

MEMORANDUM OF AGREEMENT

The **Township of Robbinsville** (“Township”) and **Teamsters Local No. 35, Public Works Employees** (“Teamsters”), hereby agree to this Memorandum of Agreement, dated June 6, 2018, with respect to a successor collective negotiations agreement between the parties. This agreement is subject to ratification of the parties. The parties agree to recommend ratification of this agreement to their respective membership (the Township Council and Teamster members, respectively).

The terms of the Memorandum are as follows:

1. The term of the successor agreement shall be from January 1, 2018 to December 31, 2018 and Article 35 will be modified to reflect these dates.

2. All terms of the existing contract shall remain in full force and effect, except as modified by this Memorandum.

3. The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this Memorandum.

4. Add to **Article 6**: “All employees promoted to a new position will be subject to a one year probationary period. They will be evaluated at 90, 180, and 270 day intervals to be advised of their progress. Should an employee not perform to the standards of the new position, he /she will demoted to their previous title, and not be eligible for a future pay increase they received as a result of the promotion.”

5. **Article 10**, paragraph C. will be amended to reflect the following co-pays for prescriptions:

Generic copay: \$10.00
Preferred copay: \$40.00
Non-Preferred: \$60.00

6. **Article 12**, paragraph A will be amended to provide that any employee hired on or after 1/1/18 shall have his/her vacation capped at 20 days at twenty (20) years of service.

7. The salaries in **Article 13** shall be increased by 2% for 2018, retroactive to January 1, 2018. Any employee serving in the title of Driver who holds a CDL, whose 2017 salary is below \$35,000, shall receive, in addition to the 2% raise on 1/1/18, an additional amount in base pay of \$3,000.

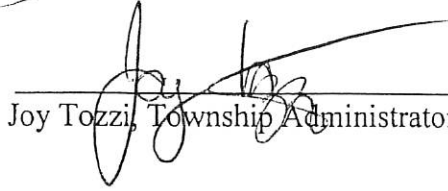
8. In **Article 14**, paragraph C will be revised to read: "Employees shall be permitted a fifteen minute break between the 1st and 4th hour worked by the employee. The morning break shall be from 9:00 AM to 9:15 AM. The afternoon break shall be from 2:45 PM until 3:00 PM, dismissal time. Employees shall not return to the Public Works yard prior to 2:30 PM without approval from the Director of Public Works or his designee. This does not apply to the Sanitation crews. The time between 2:30 PM and 2:45 PM shall be used to empty trucks, return tools used, prepare for the next day's work, clean-up, etc."

TOWNSHIP OF ROBBINSVILLE:



David Fried, Mayor

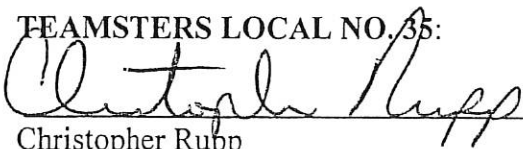
8/16/18
Date



Joy Tozzi, Township Administrator

8/16/18
Date

TEAMSTERS LOCAL NO. 35:



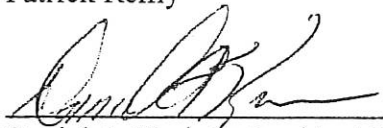
Christopher Rupp

8-15-18
Date



Patrick Reilly

8-15-18
Date



Daniel A. Kreiser, President Teamsters Local No. 35

8-15-18
Date