

TOWNSHIP OF OLD BRIDGE

AND

THE OLD BRIDGE PUBLIC WORKS & SANITATION UNION
UNITED SERVICE WORKERS UNION, I.U.J.A.T.

The following are the employer's proposals for modifications, deletions and/or additions to the collective negotiation's agreement between the parties. The representatives of the employer are empowered to make proposals, accept, and reject the employee representative's proposals, make counterproposals, and to reach a tentative settlement with the employee representative, pending final acceptance and approval by the governing body. The representatives of the employer expressly have no power to bind the governing body without its express acceptance and ratification by both parties. All items tentatively agreed upon are subject to final agreement on the entire contract. In some cases, the employer's proposal is merely a clarification of an existing right or practice, and this proposal should not be considered an admission that the employer does not already possess such a right or that the practice does not exist. Unless expressly proposed by the employer, any item of the current agreement between the parties shall remain as in the prior agreement. The employer also reserves the right to participate in the construction of salary guides and to approve the salary guides prior to final ratification.

ARTICLE V – UNION RIGHTS

1. Section D – Delete in its entirety as it is in contravention with current law.

ARTICLE VI – HEALTH INSURANCE

1. Section E – Modify as follows:

Employees injured on the job shall continue to receive full salary and health/medical benefits as provided by this Agreement, less any worker's compensation benefits received, for a maximum period of one (1) year. After 6 months of workers compensation, at the township's discretion, the employee may be examined by a doctor of the township's choosing to determine if the employee will be asked to return to 'light duty'. if there is light duty available, and it is approved by the township doctor, employee will return to work after six months. If township doctor does not approve light duty or if the light duty work is not available, the employee may receive an additional six months of workers compensation.

ARTICLE IX – SICK LEAVE

1. Section H – Modify as follows:

H) Any employee who is entitled to sick time and is sick for more than three (3) consecutive days shall be required to furnish the Human Resources Department

Guidelines for Reference (2020):

Laborer A = CDL "A"

Laborer B = CDL "B" with Air Brakes Endorsement

Current Rate of Pay for Laborers:

	Hire	Mid	Max
Laborer B	\$21.27	\$22.61	\$23.97
Laborer A	\$24.08	\$25.53	\$26.90

Laborers Hired After January 1, 2022:

	Hire	Mid	Max
Laborer C Entry Level Formally B Rate	\$21.27	\$22.61	\$23.97
Laborer B Formally A Rate Employee must have at least 12 months of experience in the position and must obtain a recommendation from The DPW Director and the Business Administrator to advance from Laborer B to Laborer A. This transition will not occur until, at the township's discretion, the township obtains reasonable training solutions for the CDL "B" with Air brakes endorsement requirement.	\$24.08	\$25.53	\$26.90
Laborer A \$2.00 Increase Requirement: CDL "A"	\$26.08	\$27.53	\$28.90

3. Section A – Modify the following:

Change the title "Chief Mechanic" to "Lead or Training Mechanic"

4. New Section E:

Guidelines for Reference (2020):

Mechanic A – (8) ASE Certifications plus the Emergency Vehicle Technician (EVT) certification

Mechanic B – (5) ASE Certifications

ARTICLE XXI – SALARY

Salary increases as follows:

2021	2%
2022	3.25%
2023	2%
2024	3%

ARTICLE XXIII – ACCRUAL OF BENEFITS

Add the following language:

Employees cannot bridge the time after (6) six months of separation excluding layoffs. If rehired, the new hire date will be considered a new date of hire for seniority, longevity, vacation, sick and any retirement benefits.

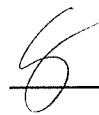
DURATION OF AGREEMENT

1. January 1, 2021 – December 31, 2024
2. Move to Twenty-Four (24) pay period when all unions agree to this.

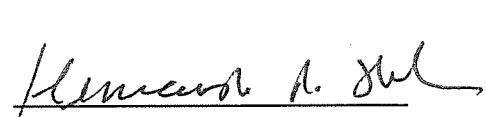
In Witness whereof, this Memorandum of Agreement is executed on May 18, 2022.

Old Bridge United Service Workers
Union (IUJAT) Local 255

Township of Old Bridge



Connor Shaw 5.18.2022

 5/18/22

 5-18-2022

 5/18/2022

