

MEMORANDUM OF AGREEMENT

Between

THE TOWNSHIP OF EGG HARBOR

And

TEAMSTERS LOCAL UNION 331

Affiliated with INTERNATIONAL BROTHERHOOD OF TEAMSTERS

January 1, 2023 through December 31, 2025

MEMORANDUM OF AGREEMENT (MOA) BETWEEN THE TEAMSTERS LOCAL UNION 331 affiliated with INTERNATIONAL BROTHERHOOD OF TEAMSTERS (TEAMSTERS) AND THE TOWNSHIP OF EGG HARBOR (TOWNSHIP), COUNTY OF ATLANTIC, AND STATE OF NEW JERSEY, EFFECTIVE JANUARY 1, 2023 THROUGH DECEMBER 31, 2025

The Teamsters and the Township have reached an agreement on a successor Collective Bargaining Agreement (CBA) commencing January 1, 2023 through December 31, 2025.

WHEREAS, the parties have agreed to amend the current bargaining agreement to add a new position entitled "Communications Supervisor" and make other minor amendments as described below; and

WHEREAS, the negotiation committees and the Township have come to an agreement for terms of said amendments to the current agreement.

All other language of the aforesaid Agreement not modified herein shall continue in full force and effect without modification.

The parties have agreed to the following modifications to the CBA:

1. Article 1, Recognition, Paragraph A (p.6)

Paragraph A additional classification shall be amended to **include** the position of "Communications Supervisor"; and

Amending the list of "Excluding all" to **remove** the position of "Supervisors" and replacing with "Supervisors, other than Communications Supervisors".

2. Article XV Hours of Work and Overtime, Paragraph A (p.26)

Paragraph A shall be deleted in its entirety and replaced with the following:

All full-time bargaining employees shall work forty (40) hours a week, with exception of Communications Officers I, II and Communications Supervisor who may work a modified schedule as authorized.

3. Article XV Hours of Work and Overtime, Paragraph D (p.26)

Paragraph D shall be deleted in its entirety and replaced with the following:

In the event the Township requires an employee to make a change in their shift, the employee shall be given at least two (2) weeks' notice unless the shift change is required due to emergency circumstances, or unless both parties agree.

4. Article XV Hours of Work and Overtime, Paragraph E (p.26)

Paragraph E is hereby amended by deleting “including lunch breaks” at the end of the sentence.

5. Article XVII Vacations, Paragraph C (p.32)

The title paragraph shall be deleted and replaced with the following:

A vacation period shall consist of no less than five (5) consecutive workdays for employees working eight (8) hour days and three (3) consecutive days for employees working in excess of eight (8) hour days. Vacation periods of less than the above may be taken upon approval and with the sole discretion of the Department Head.

6. Article XXVII Salaries, Paragraph D (p.46)

Paragraph D shall be deleted in its entirety and replaced with the following:

When an employee is transferred from one job category to another, they shall be placed on the salary level; which provides a salary closest to the employee’s present salary, but no less than the employee’s present salary. This does not apply to voluntary demotions or disciplinary transfers. When an employee is promoted from one job category to another, the employee shall be placed on a salary level that will ensure they receive adequate compensation for the promotion. This decision will be at the discretion of the Township Administrator.


7. Category Titles (p.59)

Category Titles is hereby amended to include “HH Communications Supervisor”

8. The salary guide for 2023 to 2025 is hereby amended and replaced with the attached Attachment A.

IN WITNESS WHEREOF, the parties hereto have caused this MOU to be signed by their respective Representatives and witnessed on the _____ day of October, 2023

TOWNSHIP OF EGG HARBOR



Laura Pfrommer
Mayor

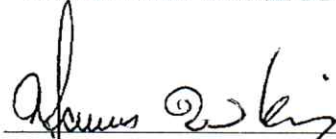
Dated:

Attested:



Eileen M. Tedesco, RMC
Township Clerk

TEAMSTERS LOCAL 331



Marcus King
President

Dated: 10/24/2023



John Berry, Negotiating Committee



Stephanie Sharpe, Negotiating Committee



Cassandra Hynes, Negotiating Committee



Christine McAvaddy, Negotiating Committee

Attachment

2023	EFFECTIVE JAN 1, 2023													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
AA	41,824	43,672	45,522	47,370	49,218	51,067	52,916	54,764	56,613	58,461	60,311	62,159	64,007	68,150
BB	37,641	39,395	41,147	42,899	43,992	46,404	48,156	49,909	51,661	53,414	55,165	56,919	58,671	62,534
CC	31,200	32,371	34,447	36,523	38,598	40,673	42,748	44,824	46,899	48,974	51,049	53,125	55,200	57,279
DD	43,697	45,378	47,475	49,571	51,668	53,766	55,863	57,959	60,056	62,153	64,251	66,347	68,444	71,221
EE	37,871	40,126	42,380	44,635	46,891	49,145	51,400	53,655	55,909	58,165	60,420	62,674	64,929	67,831
FF	31,200	32,215	34,136	36,055	37,975	39,893	41,813	43,733	45,653	47,539	49,492	51,410	53,330	55,254
GG	41,824	43,816	45,808	47,800	49,791	51,784	53,776	55,767	57,759	59,751	61,743	63,734	65,726	70,079
HH	65,500	68,125	70,750	73,375	76,000									

2024	EFFECTIVE JAN 1, 2024													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
AA	42,033	43,891	45,749	47,607	49,464	51,323	53,181	55,039	56,896	58,754	60,612	62,470	64,327	70,195
BB	37,830	39,592	41,352	43,114	44,212	46,636	48,397	50,159	51,919	53,681	55,442	57,203	58,964	64,410
CC	31,356	32,533	34,619	36,706	38,791	40,876	42,962	45,048	47,133	49,219	51,304	53,391	55,476	58,997
DD	43,915	45,605	47,712	49,819	51,926	54,035	56,142	58,249	60,356	62,464	64,572	66,679	68,786	72,659
EE	38,060	40,327	42,592	44,858	47,125	49,391	51,657	53,923	56,189	58,456	60,722	62,987	65,254	69,201
FF	31,356	32,376	34,307	36,235	38,165	40,092	42,022	43,952	45,881	47,777	49,739	51,667	53,597	56,912
GG	42,033	44,035	46,037	48,038	50,040	52,043	54,045	56,046	58,048	60,050	62,052	64,053	66,055	72,182
HH	67,465	70,169	72,873	75,576	78,280									

2025	EFFECTIVE JAN 1, 2025													
	1	2	3	4	5	6	7	8	9	10	11	12	13	14
AA	42,243	44,110	45,978	47,845	49,712	51,579	53,446	55,314	57,181	59,048	60,915	62,782	64,649	72,301
BB	38,019	39,790	41,559	43,329	44,433	46,869	48,639	50,409	52,179	53,949	55,719	57,489	59,259	66,342
CC	31,513	32,696	34,792	36,889	38,985	41,081	43,177	45,273	47,369	49,465	51,561	53,658	55,753	60,767
DD	44,135	45,833	47,951	50,068	52,186	54,305	56,423	58,540	60,658	62,776	64,895	67,012	69,130	74,839
EE	38,251	40,528	42,805	45,082	47,361	49,687	51,915	54,193	56,469	58,748	61,026	63,302	65,580	71,277
FF	31,513	32,538	34,478	36,416	38,356	40,293	42,232	44,171	46,111	48,016	49,988	51,925	53,865	58,619
GG	42,243	44,255	46,267	48,279	50,290	52,303	54,315	56,327	58,338	60,350	62,362	64,374	66,385	74,347
HH	69,489	72,274	75,059	77,843	80,628									