

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

ALLIED PUBLIC WORKS EMPLOYEES OF PICATAWAY

AND

TOWNSHIP OF PISCATAWAY

FOR THE PERIOD

January 1, 2019 through December 31, 2023

TABLE OF CONTENT

<u>ARTICLE</u>		<u>PAGE</u>
<u>E</u>		
I	Agreement and Recognition	1
II	Probation Period	2
III	Management Rights and Responsibilities	3
IV	Grievance Procedure.....	5
V	Seniority & Job Postings & Layoff	8
V	Union Representatives	9
VI	Hours and Overtime	10
VII	Holidays.....	12
VIII	Personal Days	13
IX	Clothing Allowance.....	14
X	Vacations	15
XI	Health Benefit Package	16
XII	Sick Leave and Disability.....	18
XIII	Workers Compensation.....	20
XIV	Termination Leave	21
XV	Death In Family	22
XVI	Salaries and Compensation	23
XVII	Productivity Clause.....	25
XVIII	Longevity	26
XIX	Personnel Files	27
XX	Bulletin Board	28
XXI	Nondiscrimination	29
XXII	Dues Check-Off.....	30
XXIII	Separability and Savings.....	34
XXIV	Fully Bargained Provisions	35
XXV	Discipline and Discharge	36
XXVI	Maintenance of Operations	37
XXVII	Term of This Agreement	38
XXVIII		
EXHIBIT		
A	Schedule of Titles and Salary Range	40

ARTICLE I - AGREEMENT AND RECOGNITION

This Collective Bargaining Agreement entered into this _____ day of September, 2020 by and between Piscataway Township, New Jersey (hereinafter after called "Township") and the Allied Public Works Employees of Piscataway (hereinafter called the "Union") represents the complete and final understanding on all the bargain able issues between the Township and the Union.

The Township recognizes the Union as the exclusive collective negotiations agent for all full and permanent part-time employees who are represented by the Union. The following titles shall be excluded from the bargaining unit; seasonal, managerial, and confidential employees.

ARTICLE II- PROBATION PERIOD

- A. Every person hired or appointed shall be deemed to be a temporary employee and on probation in the position into which is hired or appointed for a period of six (6) months.
- B. At the conclusion of an employee's probationary period, a written notice of successful completion of the probationary period will be provided to the employee and the Union.
- C. All employees hired after January 6, 2006 shall only be entitled to pro rata accumulation of leave benefits upon any separation of service. The pro rata leave calculation shall be performed in the calendar year in which they separate. They shall earn leave time as other employees during the term of employment.

ARTICLE III - MANAGEMENT RIGHTS AND RESPONSIBILITIES

Section A.

Except as expressly modified or restricted by a specific provision of this agreement, the Township retains and reserves unto itself, at its sole and exclusive discretion and judgment, all statutory and inherent powers, rights, authority, prerogative, duties and responsibilities conferred upon or vested in it prior to the signing of this agreement, or which may hereafter be conferred upon and vested in it by the Laws and Constitution of the State of Jersey and of the United States. These include, but are not limited to, the right to:

- a. Management and administrative control of the operation of the Township and its properties and facilities and the activities of its employees;
- b. Hire all employees and to determine their qualification and fitness for continued employment or assignment and to promote and transfer employees;
- c. Suspend, demote, discharge or take other disciplinary action for causes;
- d. Determine the methods, means and personnel by which Township operations are conducted;
- e. Determine the content of job qualifications and duties;
- f. Take all necessary actions to carry out its responsibilities in the conduct of regular business and in emergencies.

Section B.

The management and direction of the workforce shall be at the sole discretion and the sole responsibility of the Township, and except as otherwise provided herein, the Township retains the sole and exclusive right to promulgate rules and regulations within applicable statutes; direct, designate, schedule and assign duties to the workforce; subcontract; plan, direct and control the entire operation of the workforce; discontinue, consolidate or reorganize any department or division, move any or all operations to any location or discontinue the same in whole or in part; make technological improvement; install or remove equipment regardless of whether or not such action cause a reduction of any kind in the number of employees in the workforce, or cause the elimination or addition of titles of jobs; determine the amount of frequency of overtime to be worked and relieve employees from duty for reasons of economy or for other legitimate reasons; and carry out the ordinary and customary functions of management whether or not possessed or exercised by the Township prior to the execution of this agreement, except as

limited herein.

Section C.

All rights, powers, discretion, authority and prerogative possessed by the Township prior to the execution of the agreement, whether exercised or not, are retained by and are to remain exclusively with the Township.

Section D.

Notwithstanding anything contained in any of the above sections 'A' through 'C', it is expressly agreed and understood that any and all practices that may have developed over the years are preserved and deemed to continue.

ARTICLE IV - GRIEVANCE PROCEDURE

Section A. Purposes

1. The purpose of this procedure is to secure, at the lowest level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing contained herein shall be construed as limited the right of any employee to discuss a matter informally with any appropriate member of his departmental supervisory staff, at a mutually convenient time, provided there is no undue interference with departmental operations.
3. Disputes concerning terms and conditions of employment governed by state or federal statute or state federal administrative regulations, incorporated by reference in this Agreement either expressly or by operation of law, shall not proceed beyond Step 3. Nothing herein contained shall prevent the employee or the Union from seeking appropriate administrative or judicial relief.

Section B. Definitions

1. A grievant is defined as any individual or entity, which has been, is being or may be affected by any issue, controversy, dispute or application as indicated in the definition of a grievance. The Union may initiate or file a grievance on behalf of an injured or unavailable Employee.
2. A grievant is defined as any bargaining unit employee or party to this agreement who has a grievance as defined herein. The Union may file a grievance on behalf of two or more employees if the grievance involves common issues of fact and law.
3. A written grievance shall comply with the following criteria:
 - a. It shall set forth the name of the employee(s) and/or party alleged to be aggrieved.
 - b. It shall set forth the date of the occurrence or event giving rise to the grievance.
 - c. It shall set forth a concise statement of the facts giving rise to the grievance.
 - d. It shall state the specific section of the agreement, policy or administrative decision, which forms the basis of the grievance.
 - e. It shall set forth the specific relief requested.

Section C. Steps of the Grievance Procedure

The following constitute the sole and exclusive method of resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual written consent:

STEP ONE: Department Head

- a. An attempt shall first be made to settle the dispute between the employee, steward and supervisor. In the event no agreement is reached, the grievance shall be reduced to writing and submitted to the Department Head. An aggrieved employee shall institute action under the provisions hereof by filing a written grievance as defined in B.3 above, within five (5) working days of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee, his steward, and his supervisor, for the purpose of resolving the matter informally. Failure to act on the part of the grievance within said five (5) working days shall be deemed to constitute an abandonment of the grievance.
- b. The Department Head shall meet with the shop steward and grievant and render a decision within seven (7) working days after the receipt of the grievance.

STEP TWO: Administration

- a. In the event the grievance has not been resolved at Step One, then within five (5) working days following the determination of the Department Head, the matter may be submitted to the Mayor or his/her designated representative.
- b. The Mayor and/or his/her designated representative shall review the matter and make a determination, within ten (10) working days from the receipt of the complaint.
- c. The Township may request that the grievant and steward be present during all meetings. Meetings will be normally scheduled after 3:30 p.m., or at such time as may be agreed upon by both parties. A meeting called by management during working hours, which an employee is asked to attend, by management, shall not result in a pay penalty for any attending employee.

STEP THREE: Public Employment Relations Commission

Should the aggrieved person be dissatisfied with the decision of the Township authorities, or if no decision is rendered in the prescribed time, the matter may be submitted to arbitration by the Association in the following manner:

1. A request for an arbitrator shall be made to the Public Employment Relations Commission or the New Jersey State Board of Mediation according to the rules and regulations of each respective agency. The parties agree to be bound by the procedures of the selected agency.
2. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance and any applicable Federal and State laws and cases. The arbitrator shall have no authority to add to, modify, detract from or alter in any way, the provisions of the Agreement.
3. The Arbitrator's decision shall be set forth in writing with his reasons for the decisions and be rendered within thirty (30) days after the formal date of the hearing which decision shall be final and binding upon the parties.
4. The cost of the services of the arbitrator shall be borne equally between the Township and the Union. Any other expenses incurred, including but not limited to the presentation of witnesses shall be paid by the party incurring same.

The Shop Steward shall participate in the grievance procedure at Step One through Three.

ARTICLE V - SENIORITY & JOB POSTINGS & LAYOFF

- A. When the factor of skill and ability are reasonably equal, seniority will be determining factor. Seniority, which is defined as continuous employment with the Township from the date of last hire will be given due consideration by the Township in accordance with the terms of this Agreement.
- B. Permanent part-time employees represented by the bargaining unit will be laid off before full time employees represented by the bargaining unit.
- C. All employees who are laid off shall retain recall status for one (1) year from the last date of being laid off.
- D. All job openings shall be posted on the bulletin board(s) in the normal or usual work areas for at least five business days. The senior employee(s) among all employees shall have the first opportunity to fill the posted vacancy. It is understood and agreed that employees seeking position pursuant to the above language must meet the necessary qualifications. Each job posting list with signatures of interested employees will remain active for a period of six (6) months from date of posting.
- E. When a full-time position becomes vacant, permanent part-time employees will be given an-interview and due consideration to fill the position if no full-time employee posts for the position. This shall not, however, interfere with the managerial prerogative to hire and promote employees within its sole discretion.

ARTICLE VI- UNION REPRESENTATIVES

- A. The Union shall be allowed to conduct normal business meetings on Township property, during non-working hours only, provided that the Union requests permission to do so at least two weeks in advance. Approval of such request shall not be unreasonably denied.
- B. One Shop Steward may be elected to represent the Union *in* grievances with the Township. Each Division shall elect its Steward and the Union shall furnish the Township with a list of Stewards. There shall be one Chief Steward, who shall be elected by the Committee of Stewards.
- C. The President, Vice-President, and Chief Shop Stewards shall each be allowed three days off per year, with pay to attend the union business such as grievance and discipline, training, seminars, conventions, etc. Such request for time off shall not interfere with the employer's ability to complete essential tasks for the requested days off. Requests for time off shall be made by the Business Agent at least two (2) weeks in advance for no more than two people at one time. Requests shall not be unreasonably denied.

ARTICLE VII- HOURS AND OVERTIME

- A. The normal working week shall consist of a forty (40) hour workweek consisting of five (5) eight (8) hour working days.
The normal work hours for Fridays during the months of July and August will be from 6:00 am 2;30 pm except for special assignments.
- B. Employees who work overtime beyond their regular work week, on their first day of rest (normally Saturday) shall be paid at the rate of time and one-half, and employees who work overtime on their second day of rest (normally Sunday) shall be paid double time for those hours worked. The minimum "call in" for over time will be two hours.
- C. Employees who work overtime, beyond their regular work day, shall be paid at a rate of time and one-half for such additional time worked, in one-half hour increments.
- D. Overtime shall be distributed based on the new agreed "call in" overtime policy. (Appendix - MOA One) If management or the union identifies persisting problems relating to the implementation of the Overtime Memorandum, dated January 14, 2003,
further discussions shall ensue between the parties. An employee, who is mistakenly not called in for overtime once in any twelve-month period, will the top of the list for the next overtime event and will not be paid for time not worked. An employee will not be compensated for a missed overtime opportunity if the miss was the result in an error in the overtime list provided by the Union or the result of the employee failing to provide an up to date contact number.
- E. Overtime provisions of this Article shall apply to full time employees with preference to permanent employees. Where possible, no probationary employees, except in emergencies, shall be called for overtime duty on days off.
- F. All work performed beyond the sixteenth (16) hour of any one workday shall be compensated for at the rate of double the employee's normal hourly rate. The Township reserves the right to release employees for proper rest and schedule.
- G. All overtime work worked and paid for shall be in full compliance with the terms and conditions of this Agreement or any applicable local ordinance, State or Federal law.

- H. An overtime chart bearing the names and titles of employees regarding overtime shall be posted in each Division, and shall show the hours worked and refused by each employee. The bargaining unit will administer the overtime chart.
- I. During fieldwork, when lavatory facilities are not available, the Township will provide clean-up materials.
- J. Employees shall be granted relief periods totaling fifteen (15) minutes for each four hours worked. Break times will be 9:30 a.m. to 9:45 a.m. and 2:00 p.m. to 2:15 p.m. The supervisor may modify these times according to special work situations.
- K. The parties recognize that the nature of the services performed by public works personnel require that members of the department be on duty on a twenty-four (24) hour basis, regardless of adverse weather or other extraordinary conditions which might be cause to excuse non-emergency personnel from attendance to their duties during such periods. As a result thereof, no additional compensation or other allowance shall be made to public works personnel based upon other municipal employees being excused from attendance at work as a result of adverse weather or other extraordinary conditions. This provision shall not apply to situations wherein a holiday or partial holiday is declared for other municipal employees.
- L. Permanent part-time employees are not eligible for overtime pay until they have worked forty (40) hours during the w o r k w e e k .
- M. Permanent part-time employees are not eligible for overtime call-in until the call-in list for full-time employees in the bargaining unit is exhausted.
- N. All opportunities for overtime as the result of an extended normal workday will be offered to full-time employees first.

ARTICLE VIII - HOLIDAYS

- A. The following holidays shall be recognized:
1. New Year's Day
 2. Martin Luther King's Birthday
 3. President's Day
 4. Good Friday
 5. Memorial Day (last Monday in May)
 6. Independence Day
 7. Labor Day
 8. Columbus Day (second Monday in October)
 9. Veteran's Day
 10. Election Day
 11. Thanksgiving Day
 12. Day after Thanksgiving Day
 13. Christmas Day
 14. One floating holiday which shall be utilized in accordance with the contract procedure for the use of personal days.
- B. Employees who work on the recognized holidays noted in this Article shall be paid at the rate of straight time for holidays, as such, plus time and one-half for the actual time worked in increments of one-half hour during the holidays (See Article VII, Section C).
- C. All Holidays that fall on Saturday, shall be celebrated on the previous Friday, and those that fall on Sunday, shall be celebrated on the following Monday, subject to statutorily mandated holiday designation.

ARTICLE IX-PERSONAL DAYS

There shall be an allowance of two personal days during each calendar year. In addition, there will be an allowance of one-half personal day to be taken on Christmas Eve, and one-half personal day to be taken on New Year's Eve for a total of three (3) days or 24 hours of personal leave. As to the one-half personal days referred to in the preceding sentence, they may be combined as one full personal day only if the employee is on previously approved vacation during either Christmas Eve day or New Year's Eve days. All Personal Days must be used by December 31st of each calendar year. Any time not used by this date will be lost.

Employees hired after January 6, 2006 shall receive pro-rated personal days upon any separation of service.

ARTICLE X- CLOTHING ALLOWANCE

A clothing allowance will be available July 1 of each year. The employee will buy from the Township vendor. The following allowance shall increase to \$400.00 in 2020 and \$25 for each year of the contract thereafter. The allowance will cap out at \$475 in 2023.

Newly hired employees shall receive the full complement of clothing in their first year of employment with the Township.

ARTICLE XI - VACATIONS

- A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the calendar year following the date of employment. A person is not eligible for vacation during his probationary period.
- B. For all employees having from one (1) through five (5) years of employment with the Township, their vacation entitlement shall be eleven (11) days. For employees hired after June 1, 2011, the entitlement will be ten (10) days.
- C. For all employees having from six (6) through ten (10) years of employment with the Township, their vacation entitlement shall be eighteen (18) days. For employees hired after June 1, 2011, the entitlement will be fifteen (15) days.
- D. For all employees having from eleven (11) through fifteen (15) years of employment with the township their vacation entitlement shall be nineteen (19) days.
- E. For all employees having from sixteen (16) through twenty-four (24) years of employment with the Township, their vacation entitlement shall be twenty-three (23) days.
- F. For employees having twenty-five (25) years and over employment with the Township, their vacation entitlement shall be twenty-four (24) days.
- G. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the Department Head, unless the Department Head determines that it cannot be taken because of the pressure of work. Any unused vacation may be carried forward into the next succeeding year and taken within the first three (3) months in full compliance with the local ordinance pertaining to vacation entitlement or accumulation. Vacation entitlement can be taken at any time between January and December of any calendar year. Out of season, vacation shall not be forced during two (2) consecutive years.
- H. Employees shall be permitted to split up to three vacation days provided that the employee's gives 48 hours advance notice to his/her supervisor.

Employees hired after January 6, 2006 shall receive pro rated vacation upon any separation of service.

ARTICLE XII-HEALTH BENEFIT PACKAGE

- A. The Township shall provide a mutually agreeable health benefit package that includes hospitalization, medical, major medical, prescription, optical and dental insurance to all full-time employees who are members of the bargaining unit and their dependents. Effective May 1, 2006 or such time thereafter as determined by the Township, the traditional insurance option shall no longer be available. The parties agree that the Township may, in its discretion, provide health benefits through the State Health Benefits Plan conditioned upon the Township providing access to the full complement of plans associated with the State Health Benefits Plan.
- B. Effective July 1, 2011, the prescription co-pay shall be \$5 for generic drugs and \$25 for brand name.
- C. The co-pay for PPO remains at \$15.00 per visit and POS remains at \$10.00 per visit.
- D. The dental deductible will be \$75 annually per family member up to a maximum of \$225 (3 per family). The annual benefit maximum will increase to \$3,000 per family member and the orthodontic life time benefit will increase to \$2,000.
- E. The unlimited PPO lifetime benefit is maintained.
- F. All employees and retirees shall contribute towards health benefits in accordance with P.L. 2010, Chapter 2 and P.L. 2011, Chapter 78. The minimum employees' contribution shall be 1.5% of their salary towards health benefits. The contribution of any Employee electing the lower cost premium (Health Savings Account) or Omnia Health Plan will be the difference between the Chapter 78 contribution of the higher premium PPO health plan and the plan chosen.
- G. If an employee's spouse is employed by the Township, only one health coverage will be provided by the Township and the other employee will not be entitled to the Township wavier payout.

Any full-time Township employee may choose, at his or her sole option, not to be enrolled in the health insurance plan provided by the Township. Any employee so choosing shall be eligible to receive reimbursement, lump sum, as provided herein, in lieu of receiving health, dental or prescription insurance benefits from the Township in accordance with the following payments:

	FAMILY COVERAGE HUSBAND AND WIFE	PARENT AND CHILD	SINGLE
Prescription	\$ 300	\$ 200	\$200
Health	\$4,250	\$3,000	\$2,000
Dental	\$ 450	\$ 300	\$300
	\$5,000	\$3,500	\$2,500

An employee who chooses not to accept health insurance coverage must provide satisfactory proof in writing that employee is coverage by health insurance provided by his or her spouse or by other means by providing notice of such coverage forthwith. The Township Business Administrator shall decide whether such notice is satisfactory. The lump sum payment referred to in this Article shall be paid on the last payday in December of each year. Any employee who chooses not to accept health insurance coverage who leaves the Township employment in good standing shall be entitled to a pro-rata share of the payments set forth above at the time of his or her separation from Township employment. Otherwise, such payments shall be made on the last payday of the completed year. All calculations for any payments hereunder shall be on a pro rata basis calculated upon the differential between the lump sum payment provided for in the prior agreement and the lump sum payment in this agreement. The reimbursement provided herein shall not be considered wages or any other compensation for the purpose of calculating retirement benefit, seniority benefits, longevity benefits, or for any other purpose. If an employee who chooses to accept, this in lieu of payment wishes to re-enroll in the Township's health insurance coverage he/she may do so by completing the required application forms only during the carries scheduled open enrollment period. The employee will be required to complete the usual waiting period.

For full time employees who had been permanently disabled under circumstances arising out of, and in the course of, their employment with the Township, the Township will provide, at no cost to the employee, a health benefits package enjoyed by employees who are actively working.

The Township will provide Lyme disease testing once per year at the option of the employee and at no cost to the employee.

ARTICLE XIII - SICK LEAVE AND DISABILITY

A. Service Credit for Sick Leave

1. All permanent employees shall be entitled to sick leave with pay based on their aggregate years of service.
2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used in hour increments, for short periods to attend to a spouse who is seriously ill. An employee may also take sick leave in day increments, consistent with requirements of the FMLA and FLA where applicable. For employees hired on or after signing of the collective bargaining agreement, the amount paid shall not exceed \$5,000.

B. Amount of Sick Leave

1. During each year covered by this agreement, each employee shall be entitled to twelve (12) sick days. For employees hired after June 1, 2011 the entitlement will be ten (10) days. Any unused days can be accumulated for use towards any future illness, until such time as thirty (30)-days are accumulated. Once thirty (30) days have been accumulated, five (5) days of unused annual sick days can annually accrue towards early retirement. Any unused number of sick days in any year, greater than five (5) can be used as compensatory sick time. Compensatory sick time can be utilized in the same manner as personal time. Compensatory sick time not used within the next calendar year will be lost.
2. Any amount of sick leave allowance accrued toward early retirement shall accumulate to the employee's credit from year to year up to a maximum of 240 days. However, in no event shall the amount paid exceed \$15,000 per employee for any employee hired after 1 September 1999. For employees hired after June 1, 2011, the amount paid shall not exceed \$7,500.
3. Any accumulated sick days shall be paid to the heirs or designated beneficiary of any employee who dies while in the employment of the Township.
4. Employees hired after January 6, 2006 shall receive pro-rated sick days upon any separation of service.

5. Permanent part-time employees, who work at least 25 hours per week and after two full years of employment, shall be entitled to three (3) days, equivalent to twenty-four hours, of *sick* leave per year.
6. Permanent part-time employees may not carry over sick leave nor will unused sick time be paid upon separation from service.

C. Reporting of Absence on Sick Leave

1. If any employee is, absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly, prior to the employee's starting time.
2. Absence without notice for four (4) consecutive days shall constitute a resignation.

D. Verification of Sick Leave

1. The Department Head may require proof of illness of an employee on sick leave whenever such requirements appear reasonable in accordance with established policy. Abuse of sick leave shall be cause for disciplinary action.
2. In case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required.
3. The Township may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the Township, by a physician designated by the Township provided that the examination is (i) job related; (ii) consistent with business necessity; (ii) only requesting information with respect to the medical condition for which the employee took leave. Such examination shall establish whether the employee is capable of performing his normal duties with or without reasonable accommodations and that his return will not jeopardize the health of other employees.

E. Long Tern Disability Benefits

A description of the current LTD program, as amended herein, is annexed to the collective bargaining agreement as Exhibit B.

ARTICLE XIV - WORKERS COMPENSATION

Definition: For the purpose of this section, the term "incident" refers to an employee being out of work for a full day. For this contract, the trigger date for an incident will be retroactive to January 1, 2003.

When an employee is injured in the line of duty, the following pay schedule shall apply:

First incident - 1 full lost workday or more -	100% of pay
Second incident	85% of pay
Third incident	70% of pay

The employee will have the option to use his or her own sick time, up to seven (7) days, to avoid a lost time incident. If the employee goes without an incident for a period of three (3) years from their last incident, they will move to the highest percentage rate of pay. For example, if an employee is currently at 70%, and they go three (3) years without an incident, then they will go to 100% pay.

The employee will have the option to use his or her own sick time, up to seven (7) days, to avoid a lost time incident. If the employee goes without an incident for a period of three (3) years from their last incident, they will move to the highest percentage rate of pay. For example, if an employee is currently at 70%, and they go three (3) years without an incident, then they will go to 100% pay.

Any physical therapy resulting from a work-related injury shall be scheduled during the employee's off work hours. The employee will not be compensated for time to attend physical therapy.

ARTICLE XV -TERMINATION LEAVE

Each employee is entitled to a termination leave at the time of retirement equal to three (3) days for each full year of employment prior to January 1, 1971.

ARTICLE XVI-DEATH IN FAMILY

- A. Leave, with pay, not exceeding five (5) working days shall be granted to any employee in the event of death in his immediate family. Said leave may be extended in special cases. The term "immediate family" is intended to include the employee's spouse, child, parent, brother, sister. For the employee's grandparents, and the parent, brother, sister or grandparents of their spouse and all step relatives of similar degree the employee will receive leave, with pay, not exceeding three (3) working days. The Township may require proof of death.
- B. In the event of the death of a household resident similar to the relationship of a spouse, leave with pay shall be granted for one day. Said leave may be extended in special cases.
- C. Leave must be taken during the time period of the funeral, wake and/or burial or for preparations leading up or immediately after the above.
- D. Any postponement of leave due to extenuating circumstances will be considered on a case by case basis and shall not be evidential as a past practice.

ARTICLES XVII-SALARIES AND COMPENSATION

- A. The schedule of wages for Public Works employees for each year of the contract is contained in Exhibit A which is attached hereto and made a part hereof. The salary scale and plan have been designed as follows:

January 1, 2019-	2%
January 1, 2020 –	2.25%
January 1, 2021 -	2.75%
January 1, 2022 –	2.75%
January 1, 2023 -	2.75%

Each employee will receive a one-time \$500.00 payment on or before September 1, 2017. This payment will not be part of the employee's base salary. The formula for converting wages from an hourly rate to an annual wage shall be the individual's hourly rate multiplied by 2080 hours.

The Township reserves the right to pay employees on a bi-weekly basis. Pay shall occur every two (2) weeks (26 pay periods per year).

- B. Effective January 1, 1989, each employee who has completed fifteen (15) years of service with the Township receive a differential payment consisting of 2% of the top salary contained in the Parties Agreement for the Employee's position. This benefit will not apply to any employee hired after July 1, 2002.
- C. The entrance wage level shall be established and become part of this Agreement. During the term of this contract, each employee, except Public Works Assistant, shall progress one fourth (1/4) of the differential amount to the next highest rate every six months so that he is at the top of his rate at two (2) years of service.
- D. If the Township assumes responsibility for performing state inspections, then the senior mechanics shall receive an additional \$400 per year.
- E.
1. Any employee promoted into the classification listed below shall be paid the maximum wage rate upon the effective day of the promotion.
Traffic Light Technician, Sr. Building Mechanic, Truck Drive "A", Sanitary Sewer Systems Operator and Equipment Operator "A"
- F. A two-step increment allowance will be granted in ranges that are \$.10 or less.

- G. In the event of a promotion where the salary differential is less than \$.50 per hour, the employee shall progress to the maximum of the new salary range within one year.
- H. If an employee is transferred into a lower rated job classification, he shall maintain his basic rate if it is higher.
 - 1. This does not apply to cases where an employee is demoted for inability or failure to perform his assigned duties.
 - 2. Any accommodations the Township makes pursuant to the ADA shall not be considered a transfer pursuant to this section.
- I. Employees working in a higher classification shall receive the actual job rate for all hours working in the higher paying classification. Employees working in a higher classification will be paid at a step equal to or parallel to, the step at which they are paid at in their regular classification. For example a PWA with a CDL who is at the PWA top rate shall be paid the top "Driver" rate when performing B Driver work. In instances where the PWA is between entry level and step 4, they will be placed at the second (2) step level of the higher job classification. In instances where the PWA is between the 5 through 8 step, they will be placed at the fourth (4) step level of the higher job classification. The longevity received by the employee performing the work shall also be included in calculation of the working out of classification pay.
 - 1. An employee performing duties in a higher rated job classification shall not be removed from that assignment solely to avoid payment of the increment specified in this section.
 - 2. Notwithstanding the above, the Township shall not be precluded from terminating any such assignment upon a good faith determination that the tasks involved have been substantially completed.
 - 3. The following equipment will be included in the "B" operator classification: Bob cat, tracker 2, bombford, and camera in the sewer truck.
- J. Public Works employees, except for designated Lead Person, shall have no supervisory responsibilities for part-time or seasonal employees. Supervisory responsibilities in this context do not include the ability to discipline employees.
- K. Permanent part-time employees shall be compensated at an hourly rate in accordance with the attached salary schedule.

- L. The Township agree to post for promotion two (2) B-Operators and one (1) B-Driver for 2020 and also agrees to post for promotion three (3) Public Works Assistants on or before January 2022.

ARTICLE XVIII – PRODUCTIVITY CLAUSE

- A. An important factor of productivity is attendance at work. In order to provide an incentive for maintaining productivity, a measure of performance will be utilized between January 1st and December 1st of each year. Employees who misuse *available* paid time off will be subject to the progressive discipline process, up to and including dismissal for habitual abuse of sick time. Each occasion of unanticipated absence (which shall include absences where an employee requests that his pay be docked) or tardiness will accrue one point. For the purpose of determining productivity increment only, an occasion of unanticipated absence is any portion of a scheduled workday before 12:00 noon or the first full day of any period of personal illness or first day of any other absence not previously approved.
- B. The schedule of productivity increment is:
1. Eight (8) hours productivity increment shall be paid for a point accumulation of less than seven (7) points for the year.
 2. Six (6) hours productivity increments shall be paid for a point accumulation of seven (7) points for the year.
 3. Four (4) hours of productivity increment shall be paid for a point accumulation of eight (8) points for the year.
 4. Effective May 1, 2011, new hires shall not be entitled to productivity pay.

ARTICLE XIX - LONGEVITY

- A. Effective 1 July, 1998 the following longevity plan shall be instituted based upon employee's length of continuous and uninterrupted service with the Township:

At the completion of:

- | | |
|--------------------------------------|--|
| 1. Five (5) years of service - | 2% (longevity based upon employee's base salary) |
| 2. Ten (10) years of service | 4% |
| 3. Fifteen (15) years of service | 6% |
| 4. Twenty (20) years of service | 8% |
| 5. Twenty-four (24) years of service | 10% |
- B. Longevity pay shall be computed as of the employee's anniversary date.
- C. Effective January 6, 2006, new hires shall not be entitled to longevity pay.

ARTICLE XX- PERSONNEL FILES

Any written documentation of a verbal warning shall remain in an employee's personnel file subject to the right of an employee to have same expunged from said file upon the completion of three (3) years of service without any additional disciplinary letters for a similar infraction. All written letters of discipline shall remain permanently in the employees' personnel file. The responsibility for removal shall rest with a request by the employee.

ARTICLE XXI- BULLETIN BOARD

Bulletin boards shall be made available by the Township. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Department Head or his representative may remove from the bulletin boards any material which does not conform with the intent and provisions of this Article.

ARTICLE XXII - NONDISCRIMINATION

- A. There shall be no discrimination by the Township or the Union against an employee on account of race, color, creed, sex, national origin, nationality, religion, ancestry, age, marital status, physical, mental or disability, affectional or sexual orientation, genetic information, atypical hereditary cellular or blood trait, liability for services in the armed forces of the United States, or coercion by the Township or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against or interfere with restraint or coerce any employees covered under this Agreement who are not members of the Union.

ARTICLE XXIII - DUES CHECK-OFF

Section A.

The Township agrees to deduct dues for the union from the wages of a permanent employee who is a member of the union and whose positions covered by this agreement in accordance with N.J.S.A. 52:14-15.9E, as amended, provided that at the time of such deductions there is in possession of the Township a current check-off authorization form, individually and voluntarily executed by the employee said check-off authorization form to be provided by the union. The union shall be responsible for securing the signatures of its members on side forms and delivering same to the Township. The Township will deduct these amounts in equal installment.

Section B. Representation Fee (Agency Shop)

1. Subject to the conditions set forth in the paragraphs below, all eligible nonmember employees in this unit will be required to pay to the majority representative a representation fee in lieu of dues for services rendered by the majority representative during the term of this agreement. Nothing herein shall be deemed to require any employee to become a member of the majority representative.

It is understood that the continuation of the agency fee program is predicated on more than 50% of the eligible employees in the negotiating union being voluntary dues paying members of the union. Should the number of dues paying members fall to 50% or less, it will be incumbent on the union to renegotiate this provision.

In each year of the contract on January 1, an assessment shall be made to determine if the minimum percentage has been exceeded. If it has, the agency fee shall continue until the following annual assessment. If it has not, the agency fee will be discontinued and eligibility for reinstatement shall be on a quarterly basis as provided above.

If the agency fee is discontinued, an assessment shall be made on each quarterly date; i.e., January 1, April 1, July 1 or October 1 to determine if the minimum percentage is exceeded. If the minimum percentage is exceeded, the agency fee plan shall be reinstated, with proper notice to affected employees.

2. Amount of Fee

Prior to the beginning of each contract year, the union will notify the Township in writing of the amount of regular membership dues, initiation fees and assessment charged by the union to its own members for that contract year, and the amount of the representation fee for the contract year. Any changes in representation fee structure during the contract year shall be in accordance with the B.1 above.

The representation fee in lieu of dues shall be in an amount equivalent to the regular membership dues initiation fees and assessment charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to or benefiting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

3. Deduction and transmission of fee

After verification by the Township that an employee must pay the representation fee, the Township will deduct the fee for all eligible employees in accordance with this article. The mechanics of the deduction of representation fees and the transmission of such fees to the union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the union.

The Township shall deduct the representation fee as soon as possible after the tenth day following reentry into this unit for employees who previously served in a position identified as excluded or confidential, for individuals reemployed in this unit from a reemployment list, for employees returning from leave without pay, and for previous employee members who become eligible for the representation fee because of non-member status.

The Township shall deduct the representation fee from a new employee as soon as possible after thirty (30) days from the beginning date of employment in a position in the unit.

4. Demand and return system.

The representation fee in lieu of dues only shall be available to the union if the procedures hereafter are maintained by the union. The burden of proof under this system is on the union.

The union shall return any portion of the representation fee paid by the employee which represents the employee's additional pro rate share of expenditures by the union that is either in aid of activities or causes of a partisan political or ideological nature only incidentally related to the terms and conditions of employment, or applied toward the cost of other benefits available only to members of the majority representative. The employee shall be entitled to a review of the amount of the representation fee by requesting the union to substantiate the amount charged for the representation fee. This review shall be in conformance with internal steps and procedures established by the union. The union shall submit a copy of the union to the Township Administrator of the representation fee shall be available only if the union establishes and maintains this review system. All employees who are dissatisfied with the union's decision may appeal to the Public Employment Relations Commission Appeal Board.

5. Township held harmless.

The union hereby agrees that it will indemnify and hold the Township harmless from any claims, actions or proceedings brought by any employee in the negotiations unit, which arises from an agreement to deduct made by the Township in accordance with this provision. Neither the Township nor the employee shall be responsible for any back payment of the representation fee for any cause upon the entry or reentry of the employee into the union representation fee for any cause upon the entry or reentry of the employee into the union from an excluded position or another unit. The term-excluded position shall include but not be limited to confidential, managerial and exempted position.

If violations of any frame occur regarding representation fee deduction, and they are brought to the attention of the Township, the Township shall review the matter and solve the problem on a prospective basis.

6. Legal requirements

Provision in this clause is further conditioned upon all other requirements set by statute.

Section C.

All sums deducted by the Township shall be remitted to the treasurer, Allied Public Works Employees not later than the 15th day of the calendar month subsequent to the month in which such deductions are made, together with a list of individuals for whom deductions have been made.

Section D.

If during the life of this agreement there shall be any change in the rate of membership dues, the union shall notify the Township by certified letter of any changes in union dues at least thirty (30) calendar days in advance of the effective date.

Section E.

The union shall indemnify and hold the Township harmless against any and all claims, demands, suits, or other forms of liability, including reasonable an attorney's fees that shall arise out of or by reason of action taken or not taken by the Township for purpose of complying with any of the provisions of this Article.

ARTICLE XXIV - SEPARABILITY AND SAVINGS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal competent jurisdiction, such provision shall become inoperative but all other provisions shall not be effected thereby and shall continue in full force and effect.
- B. Any benefits heretofore enjoyed will remain in full force and effect without revocation.

ARTICLE XXV - FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargain able issues, which were or could have been the subject of negotiations.

Effective January 1, 2018, the parties rolled \$400.00 into the base salaries for all employees In lieu of the \$553.00 special allowance.

All current pending grievances, arbitrations and unfair practice charges shall be withdrawn and marked settled and dismissed with prejudice except for Arbitration AR-2017-312.

ARTICLE XXVI - DISCIPLINE AND DISCHARGE

No member of the bargaining unit shall be disciplined or discharged without just cause.
Discharge and other disciplinary actions may be appealed through the grievance procedure.

ARTICLE XXVII -MAINTENANCE OF OPERATIONS

Section A.

It is recognized that the need for continued and uninterrupted operation of the Township is of paramount importance and that there shall be no interference with such operations either by a strike or other job action by the union or a lockout by the Township.

Section B.

The union covenants and agrees that neither the union nor any person acting in its behalf will cause, authorize, engage in, sanction, assist, or support, nor will any of its members take part in any strike, work stoppage, slowdown, walkout or other job action against the Township.

Section C.

The union will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown, or other similar activity, or from supporting any such action by any other employee or group of employees of the Township. The union will disavow such actions and order all such members who participate in such activities to cease and desist immediately and return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the union's order. In executing its obligation, the union will use such forms of communication with its members, as it and the Township deem most effective, including personal contact, telegram, registered or conventional mail, and so forth.

Section D.

In the event of a strike, slowdown, walkout or other form of job action, it is covenanted and agreed that participation in any such activity by a union member shall entitle the Township to take disciplinary action including termination of the employment of such employee or employees, and that the action taken by the Township may vary from employee to employee, depending on the circumstances. The only question for arbitration under this article is whether the employee participated in prohibited conduct.

Section E.

Nothing contained in this agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity, or both in the event of such breach by the union or its member.

Section F.

The Township agrees not to lock out.

ARTICLE XXIII
TERM OF THIS AGREEMENT

This Agreement shall remain in full force and effect without reopening of any kind from January 1, 2019 through December 31, 2023.

EXHIBIT A- SCHEDULE OF TITLES AND SALARY RANGE

<u>TITLE</u>	<u>SALARY RANGE</u>
ASSISTANT TRAFFIC LIGHTTECHNICIAN	PW-4
BUILDINGMECHANIC	PW- 5
CUSTODIAN	PW-1
EQUIPMENT OPERATOR A	PW-8
EQUIPMENT OPERATORB	PW-SA
EQUIPMENT OPERATOR C	PW-3
JUNIOR MECHANIC	PW-4
LABORER	
LABORER (Part – Time)	PW-2
PUBLIC WORKS ASSISTANT	PW-8
SANITARY SEWER SYSTEMS OPERATOR	PW-6
SENIOR BUILDING MECHANIC	PW- 8
SENIOR MECHANIC	PW-6
TRAFFIC LIGHT TECHNICIAN	PW- 7
TRUCK DRIVER A	PW-4
TRUCK DRIVER B	

TOWNSHIP OF PISCATAWAY
DEPARTMENT OF PUBLIC WORKS
JANUARY 1, 2015 TO DECEMBER 31, 2015 (2% Increase)

TITLES	Entry	1	2	3	4	5	6	7	8
1 Custodian	\$ 27,733.61	\$ 30,324.30	\$ 32,946.40	\$ 35,542.22	\$ 38,133.86	\$ -	\$ -	\$ -	\$ -
2 Service Maintenance	\$ -	\$ 37,951.67	\$ 40,982.30	\$ 44,012.95	\$ 47,040.00	\$ -	\$ -	\$ -	\$ -
3 Public Works Assistant	\$ 29,953.98	\$ 34,194.72	\$ 38,435.26	\$ 42,676.04	\$ 46,916.96	\$ 51,157.70	\$ 55,397.95	\$ 59,639.20	\$ 63,879.91
4 Permanent Part time Public Works Assistant	\$ 15.16	\$ 17.32	\$ 19.48	\$ 21.64	\$ 23.82	\$ -	\$ -	\$ -	\$ -
5 Equipment "C" Operator	\$ -	\$ 64,924.37	\$ 65,362.41	\$ 65,833.02	\$ 66,267.22	\$ -	\$ -	\$ -	\$ -
6 Junior Mechanic	\$ -	\$ 55,499.99	\$ 60,751.34	\$ 65,967.72	\$ 71,217.49	\$ -	\$ -	\$ -	\$ -
7 Truck Driver "B"	\$ -	\$ 55,499.99	\$ 60,751.34	\$ 65,967.72	\$ 71,217.49	\$ -	\$ -	\$ -	\$ -
8 Assistant Traffic Light Technician	\$ -	\$ 55,499.99	\$ 60,751.34	\$ 65,967.72	\$ 71,217.49	\$ -	\$ -	\$ -	\$ -
9 Assistant Sanitary Sewer Operator	\$ -	\$ 55,499.99	\$ 60,751.34	\$ 65,967.72	\$ 71,217.49	\$ -	\$ -	\$ -	\$ -
10 Equipment "B" Operator	\$ -	\$ 68,121.87	\$ 69,397.68	\$ 70,675.88	\$ 71,955.27	\$ -	\$ -	\$ -	\$ -
11 Traffic Light Technician	\$ -	\$ 68,592.12	\$ 70,340.20	\$ 72,090.25	\$ 73,842.70	\$ -	\$ -	\$ -	\$ -
12 Truck Driver "A"	\$ -	\$ 68,694.81	\$ 70,545.24	\$ 72,394.58	\$ 74,246.46	\$ -	\$ -	\$ -	\$ -
13 Building Mechanic	\$ -	\$ 65,865.32	\$ 67,919.99	\$ 69,939.11	\$ 75,319.29	\$ -	\$ -	\$ -	\$ -
14 Sanitary Sewer Operator	\$ -	\$ 73,095.67	\$ 74,500.91	\$ 75,905.55	\$ 77,302.19	\$ -	\$ -	\$ -	\$ -
15 Equipment Operator "A"	\$ -	\$ 73,095.67	\$ 74,500.91	\$ 75,905.55	\$ 77,302.19	\$ -	\$ -	\$ -	\$ -
16 Senior Mechanic	\$ -	\$ 73,095.67	\$ 74,500.91	\$ 75,905.55	\$ 77,302.19	\$ -	\$ -	\$ -	\$ -
17 Senior Building Mechanic	\$ -	\$ 68,691.49	\$ 70,340.20	\$ 72,090.25	\$ 80,383.72	\$ -	\$ -	\$ -	\$ -

TOWNSHIP OF PISCATAWAY
DEPARTMENT OF PUBLIC WORKS
JANUARY 1, 2016 TO DECEMBER 31, 2016 (2% Increase)

TITLES	Entry	1	2	3	4	5	6	7	8
1 Custodian	\$ 28,288.28	\$ 30,930.79	\$ 33,605.33	\$ 36,253.06	\$ 38,896.54	\$ -	\$ -	\$ -	\$ -
2 Service Maintenance	\$ -	\$ 38,710.70	\$ 41,801.95	\$ 44,893.21	\$ 47,980.80	\$ -	\$ -	\$ -	\$ -
3 Public Works Assistant	\$ 30,553.06	\$ 34,878.62	\$ 39,203.97	\$ 43,529.56	\$ 47,855.30	\$ 52,180.86	\$ 56,505.91	\$ 60,831.98	\$ 65,157.51
4 Permanent Part time Public Works Assistant	\$ 15.46	\$ 17.67	\$ 19.87	\$ 22.08	\$ 24.29	\$ -	\$ -	\$ -	\$ -
5 Equipment "C" Operator	\$ -	\$ 66,222.85	\$ 66,669.65	\$ 67,149.68	\$ 67,592.56	\$ -	\$ -	\$ -	\$ -
6 Junior Mechanic	\$ -	\$ 56,609.98	\$ 61,966.37	\$ 67,287.08	\$ 72,641.84	\$ -	\$ -	\$ -	\$ -
7 Truck Driver "B"	\$ -	\$ 56,609.98	\$ 61,966.37	\$ 67,287.08	\$ 72,641.84	\$ -	\$ -	\$ -	\$ -
8 Assistant Traffic Light Technician	\$ -	\$ 56,609.98	\$ 61,966.37	\$ 67,287.08	\$ 72,641.84	\$ -	\$ -	\$ -	\$ -
9 Assistant Sanitary Sewer Operator	\$ -	\$ 56,609.98	\$ 61,966.37	\$ 67,287.08	\$ 72,641.84	\$ -	\$ -	\$ -	\$ -
10 Equipment "B" Operator	\$ -	\$ 69,484.31	\$ 70,785.63	\$ 72,089.40	\$ 73,394.37	\$ -	\$ -	\$ -	\$ -
11 Traffic Light Technician	\$ -	\$ 69,963.97	\$ 71,747.00	\$ 73,532.06	\$ 75,319.55	\$ -	\$ -	\$ -	\$ -
12 Truck Driver "A"	\$ -	\$ 70,068.70	\$ 71,956.14	\$ 73,842.47	\$ 75,731.39	\$ -	\$ -	\$ -	\$ -
13 Building Mechanic	\$ -	\$ 67,182.62	\$ 69,278.39	\$ 71,337.89	\$ 73,423.67	\$ -	\$ -	\$ -	\$ -
14 Sanitary Sewer Operator	\$ -	\$ 74,557.58	\$ 75,990.93	\$ 77,423.67	\$ 78,848.23	\$ -	\$ -	\$ -	\$ -
15 Equipment Operator "A"	\$ -	\$ 74,557.58	\$ 75,990.93	\$ 77,423.67	\$ 78,848.23	\$ -	\$ -	\$ -	\$ -
16 Senior Mechanic	\$ -	\$ 74,557.58	\$ 75,990.93	\$ 77,423.67	\$ 78,848.23	\$ -	\$ -	\$ -	\$ -
17 Senior Building Mechanic	\$ -	\$ 70,065.32	\$ 71,747.00	\$ 73,532.06	\$ 75,319.55	\$ -	\$ -	\$ -	\$ -

TOWNSHIP OF PISCATAWAY
DEPARTMENT OF PUBLIC WORKS
JANUARY 1, 2018 TO DECEMBER 31, 2018 (2% increase)
Hired After Contract

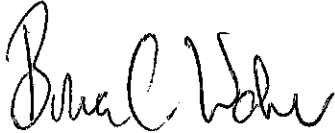
TITLES	Entry	1	2	3	4	5	6	7	8
1 Custodian	\$ 29,431.12	\$ 32,180.39	\$ 34,962.98	\$ 37,717.68	\$ 40,467.96	\$ -	\$ -	\$ -	\$ -
2 Service Maintenance	\$ -	\$ 40,274.62	\$ 43,490.75	\$ 46,706.89	\$ 49,919.23	\$ -	\$ -	\$ -	\$ -
3 Public Works Assistant	\$ 31,787.41	\$ 36,287.72	\$ 40,787.81	\$ 45,288.15	\$ 49,788.65	\$ 54,288.96	\$ 58,788.75	\$ 63,289.59	\$ 67,789.87
Permanent Part time Public Works Assistant	\$ 16.08	\$ 18.38	\$ 20.67	\$ 22.97	\$ 25.27	\$ -	\$ -	\$ -	\$ -
5 Equipment "C" Operator	\$ -	\$ 68,898.26	\$ 69,363.11	\$ 69,862.53	\$ 70,323.30	\$ -	\$ -	\$ -	\$ -
6 Junior Mechanic	\$ -	\$ 58,897.03	\$ 64,469.81	\$ 70,005.48	\$ 75,576.57	\$ -	\$ -	\$ -	\$ -
7 Truck Driver "B"	\$ -	\$ 58,897.03	\$ 64,469.81	\$ 70,005.48	\$ 75,576.57	\$ -	\$ -	\$ -	\$ -
8 Assistant Traffic Light Technician	\$ -	\$ 58,897.03	\$ 64,469.81	\$ 70,005.48	\$ 75,576.57	\$ -	\$ -	\$ -	\$ -
9 Assistant Sanitary Sewer Operator	\$ -	\$ 58,897.03	\$ 64,469.81	\$ 70,005.48	\$ 75,576.57	\$ -	\$ -	\$ -	\$ -
10 Equipment "B" Operator	\$ -	\$ 72,291.48	\$ 73,645.37	\$ 75,001.81	\$ 76,359.51	\$ -	\$ -	\$ -	\$ -
11 Traffic Light Technician	\$ -	\$ 72,790.51	\$ 74,645.58	\$ 76,502.75	\$ 78,362.46	\$ -	\$ -	\$ -	\$ -
12 Truck Driver "A"	\$ -	\$ 72,899.48	\$ 74,863.17	\$ 76,825.71	\$ 78,790.94	\$ -	\$ -	\$ -	\$ -
13 Building Mechanic	\$ -	\$ 68,896.80	\$ 72,077.24	\$ 74,219.94	\$ 79,929.43	\$ -	\$ -	\$ -	\$ -
14 Sanitary Sewer Operator	\$ -	\$ 77,569.71	\$ 79,060.96	\$ 80,551.58	\$ 82,033.70	\$ -	\$ -	\$ -	\$ -
15 Equipment Operator "A"	\$ -	\$ 77,569.71	\$ 79,060.96	\$ 80,551.58	\$ 82,033.70	\$ -	\$ -	\$ -	\$ -
16 Senior Mechanic	\$ -	\$ 77,569.71	\$ 79,060.96	\$ 80,551.58	\$ 82,033.70	\$ -	\$ -	\$ -	\$ -
17 Senior Building Mechanic	\$ -	\$ 72,895.96	\$ 74,645.58	\$ 76,502.75	\$ 85,303.85	\$ -	\$ -	\$ -	\$ -

TOWNSHIP OF PISCATAWAY
DEPARTMENT OF PUBLIC WORKS
JANUARY 1, 2018 TO DECEMBER 31, 2018 (2% Increase and of Roll \$400 into base)

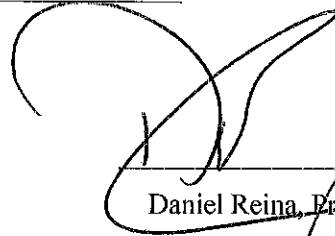
TITLES	Entry	1	2	3	4	5	6	7	8
1 Custodian	\$ 29,831.12	\$ 32,580.39	\$ 35,362.98	\$ 38,117.68	\$ 40,867.96				
2 Service Maintenance		\$ 40,674.62	\$ 43,890.75	\$ 47,106.89	\$ 50,319.23				
3 Public Works Assistant	\$ 32,187.41	\$ 36,687.72	\$ 41,187.81	\$ 45,688.15	\$ 50,188.65	\$ 54,688.96	\$ 59,188.75	\$ 63,689.59	\$ 68,189.87
4 Permanent Part time Public Works Assistant	\$ 16.08	\$ 18.38	\$ 20.67	\$ 22.97	\$ 25.27	\$ -	\$ -	\$ -	\$ -
5 Equipment "C" Operator		\$ 69,298.26	\$ 69,763.11	\$ 70,262.53	\$ 70,723.30				
6 Junior Mechanic		\$ 59,297.03	\$ 64,869.81	\$ 70,405.48	\$ 75,976.57				
7 Truck Driver "B"		\$ 59,297.03	\$ 64,869.81	\$ 70,405.48	\$ 75,976.57				
8 Assistant Traffic Light Technician		\$ 59,297.03	\$ 64,869.81	\$ 70,405.48	\$ 75,976.57				
9 Assistant Sanitary Sewer Operator		\$ 59,297.03	\$ 64,869.81	\$ 70,405.48	\$ 75,976.57				
10 Equipment "B" Operator		\$ 72,691.48	\$ 74,045.37	\$ 75,401.81	\$ 76,759.51				
11 Traffic Light Technician		\$ 73,190.51	\$ 75,045.58	\$ 76,902.75	\$ 78,762.46				
12 Truck Driver "A"		\$ 73,299.48	\$ 75,263.17	\$ 77,225.71	\$ 79,190.94				
13 Building Mechanic		\$ 70,296.80	\$ 72,477.24	\$ 74,619.94	\$ 80,329.43				
14 Sanitary Sewer Operator		\$ 77,969.71	\$ 79,460.96	\$ 80,951.58	\$ 82,433.70				
15 Equipment Operator "A"		\$ 77,969.71	\$ 79,460.96	\$ 80,951.58	\$ 82,433.70				
16 Senior Mechanic		\$ 77,969.71	\$ 79,460.96	\$ 80,951.58	\$ 82,433.70				
17 Senior Building Mechanic		\$ 73,295.96	\$ 75,045.58	\$ 76,902.75	\$ 85,703.85				

Execution of this DRAFT CBA will constitute a memorandum of agreement and pending completion of the full revised agreement of this memorandum and the underlying contract shall become the valid and binding CBA between the parties.

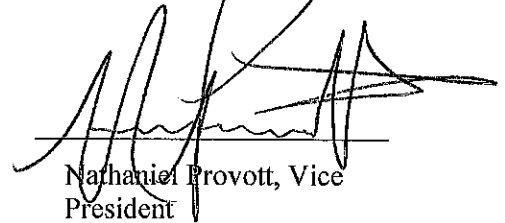
Date of execution of memorandum of agreement _____



Brian C. Wahler, Mayor



Daniel Reina, President



Nathaniel Provott, Vice President