

**INTERNATIONAL FEDERATION OF PROFESSIONAL AND
TECHNICAL ENGINEERS
LOCAL 196
OLD BRIDGE MUNICIPAL UTILITIES
AUTHORITY ASSOCIATION**

AND

OLD BRIDGE MUNICIPAL UTILITIES AUTHORITY

MEMORANDUM OF AGREEMENT

Altering the Collective Bargaining Agreement
Dated June 1, 2012 through May 31, 2015

The Collective Bargaining Agreement ("CBA") between IFPTE Local 196 Old Bridge Municipal Utilities Authority Association and the Old Bridge Municipal Utilities Authority that expires on May 31, 2015, is hereby modified as follows:

1. Three year Agreement commencing June 1, 2015 through May 31, 2018.
2. **ARTICLE XIII, Wages and Longevity**
 - A. Section 1, C.:
Effective June 1, 2015, 3.0% increase across the board
Effective June 1, 2016, 2.5% increase across the board
Effective June 1, 2017, 2.0% increase across the board
 - B. Effective June 1, 2016, New Hires shall not be eligible for longevity payments.
 - C. Section 6.: Increase Sewer Division On-Call Pay as follows:
June 1, 2015 - \$25.00 per day

2. **ARTICLE XX, Benefits**

- A. Section 3A. Clothing Allowance

In the Water and Engineering Division, first year hires in lieu of any uniform allowance will be responsible for supplying their own work clothes, and shall be reimbursed by the Authority for the cost of these uniforms. Employees shall supply receipts for the following items purchased from the appropriate vendor.

- (5) Summer shirts
- (5) Winter shirts
- (5) Pair of dark blue work jeans
- (1) Work coat
- (1) Pair of work shoes not to exceed \$75.00 (any amount in excess of \$75.00 shall be paid by the employee).

These uniforms shall be purchased within the first 30 days of employment.

Thereafter, Water and Engineering Division employees shall receive a combined uniform/shoe allowance of \$675.00 each year. Clerical employees shall not receive the above clothing allowance.

Employees shall maintain work clothes at their own expense.

B. Section 3C, Boot Allowance

Increase boot allowance as follows:

Effective June 1, 2015 - \$130.00

Effective June 1, 2016 - \$135.00

Effective June 1, 2017 - \$140.00

C. Section 6B

Effective July 1, 2015 increase CDL benefit by \$0.25

D. Section 6A, NJ State License

Collection | Water Treatment | Water Distribution

Increase licensing compensation as follows:

Effective July 1, 2015 - Level III – Increase by \$0.25

Effective July 1, 2015 - Level IV – Increase by \$0.25

Any Water Division, Sewer Division or Engineering Division employee who enrolls in and successfully completes the necessary courses for a New Jersey State Water Treatment, Water Distribution or Wastewater Collection License will receive a one-time compensation upon proof of certification of the course(s) in the following manner, not to exceed \$1050.00:

This is to include "on-site" courses, the correspondence courses or any combination thereof.

Water/Wastewater Operators Courses

“On-Site” Courses (Those that require attendance at NJDEP accredited institutions)

Water Division:	
Introduction to Water and Wastewater	\$600.00
Advanced Water Course	\$450.00
Sewer Division:	
Introduction to Water and Wastewater	\$600.00
Advanced Collection Course	\$450.00
California State — Sacramento Correspondence Option Accepted by the New Jersey Department of Environmental Protection	
Water Division:	
Water Treatment Volume I	\$600.00
Water Distribution System Operation	
Water Treatment Volume II	\$450.00
Utility Management	
Sewer Division:	
Operation of Wastewater Treatment Plants Volume I	\$600.00
Operation & Maintenance of Wastewater Collection Systems Volume I	
Operation & Maintenance of Wastewater Collection Systems Volume II	\$450.00
Utility Management	
Engineering Division: (Correspondence Courses Only)	
Water Distribution System Operation	\$600.00
Operation & Maintenance of Wastewater Collection Systems Volume I	
Operation & Maintenance of Wastewater Collection Systems Volume II	\$450.00
Utility Management	

3. **ARTICLE XXII, Shift Differential**

Increase all Shift Differentials by \$0.25 effective July 1, 2015

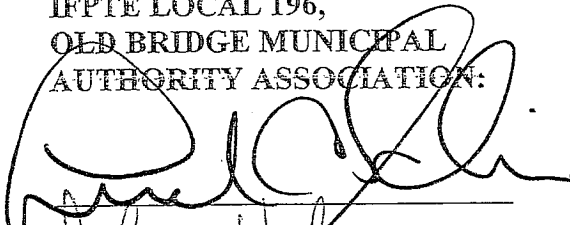
4. **ARTICLE VI — SENIORITY**

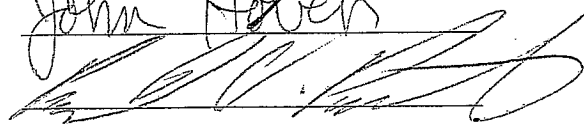
Section 5

- A. Where there is a vacancy in a position within a Division or where a new position is established within a Division and, such vacancy or new position is to be filled, it must be posted by the Superintendent for bid in each Department and location throughout the Division. All employees in the Division shall have the right to bid on each such position. Copies of all job bids shall be sent to the Executive Director of the Authority and the President of the Association. All jobs shall be awarded in a timely fashion at the end of the bidding period (bidding period shall be for a minimum period of one (1) week). When a position is awarded, a copy of the letter of award will be forwarded to the successful bidder as well as the Association President.
- B. Shift selection shall be by Department.

This agreement is subject to ratification by the IFPTE Local 196 Old Bridge Municipal Utilities Authority Association membership and the Old Bridge Municipal Utilities Authority and is without legal force and effect absent such ratification and approval.

**IFPTE LOCAL 196,
OLD BRIDGE MUNICIPAL
AUTHORITY ASSOCIATION:**



John Hobens


**OLD BRIDGE MUNICIPAL
AUTHORITY:**

