

RESOLUTION ADOPTING A MEMORANDUM OF AGREEMENT BETWEEN THE COUNTY OF PASSAIC AND LOCAL 11, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, REPRESENTING BLUE-COLLAR EMPLOYEES IN VARIOUS COUNTY DEPARTMENTS FOR THE PERIOD OF APRIL 1, 2010 THROUGH MARCH 31, 2015

WHEREAS contract negotiations were heretofore conducted between the County of Passaic and Local 11 of the International Brotherhood of Teamsters ("IBT" or the "Union"), representing blue-collar employees in various County departments, in accordance with a Memorandum of Agreement dated March, 2010, for the period commencing April 1, 2010 through March 31, 2015, a copy of which is attached hereto and made a part hereof; and

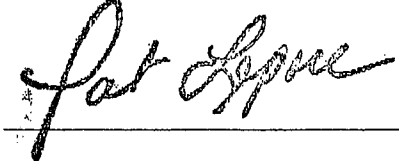
WHEREAS the Board of Chosen Freeholders is desirous of ratifying said Memorandum of Agreement between the County and said employees for the period stated above; and

WHEREAS the Administration, Finance and Personnel Committee has considered this matter and recommended this resolution to the full Board for adoption;

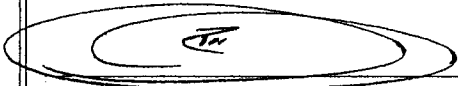
NOW THEREFORE BE IT RESOLVED by the Board of Chosen Freeholders of the County of Passaic that the said Board does hereby ratify the contract between the County and said employees, in accordance with the terms of the attached Memorandum of Agreement dated March, 2010, for the period of April 1, 2010 through March 31, 2015; and

BE IT FURTHER RESOLVED that all appropriate officers and employees be and hereby are authorized and directed to execute such documents and take such further actions as are necessary to effectuate the purpose of this resolution.

This resolution was requested by:

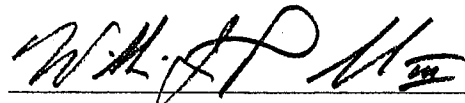


Reviewed by:



ANTHONY J. DE NOVA
 COUNTY ADMINISTRATOR

APPROVED AS TO FORM AND
 LEGALITY:



WILLIAM J. PASCRELL, III
 COUNTY COUNSEL

RECORD OF VOTE

Freeholder	Y	N	NV	ABS	RES	SEC
Ciambrone	✓					
Duffy	✓				✓	
Hannigan	✓					
Lepore	✓					✓
Marotta	✓					
O'Connell	✓					
Dir. James	✓					

Y=yes N=no NV=not voting
 ABS=abstain RES=moved SEC=seconded

Dated: March 23, 2010

MM:\

Section 12 – In the event an employee is temporary transferred to a higher rated position and performs the duties of that classification for eight (8) hrs or more the employee shall receive the next higher rate of pay for higher classification for the entire day. It is understood that no employee shall receive a lower rate of pay to their own when transferred to a higher classification. In any event if an open higher rated position is filled for more than thirty days by a temporary employee the County will than follow Article 20 – Job Vacancies, New Jobs Created, of the Collective Bargaining Agreement. (Open positions for the following reasons: F.M.L.A., Workmen Compensation, disability, leave of absence, or any temporary vacancies which the employee will return shall not apply to this Article).

Section 13 – New – In case of any emergency within Passaic County which requires the County to close one (1) or all of its locations employees who must remain in their position shall receive 1 ½ times their hourly rate for all of the hours worked after the emergency was called within those locations.

5. Article 8 – Pay For Time Not Worked

Section 1 – Holidays

Eliminate – Lincoln's Birthday

6. Article 10 – Paid Sick Leave

Section 5 – Change to read: One (1) hour prior to their starting time

7. Article 12 – Bereavement Leave Pay

Add – Legal Guardian

Add – Domestic Partners

8. Article 14 – Health Benefits

The Employee may choose at no cost the following insurance coverage.

Horizon Direct Access Plan, which is a non-gated plan (no referrals) with a very good network in NJ.

100% in network, \$15.00 co-pay for office visits No deductible

80% out of network after \$200 deductible.

9. Article 15 – Uniform & Safety Equipment

Section 1 – Add – winter jump suits.

Add New Section 1a – during the winter months the Employer will provide vinyl enclosures for all golf carts being used on the golf course at all times.

Section 2 – Change to read – Work gloves shall be provided as needed and required. OSHA approved goggles and face shields. In addition the Employer will provide safety cages on all new riding mowers.

Section 5 – Tool Allowance – After the word “mechanic” add “Welder” for each year of the Contract.

Section 6 – The County will provide safety cages on existing equipment whenever possible.

10. Article 18 – Seniority

Section 1 – Add – All job assignments will be assigned by seniority with the skill and ability to perform the work. Add new language – Add the following titles to the contract:

Boiler Operator	Building Maintenance Worker
Building Maintenance Worker	Low Pressure Licenses
Building Service Worker	Carpenter
Electrician	Equipment Operator
Garage Attendant	Inspector Mosquito Exterminator
Inspector Work Operations	Laborer
Maintenance Repair	Mechanic
Mechanic Diesel	Plumber
Senior Building Service Worker	Senior Park Caretaker
Senior Tree Climber	Sign Maker Two
Truck Driver	Water Repairer
Senior Diesel Mechanic	Assistant Grounds Keeper
Senior Carpenter	Security Guard
Senior Security Guard	Motor Brm Driver
Senior Boiler Operator	Inspector Trainee
Mosquito Exterminator	Clerk Driver/Stock Clerk
Welder	Senior Welder

11. Article 24 – Working Temperature

Section 1 – Add – The Employer will at all times maintain a comfortable working temperature above 55 degrees in all public buildings for the employees working all shifts.

12. Article 25 – General Provisions

All previous benefits within the Collective Bargaining Agreement shall remain in effect.

13. Article 26 – Duration

Change dates to read – April 1, 2010 and March 31, 2015

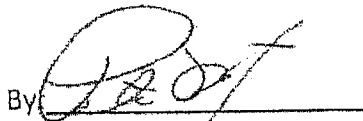
Passaic County Road Department:

By: 

Anthony DeNova,
County Administrator

Dated: 3-17-10

Teamsters Local Union 11

By: 

Peter McGourty
President

Dated: 3-16-10