

TOWNSHIP OF MAPLEWOOD



RESOLUTION NO. 234 -15

**RESOLUTION
APPROVING
MEMORANDUM OF AGREEMENT
WITH LOCAL 621A**

WHEREAS, the Township of Maplewood (the "Township") has a Collective Bargaining Agreement (the "Agreement") with the United Construction Trades and Industrial Employees Union Local 621A (the "Union"), which is set to expire on December 31, 2015; and

WHEREAS, the Union has been negotiating with the Township on a new Agreement; and

WHEREAS, the Parties have tentatively agreed on a new Agreement effective January 1, 2016, and running through December 31, 2019; and

WHEREAS, the terms of the Agreement have been set forth in a Memorandum of Agreement between the Parties; and

WHEREAS, the final Agreement is subject to approval by the Maplewood Township Committee and the Union.

NOW, THEREFORE, BE IT RESOLVED, by the Township Committee of the Township of Maplewood, County of Essex, State of New Jersey that:

1. The Township of Maplewood does agree to enter into a Collective Bargaining Agreement with the Union consistent with the terms of the Memorandum of Agreement entered into on or about December 5, 2015.
2. The Township Mayor and the Township Clerk be and are hereby authorized to execute a Collective Bargaining Agreement with the Township and the Union, to be effective January 1, 2016 and continuing to December 31, 2019, subject to review and approval of Township Labor Counsel.

I, Elizabeth J. Fritzen, Township Clerk of the Township of Maplewood, in the County of Essex and State of New Jersey, do hereby certify that the foregoing is a true and correct copy of a

Resolution adopted by the Township Committee of the Township of Maplewood, County of Essex,
State of New Jersey, at a regular meeting of said Committee held on December 15, 2015.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the
Township of Maplewood in the County of Essex and State of New Jersey, on this 15th day of
December 2015.

ELIZABETH J. FRITZEN, R.M.C.
Township Clerk

Memorandum of Agreement

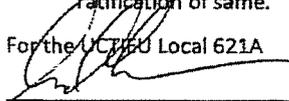
This Memorandum of Agreement ("MOA") is entered by and between the Township of Maplewood ("Township") and United Construction Trades and Industrial Employees Union, Local 621A ("Union") for a successor negotiations agreement.

1. Term – Four (4) years (1/1/16 – 12/31/19)
2. Wages:

Effective 1/1/16	2%
Effective 1/1/17	2%
Effective 1/1/18	2.25%
Effective 1/1/19	2.50%
3. Clothing Allowance Article XVIII – Add language that states that Union employees can purchase from a Township authorized vendor up to \$500. of work clothes as described in Section 18.1.
4. Clothing Allowance Article XVIII – 18.4 clothing maintenance to be increased to \$400.
5. Overtime Article XV. Add Section 15.5 "All work outside of Monday through Friday 7:30AM and 4:00PM shall be paid at the Union's prevailing wages. This includes but is not limited to MayFest, Maple Woodstock, Fourth of July, North Jersey Pride Festival, National Night Out or any other work that require Union members and Township equipment to be present.
6. Article XV Overtime Subsection 15.4 to be moved to Article XVI Holidays Subsection 16.2
7. Article VII Salary Grades and Performances Evaluations: Clean up the language in the CBA to indicate that the lowest salary level is a Grade III and, the highest salary level is Grade I. All references in Article VII are to be corrected.
8. Article XX. Temporary Help. Add Section 20.2 to read "During emergency situations, at the discretion of the Director of Public Works, up to two (2) temporary workers may be hired at any time throughout the year. However those temporary workers may only work Monday through Friday 7:30AM to 4PM and shall not be eligible for overtime or weekend work. The Director of Public Works will notify the Union of his decision to hire temporary help at his earliest convenience. "
9. Article XXII Relief During Hot Weather – Add language that "All THI readings shall be made on the recycling platform. Both management and the Union will be present when any THI reading is taken."
10. This Memorandum of Agreement represents the complete agreement of the parties. All other proposals, whether written or oral, submitted by either party during the course of these negotiations or otherwise related thereto are deemed withdrawn and without further effect.
11. This Memorandum of Agreement is subject to ratification of the bargaining unit members of the Union and by the Township, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent said ratification.

12. The undersigned parties agree to recommend to terms and conditions contained in this Memorandum of Agreement to their respective constituent for approval and ratification.
13. The Township shall be responsible for preparing the successor collective negotiations agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties respective legal counsel or representatives.
14. The Undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.
15. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement, and shall only disclose the fact that a tentative agreement has been reached by the parties prior to their respective ratification of same.

For the UCTEU Local 621A



Andrew Talano

For the Township of Maplewood

