

MEMORANDUM OF AGREEMENT

between

Township of Hamilton

and

AFSCME 2475

WHEREAS, the Township of Hamilton ("Township") AND LOCAL AFSCME 2475 are parties to collective negotiations agreements effective from January 1, 2021 through December 31, 2024; and

WHEREAS, the employees assigned to Public Safety Telecommunications currently work eight (8) hour shifts which conforms to the collective negotiation's agreement between the Township and AFSCME 2475; and

WHEREAS, the employees assigned to Public Safety Telecommunications recently expressed an interest in having the employees assigned to Public Safety Telecommunication work twelve (12) hour shifts; and

WHEREAS, the Township and Local AFSCME 2475 recently entered into negotiations regarding the work schedule/shifts/hours of employees assigned to Public Safety Telecommunication; and

WHEREAS, the collective negotiations agreement between the Township and Local AFSCME 2475 will expire on December 31, 2024 and the parties intend to enter into negotiations for a successor agreement prior to contract expiration; and

WHEREAS, the Township and Local AFSCME 2475 retain the right to advance proposals on the work schedule/shifts/hours for all employees for their successor collective negotiations agreement, to include those employees assigned to Public Safety Telecommunication; and

THEREFORE, the Township and Local AFSCME 2475 have entered into the following agreement:

1. Effective October 30th, 2023, all employees assigned to Public Safety Telecommunication will work twelve (12) hour shifts.

2. Public Safety Telecommunicators (PSTs) assigned to a "Pitman" twelve (12) hour schedule will work one (1) eight (8) hour shift every two (2) weeks. The eight (8) hour day will be chosen at the time of shift bids and will be the same day every two (2) week cycle.
3. Article VI; Section IV will now read:
 - A. Daily – all work performed in excess of twelve (12) hours in any workday
 - B. Bi-Weekly – All work performed in excess of 80 hours in a pay period.
4. For the entitlements of vacation time, personal time and sick time only, when the word "day" is referenced it is understood that a "day" will equal 8 hours.
5. PSTs assigned to a an eight (8) hour schedule will not be affected in any way by this Memorandum of Agreement.
6. This Memorandum of Agreement is being entered into on a trial basis that will end on December 31st, 2024 with the understanding that the Chief of Police may end the trial at any time if in the best interest of the Hamilton Police Division's needs.
7. The collective negotiations agreement between the Township and Local AFSCME 2475 and this Memorandum of Agreement reflect the full understanding of the parties on this subject and are intended to be read in conjunction with each other and represent one understanding. The collective negotiations agreement and this Memorandum of Agreement may not be further modified without the parties' consent.

Having read and understood the terms and having agreed to be bound by each of the terms of this Agreement, the parties affix their signatures below.

On behalf of the Township of Hamilton



Dated: 10/23/2023

On behalf AFSCME Local 2475



Dated: 10-27-23