

EMPLOYMENT AGREEMENT

Township of Lawrence and Firefighters Mutual Benevolent
Association Local 96

THIS AGREEMENT made this 13 day of November 2020 by and between the *Township of Lawrence*, a municipal corporation of the State of New Jersey, having its principal offices at 2207 Lawrence Road, Lawrence Township, New Jersey 08648 ("Township") and *Firefighters Mutual Benevolent Association Local 96*, having its principal offices at 1447 Campbell Street, Rahway, NJ 07065 ("Union").

WITNESS

WHEREAS, the Township and the Union entered into an Employment Agreement dated December 6, 2016, to establish "the complete and final understanding on all bargaining issues between the Township and the Union" for three years commencing on January 1, 2017, through December 31, 2019; and

WHEREAS, the Township and the Union did initiate negotiations for a new employment contract at a time just before the worldwide health crisis involving the spread of a novel coronavirus more commonly known as Covid-19 ("Pandemic"); and

WHEREAS, the Parties understand and agree that the negotiations could not meaningfully continue while the negative impact of the Pandemic persists with no identifiable end date; and

WHEREAS, the Parties now wish to extend the prior Employment Agreement, with modifications, for an additional two-year period ending December 31, 2021.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the legal sufficiency is hereby acknowledged; the Parties agree as follows:

1. Term of Agreement: The prior negotiated employment agreement (attached hereto and made a part hereof as Exhibit A) is extended from December 31, 2019, to December 31, 2021.

2. Base salaries: Salaries for all covered employees and all Step Schedules under the existing employment agreement shall be increased as follows: 2020 – 2.0% and 2021 – 2.0%. The revised Salary Schedules are attached as Exhibit B.

3. Holidays: Section 11.1 is amended to include *Juneteenth (June 19)* as an observed holiday by the Township of Lawrence.

4. Bereavement Leave. Section 12.1 shall be changed as follows:

"...or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident."

5. Bereavement Leave. Add 12.6 as follows:

"In the event, an employee is killed in the line of duty on behalf of the Township; the TOWNSHIP shall pay without delay the sum of six thousand (\$6,000.00) dollars toward funeral and related expenses to the employee's surviving spouse and/or dependents, regardless of the amounts paid for such expenses from other sources."

6. Extended Sick Leave: Article XVII, Section 17.1 shall be modified as follows:

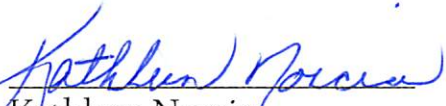
"(a) All permanent employees or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service; (b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-1.3g; and (c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable."

7. Modification: This Agreement contains the Parties' entire understanding concerning the subject matter hereof. It may not be changed or modified orally, but only by duly authorized written instruments signed by the Parties.

8. Validity and Enforceability: Each party waives all rights to challenge the validity or enforceability of this Agreement.

IN WITNESS WHEREOF, the Parties have duly executed this Agreement as of the day and year first written.

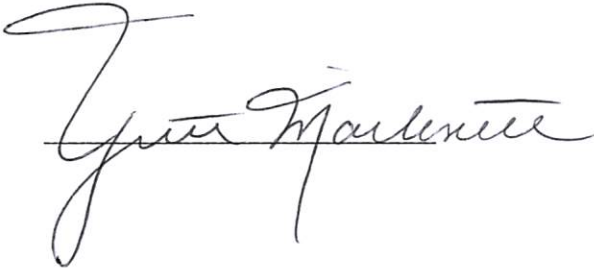
ATTEST:

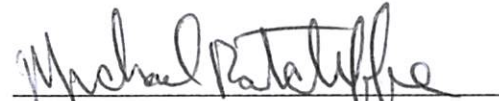

Kathleen Norcia
Municipal Clerk

Township of Lawrence


Kevin P. Nerwinski, Esq.
Municipal Manager/QPA

Firefighters Mutual Benevolent
Association




Michael Ratcliffe, President

FMBA LOCAL 96

			<u>2020</u>	<u>2021</u>
			1.02	1.02
Grade 1	Firefighter	Step 1	52,091	53,133
		Step 2	55,980	57,100
		Step 3	59,877	61,075
		Step 4	63,759	65,034
		Step 5	67,646	68,999
		Step 6	71,516	72,947
Grade 2	Hired after 12/31/2009 Firefighter	Step 1	42,342	43,188
		Step 2	48,178	49,141
		Step 3	54,013	55,094
		Step 4	59,849	61,046
		Step 5	65,685	66,999
		Step 6	71,516	72,947
Grade 4	Hired on or after 1/1/2014 Firefighter	Step 0	33,669	34,342
		Step 0.5	38,158	38,921
		Step 1	42,342	43,189
		Step 2	48,178	49,141
		Step 3	54,014	55,094
		Step 4	59,850	61,047
		Step 5	65,686	66,999
		Step 6	71,516	72,946
Grade 3	Fire Lieutenant	Step 1	77,411	78,960