

MEMORANDUM OF AGREEMENT

The City of Elizabeth ("City") and United Service Workers Union Local 74 (Local 74) having engaged in good faith collective negotiations for a successor collective negotiations agreement, hereby agree to modify their current collective negotiations agreement which expired on June 30, 2021, as follows

1. Four-year term July 1, 2021 to June 30, 2025.
2. Wages – All regular, full-time employees covered by the Agreement shall receive an across-the-board increase in their respective ranges as follows:
 - 2% effective July 1, 2021;
 - 2.25% effective July 1, 2022;
 - 2.25% effective July 1, 2023;
 - 2.25% effective July 1, 2024.
3. Amend "Sick Leave" Article to provide for an attendance incentive. Effective July 2021, any Local 74 member who does not use a sick day for an entire calendar year will be given one-time payment of \$625 the following calendar year, an increase of \$75.
4. The City of Elizabeth will increase the maximum Sick Leave payout from \$12,000 to \$15,000 for a Local 74 member. The member is entitled to cash out half of the accumulated amount up to the maximum amount.
5. Add Juneteenth as a Federal Recognized Holiday, it will be observed the third Friday in June.
6. Effective July 1, 2021, there shall be an up-front across the board salary increase in the amount of \$2,000.00 for all employees not at the maximum step for their job title as of July 1, 2021.. Effective July 1, 2021, there shall be an up-front across the board salary increase in the amount of \$3,300 for all employees at the maximum step for their job title as of July 1, 2021.
7. Effective July 1, 2021, the step increments shall be increased to \$775 for each of the first four steps (i.e., base to step one, step one to two, step two to three, and step three to four). The final step (i.e., step four to maximum) shall be increased to \$1,300 effective July 1, 2021. Steps will continue to be applied on January 1 of each calendar year consistent with prior practice.
8. Effective July 2023 existing negotiations unit employees will no longer receive a new winter coat each season, instead will have the value of the coat added to their base pay, along with an additional money for a total of a one-time addition of \$425. Local 74 members received their coat allowance for CY 2022. Notwithstanding the above, newly hired employees shall continue to receive one (1) winter coat upon completion of their probationary period.
9. Local 74 members boot allowance shall be adjusted as follows: Local 74 members received their check for boots in April, 2023. There will be no more stipend checks for boots and all increases listed as follows shall be reflected in additions to base salary. The following figures will be added to base salary retroactively as follows:

For CY 2021 through 2023:

. Add \$75.00 to Local 74 member's base salary effective July 1, 2023 (reflecting \$25/year increases for 2021, 2022 and 2023).

The foregoing represents a \$500.00 increase in salary achieved by the addition of \$75.00 (total of a, b & c) plus the \$425.00 coat allowance referenced in Paragraph 8, which will be effective July 1, 2023 the implementation of which is detailed in Appendix A hereto.

For CY 2024:

Effective July 1, 2024: Add \$200.00 to base salary for 2024 Boot Stipend.

10. The City of Elizabeth will continue to freeze the health care contribution rate at the Local 74 member's current rate. This contribution will change if the member's status changes (single, member/spouse, member/family). Local 74 member's contribution rate will remain constant at the rate they are paying today even in the event of a raise or a promotion.

11. This Memorandum of Agreement represents the complete agreement of the parties. All other proposals, whether written or oral, submitted by either party during the course of these negotiations or otherwise related thereto are deemed as withdrawn without further effect.

12. This Memorandum of Agreement is subject to the ratification of the bargaining unit members of Local 74, and by the City, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent said ratification.

13. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.

14. The City shall be responsible for preparing the successor collective bargaining agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.

15. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.

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16. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement and shall only disclose the fact that a tentative agreement has been reached between the parties, prior to their respective ratification of same.

FOR THE CITY


Bridget Anderson, Business Administrator



Emily Ruiz, Administrative Analyst

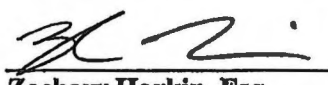

Daniel Santarsiero, Esq.
Special Counsel, City of Elizabeth

Dated: July 31, 2023

FOR USWU Local 74


Sal Alladeen, President


Alvin Salcedo, Business Rep.


Zachary Harkin, Esq.
Counsel, USWU Local 74

Dated: July 28, 2023