

**TOWNSHIP OF WATERFORD  
COUNTY OF CAMDEN  
STATE OF NEW JERSEY**

**RESOLUTION #2021-142**

**RESOLUTION OF THE TOWNSHIP OF WATERFORD APPROVING  
MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF WATERFORD  
AND UFCW LOCAL 360**

**WHEREAS**, the Township of Waterford has been in negotiations with UFCW Local 360 with respect to Township employees represented and covered by a Collective Bargaining Agreement between the parties; and

**WHEREAS**, as a result of those negotiations a Memorandum of Agreement has been executed between the parties to modify and amend the existing Collective Bargaining Agreement effective January 1, 2020 through December 31, 2022; and

**WHEREAS**, the Governing body for the Township of Waterford has reviewed said Memorandum of Agreement and has found same acceptable for approval.

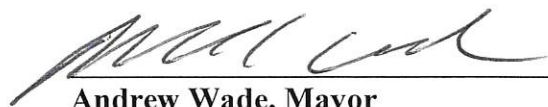
**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Township Committee of the Township of Waterford, County of Camden, State of New Jersey that the Memorandum of Agreement attached to this Resolution is hereby approved to amend the Collective Bargaining Agreement with UFCW Local #360, retroactive to January 1, 2020 through December 31, 2022.

**BE IT FURTHER RESOLVED** that the appropriate Township Officials are hereby authorized to execute said Memorandum of Agreement.

Adopted: April 26, 2021



Dawn Liedtka, RMC / CMR Clerk



Andrew Wade, Mayor

	GIANGIULIO	ROMOLINI	WILSON	YEATMAN	WADE
YES	x	x	x	x	x
ABSTAIN					
NO					
ABSENT					

CERTIFICATION

I, Dawn Liedtka, Clerk of the Township of Waterford, do hereby certify that the above is a true and correct copy of a resolution duly adopted by the Mayor and Township Committee at its Meeting held on April 26, 2021.

*Dawn Liedtka*

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**Dawn Liedtka, Township Clerk**

**MEMORANDUM OF AGREEMENT  
BY  
AND  
BETWEEN  
UFCW LOCAL 360  
AND  
WATERFORD TOWNSHIP**

It is hereby agreed by and between Waterford Township ("Employer") and United Food & Commercial Workers Union, Local 1360 ("Union") that the following shall be the full and complete agreement and understanding between the above-named parties for the renewal of their collective bargaining agreement. The terms of the prior collective bargaining agreement, dated January 1, 2015 through December 31, 2019 shall remain in full force and effect, except as modified herein:

1. Clean up language - change all language that reflects Local 1360 to Local 360.
2. Contract clean up language: To the extent that the Scope of Work section defines the requirements of the various positions covered under the contract, they shall be removed from the body of the contract and placed in an appendix attached to the contract. Any changes to the language of those requirements must be agreed to by the parties. Definitions for Permanent Full Time, Permanent Part Time, Replacement Employee, Temporary Employee, Seasonal Employee and Foremen, shall remain in the body of the contract.
3. **ARTICLE I – UNION SHOP**

Modify 1<sup>st</sup> line to read: This Agreement shall become effective this first day of January 1, 2020 and shall remain in full force and effect to midnight December 31, 2022.

4. **ARTICLE V – WAGES**

Effective January 1, 2020	2% increase for all employees
Effective January 1, 2021	2% increase for all employees
Effective January 1, 2022	2% increase for all employees

The above increases shall also be included into all contractual salary scales.

Employees who have state licenses other than CDL's, shall receive an annual stipend of \$1,000.00 payable in two equal payments of \$500.00 each in June and December for the following licenses: pesticides, water and sewer; provided, however, that no more than two employees for each license shall receive the stipend and that those employees have been designated either the primary or secondary license by the Township.

5. ARTICLE VII – OVERTIME AND HOURS

Modify Section 12.a – The regular scheduled work week shall consist of five (5) days for both Public Works and Clerical Administrative Staff as follows:

Monday to Friday inclusive, unless changed by mutual agreement with the Union.

The regular starting time or ending times of work shifts shall not be changed without notice to the affected employees and are as follows:

- a) Trash and Recycling - 6:00 am to 2:30 pm Monday through Friday
- b) Department of Public Works – 7:00 am to 3:30 pm Monday through Friday
- c) Clerical Administrative Staff – 8:30 am through 4:30 pm Monday through Friday

The regular work week for all clerical administrative employees covered by this agreement shall consist of thirty-five (35) hours. All clerical administrative employee covered by this contract will have a one (1) hour lunch daily. Department of Public Works employees shall have a regular work week consisting of forty (40) hours with a one-half (1/2) hour lunch daily.

6. ARTICLE XIII – INSURANCE

Effective January 1, 2022, employees hired after January 1, 2015, shall be entitled to insurance coverage consistent with the coverage and under the same terms as provided to PBA Local 362 in the recent side agreement relating to that issue.

- 7. Employees hired after May <sup>3, 150</sup>~~28~~, 2010, may only sell back sick time at retirement in accordance with applicable law.

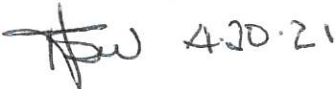
WATERFORD TOWNSHIP

UNITED FOOD & COMMERCIAL  
WORKERS, LOCAL 360:

  
\_\_\_\_\_

  
\_\_\_\_\_

This agreement is subject to ratification by the members of Local 360 and by the Waterford Township Committee

  
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