

MEMORANDUM OF AGREEMENT

Between

TOWNSHIP OF UNION

And

COUNCIL NO. 8

The parties hereby agree to the following changes to the collective negotiations agreement that expired on December 31, 2022 and as terms for a new agreement to be effective for the period January 1, 2023 through December 31, 2027.

1. Term - Five Years. January 1, 2023 – December 31, 2027.
2. Salaries: Salaries for bargaining unit members will increase as follows:

January 1, 2023 – 2.5%

January 1, 2024 – 3.0%

January 1, 2025 – 3.25%

January 1, 2026 – 3.5%

January 1, 2027 – 3.5%

3. Article XII Holidays
Add an additional holiday of Juneteenth.

4. Article XXIX. Sick Leave Accrual
Revise Sick Leave Incentive section to add the following at the end.

Employees hired on or after May 21, 2010 are not eligible for the annual sick leave incentive.

5. ARTICLE XI HEALTH, MEDICAL AND INSURANCE BENEFITS

Section A will be revised as follows:

- A. Except as provided in Paragraph B herein, the Township shall provide the following group Health Insurance coverage for all for all full-time Municipal Employees and eligible dependents as follows:
1. Basic medical with coverage at least equal to that which has heretofore been in effect, subject to paragraph B.
 2. Major medical with coverage at least equal to that which has heretofore been in effect, subject to paragraph B.
 3. Dental with coverage at least equal to that this has heretofore been in effect with a \$1,500.00 limit.
 4. Prescription with coverage at least equal to that which has heretofore been in effect with co-pays in accordance with the plan.
 5. Effective as soon as possible after ratification of the 2019-2022 collective negotiations agreement, the health insurance plan provided by the Township, including the prescription plan will change to the New Jersey State Benefit Direct 15 Plan. Effective March 1, 2023 the health insurance plan provided by the Township, will be the Aetna choice POS2 Open Access Plan.

The prescription plan shall be the Direct 15 Prescription Drug Plan for Local Government Employees. Effective March 1, 2023 the prescription plan shall be the CVS Caremark Prescription Plan. Out of pocket prescription co-pays shall be in accordance with the plan. Active employees shall contribute to the cost of their Medical and Prescription coverage pursuant to the Tier IV contribution rates set forth in the schedule established by P.L. 2011, Ch. 78.

If there are any future changes to health benefits, the standard shall be that the new plan must be equal to or better than the Aetna choice POS2 Open Access Plan for year 2023. Therefore, any change from the current benefits which are in effect when the Plans commence must be equal to or better than those previously provided by the Aetna choice POS2 Open Access Plan as of 2023.

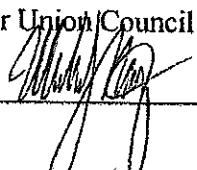
6. The work boot allowance shall be increased from \$175 to \$200.
7. All terms of the existing January 1, 2019 through December 31, 2022 Collective Negotiations Agreement shall remain in full force and effect, except as modified herein.
8. The parties shall mutually create and agree upon a successor collective negotiations agreement incorporating the terms contained herein and updating any obsolete language.

For the Township of Union:



Donald J. Trivisano
Township Administrator

For Union Council No. 8



Susan Koebble - Susan Koebble
Paul Ward - Paul Ward
Greg Nasta - Greg Nasta