



MEMORANDUM OF AGREEMENT made and entered into this 14<sup>th</sup> day of September, 2010 by and between The Township of Chatham (Employer) and Teamsters Local Union #469 (Union).

The Employer and the Union mutually agree to bring back to their respective groups for ratification the following items::

1. A Two Year Agreement January 1, 2011 thru December 31, 2012.
2. The Wages for the above stated period are January 1, 2011 – 2.% and January 1<sup>st</sup> 2012 - 2%
3. Health care contribution to be paid by the employee of 1.5% of their base salary.
4. Uniforms – Raise the amount to \$550.00 yearly with the additional \$100.00 to be earmarked specifically for the purchase of Boots.  
The Director shall explore and implement the wearing of cargo pants as part of the uniform arrangements for those who desire to do so.
5. Summer hours to be changed if agreed upon by management and Employees from Memorial Day to Labor Day 7am to 3:00 pm.
6. All family Federal and State Medical Leave Acts shall be reflective in the current Township policy booklets as well as any accrued time off that would be applicable to the leave taken.
7. Educational training – Employees attending an approved training class after the work hours shall be released an hour prior to the end of the workday and be paid for same.
8. Health Benefits – add the language in section 3 – With respect to the level of comparability referencing Health Benefits, the NJ State Health Benefit Direct 10 shall be the used for any benefit change.

  
Michael L. Broderick      Date  
Teamsters Local Union No. 469

  
Mayor      Date  
Township of Chatham