

**MEMORANDUM OF AGREEMENT
TOWNSHIP OF JEFFERSON
&
OPEIU LOCAL 32 FOREMAN UNIT
May 6, 2021**

1. The following corrections need to be made from Article V to end of the contract must be corrected to show the page number at the bottom of the page.
2. Article III any references be changed to working days should be changed to business days.
3. Article V Section 2 the Township requested to remove buyback any unused vacation day at 100% and we agreed to The Township will buyback one (1) week of vacation time of 40 hours.
4. Article VI – Holidays – Hours of Work and Overtime: Add Veterans Day.
5. Article IX add the following language: All qualifying employees and retirees shall contribute to his/her health benefits in accordance with the rates set forth in Chapter 78, P.L. 2011.

Change (c) Dental Plan – Section 2. Increase dental insurance coverage to \$3,000/\$3,500 (ortho).

6. Article XI – Uniforms

Change (A) increase uniform allowance to \$850.00.

Change (C) increase safety shoe allowance to \$195.00 for 2021 & 2022. Safety shoe allowance \$215 for 2023 & 2024

7. Article XIII Salary & Wages

2%	2021
2%	2022
2.25%	2023
2.25%	2024

Hours of Employment; Add (New); DPW Superintendent, Roads Supervisor, Supervising Heavy Equipment Operator, Supervising Diesel Mechanic & Parks Supervisor will provide 6am -3:30pm coverage throughout the year.

Salary and Wages (B) Change: The lowest paid member of the Foreman's bargaining unit will be paid 5% over the highest paid Blue Collar member for the Department that they supervise.

8. Article XV – Extra Compensation

Change B increase meal allowance to \$13.00.

Right now the only members in the Foreman Unit to receive on-call for the weekends is the Superintendent and the Road Supervisor. We would like the contract to read as such but with a clause that if one of us were to be unavailable it would go to the Supervising Heavy equipment Operator. Also add the wording that the Supervising Diesel Mechanic, Supervising Heavy Equipment Operator & Parks Supervisor get 3.5 hours for call out.

9. Article XXII Term and Renewal

4-year contract from January 1, 2021 to December 31, 2024.

10. New Article to be included:

Union Rights/Responsibility:

A. Neither the Township nor the Local shall interfere with, restrain or coerce unit employees in the exercise of their right, freely and without fear of penalty or reprisal, to form, join, and assist any employee organization or to refrain from any such activity. The Local shall be responsible for representing the interest of all unit employees without discrimination and without regard to employee organization membership.

B. The union agrees that neither it, nor the respective officers and members, nor persons employed directly or indirectly by the Union, will discriminate against any employee, the Local further agrees that there will be no solicitation of members, dues or funds during the working hours of employees involved.

C. The business agent or his representative or any officer of the Union shall have admission to the premises at any time during working hours for the purpose of ascertaining whether this Agreement is being carried out in good faith or for the purpose of assisting in the adjustment of any grievance which may have arisen. No such representative, however, shall have the privilege of roaming about the premises, but shall first apply to the Township Administrator for permission to visit, which permission shall be reasonably granted, it being understood, however, that such representative shall not in any way interfere with the operation during working hours and that this privilege be so exercised as to keep at a minimum time lost thereby to the Employer.

D. The OPEIU designated Shop Steward will be afforded a total of two (2) paid workdays per contract year to attend an OPEIU conference. Moreover, the OPEIU designated Shop Steward must provide advance notice to their Department

Head of their scheduled attendance at an OPEIU conference in order to be afforded the two (2) paid workdays.

11. A tool allowance will be provided to the Mechanics per this contract each year of \$500. Employee must present a sales receipt to receive tool allowance reimbursement.
12. The Township agrees to reimburse the employee the cost of the Commercial Driver's License (CDL), as well as the renewal of such driver's license.
13. A statement will be added indicating the Township will follow the layoff procedures established by Civil Service.

TOWNSHIP OF JEFFERSON

Selva Mellikin

Date: 6/1/21

OPEIU LOCAL 32 FOREMAN UNIT

Gregory M. Simpson 7/28/21

Date: John D. 7/28/21