

Replace Paragraph A, in its entirety, (except for sections (A)(2), (A)(3), (A)(4), which shall remain) with the following:

The Borough shall provide the following to employees:

- 11 Shirts (long or short sleeve, at employee's option)
- 11 Pants
- 3 Thermal zip-up hooded sweatshirts
- 2 Winter jackets

The Borough shall provide the aforementioned items through a uniform service.

The Borough shall, annually, purchase eleven (11) t-shirts and five (5) crew neck sweatshirts for each employee.

The Borough shall provide a one-time purchase of winter coveralls for each employee in January 2015. At the discretion of the Superintendent, coveralls shall be replaced if no longer usable as a result of normal wear and tear.

Amend Paragraph B to provide for \$175.00 shoe allowance.

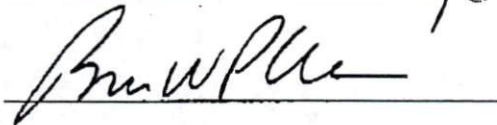
**11. Article 39, Duration, page 59**

Five (5) years with a re-opener for salary and health benefits only and only in the event the Affordable Care Act Cadillac Tax is implemented and effective, and applicable to the Borough.

FOR THE BOROUGH

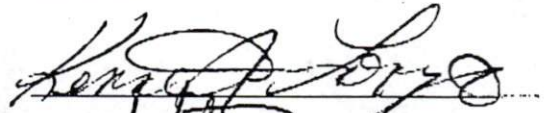
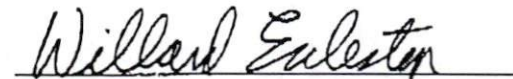


Kenneth P. Blum *K.P. Blum*



Date: 10/23/14

FOR THE UNION



Date: 10/23/2014

Amend dates and schedule A, accordingly

2.00% increase effective January 1 of each year of the Agreement

**7. Article 26, Premium Overtime, page 39**

Amend Section A(1)(b) to provide:

After completion of forty (40) hours worked, all hours spent in the service of the Borough on any Saturday. Vacation days, holidays, personal days, bereavement days, and jury duty are to be taken into account in the computation of the forty (40) hour work week. Sick leave does not count as hours worked toward the forty (40) hour computation. Preference will be given to the employee who has actually worked forty (40) hours.

**8. Article 29, Sick Leave, page 45**

Add that sick days shall not count toward the aggregate number of hours worked per week when computing a forty (40) hour work week for overtime/comp time purposes. Employees shall remain entitled to overtime/comp time for hours worked in excess of eight (8) in any twenty-four (24) hours period.

**9. Article 30, Health and Dental Insurance, page 47**

Amend Paragraph A(1), second sentence to read: "Employees shall contribute to the cost of health benefits in an amount equal to that required by P.L. 2011, c. 78. After full implementation, those contribution levels shall become part of the parties' collective negotiations agreement and shall then be subject to collective negotiations in a manner similar to other negotiable items between the parties."

Amend A(3) to amend the first sentence to exclude retiree medical insurance for dependents, if any. Also, amend the second section to refer to ". . . spouse and dependants, if any, upon retirement."

Amend Paragraph C(4) to read "The prescription co-pays, including those for retirees eligible for prescription coverage, shall be set by the New Jersey State Health Benefits Plan."

Amend Paragraph D to increase the prescriptions safety glasses allowance from \$150.00 to \$175.00.

Paragraph F shall be amended to provide for the lesser of \$5,000.00 or 25% of the savings, whichever is less.

**10. Article 34, Uniforms, Safety Shoes, page 54**

## BETWEEN THE BOROUGH AND ITS PUBLIC WORKS GROUP

This Memorandum of Agreement is made by and between the negotiations committees of the Borough of Roselle Park and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 2326 (Public Works)(hereinafter referred to as "Union"). The terms herein are subject to ratification by a majority vote of the Union's membership and Borough Council but shall be recommended for approval by each party's negotiations committee. All terms and conditions previously agreed to shall remain settled and incorporated in the new Agreement. Any proposal that is not in this Memorandum of Agreement is withdrawn from bargaining. All other terms and conditions contained in the prior collective negotiations agreement and not contained herein shall remain status quo.

### **1. Preamble**

Change dates to reflect current dates and actual date of agreement

### **2. Article 8, Arbitration Procedure, page 18**

Change New Jersey State Board of Mediation to Public Employment Relations Commission

Eliminate provision that arbitrator issue award within 30 days after last day of hearing

### **3. Article 9, No Strike, No Lockout, page 20**

Amend the last sentence of Paragraph A to read: "Any employee engaging in or assisting such action shall be subject to disciplinary action up to and including discharge."

### **4. Article 10, Disciplinary Action, Suspension, or Discharge, page 21**

Paragraph A, second sentence, add the phrase "violation of workplace infractions" in the list of examples of just cause.

### **5. Article 22, Hours of Work, page 34**

Supplement Paragraph B to provide that the 5:00 AM to 1:30 PM shift shall be an Emergency Shift to be used only as needed in the sole discretion of the Borough.

Supplement Paragraph D to provide that the 5:00 AM to 1:30 PM shift shall be an Emergency Shift to be used only as needed in the sole discretion of the Borough.

Add that sick days shall not count toward the aggregate number of hours worked per week when computing a forty (40) hour work week for overtime/comp time purposes. Employees shall remain entitled to overtime/comp time for hours worked in excess of eight (8) in any twenty-four (24) hours period.

### **6. Article 24, Wages, page 37**