

RESOLUTION



Borough of Fort Lee Bergen County, New Jersey

Council	Motion	Second	Yes	No	Abstain	Absent
Sohmer			✓			
Yoon			✓			
Suh		✓	✓			
Sargenti						✓
Kasofsky			✓			
Cervieri	✓		✓			

Date: November 7, 2019 Regular Session
Resolution #: <u>R-1</u>
Carried <input checked="" type="checkbox"/> Defeated <input type="checkbox"/> Tabled <input type="checkbox"/>
Approved on Consent Agenda <input type="checkbox"/>

RESOLUTION OF THE BOROUGH OF FORT LEE AUTHORIZING THE EXECUTION OF A MEMORANDUM OF UNDERSTANDING WITH THE UNITED SERVICE WORKER'S UNION TO AMEND AND SUPPLEMENT ITS COLLECTIVE BARGAINING AGREEMENT FOR THE WHITE COLLAR UNIT

WHEREAS, The Borough of Fort Lee ("Borough") is a party to a Collective Bargaining Agreement ("Agreement") with the United Service Worker's Union ("Union") for the White Collar Unit, which term is effective from January 1, 2017 to December 31, 2020; and,

WHEREAS, the parties are desirous of amending the Agreement by way of Memorandum of Understanding to amend and supplement certain compensation terms, which terms have been negotiated with and agreed to by the parties; and

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Fort Lee that the Mayor is hereby authorized to execute and the Borough Clerk is hereby authorized to witness the execution of the Memorandum of Understanding between the Borough of Fort Lee and United Service Worker's Union for the White Collar Unit amending the Agreement in the form attached hereto as Exhibit A or with such minor amendments as may be satisfactory to the Borough Attorney.

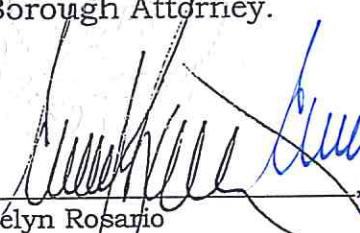
I,  Municipal Clerk Borough of Fort Lee do hereby certify that
 Evelyn Rosario
 the foregoing resolution is a true copy of a resolution adopted by the Fort Lee Governing Body at a Regular Session Meeting held November 7, 2019.

EXHIBIT A

**MEMORANDUM OF UNDERSTANDING BETWEEN THE BOROUGH OF FORT LEE
AND THE UNITED SERVICE WORKER'S OF AMERICA
(WHITE COLLAR UNIT)**

This Memorandum of Understanding (“MOU”) is made this _____ day of _____ 2019, by and between the Borough of Fort Lee (the “Borough”), a municipal corporation of the State of New Jersey established in accordance with N.J.S.A. 40A:60-1 et seq. with its principal offices at 309 Main Street, Fort Lee, Bergen County, State of New Jersey and the United Service Worker’s of America, (“Union”) (collectively, the “Parties”), on behalf of certain white collar employees of the Borough.

WHEREAS, the Borough and Union entered into a Collective Negotiations Agreement (“CNA”) for white collar employees, which term is effective from January 1, 2017 to December 31, 2020; and,

WHEREAS, the parties are desirous of amending and supplementing the CNA by way of Memorandum of Understanding to amend and supplement certain compensation terms, which terms have been collectively, negotiated with and agreed to by the parties; and

WHEREAS, The Parties acknowledge that this Agreement shall modify certain provisions of the Parties’ existing CNA:

NOW, THEREFORE, the Union and the Borough do hereby agree as follows:

1. Article VI, entitled “Job Classifications and Pay”, Section 6.8 entitled “Salary Plan” is hereby amended to add the following terms:

In addition to the wage scales/titles in the CNA, any full-time unit employee in good standing, that has a minimum of five (5) years of continuous full-time service with the Borough and as of his/her 5th anniversary date of hire, makes less than \$40,000 per year, shall be entitled to a one-time 10% base salary increase. Any qualified unit employee that receives this 10%

salary increase and whose salary per year is still below \$40,000 per year, shall be entitled to an additional increase until he/she has reached at least the \$40,000 salary per year rate. For 2019 only, any employee entitled to this additional base salary increase shall receive the increase effective upon execution of the Memorandum of Understanding, but shall not be entitled to any retroactive payment.

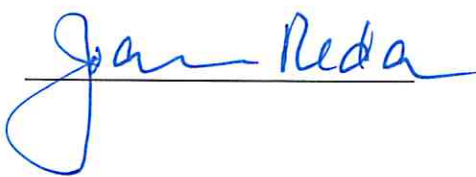
2. The Parties acknowledge that this is the full extent of the instant MOU to be incorporated into the CNA.

3. The Parties understand and agree that there shall be no other changes in the existing terms and conditions for the term of the CNA between the Parties unless voluntarily negotiated by the Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date first above written.

WITNESS:

UNITED SEDRVICE WORKER'S OF AMERICA

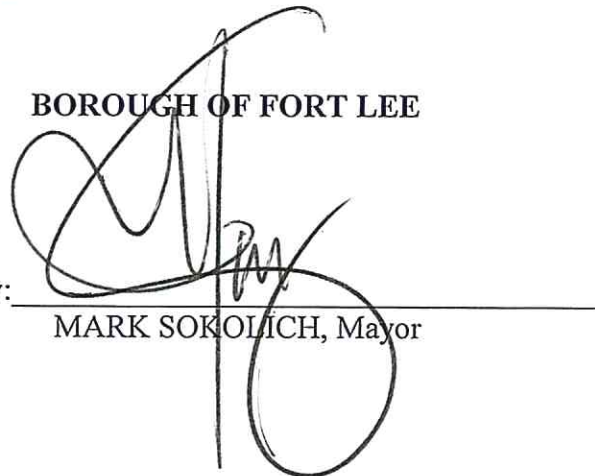


By: 
_____ 11/14/19

ATTEST:

BOROUGH OF FORT LEE


_____ 11/7/19
EVELYN ROSARIO, Borough Clerk


_____ 11/14/19
MARK SOKOLICH, Mayor

ACKNOWLEDGMENT

STATE OF NEW JERSEY)
) ss:
COUNTY OF BERGEN)

BE IT REMEMBERED, that on this 14th day of November, 2019, before me, the subscribed, personally appeared, Steven Weind, and this person acknowledged under oath, to my satisfaction, that he/she is the Labor Rep of the United Service Worker's of America, the entity named in this document, and acknowledged that they signed and delivered this document as its voluntary act duly authorized.