

RESOLUTION R: 306 – 17

**RESOLUTION APPROVING THREE (3) MEMORANDUMS OF
AGREEMENT BETWEEN THE BOROUGH OF GLASSBORO AND THE
UNITED FOOD AND COMMERCIAL WORKERS (UFCW) LOCAL 1360
BARGAINING UNITS
(1-01-2017 to 12-31-2021)**

WHEREAS, United Food & Commercial Worker Union Local (UFCW) 1360 and the Borough of Glassboro have agreed to enter into three (3) Memorandums of Agreement (“MOA”) to cover the time period from January 1, 2017 through December 31, 2021; and

WHEREAS, the MOAs are between the UFCW and the Borough of Glassboro for the following bargaining units:

1. UFCW Local 1360/Highway Department
2. UFCW Local 1360/Highway Department Mechanics
3. UFCW Local 1360/Glassboro Police Records; and

WHEREAS, the governing body agrees that said agreements are in the best interest of the Borough.


NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Glassboro, County of Gloucester, and State of New Jersey, as follows:.

1. That the governing body does approve and authorize the execution of the attached three (3) Memorandums of Agreement between the United Food & Commercial Workers Union Local (UFCW) 1360 and the Borough of Glassboro for each bargaining unit to cover the time period from January 1, 2017 through December 31, 2021.

2. That the Mayor and/or Borough Administrator be and is hereby authorized to execute said Memorandums of Agreement on behalf of the Borough of Glassboro.

ADOPTED, at a regular meeting of the Mayor and Council of the Borough of Glassboro in the County of Gloucester and State of New Jersey on Thursday, September 7, 2017.

BOROUGH OF GLASSBORO



LEO J. McCABE, Mayor

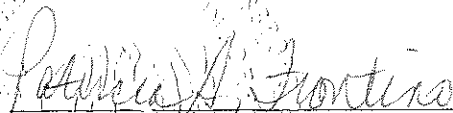
Attest:



PATRICIA A. FRONTINO, Municipal Clerk

CERTIFICATION

I, Patricia A. Frontino, Municipal Clerk, of the Borough of Glassboro, in the County of Gloucester, do hereby certify that the foregoing Resolution was presented and duly adopted by the Borough Council at a meeting of the Borough of Glassboro held on Thursday, September 7, 2017.



PATRICIA A. FRONTINO
Municipal Clerk

R: 306-17

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 1360
AND
BOROUGH OF GLASSBORO HIGHWAY**

The current Collective Bargaining Agreement between the parties dated January 1, 2013 through December 31, 2016, shall remain in full force and effect, except as modified below:

1. ARTICLE II – AGENCY SHOP

Replace the work "dues" with "union membership".

2. ARTICLE IX – HOURS AND OVERTIME

Modify Section E – All employees shall be entitled to one (1) fifteen (15) minute break in the morning.

3. ARTICLE XIII – HEALTH AND WELFARE

Delete Section B

4. ARTICLE XIX – RATES OF PAY

Modify Section A to read: All employees will receive the following base salary increases effective January 1, 2017, 2018, 2019, 2020 and 2021.

<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
2 %	2 %	2 %	2 %	2.5 %

All increases shall be added to the steps in Appendix B.

The employer agrees to promote four (4) employees to the operator position and all employees currently, at ratification, in the operator position shall be grandfathered in.

Add: Light Equipment Operator/Automated Truck/Arborist/Sweeper Title with rates of pay and job description.

Light Eq Operator/Automated Truck/Arborist/Sweeper 2017 (Prior to 2010)	Step 1	Step 2	Step 3	Step 4	Step 5
Prior 3 years	\$19.40	\$20.60	\$21.81	\$23.07	\$24.25
After 3 years	\$19.69	\$20.91	\$22.14	\$23.42	\$24.61
After 5 years	\$19.89	\$21.12	\$22.36	\$23.65	\$24.86
After 10 years	\$20.27	\$21.53	\$22.79	\$24.11	\$25.34
After 15 years	\$20.47	\$21.73	\$23.01	\$24.34	\$25.58
After 20 years	\$20.66	\$21.94	\$23.23	\$24.57	\$25.83
After 25 years	\$20.86	\$22.15	\$23.45	\$24.80	\$26.07


Light Eq. Operator /Automated Truck/Arborist/Sweeper 2017 (After 2010)	Step 1	Step 2	Step 3	Step 4	Step 5
Prior 10 years	\$19.40	\$20.60	\$21.81	\$23.07	\$24.25
After 10 years	\$20.27	\$21.53	\$22.79	\$24.11	\$25.34
After 15 years	\$20.47	\$21.73	\$23.01	\$24.34	\$25.58
After 20 years	\$20.66	\$21.94	\$23.23	\$24.57	\$25.83
After 25 years	\$20.86	\$ 22.15	\$23.45	\$24.80	\$26.07

Driver/Laborers with a valid Class A license, with Tanker endorsement will receive an annual stipend of \$750 upon ratification of the agreement on July 1st of each year, conditional on the successful annual verification of valid driver's license with those endorsements. Effective at Ratification the operator title shall be called Heavy Equipment Operator.

5. ARTICLE XXI – DURATION OF AGREEMENT

January 1, 2017 – December 31, 2021

The terms and conditions of this Memorandum are subject to ratification by the members of UFCW Local 1360.



 JOSEPH A. BRIGANDI, JR.,
 BOROUGH ADMINISTRATOR

 UFCW LOCAL 1360

Dated: 9/7/2017

Dated: _____

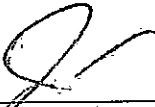
Light Eq. Operator /Automated Truck/Arborist/Sweeper 2017 (After 2010)	Step 1	Step 2	Step 3	Step 4	Step 5
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After 20 years	\$20.66	\$21.94	\$23.23	\$24.57	\$25.83
After 25 years	\$20.86	\$22.15	\$23.45	\$24.80	\$26.07

Driver/Laborers with a valid Class A license, with Tanker endorsement will receive an annual stipend of \$750 upon ratification of the agreement on July 1st of each year, conditional on the successful annual verification of valid driver's license with those endorsements. Effective at Ratification the operator title shall be called Heavy Equipment Operator.

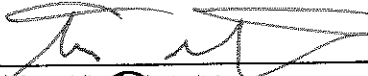
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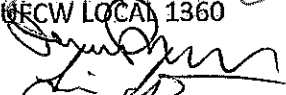
January 1, 2017 – December 31, 2021

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 JOSEPH A. BRIGANDI, JR.,
 BOROUGH ADMINISTRATOR



 UFCW LOCAL 1360


Dated: 9/7/2017

Dated: 9-15-17

R: 306-17

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 1360
AND
BOROUGH OF GLASSBORO MECHANICS**

The current Collective Bargaining Agreement between the parties dated January 1, 2013 through December 31, 2016, shall remain in full force and effect, except as modified below:

1. **ARTICLE II - AGENCY SHOP**

Replace the work "dues" with "union membership";

2. **ARTICLE IX - HOURS AND OVERTIME**

Modify Section E - All employees shall be entitled to one (1) fifteen (15) minute break in the morning.

3. **ARTICLE XIII - HEALTH AND WELFARE**

Delete Section B

4. **ARTICLE XIX - RATES OF PAY**

Modify Section A to read: All employees will receive the following base salary increases effective January 1, 2017, 2018, 2019, 2020 and 2021.

<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
2 %	2 %	2 %	2 %	2.5 %

All increases shall be added to the steps in Appendix B.

5. **ARTICLE XX - ALLOWANCE**


Modify Section C: The Borough will reimburse each Mechanic for the purchase of tools to be used at work (receipts must be provided) each year of the contract as follows: \$650.00

Modify Section C to reflect the dates in the contract with the same rates of pay.

6. **ARTICLE XXI - DURATION OF AGREEMENT**

January 1, 2017 - December 31, 2021.

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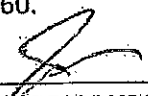
JOSEPH A. BRIGANDI, JR.,
BOROUGH ADMINISTRATOR

UFCW LOCAL 1360

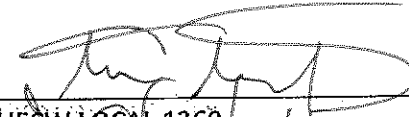
Dated: 9/7/2017


Dated: _____

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JOSEPH A. BRIGANDI, JR.,
BOROUGH ADMINISTRATOR



UFCW LOCAL 1360


Dated: 9/7/2017

Dated: 9-15-17

R: 306-17

**MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 1360
AND
BOROUGH OF GLASSBORO POLICE RECORDS**

The current Collective Bargaining Agreement between the parties dated January 1, 2013 through December 31, 2016, shall remain in full force and effect, except as modified below:

1. ARTICLE II - AGENCY SHOP

Replace the work "dues" with "union membership".

2. ARTICLE XIII – HEALTH AND WELFARE

Delete Section B

3. ARTICLE XIX – RATES OF PAY

Modify Section A to read: All employees will receive the following base salary increases effective January 1, 2017, 2018, 2019, 2020 and 2021.

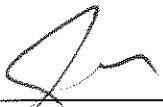
<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
2 %	2 %	2 %	2 %	2.5 %

All increases shall be added to the steps in Appendix B.

4. ARTICLE XXII – DURATION OF AGREEMENT

January 1, 2017 – December 31, 2021

The terms and conditions of this Memorandum are subject to ratification by the members of UFCW Local 1360.



JOSEPH A. BRIGANDI, JR.,
BOROUGH ADMINISTRATOR

UFCW LOCAL 1360

Dated: 9/7/2017

Dated: _____

R: 306-17

MEMORANDUM OF AGREEMENT
BY AND BETWEEN
UFCW LOCAL 1360
AND
BOROUGH OF GLASSBORO POLICE RECORDS

The current Collective Bargaining Agreement between the parties dated January 1, 2013 through December 31, 2016, shall remain in full force and effect, except as modified below:

1. ARTICLE II - AGENCY SHOP

Replace the work "dues" with "union membership".

2. ARTICLE XIII - HEALTH AND WELFARE

Delete Section B

3. ARTICLE XIX - RATES OF PAY

Modify Section A to read: All employees will receive the following base salary increases effective January 1, 2017, 2018, 2019, 2020 and 2021.


<u>1/1/17</u>	<u>1/1/18</u>	<u>1/1/19</u>	<u>1/1/20</u>	<u>1/1/21</u>
2 %	2 %	2 %	2 %	2.5 %

All increases shall be added to the steps in Appendix B.

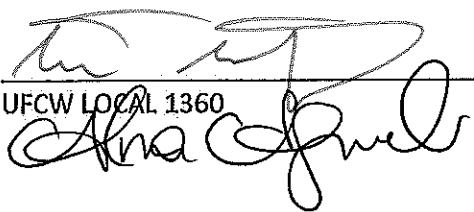
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January 1, 2017 - December 31, 2021

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JOSEPH A. BRIGANDI, JR.,
BOROUGH ADMINISTRATOR



UFCW LOCAL 1360

Dated: 9/7/2017

Dated: 9-15-17