

MEMORANDUM OF AGREEMENT

BETWEEN

BOROUGH OF ROSELLE PARK

AND

ROSELLE PARK CLERICAL GROUP
Represented by the International Union,
United Automobile, Aerospace and
Agricultural Implement Workers of America
LOCAL 2326

MEMORANDUM ENTERED: OCTOBER 8, 2019

MEMORANDUM OF AGREEMENT

This Agreement is made by and between the **Borough of Roselle Park** (herein “**Borough**”) and the **Roselle Park Clerical Group, Represented by the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, LOCAL 2326** (herein “**Union**”).

WHEREAS, the Borough and Union are parties to a collective negotiations agreement (“**Contract**”) that is effective from January 1, 2015 through December 31, 2019; and,

WHEREAS, the Borough and Union have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor Contract; and,

WHEREAS, the Borough and Union have reached agreement on new terms and conditions for a successor Contract, subject to ratification by the membership of the Union and approval by the Mayor and Borough Council; and,

WHEREAS, the negotiating committees for the Borough and Union agree to recommend this agreement for ratification and approval.

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

A. Except as herein modified, the terms and conditions set forth in the Contract between the Borough and Union that expires on December 31, 2019 shall remain in full force and effect:

1. GENERAL AMENDMENTS / MODIFICATIONS

i. Dates are to be changed throughout contract to correspond with five (5)-year contract duration commencing January 1, 2020 and expiring December 31, 2024.

ii. Typographical and/or grammatical corrections are to be made if/when needed without substantive changes to contractual provisions.

iii. Changes and/or other corrections dictated upon newly enacted laws of the State of New Jersey, the United States Federal Government, or prevailing case law, as may be applicable, are to be considered incorporated to the extent that final verbiage effectuating such terms is to be mutually agreeable to the Borough and Union.

2. ARTICLE 21, WAGES

i. Covered employees shall receive a 2.00% increase to previous year's wages effective January 1st of each contract year.

3. ARTICLE 24, VACATIONS

i. Paragraph B, Section 2 shall be amended so as to reflect the following vacation schedule for employees hired after January 1, 2000:

After Completion of 1 Year	10 Days
From Completion of 2 Years to Completion of 5 Years	12 Days
From Completion of 6 Years to Completion of 10 Years	14 Days
From Completion of 11 Years to Completion of 14 Years	16 Days
From Completion of 15 Years to Completion of 19 Years	18 Days
From Completion of 20 Years Forward	20 Days

3. ARTICLE 27, HEALTH INSURANCE

i. Add: Effective January 1, 2020, all members of the unit hired prior to January 1, 2020 will no longer be able to select Direct 10 or Direct 15 as their primary health insurance through the State Health Benefits plan. Unit members can select Direct 1525 or any other available plan not otherwise precluded from selection as part of this agreement.

ii. Add: Effective January 1, 2020, all members of the unit hired on or after January 1, 2020 will no longer be able to select Direct 1525 as their primary health

insurance through the State Health Benefits plan. Unit members can select Direct 2030 or any other available plan not otherwise precluded from selection as part of this agreement.

iii. Amend Paragraph A and Paragraph C so as to reflect a lowered age-eligibility for Borough-subsidized retirement benefits of age sixty (60). In no way shall the accumulated service requirement of fifteen (15) years be changed. These changes shall be made and reflected universally throughout the contract where and if applicable.

4. SCHEDULE A-I, CLERICAL SALARY RANGES

i. This section, in its entirety, shall be amended so as to reflect updated minimum and maximum salaries such that no current employee's wages falls below/above the stated minimum/maximum salary within their respective title for the duration of the contract.

BOROUGH OF ROSELLE PARK



ANDREW J. CASAIS, RMC, QPA
BOROUGH CLERK

ATTEST/DATE



KENNETH P. BLUM, JR., CMFO
CHIEF FINANCIAL OFFICER

ROSELLE PARK CLERICAL GROUP



JANET GALLAGHER
UNIT CHAIRPERSON

ATTEST/DATE



Donna L. Corrigan