

**SIDE BAR TO THE PARTIES'
COLLECTIVE NEGOTIATIONS AGREEMENT**

The Borough of Elmwood Park ("Borough") and the Elmwood Park White Collar/Blue Collar Employees Association ("Union"), hereby agree to this Side Bar Agreement to the parties' Collective Negotiations Agreement dated October 26, 2018 as follows:

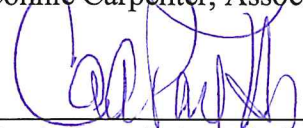
1. The Borough and the Union are parties to a Collective Negotiations Agreement, effective January 1, 2019 through December 31, 2023.
2. All terms of the existing Collective Negotiations Agreement ("CNA") dated October 26, 2018 shall remain in full force and effect except as modified by this Side Bar.
3. Article IV of the CNA addresses hours of work and overtime.
4. For good and valuable consideration provided for herein which the parties acknowledge and agree exists, paragraph first of Article IV shall be amended to add the following provision:
 - a. "The foregoing notwithstanding, on the first Wednesday of every month, the Borough shall be open until 7PM and, on those days, White Collar employees' hours of work will be 8:30/9AM until 6:30/7PM, respectively. On the Friday of that same week, the White Collar employees' work day shall end at 2PM/2:30PM, respectively.
 - b. During the months of July and August, White Collar employees' hours of work shall be as follows: Monday and Tuesday – 8:30/9AM to 4/4:30PM, Wednesday and Thursday – 8:30/9AM to 6:30/7PM; Friday 8:30/9AM to 11:30AM/12PM, respectively."

So agreed.




Connie Carpenter, Association Rep.

4/9/19
Date



Carrie Paretti, Association Rep.

4/9/19
Date



Michael Foligno, Borough Administrator

4/9/19
Date



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2. All terms of the existing Collective Negotiations Agreement ("CNA") dated October 26, 2018 shall remain in full force and effect except as modified by this Side Bar.
3. Article II of the CNA addresses, among other things, salaries paid to those employees represented by the Union.
4. For good and valuable consideration provided for herein which the parties acknowledge and agree exists, Article II shall be amended to provide for salaries to the titles set forth below upon ratification of this Sidebar, pro-rated for the remainder of 2019:

"In addition to the salary paid to the employee as set forth in Schedule B of the CNA, employees assigned to and performing the duties associated with the following titles shall be paid a yearly salary, which will be paid to the employee at regular pay intervals.


Human Resources/Payroll	\$5,000
Water Department/Clerk	\$2,500"

So agreed.



Connie Carpenter, Association Rep.

4/5/19
Date



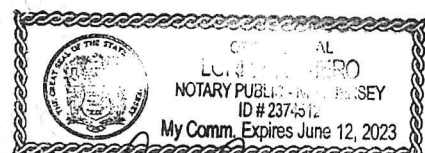
Carrie Paretti, Association Rep.

4-5-19
Date



Michael Foligno, Borough Administrator

4-5-19
Date





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3. Article I of the CNA is sets forth that the Borough recognizes the Union as the exclusive majority representative of the titles listed on Schedule A of the CNA.
4. Article II of the CNA addresses, among other things, the salaries paid to those employees represented by the Union.
5. For good and valuable consideration provided for herein which the parties acknowledge and agree exists, Article I and Schedule A shall be amended to include the title of Deputy Borough Clerk at an annual salary of \$ 43,810.00.

So agreed.

Connie Carpenter
Connie Carpenter, Association Rep.

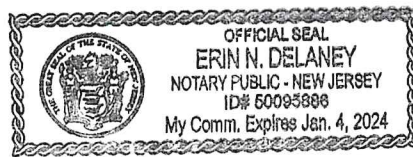
7/12/19
Date

Carrie Paretto
Carrie Paretto, Association Rep.

7-12-19
Date

Michael Foligno
Michael Foligno, Borough Administrator

7/15/19
Date



Erin N. Delaney

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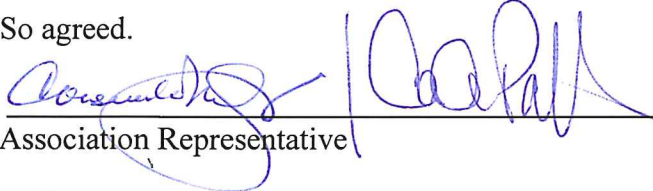
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3. Lori Sprovieri is a Senior Keyboarding Clerk I (Tax Collector) in the Borough whose employment is governed by this CNA. As a result of the retirement of the Borough's Tax Collector and appointment of the Borough's Chief Financial Officer to also serve as Tax Collector, Ms. Sprovieri's workload is expected to increase.
4. "Schedule 'B' - Salary By Title" of the CNA addresses the annual salary of persons covered by the CNA.
5. For good and valuable consideration provided for herein which the parties acknowledge and agree exists, "Schedule 'B' - Salary By Title" shall be amended as follows, effective March 1, 2020:

Title	Hire Date	2020 Salary	2021 Salary	2022 Salary	2023 Salary
Senior Keyboarding Clerk I (Tax Collector)	7/22/2002	\$57,283.50	\$58,433.50	59,583.50	\$60,733.50

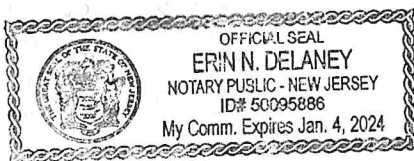
So agreed.


 Association Representative

3/20/20
 Date


 Michael Foligno, Borough Administrator

3/20/20
 Date



 3/20/20