

**AGREEMENT BETWEEN
THE TOWNSHIP OF MULLICA
AND
AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO COUNCIL 63, LOCAL 3304L FOR
MEMBERS OF THE TOWNSHIP ROAD DEPARTMENT 2020-2023**

TABLE OF CONTENTS

1.	PREAMBLE	1
2.	RECOGNITION	1
3.	MANAGEMENT RIGHTS	1
4.	CHECK OFF.....	3
5.	EQUAL TREATMENT.....	3
6.	STRIKE AND LOCK-OUTS	3
7.	GENERAL PROVISIONS	4
8.	GRIEVANCE PROCEDURES	4
9.	DISCIPLINE.....	5
10.	SENIORITY	6
11.	PERFORMANCE REVIEW	6
12.	WORK SCHEDULES	7
13.	REST PERIOD	7
14.	OVERTIME/CALL IN	7
15.	RATE OF PAY	9
16.	LONGEVITY	9
17.	CLOTHING ALLOWANCE.....	9
18.	EDUCATION	10
19.	HEALTH INSURANCE.....	10
20.	DISABILITY	12
21.	WORKERS' COMPENSATION	12
22.	UNPAID LEAVE	13
23.	PAID LEAVES.....	13
24.	VACATION.....	14
25.	SICK DAYS.....	15
26.	PERSONAL DAYS	16
27.	HOLIDAYS	16
28.	RETENTION OF BENEFITS	16
29.	TERMINATION AND DURATION	17
	APPENDIX A – SALARY SCALES.....	19

1. PREAMBLE

This Agreement entered into by the TOWNSHIP OF MULLICA, in the County of Atlantic, hereinafter referred to as the “Employer” and the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, ALF-CIO, LOCAL 3304L, COUNCIL 63 hereinafter referred to as the “Union”, has as its purpose the harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of pay, hours of work, and other conditions of employment. This agreement shall be consistent with Chapter 303, NJ State Laws, and the resolutions and policies of the Township of Mullica. As the Employer recognizes the Union; it is the responsibility of the Employer to forward all new hire, discipline/grievances, promotions, etc. to Council 63 as the Majority Representative to 1373 Chews Landing, Laurel Springs New Jersey 08021 or Fax (856) 512-2193, and the Local 3304L. Notice shall be given within two days of occurrence or as soon as practicable.

2. RECOGNITION

The employer recognizes the Union as a bargaining agent for the purposes of establishing salaries, wages, hours and other conditions of employment for all its employees in the classifications listed under Appendix “A” attached hereto and by this reference made a part of this agreement and for such additional classifications as the parties may later agree to include.

3. MANAGEMENT RIGHTS

Section A. The Township of Mullica hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the Unites States, including, but without limiting the generality of the foregoing, the following rights:

1. To engage in the executive management and administrative control of the Township and its properties, facilities and the activities of its employees by utilizing personnel, methods and the means of the most appropriate and efficient manner possible as may from time to time be determined by the Township.
2. To make rules of procedure and conduct, to use improved methods and equipment, to

determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

3. The right of the Township to make, maintain and amend such reasonable rules and regulations as may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Township after advance notice thereof to the employees to require compliance by the employees.

4. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just cause according to law.

6. To lay off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and nonproductive.

7. The Township reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient effective operation of the Township.

Section B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only to the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

Section C. Nothing contained herein shall be construed to deny or restrict the Township in the exercise of any of its rights, responsibilities, and authority under any national, state, county or local laws or regulations.

4. CHECK OFF

The Parties agree and acknowledge that they will follow Federal and State law, at this time the Janus decision and the Workplace Democracy Enhancement Act, with regard to Dues and Dues Check Off. The employer agrees to deduct monthly Union membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Employer by the Treasurer of the District Council #63, and the aggregate deductions from all employees shall be remitted to the Treasurer of the Union together with a list of names of all employees for whom the deductions were made by the tenth (10th) day of the succeeding month after such deductions were made. The revocation of this authorization shall be in accordance with the provision of applicable statutes as presently exist, or as may be amended.

5. EQUAL TREATMENT

There shall be no coercion, favoritism, intimidation or discrimination on the part of either the Employer or the Union against any employee covered by this agreement for reasons of: age, sex, race, creed, skin color, national origin, nationality, ancestry, marital or civil union status, disability, handicap, genetic information, affectional or sexual orientation, blood trait, political activity, Government States or State Armed Services activity, Union activity or non-Union membership or any other protected class under law. Harassment also includes sexual harassment. All employees will be treated with dignity and respect.

6. STRIKE AND LOCK-OUTS

In addition to any other restriction under the law, the Union will not cause a strike or work stoppage of any kind, nor will any employee take part in a strike, interference with or stoppage of the employer's work, provided the employer follows the Grievance Procedure for which provision is made herein and the Employer shall not cause any lock-out.

If either of the parties, or in any person violates this section, then such parties or person shall be responsible for any damages resulting as a matter of consequence of such action and such damages may be recovered by appropriate action instituted in the County of Atlantic of the Superior Court of New Jersey.

7. GENERAL PROVISIONS

Bulletin Boards will be made available by the Employer at Town Hall and the Municipal Garage for the use of the Union, for the purpose of posting Union announcements and other construction information.

Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision, whereupon the parties agree to commence negotiation relative to the invalidated portion.

It is agreed that representatives of the Employer and the Union will meet from time to time upon request of either party to discuss matters of general interest of concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party, which shall reflect the agenda of the meeting.

Agents of the Union who are not employees of the employer will be permitted to visit the employees during working hours at their workstations for the purpose of discussing Union representation matters, so long as such right is reasonably exercised and there is no undue interference with work progress. Such representative shall be recognized by the employer as an authorized spokesperson for the Union in the matters between parties regarding employee representation matters.

8. GRIEVANCE PROCEDURES

Any grievance or dispute that might arise between the parties with reference to the application, meaning or interpretation of this agreement shall be settled in the following manner:

STEP1: The aggrieved employee or the Union Steward, at the request of the employee, shall take up the grievance or dispute with the employee's immediate supervisor within a ten (10) working day period. If not taken up within that time period it shall be deemed to constitute abandonment of the grievance. Upon proper presentation of the grievance, the supervisor shall then attempt to adjust the matter and shall respond to the employee or steward within three (3) working days.

STEP 2: If the grievance has not been settled it shall be presented in writing by the Union Steward (or Union Grievance Committee or employee) to the mayor within five (5) working days after the response of the supervisor is due. The Mayor shall meet with the Union steward (or the Union Grievance Committee or employee) and respond in writing within three working days.

STEP 3: If the grievance is not settled through the intervening steps, either party shall have the right to submit the dispute to arbitration providing such request is made no later than fifteen (15) working days after decision at Step 2. The grievance shall be submitted to arbitration pursuant to the rules and regulations of Public Employment Relations Commission. The costs for the services of the arbitration shall be borne equally by the Township and the Union.

No employee shall be denied his or her compensation for appearance as a witness in accordance with this Article.

(A) The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

(B) The arbitrator shall be bound by the provision of this Agreement and the Constitution and Laws of the State of New Jersey, and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding upon the parties and the reasons therefore shall be in writing.

The Employer and the Union agree in conjunction with the Grievance Procedure each will give reasonable consideration to request of the party for meeting to discuss grievances pending at any step of the Grievance Procedure.

9. DISCIPLINE

Disciplinary action may be imposed upon any employee only for failing to fulfill his responsibility as an employee, or for violating any rules, regulations or policies applicable to the Township of

Mullica. Any disciplinary action must go through the regular Grievance Procedure. The Employer has ten (10) working days from Employers' notice of the incident/infraction to initiate the disciplinary process.

If the immediate supervisor has reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public.

Other than an oral reprimand, the employee, the Local Union and the District Council shall be furnished with a written copy of any disciplinary action taken. Reasons supporting the disciplinary action should be included in this written notification. This written notice shall be forwarded to all parties simultaneously.

The employer shall not discharge any employee without just cause. Except where violence and/or the health and safety of other employees may be involved, the employer shall give the Union notice of the discharge of any employee. If the discharge takes place, the Union and individual will be given a written notice of discharge and the Grievance Procedure may be invoked.

10. SENIORITY

In all cases of demotion, layoffs, recall, vacation schedules and other situations where substantial employee advantage or disadvantages are concerned, an employee with the greatest amount of seniority shall be given preference, provided that he has the ability to perform the work involved in the job title.

11. PERFORMANCE REVIEW

All new employees covered under this agreement shall be evaluated two (2) times before the sixty (60) day working probationary period. Upon completion, each employee will be notified of his/her evaluation and will be given the opportunity to review the evaluation with the Supervisor who prepared it. Employees will be evaluated as either satisfactory or unsatisfactory. Employees may appeal an unsatisfactory rating to the next level of supervisor above the evaluator. Upon receiving a satisfactory rating at the sixty (60) day evaluation, the employee may receive an increase within his salary range of \$0.50 per hour.



After successful completion of the employee's probationary period, each employee will be evaluated at least once per year. Each employee will be notified of his/her evaluation and will be given the opportunity to review the evaluation with the Supervisor who prepared it. Employees will be evaluated as either satisfactory or unsatisfactory. Employees may appeal an unsatisfactory rating to the next level of supervisor above the evaluator.

12. WORK SCHEDULES

The regularly schedule workweek for full time employees shall consist of five (5) consecutive eight (8) hour days – Monday through Friday.

Neither the regular starting time of work shifts, nor the work shifts themselves, will be changed without reasonable notice to the affected employees and Union representatives.

When the nature of the work involved requires continuous operations on a twenty-four hour per day, seven (7) days per week basis, employees so assigned will have their schedule arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly throughout.

13. REST PERIOD

All employees' work schedule shall provide for a fifteen (15) minute rest period during each one-half shift. The rest period shall be scheduled at the middle of each one-half shift, or whenever authorized by the immediate supervisor.

14. OVERTIME/CALL IN

Overtime refers to all work performed beyond forty (40) hours per week. Overtime work will be evenly distributed as equally as possible among employees within the same job title. Overtime work shall be voluntary, except in an emergency. There shall be no discrimination against any employee who declines to work overtime in normal situations. All overtime shall be paid promptly in the next regular payroll check after the overtime is performed.

The regular hourly rate will be calculated via the following formula: Annual salary divided by 2080 hours. The overtime rate will be calculated via the following formula: [Annual salary divided by 2080 hours] x 1.5.

All employees shall be entitled to receive time and one-half (1 ½) For all work performed on Saturday, and all work performed in excess of forty hours in any one week.

Part time employees called in for snow plowing or salting shall be paid \$15.00 or their hourly rate, whichever is greater for time spent snow plowing or salting.

All employees required to work when the Governor has declared a state of emergency shall receive a pay rate of double time for all hours worked in excess of 40 hours for the week. The double time pay rate will apply only to hours worked during the actual state of emergency, after the employee has worked in excess of 40 hours for the week.

Double time the employee's regular hourly rate of pay will be paid for work performed on Sunday.

Employees may be placed on call by the Superintendent for the purpose of working during anticipated emergencies. Employees who are placed on call will be notified 12 hours prior to being placed on call. If the employee is placed on call, the employee will receive \$50.00 in additional compensation for that day. If the employee is placed on call, it is mandatory that the employee report to work when called in. If the employee does not report to work, the employee will forfeit the \$50.00 call in pay and be subject to discipline.

Should any employee be called in for extra duty during the employee's off duty time, the employee shall be entitled to Call-in Pay. Call-in Pay shall be a guarantee of four (4) hours at their regular hourly rate. Anything over four (4) hours in emergency call-in time will be paid at time and one-half their normal hourly rate.

The following will be regarded as hours worked for the purpose of computing overtime:

1. All hours actually worked;
2. Holidays (scheduled), including administrative days (personal);

3. Vacations; 4. Compensatory time. Sick time will not be included for the purpose of computing the overtime base.

15. RATE OF PAY

The pay scales for all employees covered under this agreement shall be set forth in Appendix "A" attached.

16. LONGEVITY

Employees hired after December 31, 1997 shall not be entitled to longevity.

17. CLOTHING ALLOWANCE

The Township agrees to provide employees the following clothing:

Uniforms will be provided in the first year consisting of five (5) pairs of pants for full time employees and four (4) pairs of pants for part time employees; six (6) short sleeve shirts and six (6) long sleeve shirts for full time employees and four (4) short sleeve and four (4) long sleeve shirts for part time employees; one spring jacket and one winter jacket and one wool hat and one baseball cap. Every year following, employees will receive two (2) of each item except for jackets and hats, which will be replaced as needed. Employees wishing to purchase additional uniforms or clothing should notify the superintendent of what additional items they would like to purchase and the Township will inform the employee of the cost. If any of the Township provided clothing is destroyed in the course of work related activity, the Township will replace it.

Work Gloves: These will be purchased by the Township and provided as needed to the individual employee.

Hard Hats: These will be purchased by the Township and provided as needed to the individual employee.

One (1) pair of steel-toed work boots annually: These are to be purchased by the individual employee and the receipt for this purchase is to be submitted to the Township's Finance Office for

timely reimbursement to the employee. The reimbursement for steel-toed boots shall be limited to \$175.00.

18. EDUCATION

Any employee taking courses pre-approved by the Township which are job related to their employment will be reimbursed by the Township for the cost of such courses and required materials upon submission of a passing grade and evidence of completion of such courses, whether same be of undergraduate level or otherwise.

The employee will not have to utilize any of his or her benefit time (Personal, Vacation, etc.) when obtaining or renewing their CDL license. The employee must present the Township with the appropriate paperwork/certification regarding the time that was missed from work.

19. HEALTH INSURANCE

A. HEALTH INSURANCE

The Township shall provide comprehensive medical and health insurance for all Full Time Employees in the bargaining unit through the New Jersey State Health Benefits Plan, under the terms of the plan as it exists or as modified by the New Jersey State Health Benefits Plan (or any other substantially similar health benefit plan), including any changes in co-pays or deductibles that may be implemented by the New Jersey State Health Benefits Plan, for all full time employees and eligible dependents covered by this Agreement. Employees shall only be permitted to enroll in the type of coverage for which the employee is eligible. An employee desiring to have full family coverage for all insurance benefits must produce evidence that he/she is the primary insurance provider for the family. If this proof is not presented the responsibility for health-related benefits for the individual by the Township would be restricted to payment for single coverage and not family coverage.

The base plan to be offered to employees by the Township shall be the Direct 15 Plan. The Township shall continue to offer the Direct 10 Plan as well as others available through the SHBP. If the employee selects a plan with a higher premium cost than the Direct 15 Plan, the difference in such premium shall be borne by the employee in equal payments through payroll deductions.

PRESCRIPTION PLAN

The Township presently provides a Co-Pay Prescription Plan for full time employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

DENTAL CARE

The Township presently provides a Dental Care Plan for full time employees and dependents through New Jersey State Health Benefits Plan, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the New Jersey State Health Benefits Program including any changes in co-pays or deductibles.

VISION CARE

The Township presently provides a Vision Care Plan for full time employees and dependents, and shall continue to provide such plan as the terms of that plan exist or as may be modified by the provider including any changes in co-pays or deductibles.

CHANGE IN PLANS AND PROVIDERS

The Township may, at its option, change any of the existing insurance plans or carriers providing the benefits so long as substantially equivalent benefits are provided to the employees and their dependents. The Township further reserves the right, at its option, to self-insure any of the plans or coverages so long as substantially equivalent benefits are provided to the employees and their dependents. Prior notice must be made to the Union of any change.

COST CONTRIBUTION

All employees shall pay a cost contribution for Health Insurance Plan coverages according to the provisions of P.L. 2011, Chapter 78, Pension and Health Benefit Reform Law adopted June 2011. Payment shall be made by the way of withholdings from each employee's payroll checks.

B. HEALTH INSURANCE UPON RETIREMENT

Any employee recognized in Article I who retires after twenty-five (25) years of service in the Public Employees Retirement System and twenty-five (25) years of service with the Township of Mullica shall retain and enjoy all health and prescriptions benefits. Such benefits shall be continually paid by the Township, subject to any contribution required by Chapter 78 or any other state or federal law.

All benefits received in retirement shall be the benefits provided to current employees and not the benefits in effect at the time of retirement. An employee shall not be permitted to add dependents after the time of retirement.

Employees who retire on or after January 1, 2016 shall not be entitled to any reimbursement for Medicare premiums.

Any employee hired on or after January 1, 2016, shall not be entitled to retiree health Benefits.

Employees who have retired on or before December 31, 2015 shall not have their health benefits impacted by any of the health benefit changes in this Agreement.

20. DISABILITY

All employees will be automatically covered by the State of New Jersey Disability Program. All cost applicable to the Employer, as required by this program will be borne by the Township. All cost applicable to the individual employee will be borne by the individual employee. The township will be responsible for the difference between the amount received as compensation and his/her regular salary during the period of temporary disability.

21. WORKERS' COMPENSATION

When an employee is injured on duty, he/she is to receive workers' compensation benefits due him/her as those benefits are provided under the New Jersey Workers' Compensation Laws. If the employee has to visit his/her doctor during his/her regular scheduled working hours to receive additional medical treatment, he/she shall receive this regular pay for such time.

As all employees covered by this agreement are considered as salaried employees, they will receive their normal pay for the specific date and be considered as having worked a normal day and not be charged for sick, vacation or administrative time.

22. UNPAID LEAVE

Leaves of absence for a period of six (6) months may be granted for any reasonable purpose, and such leave may be extended or renewed for an additional six (6) months, with the approval of the Township Committee.

Military Service

Military leave shall be administered in accordance with State and Federal Law.

23. PAID LEAVES

A. Bereavement

When a member of the “immediate family” is deceased, that member shall be granted five (5) working days of paid leave. The “immediate family” shall include spouse, civil union partner, fiancée, children, step-children, parents, grandparents, grandchild, sister, brother, brother and sister-in-law, mother and father-in-law, grandparent-in-law, common law spouse, step-parent and any other person living in the employee’s household for one (1) year.

For aunt, uncle, nephew, niece and first cousin, the employee shall be granted off for the day of burial only.

B. Jury Duty

Employees shall be granted a leave of absence with pay any time they are required to report for jury duty. Employees are required to supply the Township Clerk with a copy of all notices of all pending jury service upon receipt by the employee.

C. Union Business Leave

The President of Local 3304L or his/her designee shall be allowed time off from work to attend training workshops and/or special council meeting during work hours. The Township will be given

five (5) days notice of these functions. The President of Local 3304L or his/her designee will also be allowed time off to attend a function of the Union's International or other subordinate body during the year. Time off allowed for these Union functions; training & workshops shall not exceed five (5) workdays per calendar year.

Whenever any member is required by the Union to attend negotiations, grievance hearings or disciplinary proceedings affecting the employees of the Township of Mullica, such employees shall suffer no loss in regular pay nor be charged benefit time (personal, vacation, etc.).

24. VACATION

When in any calendar year the vacation time, or any part thereof, is not used, the amount of vacation time not taken shall be accumulated to the employee's credit from year to year.

Employees will be permitted to carry a maximum of two full years' vacation time: the current year and the prior year. On December 31st of each year all unused prior year vacation time will be lost. An employee requesting vacation leave shall submit his/her request three days in advance of requested time. The employer shall respond to said request no later than twenty-four (24) hours after receipt of said request.

Full Time Employees shall be entitled to the following annual vacation days for the duration of the contract.

After 1 year	five (5) days
After 2 years	ten (10) days
After 3 to 5 years	fifteen (15) days
After 6 to 10 years	twenty (20) days
After 11+ years	twenty-five (25) days

Part time employees will be entitled to five (5) days of vacation after 8 years of service.

25. SICK DAYS

Sick leave is defined to include the absence from duty if any employee is unable to perform the usual duties of his/her position to illness, injury or exposure to contagious diseases and a short period of emergency attendance upon a member of his/her immediate family becoming ill and requiring the presence of such employee.

Employees in the service of the Employer shall be entitled to the following sick leave of absence with pay:

A. For Full Time employees, one day of sick leave shall be granted for each month of service, from the date of employment up to and including December 31st, next following such date of employment, not to exceed seven (7) days, and twelve (12) days leave with pay for each calendar year thereafter. If any employee requires none or only a portion of such allowable sick leave for the calendar year, the amount of such sick leave not taken shall accumulate to his/her credit, up to a maximum of twenty-four (24) days.

However, accumulated sick leave, upon retirement or termination, shall not in any event exceed two (2) years preceding termination of services, i.e., being a maximum of twenty-four (24) days.

B. Part Time Employees will earn sick leave pursuant to the New Jersey Earned Sick Leave Law, N.J.S.A. 34:11D et seq.

C Any employee absent due to illness for more than three (3) consecutive days shall provide the Township with a note from a certified physician identifying the reason for the absence and a certification that the employee is able to return to work.

D. Any employee who does not expect to work because of personal illness or for any reasons included in the definition of sick leave hereinafter set forth shall notify his immediate supervisor by telephone or personal message within two (2) hours after the beginning time of the employee's shift; if not, then he/she shall be absent without pay.

E. Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved on the certificate of any Department of Health.

26. PERSONAL DAYS

All full time employees shall receive four (4) personal days per year. Said days to be non-cumulative. The fourth (4th) personal day may be used by all employees any day of the year, entirely at the discretion of the employee.

27. HOLIDAYS

The following days are recognized as holidays for full time employees:

New Year's Day	Martin Luther King's Birthday	President's Day
Good Friday	Memorial Day	July 4th
Labor Day	Columbus Day	General Election Day
Veteran's Day	Thanksgiving Day and the Day After	Christmas Day

If Federal or State Government designates a different date for any of the above holidays to be taken, if said holiday falls on a weekend, Township employees shall be entitled to take that designated day rather than the weekend day.

Part-time employees are entitled to the following paid holidays, whether they are scheduled to work or not: Christmas Day, Thanksgiving Day, Memorial Day and Labor Day. If they are scheduled to work, they will not work and receive pay. If they are not scheduled to work, they will receive pay.

28. RETENTION OF BENEFITS

All conditions not covered by this Agreement shall continue to be governed, controlled, and interpreted by reference to the Township's Charter, Ordinances, and Rules and Regulations. As provided in N.J.S.A. 40A:10-23, and Township Resolution adopting provisions of Chapter 48, P.L. 1999, upon retirement after 25 years of service with the Township of Mullica, or becoming totally disabled, employees covered by this Agreement shall retain and enjoy health and prescription

benefits to the extent all other Mullica Township employees are receiving, excluding dental and vision coverage. Such benefits shall be continually paid by the Township, as provided by law. In addition, Medicare reimbursements shall not be paid by the Township for employees who retire on or after January 1, 2016.

Any employee hired on or after January 1, 2016 shall not be eligible for any post-retirement health benefits.

29. TERMINATION AND DURATION

This agreement shall be effective with the adoption of this contract by both parties and shall remain in full force and effect until the thirty-first day of December 2023. It shall be automatically renewed from year to year thereafter, unless either party shall notify the other, in writing, 6 months prior to the expiration date that it desires to modify this Agreement. In the event such notice is given, negotiations shall begin no later than one hundred and twenty (120) days prior to the expiration date.

IN WITNESS TO THE RATIFICATION OF THE TERMS AND CONDITIONS OF THE AFOREMENTIONED AGREEMENT AND CONTRACT, the said Township of Mullica, a Municipal Corporation, a party of the first part, has caused its corporate name to be hereunto subscribed by its Mayor of the Township Committee and attested by the Clerk of the Township, and its corporate seal to be hereunto affixed by the said Township Clerk, and the American Federation of State, County and Municipal Employees, AFL-CIO, Local 3304L Council 63, a Union Association, party of the second part, has hereunto caused its Union name to be hereunto subscribed by its representatives on the day and year first above written.

TOWNSHIP OF MULLICA

AFSCME, AFL-CIO, LOCAL 3304L

By: Kristi Hanelmann

By: Robert E. Lettich

Executive Director/Designee

Attest: Kimberly Johnson
Seal:

By: [Signature]

Chairperson Local 3304L

By: [Signature]

Staff Representative

Attest: _____

Ratified by Township Committee:

Date: _____

By: Kimberly Johnson

Dated: April 27, 2021

APPENDIX A – SALARY SCALES

Wage Guide -

<u>Minimum Starting Salary</u>	2020	2021	2022	2023
Heavy Equipment Operator	32,000.00	32,000.00	33,000.00	34,000.00
Light Equipment Operator	28,500.00	29,500.00	30,500.00	31,500.00
Laborer	24,500.00	25,500.00	27,500.00	29,500.00
PT Laborer	11.00	12.00	13.00	14.00

Individual Employee Increases		2020	2021	2022	2023
Charles Hartmann	Heavy Equipment	32,734.00	33,716.00	34,727.00	35,770.00
Matthew Fittipaldi	Light Equipment	31,415.00	32,357.00	33,328.00	34,328.00
Jose Robles	PT Laborer	14.19	14.62	15.06	15.51
Gary Jeffries	PT Laborer	12.08	12.44	13.00	14.00