

CITY OF PLEASANTVILLE GWU LOCALS 710 & 720

Memorandum of Agreement

5-30-2024

CITY OF PLEASANTVILLE GWU LOCALS 710 & 720

This Memorandum of Agreement (MOA) is made between the City of Pleasantville (City) and the Government Workers Union (GWU) for Blue and White Collar Employees (710) and Supervisors (720), dated this 24th day of May, 2024.

WHEREAS the City and the GWU have engaged in collective bargaining negotiations regarding a new Collective Bargaining Agreements (CBAs) to replace the existing CBAs between the City and the GWU which expired on December 31, 2023; and

WHEREAS the City and the GWU have reached a tentative agreement of the terms and conditions of new CBAs and the purpose of this MOA is to confirm and memorialize those agreements; and

NOW THEREFORE, the City and the GWU agree to the following:

1. Article 1 – RECOGNITION

No changes. AGREED

2. Article 2 –MANAGEMENT RIGHTS

No changes. AGREED

3. Article 3 – UNION REPRESENTATION

No changes. AGREED

4. Article 4 – DUES & REPRESENTATION

Sec 1: Remove reference to Financial Secretary AGREED

5. Article 5 – PAY PERIOD

No changes. AGREED

6. Article 6 – WORK WEEK

CITY PROPOSAL: Regarding Local 720 only: AGREED

ARTICLE VI-WORK WEEK: *NEW LANGUAGE PROPOSAL 02/27/24

Section 1 will add:

Add: The regularly scheduled work week for GWU Local 720 employees is Monday through Friday and may include Saturday and Sunday, based upon the supervisory title and needs. Hours of operation are between the hours of 7:00 am to 6:00 pm.

Changes to a schedule shall be determined and scheduled in advance of the pay period in which they are to take effect, with an explanation of the change and intended duration.

Section 2 will be deleted.

7. Article 7 – OVERTIME AGREED

Sec 3: Add: All hours worked in excess of 16 hours in a day will be at 2 times the employees' regular rate of pay.

8. Article 8 – CALL-IN TIME

No Changes. AGREED

9. Article 9 – WAGES & LONGEVITY

See Attached Salary and Wage Sheet AGREED

Local 720 Salary increases to be 3.5% as of 01/01/24 / salaries to be determined after upcoming title promotions are made.

10. Article 10 – ANNIVERSARY / SENIORITY DATES

No changes. AGREED

11. Article 11 – HOLIDAYS

No changes. AGREED

12. Article 12 – VACATIONS

No changes. AGREED

13. Article 13 – SICK LEAVE AGREED

Sec 2: Change to 5 consecutive unexcused sick days

What constitutes "Unexcused"

Proposed Definition: Sick Leave utilized without a medical certificate.

Sec 10.B: Remove "serious"

14. Article 14 – LEAVE OF ABSENCE

CITY PROPOSAL:

ARTICLE XIV – LEAVE OF ABSENCE Remove Section 1.

Add: During a family medical leave period, the employee's health benefits will be continued on the same conditions as coverage would have been provided had the employee been employed continuously during the entire leave. The employee will not continue to accrue vacation, sick or personal days for the period of the leave that is taken on a "without pay" status.

15. Article 15 – BEREAVEMENT LEAVE

No changes. AGREED

16. Article 16 – MILITARY LEAVE

No changes. AGREED

17. Article 17 – GRIEVANCE PROCEDURE AGREED

Step 2: Change 2 days to 7 working days

Step 3: Change 5 days to 30 calendar days

18. Article 18 – DISCIPLINE

No changes. AGREED

19. Article 19 – INSURANCE; HEALTH & WELFARE

No changes. AGREED

20. Article 20 – WORKERS' COMPENSATION AGREED

CITY PROPOSAL:

ARTICLE XX – WORKER'S COMPENSATION Add: In case of continuous absence for more than one year, the City will require a fitness for duty examination to determine continued employment.

21. Article 21 – RETIREMENT AGREED

CITY PROPOSAL: Effective for new hires after January 01, 2024

ARTICLE XXI - RETIREMENT

Section 6. Upon retirement of an employee with twenty-five (25) or more years of service to the City, the City agrees to provide the hospital and major medical benefits in effect at the time of retirement, including dental, prescription and optical coverage provided by Horizon Blue Cross and Blue Shield, Vision Services Plan or equivalent, at P.L. 2011, Chapter 11 rates for the member only, however the member may opt to include dependent coverage at the member's cost.

22. Article 22 – PERSONNEL RECORDS

No changes. AGREED

23. Article 23 – DISCRIMINATION

No changes. AGREED

24. Article 24 – CLOTHING ALLOWANCE

Sec 2: Annual Boot Allowance of \$250.00 AGREED

25. Article 25 – TRAVELING EXPENSES

No changes. AGREED

26. Article 26 – BULLETIN BOARD

No changes. AGREED

27. Article 27 – EXTRA CONTRACTUAL

No changes. AGREED

28. Article 28 – FULLY BARGAINED PROVISIONS

No changes. AGREED

29. Article 29 – SEVERABILITY & SAVINGS

No changes. AGREED

30. Article 30 – PERIOD OF CONTRACT

PERIOD OF CONTRACT Section 1. This Agreement shall cover the period from January 1, 2024 to December 31, 2026

CITY OF PLEASANTVILLE / GWU
JOB TITLES / SALARIES

Job Title or Name	Hourly Pay Rate
Admin. Secretary	\$22.50 Minimum Salary
Animal Control	\$18.50 Minimum Salary
...when added as a Stipend	\$5,000. Annual Stipend
Bldg. Maint. Worker	\$20.25 Minimum Salary
Carpenter	\$20.25 Minimum Salary
Clerk 1	\$17.00 Minimum Salary
Clerk 2	\$18.50 Minimum Salary
Promote all Clerk 1 to 2	\$5,000 increase on 01/01/2024
Clerk 3	\$20.00 Minimum Salary
Code Enforcement	\$19.00 Minimum Salary
Code Enforcement	\$20.00 After 1 Year Probation
Peter Henry	\$23.00 per hour on 01/01/2024
Deputy Registrar	\$18.50 Minimum Salary
Heavy Equip. Operator	\$22.63 Minimum Salary
Laborer	\$17.50 Minimum Salary
Marlon Branch	\$19.00 per hour on 01/01/2024
Mechanic	\$21.00 Minimum Salary
Israel Orta-Malave	\$25.00 per hour on 01/01/2024
Parking Enforcement	\$19.00 per hour 01/01/2024
Payroll Aide	\$22.75 Minimum Salary
Program Coordinator	\$24.00 Minimum Salary
Pump Station Operator	\$18.00 Minimum Salary
Pump Station Operator	\$19.00 After 1 Year Probation
Darren Whitland	\$26.00 per hour on 01/01/2024
QPA	\$22.63 Minimum Salary
Recreation Aide	\$16.97 Minimum Salary
T.A.C.O.	\$22.63 Minimum Salary
Shannon Phillips	\$38.00 per hour on 01/01/2024
Telephone Operator	\$23.63 per hour on 01/01/2024
Truck Driver	\$19.00 Minimum Salary
Jose Salazar	\$20.00 per hour on 01/01/2024
CDL A Tanker	\$3,500. Salary Increase
January 01, 2024	3.5 % Salary Increase to all others
January 01, 2025	3.5 % Salary Increase to all others
January 01, 2026	3.5 % Salary Increase to all others

CITY OF PLEASANTVILLE GWU LOCALS 710 & 720

These agreements reached with bargaining representatives are subject to ratification by a majority vote of the Mayor and Council and of the affected Union Membership before they are considered approved and accepted.

The bargaining representatives agreed to recommend these terms for ratification.

For the City of Pleasantville:

Dated: _____

Dated: _____

Dated: _____

Dated: _____

Dated: _____

Dated: _____

For the GWU:

[Signature]
Dated: 5.30.24

Raymond Mallin
Dated: 5-30-24

Dennis Salamea
Dated: 5-30-24

Carlo Heldman
Dated: 5/30/24

Pete J. Thomas
Dated: 5/30/24

Shawn R. Pless
Dated: 5/30/24