

RESOLUTION NO. 22-200
TOWNSHIP OF THE TOWNSHIP OF MIDDLETOWN
COUNTY OF MONMOUTH

**Resolution Authorizing Memorandum of Agreement with Middletown CWA 1075
And The White Collar Bargaining Unit.**

WHEREAS, a Memorandum of Agreement (“MOA”) has been proposed as a result of negotiations instituted by and between the Township of Middletown (“the Township”) and the CWA 1075 Representing the Middletown Township White Collar Unit (Bargaining Unit) to establish terms and conditions of a Collective Bargaining Agreement covering the period of January 1, 2020 through December 31, 2025; and

WHEREAS, said good faith negotiations have resulted in a proposed new Collective Bargaining Agreement; and

WHEREAS, ratification of the MOA by the Bargaining Unit occurred on or about July 14, 2022,

NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Middletown in the County of Monmouth, State of New Jersey that the Collective Bargaining Agreement with the CWA 1075 and the Middletown White Collar Bargaining Unit for the period covering January 1, 2020 through December 31, 2025, is hereby formally ratified by the governing body of the Township of Middletown pursuant to the terms and conditions of the MOA attached hereto and made part hereof.

BE IT FURTHER RESOLVED that the Township Administrator and Township Clerk are hereby authorized and directed to execute the said MOA annexed hereto and made part hereof on behalf of the Township upon its ratification by the Township on July 18, 2022.

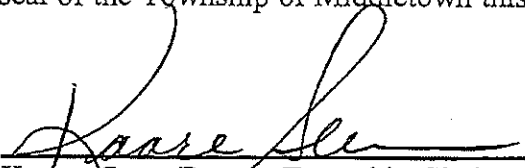
MIDDLETOWN TOWNSHIP COMMITTEE

Committee Member	Approved	Opposed	Recuse	Absent
R. Clarke	X			
R. Hibell	X			
K. Kratz	X			
K. Settembrino	X			
Mayor Perry	X			

CERTIFICATION

I, Kaaren Sena, Deputy Township Clerk of the Township of Middletown, hereby certify the foregoing to be a true copy of a resolution adopted by the Middletown Township Committee at their meeting held July 18, 2022.

WITNESS, my hand and the seal of the Township of Middletown this 18th day of July 2022.


Kaaren Sena, Deputy Township Clerk



MEMORANDUM OF AGREEMENT

This Agreement is made by and between the Township of Middletown (herein the "Township") and the White Collar Unit, Communications Workers of America Local 1075 (herein the "Union.")

Whereas, the Township and the Union were parties to a collective negotiations agreement ("CNA") with a term of January 1, 2015 through December 31, 2019; and

Whereas, the Township and the Union have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

Whereas, The Township and the Union have agreed to the terms of a successor agreement as set forth below and which terms are subject to ratification by the membership of the Union and the Township; and

Whereas, the negotiating committees for the Township and the Union unanimously agree to recommend this agreement for ratification and approval;

Now, Therefore, in consideration of the mutual covenants, promises, and undertakings herein set forth, the parties agree as follows:

1. The contract will run from January 1, 2020 through December 31, 2025.
2. **Hours of Work** - The contract will contain language allowing for flexible "regular" work hours for Health and Recreation staff, including evenings, nights and weekends. Such flexed schedules will be implemented with the consent of the employee and management and will only be altered upon further agreement.
3. **Paid Time Off** - The contract will contain language that is changed to reflect that "personal days" may be called in without advanced notice and approval, but that vacation days must be scheduled and approved in advance. Per Diem employees will accrue sick, personal and vacation time in proportion to the equivalent hourly accrual of such time by full time employees rather than having such time awarded at the beginning of the calendar year (this will be retroactive to January 1, 2022).

4. Wages - (Changes effective January 1st unless otherwise indicated)

- 2021 – 1.75% (For those in Steps)
- 2022 – 5.25% (Effective July 1, 2022)
- 2023 – 3.00% Increase to the Guide, No Step Movement
- 2024 – 3.00% Increase to the Guide, No Step Movement
- 2025 – 3.00% 1.75 in Steps, 1.25% Increase to the Guide

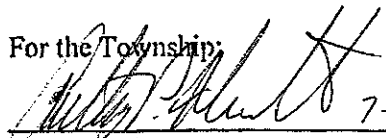
Part time employees and those at or above the Top Step in their Category will receive the percentage increase in hourly salary indicated for 2022 and each year thereafter.

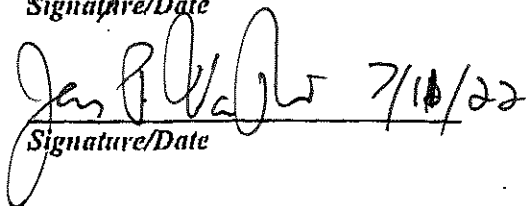
5. Medical, Prescription, and Dental Insurance – The contract will contain language establishing that Year 4 of Chapter 78 is the standard employee contribution as well as clarifying language reflecting our current healthcare. Also an agreement to forego retro health contributions for 2020, but agreeing that any future retro pay will result in retro healthcare contributions.

6. Retirement – The parties agree that retired members of this unit, except retirees who had 20 years of creditable service as of June 28, 2011, and employees who retire on an ordinary disability retirement pursuant to N.J.S.A. 43:16A-6, or an accidental disability retirement pursuant to N.J.S.A. 16A-7, shall continue to contribute to medical insurance according to the applicable Year 4 contribution rate based on the Chapter 78 grid. All other retirees shall contribute toward the cost of their health care in retirement as required by law. The contract will contain language establishing that Year 4 of Chapter 78 is what retirees under this contract will contribute in retirement. Also language clarifying what retirement benefits accrue to employees who retire with 20 years of full time service with the Township, as well as language clarifying cut off dates for some benefits.

7. Part Time Employees – The contract will contain language allowing for evening, night and weekend hours for White Collar part time employees. (This could be offered to current employees if they agree to it. New employees can be hired with the new hours as their set hours.)

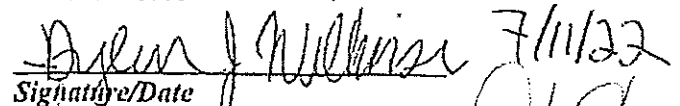
For the Township:

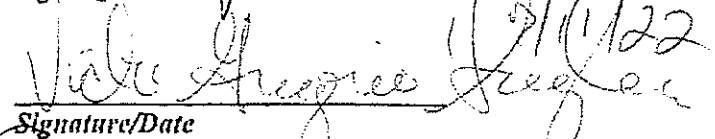

7-12-2022
Signature/Date

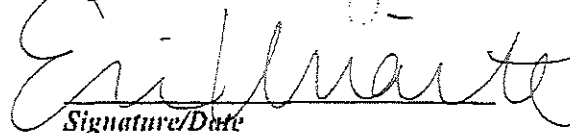

7/10/22
Signature/Date

Signature/Date

For CWA 1075


7/11/22
Signature/Date


7/11/22
Signature/Date


Signature/Date