

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWNSHIP OF WOODBRIDGE AND TEAMSTER L. 469
(DIV. OF STREET & SEWERS)
8/19/21

MEMORANDUM OF AGREEMENT

Between

THE TOWNSHIP OF WOODBRIDGE

And

TEAMSTER LOCAL UNION NO. 469
(DIV. OF STREET & SEWERS)

This constitutes the Memorandum of Agreement ("MOA") made and entered into this 29th day of November 2021, by and between the Township of Woodbridge ("Township") and Teamster Local Union No. 469 ("Union") (collectively "the parties").

Whereas, the Collective Bargaining Agreement between the Township and Union expired on June 30, 2020; and

Whereas, the parties desire to enter into a successor Collective Bargaining Agreement to govern the terms and conditions of employment from July 1, 2020 through June 30, 2023;

Whereas, the parties, having bargained in good faith, mutually agree to amend the terms of their current Collective Bargaining Agreement; and

Whereas, the parties hereto wish to set forth the negotiated terms of such new Collective Bargaining Agreement in this MOA for submission and approval of the Municipal Council and the Union membership, pending the execution of a new Collective Bargaining Agreement incorporating the terms contained herein; and

Now therefore, Township and Union enter into the following MOA:

I. Unless specifically addressed herein, the terms of the parties' current Collective Bargaining Agreement which expired on June 30, 2020 shall remain in full force and effect.

II. The terms of the Collective Bargaining Agreement are as follows:

A. ARTICLE II – HOURS OF WORK

Add a provision to establish summer hours:

Section 1: The work week shall be Monday through Friday. All hours beyond eight (8) hours in any one (1) day, or forty (40) hours in any week shall be paid at the rate of time and one-half (1 ½). Summer hours shall be from 6:00am to 2:30pm every workday starting July 1 and ending Labor Day of each day, which includes one-half hour unpaid break period. Shift times

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outside of Summer Hours (i.e., the day after Labor Day through June 30 of each year) shall be 7:00am to 3:30pm.

The parties further agree to modify Section 8 of Article II as follows:

Section 8: Township will provide five (5) days advance notice to a Motor Broom Operator whenever there is a change in his shift assignment, absent equipment failure of extraordinary circumstance, i.e., inclement weather. The regular working hours for three (3) Motor Broom Operators will be 4:00 a.m. to 12:00 p.m. The regular working hours for the remaining (3) three Motor Broom Operators shall be 6:00 a.m. to 2:00 p.m.

B. ARTICLE III – HOLIDAYS

The Township agrees to add the observed Juneteenth Day as an official holiday to the unit members:

Section 1: The employee shall receive fourteen (14) official holidays per year as presently authorized by the Municipal Council:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Election Day (General)	Washington's Birthday
Veteran's Day	Good Friday
Thanksgiving Day	Day After Thanksgiving Day
Memorial Day	Christmas Day
July 4 th	Juneteenth

C. ARTICLE V– SICK LEAVE

The parties agree to add an additional personal day for employees with perfect attendance:

Section 5: Any employee who has more than eighty (80) sick days banked and who uses zero (0) sick days in a calendar year shall receive three (3) additional personal days to use in the immediately subsequent calendar year. Such personal days must be used in accordance with the provisions of Article V, Section 2 and may not be carried over from year to year and shall not be paid out if unused at the end of the year

D. ARTICLE VIII – WORK CLOTHES

The parties agree to remove "raingear" and "slush boots" from list of supplied items:

A. The Township agrees to supply the following items on a replacement basis: rubber sewer gloves, Tyvek suits, waders and tree climbing boots. New employees will be issued these items.

The Township agrees to increase the uniform allowance for each year of the agreement as follows:

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- B. Effective January 1, 1996, all other uniform, equipment and cleaning will be provided by the employees. In lieu of providing same, the Township shall pay the following amount each calendar year in the manner provided below:
- 2020 – \$1,350
 - 2021 – \$1,400
 - 2022 – \$1,450

The parties agree to revise subsection C to read as follows:

- C. Employees must always present a clean professional appearance. Everyone is expected to be well-groomed and wear clean clothing, free of holes, tears, or other signs of extreme wear. Clothing with offensive, inappropriate, or political designs or stamps are not allowed. Clothing should not be overly revealing. The Township reserves the sole discretion to determine whether clothing is offensive or appropriate.

E. ARTICLE XIV – WAGES

The parties agree to a two percent (2.0%) across the board wage increase per each year of the collective bargaining agreement.

Wage increases will be retroactive to July 1, 2020. Employees must be on the payroll at the time of payment and/or retired to be eligible for any retroactive payments.

F. ARTICLE XV – MEDICAL, SURGICAL, AND HEALTH PLANS

The parties agree to freeze employee contributions at the 2019 Chapter 78 rates.

The parties further agree to amend the medical and prescription drug program plan designs in accordance with the specification attached hereto as Exhibit A and Exhibit B.

The parties also agree that children hearing aids will be covered by the insurance plan.

G. ARTICLE XIX – MISCELLANEOUS

The parties agree to add a new paragraph allowing Class A CDL holders to receive a \$0.50 increase in their hourly rate. The increase shall apply retroactively to the date the employee received the Class A CDL, but no earlier than July 1, 2020.

Section 2: Class A CDL holders shall receive a \$0.50 increase to their hourly rate.

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For the Union



Signature

Michael Tkatch

Printed Name

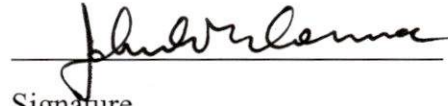


Signature

Eric Potysala

Printed Name

For the Township



Signature

John E. McCormac

Printed Name



Signature

Vito P. C. M. Hugg

Printed Name

EXHIBIT A

Streets and Sewers

TITLE	7/1/2017 7/1/2020	7/1/2018 7/1/2021	7/1/2019 7/1/2022
Road Inspector	33.77 35.84	34.45 36.56	35.14 37.29
Heavy Equipment Operator	34.50 36.61	35.19 37.34	35.89 38.09
Senior Heavy Equipment Operator	35.45 37.62	36.15 38.37	36.88 39.14
Senior Tree Climber	36.61 34.50	37.34 35.19	38.09 35.89
Maintenance Repairer (Carpentry), <u>Plumber,</u> <u>& Electrician</u>	36.61 34.50	37.34 35.19	38.09 35.89
Sewer Repairer	33.02 35.04	33.68 35.74	34.35 36.45
Sewer Repairer II	34.03 36.11	34.71 36.83	35.40 37.57
Tree Climber	35.04 33.02	35.74 33.68	36.45 34.35
Motor Broom Operator	32.28 34.77	32.93 35.47	33.59 36.17
Sewer Equipment Operator	34.77 32.28	35.47 32.93	36.17 33.59
Truck Driver	34.77 32.28	35.47 32.93	36.17 33.59
Maintenance Repairer	32.28 34.26	32.93 34.95	33.59 35.65
Road Maintenance Repairer	34.26 32.28	34.95 32.93	35.65 33.59
Laborer (Sewers) (hired prior to 1/1/99)	29.80	30.40	31.01
Laborer (hired prior to 1/1/99)	29.26	29.85	30.45
Asphalt Repairer	32.28	32.93	33.59

Employees hired on or after January 1, 1999

1 st year Laborer	16.20 17.19	16.52 17.53	16.85 17.88
2 nd year Laborer	22.16 23.52	22.61 23.99	23.06 24.47
3 rd year Laborer	29.30 31.10	29.89 31.72	30.49 32.35
1st year Laborer (Sewers)	16.59	16.91	17.26
2nd year Laborer (Sewers)	22.55	23.00	23.46
3rd year Laborer (Sewers)	29.80	30.40	31.01

Traffic Maintenance

Laborer (1 st year)	16.20 <u>17.19</u>	16.52 <u>17.53</u>	16.85 <u>17.88</u>
Laborer (2 nd year)	18.07 <u>19.18</u>	18.44 <u>19.56</u>	18.80 <u>19.95</u>
Laborer (3 rd year)	21.47 <u>22.79</u>	21.90 <u>23.24</u>	22.34 <u>23.70</u>
Traffic Maintenance Worker	24.59 <u>26.10</u>	25.08 <u>26.62</u>	25.59 <u>27.15</u>
Senior I Traffic Maintenance Worker 1 st year	26.00 <u>27.59</u>	26.52 <u>28.14</u>	27.05 <u>28.70</u>
Senior I Traffic Maintenance Worker 2nd year	30.90	31.52	32.15
Senior II Traffic Maintenance Worker (eligible if hired prior to 1/1/06)	31.02 <u>32.92</u>	31.64 <u>33.57</u>	32.27 <u>34.45</u>
Tow Operations Supervisor	25.10 <u>26.64</u>	25.60 <u>27.17</u>	26.12 <u>27.72</u>