

**Teamsters Local Union No. 469**

**&**

**TOWNSHIP OF WOODBRIDGE**

MOU-Custodian Supervisors

The Township of Woodbridge (hereinafter referred to as the "Township") and Teamsters Local Union No. 469 and Affiliate of the International Brotherhood of Teamsters (Custodial Supervisors Agreement)(hereinafter referred to as "Teamsters") desire to enter into this Memorandum of Understanding setting forth the terms of the new Collective Bargaining Agreement ("Agreement"). The parties acknowledge that the prior Agreement entered into by and between the Township and the Teamsters expires on June 30, 2018.

This MOU is subject to ratification of the parties. The Township and Teamsters agree that other than as set forth herein below all of the terms and conditions of the prior Agreement which expires on June 30, 2018 shall remain in full force and effect.

1. Term of Agreement: 2 years, Effective July 1, 2018 through June 30, 2020.
2. Article 2 (Hours of Work/Scheduling): The union shall designate a representative who shall be responsible for calling in employees to allocate overtime assignments for instances when overtime opportunities for snow removal are available. The representative shall notify management of the employees ultimately assigned to such an overtime assignment. The representative shall be paid for 1 hour at their regular overtime pay rate for assuming such responsibility. The Union waives its right to file a grievance against the Township related to allocation of overtime based on assignments made by the representative pursuant to this paragraph.

The parties will adopt this provision on a trial basis and each maintains the right to eliminate the provision at any time prior to the parties' agreement to adopt it on a permanent basis. The parties will meet on or about 30 days from the date the provision is first utilized to make a determination as to whether it will be adopted on a permanent basis.

3. Article 2 (Hours of Work/Scheduling): Employees called in to perform snow removal less than three hours prior to the commencement of his or her regularly scheduled shift shall be entitled to premium pay solely for the time worked prior to their regularly scheduled shift.
4. Article 2 (Hours of Work/Scheduling): In the event that a coverage issue arises, an employee shall call the General Supervisor/Superintendent to confirm that they will be required to work through their lunch shift and seek approval to be dismissed from their scheduled shift one half hour (1/2) early on the same day.
5. Article 2 (Hours of Work/Scheduling): Effective July 1, 2018, employees shall receive a sixteen dollar (\$16) meal allowance for each twelve (12) hours worked.
6. Article 8 (Uniforms): Effective July 1, 2018, the allowance shall be increased to \$1,150 to be paid in increments as follows: \$575 the first open payday in July 2018 and \$575 the first open payday in December 2018. Effective July 1, 2019, the allowance shall be increased to \$1,200 to be paid in

increments as follows: \$600 the first open payday in July 2019 and \$600 the first open payday in December 2019.

7. Article 8 (Uniforms): The Township shall provide Supervisors with seven (7) polo shirts and five (5) t-shirts.
8. Article 13 (Wages): Effective July 1, 2018, increase all salaries by adding \$1250 plus an additional 2% to the new annual salary. Effective July 1, 2019, increase all salaries by adding \$1250 plus an additional 2% to the new annual salary.
9. Article 21 (Alcohol and Drug Free Workplace Policy): All employees shall be subject to the Woodbridge Drug & Alcohol Policy and all employees who hold a Commercial Driver's License ("CDL") who perform safety sensitive functions as defined under Department of Transportation ("DOT") regulations, or who can be called upon to perform safety-sensitive functions shall be subject to the DOT Drug & Alcohol Policy, as revised in 2018.

For Teamsters Local Union No. 469

By: 

Date: 6-25-18

For Woodbridge Township

By: 

Date: 6/27/18