

MEMORANDUM OF AGREEMENT
BOROUGH OF HAWTHORNE AND UPSEU BLUE COLLAR UNIT

The negotiating teams for Borough of Hawthorne and the UPSEU Blue Collar Unit hereby agree to recommend for ratification and approval the following terms for a successor collective negotiations agreement to the Collective Negotiations Agreement ("CNA" which expired on December 31, 2018:

1. Term 4 years - January 1, 2019 through December 31, 2022.
2. Wages:
 - A. The salary steps for Foreman (for members hired into the unit after 8/1/2006) and the maximum salary for both Serviceman and Operator shall be increased by 2.35% on January 1 each year during the term of this CNA (including retroactively in 2019)
 - B. All of the other steps on the salary guide for Serviceman and Operator shall not be increased during term of this CNA; members not at the maximum will continue to move through the guide with a step increase on their respective anniversary dates.
 - C. A new step will be inserted between the current next to last step and the maximum, halfway between those two steps.
 - D. The resultant salary guide shall be as shown in Appendix A.
3. Article XXIV, paragraph K, of the CNA shall be revised to read as follows:

The parties agree that, on or after 1/1/2019, the Borough may alter the health plan design in order to join the New Jersey State Health Benefits Plan ("SHBP") provided that the following conditions are met:

- a) The Borough shall have notified the Union in writing of its intention no less than one hundred twenty (120) days prior to the effective date of the change.
- b) As soon as possible after this notification, the Borough will meet with the Union to discuss the intended change
- c) The total premium savings due to moving from the current plan to the SHBP shall be no less than seven percent (7%).
- d) Employees shall have the right to select from among all plan designs offered through the SHBP.
- e) Should the SHBP no longer offer plans substantially similar to, or better than, the Aetna Freedom 10 and NJ Direct 10 plans in effect as of 1/1/2019, this provision allowing the Borough to join the SHBP shall be null and void.
- f) For all members who were in the bargaining unit as of 1/1/2019, and who also were enrolled in the Horizon Direct 1 plan or its equivalent (previously the Aetna Open Access plan) as of the Borough's notice of its intention to make the change, and for no

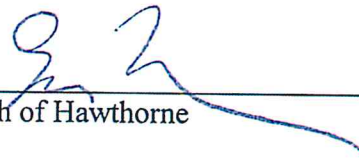
less than six (6) months prior, the Borough shall annually provide reimbursement for out-of-pocket costs equal to 75% of the amount paid by the employee between \$400.00 and \$2,000.00, as documented by "Explanation of Benefits," for the employee or one dependent, or 75% of the amount paid between \$1,200.00 and \$4,000.00 for the total for the employee and all dependents. This reimbursement shall be in lieu of the \$50 reimbursement mentioned elsewhere.

4. Effective 1/1/2020, the annual benefit in the dental plan shall be increased from \$1,000 to \$1,500.
5. Effective in 2019 any overtime worked on Thanksgiving Day, Christmas Day or New Year's Day shall be paid at double each employee's normal rate of pay.
6. The negotiating teams for the parties agree that they shall recommend ratification of this Memorandum of Agreement to their respective principals within a reasonable period of time. Upon ratification, the parties agree to execute a fully integrated collective negotiations agreement.


Signed:



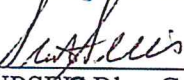
UPSEU Blue Collar Unit



Borough of Hawthorne



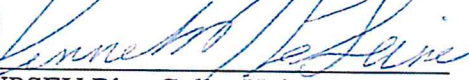
UPSEU Blue Collar Unit



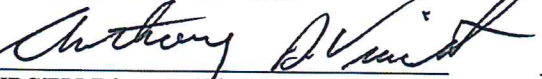
UPSEU Blue Collar Unit



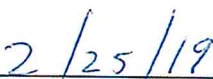
UPSEU Blue Collar Unit



UPSEU Blue Collar Unit



UPSEU Blue Collar Unit



Date

SALARY TABLE FOR HAWTHORNE UPSEU BLUE COLLAR UNIT

	2018	2019	2020	2021	2022
Increase to Max		2.35%	2.35%	2.35%	2.35%
Increase to steps		0.00%	0.00%	0.00%	0.00%

Hired into the Unit Prior to 8/1/2006:

Foreman	75,675	77,453	79,273	81,136	83,043
Serviceman	70,294	71,946	73,637	75,367	77,138
Operator	62,517	63,986	65,490	67,029	68,604

Foreman hired into the unit after 8/1/2006

Start Class 1	72,667	72,667	72,667	72,667	72,667
After 1 year Class 2	74,174	74,174	74,174	74,174	74,174
After 2 years Class 3	75,675	77,453	79,273	81,136	83,043

Serviceman hired into the unit 8/1/2006-12/31/2015

Start Class 0	47,967	47,967	47,967	47,967	47,967
After 1 year Class 1	52,852	52,852	52,852	52,852	52,852
After 2 years Class 2	56,341	56,341	56,341	56,341	56,341
After 3 years Class 3	59,830	59,830	59,830	59,830	59,830
After 4 years Class 4	63,315	63,315	63,315	63,315	63,315
After 5 years Class 5	66,806	66,806	66,806	66,806	66,806
After 6 years Class 6	70,294	69,376	70,222	71,087	71,972
After 7 years Class 7	70,294	71,946	73,637	75,367	77,138

Serviceman hired into the unit after 12/31/2015

Start Class 0	43,083	43,083	43,083	43,083	43,083
After 1 year Class 1	47,967	47,967	47,967	47,967	47,967
After 2 years Class 2	52,852	52,852	52,852	52,852	52,852
After 3 years Class 3	56,341	56,341	56,341	56,341	56,341
After 4 years Class 4	59,830	59,830	59,830	59,830	59,830
After 5 years Class 5	63,315	63,315	63,315	63,315	63,315
After 6 years Class 6	66,806	66,806	66,806	66,806	66,806
After 7 years Class 7	70,294	69,376	70,222	71,087	71,972
After 8 years Class 8	70,294	71,946	73,637	75,367	77,138

Operators hired into the unit 8/1/2006-12/31/2015

Start Class 0	46,401	46,401	46,401	46,401	46,401
After 1 year Class 1	50,121	50,121	50,121	50,121	50,121
After 2 years Class 2	52,598	52,598	52,598	52,598	52,598
After 3 years Class 3	55,077	55,077	55,077	55,077	55,077
After 4 years Class 4	57,557	57,557	57,557	57,557	57,557
After 5 years Class 5	60,038	60,038	60,038	60,038	60,038
After 6 years Class 6	62,517	62,012	62,764	63,534	64,321
After 7 years Class 7	62,517	63,986	65,490	67,029	68,604

Operators hired into the unit after 12/31/2015

Start Class 0	42,680	42,680	42,680	42,680	42,680
After 1 year Class 1	46,401	46,401	46,401	46,401	46,401
After 2 years Class 2	50,121	50,121	50,121	50,121	50,121
After 3 years Class 3	52,598	52,598	52,598	52,598	52,598
After 4 years Class 4	55,077	55,077	55,077	55,077	55,077
After 5 years Class 5	57,557	57,557	57,557	57,557	57,557
After 6 years Class 6	60,038	60,038	60,038	60,038	60,038
After 7 years Class 7	62,517	62,012	62,764	63,534	64,321
After 8 years Class 8	62,517	63,986	65,490	67,029	68,604



BOROUGH OF HAWTHORNE

County of Passaic
State of New Jersey



RESOLUTION NO. 65-19

Resolution, Introduced by Council Person Ria Mele Date: March 6, 2019

WHEREAS, the Borough of Hawthorne, through its administration, has negotiated a contract with the UPSEU, as representative to its Blue Collar Unit, for the period commencing January 1, 2019 and ending December 31, 2022; and

WHEREAS, a Memorandum of Agreement has been created a copy being annexed hereto; and

WHEREAS, the Administration has recommended approval of the contract, as set forth in the Memorandum of Agreement, subject, nevertheless subject to a final review of the same by legal counsel;

NOW THEREFORE, BE IT RESOLVED, by the Municipal Council of the Borough of Hawthorne that it does hereby ratify and approve the contract, as set forth in the Memorandum of Agreement, subject nevertheless to final approval of the form thereof by legal counsel and adoption of any and all required ordinances.

CERTIFICATION
I, Lori DiBella, Borough Clerk of the Borough of Hawthorne, County of Passaic, State of New Jersey, do hereby certify this copy of R65-19 to be a true copy as adopted by the Municipal Council on March 6, 2019
L.D.
Lori DiBella, RMC, CMC, Borough Clerk

Name	Motion	Second	Yes	No	Abstain	Absent
Bennett			X			
Bertollo			X			
Lane			X			
Matthews			X			
Mele	X		X			
Sinning		X	X			
Wojtecki			X			

Frank E. Matthews
Frank E. Matthews, Council President

Lori DiBella
Lori DiBella, RMC, CMC, Borough Clerk

Factual Content Certified by _____ Approved as to form and legality on basis of facts set forth _____
Name / Title / Date _____ Borough Attorney _____ Date 3/6/19