

## EMPLOYMENT AGREEMENT

Township of Lawrence and Communications Workers of America, AFL-CIO,  
The Supervisor Union - Local 1032

THIS AGREEMENT made this 18<sup>th</sup> day of November 2020 by and between the *Township of Lawrence*, a municipal corporation of the State of New Jersey, having its principal offices at 2207 Lawrence Road, Lawrence Township, New Jersey 08648 (“Township”) and *Communications Workers of America (The Supervisor Union) – Local 1032*, having its principal offices at 67 Scotch Road, Ewing, New Jersey 08628 (“Union”).

### WITNESS

WHEREAS, the Township and the Union entered into an Employment Agreement dated March 31, 2016, to establish “the complete and final understanding on all bargaining issues between the Township and the Union” for three years commencing on January 1, 2018, through December 31, 2019; and

WHEREAS, the Township and the Union did initiate negotiations for a new employment contract at a time just before the worldwide health crisis involving the spread of a novel coronavirus more commonly known as Covid-19 (“Pandemic”); and

WHEREAS, the Parties understand and agree that the negotiations could not meaningfully continue while the negative impact of the Pandemic persists with no identifiable end date; and

WHEREAS, the Parties now wish to extend the prior Employment Agreement, with modifications, for an additional two-year period ending December 31, 2021.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the legal sufficiency is hereby acknowledged; the Parties agree as follows:

1. Term of Agreement: The prior negotiated employment agreement (attached hereto and made a part hereof as Exhibit A) is extended from December 31, 2019, to December 31, 2021.

2. Base salaries: Salaries for all covered employees and all Step Schedules steps under the existing employment agreement shall be increased as follows: 2020 – 2.0% and 2021 – 2.0%. *The revised Salary Schedules are attached as Exhibit B.*

3. Holidays: Amend Section 8.2 to include *Juneteenth (June 19)* as an observed holiday by the Township of Lawrence.

4. Bereavement Leave. Section 12.1 shall be changed as follows:

*“...or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident.”*

5. Extended Sick Leave: Revise Section 11.1 to include sub-paragraphs (a), (b) and (c) as follows:

*(a) “All full-time employees shall be entitled to paid sick leave to be utilized by the employee when he or she is unable to perform his/her work by reason of personal illness, accident or exposure to contagious disease. Paid sick leave shall accrue on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days in every calendar year thereafter. Any amount of paid sick leave not used in any calendar year shall accumulate to the employee’s credit from year-to-year to be utilized if and when needed. (b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-1.3g; and (c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable.”*


6. Modification: This Agreement contains the Parties' entire understanding concerning the subject matter hereof. It may not be changed or modified orally, but only by duly authorized written instruments signed by the Parties.

7. Validity and Enforceability: Each party waives all rights to challenge the validity or enforceability of this Agreement.

IN WITNESS WHEREOF, the Parties have duly executed this Agreement as of the day and year first written.

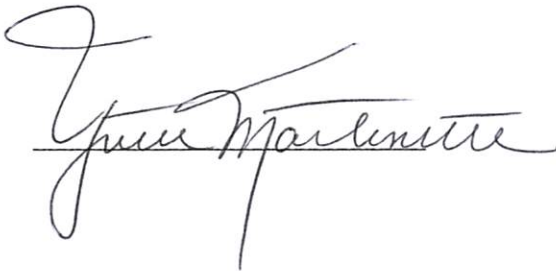
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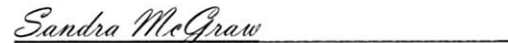
Township of Lawrence

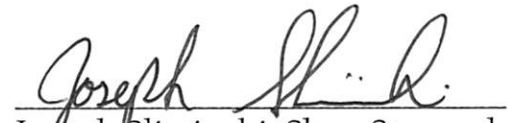
  
Kathleen Norcia  
Municipal Clerk

  
Kevin P. Nerwinski, Esq.  
Municipal Manager/QPA

Communications Workers of  
America, AFL-CIO



  
Sandra McGraw, Staff Rep.  
CWA Local 1032

  
Joseph Sliwinski, Shop Steward  
CWA Local 1032

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<sup>i</sup> Added terms to the Agreement ending 12/31/19 are italicized in this document.

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
<b>GRADE 1</b>	<b>1</b>	93,252	95,117
Construction Official	<b>2</b>	95,543	97,454
	<b>3</b>	97,833	99,790
	<b>4</b>	100,124	102,127
	<b>5</b>	102,416	104,465
	<b>6</b>	104,708	106,802
	<b>7</b>	106,999	109,139
	<b>8</b>	109,291	111,477
	<b>9</b>	111,585	113,816
	<b>10</b>	113,872	116,150
	<b>11</b>	116,160	118,483
<b>GRADE 2</b>	<b>1</b>	82,201	83,845
Assistant Construction Official	<b>2</b>	84,251	85,936
	<b>3</b>	86,301	88,027
	<b>4</b>	88,350	90,117
	<b>5</b>	90,398	92,206
	<b>6</b>	92,448	94,297
	<b>7</b>	94,498	96,388
	<b>8</b>	96,544	98,475
	<b>9</b>	98,593	100,564
	<b>10</b>	100,642	102,655
	<b>11</b>	102,690	104,744
<b>GRADE 3</b>	<b>1</b>	70,036	71,437
	<b>2</b>	71,778	73,214
	<b>3</b>	73,522	74,993
	<b>4</b>	75,311	76,818
	<b>5</b>	77,099	78,641
	<b>6</b>	78,844	80,421
	<b>7</b>	80,588	82,200
	<b>8</b>	82,332	83,979
	<b>9</b>	84,075	85,756
	<b>10</b>	85,774	87,489
	<b>11</b>	87,471	89,220
<b>GRADE 4</b>	<b>1</b>	69,105	70,487
General Supervisor Streets	<b>2</b>	71,702	73,136
Manager of Motors	<b>3</b>	74,296	75,782
Road Repairer Supervisor	<b>4</b>	76,888	78,426
Supervisor Building Services/Maintenance Supervisor Grounds	<b>5</b>	79,482	81,071
	<b>6</b>	82,078	83,719
	<b>7</b>	84,673	86,366
	<b>8</b>	87,269	89,014
	<b>9</b>	89,864	91,661
	<b>10</b>	92,457	94,306
	<b>11</b>	95,053	96,954
<b>GRADE 5</b>	<b>1</b>	76,712	78,246
Executive Assistant	<b>2</b>	78,284	79,850
Supervisor of Building Services	<b>3</b>	79,857	81,454
	<b>4</b>	81,432	83,060
	<b>5</b>	83,007	84,667
	<b>6</b>	84,578	86,269
	<b>7</b>	86,150	87,873
	<b>8</b>	87,724	89,478
	<b>9</b>	89,295	91,080
	<b>10</b>	90,960	92,779
	<b>11</b>	92,624	94,477

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
<b>GRADE 6</b> Recreation Supervisor Swimming	1	58,383	59,550
	2	60,583	61,795
	3	62,785	64,040
	4	64,983	66,283
	5	67,181	68,524
	6	69,382	70,770
	7	71,584	73,016
	8	73,784	75,260
	9	75,985	77,504
	10	78,185	79,749
	11	80,384	81,991
<b>GRADE 7</b> No Titles	1	58,368	59,535
	2	61,404	62,632
	3	64,441	65,730
	4	67,476	68,825
	5	70,512	71,922
	6	73,546	75,017
	7	76,582	78,114
	8	79,614	81,206
	9	82,646	84,299
	10	85,676	87,389
	11	88,703	90,477
<b>GRADE 8</b> Accountant	1	50,732	51,747
	2	52,323	53,369
	3	53,911	54,990
	4	55,500	56,610
	5	57,087	58,229
	6	58,676	59,850
	7	60,268	61,473
	8	61,857	63,094
	9	63,446	64,715
	10	65,035	66,335
	11	66,622	67,954
<b>GRADE 9</b> Maintenance Repairer, Grounds	1	52,502	53,552
	2	54,884	55,981
	3	57,265	58,410
	4	59,646	60,839
	5	62,028	63,268
	6	64,409	65,697
	7	66,790	68,126
	8	69,171	70,555
	9	71,553	72,984
	10	73,934	75,413
	11	76,322	77,848

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
<b>GRADE 1</b>	<b>1</b>	84,960	86,659
Construction Official	<b>2</b>	87,047	88,788
	<b>3</b>	89,134	90,917
	<b>4</b>	91,221	93,045
	<b>5</b>	93,309	95,176
	<b>6</b>	95,398	97,306
	<b>7</b>	97,485	99,434
	<b>8</b>	99,573	101,564
	<b>9</b>	101,663	103,696
	<b>10</b>	103,747	105,822
	<b>11</b>	116,160	118,483
<b>GRADE 2</b>	<b>1</b>	74,892	76,390
Assistant Construction Official	<b>2</b>	76,759	78,295
	<b>3</b>	78,627	80,199
	<b>4</b>	80,494	82,104
	<b>5</b>	82,360	84,007
	<b>6</b>	84,228	85,912
	<b>7</b>	86,095	87,817
	<b>8</b>	87,960	89,719
	<b>9</b>	89,826	91,622
	<b>10</b>	91,693	93,527
	<b>11</b>	102,690	104,744
<b>GRADE 3</b>	<b>1</b>	63,808	65,085
	<b>2</b>	65,396	66,704
	<b>3</b>	66,985	68,324
	<b>4</b>	68,615	69,987
	<b>5</b>	70,243	71,648
	<b>6</b>	71,834	73,270
	<b>7</b>	73,422	74,891
	<b>8</b>	75,011	76,512
	<b>9</b>	76,599	78,131
	<b>10</b>	78,147	79,709
	<b>11</b>	87,471	89,220
<b>GRADE 4</b>	<b>1</b>	62,960	64,220
General Supervisor Streets	<b>2</b>	65,326	66,632
Manager of Motors	<b>3</b>	67,690	69,044
Road Repairer Supervisor	<b>4</b>	70,051	71,452
Supervisor Building Services/Maintenance Supervisor Grounds	<b>5</b>	72,414	73,862
	<b>6</b>	74,779	76,275
	<b>7</b>	77,144	78,686
	<b>8</b>	79,509	81,099
	<b>9</b>	81,873	83,511
	<b>10</b>	84,236	85,921
	<b>11</b>	95,053	96,954
<b>GRADE 5</b>	<b>1</b>	69,891	71,289
Executive Assistant	<b>2</b>	71,323	72,750
Supervisor Building Services	<b>3</b>	72,756	74,211
	<b>4</b>	74,191	75,675
	<b>5</b>	75,626	77,139
	<b>6</b>	77,057	78,598
	<b>7</b>	78,490	80,059
	<b>8</b>	79,923	81,522
	<b>9</b>	81,354	82,982
	<b>10</b>	82,872	84,529
	<b>11</b>	92,624	94,477

GRADE AND JOB TITLE	STEP	<u>2020</u>	<u>2021</u>
		1.02	1.02
<b>GRADE 6</b> Recreation Supervisor Swimming	1	53,191	54,255
	2	55,196	56,300
	3	57,202	58,346
	4	59,205	60,389
	5	61,207	62,431
	6	63,213	64,477
	7	65,219	66,523
	8	67,223	68,568
	9	69,228	70,613
	10	71,233	72,657
	11	80,384	81,991
<b>GRADE 7</b> No Titles	1	53,178	54,241
	2	55,944	57,063
	3	58,711	59,885
	4	61,476	62,705
	5	64,242	65,527
	6	67,007	68,347
	7	69,773	71,168
	8	72,535	73,985
	9	75,297	76,803
	10	78,057	79,619
	11	88,703	90,477
<b>GRADE 8</b> Accountant	1	46,221	47,146
	2	47,670	48,623
	3	49,118	50,100
	4	50,565	51,576
	5	52,011	53,051
	6	53,459	54,528
	7	54,909	56,007
	8	56,357	57,484
	9	57,804	58,960
	10	59,252	60,437
	11	66,622	67,954
<b>GRADE 9</b> Maintenance Supervisor, Grounds	1	47,834	48,791
	2	50,003	51,004
	3	52,173	53,216
	4	54,343	55,429
	5	56,512	57,642
	6	58,682	59,855
	7	60,851	62,068
	8	63,021	64,281
	9	65,190	66,494
	10	67,360	68,707
	11	76,322	77,848