

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

1. Article 2 section 2 line 4 change o should be to.
2. Article 3 section 4 B.2 line 4 he change to the.
3. Article 3 section 4 C.7 line 1 al change to all.
4. Section 10 – On call time. Increase to \$175.00 per day.
5. Article 13 to change all references to day as business days.
6. Article 14 – Hours of Work and Overtime

Section 8 – Compensation time shall be available. However, compensation time can only be accrued up to a maximum of sixty (60) hours. Any compensatory time not used by November 1<sup>st</sup> of the calendar year earned shall be paid at the next pay period.

(Remove Article 16, Section 3: Township agrees to buy back any unused vacation days at 100%)

7. Section 15 Holiday add Veterans Day.
8. Article 17 Section 2 add the following language: Notwithstanding the foregoing, commencing the day of Memorial Day to the day after Labor Day, summer hours of 6:00 a.m. to 2:30 p.m.
9. Article 19 Section 1 safety shoe allowance \$195.00 for 2021 and 2022. Safety shoe allowance \$215 for 2023 & 2024
10. Article 20 Section 1 add: All qualifying employees and retirees shall contribute to his/her health benefits in accordance with the rates set forth in Ch. 78, P.L. 2011.
11. Article 21 Salary & Wage

2%	2021
2%	2022
2.25%	2023
2.25%	2024
12. Remove supervisor of Heavy Equipment Operator. Senior Water/Sewer Operator and Senior Sewage Plan Operator paid the same.
13. Article 27 Term and Renewal – Term of Agreement 4 years.

14. New Article to be included:

Union Rights/Responsibility:

Section 1. 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.

Section 2. 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.

Section 3. The Union and the Employer reaffirm their intention that the provisions of this Agreement will continue to be applied without discrimination because of race, creed, color, sex, age or national origin of the employee.

Section 4. 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.

15. 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.
16. 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.
17. Article 20 – Health Insurance: Change Dental Plan – Section 2. Increase dental insurance coverage to \$3000/\$3500 (ortho) cost difference will go from \$10.42 to \$10.63 per pay this could change yearly based on cost.

TOWNSHIP OF JEFFERSON

  
6/1/21

OPEIU LOCAL 32 BLUE COLLAR UNIT

  
Jimmy Tom Finner  
Bus. Rep, Local 32