

RESOLUTION



Borough of Fort Lee Bergen County, New Jersey

Council	Motion	Second	Yes	No	Abstain	Absent
Sohmer						
Yoon						
Suh						
Sargenti		✓				
Kasofsky						
Cervieri	✓					

Date: October 8, 2020 Regular Session	
Resolution #: CA-5	
Carried _____	Defeated _____
Tabled _____	
Approved on Consent Agenda <input checked="" type="checkbox"/>	

RESOLUTION OF THE BOROUGH OF FORT LEE AUTHORIZING THE EXECUTION OF MEMORANDUM OF UNDERSTANDING CONCERNING MINIMUM SALARY PLAN BETWEEN BOROUGH OF FORT LEE AND THE UNITED SERVICE WORKER’S OF AMERICA.

WHEREAS, the Borough of Fort Lee (“Borough”) is a municipal corporation of the State of New Jersey in the County of Bergen, established in accordance with N.J.S.A. 40A:60-1 et seq.; and

WHEREAS, the United Service Worker’s of America (“Union”) is a union labor organization on behalf of certain white collar employees of the Borough; and

WHEREAS, the Borough and the Union entered into a Collective Negotiations Agreement (“CNA”) for white collar employees, which term is effective from January 1, 2017 to December 31, 2020; and


WHEREAS, the Borough and the Union have discussed and agreed upon a Memorandum of Understanding amending and supplementing the CNA’s compensation terms to increase the minimum annual base salary to \$35,000; and

WHEREAS, the terms and conditions of the Memorandum of Understanding have been examined and approved by the Borough Attorney and is attached hereto.

NOW, THEREFORE BE IT RESOLVED, by the Mayor and Council of the Borough of Fort Lee that the Mayor and Borough Clerk hereby approves and authorizes the execution of the Memorandum of

Understanding between the Borough and the Union as approved by the Borough Attorney.

BE IT FURTHER RESOLVED, that this resolution shall take effect immediately.

I,  Municipal Clerk Borough of Fort Lee do hereby certify
Evelyn Rosario
that the foregoing resolution is a true copy of a resolution adopted by the Fort Lee
Governing Body at a Regular Session Meeting held October 8, 2020.

**MEMORANDUM OF UNDERSTANDING CONCERNING THE MINIMUM
SALARY PLAN BETWEEN THE BOROUGH OF FORT LEE AND THE
UNITED SERVICE WORKER'S OF AMERICA
(WHITE COLLAR UNIT)**

This Memorandum of Understanding ("MOU") is made this 27 day of October 2020, by and between the Borough of Fort Lee (the "Borough"), a municipal corporation of the State of New Jersey established in accordance with N.J.S.A. 40A:60-1 et seq. with its principal offices at 309 Main Street, Fort Lee, Bergen County, State of New Jersey and the United Service Worker's of America, ("Union") (collectively, the "Parties"), on behalf of certain white collar employees of the Borough.

WHEREAS, the Borough and Union entered into a Collective Negotiations Agreement ("CNA") for white collar employees, which term is effective from January 1, 2017 to December 31, 2020; and,

WHEREAS, the Parties are desirous of amending and supplementing the CNA by way of Memorandum of Understanding to amend and supplement certain compensation terms, which terms have been collectively, negotiated with and agreed to by the parties; and

WHEREAS, the Parties acknowledge that this Agreement shall modify certain provisions of the Parties' existing CNA.

NOW, THEREFORE, the Union and the Borough do hereby agree as follows:

1. Article VI, Section 6.5.1, which shall be retitled as "New and Existing Employees' Starting Salaries," is hereby amended to include the following language:

In addition to the wage scales/titles in the CNA, the minimum starting annual base salary of all full-time unit employees shall start at \$35,000 per year. Any and all current full-time unit employees with an annual base salary less than \$35,000 per year shall be



entitled to a raise increase to \$35,000. Any employee entitled to this additional base salary increase shall receive the increase effective upon the commencement of the next pay period after execution of the Memorandum of Understanding, but shall not be entitled to any retroactive payment.

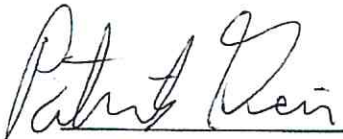
2. The Parties acknowledge that this is the full extent of the instant MOU to be incorporated into the CNA.

3. The Parties understand and agree that there shall be no other changes in the existing terms and conditions for the term of the CNA between the Parties unless voluntarily negotiated by the Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date first above written.

WITNESS:
AMERICA


UNITED SERVICE WORKER'S OF



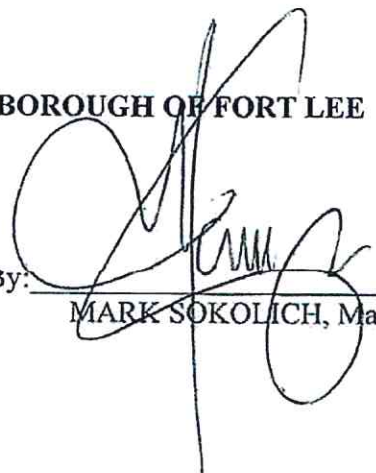
By: 

ATTEST:

BOROUGH OF FORT LEE


10/19/20

EVELYN ROSARIO, Borough Clerk

By: 

MARK SOKOLICH, Mayor

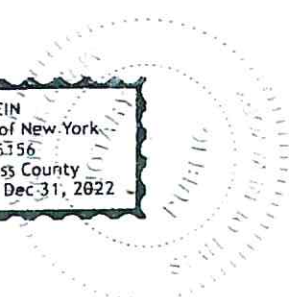
ACKNOWLEDGMENT

New York
STATE OF ~~NEW JERSEY~~)
Orange) ss:
COUNTY OF ~~BERGEN~~)

BE IT REMEMBERED, that on this 27 day of Oct, 2020, before me, the subscribed, personally appeared, Steven H Weigand, and this person acknowledged under oath, to my satisfaction, that he/she is the Business Agent of the United Service Worker's of America, the entity named in this document, and acknowledged that they signed and delivered this document as its voluntary act duly authorized.

Patrick Grein

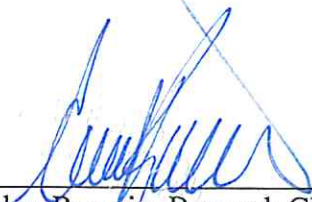
PATRICK GREIN
Notary Public - State of New York
NO. 01GR6385756
Qualified in Dutchess County
My Commission Expires Dec 31, 2022



ACKNOWLEDGMENT

STATE OF NEW JERSEY)
) ss:
COUNTY OF BERGEN)

BE IT REMEMBERED, that on this 8th day of October, 2020, before me, the subscribed, personally appeared, Mark Sokolich, and this person acknowledged under oath, to my satisfaction, that he/she is the Mayor of the Borough of Fort Lee, the municipal entity named in this document, and acknowledged that they signed and delivered this document as the Mayor of the Borough of Fort Lee as its voluntary act duly authorized by a proper Resolution of the Governing Body of the Borough of Fort Lee.



Evelyn Rosafio, Borough Clerk
Borough of Fort Lee