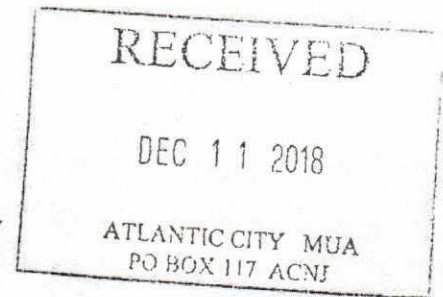


MEMORANDUM OF AGREEMENT  
ATLANTIC CITY MUNICIPAL UTILITIES AUTHORITY  
AND  
GOVERNMENT WORKERS UNION



This Memorandum of Agreement (MOA) is made between the Atlantic City Municipal Utilities Authority and the Government Workers Union (GWU) for the Blue Collar Employees and is dated this 4<sup>th</sup> day of December 2018.

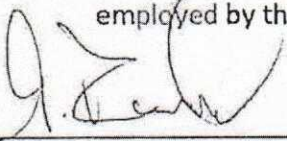
WHEREAS the ACMUA and the GWU have engaged in collective bargaining negotiations regarding a new Collective Bargaining Agreement (CBA) to replace the existing CBA between the ACMUA and the GWU which expired on December 31, 2014; and

WHEREAS the ACMUA and the GWU have reached a tentative agreement of the terms and conditions of a new CBA and the purpose of the MOA is the confirm that agreement; and

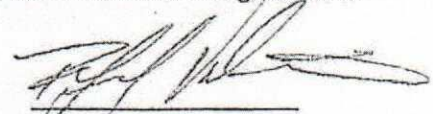
NOW THEREFORE, the ACMUA and the GWU agree that the following changes shall be made to the existing agreement:

1. PREAMBLE: Modify date as appropriate.
2. TERM OF AGREEMENT: January 1, 2015 through December 31, 2019.
3. DUES DEDUCTIONS AND AGENCY SHOP: Language shall include current NJ Legislation ("PERC LAW")
4. WAGES & PAYMENTS
  - A. Effective December 21, 2018 (or as soon as the ACMUA can process the payments- using its best efforts) the base salary of each employee shall be increased by two percent (2%) for the following years with retro payments for salaries increases covering the years of 2015-2018. The retro payment shall include uniform maintenance allowance and uniform maintenance of \$400 per year. These payments shall only be applicable to current ACMUA blue collar employees. These payments shall not include any payments for overtime or out of class (which is hereby waived by the GWU). The first payment shall be made on or before December 21, 2018. The second payment shall be made on or before January 31, 2019.
  - B. The ACMUA has scheduled to pay 2015 and 2016 retro salaries and clothing allowance on December 21, 2018 and 2017 and 2018 by January 31, 2019.
  - C. Effective January 1, 2015 the base salary of each employee shall be increased two per cent (2%) from the prior year.

- D. Effective January 1, 2016 the base salary of each employee shall be increased two per cent (2%) from the prior year.
- E. Effective January 1, 2017 the base salary of each employee shall be increased two per cent (2%) from the prior year.
- F. Effective January 1, 2018 the base salary of each employee shall be increased two per cent (2%) from the prior year.
- G. Effective January 1, 2019 the base salary of each employee shall be increased two per cent (2%) from the prior year.
- H. The clothing allowance of \$400.00 for 2019 shall be made payable as of July 1, 2019 under a separate and distinct check. This allowance will be paid retroactively to employees who were in the bargaining unit on July 1, 2015 to present and are still employed by the authority as of the execution of this memorandum of agreement.



MANAGEMENT:  
G. Bruce Ward, ACMUA



UNION: