

MEMORANDUM OF AGREEMENT

**CITY OF NORTHFIELD
AND
GOVERNMENT WORKERS UNION, LOCAL 430
for
WHITE COLLAR EMPLOYEES**

WHEREAS, the City of Northfield (the City) and the Government Workers Union, Local 430 White Collar Unit (the GWU) are parties to a collective negotiations agreement covering the period January 1, 2018 through December 31, 2020.

The City and the GWU have engaged in collective bargaining negotiations regarding a new agreement to replace the current agreement between the parties which expired on December 31, 2020. The City and the GWU have reached a tentative agreement as to changes to be included in the new agreement and the purpose of this Memorandum of Agreement is to confirm those understandings, as follows:

PREAMBLE

Modify date as appropriate.

Article I entitled RECOGNITION AND DEFINITION OF TERMS

No change.

Article II entitled TERM OF AGREEMENT

Five years – January 1, 2021 through December 31, 2025.

Article III entitled DUES DEDUCTIONS AND AGENCY SHOP.

Delete “And Agency Shop” from title

Paragraph B: Revise last sentence to read “Members shall be eligible to withdraw such authority during January and July of each year, or as prescribed by law.”

Article IV entitled NO DISCRIMINATION

No Change.

Article V entitled UNION RIGHTS

No Change.

Article VI entitled MANAGEMENT RIGHTS

No Change.

Article VII entitled SENIORITY AND PROBATIONARY PERIOD

No Change.

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Article VIII entitled HOURS OF WORK

Delete the following as it is no longer applicable to any White Collar employees:
"Employees employed as of September 5, 2013 who worked a schedule other than the Monday through Friday schedule (such as Park employees) shall continue to work their current schedule and their work week will not change without prior negotiations with the Union."

Article IX entitled HOLIDAYS

Paragraph F – delete last 2 paragraphs regarding 2017 and 2018 holidays as no longer applicable.

Add Juneteenth to the list of holidays. Juneteenth shall be observed on June 19. Should the holiday fall on a Saturday, it will be observed on the Friday. Should it fall on a Sunday, it will be observed on the following Monday.

Article X entitled VACATION LEAVE

A. Clarify just full time employees by stating "All full-time employees covered by this Agreement..."

M. – delete reference to "Personnel Ordinance" and replace with "...provisions of this Article..."

P. – Add: Part time employee shall be entitled to paid time off in accordance with Article XIV of this Agreement.

Article XI entitled SICK LEAVE

B(1) – Delete second paragraph and add "Part time employee shall be entitled to paid time off in accordance with Article XIV of this Agreement."

B(3) – add "full time" in front of employees for clarification

Article XII entitled LEAVES OF ABSENCE, MILITARY, FAMILY AND BEREAVEMENT LEAVE

No change.

Article XIII entitled PERSONAL LEAVE

No change.

NEW ARTICLE XIV – PAID TIME OFF FOR PART TIME EMPLOYEES

Part time employees shall receive a bank of paid time off to be used by the employee in order to be paid for time missed from work for any reason that would otherwise permit a full-time employee to utilize sick leave, vacation leave, bereavement leave or personal leave.

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Part time employees shall receive a total of forty-eight (48) hours of paid time off which shall be granted on January 1 of each year, in anticipation of continued employment. In the event an employee separates employment for any reason during the year, the employee shall only be entitled to a pro-rated portion of that time. Likewise, if an employee is hired after January 1st of any year, the employee would receive a pro-rated portion of leave for the remainder of that year. Further, paid time off shall not accrue during any time an employee is on an unpaid leave of absence.

Part time employee shall be permitted to carry over eight (8) hours of paid time off into the next year, but that time must be used by the end of the year into which the time is carried. If not used by the end of that calendar year, it shall be lost with no cash value.

Part time employees shall not be permitted to sell back any portion of their paid time off and it shall have no cash value upon separation of employment.

Article XIV entitled OVERTIME

No change.

Article XV entitled TRAVEL

Revise to read:

“Any employee required to use their personal vehicle to travel to different job locations and employer approved training shall be entitled to reimbursement at the prevailing rate published by the Internal Revenue Service. Mileage shall be determined from City Hall to the location of the job or training.”

Article XVI entitled CALL IN PAY

Paragraph B – delete and replace with the following:

“The City of Northfield provides municipal court services through the Atlantic County Joint Municipal Court. In the event the City of Northfield once again takes on municipal court services, the parties agree to re-implement the terms and conditions covering court personnel as listed in the Agreement between the parties covering the period January 1, 2018 through December 31, 2020.”

Article XVII entitled PERSONNEL PRACTICES

No change.

Article XVIII entitled DISCIPLINARY ACTION

No change.

Article XIX entitled GRIEVANCE PROCEDURE

No change.

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Article XX entitled **WAGES**

See attached.

Article XXI entitled **WORKERS' COMPENSATION**

No change.

Article XXII entitled **HEALTH BENEFITS**

Paragraph D – Add: Employees hired on or after June 22, 2022, shall not be entitled to post retirement health benefits.

Delete F regarding Excise Tax

Article XXIII entitled **LONGEVITY**

No change.

Article XXIV entitled **LAYOFF PROCEDURE**

No change.

Article XXV entitled **NO STRIKE PLEDGE**

No change.

Article XXVI entitled **HEALTH AND SAFETY**

No change.

Article XXVII entitled **JURY DUTY**

No change.

Article XXVIII entitled **WORK RULES**

No change.

Article XXIX entitled **FULLY BARGAINED PROVISIONS**

No change.

Article XXX entitled **SEVERABILITY**

No change.

Article XXXI entitled **TEMPORARY ASSIGNMENT PAY**

No change.

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ENDORSEMENTS

Revise date.

Exhibit A

Add: It is noted that the City provides municipal court services through the Atlantic County Joint Municipal Court. Therefore, the Court titles referenced herein shall be vacant until further notice.

Exhibit B

Add: The minimum rate shall be \$20.00/hr.

List individual employees and salaries for each year of contract in accordance with Article XX, Paragraph C.

Name	2021	2022	2023	2024	2025
Barbara Nelson	\$55,698	3.5%	3.5%	3.5%	3.5%
Mary Rudloff	\$36,400	3.5%	3.5%	3.5%	3.5%
Robin Atlas	\$44,043	3.5%	3.5%	3.5%	3.5%
William Johnson		\$45,000	3.5%	3.5%	3.5%
Jessica Obermeyer		\$36,400	3.5%	3.5%	3.5%

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CROSSING GUARD RIDER

Rider –

Add new paragraph:

Article XI –

New employee shall receive paid leave time on a pro-rated basis in accordance with the NJ Paid Sick Leave Act. Effective January 1, 2022, employee shall receive 12 hours of paid time off to be used during that calendar year.

Any employee hired during the calendar year shall receive a pro-rated amount of their anticipated leave time entitlement for the calendar year.

Employees shall be permitted to carry over 2 hours per year to the next calendar year, but that time must be used by the end of the year into which the time is carried. If not used by the end of that calendar year, it shall be lost with no cash value.

Employees shall not be permitted to sell back any portion of their paid time off and it shall have no cash value upon separation of employment.

Wages:

Eliminate current wage schedule. All current employees shall receive an increase of 3.5% per year for the duration of this contract.

This shall also apply to the Crossing Guard Supervisor compensation, which will increase by 3.5% each year of this contract and will be as follows:

2021 - \$8.60/day

2022 - \$8.90/day

2023 - \$9.21/day

2024 - \$9.54/day

2025 - \$9.87/day

Effective with the 2022-2023 school year:

Year 1 of employment - \$40/day

Year 2 of employment - \$42/day

Year 3 of employment - \$44/day

Year 4 of employment – Percentage increase as applied to rest of unit.

It is understood that the daily rates are for a regular school schedule where there are normally two one hour shifts worked. If an employee works one shift, they will be paid half their daily rate.

In the event there is a change to the school schedule that requires more than two shifts to be worked in a day, employees shall be compensated as follows:

3 shifts worked – employee daily rate times 1.25

4 shifts worked – employee daily rate times 1.5

5 shifts worked – employee daily rate times 1.75

6 shifts worked – employee daily rate times 2

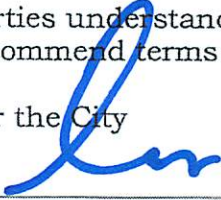
No other changes.

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Only the salary provision of this MOA is retroactive (including Longevity for employees hired prior to January 3, 1996). All other provisions shall take effect upon full ratification by both parties, except for health benefits which shall be as noted above.

Parties understand that the terms of this MOA are subject to ratification and agree to recommend terms of this MOA to their constituents.

For the City



Mary Camisi

Judy Long

For the GWU, Local 430, White Collar

 David Tucker

(B. V. Nelson), Barbara Nelson

Robin Atlas Robin Atlas

~~Heather Mellon~~
Heather Mellon

10/1/18

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