

AGREEMENT
BETWEEN
THE TOWNSHIP OF OLD BRIDGE
AND
AFSCME LOCAL 3231-2

July 1, 2008 through December 31, 2015

TABLE OF CONTENTS

	PAGE
PREAMBLE.....	1
ARTICLE I-RECOGNITION.....	2
ARTICLE II-NEGOTIATIONS PROCEDURE.....	3
ARTICLE III-EMPLOYEE'S RIGHTS.....	4
ARTICLE IV-GRIEVANCE PROCEDURE.....	5
ARTICLE V-UNION RIGHTS.....	8
ARTICLE VI-HEALTH INSURANCE.....	9
ARTICLE VII-SENIORITY.....	12
ARTICLE VIII-NO STRIKE PLEDGE.....	13
ARTICLE IX-SICK LEAVE.....	14
ARTICLE X-BEREAVEMENT LEAVE.....	16
ARTICLE XI-HOLIDAYS.....	17
ARTICLE XII-CLOTHING ALLOWANCE.....	18
ARTICLE XIII-OPERATIONAL SAFETY.....	19
ARTICLE XIV-WORK SCHEDULES AND HOURS OF WORK AND OVERTIME.....	20
ARTICLE XV-LONGEVITY.....	21
ARTICLE XVI-VACATION.....	22
ARTICLE XVII-WAGES.....	23
ARTICLE XVIII MANAGEMENT RIGHTS.....	24
ARTICLE XIX ACCRUAL OF BENEFITS.....	25
DURATION OF AGREEMENT.....	26

PREAMBLE

This Agreement is made by and between the Township of Old Bridge, a municipal corporation of the State of New Jersey (hereinafter referred to as the "Township"), and AFSCME Local 231-2 Old Bridge Municipal Employees Supervisors Union (hereinafter known as the "Union").

WHEREAS, the Township and the Union recognizes that it will be for the benefit of both to promote mutual understanding and foster harmonious relationship between the parties to the end that continuous and efficient services will be rendered to and by both parties.

NOW, THEREFORE, it is agreed as follows:

ARTICLE I
RECOGNITION

The Township hereby recognizes AFSCME Local 3231-2 as the sole and exclusive representative of all eligible municipal supervisors within the municipality working in the Public Works and Parks and Recreation Departments.

ARTICLE II
NEGOTIATION PROCEDURE

A. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 123, Public Employer-Employee Relations Law 1974, and any subsequent changes in the law governing public employees of the State of New Jersey in a good faith effort to reach agreement. Such negotiation shall begin not later than September 15th of each calendar year.

B. The parties mutually pledge that their representatives shall have the authority to make proposals, consider proposals, and make counter proposals in the course of negotiations. Any agreement arrived at by the negotiations representatives will be submitted to the Township Council and members of AFSCME Local 3231-2 for ratification, decision, or vote. Any agreement of the parties shall be reduced to writing and shall become contractual Agreement.

C. Negotiations will be held at times and locations convenient to both parties.

D. The employer shall not make changes unilaterally in any terms and conditions of employment as are bargainable under Chapter 123, Public Employer-Employee Relations Law of 1974 and case law following.

ARTICLE III
EMPLOYEE RIGHTS

A. Pursuant to Chapter 123, Public Laws 1974 of the State of New Jersey, the Township hereby agrees that all employees shall have the right freely to organize, to join and support the Union and any affiliates, for the purpose of engaging in collective negotiations. As a duly selected body exercising governmental power under code of law of the State of New Jersey, the Township undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 123, Public Laws 1974 of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages or any terms and conditions of employment by reason of his membership in the Union, his participation in any lawful activities of the Union, collective negotiations with the Township, or the institution-of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment as long as this Article doesn't infringe on managerial rights.

B. No employee shall be reduced in job status or compensation, or deprived of any other employee benefit without just cause.

C. The Township and the Union agree that there shall be no discrimination, and that all practices, procedures, and policies of the Township shall not discriminate in the hiring training, assignment, promotion, or discipline of employees, or in the administration of this Agreement on the basis of race, creed, color, religion, sex, age, national origin, marital status or political affiliation.

ARTICLE IV
GRIEVANCE PROCEDURE

A. DEFINITION

A "grievance" shall be defined as a complaint about the interpretation, application, or alleged violation of policies, agreements or administrative decisions affecting any employee or group of employees.

B. PURPOSE

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may, from time to time, arise affecting the welfare or terms and conditions of employment of employees.

C. PROCEDURE

1. Level One

An employee with a grievance should first discuss it with his immediate supervisor, either directly or through the Union's representative, with the objective of resolving the matter informally.

2. Level Two

If the aggrieved person or group is not satisfied with the disposition of the grievance at Level one, or if no answer has been rendered within three (3) working days following its presentation, it shall be reduced to writing and submitted to his immediate supervisor.

3. Level Three

If no satisfactory agreement is reached within five (5) working days, or if no written response has been received, the grievance shall be submitted to the appropriate Department Head.

4. Level Four

Should no acceptable agreement be reached within five (5) working days of submission to the Department Head, the grievance shall be submitted to the Business Administrator or his/her designee (said designee shall have full power and authority to remedy said grievance). A meeting shall be conducted between the Business Administrator or his/her designee and the Union within ten (10) working days of the receipt of the

grievance. The Business Administrator or designee shall respond in writing stating the answer to the grievance(s), along with findings and reasons, ten (10) working days following the conclusion of said hearing.

5. Level Five

Should no satisfactory decision be reached at Level Four, or should no response be received within the specified ten (10) working days, the Union may submit the grievance to arbitration. Selection of an arbitrator shall be accomplished by utilizing the services of the New Jersey Public Employment Relations Commission (PERC). Both parties agree to the grievance arbitration and, furthermore, both parties agree that the decision of the arbitrator shall be final and binding upon all parties. The cost of such arbitration, transcripts, and related expenses, exclusive of Union and Township counsel and or consultants, shall be borne equally by the parties. The arbitrator shall not change, limit, or modify this Agreement in whole or in part.

D. MISCELLANEOUS

1. All grievances filed must show the signature of the Union's designated Grievance Chairperson or President except where the grievant is representing himself.
2. All decisions rendered in the Grievance Procedure except Level One shall be in writing, setting forth the decisions and the reason(s) therefore, and shall be submitted in accordance with Paragraph C of this Article.
3. All hearings and meetings in this procedure shall be confidential and not conducted in public.
4. Any aggrieved person may be represented at all Levels of the Grievance Procedure by himself, or by a representative approved by the Union. Copies of any unofficial grievance submitted by an individual shall be forwarded by the Employer to the Union. When a grievant is not represented by the Union, the Union shall be present to offer its position

and safeguard the integrity of the contract on all Levels of the Procedure. It shall be the responsibility of the Employer to inform the Union, in writing, in the event a grievance is filed by an individual acting without Union representation. This Agreement in no way limits the right of an individual to confer with his Employer on any matter of mutual concern. No such problem shall be remedied in such a manner as to conflict with or modify any provision of this Agreement.

5. The aggrieved will have fifteen (15) calendar days to file a grievance at Level One after a situation arises.
6. Grievance hearings will be held at times and locations convenient to both parties and if held during work hours, the employee shall suffer no loss of pay.
7. All reference to “days” herein shall mean working days unless otherwise noted.

ARTICLE V
UNION RIGHTS

A. UNION DUES DEDUCTION

1. The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for AFSCME Council 73. Such deduction shall be made in compliance with Chapter 310, Public Laws of 1967. N.J.S.A. 52:14-15.9 (E), as amended. Paid money, along with any records of corrections, shall be transmitted to the Union official so designated as Secretary or Treasurer after each pay period.
2. The amount of annual dues shall be certified each year in the month of January with the appropriate Township office. The Township agrees to adjust the amount of dues deducted from each employee, commencing with the January pay period, at the newly certified rate.
3. The Township shall be provided with the appropriate dues deduction authorization form by the Union. The Township further agrees to honor any new employee, and/or any new member upon notice as the occasion may occur. Membership lists will also be provided by management during the month of January.

B. The Union shall have reasonable use of the bulletin board located in the Employee Lounge Area.

C. The Union President shall have the option of being accompanied by an individual when asked to meet with the employer on Union business as long as work load will be covered without additional compensation. Such meetings to be held at times convenient to both parties.

D. The Township will implement a fair share representation fee equal to eighty-five percent (85%) of the Union dues, initiation fees and assessments, which shall be withheld in accordance with the law. The Union shall indemnify the Township from all liability resulting from and/or caused by dues deduction or fair share representation fees.

ARTICLE VI
HEALTH INSURANCE

A. All employees, eligible spouses and children shall receive health and prescription benefits under the Advantage Modified EPO Plan. Prescription co-pays shall be as follows:

\$5.00 Generic

\$20.00 Brand Name

\$40.00 Non Preferred Brand

Mail Order-90 day supply = 1x above noted co-pays

* It is understood and agreed that all employees shall be required to contribute toward the cost of coverage in accordance with and as required by the Laws of New Jersey, 2011, Chapter 78.

B. Dental shall be as follows:

The Township offers two (2) Dental Plans: Dental Options (DOP) which covers eighty (80%) of covered services with an annual maximum of two thousand five hundred dollars (\$2500) for regular coverage and three thousand (\$3000) life maximum for Orthodontia and offer an out-of-network option. Annual deductible is \$25 per person or \$75 per family to be borne by employee. Dental Choice (DOC) offers no out-of-pocket costs to employees for certain covered services and covers 50% of treatment plan cost for certain covered services including Orthodontia. No annual deductible are required.

C. Waiver of Coverage:

Any employee shall have the option of surrendering participation in health benefits offered by the Township. Under N.J.S.A. 40A:10-17.1., waiver payments to employees are limited to twenty-five percent (25%) or \$5,000, whichever is less, of the amount saved by the Township. Employees who elect to surrender coverage shall receive a cash payment in December of the surrender year of twenty-five percent (25%) of Township savings or five thousand dollars (\$5,000), whichever is less, for twelve (12) consecutive months; or shall receive a prorated cash payment if surrendered less than twelve (12) consecutive months. Employees will be required to provide proof of health benefit coverage and complete OPT-OUT/Surrender of Participation in Township-Sponsored Health Insurance form annually.

D. All employees, their spouse and children shall be covered with a Vision Plan which shall provide for a \$200.00 per family member per year benefit.

E. Effective January 1, 2008, the first sixty (60) calendar days of absence as a result of a non-job related injury shall be borne by the employee. The employee must utilize accumulated paid leave to cover those first sixty (60) calendar days (i.e. sick, vacation, floating

holiday, etc.) The next thirty (30) calendar days are picked up by the employer at two-thirds (2/3) the employee's current rate of pay, less an additional monies received from Township paid benefits or outside work. Employees are required to provide verification from a health care provider for all leave provided for in this section. The Township may at any time require an employee submit to a fitness for duty exam by a Township appointed physician for leave provided for in this section. At the end of one (1) year from the date of the non-job related injury was incurred, the above payments, health benefits, and employment shall terminate. All benefits contained in this sub-section shall run concurrent with leave pursuant to the Family and Medical Leave Act. Repeat utilization of these benefits may result in disciplinary action up to and including termination.

1. Employees hired after May 1, 2006 shall not be eligible for two-thirds (2/3) intermediate benefits outlined above in sub-paragraph E above.

F. Each employee shall receive a yearly highlight sheet of all Health/Medical benefits and the Union shall be given a complete copy of the master policy of all Health/Medical plans.

G. Upon retirement, any employees who have completed twenty-five (25) years of employment with the Township shall have the option of retaining all of the Health/Medical insurance benefits as provided in, Section A, excluding long term disability, with one hundred percent (100%) of the appropriate premium paid for by the Township. It is understood and agreed that retirees shall be required to contribute toward the cost of coverage in accordance with and as required by the Laws of New Jersey, 2011, Chapter 78. Retiree medical coverage becomes secondary upon receipt of Medicare by qualifying employees. Upon retirement, all retirees shall sign a Coordination of Health Benefits Agreement. In the event that the retiree becomes re-employed in any capacity, where such employer provides health benefits for which the retiree is eligible, and the retiree is not required to contribute to the cost of those benefits, said re-employed retiree shall be required to obtain such coverage as their primary insurance. The Township shall maintain the coverage outlined in this Article as a secondary insured. Any retiree found in violation of this section shall be liable for all medical expenses incurred during such time of violation.

H. The present practice regarding insurance for retirees shall continue. In the event the Township's insurance program is modified, the same modification shall apply to all eligible participating retirees.

I. All employees shall sign a Coordination of Health Benefits Agreement and update said agreement information each year. In the event that the employee's spouse is employed, or becomes employed, and where such employer provides health benefits for which the spouse is or becomes eligible, and the spouse is not required to contribute to the premiums of those benefits, said spouse shall be required to obtain such coverage as their primary health insurance. Dependents shall be primary on the plan whose birth date of the employee or the spouse comes first in the calendar year. The Township shall maintain coverage provided in the section as a secondary insured. Any employee found in violation of this section shall be liable for all medical expenses incurred during such time of violation.

J. 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.

ARTICLE VII
SENIORITY

A. RIGHTS OF SENIORITY

For the purpose of this Agreement seniority represents in the highest degree, the right to work, and by seniority the oldest man in point of service, ability and fitness for the job being sufficient, and is the last laid off, proceeding so on down the line to the youngest in point of service.

B. ACCRUEMENT

It is understood that any time served as employee while under a CETA grant shall count toward the accrument of seniority and all benefits if State statutes allow for the same.

C. Any employee who is terminated by the Township through lay-off, or any other means, and is thereafter, within two (2) years hired by the Township or under any Federal or State grant program such as CETA, and subsequently, is rehired by the Town and returned to the regular Town payroll, shall be considered a continuous employee and shall be credited for such time spent working for the employer under the externally funded program, without loss of longevity, seniority, vacation, sick time, or other benefits, except those compensated for at the time of termination.

ARTICLE VIII
NO STRIKE PLEDGE

A. It is recognized that the need for continued and uninterrupted operation of the Township's departments and agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operation.

B. The Union covenants and agrees that during the term of this Agreement that neither the Union or any person acting on its behalf will cause, authorize, or support, nor will any of its members take part in, (i.e., concerted failure to report for duty, or willful absence of an employee from his position or stoppage of work or abstinence in whole or in part, from the full and proper performance of the employee's duties of employment) work stoppage, slow-down or walkout against the Township.

C. The Union agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slow-down or other activity aforementioned, including, but not limited to, publicly disavowing such action and directing all such members who participate in such activities to cease and desist from same immediately and return to work, or such other steps as may be necessary under the circumstances, and to bring about compliance with its orders.

D. In the event of a strike, slow-down or walkout, it is covenanted and agreed that participation in any such activity by Union members shall entitle the Township to take appropriate disciplinary action, including, but not limited to, discharge in accordance with applicable law.

E. Nothing contained in the Agreement shall be construed to limit or restrict the Township in its rights to seek and obtain such judicial relief as it may be entitled to in law or in equity for injunction or damages, or both, in the event of such a breach by the Union or its members, except that, having met the expressed requirements of this Article, the Union shall in no way be held liable for any individual or concerted action taken by members of the bargaining unit.

ARTICLE IX
SICK LEAVE

A. Sick leave is to be considered an insurance type benefit, to be used when needed due to personal illness or physical incapacity. Sick leave may be used for illness in an employee's immediate family, requiring the employee's attention. Immediate family is defined as: mother, father, grandparents, husband, wife, civil union partner, son, daughter, step-child, or other blood relative residing in the employee's household.

B. All employees shall be allowed fifteen (15) sick days per year. Of these fifteen sick days, four (4) may be designated by the employee as personal days. Any of the four personal days not taken by the employee by the end of each calendar year shall be accrued as sick time and carried as part of the employee's sick time bank.

C. Employees hired on or before July 1, 1982 shall be paid for up to a maximum of two hundred eighty (280) days accrued sick time upon retirement. However, in no event shall said payment exceed thirty (\$30,000) dollars. Any employee who has more than thirty thousand (\$30,000.00) dollars of accrued sick time on July 1, 1993 shall be "grandfathered" and the amount in effect on that date shall become the employee's cap. The Township has the option to pay for two weeks or ten working days of employees' accumulated sick time as of thirty (30) days in reserve. If the employer does not purchase the time from the employee, it will be accumulated as other sick time would be. When brought back by the Township, such days shall permanently reduce maximum payable sick time. Any purchase by the Township shall be solely with the employee's consent.

D. Employees hired after July 1, 1982, shall be paid for up to a maximum of one hundred (100) days accrued sick time. However, in no event shall said payment exceed fifteen thousand (\$15,000.00) dollars. Any employee who has more than fifteen thousand (\$15,000.00) dollars of accrued sick time on July 1, 1993 shall be "grandfathered" and the amount in effect on that date shall become the employee's cap. The same options for both the Township and the employee, regarding the purchase of sick time accrued, listed in Section C above shall be applicable.

E. Employees hired after July 1, 1993 shall be paid for up to a maximum of fifty (50) days accrued sick time. However, in no event shall said payment exceed seven thousand five hundred (\$7500.00) dollars. The same options for both the Township and the employee, regarding the purchase of sick time accrued, listed in Section C above shall be applicable.

F. Except as might be limited by Section B, C and D of this Article, all unused sick days shall be accruable and shall be paid upon retirement, lay-off or disability, to the maximums stated herein. All unused sick days, up to the maximum number applicable accrued sick time, shall be paid to the employee's beneficiary upon the death of the employee in accordance with Sections B, C, D and E above. Upon resignation, the employee shall be paid fifty percent (50%) of his/her accumulated sick days in accordance with Sections B, C, D, and E not to exceed 50% of the caps set forth in Sections B, C, D & E. This Article in no way shall limit the total number of days accruable for use by the employee as sick leave.

G. Upon reaching thirty (30) days of continuous absence from work for reason of illness or a non-work related disability, an employee shall cease to accrue sick time until returning to work on a regular basis.

H. Any employee who is entitled to sick time and is sick for more than three (3) consecutive days may be required to furnish the department head with a doctor's certificate state the nature of his illness and the expected date of his return to work.

ARTICLE X

BEREAVEMENT LEAVE

A. Five (5) working days bereavement leave shall be provided to each employee without deduction of pay for each occurrence of death in the employee's or the employee's spouse's immediate family. The five (5) days shall be work days. The immediate family shall be defined as father, mother, stepfather, stepmother, brother, sister, stepbrother, stepsister, grandfather, grandmother, spouse, civil union partner, son, daughter, son-in-law, daughter-in-law, grandson, granddaughter, mother-in-law, sister-in-law, spouse's grandparents, or any other relative within the household of the employee.

B. Two (2) days bereavement leave shall be granted in the event of the death of a relative or spouse's relative outside the immediate family as defined above. Sick leave may be used if additional time is required. A relative outside the immediate family is defined as: aunt, uncle, niece, and nephew. One day leave shall be granted in the event of a death of the employee's first cousin. Such leave shall be granted up to and including the date of the funeral service. The employee's normally scheduled day off shall be included as bereavement leave in the event of a death of a relative outside the immediate family. Vacation time shall not be included as an off day and any bereavement leave shall begin within two (2) weeks of the death of the person.

ARTICLE XI
HOLIDAYS

Twelve (12) plus two (2) floating = fourteen (14) days

- | | | | |
|----|------------------------|-----|------------------------------------|
| 1. | New Year's Day | | |
| 2. | Martin Luther King Day | | |
| 3. | Lincoln's Birthday | 8. | Labor Day |
| 4. | President's Day | 9. | Veteran's Day |
| 5. | Good Friday | 10. | Thanksgiving Day |
| 6. | Memorial Day | 11. | Day after Thanksgiving
(Friday) |
| 7. | Independence Day | 12. | Christmas Day |

Any employee working a scheduled holiday shall be paid at a rate of double time and one-half.

ARTICLE XII

CLOTHING ALLOWANCE

Each employee shall receive a clothing maintenance allowance of one thousand and fifty dollars (\$1,050.00). Such allowance shall be paid during the first pay period in November.

ARTICLE XIII

OPERATIONAL SAFETY

No employee shall be required to operate a vehicle or piece of equipment which is deemed to be unsafe. Vehicles will comply with appropriate N.J. of Motor Vehicles codes and equipment and will comply with appropriate OSHA regulations.

ARTICLE XIV

WORK SCHEDULES AND HOURS OF WORK AND OVERTIME

- A. Public Works and Parks and Recreation Departments Supervisors
1. Employees shall work an eight-hour day. They shall receive one and one-half (1 ½) times their regular rate of pay for all work performed over forty (40) paid hours.
 2. Employees shall work a forty (40) hour week, excluding Saturday and Sunday. Employees shall receive one and one-half (1 ½) times their regular rate of pay for all work performed on a Saturday and one and one-half (1 ½) times their regular rate of pay for all work performed on Sunday.
 3. Prospectively, all employees will either be paid or use their compensatory time within the Township's fiscal year in which the compensatory time is earned. In the event said compensatory time is not used in the fiscal year earned it will be paid for at the collective bargaining agreement rate in affect at the time the compensatory time is earned.
- B. Miscellaneous
1. Any employee who is called to work during their non-scheduled time shall receive a minimum of two (2) hours pay at time and one-half if starting their call- in assignment before 11:00 P.M. and a minimum of three (3) hours pay at time and one-half if starting their call-in assignment after 11:00 P.M. Employees called in to work on any of the holidays specified in this Agreement or on nonscheduled time on a Saturday or Sunday, shall receive a minimum of three (3) hours pay at time and one half .
 2. Said call-in overtime shall be offered on a rotating basis, according to posted seniority list within each department. In emergency situations management reserves the right to call the closet available departmental employee. A refused call will place the employee's name on the bottom of the list. An employee that accepts an overtime assignment must perform the assignment he accepts or be immediately sent home, in which event, Paragraph 1 of this Article will not apply.

ARTICLE XV
LONGEVITY

A. All employees hired before January 1, 1994, shall receive longevity payment on the following basis:

1. 5 years service 2.5%
2. 10 years service 5%
3. 15 years service 7.5%
4. 20 years service 10%
5. 25 years service 12.5%
6. 30 years service 15%

B. Consecutive years in service shall be computed from the date of initial full-time employment by the Township, except where service was interrupted. In such cases, consecutive years service shall be computed as follows:

1. Resignation and subsequent rehiring-if a person resigns and is rehired within one (1) year of his resignation, he shall be allowed to work five (5) consecutive years and then have his time bridged back to his original hiring date and all benefits and longevity pay shall be forthcoming.
2. Military Service-employment shall be considered as uninterrupted except no credit shall be allowed for service in the Armed forces.
3. Disciplinary action-no credit shall be allowed for the amount of time lost due to a disciplinary action.

C. Longevity shall be paid on a biweekly basis as part of the regular pay.

ARTICLE XVI
VACATION

Each full-time employee shall be entitled to vacation time each year as set forth in the following schedules:

A. All full-time employees shall be entitled to two (2) weeks after first year, three (3) weeks after five (5) years and four (4) weeks after ten (10) years.

B. Temporary, part-time employees shall not be eligible for vacation.

C. Applicability. The foregoing schedules shall apply to all personnel covered under this section employed as of January 1 of the current year. Personnel employed between January 1 and July 31 of the current year shall be entitled to one-half (1/2) their regular vacation for that year. Personnel employed after July 31 of the current year shall not be eligible for an annual vacation during the current year.

D. Carrying Over of Vacation. One (1) week's vacation may be carried over into the following year with the approval of the Township Administrator.

E. An employee shall cease to receive vacation time until that employee returns to work from a leave due to reasons of illness or a non-work related disability.

ARTICLE XVII

WAGES

All employees within the bargaining unit shall receive base pay hourly rates as follows:

	Foreman	Senior Foreman	Salary Increase
July 1, 2008	\$32.85	-----	0%
January 1, 2009	\$32.85	-----	0%
January 1, 2010	\$32.85	-----	0%
January 1, 2011	\$32.85	-----	0%
January 1, 2012	\$32.85	-----	0%
January 1, 2013	\$33.50	-----	2%
January 1, 2014	\$39.43	-----	2% ¹
January 1, 2015	\$40.21	\$44.23	2%

*Effective at ratification of the collective negotiations agreement by both parties, all employees shall receive a non-pensionable, non-compoundable payment of \$750.00, which shall not be added to any step in the salary guide. Effective on January 1, 2015, all employees shall receive a non-pensionable, non-compoundable payment of \$750.00, which shall not be added to any step in the salary guide. This payment shall not continue in any subsequent year.

¹ Base salary adjustment plus a 2% increase

ARTICLE XVIII

MANAGEMENT RIGHTS

The Township of Old Bridge hereby retains and reserves unto itself all powers, rights, responsibilities, duties and authorities under New Jersey Statutes Annotated, N.J.S.A. 40A: 1- 1 et seq. or any Federal and/or State Constitution, Law and Statute, any County and/or any Municipal Ordinance and/or Resolution, including any Municipal Rule and/or Regulation conferred upon and vested to the Township of Old Bridge prior to and including the date of the signing of this Collective Negotiations Agreement herein.

ARTICLE XIX

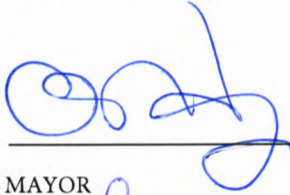
ACCRUAL OF BENEFITS

Any employee absent for more than one year shall not accrue any benefits provided for under the Collective Negotiations Agreement.

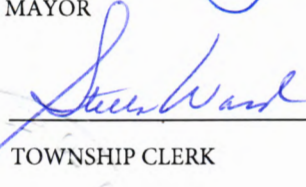
DURATION OF AGREEMENT

This Agreement entered into on this 18th day of September, 2014 shall be in full force and effect from July 1, 2008 and until its expiration on December 31, 2015. It is understood that should a new Agreement not be settled prior to the expiration of this contract and all benefits and terms contained herein shall remain in full force and effect.

For the Township:



MAYOR

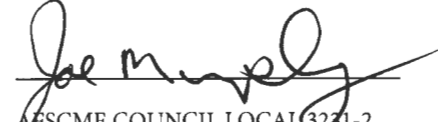


TOWNSHIP CLERK

For the Union:



AFSCME COUNCIL LOCAL 3231-2
PRESIDENT



AFSCME COUNCIL LOCAL 3231-2
VICE PRESIDENT

