

CITY OF CAPE MAY, COUNTY OF CAPE MAY, STATE OF NEW JERSEY

RESOLUTION NO. 262-09-2023

RESOLUTION APPROVING A MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF CAPE MAY AND THE UAW LOCAL 2327 CAPE MAY LIFEGUARDS (UAW), AND AUTHORIZING THE EXECUTION OF A NEW COLLECTIVE BARGAINING AGREEMENT BETWEEN THE PARTIES COVERING THE PERIOD JANUARY 1, 2023 THROUGH DECEMBER 31, 2026

WHEREAS, the City of Cape May (the City) and the UAW Local 2327 Cape May Lifeguards (UAW) were parties to a collective bargaining agreement which expired December 31, 2022; and

WHEREAS, the City and UAW engaged in negotiations for an collective negotiations agreement; and

WHEREAS, the City and the UAW were able to reach a tentative Memorandum of Agreement (MOA) subject to City Council approval, a copy of which is attached hereto as EXHIBIT A and incorporated herein by reference; and

WHEREAS, the UAW has already approved the tentative agreement; and

WHEREAS, the Mayor and City Council reviewed and discussed the MOA between the City and the UAW at a closed session held on Tuesday, September 19, 2023; and

WHEREAS, the City Council desires to approve the MOA and incorporate the terms in a new collective bargaining agreement between the City of Cape May and UAW;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Cape May, County of Cape May, State of New Jersey, with the foregoing recital paragraphs incorporated herein, as follows:

1. The Recital paragraphs are incorporated as if fully set forth.
2. The City Council hereby approves the Memorandum of Agreement between the City of Cape May and UAW Local 2327 Cape May Lifeguards, covering the period January 1, 2023 through December 31, 2026, a copy of which is attached hereto as EXHIBIT A and the Mayor and City Clerk are hereby authorized, directed and empowered to execute said Agreement on behalf of the City of Cape May as well as a final collective bargaining agreement incorporating such changes, subject to final editing as may be approved by City Manager and Labor Counsel.
3. The City Clerk is further authorized, directed and empowered to seal said Agreement with the seal of the City of Cape May.

4. This Resolution shall take effect immediately upon passage, according to law.

I, Erin C. Burke, City Clerk of the City of Cape May, County of Cape May, State of New Jersey, do hereby certify the foregoing is a correct and true original Resolution adopted by the City Council of the City of Cape May at a meeting held on September 19, 2023.



Erin C. Burke, City Clerk

Roll Call	Ayes	Nays	Absent	Abstain	Motion	Second
Yeager	X					
Meier			X			
McDade	X					X
Baldwin	X				X	
Mullock	X					

cc: City Manager
Labor Counsel

THE CITY OF CAPE MAY
AND THE UAW LOCAL 2327
MEMORANDUM OF AGREEMENT

September 14, 2023

The City of Cape May (City) and the UAW Local 2327 (UAW) agree that this Memorandum of Agreement sets forth the material terms to be recommended for ratification by the City Council and the Local 2327 membership:


1. Term of Contract: 4 years; January 1, 2023 through December 31, 2026.
2. Salary Increases: See attached Revised Step Guide (2023 – 2026)
3. Article 14(B), Work Week: Revise Section 14(B) as follows:


All employees shall be expected, if the City deems necessary, to work a minimum of ~~six (6)~~ five (5) days per week on a schedule established by the Chief of the Beach Patrol, unless because of age they are prohibited by law or regulation from working more than forty (40) hours per week. Employees may at their option, and if requested to do so, work a ~~seventh (7)~~ sixth (6th) or seventh (7th) consecutive day within any work week.

4. Article 14(H), Emergency Rescue Call Back: Increase \$75.00 flat rate to \$100.00 flat rate
5. Article 15, Uniforms: The City agrees to include the phrase “annually provide” in this Section. The City further agrees that this provision will also apply to female lifeguards.
6. Article 15(C), Sun Protection and Sunglasses: Increase \$75.00 annual allowance to \$100.00 annual allowance.
7. Article 21(D), End of Season Incentive: Increase \$6.50 per diem incentive to \$15.00 per diem
8. EMT Certification(s): The City agrees to provide up to \$250/year to reimburse members for EMT Certification and/or Re-Certification costs.
9. Upon ratification of this Memorandum of Agreement by the City and the UAW Local 2327, the successor Collective Bargaining Agreement will be revised to reflect the above terms.

UAW Local 2327

City of Cape May, New Jersey


Name: Sandra J. Urban


Name: ZACHARY MULLOCK, MAYOR

Date: 09-15-2023

Date: 09/21/2023

STEP GUIDE (2023 – 2026)

HOURLY RATES

	2023	2024	2025	2026
Year 1	\$18.00	\$18.50	\$18.75	\$19.00
Year 2	\$18.25	\$18.75	\$19.00	\$19.25
Year 3	\$19.00	\$19.50	\$19.75	\$20.00
Year 4	\$19.25	\$19.75	\$20.00	\$20.25
Year 5	\$19.50	\$20.00	\$20.25	\$20.50
Year 6	\$19.75	\$20.25	\$20.50	\$20.75
Year 7	\$20.00	\$20.50	\$20.75	\$21.00
Year 8	\$20.25	\$20.75	\$21.00	\$21.25
Year 9	\$20.50	\$21.00	\$21.25	\$21.50
Year 10	\$20.75	\$21.25	\$21.50	\$21.75
Year 11 – 19	\$24.00	\$24.50	\$24.75	\$25.00
Year 20+	\$25.00	\$25.50	\$25.75	\$26.00