

Township of Logan

Ashley Garozzo, RMC, CMR
Municipal Clerk
RMC License # C-2196
CMR License # 5131
Email: agarozzo@logan-twp.org



125 Main Street • P.O. Box 314
Bridgeport, New Jersey 08014
Phone: (856) 467-3424
Fax: (856) 467-1061

August 28, 2024

The Curious Taxpayer

VIA: Email: opra+request-65272-0c8e1d66@requests.opramachine.com

RE: OPRA #159-2024
Most Recent Collective Bargaining Units/Memorandum/Sidebar Agreements

Dear OPRA Requestor,

As the Official Records Custodian for Logan Township, I received your Open Public Records Act (OPRA) request on August 20, 2024. As such, the seven (7) business day deadline to respond to your request is August 29, 2024. This response to your request is being provided to you on the sixth (6th) business day after the Township's Records Custodian's receipt of said request.

The following records are provided in their entirety and responsive to your request:

1. Resolution #116-2021, 1 page
2. PBA Collective Bargaining Agreement, 7 pages
3. Resolution #228-2021 & Side Letter, 4 pages
4. Resolution #203-2023 & Side Letter, 4 pages
5. Resolution #86-2022, 1 page
6. Teamsters Collective Bargaining Agreement, 36 pages

If your request for access to a government record has been denied or unfilled within the (7) business days required by law, you have a right to challenge the decision by Logan Township to deny access. At your option, you may either institute a proceeding in the Superior Court of New Jersey or file a complaint with the Government Records Counsel (GRC) by completing the Denial of Access Complaint Form. You may contact the GRC by toll-free telephone at 866-850-0511, by mail at P.O. Box 819, Trenton, NJ 08625, by e-mail at grc@dca.state.nj.us, or at their web site at www.state.nj.us/grc.

Sincerely,

Ashley Garozzo, RMC, CMR
Municipal Clerk
Records Custodian

Ashley Garozzo

#159-2024

From: The Curious Taxpayer <opra+request-65272-0c8e1d66@requests.opramachine.com>
Sent: Tuesday, August 20, 2024 2:19 AM
To: Ashley Garozzo
Subject: [External] OPRA request - Collective Bargaining Unit Information (Gloucester County)

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear To Whom This May Concern,

This is a request for public records made under the Open Public Records Act (OPRA) and the common law right of access. Please acknowledge receipt of this message.

Records Requested:

A digital copy of the most recently approved memorandum of ALL collective bargaining units with which the township, city, borough, etc., currently holds active agreements.

Please include the most recent contract booklet (signed or unsigned), the most recent memorandum of agreement, salary guides, and any sidebar agreements, if applicable.

Thank you for your attention to this request.

Yours faithfully,
The Curious Taxpayer

Please deliver records electronically via email to the below UNIQUE address for all replies to this request:
opra+request-65272-0c8e1d66@requests.opramachine.com

Is agarozzo@logan-twp.org the wrong address for OPRA requests to Logan Township? If so, please contact us using this form:

https://opramachine.com/change_request/new?body=logan_township

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<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/collective_bargaining_unit_infor_221

Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

Ashley Garozzo

From: Will Pine
Sent: Tuesday, August 20, 2024 8:38 AM
To: Ashley Garozzo
Subject: Re: [External] OPRA request - Collective Bargaining Unit Information (Gloucester County)

Yep, we only have those two but the PBA does have side letter agreements that you will want to send with them.

PBA 122 from 2021-2025 (April 2021, I don't have a copy of the approving resolution)
Side letter #1 - 228-2021
Side letter #2 - 203-2023

Teamsters 676 from 2022-2025 (86-2022)

William Pine
Chief Financial Officer and Administrator
Township of Logan
Phone: 856.467.3424 x 3029
Fax: 856.467.1061

CONFIDENTIALITY NOTICE If you have received this e-mail in error, please immediately notify the sender by e-mail at the address shown. This e-mail transmission may contain confidential information. This information is intended only for the use of the individual(s) or entity for whom it is intended even if addressed incorrectly. Please delete from your files if you are not the intended recipient. Thank you for your compliance.

From: Ashley Garozzo <agarozzo@logan-twp.org>
Sent: Tuesday, August 20, 2024 8:27 AM
To: Will Pine <willpine@logan-twp.org>
Subject: FW: [External] OPRA request - Collective Bargaining Unit Information (Gloucester County)

This would just be PD and DPW right? If so, I should have copies of most recent agreements.

Ashley Garozzo, RMC, CMR
Municipal Clerk
Registrar of Vital Statistics
Logan Township
125 Main Street-PO Box 314
Bridgeport, NJ 08014
856-467-3424 x 2
856-467-1061 Fax

-----Original Message-----

From: The Curious Taxpayer <opra+request-65272-0c8e1d66@requests.opramachine.com>

Sent: Tuesday, August 20, 2024 2:19 AM
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Thank you for your attention to this request.

Yours faithfully,
The Curious Taxpayer

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View this OPRA request & responses online:

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Please note that in some cases publication of requests and responses will be delayed.

If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

RESOLUTION NO. 116 – 2021

**RESOLUTION AUTHORIZING MAYOR AND CLERK TO EXECUTE THE
COLLECTIVE NEGOTIATIONS AGREEMENT BETWEEN THE
TOWNSHIP OF LOGAN AND THE LOGAN TOWNSHIP POLICE ASSOCIATION,
P.B.A. LOCAL 122, FOR FIVE (5) YEARS, BEGINNING
JANUARY 1, 2021 THROUGH DECEMBER 31, 2025
IN THE TOWNSHIP OF LOGAN, COUNTY OF GLOUCESTER,
STATE OF NEW JERSEY**

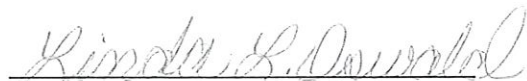
WHEREAS, the Mayor and Council have determined that it is in the best interest of the Township to approve and execute the Collective Negotiations Agreement between the Township of Logan and the Logan Township Police Association, P.B.A. Local No. 122, for a five (5) year term beginning January 1, 2021 and continuing through December 31, 2025.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Township of Logan, County of Gloucester, State of New Jersey, as follows:

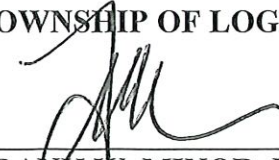
The Mayor and Clerk are hereby authorized to execute the Collective Negotiations Agreement between the Township of Logan and the Logan Township Police Association, P.B.A. Local No. 122 beginning January 1, 2021 continuing through December 31, 2025.

ADOPTED at a Regular Meeting of the Logan Township Council held on April 20, 2021.

ATTEST:


LINDA L. OSWALD, Clerk

TOWNSHIP OF LOGAN


FRANK W. MINOR, Mayor

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE TOWNSHIP OF LOGAN

AND

**THE CHIEF, CAPTAIN AND LIEUTENANT
OF THE LOGAN TOWNSHIP POLICE DEPARTMENT**

JANUARY 1, 2021 TO DECEMBER 31, 2025

PREAMBLE

THIS AGREEMENT, effective the 1st day of January, 2021, by and between LOGAN TOWNSHIP, in the County of Gloucester, New Jersey, hereinafter referred to as the Township and the CHIEF, CAPTAIN AND LIEUTENANT of Logan Township, hereby establishes the following terms and conditions of employment for the position of Chief, Captain and Lieutenant of Police. This agreement represents the complete and final understanding on all bargaining issues between the Township and the Chief, Captain and Lieutenant.

ARTICLE I

The Township hereby recognizes the Chief, Captain and Lieutenant as the collective negotiation agents concerning terms and conditions of their employment. This does not preclude them from seeking aid or support from any other agency to negotiate an agreement.

ARTICLE II MANAGEMENT RIGHTS

- A. The Township hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this agreement by the Laws and Constitution of the State of New Jersey, and of the United States, except those limited by the specific and express terms of this agreement and then only to the extent that such specific and express terms hereof are in conformance with the Constitution and Laws of the United States and of New Jersey.
- B. The Chief of Police shall be the head of the police department within the Department of Public Safety and shall be directly responsible for the efficiency and routine day-to-day operations thereof, and he shall, pursuant to policies established by the Township Council, and in accordance with Chapter Four, section 49, of the Logan Township Code:
 - 1. Administer and enforce rules and regulations and special emergency directives for the disposition and discipline of the forces and its officers and personnel;
 - 2. Have, exercise and discharge the functions, powers and duties of the Police force;
 - 3. Prescribe the duties and assignments of all subordinates and other personnel;
 - 4. Delegate such authority, as they may deem necessary, for the efficient operation of the force to be exercised under their direction and supervision; and
 - 5. Report, at least monthly to the Township Council, in such form as shall be prescribed by the Township Council on the operation of the force during the preceding month, and make such other reports as may be requested by the Township Council
- C. The Captain of Police shall be second in Command and act as OIC in the absence of the Chief, or upon assignment.

**ARTICLE III
SICK LEAVE**

- A. The Chief, Captain and Lieutenant shall be granted sick leave in the same prescribed manner, as is established, with the current Logan Township Police Association Agreement.
- B. "Sick Leave" is defined as absence from duty, by an employee, because of personal illness or injury, or exposure to contagious disease requiring quarantine, by reason, of which such employee is thereby unable to perform the usual duties of their position.
"Sick Leave" shall not include absence due to injury or illness arising out of or during the course of employment. If the Captain and Lieutenant do not expect to report to work, because of personal illness, or for any other reason, the Captain and Lieutenant shall notify the Chief or his designee, by telephone or personal message, not less than one hour prior to the commencement of their normal workday.
- C. The Township has the right to verify the use of sick leave, whenever the Township deems it necessary or appropriate to do so.
- D. Absences due to work-related injury or illness are to be processed in accordance with established procedures for workers compensation benefits.

**ARTICLE IV
FUNERAL LEAVE**

- A. Funeral leave (bereavement leave) shall be granted to the Chief, Captain and Lieutenant, in the same prescribed manner, as is established, with the current Logan Township Police Association Agreement.

**ARTICLE V
WORK WEEK**

- A. The Chief, Captain and Lieutenant shall spend sufficient time at their job to insure the smooth and responsible operations of the Police Department, over which they have supervisory control. The Chief, Captain and Lieutenant, shall work at least 40 hours per week. The Chief, in accordance with the operational needs of the Department, shall establish the work schedule of the Captain and Lieutenant.

**ARTICLE VI
VACATIONS**

- A. Vacations shall be provided in accordance with the following schedule, based upon the individual Chief, Captain and Lieutenant, normal workday hours and the terms specified in the Logan Township Police Association Agreement.

YEARS OF SERVICE		AMOUNT OF VACATION
5 through 9 years,	inclusive	20 working days
10 through 15 years,	inclusive	25 working days
15 through 20 years,	inclusive	32 working days
20 years or more.	inclusive	34 working days

- B. Vacations may be taken, at any time. The Captain and Lieutenant shall coordinate their vacations with the Chief of Police and insure that the operation of the Police Department is efficient and safe, at all times.
- C. The Chief, Captain and Lieutenant shall have the right to bank the up to 35 days of any one (1) unused year's vacation and be compensated, day for day, upon retirement or separation from duty up to a maximum of 65 days. (They can bank up to 35 days in any given year in addition to the current year's vacation.) This is based upon the number of hours of the workday. In no event shall the Chief, Captain and Lieutenant be allowed to bank any more than sixty-five (65) vacation days.

ARTICLE VII

HOLIDAYS/PERSONAL DAYS

- A. The Chief, Captain and Lieutenant shall be entitled to Fourteen (14) holidays for which they shall be paid. Payment shall be at their normal per diem rate and shall be paid in addition to their annual salary. However, the holiday pay shall be added to their annual salary and divided into their twenty-six (26) pays in each year that this agreement is in effect.

HOLIDAYS

1. New Year's Day
2. Martin Luther King Day
3. Washington's Birthday
4. Good Friday
5. Easter Monday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Veteran's Day
10. Columbus Day
11. Election Day
12. Thanksgiving Day
13. Day After Thanksgiving
14. Christmas Day

- B. The Chief, Captain and Lieutenant shall be entitled to five (5) personal days.

ARTICLE VIII

INSURANCE HEALTH AND WELFARE

- A. The Chief, Captain and Lieutenant are entitled to the same insurance plans, under the same conditions, requirements and guidelines that are provided by the Township to its unionized police officers under their current Agreement, during their employment and after retirement. With the exception of the required Chapter 78 employee deduction be fixed at 18% of the total cost of insurance premiums not waived.

1. Post-retirement Health insurance shall be provided in accordance with the PBA 122 Agreement currently in effect. Health insurance shall be available to retired Chief, Captain and Lieutenant, meeting all other eligibility requirements per the PBA 122 Agreement during the

annual open enrollment period or upon a life-changing event such as the death, loss of employment and/or divorce from a spouse with primary health coverage.

2. The Chief, Captain and Lieutenant must notify the Township of any changes in their spousal and/or dependent coverage immediately, in order for the Township to notify the insurance carrier of such changes. Failure to do so will necessitate reimbursement by the employee to the Township for premiums paid by the Township that cannot be credited by the insurance company.

- B. The Township shall provide for one complete physical examination each year, until the date of retirement for the Chief, Captain and Lieutenant to the extent a physical examination is not covered by the Health Insurance.

ARTICLE IX CLOTHING ALLOWANCE

- A. The Township shall provide a full and complete Chief, Captain and Lieutenant's uniform. In addition, the Township shall pay for uniform repair and cleaning at the designated maintenance service.
- B. In addition, the Township shall replace any clothing or personal items damaged or destroyed in the line of duty, provided reasonable costs therefore are agreed to. The Township will not replace any item of clothing or other items damaged or destroyed due to the Chief, Captain or Lieutenant's own negligence.

ARTICLE X SALARY

- A. If the Township enters into an employment agreement with the Logan Police Association, which provides for a greater or lesser benefit set forth herein (i.e. salary increases, stipend, etc.) excluding longevity, this agreement shall automatically amend to provide for such greater benefit.
- B. Changes in the Chief, Captain and Lieutenant's positions and/or structure will constitute the re-negotiation of salary. These will not affect the percentage increase already provided for by paragraph "A" above.
- C. The Captain and Lieutenant may be offered off duty/extra duty work assignments, by the Chief, based on the restrictions and guidelines set forth by the Township Ordinance, Standard Operating Procedure #4, and provided that the members of the Logan Township Police Association are offered said off duty and extra duty assignments as the primary officer(s).
- D. The Chief, Captain and Lieutenant will be entitled to annual increases in base pay as follows:

2.50% effective January 1, 2021

ARTICLE XI LONGEVITY

- A. Longevity is eliminated effective 12/31/13.

**ARTICLE XII
EDUCATION**

- A. The Township agrees to compensate the Chief, Captain and Lieutenant, as per the current Logan Police Association agreement for attendance and successful completion of any police related education.

**ARTICLE XID
CONVENTIONS/SCHOOLS**

- A. The Township recognizes that to maintain administrative integrity and professionalism, attendance at conventions, conferences, schools and seminars is required by the Chief and/or their designee. Upon approval, by the Mayor, the Township will agree to pay and/or reimburse the Chief, Captain and Lieutenant for all fees and registration costs, lodging, meals and transportation based upon the current IRS schedule for reimbursement, provided that written confirmation is received by the Township indicating attendance at said function.

**ARTICLE XIV
SEVERABILITY AND SAVINGS**

- A. If any provision of this agreement is held to be invalid by operation of law or by the Court or other Tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

**ARTICLE XV
CONTINUATION OF BENEFITS NOT COVERED BY THIS AGREEMENT**

- A. All employment conditions, benefits and obligations, unless otherwise stated in this Agreement, are to be as currently provided in this Agreement in accordance with the Logan Township Police Association Agreement, which expires on December 31, 2025.

**ARTICLE XVI
INTEGRATION CLAUSE**

- A. All prior negotiations, proposals, and counterproposal are considered merged into this Agreement. This written Agreement supersedes all such prior negotiations, proposals and counterproposal.

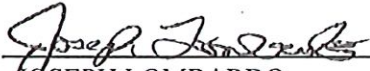
**ARTICLE XVIII
TERM AND RENEWAL**

- A. This Agreement shall be in full force and effective as of January 1, 2021, until December 31, 2025. This Agreement shall continue in full force, until such time, as it is re-negotiated, by the parties.

ARTICLE XIX
WITNESS

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals, the day first written above, at Logan Township, New Jersey.

CHIEF OF POLICE
TOWNSHIP OF LOGAN


JOSEPH LOMBARDO

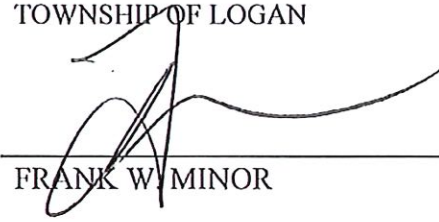
CAPTAIN OF POLICE
TOWNSHIP OF LOGAN


JOSEPH FLATLEY

LIEUTENANT OF POLICE
TOWNSHIP OF LOGAN


RAYMOND KENNEDY

MAYOR
TOWNSHIP OF LOGAN


FRANK W. MINOR

DEPUTY MAYOR
TOWNSHIP OF LOGAN


BERNADINE JACKSON

MUNICIPAL CLERK
TOWNSHIP OF LOGAN


LINDA OSWALD

RESOLUTION NO. 228 -2021

RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWNSHIP OF LOGAN
AUTHORIZING THE EXECUTION OF A SIDE LETTER AGREEMENT WITH PBA LOCAL 122

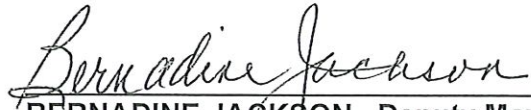
WHEREAS, the Township of Logan and the Logan Township Police Association, PBA Local 122, entered into a Collective Bargaining Agreement commencing January 1, 2021, through December 31, 2025; and

WHEREAS, Logan Township and PBA Local 122 have determined to amend the Collective Bargaining Agreement pursuant to the terms and conditions of the Side Letter Agreement attached hereto.

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Township of Logan, County of Gloucester, State of New Jersey, that the Mayor is hereby authorized to execute the Side Letter Agreement with PBA Local 122 attached hereto.

ADOPTED at a Regular Meeting of the Township of Logan held on December 28, 2021.

TOWNSHIP OF LOGAN


BERNADINE JACKSON, Deputy Mayor

ATTEST:


LINDA L. OSWALD, Clerk

CERTIFICATION

I hereby certify that the above resolution is a true copy of a resolution adopted by the Township Council of the Township of Logan, County of Gloucester, State of New Jersey, at a meeting held by the same on December 28, 2021, in the Logan Township Municipal Building, 125 Main Street, Bridgeport, New Jersey.

LINDA L. OSWALD
Clerk

PBA LOCAL 122 AND LOGAN TOWNSHIP
SIDE LETTER AGREEMENT
Regarding Merging of Salary Guide and Reduction
of Chapter 78 Contributions

The following side letter agreement to the January 1, 2021 through December 31, 2025 collective bargaining agreement between the Township of Logan (hereinafter "the Township") and the Logan Township Police Association, PBA Local 122 (hereinafter "PBA") (collectively referred to as "the Parties") is designed to merge the Salary Schedules set forth in Appendix B of the Parties' contract to create a unitary salary schedule, and adjust health insurance premium contributions pursuant to P.L. 2011, c. 78, as set forth herein.

WHEREAS, the Parties, are in agreement that the current structure of the salary guides is inefficient and places burdens on the parties that are counterproductive to a good working environment; and

WHEREAS, the Parties, following good faith negotiations, have determined to correct the above described problems at this time.

The Parties **AGREE** as follows:

1. Effective January 1, 2022, the Salary Schedule set forth in Appendix B of the Parties' contract shall be changed and merged into a single unitary salary schedule, with all employees, regardless of date of hire, on the identical schedule, as set forth in Exhibit A. Two steps shall be added to the salary schedule, and step transition, wage scale, and salary increases shall be in accordance with the Salary Schedule attached hereto as Exhibit A.
2. Effective January 1, 2022, health insurance contributions by bargaining unit members and by employees who retire after the signing of this Agreement which are paid pursuant to P.L. 2011, c. 78, and the contributions set forth in Appendix C of the Parties' contract shall be made according to the following schedule:

Employee Salaries	Employee Chapter 78 Contributions
Employees earning \$49,999 or below	12%
Employees earning \$50,000 to \$64,999	15%
Employees earning \$65,000 or above	18%

These percentage contributions shall apply to all health care plans, regardless of persons covered and nature of the plan and replace the contribution schedule in Appendix C of the Parties' contract, including for those employees who retire after the signing of this Agreement. In consideration for the reduction in employee health insurance premium contributions, the PBA has agreed, as set

forth in Exhibit A attached hereto, to forego a wage increase for 2022, with the salary increases for 2023, 2024 and 2025 paid in accordance with the terms of the Parties' contract.

3. The above provisions shall be incorporated into any subsequent contract negotiated by the Parties, unless changed in writing as a result of negotiations between the Parties.
4. The Parties agree that this Side Letter may not be used to establish any precedent, past practice, or a contractual right or obligation requiring the Township to engage in any future mid-term contract negotiations in any future proceeding of any type whatsoever involving the Township and that it shall be inadmissible in any such proceeding, other than a proceeding to enforce or prove the terms of this side letter agreement.
5. Nothing herein is meant to change or alter any other provisions of the Parties' contract.

Sheradine Jackson
On Behalf of Logan Township

Dated: 12/28/21

Sgt #121
On Behalf of PBA Local 122

Dated: 2/9/22

EXHIBIT A

LOGAN TOWNSHIP PBA
2021-2025 UNITARY SALARY GUIDE

Current	Proposed	2021	2022 (No Increase)	2023 (2.5%)	2024 (2.5%)	2025 (2.5%)
	Sergeant	113,895.24	113,895.24	116,742.62	119,661.19	122,652.72
	1 st Class	104,686.50	104,686.50	107,303.66	109,986.25	112,735.91
	2 nd Class	97,024.07	97,024.07	99,449.67	101,935.91	104,484.31
1 st Class	3 ^d Class	92,117.87	92,117.87	94,420.81	96,781.33	99,200.87
2 nd Class	4 th Class	83,845.31	83,845.31	85,941.44	88,089.98	90,292.23
3 rd Class	5 th Class	78,255.62	78,255.62	80,212.01	82,217.31	84,272.75
4 th Class	6 th Class	72,665.93	72,665.93	74,482.58	76,344.64	78,253.26
5 th Class	7 th Class	67,076.25	67,076.25	68,753.16	70,471.98	72,233.78
6 th Class	8 th Class	62,604.50	62,604.50	64,169.61	65,773.85	67,418.20
7 th Class	9 th Class	58,132.75	58,132.75	59,586.07	61,075.72	62,602.62
8 th Class	10 th Class	53,661.01	53,661.01	55,002.53	56,377.54	57,787.03
9 th Class	11 th Class	49,189.25	49,189.25	50,418.98	51,679.45	52,971.44
10 th Class	12 th Class	44,717.70	44,717.70	45,835.64	46,981.53	48,156.07
Probation	Probation	38,738.75	38,738.75	39,707.22	40,699.90	41,717.40
Academy Recruit	Academy Recruit	32,760.00	32,760.00	33,579.00	34,418.48	35,278.94

RESOLUTION NO. 203 – 2023

RESOLUTION OF THE MAYOR AND COUNCIL OF THE TOWNSHIP OF LOGAN
AUTHORIZING THE EXECUTION OF A SIDE LETTER AGREEMENT WITH PBA
LOCAL 122

WHEREAS, the Township of Logan and the Logan Township Police Association, PBA Local 122, entered into a Collective Bargaining Agreement commencing January 1, 2021 through December 31, 2025; and

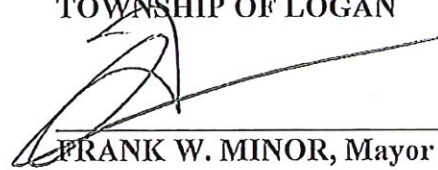
WHEREAS, Logan Township and PBA Local 122 have determined to amend the Collective Bargaining Agreement pursuant to the terms and conditions of the Side Letter Agreement attached hereto.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Township of Logan, County of Gloucester, State of New Jersey, that the Mayor is hereby authorized to execute the Side Letter Agreement with PBA Local 122 attached hereto.

ADOPTED at a Work Session of the Logan Township Council held on September 5, 2023.

ATTEST:


ASHLEY GAROZZO, Deputy Clerk

TOWNSHIP OF LOGAN

FRANK W. MINOR, Mayor

PBA LOCAL 122 AND LOGAN
TOWNSHIP SIDE LETTER
AGREEMENT
Regarding Reduction in Classes on
Salary Schedule

The following side letter agreement (hereinafter the "Side Letter") to the January 1, 2021 through December 31, 2025 collective bargaining agreement (hereinafter the "Contract") between the Township of Logan (hereinafter "the Township") and the Logan Township Police Association, PBA Local 122 (hereinafter "PBA") (collectively referred to as "the Parties") is designed to temporarily reduce the number of classes on the Salary Schedule, as set forth herein.

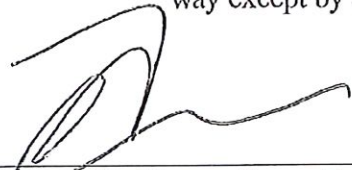
WHEREAS, the Parties, are in agreement that the current structure of the Salary Schedule is inefficient and places burdens on the parties that are counterproductive to a good working environment; and

WHEREAS, the Parties, following good faith negotiations, have determined to correct the above described problems at this time.

The Parties **AGREE** as follows:

1. Effective January 1, 2023, the Salary Schedule set forth in Appendix B of the Parties' Contract and the merged scales created with the prior side letter agreement from 2021 shall be changed to reduce the number of classes by combining the salaries of Academy Recruit and Probation; reduced further by removing the 12th class. Employees affected by this change will be placed on the revised scale as set forth in Exhibit A. Salary increases during the remaining contracted period shall be in accordance with the Salary Schedule attached hereto as Exhibit A. Steps to be deleted appear in red on the attached Exhibit A.
2. At least one class be added to the PBA Salary Schedule, commencing with the successor contract reached for 2026+, within the top (Classes 1st - 5th) of the Salary Schedule, on a one-time basis, to be mutually agreed to in negotiations between the Parties.
3. The above provisions shall be incorporated into the successor contract reached for 2026+ negotiated by the Parties, unless changed in writing as a result of negotiations between the Parties.

4. The Parties agree that this Side Letter may not be used to establish any precedent, past practice, or a contractual right or obligation requiring the Township to engage in any future mid-term contract negotiations in any future proceeding of any type whatsoever involving the Township and that it shall be inadmissible in any such proceeding, other than a proceeding to enforce or prove the terms of this side letter agreement.
5. Nothing herein is meant to change or alter any other provisions of the Parties' Contract.
6. This Side Letter constitutes the full and complete agreement of the Parties regarding the subject covered herein and supersedes any prior or contemporaneous agreement, whether orally or in writing. This Side Letter may not be changed or modified in any way except by a written instrument signed by both Parties.



On Behalf of Logan Township

Dated: 9/6/23

On Behalf of PBA Local 122

Dated:

LOGAN TOWNSHIP PBA
2021-2025 UNITARY SALARY GUIDE

Current	Proposed	2021	2022 (No Increase)	2023 (2.5%)	2024 (2.5%)	2025 (2.5%)
	Sergeant	113,895.24	113,895.24	116,742.62	119,661.19	122,652.72
	1 st Class	104,686.50	104,686.50	107,303.66	109,986.25	112,735.91
	2 nd Class	97,024.07	97,024.07	99,449.67	101,935.91	104,484.31
	3 ^d Class	92,117.87	92,117.87	94,420.81	96,781.33	99,200.87
	4 th Class	83,845.31	83,845.31	85,941.44	88,089.98	90,292.23
	5 th Class	78,255.62	78,255.62	80,212.01	82,217.31	84,272.75
	6 th Class	72,665.93	72,665.93	74,482.58	76,344.64	78,253.26
	7 th Class	67,076.25	67,076.25	68,753.16	70,471.98	72,233.78
	8 th Class	62,604.50	62,604.50	64,169.61	65,773.85	67,418.20
	9 th Class	58,132.75	58,132.75	59,586.07	61,075.72	62,602.62
	10 th Class	53,661.01	53,661.01	55,002.53	56,377.54	57,787.03
	11 th Class	49,189.25	49,189.25	50,418.98	51,679.45	52,971.44
	12 th Class	44,717.70	44,717.70	45,835.64	46,981.53	48,156.07
	Probation	38,738.75	38,738.75	39,707.22	40,699.90	41,717.40
	Academy Recruit	32,760.00	32,760.00	33,579.00	34,418.48	35,278.94

Proposed Salary Adjustment

Current	Proposed	2023 (2.5%)	2024 (2.5%)	2025 (2.5%)
	Sergeant	116,742.62	119,661.19	122,652.72
	1 st Class	107,303.66	109,986.25	112,735.91
	2 nd Class	99,449.67	101,935.91	104,484.31
	3 ^d Class	94,420.81	96,781.33	99,200.87
	4 th Class	85,941.44	88,089.98	90,292.23
	5 th Class	80,212.01	82,217.31	84,272.75
	6 th Class	74,482.58	76,344.64	78,253.26
	7 th Class	68,753.16	70,471.98	72,233.78
	8 th Class	64,169.61	65,773.85	67,418.20
	9 th Class	59,586.07	61,075.72	62,602.62
Starting	10 th Class	55,002.53	56,377.54	57,787.03
Academy/ Probation	11 th Class	50,418.98	51,679.45	52,971.44
	12 th Class	45,835.64	46,981.53	48,156.07
	Probation	39,707.22	40,699.90	41,717.40
	Academy Recruit	33,579.00	34,418.48	35,278.94

Per and subject to Paragraph 2 above of this Side Letter, at least one class will be added in the successor 2026+ contract within the top (Classes 1st - 5th) of the Salary Schedule.

Chelsea Pastic and Richard Senat – Retro 9th class 1/1/23 to 8th class 3/2/23

Zachary Burnham – Retro 8th class from hire date

Justin Reichert – Retro 10th class 1/1/23 to 9th class 12/7/23

Kristina Kubala – Retro 11th class 1/1/23 to 10th class 5/17/23

Payton Clements and Ryan Parry – Retro 11th class 1/16/23 to 10th class 1/16/24

RESOLUTION NO. 86 – 2022

**RESOLUTION AUTHORIZING MAYOR AND CLERK TO EXECUTE THE
COLLECTIVE BARGAINING AGREEMENT BETWEEN THE TOWNSHIP OF
LOGAN AND TEAMSTERS LOCAL UNION NO. 676 FOR FOUR (4) YEARS
BEGINNING JANUARY 1, 2022 THROUGH DECEMBER 31, 2025
IN THE TOWNSHIP OF LOGAN, COUNTY OF GLOUCESTER,
STATE OF NEW JERSEY**

WHEREAS, the Mayor and Council have determined that it is in the best interest of the Township to approve and execute the Collective Negotiations Agreement between the Township of Logan and the Teamsters Local Union No. 676 for the Public Works Department for a four (4) year term beginning January 1, 2022 and continuing through December 31, 2025.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Township of Logan, County of Gloucester, State of New Jersey, as follows:

The Mayor and Clerk are hereby authorized to execute the Collective Bargaining Agreement between the Township of Logan and Teamsters Local Union No. 676 and the Public Works Department beginning January 1, 2022 continuing through December 31, 2025.

A certified copy of this Resolution shall be forwarded by the Municipal Clerk to the CFO and Representatives of Teamsters Local Union No. 676.

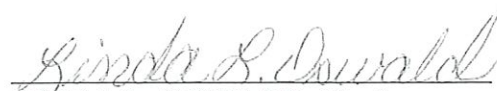
ADOPTED at a Regular Meeting of the Logan Township Council held on February 15, 2022.

TOWNSHIP OF LOGAN



FRANK W. MINOR, Mayor

ATTEST:



LINDA L. OSWALD, Clerk

COLLECTIVE NEGOTIATIONS AGREEMENT

Between the

TOWNSHIP OF LOGAN

-and-

TEAMSTERS LOCAL UNION NO. 676
(AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS)

EFFECTIVE DATES:
JANUARY 1, 2022 -- DECEMBER 31, 2025

Porzio, Bromberg & Newman, P.C.
Township Labor Counsel
100 Southgate Parkway
P.O. Box 1997
Morristown, NJ 07962-1997

Revised Final Execution Version – January 14, 2022

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AGREEMENT

THIS AGREEMENT made on the ___ day of _____ 2022 by and between the TOWNSHIP OF LOGAN, a municipal corporation of the State of New Jersey (hereinafter referred to as "the Employer") and the TEAMSTERS LOCAL UNION NO. 676, affiliated with the International Brotherhood of Teamsters, AFL/CIO (hereinafter referred to as "the Union") with its principal place of business at 101 West Crescent Boulevard, Collingswood, NJ 08108.

WITNESSETH

WHEREAS, both parties to this agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship existing between them and wish to enter into a complete agreement concerning terms and conditions of employment.

NOW, THEREFORE, in consideration of the terms, conditions and mutual promises and covenants hereinafter set forth, the parties agree as follows:

ARTICLE 1 - RECOGNITION

Section 1 - The parties recognize and affirm that their relationship is governed by the New Jersey Employer-Employee Relations Act, Chapter 303 of the laws of 1968 (codified at *N.J.S.A. 34:13A-1 et seq.*), hereinafter called "the Act."

Section 2 - The Employer recognizes the Union as the exclusive representative of all blue collar and white collar employees employed by the Employer for the Department of Public Works (hereinafter referred to as the "DPW"), but excluding Managerial executives, confidential employees and supervisors within the meaning of the Act; craft employees, professional employees, police, casual employees; and all other employees of Logan Township (hereinafter referred to as the "Negotiations Unit"), for the purpose of collective negotiations with respect to the terms and conditions of employment only of the employees covered by this Agreement.

ARTICLE 2 – MANAGEMENT RIGHTS

The Employer hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties, and responsibilities conferred upon and vested in it by the laws of State of New Jersey and of the United States, subject only to the express terms of this Agreement, including, but not limited to, the following rights:

1. The executive management and legislative and administrative control of the Township Government and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may be determined by the Employer.

2. To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of work required.

3. The right of management to make, maintain, and amend such reasonable rules and regulations as it may, from time to time, deem best for the purposes of maintaining order, safety, and/or effective operation of the DPW.

4. To hire all employees, subject to the provisions of law, to determine their qualifications and conditions of continued employment or assignment, and to promote and transfer employees.

5. To suspend, discharge, or take any other appropriate disciplinary action against any employee according to law.

6. To lay off or recall employees on the basis of Seniority, as defined in Article 3 of this Agreement, with due regard to skill and ability, in the event of lack of work or funds, or under conditions where continuation of such work would be inefficient, non-productive, and/or not be economically desirable for the Township.

7. The Employer reserves the right, with regard to all other conditions of employment not reserved, to make such changes as it deems desirable and necessary for the efficient and effective operation of the DPW.

In the exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Employer, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement and then, only to the extent such specific and express terms hereof are in conformance with the Constitution and laws and administrative codes of New Jersey and of the United States.

Nothing herein contained shall be construed to deny or restrict the Employer's rights, responsibilities, and authority under any local, county, state, or national laws, ordinances, codes, rules or regulations.

ARTICLE 3 – TOWNSHIP CONTROL OF OPERATIONS

The Employer shall have the right to move employees for coverage of different routes; retain control of all DPW operations, vehicles, and vehicle routes, including the right to place GPS, video, and other devices on all DPW property, including vehicles; and retain the ability to assign chosen personnel to any particular route at its discretion. In exercising its discretion to move or assign employees, the Employer will consider and weigh reasonably relevant factors including, but not limited to, Seniority in the Department. Hereinafter, where the term Seniority is used, its definition shall be as follows: consecutive time served in the employ of the Logan Township Department of Public Works.

To the extent practicable, permanent openings in the schedule created through the establishment of new routes or as the result of vacancies arising due to employees separating from

employment due to resignation, retirement or for other reasons, will be posted with ten (10) days' notice. The Employer will give due consideration to the seniority in classification of employees who respond to such openings, and reserves the right to consider and weigh all other legitimate, relevant factors in making selections.

The Employer will pay overtime to employees working beyond 40 hours per week, as required by state and federal law, at the rate of 1.5 times the employees' regular rate of pay. For purposes of determining overtime eligibility, Paid Time Off will be counted as hours worked. In the event the Employer closes the Township Municipal Building during assigned working hours due to emergent conditions caused by inclement weather, physical plant problems such as lack of proper HVAC, or for other similar reason, employees shall be paid at the rate of time and one half their regular rate of pay, in addition to their regular pay, for all time worked following the closing of the Municipal Building until the conclusion of their work shift. This additional pay provision will not be applicable where the Employer closes the Municipal Building and has the majority of administrative employees working remotely due to Covid-19 protocols or any other pandemic. To the extent practicable, overtime assignments will be posted in advance and made on a rotating basis and offered to employees then assigned to the job classification in which the overtime is required. In making such assignments, the Employer shall have the right to consider and weigh all legitimate factors, including but not limited to Seniority, skill, ability to perform the particular task, as well as factors impacting the time-sensitive nature of the task(s) involved

Employees who are called back to work after their normal working hours will be entitled to three hours' pay and be subject to working the full three hours.

ARTICLE 4 – OPERATIONS COVERED

This Agreement shall apply only to work performed within the job classification defined in this Agreement.

ARTICLE 5 – HIRING AND PROMOTION OF EMPLOYEES

Section 1 - Each new employee hired who is covered by this Agreement shall serve a probationary period for a minimum of ninety (90) days during which the employee's employment shall be at will. An employee's probationary period will be extended, on a day-for-day basis, for each day the employee is absent from work for any reason. The Employer may extend an employee's probationary period, for another period of thirty (30) days, pursuant to a written agreement between the Employer and the Union. During the probationary period, the employee may be discharged without further recourse and the dismissal will not be subject to the grievance procedure. Newly hired employees are not eligible for payment of paid time off except holidays until the successful completion of the probationary period.

Section 2 - At the end of the probationary period, if continued employment is recommended by the DPW Superintendent and approved by the Township Council, the employee shall be considered a regular employee.

Section 3 - Opportunities for promotion will be posted with ten (10) days' notice. The Employer will give due consideration to the Seniority of employees who respond to such openings, and shall have the right to consider and weigh all other legitimate, relevant factors in making selections.

Section 4 - Promotions will move to the salary step for the Driver classification nearest to the employee's then-current salary, provided that in no event will the employee's salary be

reduced as a result of this placement. The employee's seniority in their former classification will not carry forward into the new classification.

ARTICLE 6 – LABOR-MANAGEMENT MEETINGS

The Employer and the Union will establish dates and times for labor-management meetings during work hours to discuss issues affecting terms and conditions of employment of members of the Negotiations Unit. There shall not be less than one meeting per quarter, subject to adjustments in the schedule by need of either of the parties. At least one (1) Shop Steward shall attend all such meetings along with Management. With Management's agreement, , other members of the bargaining unit may attend in an advisory capacity.

ARTICLE 7 – STEWARDS

Section 1 – Appointment and Duties

The Union shall designate one (1) Steward and one (1) Alternate for the entire Negotiations Unit. The Union must notify the Employer, in writing, within five (5) business days of such designation or change in any such designation. The Alternate Shop Steward shall act in the absence of the Steward. The term "absence" is defined to mean not present on the job on a specific day. The Shop Steward's authority shall be limited to and shall not exceed the following duties and activities:

1. The steward shall have the right to receive and present grievances during normal working hours in accordance with the provisions of this Agreement.
2. The Steward shall have the right to transmit messages and information originating with and authorized by the Local Union or its Officers, subject to the Employer's Acceptable Use Policy, and provided such messages and information have:
 - a. been reduced to writing;

- b. are of a routine nature;
- c. do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Employer's business.

The Shop Steward and his/her Alternate have no authority to take any action interrupting the Employer's business.

Section 2 – Order and Decisions Not to be Made

The principle of "work now; grieve later" shall be strictly observed and enforced. The Shop Steward and his/her Alternate shall not give orders to employees nor countermand the orders of management. Any Steward or Alternate attempting to give orders to employees to countermand orders of supervisory personnel shall be subject to disciplinary action by the Employer, including termination.

Section 3 – Investigation of Grievances by the Shop Steward

Investigations of Grievances must be performed during the Shop Steward's break times or lunch and shall not interfere with any other employee's work time and duties. Any investigation by the Shop Steward during working hours will result in either loss of time or loss of pay, in the employer's sole discretion.

ARTICLE 8 – ABSENCES

Section 1 – Sick Leave

Sick leave shall be defined as authorized temporary absence from regular duty because of illness, accident, or exposure to contagious disease and in all cases shall be subject to Township policies. In exceptional circumstances, an employee may also use sick leave in the case of serious illness of a member of the employee's immediate household with advance approval of the DPW Superintendent or his designee.

Using sick leave under any other circumstances may be considered abuse, and subject the employee to disciplinary action.

Regular full-time employees will be granted paid sick leave according to the following schedule, which will be appropriately prorated for regular part-time employees:

1. During the employee's probationary period, sick leave will be granted only upon acceptance by the Township Administrator of a doctor's note explaining the absence.
2. During the first year of employment one (1) day of sick leave for each month of service to a maximum of ten days of sick leave.
3. For employees who have been employed for one year, and who have achieved regular, full-time status, sick leave will be advanced and be available for use as of January 1 of the upcoming calendar year. It is agreed that the advancing of unearned sick leave provided in this subsection will be considered as a loan from the Employer to the employee within the meaning of the New Jersey Wage Payment Law, *N.J.S.A. 34:11-4.4(b)(4)*, and thus, subject to repayment in accordance with the agreed-upon scheduled repayment set forth below.
4. Employees with at least one year of service may use up to ten (10) days of sick leave in any one year.
5. Sick leave only will be earned for time actually worked by employees or during times when they are using their previously earned sick leave, vacation, personal time, or holidays. Employees will not earn sick leave during any fully or partially unpaid leaves of absence.

Unused sick days may be accumulated to a maximum of one hundred eighty (180) working days. This limit will not apply to employees who have accumulated more than one hundred eighty (180) days of sick leave as of the date of adoption of this Agreement; they will retain their current accumulated sick leave unless, through use, it falls below one hundred eighty (180) days.

Unused sick leave is forfeited if the employee leaves Township employment, and no payment will be made in lieu of sick leave. Anyone re-employed within two years of separation will be credited with all unused sick leave at the time of separation. In the event any employee leaving the Township prior to the conclusion of the year has used more sick leave than was earned as a result of their service, thus constituting a loan of unearned sick time as set forth in Subsection 3 of this Section, the Township shall be entitled to reduce the employee's last paycheck such that the employee would pay back unearned, used sick leave on a pro rata basis.

Section 2 – Sick Leave and Leaves of Absence

An employee must use vacation or personal leave to maintain pay and benefits after all sick leave has been exhausted, or prior to requesting a leave of absence without pay. The employee must apply to the DPW Superintendent, in writing, to use this leave. All benefits, requirements and limitations concerning sick leave and other leaves of absence without pay must be approved and will be subject to determination in accordance with Township policy, the policy covering that subject contained in Section 3 of this Article.

Section 3 – Medical Documentation

An employee who cannot work because of illness or non-work injury must notify the DPW Superintendent or his designee at least eight (8) hours before the workday begins, unless extenuating circumstances preclude the employee from providing such notice, in which case, the employee will notify the DPW Superintendent or designee as soon as practicable, but in no event

later than thirty (30) minutes prior to the start of the workday. The DPW Superintendent or his designee may investigate and verify the employee's illness or injury.

An employee who is absent on sick leave under the following conditions must present a medical note before returning to work:

1. Absence for three or more consecutive working days
2. Absence on the workday before or after the employee's vacation
3. Absence on the workday before or after a holiday

An employee who fails to present a required medical note will not be paid for the sick day. Repeated failure to present required notes may also subject the employee to disciplinary action. The Township will not pay for any professional visit necessary to obtain this note which must include medical reasons requiring the absence together with the dates of absence.

The DPW Superintendent or his designee may request a medical note at the employee's expense, any time the DPW Superintendent or his designee has reason to believe the employee may be abusing sick leave. In addition, the Township Administrator may verify any medical note with the Township Physician at the Township's expense. Abuse of sick leave will result in disciplinary action, up to and including termination.

Any medical note must be issued by a practitioner licensed by the State of New Jersey or Commonwealth of Pennsylvania to treat illnesses or injuries of the type affecting the employee.

The Employer shall have the right to direct an employee, as a condition of his/her return to duty or continuation of his/her leave of absence, to be examined by a Township-appointed physician, at the Township's sole expense. Such examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize his/her health, the health of other employees, or the public health.

ARTICLE 9 – MILITARY SERVICE

Military leave for employees' training and serving with the National Guard or Armed Forces of the United States will be granted in accordance with the laws applying to such cases and with the Employer's policies for military leave.

ARTICLE 10 – NEW EQUIPMENT OR OPERATIONS

Where new types of equipment and/or operations for which rates of pay are not established by this Agreement are put into use after the signing of this Agreement, rates governing such operations shall be subject to negotiations between the parties. Such negotiations shall not result in any delay of the assignment of employees to such equipment and/or operations and the Employer may so assign employees at their then-current rate of pay subject to agreement in negotiations on new rate(s).

ARTICLE 11 – EXTRA CONTRACT AGREEMENTS

The Employer shall not enter into any agreement or contract with any employee covered under this Agreement individually or collectively in any way that conflicts with the terms and provisions of this Agreement. However, the Employer shall have the right to enter into "Last Chance" agreements with employees who are disciplined for substance abuse.

ARTICLE 12 – GRIEVANCE PROCEDURE

Section 1 - Definition

A “grievance” is hereby defined as any difference or dispute between the Employer and any employee covered by this Agreement, or between the Employer and the Union, with respect to the interpretation, application, or violation of any of the provisions of this Agreement, or policies, negotiated agreements and administrative decisions affecting employees’ terms and conditions of employment. The purpose of this procedure is to secure, as quickly as possible, at the lowest possible level, a solution to the problems which may arise affecting the terms and conditions of employment under this Agreement, so as to ensure efficiency and promote employee morale.

Section 2 – Steps of Grievance Procedure

The procedure for settlement of grievances shall be as follows:

1. Step 1. Whenever an employee has a grievance that he/she wishes to process formally, it shall be prepared in writing, stating the violation and article of the Agreement that is the subject of the grievance. The Shop Steward and the employee shall present the employee’s grievance or dispute, in writing, to the DPW Superintendent, within five (5) working days of its occurrence, or from when the employee reasonably should have known of the existence of the grievance. The DPW Superintendent shall attempt to adjust the matter and shall respond to the employee and bargaining unit representative in writing within five (5) working days. If the parties do not reach a resolution, the aggrieved party may proceed to the next step. The employee’s failure to file the grievance within five (5) working days of its

occurrence, shall, in every instance without exception, result in the irrevocable waiver of the grievance.

2. Step 2. If the grievance is not settled at Step 1, the grievant shall have the right to have the Business Agent present the grievance in writing to the Township Administrator within five days following the date of department supervisor's response. The Township Administrator shall meet with the Shop Steward/and or Business Agent and respond in writing within five (5) working days following the date of the meeting.
3. Step 3. If the parties still have not resolved the dispute upon the completion of Step 2, prior to the Union proceeding to Step 4, the parties shall submit the grievance to non-binding mediation. The parties will agree to appoint a mediator to handle the dispute, from an annually mutually agreed-upon 3-member panel. The expenses of the mediation shall be borne equally by the Union and the Employer, provided that the parties each shall be responsible for payment of fees for their own legal representation.
4. Step 4. If a grievance is not settled pursuant to Step 3, such grievance shall, at the request of either the Employer or the Union, be referred to the Public Employment Relations Commission for selection of an Arbitrator according to its rules. Only the Union may move any grievance to Step 4. Such referral must be made within ten (10) working days following the failure to settle the grievance under Step 3. Failure to refer the matter to PERC, by filing a Request for Appointment of a Panel of Arbitrators, within ten (10) working days of the failure to settle the grievance under Step 3, shall be conclusively

deemed an irrevocable waiver of the right to arbitration. The decision of the Arbitrator shall be advisory and non-binding upon the parties. The expense of such arbitration shall be borne equally by the parties, provided that the parties each shall be responsible for payment of fees for their own legal representation. The Arbitrator appointed under such procedure shall be bound by the Constitution and laws of the State of New Jersey, and by the provisions of this Agreement. The Arbitrator shall be without power to enlarge upon or reduce the obligations of the parties under the Agreement, or to modify the provisions of the Agreement in any way. The Arbitrator shall decide only those issues presented in the grievance. The Arbitrator shall be without authority to apply the "continuing violation" doctrine to find any grievance timely under this Agreement. The Employer's introduction into evidence of a receipt signed by the grievant/employee acknowledging receipt of Township policies, whether individually presented or in the form of a manual, shall be conclusive proof that grievant/employee received, read, understood and was charged with compliance with all Township policies so referenced. In the event multiple related grievances are moved to arbitration, only one grievance shall be determined by an arbitrator. The arbitrator shall be required to issue a written decision within thirty (30) days following the close of the record, setting forth the facts, contractual language and other considerations impacting the Arbitrator's award. The Arbitrator shall permit the parties to file post-hearing briefs upon request. Following the arbitration hearing and

issuance of an Award and Opinion, the Arbitrator shall be considered *functus officio*, and shall have no further role, including compliance and enforcement proceedings, except as expressly authorized by both parties, in writing.

Section 3 – Time Limits Strictly Observed

The time limits expressed in this Article shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive.

The Employer's failure to enforce the time limits provided in this Article shall not be considered a waiver of those express time limits in any subsequent matter.

No time limit shall be enlarged unless mutually agreed upon, in writing, by both parties.

Section 4 - Records

All papers and documents relating to the grievance and its disposition shall be placed in the employee's personnel file.

Section 5 – Employer Grievance Procedure

In the event the Employer wishes to raise a grievance, it shall do so within five (5) working days of the occurrence of said grievance and shall raise the matter directly with the Union. In the event the matter is not satisfactorily resolved within ten (10) working days, the Employer may proceed to arbitration in accordance with this Article.

The right to arbitration shall be limited to the parties to this Agreement (the Employer and the Union).

Section 6 – Inspection Privileges/Access to Premises

Upon reasonable notice to the Employer, an authorized agent of the Union shall be provided with reasonable access to the Employer's premises during working hours for the purposes of investigating a grievance. The Employer shall have the right to require the Union to reschedule such visit due to operational considerations. In no event shall the Union's agents conduct themselves in a way that interferes with the Employer's operations. If such event occurs, the Union shall forfeit its right of access and the Employer shall have the right to take appropriate action.

ARTICLE 13 – SEPARATION OF EMPLOYMENT

Upon an employee's discharge, resignation, or other separation from employment, the Employer shall pay all monies due to the employee in the manner as provided by applicable state law. For employees who intend to resign, the DPW Superintendent or his designee will prepare an Employee Action form showing any pay or other money owed to the employee. The Township Administrator will also conduct, and the employee shall be required to submit to, a confidential exit interview to discuss benefits including COBRA options, appropriate retirement issues, and pay due. A COBRA notification letter will also be sent to the employee's home address. On the last day of work, and prior to receiving the final paycheck, the employee must return the Employee Identification Card, all keys, and equipment. At this time, the employee will sign a termination memo designating all money owed. This memo will be retained in the employee's official personnel file.

ARTICLE 14 – DEFECTIVE EQUIPMENT

Employees shall immediately report all defects of equipment or dangerous conditions of work to the employee's supervisor or the DPW Superintendent.

Employees are responsible for observing safety rules and using available safety devices, including personal protective equipment. Failure to do so constitutes grounds for disciplinary action. The Township has appointed a safety committee that meets on a regular basis to discuss and recommend solutions to safety problems. Employees are encouraged to discuss safety concerns with their Safety Committee Representative.

The Township reserves the right to discipline, up to and including termination, any employee who is proven to have deliberately destroyed or otherwise damaged any Employer or other person's property, or to have acted in an unsafe manner either through the employee's intentional or negligent conduct.

ARTICLE 15 -- REPORTING ACCIDENTS AND ILLNESS

Any employee involved in an accident, or who becomes ill during work, shall immediately report to the Employer said accident or illness and any physical injury or property damage sustained by him/herself or any other person, to the employee's supervisor or the DPW Superintendent, to the extent possible. If such reporting is not possible at the time of the accident or illness, the employee will be responsible for reporting the matter to the supervisor or DPW Superintendent as soon as the employee is physically able to do so.

ARTICLE 16 -- WORKPLACE INJURY

In the event an employee is injured on the job, the employee shall immediately report the injury to a supervisor in accordance with the Employer's policies and with Article 18 above. Procedures following workplace injuries shall be governed by the Workers Compensation Law and Township policy.

Work-related injuries or disability will not be charged against sick leave. If an employee claims to have suffered a work-related injury and the Employer questions the claim, the issue will

promptly be submitted to the Employer's workers compensation insurance carrier or claims Administrator for review and determination of the issue.

The Employer represents that all employees covered by the Agreement are covered by Workers Compensation Insurance and that the Employer will continue to provide such coverage as required by statute. The Employer will pay, either directly or through its Workers Compensation insurer, those benefits that are specifically provided for under the Workers Compensation Act and will not supplement those benefits with additional benefits pursuant to N.J.S.A. 11A:6-8.

ARTICLE 17 – DISCHARGE AND SUSPENSION

Section 1 – Cause for Dismissal or Suspension

An employee may be discharged, suspended or otherwise disciplined for just cause. Just cause shall include, but not be limited to:

- a. neglect of duty;
- b. falsification of public records, including attendance and other personnel records;
- c. failure to report absence;
- d. harassment of co-workers and/or volunteers and/or visitors;
- e. theft or attempted theft of property belonging to the Township, fellow employees, volunteers, or visitors;
- f. absence without leave or failure to report to work a day or days prior to or following a vacation or holiday, or after authorized leave has expired or after such leave has been disapproved or revoked;
- g. fighting on Employer property at any time;

- h. being under the influence of intoxicants (e.g., liquor) or illegal drugs (e.g., cocaine or marijuana) on Employer property and at any time during work hours;
- i. possession, sale, transfer, or use of intoxicants or illegal drugs on Employer property and at any time during work hours;
- j. insubordination;
- k. failure to perform duties, incompetency, inefficiency, substandard performance, or incapacity due to mental or physical disability;
- l. entering the building without permission during non-scheduled work hours;
- m. soliciting on Employer premises during worktime. This includes but is not limited to distribution of literature or products or soliciting membership in fraternal, religious, social or political organizations, and/or sales of products;
- n. careless waste of materials or abuse of tools, equipment, or supplies;
- o. deliberate destruction or damage to Employer or suppliers' property;
- p. sleeping on the job;
- q. carrying weapons of any kind on Employer premises and/or during work hours, unless carrying a weapon is a function of the employee's job duties;
- r. violation of established safety and fire regulations;
- s. chronic or excessive absence;
- t. chronic tardiness;
- u. unauthorized absence from work area, and/or roaming or loitering on the premises, during scheduled work hours;
- v. defacing walls, bulletin boards, or any other Employer or supplier property;
- w. unauthorized disclosure of confidential Employer information;

- x. gambling on Employer premises;
- y. horseplay, disorderly conduct, or use of abusive and/or obscene language on Employer premises;
- z. deliberate delay or restriction of work effort, and/or incitement of others to delay or restrict work effort;
- aa. conviction of a crime or disorderly person's offense;
- bb. violating any Employer rules, procedures, regulations, or policies;
- cc. conduct unbecoming a public employee;
- dd. violation of Federal, State, or Township laws, rules, or regulations concerning drug and alcohol abuse and possession;
- ee. misuse of public property, including motor vehicles;
- ff. unauthorized use of computers, internet, and email;
- gg. any other sufficient cause set forth in or related to the Employer's policies.

Any discharge, suspension or other discipline, other than with respect to new employees during their probationary period, shall be subject to the grievance procedures provided in this Agreement.

Section 2 – Grounds for Immediate Removal

Cause for immediate suspension, without pay, pending discharge shall be the following:

1. Calling or participating in any unauthorized strike, work stoppage or walkout.
2. Reporting to work under the influence of any controlled dangerous substance, alcohol, or prescription medication affecting the employee's safe performance of his/her duties, continued substance abuse proven during work hours. The Employer shall have the right to have the employees reasonably suspected of being under the influence of the above described substances

tested for such offenses, in addition to any legally required substance testing for employees who hold a CDL.

3. Theft or dishonesty.

4. Physical or verbal assault on the Employer, Employer's representative, or any other person during working hours or at any time on the Employer's facilities or grounds.

5. Illegal use of dangerous controlled substances whether on- or off-duty.

Section 3 – Disciplinary Action Procedure

The standard procedure for disciplinary action shall be progressive discipline, with exceptions. The exceptions shall be for circumstances involving severe or repeated misconduct, or for circumstances where mitigating factors are present. Under circumstances involving severe or repeated misconduct, a supervisor shall have the discretion to start at any step, or to by-pass a step. Under circumstances involving mitigating factors, a supervisor shall have the discretion to repeat a step, or impose discipline at a lesser step.

The following steps generally shall be applied in the order in which they appear:

Step 1: Verbal Reprimand

The supervisor will verbally warn the employee to cease the improper conduct. The supervisor will prepare a record of the verbal reprimand including the date, time, and what was discussed with the employee. The record will be stored in the employee's personnel file.

Step 2: Written Reprimand

The supervisor will prepare a written reprimand setting forth the improper conduct and, if applicable, setting forth a course of action for correcting the improper conduct. The employee shall acknowledge receipt of the written reprimand and may include additional comments. The written reprimand will be stored in the employee's personnel file.

Step 3: Suspension

The DPW Superintendent or designee has discretion to determine whether just cause exists to suspend an employee. An employee may be suspended, with or without pay, for a specified period of time, which may be extended under reasonable circumstances, or pending the outcome of an investigation. A record of the suspension will be placed in the employee's personnel file.

Step 4: Dismissal

The DPW Superintendent or designee has discretion to determine whether just cause exists to dismiss an employee.

ARTICLE 18 – DISCRIMINATION

The parties are committed to the principle of equal employment opportunity and anti-discrimination pursuant to Title VII of the 1964 Civil Rights Act as amended by the Equal Opportunity Act of 1972 and the New Jersey Law Against Discrimination (LAD). There shall be no discrimination by the Employer or the Union against any employee on the basis of sex, race, creed, color, religion, national origin, ancestry, age, marital or political status, affectional or sexual orientation, domestic partnership status, civil union status, atypical heredity, cellular or blood trait, genetic information, disability (including AIDS or HIV infection), liability for service in the United States armed forces, gender identity or expression, or any other characteristic protected by federal and/or state law. Decisions regarding hiring, promotion, transfer, demotion, or termination are based solely on the qualifications and performance of the employee or prospective employee. If any employee feels they have been treated unfairly, they have the right to address their concern with their supervisor, or if they prefer, the DPW Superintendent or his designee, or Township Administrator, or to file a grievance pursuant to the grievance procedure set forth above in Article 12.

There shall be no discrimination by the Employer or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union, and shall not solicit membership in the Union or the payment of dues during working hours.

ARTICLE 19 – BREAK PERIODS, BEREAVEMENT LEAVE, AND HOLIDAYS

Section 1 – Break and Lunch Periods

All employees shall receive two 15-minute break periods in accordance with the Employer's policies relating to such break periods. Break periods are to be taken in two 15-minute allotments and may be combined with prior approval from the employee's immediate supervisor.

Section 2 – Bereavement Leave

Employees are entitled to five (5) consecutive calendar days leave of absence for each death of an employee's immediate relative. Bereavement leave shall not extend beyond five (5) consecutive calendar days immediately following the death of a family member. An employee's "immediate relative" shall include an employee's spouse or significant other, civil union partner, child, parent, stepchild, sibling, grandparent, father-in-law, mother-in-law, daughter-in-law, son-in-law, grandchild, niece, nephew, uncle, aunt, or any person related by blood or marriage residing in an employee's household. Employees are paid for all working days during the Bereavement Leave.

If the situation warrants, and if the Township Administrator approves in advance, an employee may use some portion of the five (5)-day bereavement leave within one month of the death, in order to help settle the deceased's affairs.

Section 3 – Holidays

Employees covered by this Agreement shall receive a day's pay at the regular rate of pay without working on the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

A holiday falling on a Saturday will be observed on the preceding Friday, and a holiday falling on a Sunday will be observed on the following Monday.

ARTICLE 20 – DUES DEDUCTION

The Employer agrees to deduct, from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with *N.J.S.A. 52:14-15.9(e)*.

A check-off shall commence for each employee who signs an authorization card, supplied by the Union and verified by the Employer during the month following the filing of such card with the Employer.

If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish the Employer written notice thirty (30) days prior to the effective date of such change and shall furnish to the Employer an official notification on the letterhead of the Union and signed by the President or Secretary-Treasurer of the Union advising of such changed deduction.

The Union will provide the necessary "check-off authorization" forms and the Union will secure the signatures of its members of the forms and deliver the signed forms to the Employer.

Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Employer. The filing of a notice of withdrawal shall be effective to halt deductions in accordance with *N.J.S.A. 52:14-159(e)*.

ARTICLE 21 – WORK SCHEDULE

Section 1 – General

The Employer shall have complete discretion to define the workweek and workday depending on its operational needs as they may change from time to time. For employees in the Laborer Classification: 0700-1500 during the year, with an adjustment to 0600-1400 during summer (Memorial Day to Labor Day).

The Township may establish new positions with a work schedule of four (4) ten (10)-hour days per week, provided that the Township would seek volunteers from current employees (employees hired on or before 7/1/2020). If no volunteers apply, then the Township may seek new employees to fill the position. If business need requires that the position be filled prior to the Township hiring a new employee, the Township shall have the right to assign the least senior employee, with sufficient skill and ability, to fill the position on an interim basis until the Township can complete the new employee hiring process. The Township shall provide thirty (30) days advance written notice to the Union of its intent to make such involuntary assignment. All employees hired after the date of the Agreement shall be subject to be assigned a schedule of four (4) ten (10) hour days per week.

All employees are required to clock in and out utilizing the time clock or other time management system provided by the Employer. Employees are required to accurately record their

work time on the designated time record, sign it, and return it to his or her supervisor. Employees are required to report their sick time, vacation time, and holiday time on the designated time record.

The supervisor shall review the record for accuracy and approve it and submit it to the designated payroll representative.

Absent extenuating circumstances, the Employer will provide 30 days' notice of any proposed changes to the schedule.

ARTICLE 22 – PAYROLL PROCEDURES

All wages shall be paid in accordance with Township policy, as amended from time to time, as well as pursuant to State and Federal law and regulations. The Employer shall maintain the prerogative to modify the pay period at any time during this contract period, in the Employer's sole discretion, but herein agrees not to modify the pay period to make payments any less frequently than bi-monthly.

ARTICLE 23 – BULLETIN BOARD/POSTING OF NOTICES

The Township agrees that the Union may use one (1) bulletin board on the Employer's premises at a place convenient for all employees. The bulletin board shall be used only for notices pertaining to Union business. It shall be the responsibility of the Union to supervise the contents of the bulletin board, which shall not include any political endorsements, political material or defamatory content.

Employer will furnish a Seniority list to the Union annually.

ARTICLE 24 – VACATION TIME AND PERSONAL LEAVE

Section 1 – Vacation

Employees shall be considered to have reached their anniversary dates, for purposes of determining vacation entitlement, as of January 1 of each year. For example, employees who

would reach their fifth year at any time during the year will be considered to have reached their fifth year for vacation eligibility purposes as of January 1 of that year.

For employees who have been employed for one year, and who have achieved regular, full-time status, vacation will be advanced and be available for use as of January 1 of the upcoming calendar year. It is agreed that the advancing of vacation leave provided in this Section 1 will be considered as a loan from the Employer to the employee within the meaning of the New Jersey Wage Payment Law, *N.J.S.A. 34:11-4.4(b)(4)*, and thus, subject to repayment in accordance with the agreed-upon scheduled repayment set forth below.

In the event any employee leaving the Township prior to the conclusion of the year has used more vacation than was earned as a result of their service, thus constituting a loan of unearned vacation as set forth in this Section 1, the Township shall be entitled to reduce the employee's last paycheck such that the employee would pay back unearned, used vacation on a pro rata basis.

Regular full-time and part-time employees are granted annual vacation leave according to the following schedule:

- Employees with less than one (1) year of service are provided a vacation allowance of up to two (2) working weeks pro rata.
- Employees who have one (1) year of service but less than five (5) years of service are entitled to a vacation allowance of (2) working weeks.
- Employees who have five (5) years of service but less than ten (10) years of service are entitled to a vacation allowance of three (3) working weeks.
- Employees who have ten (10) years of service but less than twenty years of service are entitled to a vacation allowance of four (4) working weeks.

- Employees who have twenty (20) years of service or more are entitled to a vacation allowance of five (5) working weeks.

A working week is the normal weekly work schedule for a full-time employee. The vacation of regular part-time employees will be prorated based on their regular working schedule.

Upon termination of employment of an employee due to resignation or retirement, the employee will receive payment for all accrued vacation leave. Employees terminated for discipline are not entitled to be paid for unused leave.

Anyone whose employment is terminated prior to the expiration of the initial probationary period will receive no vacation time or pay in lieu thereof.

Employees may carry over a maximum of one week's vacation benefit into the following year. These unused one-week periods may accrue to a maximum equivalent to one year's vacation benefit. For example, an employee with twelve years of service may accrue up to four working weeks of vacation time in addition to the earned vacation for the next year as carryover from year to year. Except for carryover, all vacation must be used in the year awarded.

Proportional vacation will be granted in the following cases:

1. If any employee did not work the full prior calendar year or was on unpaid leave of absence.
2. If during the prior year an employee reached an anniversary date for purposes of vacation eligibility.
3. New employees may not take vacation until they have completed the initial probationary period, but time worked while on probation will count toward their vacation accrual.

During January of each year, employees must schedule one week of vacation based on seniority, subject to approval by DPW Superintendent or designee. Other vacation schedules are based on Department procedures and subject to approval by the DPW Superintendent or his designee. Once approved, employees may not use their seniority to “bump” another employee’s scheduled vacation.

Employees must submit vacation requests to the DPW Superintendent. Requests for vacation/personal time should be submitted at least forty-eight (48) hours in advance in order to be considered. Acceptance will be determined based on adequate departmental coverage, and the DPW Superintendent or his designee will ensure that vacation schedules do not leave the DPW with insufficient staff to carry out its responsibilities. If the DPW Superintendent or his designee is concerned that employees have not yet chosen their vacation and that seasonal and other staffing problems may arise as a result, the DPW Superintendent or his designee may direct employees to take vacation on an agreed- upon schedule or vacation time may be forfeited..

The vacation period for eligible employees may be taken for five (5) days only in one day units. Requests beyond five (5) days require prior approval of the DPW Superintendent. Employees are not permitted to use personal days to extend vacation.

Section 2 – Personal Days

Employees are entitled to five (5) personal days per year and any unused days are forfeited at the end of each calendar year. Personal days are earned and distributed in the same manner as vacation days. Personal days may be used for emergencies and personal business. Employees must obtain approval of the DPW Superintendent, or his designee, at least forty-eight (48) hours in advance of the requested leave, except in emergency situations. Personal days are not to be taken the day before or after a holiday, or the day before or after an employee’s vacation, and are

not to interfere with the proper operation of the DPW. However, the DPW Superintendent or his designee may give special consideration to requests for the use of a personal day on an otherwise restricted day where there is an emergency situation or under other extenuating circumstances.

ARTICLE 25 – HEALTH BENEFITS

Section 1 – Current Health Benefits

Eligible employees and their immediate family members are provided health insurance coverage pursuant to the Employer's policies. The Employer reserves the right to change provider networks, claims agents, and insurance mechanisms (e.g., fully insured versus health insurance fund), provided any new plan shall be substantially comparable to the current plan (as of the date of this agreement), based on the totality of the benefits.

Health insurance coverage for employees on a leave of absence or who cease employment with the Employer will terminate at the end of the month in which the leave begins or employment is terminated, except coverage will continue for up to twelve weeks for employees on leave pursuant to the Family and Medical Leave Act, and up to thirty weeks for employees on military leave.

Section 2 – Health Benefits Upon Retirement

The Employer will be responsible for the payment of premiums for the cost of post-retirement health benefits for full time employees only in accordance with Township policy as amended from time to time, in its sole discretion. All benefits granted under this Section 2 will be considered vested only following the commencement of an employee's retirement and the Employer shall have the discretion to discontinue this benefit at any time for any employees not yet having retired.

ARTICLE 26 – JURY DUTY

Employees covered by this Agreement who are ordered to report for Jury duty shall be entitled to be absent from work during that service and will be paid the difference between any payment received for jury duty and the employee's regular salary. Employees will notify the DPW Superintendent or his designee within one (1) working day of receipt of a notice for Jury duty.

ARTICLE 27 – WAGES AND COMPENSATION

Employees' base salary rates shall be as set forth in the attached SCHEDULE "A."

Red-circled employees, as well as those employees who reached the top salary step on their respective salary schedule prior to January 1, 2022, will receive 2.5% increases in base salary for 2022 through 2025. This language will sunset as of December 31, 2025 and be subject to negotiations.

The Employer will provide each laborer and mechanic with a credit of \$250.00, and each driver and flex with a credit of \$150.00, as of July 1 of each year of this Agreement, to be used for the purchase of new steel-toe/safety-toe work boots from a vendor to be selected by the Township.

Flex employees driving a scheduled route for more than two weeks plus one day will be paid an additional \$2.50 per hour worked, starting the day after that initial period has passed.

ARTICLE 28 – NO STRIKE

The Union agrees that it will refrain from any strike, work stoppage, slowdown, or other job action and will take all required action to discourage any threat, encouragement, or support for any such job action by any Union members, and will not condone any such job action.

ARTICLE 29 – FULLY NEGOTIATED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all negotiable issues, which were or could have been the subject of

negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement.

ARTICLE 30 – SEVERABILITY

Each and every clause of this Agreement shall be deemed separable from each and every other clause of this Agreement to the extent that in the event any clause or clauses shall be finally determined to be in violation of any law, then in such event, such clause or clauses, only to the extent that any may be in violation, shall be deemed of no force and effect and unenforceable without impairing the validity and enforceability of the rest of the Agreement, including any and all language remaining in any clause, sentence, or paragraph in which the offending language may appear.

ARTICLE 31 – TERM OF AGREEMENT

This Agreement shall be in full force and effect from the first day of January, 2022, and shall remain in effect until and including the 31st day of December, 2025, without a reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless and until one party or the other gives, in writing, no sooner than one hundred and eighty (180) nor later than one hundred and thirty-five (135) days prior to the expiration date of this Agreement, notice of a desire to change, modify, or terminate this Agreement.

Notice served by either party on the other stating an intention to change, terminate, or modify this Agreement shall be by certified mail.

Notices sent by the Union shall be served on the Township Clerk. Notices sent by the Township shall be served on the President of the Union or his designated representative.

In Witness Whereof, the parties set their hands and seals this 15th day of February, 2022.

Teamsters Local Union No. 676

By: [Signature]
Name: Howard Wells
Title: President
Witness: [Signature]
Date: 3/16/22

Township of Logan

By: [Signature]
Frank Minor
Mayor
Witness: [Signature]
Date: 2/17/2022

[INSERT NEW SCHEDULE "A"]

Driver	
2022	
Base Rate	\$ 69,290.00
1	\$ 65,132.60
2	\$ 60,975.20
3	\$ 56,817.80
4	\$ 53,353.30
5	\$ 49,888.80
6	\$ 47,117.20
7	
Probation 90	

Laborer	
2022	
Base Rate	\$ 53,300.00
1	\$ 50,102.00
2	\$ 46,904.00
3	\$ 43,706.00
4	\$ 41,041.00
5	\$ 38,376.00
6	\$ 36,244.00
7	\$ 34,112.00
Probation 90	\$ 31,980.00

Mechanic	
2022	
Base Rate	\$ 78,884.00 \$ 84,949.44
1	\$ 74,150.76
2	\$ 69,417.92
3	\$ 64,684.88
4	\$ 60,740.68
5	\$ 56,796.48
6	\$ 53,641.12
7	\$ 51,274.60
Probation 90	\$ 43,386.20

Secretary	
2022	
Base Rate	\$ 46,125.00
1	\$ 43,818.75
2	\$ 41,512.50
3	\$ 39,667.50
4	\$ 37,822.50
5	\$ 35,977.50
6	\$ 34,132.50
7	\$ 32,748.75
Probation 90	\$ 32,056.88

Flex	
2022	
Base Rate	\$ 59,696.00
1	\$ 56,114.24
2	\$ 52,532.48
3	\$ 48,950.72
4	\$ 45,965.92
5	\$ 42,981.12
6	\$ 40,593.28
7	
Probation 90	

Red-Circled Employees: Annual Salary	
Cynthia Giandomenico	\$ 61,042.13
Frank Zane	\$ 82,151.21

2.5% annual cost of living adjustment for employees with anniversaries after one year at base rate

Chapter 78 health deduction reverted to Year 3 (75% of to