

## MEMORANDUM OF UNDERSTANDING

The City of East Orange and the Communications Workers of America AFL-CIO have a collective negotiations agreement regarding the Traffic Guards which has expired, and the parties having reached a tentative settlement for a successor collective negotiations agreement, as set forth below, and the parties shall recommend the terms of this Memorandum of Understanding through their respective negotiations committees to the full City Council and the Union general membership, and this MOU shall be subject to ratification by the City Council and the CWA general membership.

### Article 1 Recognition Clause

The parties agree that the recognition clause will continue to include full time and part time Traffic Guards as eligible members of the negotiations unit.

### Article VII Wages:

#### Raises:

- January 1, 2014 - \$500.00 to each employee
- January 1, 2015 - \$750.00 to each employee
- Effective January 1, 2016 – 2% to base wage
- Effective January 1, 2017 – 2.25% to base wage
- Effective January 1, 2018 – 2.5% to base wage

#### Minimum Wages:

For any East Orange employee in a CWA bargaining unit title earning less than \$15.00 per hour, the City will phase in a minimum wage of at least \$15.00 per hour using the following steps:

- January 1, 2014 - \$1.00 per hour for Traffic Guards earning less than \$15.00 per hour
- January 1, 2015 - \$1.00 per hour for Traffic Guards earning less than \$15.00 per hour
- January 1, 2016 - \$1.00 per hour for Traffic Guards earning less than \$15.00 per hour
- January 1, 2017 - \$1.00 per hour for Traffic Guards earning less than \$15.00 per hour
- January 1, 2017 - \$1.00 per hour for Traffic Guards earning less than \$15.00 per hour
- January 1, 2018 - \$15.00 per hour shall be the minimum wage for Traffic Guards

### Article XIII Health Insurance

The parties agree that all eligible Traffic Guards will be provided the health insurance provided by the City to all City CWA employees.

Article XV Uniforms

Include language that new employees shall receive a full uniform complement upon employment with the City; and thereafter Traffic Guards shall receive a \$300.00 voucher for uniform clothing only. Traffic Guards who have not yet received their \$300.00 voucher for 2015 shall receive said payment no later than 60 days following ratification of this MOU by both parties.

Article XVII Snow or Emergency Days

The parties agree that effective September 1, 2016 through December 31, 2018 Traffic Guards shall be entitled to five (5) days per year in the event school is closed due to snow or other emergencies. Said clause shall sunset on December 31, 2018 and the number of snow/emergency days shall revert to three (3) days until such time as the parties negotiate a new clause.

Miscellaneous

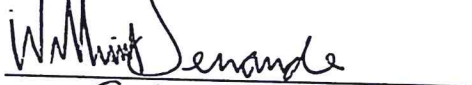
The parties agree to merge the now expired collective negotiations agreement between the City and the Traffic Guards with the master CWA collective negotiations agreement between the City and the CWA. Where the master CWA collective negotiations agreement and the expired collective negotiations agreement and this MOU differ, the parties agree that there will be a separate provision for the Traffic Guards.

Duration of Agreement

January 1, 2014 through December 31, 2018

DATED: August 9, 2016

FOR THE CITY,

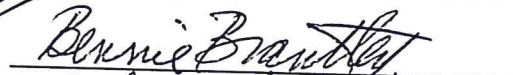
  
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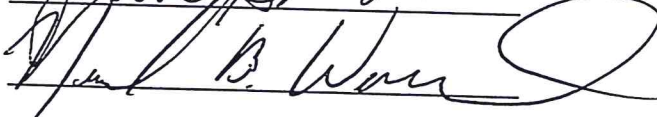
DATED: August 9, 2016

FOR THE CWA

  
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## Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2014 thru 12/31/2018.

Employer: City of East Orange

County: Essex

Date: 9/11/2017

Name: William Senande  
Print Name

Title: City Administrator/CFO  
William Senande  
Signature