

SIDEBAR AGREEMENT

BETWEEN

CWA 1075 & COUNTY OF OCEAN

This Sidebar Agreement is reached this 16th day of ~~January~~^{May}, 2024, between the CWA 1075 ("CWA") and the County of Ocean to clarify the language within the existing collective negotiations agreement.

WHEREAS, the parties entered into a collective negotiations agreement ("CNA") covering the period of April 1, 2023 through March 31, 2027; and

WHEREAS, there have been some misunderstandings relative to the language of the collective negotiations agreement which could lead to costly litigation; and

WHEREAS, the parties seek to avoid any misunderstandings about the meaning and intention of the language of the collective negotiations agreement, and avoid any unnecessary grievances, arbitrations, and/or unfair labor practices; and

WHEREAS, the parties believe the language set forth in the Sidebar Agreement reflects the negotiated intention and meaning of the parties' agreement; and

WHEREAS, the parties intend for the contents of this Sidebar Agreement to be applicable to the existing collective negotiations agreement, and survive its expiration unless modified in future negotiations:

IT is hereby agreed between the County of Ocean and the CWA as follows:

1. Article I. of Article 35 (Security Personnel Provision) shall read as follows:

I. Annual maintenance allowance for uniforms shall be as follows:

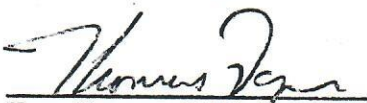
- A. April 1, 2023 = \$650.00 payable in two equal installments of \$325.00 each on or before June 1 and on or before December 1 of each contract year.
- B. April 1, 2024 = \$700.00 payable in two equal installments of \$350.00 each on or before June 1 and on or before December 1 of each contract year.
- C. April 1, 2025 = \$750.00 payable in two equal installments of \$375.00 each on or before June 1 and on or before December 1 of each contract year.
- B. April 1, 2026 = \$800.00 payable in two equal installments of \$400.00 each on or before June 1 and on or before December 1 of each contract year.

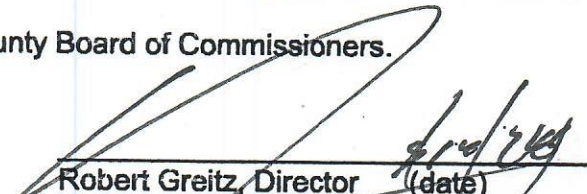
Individuals who work less than a full contract year shall receive this benefit on a pro-rated basis.

2. The following paragraph shall be added to paragraph I. of Article 25
(Hospital, Surgical, Major Medical, Prescription, and Retirement Benefits):

This paragraph, and the incentive included herein, shall not be applicable, and shall become inoperable, should the County utilize a Health Reimbursement Account, operated by county personnel, or administered by a Third-Party Administrator, such as "the Difference Card" or some similar vendor/third-party administrator.

The undersigned hereby agree to the above terms and conditions and specifically indicated and acknowledge no other promises have been made to either party. The Undersigned, on behalf of their respective party, acknowledges he/she has the authority to enter into this Memorandum of Understanding, but this agreement shall not take effect without approval from the Ocean County Board of Commissioners.

 2/7/24
Tom Fagan, CWA Local 1075 (date)
Executive Vice President

 2/7/24
Robert Greitz, Director (date)
Office of Employee Relations