

Teamsters 125 Negotiation Agreement

As of 5/13/20 the following are the agreed terms for the 2019 MOU.

1. 1 year contract, at \$3000 increase based on the total 2019 salaries including any promotions or salary adjustments. Article V, Section 1 Wages For the purposes of calculating the salary increase for 2019, the wage increase shall be added to the members base salary as of January 1, 2019.

2. College incentive

Employees who hold a college degree upon the start of their employment or receive or obtain a college degree during their employment with the City shall receive the following yearly stipend:

\$1,000	Associated Degree
\$2,000	Bachelor Degree
\$3,000	Masters, PHD, JD or MD

Employees whose Civil Service title requires one of the aforementioned degrees in order to hold the position, the affected employee shall not be entitled to the stipend.

3. Change sick day pay out/terminal pay back to \$19,000, correcting an error in a prior collective negotiations agreement.

[INTENTIONALLY LEFT BLANK]

4. If the employee has 180 sick days or more
Sell back a maximum of 10 days

Number of Sick Days Utilized	Sick Days Eligible for Sell-Back
0	10
1	9
2	8
3	7
4	6
5	5
6	4
7	3
8	2
9	1
10 or more	0

- a. A unit member exercising this option shall inform the office of the Treasurer no later than October 15 of each calendar year.
5. Union members may utilize one half (1/2) of a sick day in accordance with City Policy.
6. Remove Article XII (Clothing & Maintenance), line b (i); "As required by council, staff shall wear City..."
7. Double time for supervisors working Holidays unless the day is designated a skeleton day.
8. Article III, Section 5 Death In Immediate Family b. change to "through the day of the service".
9. Article VI Normal workday, work week and overtime, Section 2. Overtime, Change to "In the event any member of the Local 125 must work during the time he is normally off and is not a continuation of their day, they will be paid at the ..." The continuation of an employee's workday shall be considered 0 to 15 minutes. An employee who works beyond 16 minutes shall be entitled to the 2 hour minimum.

10. Upon retirement from the City with a minimum of twenty-five (25) years of service in a New Jersey State Retirement System, employees enrolled in a New Jersey State Retirement System as of December 31, 2013 shall be entitled to an individual Employee Contract stating that they will receive medical and prescription benefits upon retirement with the sole cost of same to be borne by the City. Upon a service retirement from the City with twenty-five (25) years of service in a New Jersey State Retirement System, employees enrolled on or after January 1, 2014, all retirees shall contribute towards their medical and prescription benefits the same as the active employees and shall receive the same medical and prescription benefits offered to active employees. Any other category of retirement from the City shall follow the requirements and receive the medical and prescription benefits as determined under the New Jersey Division of Pensions and Benefits Tier System.
11. No employee shall be permitted to call out of work and utilize their compensation time without prior authorization from the Department Head.
11. Employees may convert 1 vacation day into comp time in a calendar year.
12. Change "If Christmas Eve Day/New Years Eve Day falls on a Friday or Saturday and Christmas Day/New Years Day falls on a Sunday or Monday, Christmas Eve Day/New Years Eve Day shall be celebrated on the preceding Friday and Christmas Day/New Years Day shall be celebrated on the following Monday."
13. New Language – At the option of the employee, convert 1 vacation day to 1 hour increments for use for childcare, child's school activity or physician's visit for the employee or dependent.
14. If the City pays for or reimburses the education credits or certification classes for an employee, and if the employee separates from service with the City, except for death of the employee, the employee shall reimburse the City for said costs under the following schedule:
 - Within the first year of receipt of payment – 100% of cost of payment by City;
 - Within the second year of receipt of payment – 80% of the cost of payment by City;
 - Within the third year of receipt of payment – 60% of the cost of payment by City;
 - Within the fourth year of receipt of payment – 40% of the cost of payment by City;

Within the fifth year of receipt of payment - 20% of the cost of payment by City;

After the conclusion of the fifth year of receipt of payment - there shall be no reimbursement by the employee.

For Local 125

For the City

[Handwritten signature]

8/5/2020

[Handwritten signature] 7/20/20 [Handwritten signature]