

MEMORANDUM OF AGREEMENT

February 12, 2020

The negotiations committees of The Borough of Pitman and Teamsters Local Union No. 676 agree to the terms of this Memorandum of Agreement as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification.
- All parties agree to support and recommend these terms and conditions to their respective constituents for ratification.
- All issues not mentioned herein are withdrawn. All other language in the expired agreement shall continue in the new contract and will remain *status quo*.

Contract Duration: January 1, 2020 through December 31, 2024

Article 4: Call-in time and On-call Time

1B: Change rate to \$220.00 for 2020 (retro to 1-1-20) with a \$10.00 increase each year capped at \$260.00 in 2024

Article 11: Sick Leave with Pay

1A: add the following sentence at the end; The Company agrees to abide by the provisions of the "NJ Earned Sick Leave Law" (N.J.S.A. 34:11D-1 et seq) as it relates to the acceptable use of earned sick leave.

Article 14: Wages (retro to 1-1-20)

See attached.

Article 18: Uniforms

1. Increase allowance to \$550.00.

Article 30: Term

Change dates to 1-1-20 to 12-31-2024

Appendix 1:

Rates for 2020, 2021 & 2022 will remain the same except for W-2, T-2, and C-2 & S-2 which will be \$1750.00. (Retro to 1-1-20)

Rates for 2023 & 2024 will remain the same except for W-2, T-2, and C-2 & S-2 which will be \$1950.00

Operator and back-up compensation will remain the same.

For the Union:

For the Borough:

Thomas A. Lyon, BA

Date

Judith O'Donnell, BA

Date

ARTICLE 14-WAGES

The Wage increases for 2020 will be retroactive to January 1, 2020.

Section 1: Wages for this contract shall represent an increase as follows:

Water and Sewer Dept. Utility Classification

<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
2.0%	2.5%	2.5%	3.0%	3.0%

Hourly Rates

<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
\$27.86	\$28.56	\$29.27	\$30.15	\$31.06

Section 2:

New Hire Rate. Employees hired after January 1, 2013 into the Utility Worker Classification will receive an hourly rate of \$4.50 less per hour than the applicable contract rates set out in Article XIV, Section 1, above.

After 90 days	\$0.50/hr. increase
After 12 months	\$1.00/hr. increase
After 18 months	\$1.00/hr. increase
After 24 months	\$1.00/hr. increase
After 30 months	\$1.00/hr. increase

Section 3: (New)

New Hire Rate Utility Laborer. Employees hired after ratification 2-12-20 into the Laborer Classification will receive the listed starting rate and will receive a \$0.50 increase after successfully completing the probationary period. A CDL B or higher must be obtained. Negotiated increases will apply thereafter.

Starting Rate: \$21.00 each year of the CBA.

Increases:	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
	2.5%	2.5%	3.0%	3.0%

Laborers with qualify and move to the Water and Sewer Department Utility Classification upon successfully obtaining a minimum of one (1) NJDEP license retroactive to the date of passing the test. Once qualified for the Utility Worker Classification they will be placed into New Hire Rate and progression listed above in Section 2.

Re-number sections 3-5 accordingly.