

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

**INTERNATIONAL UNION OF OPERATING
ENGINEERS**



LOCAL 68-68A-68B, AFL-CIO

AND

TOWNSHIP OF HOLMDEL

Site: Same As Above - (Blue Collar)
Holmdel, NJ

JANUARY 01, 2017 – DECEMBER 31, 2019

This Agreement made _____ day of _____, 2017 between the **TOWNSHIP OF HOLMDEL**, having offices at **4 Crawfords Corner Road, Holmdel, NJ 07733** hereinafter referred to as the ("Township") and **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 68-68A-68B**, affiliated with the **AFL-CIO**, having offices at **11 Fairfield Place, West Caldwell, NJ 07006**, hereinafter referred to as the ("Union").

ARTICLE I - RECOGNITION

A. In accordance with the provisions of the New Jersey Public Employment Relations Act, the Township recognizes the Union as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment for the following unit certified by the New Jersey Public Employment Relations Commission,

Unit:

Included: All Blue Collar workers employed by the Township.

Excluded: Deputy Clerk, Court Administrator, Board of Health Secretary, Planning Board Secretary, Code Enforcement Officer, Personal Aide, Administrative Secretary, Supervisor of Accounts, Recycling Coordinator, Zoning Officer/Technical Assistant to Construction Official, Principal Account Clerk/Finance, all managerial executives, confidential employees, police, supervisory employees within the meaning of the act, professional employees, craft employees, casual employees, seasonal employees, and all White Collar employees employed by the Township.

B. Probationary Employees: All newly hired employees shall be subject to a ninety (90) day probationary period. The purpose of said probationary period is to enable the Township to evaluate the employee's work performance and conduct and to obtain required certifications. If, at any time during or at the end of the probationary period, the conduct and/or performance of the employee is found by the

Township to be unsatisfactory, the Township has the right to terminate the employee. The decision of the Township regarding the termination of employees who are probationary in status shall not be subject to the grievance procedure or any other recourse in law or equity.

All contractual benefits will begin to accrue immediately for probationary employees, but cannot be utilized until after permanent status is obtained. Leave time, including sick, personal and vacation time benefits, will begin to accrue immediately for probationary employees, but cannot be utilized, except for holidays, until after the successful completion of ninety (90) day probationary period. Insurance benefits, i.e. Health, Dental and Disability, shall commence in accordance with the requirements of the specific plan.

ARTICLE II – DUES CHECK-OFF

A. Upon receipt of a duly signed authorization, the Township shall deduct membership dues and remit dues deducted as directed on the authorization card.

The Union will provide the necessary check-off authorization forms and secure the signatures of its members on said forms, and deliver said forms to the designated Township officials as provided for in N.J.S.A. 52:14-15.9 (e).

B. No deduction will be made for any month in which there is insufficient pay available to cover same after all deductions required by law have been made. Deductions for a prior month's dues will not be made in respect to such dues, except where the Township, through error or oversight, failed to make the deduction in any monthly period.

C. Dues deducted from employee's pay will be transmitted by check as directed as soon as practicable after the deductions have been made, together with a list of names showing employees for whom deductions have been made.

D. Payroll deductions for new member initiation fees shall be made at the rate of fifty dollars (\$50.00) per pay period. These deductions shall continue until the

initiation fee is paid in full. The Borough will remit this fee along with any Union dues by the 15th of the following month.

E. The Union indemnifies, defends and saves the Township harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the Township in reliance upon the salary deduction authorization cards submitted by the Union to the Township or any action taken by the Township under all sections of this Article.

F. The Township and the Union agree that the Township shall deduct the sum of eighty-five (85%) percent of the rate of the Union dues from each and every non-Union member of the bargaining unit represented by the Union after attaining thirty (30) days of employment and shall remit the agency shop fee to the Union on a monthly basis. This agency shop agreement shall conform to all provisions of the New Jersey Agency Shop Statute.

G. If the Employer fails to remit deducted share fees, initiation fees, dues or contributions to the Union or the Funds as applicable, after thirty (30) days of the fifteenth of the month following their deduction, the Union may bypass the grievance procedure and file directly for arbitration. Notwithstanding anything in this Agreement to the contrary, if the arbitrator finds that the delinquency violates this Agreement, the arbitrator may award interest, at the prime rate, for the period that the delinquent amounts remained outstanding and may award the Union costs of the arbitration. As a condition of the Union's proceeding directly to arbitration in the above manner, the Union must serve the Employer with at least fourteen (14) days written notice, via certified mail, of the delinquent fair share fees, initiation fees, dues or contributions after the above time period has passed.

ARTICLE III – BULLETIN BOARDS

A. Space on existing bulletin boards will be made available to the Union for the purpose of posting Union notices relating to meetings, dues entertainment, health safety and welfare of Union members.

B. Materials to be posted on the bulletin boards will be signed by the shop steward and in no event shall any material be posted which is deemed by the Township Administrator or his/her designee to be detrimental to the good order of the Township.

ARTICLE IV – GRIEVANCE PROCEDURE

A. A grievance shall mean a complaint by a member of the bargaining unit or the Union that there has been a misinterpretation or misapplication of the terms and conditions of this Agreement.

B. Level One:

Within fourteen (14) calendar days after the occurrence of the condition giving rise to the grievance, a grievance may be submitted in writing to the immediate Supervisor by the grievant with and without a Union Committee Representative. Within five (5) business days thereafter, a written reply shall be given by the Supervisor to the grievant and Union Representative.

Level Two:

Within five (5) business days from receipt of the Supervisor's reply, the Union may submit the unresolved grievance in writing to the Department Head. Department Head has five (5) business days to respond.

Level Three:

Within five (5) business days from receipt of the Department Head's reply, the Union may submit the unresolved grievance in writing to the Township Administrator. The Township Administrator, in his/her discretion, shall either review the grievance as submitted in writing and provide a written decision within five (5) business days from the date of the submission, or hold a meeting with the Union

Representative and the grievant within the five (5) business days and within ten (10) business days after hearing the grievance, the Township Administrator shall submit a decision in writing.

In grievances where the Supervisor and the Department Head is the same person, Level Two will be omitted and the matter will proceed to Level Three.

Level Four:

If the grievance is not settled through Steps One through Three, either party may refer the matter to the New Jersey Public Employment Relations Commission within twenty (20) calendar days after the determination of the Business Administrator or his/her designee. An arbitrator shall be selected pursuant to the rules and regulations of the New Jersey Public Employment Relations Commission.

The arbitrator shall be limited to the issue before him/her. The arbitrator shall be prohibited from hearing more than one (1) grievance except by mutual consent of the parties. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him/her involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from, or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding upon the parties. Appeals of major discipline, as defined by the Civil Service Commission rules and regulations, shall proceed through the appeal process provided by the Civil Service Commission. Appeals of minor discipline as defined by the Civil Service Commission rules and regulations, shall proceed through the grievance procedure set forth in this Article.

C. 1. Any grievance not presented under the Grievance Procedure described herein by the employee or the Union within fourteen (14) calendar days of the occurrence of the condition giving rise to the grievance shall not thereafter be considered a grievance under this Agreement unless such time limit is extended by the Township. No payment shall be retroactive prior to the date of occurrence of the

condition giving rise to the grievance unless by mutual agreement which must be in writing.

2. Should any appeal from the disposition of a grievance by a representative of the Township not be taken by the Union within the time limits set forth in Section B of this Article, then the grievance shall be considered settled and any further action under the Grievance Procedure shall be forever barred. Any disposition of a grievance accepted by the Union, or from which no appeal has been taken by the Union, shall be final and conclusive and binding upon the employee, the Township and the Union.

3. If the Township does not respond to a grievance within the time periods set forth in the Grievance Procedure and the Union wishes to pursue the grievance, the Union shall advance the grievance to the next step at the expiration of the time period for the Township to respond to the grievance.

ARTICLE V – UNION SECTION COMMITTEE BUSINESS AND VISITATION

A. After first receiving the permission of the Business Administrator or his/her designee, the Union's Section Representative or any officer of the local Union shall have admission to the Township premises 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. The Representative shall not, in any way, interfere with the operation of the Department during working hours and this privilege shall be so exercised as to help at a minimum time loss thereby to the Township.

B. Shop Stewards designated by the Union are specifically granted to meet with, discuss resolution of grievances with, and adjust other issues which do not require renegotiation of the collective bargaining agreement with authorized

representatives of management. Any change in identity of the Union's shop stewards shall be made known to the Township Administrator upon such change.

ARTICLE VI – HOURS OF WORK AND OVERTIME

A. Hours of Work

1. Non-Clerical Employees:

The Township further agrees that forty (40) hours per week, eight (8) hours per day, five (5) days per week, exclusive of any lunch break, shall constitute a regular week's work, hereinafter called the "workweek", for all full-time non-clerical employees employed by the Township, with the exception of the Police Department.

B. Overtime

1. The Union recognizes the Township's need for and right to require reasonable amounts of overtime.

2. The amount of overtime and the schedule for working such overtime will be established by the Township. The Township agrees that it will give reasonable prior notification of any scheduled overtime, unless circumstances preclude the Township from giving such prior notification.

3. In the Public Works Department and Maintenance Department, in non-job continuation or Saturday overtime, the following procedure shall be followed. Where possible, said overtime shall be posted four (4) days in advance, or sooner, of the scheduled overtime. Volunteers in the required job classification shall sign up for said overtime by the end of the workday in which the overtime is posted. The volunteers shall be selected by seniority in rotation order. If a sufficient number of qualified volunteers for the required classification are not secured, overtime shall be assigned to the qualified low hour employee in the required classification. Said overtime assignments shall be made by the end of the following day.

Failure of an employee to report when the employee has either agreed to work or been assigned said overtime shall be subject to disciplinary action.

4. Overtime shall be equally distributed to the extent possible among the employees who normally perform the work to be completed. No overtime shall be worked or paid for unless first authorized by the supervisor in charge.

5. The Township agrees that it will pay time and one-half (1-1/2) the regular straight-time hourly rate for all authorized time actually worked in excess of forty (40) hours of work (exclusive of any lunch break) in the standard work week. However, those employees presently receiving time and one-half (1-1/2) after their regular work week shall continue to do so.

6. When it becomes necessary for any employee eligible for overtime to return to duty from his/her place of residence or other location, for other than that time which would be a continuation of the employee's regular work day or time that would continue into the regular work day, he/she shall be entitled to call-in pay. The employee is guaranteed a minimum of four (4) hours overtime at his/her overtime rate.

7. When an employee is called into work on a holiday, they shall receive regular holiday pay and shall be paid double time for the hours worked.

8. There shall be no pyramiding of overtime.

9. Employees who are required to work during a period of time that Township offices are closed based on a State of Emergency declared by the Governor will be entitled to be paid at time and one-half hours worked during the declared State of Emergency.

10. Compensatory time shall be administered as per the Fair Labor Standards Act with a bank not to exceed 120 hours of which use shall not be unreasonably denied.

11. The Township agrees to provide a hot meal when the members are required to work seven (7) or more overtime hours after the completion of their normal shift.

ARTICLE VII - HOLIDAYS

1. For purposes of this Agreement, there shall be thirteen (13) named holidays plus two (2) floating holidays. The Union shall be provided with the dates of the thirteen (13) named holidays in December of the preceding year.

2. The employees who are on leave of absence without pay will not be eligible for holiday pay.

3. In order to qualify for holiday pay, employees must work their scheduled work day immediately following the holiday or holiday weekends unless currently on vacation, bereavement or extended sick leave.

ARTICLE VIII - VACATION

A. Employers shall earn vacation on the basis of the following schedule:

1 day per month for the first year of employment	
1 year to the beginning of 5 years	12 days
5 years to the beginning of 10 years	14 days
10 years to the beginning of 15 years	16 days
15 years to the beginning of 20 years	18 days
20 years to the beginning of 25 years	21 days
25 years on	26 days

The effective date for the extra vacation days shall be the employee's anniversary date.

B. Vacation leave should be taken during the calendar year in which it is earned. If the vacation leave is not taken during the calendar year earned, the vacation leave shall be deemed lost. Any vacation leave unused because of the pressure of work may be carried forward in the next succeeding year only, and only with the specific written approval of the Administrator. Upon termination of employment, an employee will receive payment for all accrued vacation leave. An employee whose employment

is terminated prior to the expiration of his probationary period will not be entitled to vacation pay.

C. Scheduling of employees' vacation shall be as follows: The employees in each Department shall pick their vacation according to their seniority in each title. The Township shall have the right to limit when vacations can be taken and the number of employees who can simultaneously take vacation.

D. An employee who has retired or resigned from employment shall be entitled to the vacation allowance for all accrued vacation leave. In the event of the death of an employee, the employee, the employee's accrued vacation shall be paid to the employee's estate.

E. An employee may request an early release of his/her vacation check. However, the employee must submit a request for early release of the vacation check at least three (3) weeks prior to the date that the check is to be issued. The request should be on the appropriate form, directed to the Treasurer, and authorized by the Department Head.

F. From December 15th through March 15th of each year, a maximum of three (3) employees can be scheduled for a vacation day. Two (2) of the employees must be available to come in for snow detail.

ARTICLE IX – SICK LEAVE, PERSONAL DAYS, BEREAVEMENT

A. Sick Leave

1. Sick leave means absence from post of duty of an employee because of illness, accident, and exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee. The term immediate family shall mean father, mother, spouse, child, foster child, brother or sister of the employee or spouse. It shall also include relatives of the employee residing in his/her household.

2. If an employee is unable to report for work due to an illness, this fact shall be reported to the Department within two (2) hours prior to the start of the employee's normal starting time, or as soon as possible thereafter. The employee shall notify the Department Head of the cause and probable duration of the absence.

3. In the first calendar year of employment, employees shall be entitled to one (1) day of sick leave for each month calculated from day of employment. Thereafter, employees shall be entitled to fifteen (15) days sick leave each year (which shall be credited to their account at the beginning of the year). Sick leave can be accumulated without limit during each employee's length of service. For the purpose of prorating: sick days shall be earned at one and one quarter (1.25) days per month.

4. Sick leave which is disapproved by the Department Head shall be charged as absence without pay. Any amount of sick leave used which exceeds the amount accrued to an employee's account at time of separation from the Township will be deducted from the final salary payment.

5. The Department Head may require proof of illness of an employee on sick leave whenever such requirement seems reasonable. Abuse of sick leave shall be cause for disciplinary action. In all cases, after an employee has been absent from work due to illness for a period of more than five (5) consecutive work days, or for more than ten (10) days during a calendar year, the Department Head shall require the employee to furnish a medical certificate of a physician having knowledge of the employee's condition in support of the employee's absence from work. Failure of the employee to submit the medical certificate could result in the sick leave absence being disapproved and the absence charged to absence without pay and may be considered cause for further disciplinary action. The cost of a medical certificate shall be borne by the employee.

6. Nothing herein shall preclude a Department Head in an appropriate case from requesting an employee to submit to a medical examination at the Township's expense by a physician selected by the Township for the purpose of

establishing the degree of incapacity of an employee or the employee's ability to resume the duties of the position.

7. An employee who is collecting sick pay, workers' compensation benefits, or long-term disability benefits, or who is on any type of sick leave with or without pay, may not work another job for pay without the specific written approval of the Administrator.

8. It is agreed that any employee covered by this Agreement who, at the time of retirement from the Township in good standing and at least ten (10) years employment with the Township, has unused sick time due, shall be paid in a lump sum for the amount of the unused sick time at the employee's current rate in accordance with the State statute not to exceed three thousand five hundred dollars (\$3,500.00).

B. Personal Days

After twelve (12) calendar months of employment, an individual will be entitled to use two (2) unused days of sick leave as personal days off with pay even if the sick leave accumulation is from the current calendar year. An individual who has no sick days accumulated would not have any personal days off with pay.

Personal days are not in addition to sick pay accumulation but are days off chargeable against sick leave when an individual is not sick. Personal days must be scheduled in advance and approved by the employee's supervisor.

Individuals who complete one (1) year of service before May 1 are entitled to three (3) personal days; if the one (1) year of service is completed before September 1, two (2) personal days; and if the one (1) year of service is completed before December 31, one (1) day.

In addition to the aforementioned personal days which are chargeable against sick leave, an individual will be entitled to two (2) personal days off with pay per year which are not charged against sick leave and will not accumulate if not used.

C. Bereavement

An employee is entitled to five (5) days leave with pay in the event of a death in his/her immediate family. The term immediate family shall be defined to be the employee's parent, spouse, child (including foster child), brother, sister, grandparent, grandchild, mother-in-law, father-in-law, brother-in-law, sister-in-law or stepparent. Additional time may be granted at the discretion of the Department Head and, if granted, shall be deducted from the employee's accumulated sick leave. Such leave shall be taken only in conjunction with funeral and memorial services at the time of death.

Effective January 1, 2010, an employee shall be entitled to one (1) day of bereavement leave with pay in the event of the death of the employee's and/or spouse's aunt, uncle, niece or nephew. Said day to be taken in connection with the funeral or memorial service at the time of death.

ARTICLE X – SALARY

See Attachment A, IUOE Salary Guide and shall include:

1. Each employee will be placed on the guide according to the current title and salary. Placements on the guide will allow for a one-time adjustment for four percent (4%) for each employee. See Attachment A
2. Employees shall move one step each year until they reach year ten (10).
3. Employees who are promoted shall move to the equivalent step in the new title.
4. There shall be a two percent (2%) increase for the years 2018 and 2019.
5. Assistant Supervisors shall earn \$2500 more than the highest paid non-supervisory employee.

6. Supervisors shall earn at least \$6000 more than the highest paid non-supervisory employee.

B. Starting Salary

The starting salary shall be set by the Township. However, in no event shall a new employee's starting salary be lower than the salary range set forth in the Township's adopted salary ordinance.

C. Any newly hired employee must be on the Township payroll a minimum of four (4) months before the employee is eligible for any salary increase provided for in Section A. This does not preclude the Township from exercising its option to increase a newly hired employee's salary in accordance with Section B.

D. Effective January 1, 2017, longevity/long-term service payments will be discontinued for all employees.

ARTICLE XI – SENIORITY

A. The Township agrees that it is bound to the seniority rights as established by applicable Department of Personnel (Civil Service) Laws and Regulations.

B. The Township shall supply the Union with a seniority roster which shall contain the job classification and the date on which each employee was given permanent employment.

C. The employment anniversary date for individuals employed by the Township shall be established in respect to the actual employment date.

ARTICLE XII - MANAGEMENT'S RIGHTS

A. The management of the Township's operations and the direction of the working forces are vested exclusively in the Township. Except as expressly limited by this Agreement, the Township retains the sole right to determine all matters pertaining to the work force, including but not limited to the right to hire, train, discipline, demote, suspend, discharge, lay off and promote, to promulgate reasonable rules and

regulations; to assign job duties to the work force; to create, change, combine or eliminate jobs; to determine job duties, qualifications, classifications and requirements; and to carry out the ordinary and customary functions of management whether or not possessed or exercised by the Township prior to the execution of this Agreement. The abovementioned management rights are not to be interpreted as being all-inclusive, but merely indicate the type of rights which belong to and are inherent to management.

ARTICLE XIII - DISCIPLINE

A. Where the Township and/or its designee imposes or intends to impose discipline for just cause, notice of such discipline shall be given to the affected employee and the Union. An employee must be served with a Preliminary Notice of Disciplinary Action setting forth the charges and statements of the facts supporting the charges (specifications). The affected employee may request a hearing within five (5) days of receipt of the Preliminary Notice. If no request is made within this time or such additional time as agreed to by the Township, the hearing may be considered to have been waived and the appointing authority may issue a final notice of disciplinary action. A hearing, if requested, shall be held within thirty (30) days of the Preliminary Notice of Disciplinary Action unless waived by the employee or a later date as agreed to by the parties. The affected employee must be offered the opportunity for a hearing prior to the imposition of major discipline except where it is determined that the employee is unfit for duty or is a hazard to any person if permitted to remain on the job, or that an immediate suspension is necessary to maintain safety, health, order, or effective direction of public services or when the employee is formerly charged with a crime of the first, second or third degree, or a crime of the fourth degree on the job, or directly related to the job. However, a Preliminary Notice of Disciplinary Action with opportunity for a hearing must be served in person or by certified mail within five (5) days following the immediate suspension. Where suspension is immediate and without pay, the employee must first be apprised either orally or in writing of why an

immediate suspension is sought, the charges and general evidence in support of charges, and provided with sufficient opportunity to review the charges and the evidence in order to respond to the charges before a representative of the Township. The response may be oral or in writing, at the discretion of the Township.

ARTICLE XIV - PROMOTIONS

A. Promotions and vacated positions: Notices of all job vacancies in the bargaining unit shall be posted by the Township on the employee bulletin boards throughout the various work areas for fifteen (15) calendar days. The notices will contain: job classification, requirements, salary range, place of employment, and the hours of work. All permanent employees in the bargaining unit shall be given the chance to apply in writing to the Township to fill these job opportunities prior to the position being offered to the outside.

B. Upon request, the Township will forward to the Union any current or amended Civil Service Certification List.

ARTICLE XV - DISCRIMINATION

A. Neither the Township nor the Union shall discriminate against any employee by reason of race, creed, sex, age, handicap, color, political or religious affiliation, or national origin.

Any employee who believes that he/she has been discriminated against may confidentially file a grievance directly to the Administrator or Assistant Administrator rather than follow the normal grievance procedure, if the employee prefers.

B. Where the words "he", "she", "him", or "her" are used in this Agreement, it shall mean both sexes.

ARTICLE XVI – FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding of settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

ARTICLE XVII – LEAVE OF ABSENCE

A. On-The-Job Injury

Any employee disabled in the course of his work shall be continued on the payroll for ninety (90) calendar days, subject to endorsement of workers' compensation checks to the Township during that period. Such time shall not be chargeable to sick leave accumulation.

After ninety (90) days, the employee shall no longer be carried on the regular payroll, but shall be paid by the various insurance coverages the Township provides or, at his option, be paid his regular pay charged against his accumulated sick leave for as long as he is disabled and has sick leave available, subject to offset for workers' compensation benefits. When sick leave is used up, the insurance coverages shall be the source of payment for as long as the disability continues.

B. Non-Work Related Disability

Any employee disabled other than in the course of work shall be paid to the extent the employee has accumulated sick leave available. After ninety (90) days, the long-term disability insurance policy shall take over benefits or, for an employee with additional accrued sick leave, at the employee's option, sick pay until it is used up, at which time the insurance shall continue until the disability ends or age 65.

An employee who requires additional leave after his/her accumulated sick leave with pay has been used can request, in writing, that a leave of absence without pay be granted.

C. Leave Without Pay

An employee may request, in writing, a leave of absence without pay. Such leave may be granted by the Administrator for a period not to exceed one year at any one time. No further renewal may be granted except upon approval by the Department of Personnel. Temporary employees shall not be eligible for leave without pay.

ARTICLE XVIII – MAINTENANCE OF WORK OPERATIONS

The Union and the employees covered by this Agreement hereby agree that there shall be no strike, picketing, slow down, job action or other concerted refusal to render full and complete service. Violation of this clause shall be considered grounds for dismissal and appropriate legal action by the Township. The Township hereby agrees that there shall be no lock-out by the Township.

ARTICLE XIX – SEVERABILITY

A. Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of said court shall apply only to the specific portion of the Agreement affected by such decision.

B. Similarly, a legislative act or government regulation or order affecting any particular provision of this Agreement shall apply only to the specific portion of the Agreement affected thereby.

ARTICLE XX – FURTHER NEGOTIATIONS

During the month of July prior to the ending date of this Agreement, the parties shall confer, at a mutually agreed upon time and place, for the purpose of effecting, if possible, a new continuation of the within Agreement.

ARTICLE XXI – INSURANCE

The Township of Holmdel shall offer and provide for all full-time employees and their immediate families (including spouse /domestic partner/Civil Union partner and

eligible dependents) membership or subscription to the following medical insurance programs at partial cost to the employee.

Medical Insurance/Prescription Drug Plans – All employees will move into the Horizon Direct Access Health Savings Account (HSA) Plan.

a. Those employees who are hired prior to January 01, 2017 who are not eligible to contribute to a health savings account due to enrollment in Medicare will be permitted to stay in their current plan.

b. The prescription coverage for the (HSA) plan shall include 100% mail order coverage after the deductible is met.

c. The deductible amount of \$2,500 (single coverage) or \$5,000 (family, two adults or parent and child (ren)) will be placed into the health savings account in the employee's name every year for the term of the contract.

d. The Township reserves the right to change benefit carriers providing that the plan is equal to or better than the existing plan.

Dental Insurance Plan. Dental insurance coverage will be offered to all full-time, benefits eligible employees. Eligible employees shall have choice of Township offered plans.

1. \$1,000 annual benefit option: employee cost is \$15.00 per month
2. \$1,500 annual benefit option: employee cost is \$21.00 per month

Opt Out Program/Waiver – A medical insurance “opt out” program is available for all full-time, benefits eligible employees in lieu of medical insurance. In order to be eligible to waive insurance coverage, an employee must submit the proper waiver application/form and proof of insurance coverage through another source for the applicable period which is being waived. In return for this waiver, the employee will receive 25% of the applicable premium savings or \$5,000.00 per annum, whichever is less. These amounts are set according to state statute and are subject to change according to state guidelines.

Opt Out Payments: Employees receiving Opt Out/Waivers payments will be paid on an annual basis in January of the year following the coverage period.

Employee Contributions / Payroll Deductions: Per the Pension and Health Benefit Reform Law (Chapter 78, P.L. 2011) all medical and/or dental plan participating employees must contribute to the cost of their medical and/or dental premiums through payroll deductions. Employees shall be required to pay no less than 1.5 % of their base salaries toward medical/dental coverage. Plan costs and payroll deduction schedules are available from the Administrator's office.

Short Term and Long Term Disability Insurance: The Township shall provide short-term and long-term disability plans to eligible staff to utilize for absence due to personal illness. Enrollment eligibility and waiting periods shall be driven by the plan. An employee must apply and satisfy all requirements of the program in order to qualify and to receive benefits.

ARTICLE XXII – MISCELLANEOUS

A. Township agrees to comply with applicable laws of NJ DMV, OSHA, P OSHA and the Federal motor carrier's safety regulations for CDL Drivers.

B. The Township agrees to provide any safety equipment required to safely perform duties required.

C. All other terms of the Collective Negotiations Agreement shall be unchanged, except as modified by the parties or as required by law.

D. Mechanics shall be provided winter coveralls and heavy duty raingear for inclement weather protection.

ARTICLE XXIII – UNIFORMS, TOOLS & MAINTENANCE


1. In the Department of Public Works, employees shall receive the following uniforms:
 - A. Three (3) pairs of pants annually (employees shall have the option to purchase jeans rather than traditional work pants);
 - B. Three (3) shirts annually;
 - C. Three (3) tee shirts annually;
 - D. Two (2) sweatshirts annually;
 - E. Reimbursement for one (1) pair of steel tipped work shoes each year upon submitting proof of purchase, not to exceed two hundred (\$200.) dollars.
 - F. One (1) summer and one (1) winter jacket to be replaced on an as needed basis;
2. The Township will provide a uniform cleaning allowance for Road Department and Park Maintenance employees in the amount of two hundred fifty dollars (\$250.00) annually with one half (1/2) to be paid in June and one half (1/2) to be paid in December.
3. The Township will provide an annual tool maintenance allowance of three hundred dollars (\$300.00) for all mechanics with said allowance to be paid in November.
4. The Township shall retain adequate insurance to cover the mechanics personal tools on the job.

ARTICLE XXIV – DURATION OF AGREEMENT

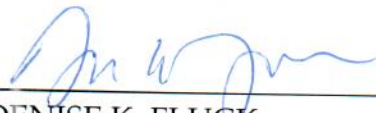
This Agreement shall be effective from January 1, 2017 through December 31, 2019. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing sixty (60) calendar days prior to the expiration date that it desires to commence negotiations.

IN WITNESS WHEREOF, the Township of Holmdel and Local 68-68A-68B of the International Union of Operating Engineers, AFL-CIO, have caused this Agreement to be signed by the duly authorized representatives as of this ____ day of _____, 2017.

TOWNSHIP OF HOLMDEL


GREGORY BUONTEMPO
Mayor


DONNA M. VIERO
Township Administrator


DENISE K. FLUCK
Human Resources Manager

INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 68-68A-68B, AFL-CIO


THOMAS P. GIBLIN
Business Manager


EDWARD P. BOYLAN
President


RAYMOND SIMIONE
Recording Secretary


SALVATORE COSTANZA
Business Representative

**IUOE Salary Guide
2017-2019**

	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7
2017	Laborer Maint. Repairer	Truck Driver Mechanic Helper	Equip. Operator	Hvy Equipment Operator Mechanic	Sr. Mechanic	Asst. Supervisor	Supervisor
Year 1	\$33,200	\$37,000	\$40,000	\$44,000	\$46,500	\$54,000	\$57,500
Year 2	\$35,500	\$39,400	\$42,500	\$46,500	\$49,000	\$56,500	\$60,000
Year 3	\$37,800	\$41,800	\$45,000	\$49,000	\$51,500	\$59,000	\$62,500
Year 4	\$40,100	\$44,200	\$47,500	\$51,500	\$54,000	\$61,500	\$65,000
Year 5	\$42,400	\$46,600	\$50,000	\$54,000	\$56,500	\$64,000	\$67,500
Year 6	\$44,700	\$49,000	\$52,500	\$56,500	\$59,000	\$66,500	\$70,000
Year 7	\$47,000	\$51,400	\$55,000	\$59,000	\$61,500	\$69,000	\$72,500
Year 8	\$49,300	\$53,800	\$57,500	\$61,500	\$64,000	\$71,500	\$75,000
Year 9	\$51,600	\$56,200	\$60,000	\$64,000	\$66,500	\$74,000	\$77,500
Year 10	\$53,900	\$58,600	\$62,500	\$66,500	\$69,000	\$76,500	\$80,000

	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7
2018	Laborer Maint. Repairer	Truck Driver Mechanic Helper	Equip. Operator	Hvy. Equipment Operator Mechanic	Sr. Mechanic	Asst. Supervisor	Supervisor
Year 1	\$33,864	\$37,740	\$40,800	\$44,880	\$47,430	\$55,080	\$58,650
Year 2	\$36,210	\$40,188	\$43,350	\$47,430	\$49,980	\$57,630	\$61,200
Year 3	\$38,556	\$42,636	\$45,900	\$49,980	\$52,530	\$60,180	\$63,750
Year 4	\$40,902	\$45,084	\$48,450	\$52,530	\$55,080	\$62,730	\$66,300
Year 5	\$43,248	\$47,532	\$51,000	\$55,080	\$57,630	\$65,280	\$68,850
Year 6	\$45,594	\$49,980	\$53,550	\$57,630	\$60,180	\$67,830	\$71,400
Year 7	\$47,940	\$52,428	\$56,100	\$60,180	\$62,730	\$70,380	\$73,950
Year 8	\$50,286	\$54,876	\$58,650	\$62,730	\$65,280	\$72,930	\$76,500
Year 9	\$52,632	\$57,324	\$61,200	\$65,280	\$67,830	\$75,480	\$79,050
Year 10	\$54,978	\$59,772	\$63,750	\$67,830	\$70,380	\$78,030	\$81,600

	GRADE 1	GRADE 2	GRADE 3	GRADE 4	GRADE 5	GRADE 6	GRADE 7
2019	Laborer Maint. Repairer	Truck Driver Mechanic Helper	Equip. Operator	Hvy. Equipment Operator Mechanic	Sr. Mechanic	Asst. Supervisor	Supervisor
Year 1	\$34,541	\$38,495	\$41,616	\$45,778	\$48,379	\$56,182	\$59,823
Year 2	\$36,934	\$40,992	\$44,217	\$48,379	\$50,980	\$58,783	\$62,424
Year 3	\$39,327	\$43,489	\$46,818	\$50,980	\$53,581	\$61,384	\$65,025
Year 4	\$41,720	\$45,986	\$49,419	\$53,581	\$56,182	\$63,985	\$67,626
Year 5	\$44,113	\$48,483	\$52,020	\$56,182	\$58,783	\$66,586	\$70,227
Year 6	\$46,506	\$50,980	\$54,621	\$58,783	\$61,384	\$69,187	\$72,828
Year 7	\$48,899	\$53,477	\$57,222	\$61,384	\$63,985	\$71,788	\$75,429
Year 8	\$51,292	\$55,974	\$59,823	\$63,985	\$66,586	\$74,389	\$78,030
Year 9	\$53,685	\$58,470	\$62,424	\$66,586	\$69,187	\$76,990	\$80,631
Year 10	\$56,078	\$60,967	\$65,025	\$69,187	\$71,788	\$79,591	\$83,232