

EXTENSION AGREEMENT

AGREEMENT made this 6th day of March, 2020 by and between the Township of South Brunswick (herein the "Township") and the South Brunswick Public Works Employees Association (herein "PWEA").

WHEREAS the Township and the PWEA have entered into a Collective Negotiations Agreement (hereinafter "CNA") covering terms and conditions of employment for employees represented by the PWEA for the period January 1, 2017 through December 31, 2020; and

WHEREAS the Township and the PWEA desire to extend the CNA for an additional three (3) year period under the terms and conditions set forth herein:

WHEREAS, the parties have reached agreement on terms and conditions for a contract extension, subject to ratification by the PWEA represented employees and approved by the Township, which ratification and approval the negotiating committees for the parties unanimously agree to recommend.

NOW THEREFORE in consideration of the material covenants and undertaking herein set forth the parties agree as follows:

1. Except as herein provided, the terms and conditions of the 2017-2020 CNA shall remain in full force and effect.
2. Term Extension - The 2017-2020 CNA shall be extended for a period of three (3) years from January 1, 2021 through December 31, 2023.

3. Wages - There shall be a general wage increase during the extension period as follows:

- a. Effective January 1, 2021 2.00%
- b. Effective January 1, 2022 2.00%
- c. Effective January 1, 2023 2.00%
- d. Effective January 1, 2021, for those employees at SR+ Step 3.00%
- e. Effective January 1, 2022, for those employees at SR+ Step 3.00%
- f. Effective January 1, 2023, for those employees at SR+ Step 3.00%

4. Health Benefits

a. Effective January 1, 2020 the employee contribution for maintenance of health benefits shall be reduced from Tier 4 to Tier 3.

b. Effective January 1, 2021 the employee contribution for maintenance of health benefits shall be further reduced from Tier 3 to Tier 2.

c. Effective January 1, 2020 contribution for eligible retirees for maintenance of health benefits will be reduced from Tier 4 to Tier 2 based on pension rate. This does not affect those employees who had 20 years of service as of June 28, 2011 and otherwise qualified for no cost health benefits from the Township in retirement.

d. During the life of this "Extension Agreement," if any other South Brunswick Township Union (other than PBA, FOP, CWA), receives Chapter 78 concessions greater than those in this agreement, the Township agrees to reopen this Extension Agreement for further negotiation on that issue.

5. Wage Increases

a. Effective January 1, 2020, Article XXI, entitled "Salary and Wages/Education Benefit", Section 1 shall be amended to read, and be interpreted as: "New employees hired on/or between January 1 and June 30 who successfully complete their probationary period will receive their vertical increment on the next January 1; and new employees hired on/or between July 1 and December 31 will move laterally on the following January 1, and after having successfully completed their probationary period, will receive their vertical increment on the next July 1. Thereafter, all such new employees will be on a January 1 increment date."

IN WITNESS WHEREOF the parties have hereunto set their hands and seals this 6th day of March, 2020.

**PUBLIC WORKS EMPLOYEES
ASSOCIATION**

By: 
ROBERT WEBER, PRESIDENT

SOUTH BRUNSWICK TOWNSHIP

By: 
BERNARD P. HVOZDOVIC, JR.
TOWNSHIP, MANAGER