



WEST WINDSOR TOWNSHIP

DEPARTMENT OF ADMINISTRATION

Office of the Business Administrator

2023-2026 MEMORANDUM OF AGREEMENT

BETWEEN

TOWNSHIP OF WEST WINDSOR

AND

WEST WINDSOR WHITE AND BLUE-COLLAR WORKERS COMMUNICATION WORKERS OF AMERICA LOCAL 1032 (CWA 1032)

The Township of West Windsor (Township) and the West Windsor Communication Workers of America Local 1032 (CWA 1032), the collective bargaining representative tentatively agree to the following terms to be incorporated in the parties' successor collective bargaining agreement (CBA). Unless otherwise stipulated below, all terms set forth herein shall be effective and otherwise retroactive to January 1, 2023, and applicable to any member currently employed or who retired prior to the signing and approval of this agreement pursuant to the terms of the agreement. Additionally, all terms set forth in the parties' 2019 - 2022 CBA shall be retained in the 2023 - 2026 CBA unless otherwise set forth below.

NON-SUBSTANTIVE CHANGES: The parties agree to update the text of the 2019-2022 CBA being retained in the successor agreement so as to effectuate non-substantive changes such as incorporating gender neutral references, updating aged verbiage, legal practices, years, timeframes, laws, statutes, uniformity of verbiage, and grammatical corrections of this agreement.

ARTICLE 1 RECOGNITION

Add title of Public Safety Telecommunicator 1, Public Safety Telecommunicator 2, Public Safety Telecommunicator 3

ARTICLE 3 UNION RIGHTS AND WDEA

Add in legal language to reflect WDEA rights

ARTICLE 5 NON-DISCRIMINATION

Add in language to reflect the NJ Law Against Discrimination

ARTICLE 7 SENIORITY

Updated language for probationary time period

ARTICLE 9 WAGES AND CLASSIFICATIONS

Base salaries shall be increased annually as follows:

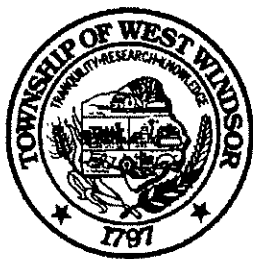
Effective January 1, 2023 – 3.95%

Effective January 1, 2024 – 3.5%

Effective January 1, 2025 – 3.25%

Effective January 1, 2026 – 3.0%

Add and update Required Public Works certificates and CDL annual adjustments.



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Add and update Public Safety Telecommunicator department training and IT responsibility out of title pay.

ARTICLE 11- OVERTIME

Update language to include employees who do not respond to overtime calls to bottom of overtime list.

ARTICLE 14 VACATIONS

Update vacation usage to reflect using vacation time upon accrual during first year.

ARTICLE 16 PERSONAL DAYS

Remove language that employees are not permitted to use personal time for recreational purposes.

ARTICLE 17 SICK LEAVE

Correct language to allow use of sick time for in accordance with the New Jersey Earned Sick Leave Law

ARTICLE 23 LATE FOR WORK

Correct language to modern practices and timekeeping practices

ARTICLE 24 INSURANCE

CHANGE: Employees hired January 1, 1991 or thereafter:

The Township shall provide Health, Prescription and Dental coverage for the employee and eligible dependents/spouse effective the first of the month after thirty (30) days of employment. At the completion of the third year, the employees as defined in this section of the agreement shall receive the vision care as provided in Section E.

OPT OUT CHANGE

Opt out compensation shall be increased to \$2,000 (single or parent/child); and \$4,000 (family or employee/spouse). In lieu of receiving this coverage, employees will receive \$4,000 (if eligible for family plan or employee/spouse) and \$2,000 (if eligible for single or parent/child plan).

ARTICLE 25 UNIFORMS

Update boot allowance cost to reflect actual cost. (\$200.00)

ARTICLE 27 PROMOTIONS

Include language for Blue Collar Promotions "experience in lieu of a field test."

Include language "written reason for promotional denial."



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ARTICLE 29 PARENTAL LEAVE

Include and update language to reflect NJ Family Leave Act and the New Jersey Family Leave Insurance program

ARTICLE 30 RETIREMENT BENEFITS

Allow retirees to pay full cost of benefit of eligible dependents upon retirement.

ARTICLE 31 DISCIPLINARY ACTIONS

Update language to include Weingarten and Loudermill rights

ARTICLE 32 GRIEVANCE PROCEDURE

Update language for mutually agreed upon timeframes.

ARTICLE 36 DEDUCTIONS FROM SALARY

Update and Remove language due to AFSCME vs JANUS

ARTICLE 40 DURATION

Changed to January 1, 2023 to December 31, 2026.

The terms set forth above are tentative and subject to ratification by the Township Council.


TOWNSHIP OF WEST WINDSOR
Date: 9/25/23


CWA LOCAL 1032
Date: 9/25/23