

MACHINERY, SCRAP IRON, METAL AND STEEL CHAUFFEURS, WAREHOUSEMEN, HANDLERS AND HELPERS,
ALLOY FABRICATORS AND MISCELLANEOUS WORKERS AND REMOVAL,
DISPOSAL OF ASBESTOS DEBRIS

TEAMSTERS LOCAL UNION NO. 11

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS & JOINT COUNCIL No. 73

810 BELMONT AVENUE, SUITE 101 • NORTH HALEDON • NEW JERSEY 07508 • PHONE: (973) 636-0093 • FAX: (973) 636-6706



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MICHAEL CURCIO, Vice President
REY LOPEZ, Secretary-Treasurer
MARYANN TITTLE, Recording Secretary

ARTHUR SCOTT, Trustee
EDWARD LUIPERSBECK, Trustee
MAE ISLER, Trustee

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement and between Teamsters Local Union No. 11, affiliated with the International Brotherhood of Teamsters, located at 810 Belmont Avenue, Suite 101, North Haledon, New Jersey 07508, and The Borough of Allendale located at 500 West Crescent Avenue, Allendale, New Jersey 07401.

It is hereby agreed that the following items shall constitute the changes in our current Collective Bargaining Agreement as agreed to between the parties.

1. Cover Page:

Change dates to read: January 1, 2016 – December 31, 2019.

2. Article VIII – Hours of Work and Overtime:

The Borough agrees to allow full-time DPW employees, with the approval of the Director of Operations, to take compensatory time of up to three (8) hour days in lieu of overtime.

H. **Change to read:** Whenever an employee is required to work a minimum of four (4) hours overtime contiguous with their regularly scheduled shift, they shall be entitled to \$10.00 for breakfast, \$17.00 for lunch, \$20.00 for dinner, to be paid within five days of the event, or as soon as possible.

3. Article IX – Standby:

Effective January 1, 2016, employees on standby shall be compensated when they are assigned to standby duty at the rate of:

\$250.00 per week in 2016.

\$275.00 per week in 2017.

\$300.00 per week in 2018.

\$325.00 per week in 2019.

4. Article X – Salary and Wages:

Effective January 1, 2016 – 2% salary increase.

Effective January 1, 2017 – 2% salary increase.

Effective January 1, 2018 – 2% salary increase.

Effective January 1, 2019 – 2% salary increase.

- a. The Borough agrees to the mechanic salary of \$57,369.00 commencing January 1, 2016.
- b. The Borough maintains a stipend of \$2000 for Layne Simon for supporting water projects.
- c. The Borough proposes a minimum hourly rate of \$15.00 per hour for seasonal and part-time workers.

5. Article XXI – Uniforms and Safety Equipment; Licenses:

The Borough agrees to provide a uniform allowance of up to \$700.00 for uniforms and up to \$200.00 for safety boots for all full-time employees annually. The Borough will purchase uniforms for part-time employees including one pair of safety boots. All uniforms will then be cleaned, maintained, and kept in satisfactory condition by each individual DPW employee. Uniforms and boots must be purchased at a Borough approved vendor.

6. Article XXV – Crew Chiefs, Temporary, Seasonal and Part-Time Employees:

Delete: Section E.

7. Article XXXI – Duration:

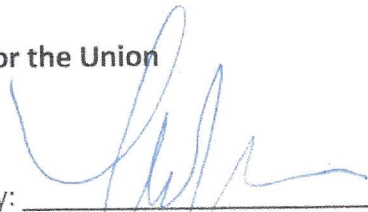
Four (4) year agreement commencing on January 1, 2016 and expiring on December 31, 2019.

For the Company

By: 
Elizabeth White, Mayor

Date: 2/18/16

For the Union

By: 
Michael Curcio, Secretary Treasurer

Date: 2/18/16