

MEMORANDUM OF AGREEMENT

BETWEEN

AFSCME LOCAL 2306

AND

THE COUNTY OF HUDSON

The following tentative agreement between County of Hudson/Hudson County and AFSCME Local 2306 sets forth the terms and conditions for a new Collective Negotiations Agreement for bargaining unit employees. All changes and modifications are listed below, and if not listed, the language in the Agreement that expired June 30, 2006 shall continue in full force and effect. This Agreement is in effect for July 1, 2006 through June 30, 2011.

1. **WAGES:**

Increases to the base salary retroactive to July 1, 2006:

7/1/06	7/1/07	7/1/08	7/1/09	7/1/10
3.4%	3.5%	3.6%	3.6%	3.6%

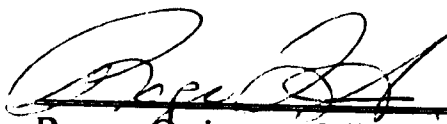
These increases will be upon the employees actual salary and will be added to the base for each title..

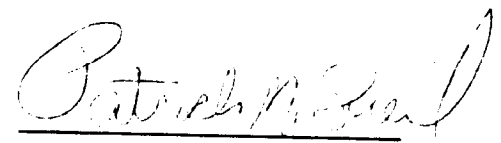
2. **Market Rate Adjustments to be applied in accordance with the attached schedule:
See attachment I**
3. **Add Omnibus Operator and Community Service Aids to the recognition clause.**
4. **The County agrees to provide the Union with a monthly list of the names, titles, starting dates and job location of new employees who are represented by Local 2306 effective upon ratification.**
5. **The Union may supply a packet of information including the names of their stewards for distribution to new employees which would include the contract, membership application and other material mutually agreed to by the County and the Union.**
6. **Article VIII Section 1: Add after proper notification and receipt of permission to leave the workstation effective upon ratification.**
7. **Delete all reference to Civil Service and substitute New Jersey Department of Personnel (NJDP).**

8. ~~Article XVI Holiday Section C ABSENCE BEFORE OR AFTER HOLIDAY: An employee who is absent from work due to illness the scheduled day before or the scheduled day after a legal holiday, shall not be paid for the holiday unless he/she submits appropriate documentation regarding the illness effective upon ratification.~~ *Prob 100*
9. Article XXIV Car Mileage and Insurance Section A mileage allowance to be increased from \$0.25 per mile to \$0.36 per mile effective upon ratification.
10. Article XXX: Delete
11. Article XXXIII Salaries and Compensation:
Increases and Market rate adjustments to be added to base salaries.
Add Section N: paychecks to be direct deposited on payday.
12. Both Parties agree to reopen the Contract effective 1/1/08 on the subject of health care benefits for the exclusive purpose of negotiating on an employee contribution for the cost of current level health care benefits.
13. Article X Section C: See Attached.

Miscellaneous:

1. This Memorandum contains the entire agreement of the parties. Any proposals and counter proposals not contained herein are withdrawn and void.
2. This Memorandum is subject to ratification by the Hudson County Board of Chosen Freeholders and by the membership of the AFSME Local 2306 bargaining unit. The undersigned represent that they are authorized to enter into this offer on behalf of their respective principals.
3. The County of Hudson shall review a Collective Bargaining Agreement incorporating this memorandum and the contract.
4. Except as noted, all provisions are effective July 1, 2006.
5. The Parties agree to recommend that their respective principals ratify this Memorandum.


Roger Quintana L/S
President


Patrick M. Sheil L/S
County of Hudson

**BOARD OF CHOSEN FREEHOLDERS
COUNTY OF HUDSON
RESOLUTION**

No. 107-3-2007

On Motion of Freeholder Liggio
Seconded by Freeholder Dublin

**RATIFYING TERMS AND CONDITIONS OF A MEMORANDUM
OF AGREEMENT WITH AFSCME LOCAL 2306
(WELFARE RANK & FILE)
JULY 1, 2006 TO DECEMBER 31, 2010**

WHEREAS, the County Executive, Thomas A. DeGise, has negotiated a Memorandum of Agreement with AFSCME 2306 (Welfare Rank & File) for the period July 1, 2006 to June 31, 2011; and

WHEREAS, the aforementioned Memorandum of Agreements which has been ratified by the membership of the Union, is deemed acceptable to the County.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Hudson, that:

1. The aforesaid recitals are incorporated herein as though fully set forth at length.
2. The aforesaid Memorandum of Agreement which is reflected in a memorandum now on file in the Office of the Clerk to this Board, is hereby approved and ratified.
3. This resolution shall take effect immediately.

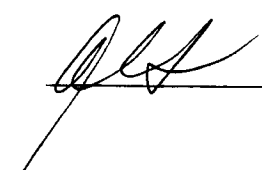
Freeholder	Aye	Nay	Abst	N.P.	Freeholder	Aye	Nay	Abst.	N.P.
Cifelli	✓				O'Dea	✓			
DiDomenico	✓				Rivas	✓			
Dublin	✓				Rivera				✓
Fitzgibbons	✓				Chairman Liggio	✓			
Lange	✓								

SOURCE:
Finance & Administration
RM: gw

It is hereby certified that at the regular meeting of the Board of Freeholders of the County of Hudson held on the 22 day of March A.D. 2007, the foregoing resolution was adopted with 8 members voting in the affirmative and 0 in the negative.

APPROVED AS TO LEGAL FORM

BY: 
DONATO J. BATTISTA
HUDSON COUNTY COUNSEL

 Clerk