

## MEMORANDUM OF AGREEMENT

The Township of Clark ("Township") and the Union Council No. 8, I.F.P.T.E., AFL-CIO (Council 8) hereby agree as follows with respect to negotiations for a successor collective negotiations agreement:

1. One (1) year agreement: January 1, 2023 through December 31, 2023.
2. All proposals not previously agreed nor specifically referenced herein will be considered withdrawn by the proposing party.
3. The parties agree to an overall increase to each salary for bargaining unit members of 2.75% for 2023 effective as of January 1, 2023.
4. Article 20, Truck Drivers License, will be revised to read as follows:

*The Township agrees to pay the annual cost of the mandated commercial driver's license for members of the Association. For current employees and future employees who do not hold a commercial driver's license ("CDL"), the following will apply:*

- A. *The Township will pay for all approved training, courses, application and examination fees for an employee to obtain their CDL subject to the conditions set forth in this article.*
- B. *Employees will reimburse the Township for one-half (1/2) the total cost incurred for courses, training, application and examination fees by way of payroll deduction over the course of one year.*
- C. *Employees will be required to obtain their commercial drivers license within six months after their initial hire by the Township, or the initial start of training to obtain a CDL for current employees not holding a CDL.*
- D. *Employees who fail to obtain a CDL within six months will be required to reimburse the Township for the full cost of all training, courses, application and examination fees by way of payroll deductions over the course of two (2) calendar years.*

A handwritten signature and initials are present in the bottom right corner of the page. The signature is written in black ink and appears to be a stylized name, possibly "EM".

***E. Employees who obtain their CDL with financial assistance from the Township will be required to remain as employees of the Township for a period of five (5) years after obtaining the CDL. Employees who resign prior to the end of the five (5) years will be required to pay back to the Township the remaining balance of any Township expenditures towards training, courses, application and examination fees. Such reimbursement will be required in full at the time of resignation.***


5. All other terms and conditions contained in the collective negotiations agreement between the parties for the term of January 1, 2018 through December 31, 2022 shall remain in full force and effect.

For the Township of Clark



Mayor Sal Bonaccorso

For Union Council No. 8, I.F.P.T.E., AFL-CIO



2/21/23

