

MOUNT HOLLY TOWNSHIP
Clerical, Public Works Blue Collar, and Guards

TENTATIVE AGREEMENT

April 18, 2022

ARTICLE I - RECOGNITION

The Township of Mount Holly, ("Township") hereby recognizes the Communications Workers of America, AFL-CIO, ("Union") as the sole and exclusive collective negotiations agent for all employees employed by the Township of Mount Holly in the White Collar Unit, Blue Collar Unit, including the title of Assistant to the PW Manager/Director in Public Works, Part Time Permanent and Non-Permanent Employees, Crossing Guards and Substitute Guards, for the purposes of negotiating the terms and conditions of their employment. Managerial Executives, Confidential Employees, Craft employees, Seasonal Employees and Police are excluded from this Agreement.

~~A statement of the Shop Stewards, identified by the Union shall be filed with the Township and shall be maintained in a current condition and shall be updated annually.~~

Article III – UNION RIGHTS

- Section 2 – “Shop Stewards of the Union, ~~as identified on the official statement,~~ shall be permitted ...”

Article VII – GRIEVANCE PROCEDURE

- Section 2 – “Grievants: Grievances may be filed by an employee of the bargaining unit and the Union, or by the Union itself. Only the Union may move a grievance to arbitration.”
- Step 2, subsection a.– “The appeal to the Township Manager shall be the final step in the grievance procedure with regard to grievances for minor disciplinary action ~~of or~~ verbal and/or written reprimands, ~~or a~~ A disciplinary action in which the employee has the right to the hearing and appeal procedures through Civil Service may proceed through those procedures. All other adverse determinations of the Township Manager or his designee ~~shall proceed to Step 5~~ may proceed to arbitration through the Union.”
- Section 5 – Rename “Step 3, Binding Arbitration”

- Section 7 Disciplinary Matters, subsection C.4. "Grievances of ~~termination and/or~~ minor disciplinary actions, five days suspensions or less shall be filed directly at Step 1 of the grievance ~~P~~procedure."
- Section 8 Personal File – Rename to "Personnel File"

Article XI UNIFORMS

- Section 1. Blue Collar.
 - Increase boot allowance from \$175 per year to \$300 per year upon submission of receipts
 - Add t-shirts, short sleeve and long sleeve to contract per current practice
 - Change "pullover boots" to "insulated rubber boots"
- Section 2. Construction and Housing Inspectors. Increase clothing/shoe allowance from \$120 per year to \$250 per year upon submission of receipts

Article XII – MEDICAL BENEFITS

- Section 1.a. ~~Beginning on January 1, 2013 employee contribution for Medical and prescription drug benefits for employee and any eligible dependent shall be set in accordance with P.L.2011c78. Upon expiration of P.L.2011c78 the Township and the Union agree to meet and negotiate terms of employee contribution rates. The Employer agrees to a re-opener during the term of this agreement 2017-2021 for negotiations of employee contributions; all provisions and employee contribution rates shall remain in effect until a new settlement agreement has been reached.~~
- Eye Care – ~~Beginning on January 1, 2017, the Employer shall reimburse full time employees' up to four hundred (\$400) two hundred dollars (\$200.00) every two (2) years, for eye care costs including costs incurred for spouse and children. The amount of the total reimbursement shall not exceed four hundred (\$400) two hundred dollars (\$200.00) every two (2) years. Eye care costs shall include but are not limited to ~~safety lenses/glasses, contacts, etc. Excludes Crossing Guards, Substitute Guards.~~ The Township shall pay the cost of prescription safety glasses/goggles up to \$125 provided the purchase is made at Mancine Optical.~~

Article XIV HOURS OF WORK, OVERTIME, etc.

- Section D. Volunteer Fireman, First Responders, EMT - "Employees' must notify the Township Manager and their immediate Supervisor if they are a volunteer, first

responder or EMT. Once identified as such, prior to leaving their work assignment, they shall notify their Supervisor of the emergency and the employee shall sign out when called for an emergency and sign in upon return to work. If the emergency extends beyond their regular work day the employee will not be required to return to the work place to sign out and instead will notify the appropriate or designated authority by phone, email or text message that the emergency has gone beyond their regular work day. The same notification procedure shall apply if an employee is involved in emergency response prior to the start of his/her shift.

Article XVI LEAVES OF ABSENCE

- Section 3. June 19th to list of holidays, add to observed holidays in Crossing Guards, Substitute Guards section also.

Article XVII – NEW HIRE – NOTIFICATION OF EMPLOYEE ORIENTATION

- Second paragraph – delete “agency fee”
- Add new employee orientation provisions of NJ WDEA
- Add quarterly employee notification provisions of NJ WDEA

Article XIX AGENCY SHOP

- Delete entire Article

ARTICLE XX EDUCATION BENEFITS, TRAINING, ETC.

- Training, Licensing, CDL Stipend – Blue Collar
 - Subsection d. “The Township will pay for the cost of the licenses and renewal of any CDL and any training required by U.S. DOT or N.J. DOT.”
- Training/Attendance Coordinator and Stipend – Crossing Guards
 - Subsection j. Increase stipend by \$75 per year each year of the Agreement

Article XIII PAY PLAN AND EVALUATION, TITLES, STIPENDS etc.

- Increase Pesticide Certification from \$500 to \$1,500 per year
- Add stipend of \$2.00 per hour for tire repair
- Records Clerk – Stipends
 - Firearms, Tow slips - \$3,000
 - Discovery, OPRA, Body Cams - \$3,000

- Add title to contract: Housing Code Enforcement and Housing Official combined role, 5-day schedule of 7am to 2pm.
- Increase compensatory time cap from 30 hours to 50 hours

Article XIV HOURS OF WORK, OVERTIME, etc.

- Section A. White Collar – Amend to reflect current office hours and schedule
- Section B. Blue Collar – change third paragraph as follows: Sweeper Summer Hours shall be at ~~5 a.m. on Fridays (prior to parking)~~ **6:00 a.m. on Wednesdays and Thursdays** to cover High Street, Washington Street, Park Drive, Commerce Place, Royal Way, Part of Rancocas Road, **and which will carry into Sector 10.**
- Add: A separate OT list will be maintained for scheduled/planned overtime during special events from emergency/unplanned/regular overtime. The Planned OT opportunities will be posted in advance at least 30 days prior to the event, unless the event is not approved by the Township more than 30 days in advance. Once the employee(s) are set for planned overtime, they shall not be taken off that assignment except by mutual agreement.
- [TOWNSHIP] – Add: Meal allowances during overtime shall apply to emergency overtime only. Planned overtime for events or scheduled overtime by the supervisors should not include a meal allowance.
- Add: Vacation requests shall not be unreasonably denied however management will consider operational coverage, especially during summer months.

Article XXVIII TERMS OF AGREEMENT

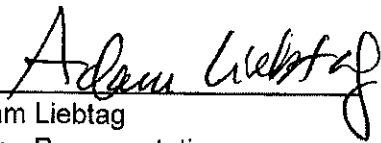
- 5 years in duration, January 1, 2022 through December 31, 2026

Article XIII PAY PLAN AND EVALUATION, TITLES, STIPENDS etc.

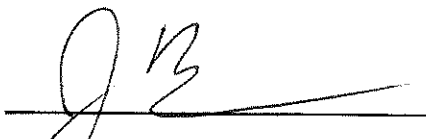
- Add Equipment Operator title and set salary minimum at \$28.00 per hour. Employees shall hold CDL Class A as a condition of appointment to this title. There is no additional CDL stipend paid for this title.
- Add Truck Driver title and set salary minimum of \$26.00 per hour. Employees shall hold CDL Class A as a condition of appointment to this title. There is no additional CDL stipend paid for this title.

- Salary Increases:

January 1, 2022	\$1,600 added to base compensation
January 1, 2023	\$1,600 added to base compensation
January 1, 2024	\$1,600 added to base compensation
January 1, 2025	2.0% added to base compensation
January 1, 2026	2.0% added to base compensation


Adam Liebtog
Union Representative

4/18/2022
Date


Joshua Brown
Township Manger

4/18/2022
Date

MOUNT HOLLY TOWNSHIP

Crossing Guards

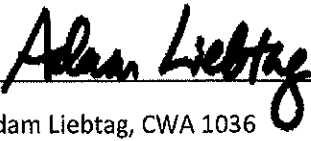
TENTATIVE AGREEMENT

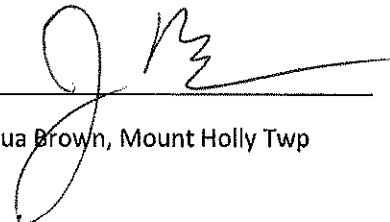
April 18, 2022

The Township and Union agree to the following tentative agreement pertaining to Crossing Guards for a successor contract covering 2022 through 2026.

Salary Increases for the Crossing Guards Unit:

January 1, 2022	\$0.80 added to base compensation
January 1, 2023	\$0.80 added to base compensation
January 1, 2024	\$0.80 added to base compensation
January 1, 2025	\$0.50 added to base compensation
January 1, 2026	\$0.50 added to base compensation


Adam Liebtog, CWA 1036


Joshua Brown, Mount Holly Twp