

MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE

AND

TEAMSTER LOCAL UNION NO. 469
(Professional Unit)

The negotiation committees of the Township of Old Bridge and the Teamster Local 469 (Professional Unit) agree to the terms of this Memorandum of Agreement as set forth below:

1. ARTICLE III - GRIEVANCE PROCEDURE

a. Section C. Procedure:

- (1). Revise Level One to read as:

An employee with a grievance should first discuss it with their Department Head, either directly or through a shop steward, with the objective of resolving the matter informally. The aggrieved will have fifteen (15) calendar days to file a grievance at Level One after a situation arises or after he first learns of it or reasonably should have learned of it. Failure to act within the said fifteen (15) calendar days shall be considered to be an abandonment of the right to initiate the grievance.

- (2). Update all Grievance Level's to reflect "calendar days" for any and all specified time periods.

- (3). Revise Level Two:

Revise the amount of days from ten (10) working days to twelve (12) calendar days.

- (4). Revise Level Three:

Revise the amount of days from ten (10) working days to twelve (12) calendar days.

- (5). Revise Level Four:

Revise the amount of days from ten (10) working days to twelve (12) calendar days.

b. Section D, Miscellaneous:

- (1). Delete the following subsections and renumber the remaining subsections:

Delete: 6 and 8

2. ARTICLE VI - HEALTH INSURANCE

a. Health insurance modifications as follows:

- Effective January 1, 2018 Brand Name Prescription Co-Pay shall increase to \$25.00.

b. Add the following to Section A: Employees shall be required to contribute to his/her health benefits in accordance with the Tier IV rates set forth in Chapter 78. P.L. 2011.

c. Add the following to Section D: All employees hired on or after January 1, 2018 shall be provided retiree health benefits until the age of 65 or becoming Medicare eligible, whichever is first. All employees hired on or after January 1, 2018, upon Medicare eligibility or becoming age 65, the Township of Old Bridge shall no longer provide retiree health benefits (neither primary and/or secondary health benefits).

3. ARTICLE X - JOB POSTINGS AND JOB DESCRIPTIONS

a. Delete Sections C, D and E in their entirety.

4. ARTICLE XI – HOURS OF WORK AND OVERTIME

a. Add language to end of paragraph A to read: Inspectors hours shall be as 7AM-3PM or 8AM-4PM. The scheduled hours of the employee shall be changed anytime at the discretion of the Department Head after giving one (1) weeks' notice to the employee prior to the change in hours.

All other employees of the bargaining unit shall work one of the below listed schedules. The schedules worked by the employees are subject to the discretion of their Department Head. The scheduled hours of the employee shall be changed anytime at the discretion of the Department Head after giving one (1) weeks' notice to the employee prior to the change in hours.

7AM-3PM
8AM-4PM
9AM-5PM

b. Delete in its entirety the following sentence from paragraph A: "Traffic and Safety, Secretary(ies) to Public Works, Ice Rink, and Clean Streets employees shall

work a forty (40) hour week which shall consist of five (5) eight (8) hour work days plus a forty-five minute (45) minute lunch, thirty (30) minutes of which shall be unpaid.”

5. ARTICLE XII – VACATION

a. Add the following language to Section A: All vacation time shall be prorated during the last year of employment for all employees hired on or after January 1, 2018.

b. Add a new vacation schedule to Section A for all new employees hired on or after January 1, 2018:

Years of Service	Vacation Days
1 st Year of Employment	One (1) vacation day per month during the first year of employment. Maximum five (5) vacation days.
2 nd – 5 th Year of Employment	Ten (10) vacation days.
6 th – 10 th Year of Employment	Thirteen (13) vacation days.
11 th and thereafter	Fifteen (15) vacation days.

6. ARTICLE XIII - SICK LEAVE

a. Add the following language to Section B: All employees hired on or after January 1, 2018 shall only be afforded a total of thirteen (13) sick days. Of these thirteen (13) sick days, two (2) sick days may be designated by the employee as personal days.

b. Add new Section H:

All employees hired on or after May 21, 2010 shall not be afforded payment and/or compensation for unused sick leave during the calendar year pursuant to N.J.S.A. 40A:9-10.4. Payment for accumulated sick leave shall be known as supplemental compensation. Supplemental compensation shall be payable only at the time of retirement from a State-administered or locally-administered retirement system based on the leave credited on the date of retirement in compliance with New Jersey state law (N.J.S.A. 40A:9-10.4). Additionally, employees shall not be afforded supplemental compensation upon layoff, resignation and/or termination in compliance with New Jersey state law (N.J.S.A. 40A:9-10.4).

7. ARTICLE XVIII - SALARY

a. Salary increases as follows:

- 2017: 2%
- 2018: 2%

2019: 2%
2020: 2%
2021: 2%

b. Non Pensionable License Stipends:

1st License \$0

2nd License \$2000

3rd License \$2000

****Maximum of three (3) licenses with a maximum payout of \$4000. This non-pensionable stipend does not increase the employee's base rate pay. The following are the licenses which may afford an employee a stipend as set forth above:**

In accordance with the Uniform Construction Code "UCC" (N.J.A.C. 5:23-5) and approved by the State of New Jersey Department of Community Affairs.

Building

Electrical

Fire

Mechanical

Plumbing

8. Correct union name to read: "Teamsters Local Union No. 469 Affiliated with the International Brotherhood of Teamsters"

9. Article XIV - CLOTHING ALLOWANCE

a. Section A: Delete paragraph

b. Section B: Delete paragraph

c. Section C: Effective January 1, 2018, the annual safety shoe allowance shall be increased to \$150.00.

10. ARTICLE XXVII - DURATION OF AGREEMENT

The term of the agreement shall be from January 1, 2017 through December 31, 2021.

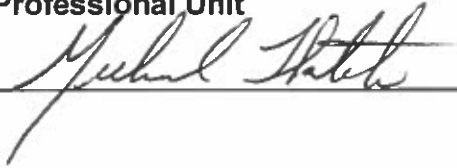
11. The parties acknowledge that the terms and conditions are subject to ratification, and the mediator retains jurisdiction.

12. All parties agree to recommend these terms and conditions to their respective constituents for ratification.

13. All proposals which are not included in this agreement shall be deemed withdrawn by both parties.

In witness whereof, this Memorandum of Agreement is executed on June __, 2017.

**Teamsters Local 469
Professional Unit**



Township of Old Bridge