

RESOLUTION OF THE TOWNSHIP OF IRVINGTON, NJ

No. DA 15-0811-28

Date of Adoption AUGUST 11, 2015

APPROVED AS TO FORM AND LEGALITY ON THE BASIS OF FACTS SET FORTH BY _____

[Signature]
Legislative Relations Officer

PRESENTED BY COUNCIL MEMBER HUDLEY SECONDED BY FREDERIC

WHEREAS, the Township of Irvington and the IUOE Local 68D "White Collar" has engaged in labor negotiations for the purpose of establishing salaries and other conditions of employment for members of said association of the Township of Irvington; and

WHEREAS, the Township of Irvington and the IUOE Local 68D "White Collar" have mutually agreed to the salaries and other conditions of employment for the period beginning July 1, 2013 and ending June 30, 2017;

NOW, THEREFORE BE IT RESOLVED BY THE MUNICIPAL COUNCIL OF THE TOWNSHIP OF IRVINGTON that they hereby ratify and approve the terms and conditions of the Memorandum of Agreement attached hereto and made a part hereof; and

BE IT FURTHER RESOLVED that the Mayor and the Township Clerk are authorized and empowered to execute the said Memorandum of Agreement.

RECORD OF COUNCIL VOTE

X = Indicates Vote N.V. = No Vote A.B. = Absent

COUNCIL MEMBER	YES	NO	N.V.	A.B.	COUNCIL MEMBER	YES	NO	N.V.	A.B.
BURGESS, 1ST VICE PRESIDENT	X				JONES, 2ND VICEPRESIDENT	X			
COX	X				LYONS	X			
HUDLEY	X				FREDERIC, PRESIDENT	X			
INMAN	X								

PRESIDENT OF COUNCIL *[Signature]* MUNICIPAL CLERK *[Signature]* DATE AUGUST 11, 2015

I hereby certify that the foregoing is a true copy of a Resolution duly adopted by the Municipal Council. In witness whereof I have hereunto set my hand and the Corporate Seal of the Township of Irvington.

MUNICIPAL CLERK *[Signature]* DATE AUG 11 2015

BA BLDG CFO COURT DHS DHW DPW ENG FIRE INIC JUDGE LIBR LEGEN LEGAL MAYOR OCDP~DIR
 OCDP~AD P&R PAYROLL POL~DIR POL~CF PURCH SEC~PB/BA TAX TAX~AS TAX~COL TRAFFIC UEZ
 ZONING~OFF DLGS GNCD OTHER(S): _____

AGREEMENT BETWEEN THE TOWNSHIP OF IRVINGTON
AND
IRVINGTON IUOE LOCAL 68

1. ARTICLE I (RECOGNITION)

- a. Remove the term "Blue Collar" in all references in the CBA.

2. ARTICLE II (STEWARDS)

- a. Section 1: Reduce alternates from 3 to 1.

3. ARTICLE VII (UNION RIGHTS)

- a. Section 3: When positions become vacant within the bargaining unit, the Township shall make the Union aware in writing once the Township makes it known to the public of its intention to fill the vacant position.

4. ARTICLE X (RATES OF PAY)

a. Salary Increase:

- i. Effective and Retroactive to July 1, 2013: 0%
- ii. Effective July 1, 2014: 2%
- iii. Effective July 1, 2015- 2%
- iv. Effective July 1, 2016- 2%

b. Section 1- Term

- i. July 1, 2013 to June 30, 2017

c. Section 3-

- i. In years with 27 pay periods, employees' annual salaries will be divided by 27.

5. ARTICLE XVII (HEALTH BENEFITS)

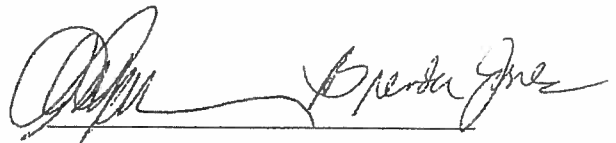
- a. New Language: The Township shall provide medical insurance benefits in accordance with the New Jersey State Health Benefits Program to all employees employed with the Township pursuant to the plan requirements under the Health Benefits Contribution Requirement, Ch. 78.
- b. New Language: The Township reserves the right to change insurance carriers or provide insurance on a self-insured basis so long as substantially similar benefits but no less than those presently in effect are provided. The Township shall notify the Union if such change is made. In any event, there shall be no interruption of medical benefit coverage for employees covered under this Agreement.
- c. New Language: Employees may voluntarily opt out of the Township's health insurance coverage during open enrollment and shall receive payment in an amount of up to forty percent (40%) of the premium cost for the applicable health insurance coverage if eligible. No employee is eligible for waiver if he/she opts out of the Township's coverage to be a dependent under a spouse's plan if paid for by the Township. Employees may return to the Township's health insurance plan immediately following the opt out if their spouse's health insurance is lost or shall wait until the next open enrollment period. Employees returning shall reimburse the Township a prorated amount of the waiver payment received by the employee.

6. NEW TERM: WORKERS COMPENSATION

- a. Workers Compensation shall be given in accordance with N.J.S.A. 34:15-12. For injury producing temporary disability, 70% of the worker's weekly wages paid during the period of such disability.



Township of Irvington



IUOE LOCAL 68

6/30/15

Date

6/30/15

Date