

# MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE  
AND  
TEAMSTERS LOCAL UNION No. 469 NON-PROFESSIONALS

## TERM AND RENEWAL

The negotiation committees of the Township of Old Bridge (Township) and the Teamster Local 469 (Non-Professionals) agree to the terms of this Memorandum of Agreement as set forth below:

(1) ARTICLE XXVIII DURATION OF AGREEMENT

Term of Agreement: Three (3) years to be effective 1/1/2022 and expire on 12/31/2024.

(2) Move to twenty-four (24) weeks pay period when all unions agree to a twenty-four (24) week pay period.

(3) ARTICLE XIX SALARY ADMINISTRATION GUIDE

Wage increases:

1/1/2022: 3.25%

1/1/2023: 2%

1/1/2024: 3%

(4) ARTICLE IV EMPLOYEE'S RIGHTS

D. The Township and Non-Professionals agree that all personnel working for the Parks Division and Public Works Mechanic Division under this agreement are essential personnel as defined by NJOEM and they will perform necessary service to keep Old Bridge Township government in operation during an emergency. The Township will pay each of these employees a one-time salary increases of \$250.00 added into their base salary in 2022 before the above percentage is applied. Therefore, any time the Township employees are allowed a delayed opening and/or to come in late due to an emergency, personnel working for the Parks Division and Public Works Mechanic Division shall not be eligible nor afforded overtime for the work performed during the delayed opening/late arrival of Township employees.

(5) ARTICLE XIII SICK LEAVE

B. A doctor's certification is required upon use of 3<sup>rd</sup> consecutive sick day.

(6) ARTICLE XI HOURS OF WORK & OVERTIME

Delete Paragraph (F) and re-letter remaining paragraphs

(7). ARTICLE XX HOLIDY

Only swap Lincoln's Birthday for the Day after Christmas IF ALL the unions agree. Township administration will formally notify at the conclusion of the

negotiation with all unions. The swap will not be considered until officially notify by the administrator.

(8). The parties acknowledge that the terms and conditions are subject to ratification by both the Township of Old Bridge and Teamsters Local No. 469 (Non-Professional Unit).

(9). All parties agree to recommend these terms and conditions to their respective constituents for ratification.

(10). All proposals which are not included in this Agreement shall be deemed withdrawn by both parties.

In Witness whereof, this memorandum is executed on June, 7, 2022.

Teamsters Local 469  
Non-Professional Unit

Michael Tkatch  
[Signature]

Township of Old Bridge

Hemanshu R. Shah  
HEMANSHU R. SHAH