
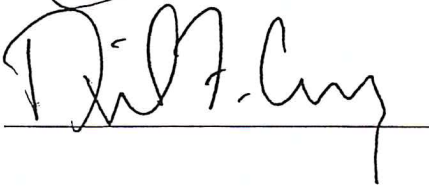


**Memorandum of Agreement  
between  
Township of West Milford  
and  
AFSCME, Local 2275, AFSCME**

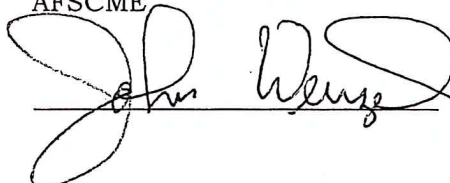
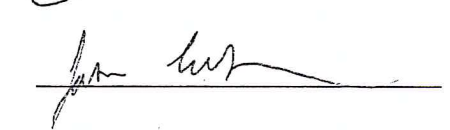
- (1) This Agreement is being entered into as a successor to that which expired on December 31, 2014;
- (2) The duration of this contract shall be January 1, 2015 through December 31, 2019;
- (3) Salary increase as follows:
  - 1/1/2015 - 1.5%
  - 1/1/2016 - 1.0 %
  - 1/1/2017 - 1.5%
  - 1/1/2018 - 1.5%
  - 1/1/2019 - 1.0%
- (4) Effective 5/17/2017 - increase eyeglass reimbursement by \$25; eligibility extended to immediate family members;
- (5) New hours of work: 7:00 am to 3:00 pm all year - two 15-minute breaks; eliminate 15-minute wash-up that was previously applied to lunch and retain the 15-minute wash-up at the end of the day- eliminate summer hours; eliminate lunch;
- (6) Employees on suspension or within 48 hours of returning to work from suspension or within 24 hours of returning to work from sick leave shall not be eligible for callouts or overtime at the discretion of the Director;
- (7) Employees testing positive for prohibited drugs shall be on probation for one year from date of positive test and during said probationary period shall not be eligible for callouts or overtime at the discretion of the Director;
- (8) 48-hour notice to Township required for union meeting;
- (9) For new employees hired after October 6, 2017:
  - (a) No automatic promotion from laborer to truck driver.
  - (b) New vacation schedule: 1 day for each month in the year of hire; From January 1<sup>st</sup> following the starting date, 12 working days through the completion of eight years of service. Fifteen (15) working days from year 9 through year 20. After 20 years, 1 day for each additional year up to 25 years.
  - (c) No personal days.
  - (d) Not eligible for retirement bonus with accumulation of 150 hours of sick time.
  - (e) Must submit receipt for tool allowance and submit invoice before May 15 of each year or forfeit \$425 reimbursement.

- (10) All other proposals dropped; All other existing provisions continue except as modified by agreement; changes to be incorporated in agreement.
- (11) This agreement is subject to the ratification of the Township Council and the Union Membership.
- (12) Respective Committees to Recommend Ratification of this Memorandum of Agreement.

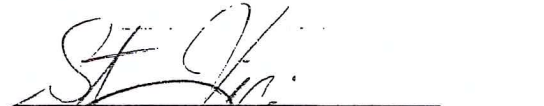
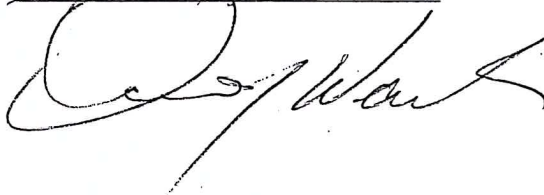
For the Township  
of West Milford

For Local 2275,  
AFSCME



Dated: October 6, 2017