

SIDEBAR AGREEMENT

The following is a negotiated Sidebar Agreement between the Township of Galloway (hereinafter, the Township) and the Government Workers Union-Public Works (hereinafter, the "Union") entered into on the 11th of October , 2022.

WITNESSETH

WHEREAS, the Township is a public employer within the meaning of the New Jersey Employee-Employer Relations Act N.J.S.A 34:13A-1 et. Seq. (hereinafter, the "Act"); and

WHEREAS, the Union is an employee representative within the meaning of the Act who represents certain employees of the Township; and

WHEREAS, on or about December 17, 2021, the Township and the Union executed a Collective Bargaining Agreement ("CBA") for the period of time which covers January 1, 2021 to December 31, 2023; and

WHEREAS, the American Rescue Plan provided funding to State and Local governments that allowed for specific funding which includes but is not limited to; support public health expenditures, address economic impacts caused by the pandemics, replace lost public sector revenue, provide premium pay to essential workers and invest in water sewer and broadband infrastructure; and

WHEREAS, the Township was one of the first municipalities to reopen to the public to continue to provide in person interactions with the public; and

WHEREAS, the Township and the Union agree that the Township will utilize a portion of the funding provided in 2022 under the American Rescue Plan to provide premium pay to its' eligible employees that worked during the declared emergency.

NOW THEREFORE, in consideration of the mutual promises and representations herein contained, and intending to be legally bound, the parties understand and agree as follows:

1. The Township agrees to pay and the Union accepts a one-time payment of additional compensation for those full time eligible employees that worked during the declared emergency and are still actively employed, as follows:
 - A. If eligible employee worked during the declared emergency in 2020, which began on March 9, 2020, then employee would receive \$500.
 - B. If eligible employee worked during the declared emergency in 2021, which continued from 2020 and ended on June 4, 2021, then said employee would receive \$500.
 - C. Therefore if a current full time active eligible employee worked during the declared emergency in both years, then they would qualify for \$1,000. If a current active eligible

employee was hired after the declared emergency had ended, then they would not qualify for the additional compensation.

- D. Eligible employees would be those employees that are not specifically exempted from overtime under the FLSA. The Township believes all other requirements for eligibility have been met. Examples include direct public interaction and minimum hours.
2. The Township and the Union agree that the terms of this sidebar agreement do not set a precedent or past practice for other terms set forth in the CBA.
 3. The Township and the Union acknowledge and agree that the other terms and conditions contained in the CBA applicable remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have caused this Sidebar Agreement to be executed and signed the day and year first written above.

TOWNSHIP OF GALLOWAY



Government Workers Union



David L. Tucker, President

10/07/2022