

SIDE BAR AGREEMENT

**BY AND BETWEEN THE BOROUGH OF HADDON HEIGHTS, A MUNICIPAL
CORPORATION**

AND

INTERNATIONAL ASSOCIATION OF FIREFIGHTERS LOCAL 3249

This agreement by and between International Association of Fire Fighters Local # 3249 ("The Union") and the Borough of Haddon Heights ("The Borough"), hereinafter "The Parties", represents the full agreement regarding mutually agreed upon changes relating to the existing collective bargaining agreement.

The Parties agree that, effective upon the merger of the Barrington Fire Department and Haddon Heights Fire Department as follows:

1. The normal work week will be forty (40) hours, Monday through Friday, inclusive of a thirty (30) minute lunch break per day, with the normal workday understood as consisting of ten (10) consecutive hours, subject to scheduled, approved flex time within the applicable two (2) week pay period, at the discretion of the Fire Chief.

2. Notwithstanding the foregoing, nothing here shall impact management rights to control scheduling pursuant to "Article IV - Management Rights and Responsibilities" which states in pertinent part:

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey and the United States, including, but not limiting, the generality of the foregoing, the following rights:

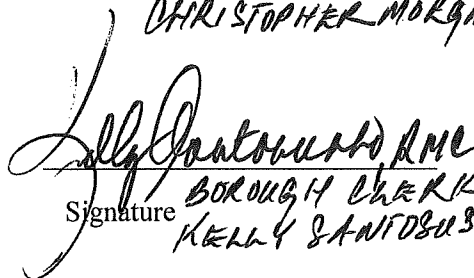
1. To the executive management and administrative control of the Borough and its properties and facilities and the activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Borough.

The balance of all Management Rights set forth in the CBA are hereby preserved and remains unaltered by the provisions hereof.

IN WITNESS WHEREOF, the parties hereto have affixed their signatures on the date indicated below with the intent and understanding that such binds the parties hereto.

For the Borough of Haddon Heights, Camden County, New Jersey:


Signature COUNCIL PRESIDENT Date 1/17/23
CHRISTOPHER MORGAN


Signature BOROUGH CLERK Date 1-17-23
KELLY SANTOBUONO

For International Association of Fire Fighters Local #3249:

Signature Date

Signature Date