America
Local 1088**

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(732) 920-9695 Fax: (732) 920-4626

Borough of Island Heights, New Jersey and the Communication Workers of America
Local 1088 Term Sheet- Memorandum of Agreement

All provisions of the contract between parties for the January 1, 2014 through December 31, 2016 unless specifically modified herein remain in full force and effect.

Preamble:

Modify last four lines to read, " This agreement for the establishment of salaries, benefits and enumeration of terms and conditions of employment shall be effective January 1, 2017 through December 31, 2019. All changes in contract, wages, benefits, etc shall be retroactive, unless noted otherwise herein, to January 1, 2017.

Article IV- Hours of Work and Overtime

Section 1- Hours of Work: The normal work hours for the Employees covered by this agreement shall be 8:00 AM until 4:00PM , Monday through Friday. From Memorial Day to Labor Day the hours of the employees shall be 7:00 AM until 3:00PM.

Article V- Wages

Section 1- Wages

Modify Paragraphs A through D to reflect the following:

- A. Effective January 1, 2017 employees covered under this bargaining agreement shall receive 2.5% increases to their base salaries.
- B. Effective January 1, 2018 employees covered under this bargaining agreement shall receive 2.5% increases to their base salaries .
- C. Effective January 1, 2019 employees covered under this bargaining agreement shall receive 2.5% increases to their base salaries.
- D. All Unit Employees, shall receive annual wage increase, beginning on the first of each year as stated above; and, all increases are retroactive to the date(s) referenced above.

Article VIII- Sick Leave

- D. An Employee Absent on Sick Leave for more than three (3) consecutive days shall submit medical evidence substantiating the illness, or if their supervisor has reasonable grounds to suspect the misuse of sick leave.

Article X- Health Insurance


Modify Section II

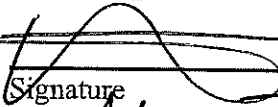
The Borough will reimburse an employee the cost of eye wear for that employee and his or her dependents up to a total maximum of \$350.00 per year. The reimbursement shall be paid to the employee upon the submission of a receipt for an eye exam, eyeglass purchase, or purchase of contact lenses.

Add new section: Article V, Section II - Cell Phone Usage

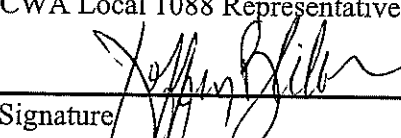
The Borough shall pay the Foreman/Water Plant Operator in the amount of \$50 per month for cell phone usage, retroactive to January 1, 2018. The Borough shall pay laborers in the amount of \$25 per month for cell phone usage, effective the date the contract is executed. Said payments are compensation for usage of personal cell phones during and after regularly scheduled work hours.

Borough of Island Heights Representatives


Signature Jason T Murril Title Foreman / Operator Date 5/30/18


Signature Mary Tarditi Title President, CWA Local 1088 Date 5/30/18

CWA Local 1088 Representatives


Signature Jeffrey Gilbr Title MAYOR Date 6/5/18


Signature Clerk Title Clerk Date 6/5/18