

R-96-15

COUNCIL/ MAYOR	INTRODUCED	SECONDED	YES	NO	ABSTAIN	ABSENT
GRANELL			X			
PRONTI			X			
CRUZ			X			
ZAMMATORE		X	X			
FITZHENRY						X
HUGHES	X		X			
BIANCHI						
TOTAL						
ON CONSENT AGENDA YES <u>X</u> NO						

RESO RE: APPROVING THE MEMORANDUM OF AGREEMENT BETWEEN THE BOROUGH OF NORTH ARLINGTON AND THE OFFICE AND PROFESSIONAL EMPLOYEE'S INTERNATIONAL UNION, AFL-CIO, LOCAL 32 ("BLUE COLLAR")

WHEREAS, the Negotiation Committee for the Borough of North Arlington ("Borough") and the Negotiating Committee for Office and Professional Employee's International Union, AFL-CIO, Local 32 ("Union") have entered into a Memorandum of Agreement for its "Blue Collar" Employees ("MOA") dated April 13, 2015; and

WHEREAS, the Negotiating Committee's for the Borough and the Union have recommended approval of the terms of the MOA; and

WHEREAS, the Borough has been advised by the Union that the membership of the Union has approved the terms of the MOA; and

WHEREAS, the Borough, by adoption of this Resolution, wishes to memorialize its approval of the terms of the MOA.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of North Arlington that the Memorandum of Agreement dated April 13, 2015, as between the Borough of North Arlington and Office and Professional Employee's International Union, AFL-CIO, Local 32 ("Blue Collar"), be and hereby is **APPROVED**; and

BE IT FURTHER RESOLVED that the Mayor, the Borough Administrator, and the Borough Labor Attorney are authorized to take all appropriate actions so as to implement this Resolution.

APPROVED: Joseph P. Bianchi
Joseph P. Bianchi, Mayor

ATTEST: Kathleen Moore
Kathleen Moore, Acting Borough Clerk

DATED: April 16, 2015

(SEAL)

MEMORANDUM OF AGREEMENT

“BLUE COLLAR” EMPLOYEES

It is on this ____ day of April, 2015 hereby agreed between the Negotiating Committee for the Borough of North Arlington (“Employer”) and the Negotiating Committee for the Office and Professional Employees International Union, AFL-CIO, Local 32 (“Employee”), as follows:

1. Term (Article XXVII) – January 1, 2014 through December 31, 2017.
2. Salaries and Wages (Article VI) –
 - (1) As to any Employee hired on or before December 31, 2014, for the period 1/1/14 to 12/31/17 those employees on the step guide (i.e., non top step employees) shall receive step increases only, i.e., there will be no increase in the amount of the step during each year of this contract. All top step employees shall receive an increase of 1.75% each calendar year from 1/1/14 to 12/31/17, commencing on January 1 of each year, except that the 1.75% increase for 2014 shall be payable commencing January 1, 2015. The foregoing increases are reflected in Schedule A attached hereto.
 - (2) Notwithstanding anything in the contract to the contrary, any employees covered by this Agreement who are hired on or after January 1, 2015 shall be paid as set forth in Schedule B attached hereto.
3. Longevity (Article VII) – No longevity payments shall be owed or paid to any employee hired on or after January 1, 2015.
4. Insurance Benefits (Article VIII) – All employees shall contribute towards the cost of their healthcare benefits coverage as required under applicable state law, including but not limited to P.L. 2011.

5. Retirement Benefits (Article XIII) – Sections (B) and (C) of Article XIII are modified to provide as follows:

(B) The Borough shall, for those employees hired on or before December 31, 2014 only, provide and pay the premium for the insurance coverage set forth in Article VIII, Section A herein to all employees who retire after ten (10) years of Borough employment. Said insurance coverage is to be terminated upon the employee's obtaining another substitute policy or upon expiration of five (5) years subsequent retirement, whichever comes first.

(C) The Borough shall, for those employees hired on or before December 31, 2014 only, provide and pay the premium for the insurance coverage set forth in Article VIII, Section A herein to all eligible employees who retire after twenty (20) years of Borough employment. Said insurance coverage is to be terminated upon the employee's obtaining another substitute policy or upon expiration of seven (7) years subsequent to retirement, whichever comes first.

6. Compensatory Time (Article XXVIII) – A new Article XXVIII is added to provide that:

(a) Effective April 1, 2015, any employee shall be permitted to accumulate no more than 14 hours of compensatory time and shall submit to all reasonable rules regarding same which the parties agree to.

(b) If an employee does not utilize his/her compensatory time by December 15 of each year, the Borough shall pay the employee for accrued compensatory time in the last pay period of that year.

(c) Compensatory time may not be carried over from one year to the next by an employee

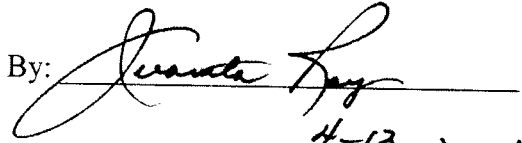
Negotiating Committee of
Borough of North Arlington

By:



Negotiating Committee of
Office and Professional Employees
International Union, AFL-CIO, Local 32

By:



4-13-2015