

**Township of Lower
And
Teamsters Local Union No. 676**

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is made between the Township of Lower (the Township) and Teamsters Local Union No.676 (the Teamsters).

The Township and the Teamsters have engaged in collective bargaining negotiations regarding a new Collective Bargaining Agreement (CBA) to replace the existing CBA between the parties, which set to expire on December 31, 2023.

The Borough and the Teamsters have reached a tentative agreement of the terms and conditions of a new CBA and purpose of this MOA is to confirm that agreement.

Said tentative agreement and this MOA will not be effective until ratified by the membership of the Teamsters and the governing body of the Township

NOW, THEREFORE, the Township and the Teamsters agree that the following changes shall be made in the existing agreement.

1. Retroactivity:

- a. This agreement including all economic and non-economic issues shall be retroactive to the effective date of the Agreement (1/1/24).

2. Preamble:

- a. Adjust all dates as appropriate.

3. ARTICLE 1. RECOGNITION

- a. Management will provide documentation and updates as to the Civil Service status of filling all open positions.

4. ARTICLE 6 -- HOURS AND OVERTIME

Employees called in prior to shift during storms shall continue to be paid at time and ½ until released, even for overlap of their regular shift.

5. ARTICLE 9 -- HEALTH INSURANCE

The following changes will be made to this Article:

- Increase maximum dental benefit to \$1,700.00 per year.

- Change health insurance plan to New Jersey Direct 20/35 plan with Difference Card.

6. ARTICLE 11 – WAGES

The following changes will be made to this Article:

- Wage increase as follows 1/1/2024 – 4%, 1/1/25 - 4%, 1/1/2026 – 4%
- \$.50 per hour increase for CDL A license.
- \$.50 per hour increase on 1/1/24, 1/1/25, and 1/26 for all employees employed as of May 20, 2022 who did not receive the \$1.50 increase on May 20, 2022.
- Laborers assigned as a yard worker (not the booth job) at the recycling yard shall have their base pay increased by a \$1.35 per hour.
- Starting rate for Laborer 1 shall be \$35,000.00.
- Starting rate for Laborer 2 shall be \$39,000.00.
- Laborer 1 and Laborer 2 employees below the new starting rates shall have their pay increased accordingly.
- Remove Article C. _____
- Revise Schedule A as attached.
- Management will offer in-house CDL training and will provide a one-time fee of \$ 125 to all employees who obtain a CDL for the first time while employed.

7. ARTICLE 15 – NON-DISCRIMINATION

Revise to include new protected categories under the law.

8. ARTICLE 16– DEDUCTIONS FROM SALARY

Remove subsection D to comply with the Supreme Court's Janis decision. Add the following as a new section D:

"The Employer agrees to deduct from the paycheck of all employees covered by this agreement voluntary contributions to DRIVE. DRIVE shall notify the employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" includes any week other than a week in which the employee earned a wage. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf the deduction is being made, the amount deducted from the employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the weekly payroll deduction plan."

9. ARTICLE 17 – UNIFORMS

The following changes will be made to this Article:

- Changes to Paragraph C- Township will order Jacket and Rain Gear within a week after they are requested by current employees and within 90 days of hire for new employees.
- Change “rescue squad” to “Township”.
- Clothing Allowance increased from \$600.00 to \$800.00 in 2024, \$900.00 in 2025 and \$1,000.00 in 2026.

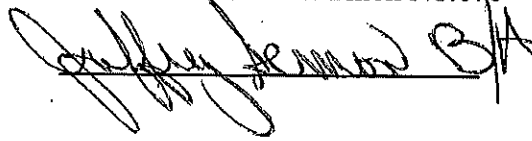
10. ARTICLE 21 – TERM AND RENEWAL

- Adjust dates accordingly (3 year term).

This MOA is subject to the ratification of the members of the Teamsters and approval of the governing body of the Township. The bargaining members of the Teamsters and of the Township represent that they will recommend approval of the terms to their respective constituents.

For Township of Lower:

For Teamsters Local Union No.676



1-26-24