

MACHINERY, SCRAP IRON, METAL AND STEEL CHAUFFEURS, WAREHOUSEMEN, HANDLERS AND HELPERS,
ALLOY FABRICATORS AND MISCELLANEOUS WORKERS AND REMOVAL,
DISPOSAL OF ASBESTOS DEBRIS



TEAMSTERS LOCAL UNION NO. 11

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS & JOINT COUNCIL NO. 73

810 BELMONT AVENUE, SUITE 200 • NORTH HALEDON • NEW JERSEY 07508 • PHONE: (973) 636-0093 • FAX: (973) 636-6706
TEAMSTERSLOCAL11@GMAIL.COM

MICHAEL CURCIO, President/Principal Officer
CHARLES ROBINSON, Vice President
MARYANN TITTLE, Secretary Treasurer
ANITA CLARK, Recording Secretary

QAMAR KIMBROUGH, Trustee
MICHAEL MAZZONE, Trustee
MICHAEL HECKEL, Trustee

MEMORANDUM OF AGREEMENT

Memorandum of Agreement by and between Teamsters Local 11, affiliated with the International Brotherhood of Teamsters, located at 810 Belmont Avenue, Suite 200, North Haledon, New Jersey 07508, and Township of Monroe Board of Education located at 423 Buckelew Ave, Monroe Township, New Jersey, 08831.

It is hereby agreed that the following items shall constitute the changes negotiated between the parties.

1. **Cover:** July 1, 2024 through June 30, 2027
2. **This Agreement:** Change Date Accordingly
3. **Article 11: Vacations**
 - Ten (10) vacation days after completing one year of employment, prorated for less than one year of service
 - Fifteen (15) vacation days after completing five years of employment
 - One (1) additional vacation day for each year after completing 10 years of service up to 20 days for a total of twenty (20) vacation days after completing 15 years of employment.
 - One (1) additional vacation day for each additional year after completing 25 years of employment up to a maximum of 25 total vacation days. Employees will be able to roll over one week of their accrued vacation.

4. **Article 12: Leaves**

In case of illness to husband, wife, domestic partner, child, or parent up to five (5) days of prior year's accumulated sick leave may be used for the purpose of caring for the sick family member.

Sick leave payment increased to \$3,500

Bereavement Leave
Add: aunt, uncle

5. Article 14: Insurance Protection to match Board's existing plan

1. The Board shall offer, on a voluntary basis, the health-care insurance protection designated below.
 - a. The District will make the NJ School Employees' Health Benefits Program Direct 10 PPO (SEHBP), NJ School Employees' Health Benefits Program Direct 15 PPO, NJ Educators Health Plan (NJEHP) and Garden State Health Plan (GSHP) plans available to all unit members on a voluntary basis.
 - b. For employees covered under Chapter 78, The Board shall make contributions up to the New Jersey Direct 10 Level as defined by carrier and in cases where appropriate for family-plan, registered domestic partnership, or civil union insurance coverage subject to the following exceptions/conditions.
 - c. For all eligible Chapter 44 employees hired after July 1, 2020, there will be no change in coverage according to NJ Statute.
 - d. All employees will be able to choose any plan available to them under the SEHBP, NJEHP, and the Garden State plan subject to New Jersey State Law.
 - e. The Board reserves the right to change insurance carriers in its discretion. The Board shall pay the premium for each full-time employee as defined by carrier and in cases where appropriate for family-plan, registered domestic partnership, or civil union insurance coverage, subject to the following exceptions/conditions. A member may enroll in any insurance plan during an open enrollment period.
2. For each full-time employee as defined by carrier who is in the employ of the Board, the Board shall make payment of insurance premiums to provide insurance coverage for the full twelve (12) month period commencing July 1st and ending June 30th. Employees are responsible for premium contributions as set forth in Paragraph 10 below.
3. Employees shall be eligible to receive vision benefits as set forth in the VSP Choice Plan in effect on August 19, 2011. Employees are responsible for premium contributions as set forth in Paragraph 10 below. The Board reserves the right to change insurance carriers in its discretion.
4. Provisions of the health care insurance program shall be detailed in master policies and contracts provided by the health care carrier. The plan benefits shall include oral contraceptives, individual dental maximum per year is \$2,000, and orthodontic benefits up to \$1,000 per person (this is a lifetime benefit).
5. Prescription copays for the NJSEHP are in accordance with the New Jersey Division of Pensions and Benefits.
6. Employee Dental: Single deductible \$50, Family, registered domestic partner, or civil union deductible \$100. The employee dental plan shall be 80/20.

7. The Board shall establish a Section 125 Plan and bear the cost of the administration of the Section 125 Plan.

8. The Board shall offer an annual payment for "opt-out" for all medical benefits as follows: \$4,000.00 for family coverage opt-out and \$2,500.00 for single coverage opt-out. This annual opt-out payment shall be made to eligible employees on a prorated basis for the months the employee has opted out of coverage. For the purposes of this Agreement "opt-out" means the employee waives all health insurance coverage provided by the Board.

9. The Board shall offer an annual payment for "opt-down" for employees hired prior to July 1, 2020 who select either the Aetna Open Access Managed Choice POS (formerly Direct Access), or the Aetna Open Access Elect Choice (formerly EPO) as their insurance plan rather than the Aetna Open Access Managed Choice (formerly PPO), as follows:

Aetna Open Access Managed Choice POS
(formerly Direct Access): \$1,100.00 for family coverage opt-down
and \$550.00 for single coverage opt down.

Aetna Open Access Elect Choice (formerly EPO)
\$2,200.00 for family coverage opt-down and
\$1,100.00 for single coverage opt- down.

This annual opt-down payment shall be made to employees on a prorated basis for the months the employee has opted down from the Aetna Open Access Managed Choice (formerly PPO) plan to a less expensive Legacy plan option offered by the Board.

10. Employees shall contribute toward payment of premiums as follows:

- a. All employees enrolled in the NJEHP or the Garden State Health Plan will contribute to their Medical and Prescription plan based on the requirements set forth in P.L. 2020 Chapter 44.
- b. Employees hired prior to July 1, 2020, shall contribute to their Medical and Prescription plan as indicated below.
- c. All employees whose annual pensionable compensation is equal to or less than \$49,999.99 shall continue to contribute an amount toward payment of premiums at the rates set forth in tier four of P.L. 2011, Chapter 78.
- d. All employees whose annual pensionable compensation is equal to or greater than \$50,000 shall contribute an amount toward payment of premiums at the rates set forth in tier four of P.L. 2011, Chapter 78, reduced by 10%. For example, if an employee is currently paying at a rate of 14% of the cost of premium for family insurance benefits, a 10% reduction would result in a new rate of 12.6% for that employee.

6. Article 15: Uniform/Shoe Allowance

Full Time/Part Time Employees to receive 8 button down shirts (employee may select long or short sleeve oxford or golf shirts with pockets), 2 sweatshirts (with hoods and pockets), 5 T-shirts and 5 pairs of pants.

All Facilities Department Staff to receive One (1) Winter Jacket during the three-year term of this contract. Jackets to be Carhartt brand or equal, in addition to one (1) Spring Jacket, with hood and pockets.

Full Time/Part Time Employee Work Safety Shoe Allowance: Up to \$150.00 per school year reimbursement upon proof of purchase for work shoes.

7. Article 16: Shop Steward

Section 1.

The Union may appoint one of their accredited members to act as Chief Shop Steward and two of their accredited members to act as Shop Stewards. The Board will allow two (2) hours a week for the Chief Shop Steward to handle any Union business, such as a grievance, handing out receipts and meeting with members without any loss of time or wages. The Chief Shop Steward must receive verbal approval from the Night Supervisor prior to leaving his/her shift to attend to these matters. It shall be the Chief Shop Steward's duty to receive complaints and dispose of them in the manner provided under Grievance Procedure and Arbitration. It is the intention of the parties hereto that the Chief Shop Steward and the Shop Stewards will, to the best of their ability, attempt to carry out the terms, provisions, and intentions of this Agreement, and to that end will fully cooperate with management. It is understood and agreed, however, that the Chief Shop Steward and the Shop Stewards shall have no authority of any kind save that given under this Agreement.

8. Article 23: Educational Fund

Change \$0.01 to \$0.03

9. Article 24: Duration of Agreement

Three-year contract
July 1, 2024 through June 30, 2027

10. Monetary and Benefits

The percentages below are based on the employees' current base hourly rate.

2024-2025 - 4%
2025-2026 - 3.5%
2026-2027 - 3%

Third shift

2024/25	2025/26	2026/27
\$2.00/hr.	\$2.00/hr.	\$2.00/hr.

Longevity

10 Years	\$1,000
15 Years	\$1,500
20 Years	\$2,000
25 Years	\$2,500

Monroe Township Board of Education:

By: Kawana

Date: 9/27/2024

By: Dawn All

For the Union:

By: [Signature]

Date: 9/27/2024