

OB 4/12
HB 4/12

MEMORANDUM OF AGREEMENT

TOWNSHIP OF OLD BRIDGE

AND

OLD BRIDGE UNITED SERVICE WORKERS UNION (IUJAT) LOCAL 255

The negotiation committees of the Township of Old Bridge and the United Service Workers Union IUJAT, Local 255 agree to the terms of this Memorandum of Agreement as set forth below:

1. ARTICLE VI - HEALTH INSURANCE

a. Health insurance modifications as follows:

Effective January 1, 2018 or when all of the Township's bargaining units successor collective negotiations terms and conditions are ratified, whichever is later, Brand Name Prescription Co-Pay shall increase \$5.00 to \$25.00.

b. Add the following to Section A: Employees shall be required to contribute to his/her health benefits in accordance with the Tier IV rates set forth in Chapter 78. P.L. 2011. The parties acknowledge that health benefit contributions remain negotiable in future collective negotiations.

c. Add the following to Section F: All employees hired on or after the ratification of this Memorandum of Agreement by both parties shall be provided retiree health benefits until the age of 65 or becoming Medicare eligible, whichever is first. All employees hired on or after the ratification of this Memorandum of Agreement by both parties, upon Medicare eligibility or becoming age 65, the Township of Old Bridge shall no longer provide retiree health benefits (neither primary and/or secondary health benefits).

2. ARTICLE XIX- VACATION

a. Add all vacation time shall be prorated during the last year of employment for all employees hired on or after the ratification of this Memorandum of Agreement by both parties.

b. Add a new vacation schedule for all new employees hired on or after the ratification of this Memorandum of Agreement by both parties:

Years of Service
1st Year of Employment

Vacation Days
One (1) vacation day per month during

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the first year of employment. Maximum five (5) vacation days.

2nd – 5th Year of Employment

Ten (10) vacation days.

6th – 10th Year of Employment

Thirteen (13) vacation days.

11th and thereafter

Fifteen (15) vacation days.

3. ARTICLE IX - SICK LEAVE

a. Add the following language to Section B: All employees hired on or after the ratification of this Memorandum of Agreement shall only be afforded a total of thirteen (13) sick days. Of these 13 sick days, 2 may be designated by employee as personal days.

4. ARTICLE VII - SENIORITY

a. Delete the following in there entirety:

Section B and any other references to CETA.

5. ARTICLE XVIII- LONGEVITY

All employees hired on or after the ratification of this Memorandum of Agreement by both parties shall not be afforded longevity.

6. ARTICLE XXI - SALARY

a. Salary increases as of 1/1 of each year as follows:

2016: 2% Retroactive 1/1/16

2017: 2% Retroactive 1/1/17

2018: 2% Retroactive 1/1/18

2019: 2%

2020: 2%

7. ARTICLE XII – CLOTHING ALLOWANCE

Effective January 1, 2019, clothing allowance shall be increased to \$1200.

8. ARTICLE XX – TOOL ALLOWANCE

Section A: Effective January 1, 2018, tool allowance shall be increased to \$450. Effective January 1, 2019, tool allowance shall be increased to \$500.

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9. DURATION OF AGREEMENT

The term of the agreement shall be from January 1, 2016 through December 31, 2020.

10. The Unfair Practice Charge and Complaint, Docket No: CO-2018-076 shall be withdrawn with prejudice upon the ratification of this Memorandum of Agreement by both parties.

11. The parties acknowledge that the terms and conditions are subject to ratification by both the Township of Old Bridge and Old Bridge United Service Workers Union (IUJAT) Local 255 and the mediator retains jurisdiction.

12. All parties agree to recommend these terms and conditions to their respective constituents for ratification.

13. All proposals which are not included in this Agreement shall be deemed withdrawn by both parties.

14. All terms and conditions not contained herein shall remain status quo.

In witness whereof, this Memorandum of Agreement is executed on April 12, 2018.

**Old Bridge United Service Workers
Union (IUJAT) Local 255**

Township of Old Bridge

James T. Bush

Howard R. ...

[Signature]

[Signature]

[Signature]

Ant Kelly

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