

**MEMORANDUM OF UNDERSTANDING
BETWEEN TOWNSHIP OF STAFFORD AND
THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES OF NEW JERSEY, AFL-CIO LOCAL 3304A**

This Memorandum of Understanding (“MOU”) is entered into by and between the Township of Stafford (“Township”) and the American Federation of State, County and Municipal Employees of New Jersey, AFL-CIO and its Local 3304A (“Union”) (Township and Union collectively referred to as the “Parties”), with the intent to allow proper communication between the Parties listed above and in accordance with Article 21 Medical Benefits, within the collective negotiations agreement, effective January 1, 2021 through December 31, 2024 (“Agreement”).

It is mutually agreed by all Parties that, effective upon ratification of the Agreement, the Township agrees as follows:

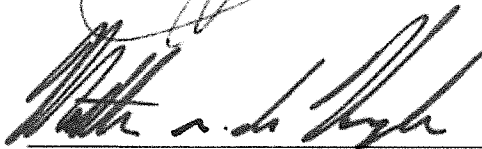
1. In the event that the Township approves any health benefits contribution other than Tier IV of P.L. 2011, c. 78 for those employees hired on or after January 1, 2021, for any bargaining unit identified in Paragraph 2 below, that same health benefits contribution shall be provided to the members of this Union hired on or after January 1, 2021, in lieu of that currently provided in Article 21 of the Agreement.
2. The health benefits contribution identified in Paragraph 1 shall be limited to the following bargaining units: (i) Utility Workers Union of America AFL-CIO and its Local 503; (ii) Teamsters Local No. 97 of New Jersey; (iii) Teamsters Local 469 Management and Support; and (iv) Teamsters Local No. 469 of New Jersey, representing the Supervisory Employees of the Public Works and Water and Sewer Utility Department.
3. The terms of this MOU shall not apply to any health benefits contribution made or agreed after a Notice of Impasse is filed with the New Jersey Public Employment Relations Commission (“PERC”) by either the Township and/or any of the identified bargaining units.

4. The terms of this MOU shall not apply to any nonmaterial contract language revisions or contractual provisions other than the wage schedule/salary guide specifically identified above, nor shall it apply to adjustments that are solely the result of a ministerial or calculation error.
5. The terms of this MOU shall only be applicable to negotiations for agreements commencing on January 1, 2021. The Parties expressly agree that this MOU shall not be applicable to any future collective negotiations agreements except those commencing on January 1, 2021.

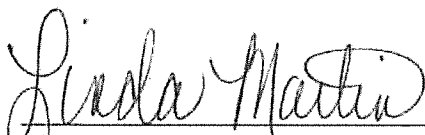
TOWNSHIP OF STAFFORD



Gregory E. Myhre, Mayor

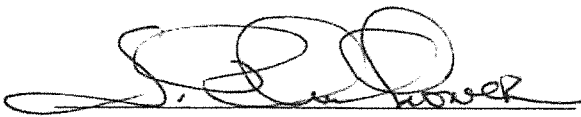


Matthew von der Hayden,
Township Administrator/Director Water
& Sewer Utility Department

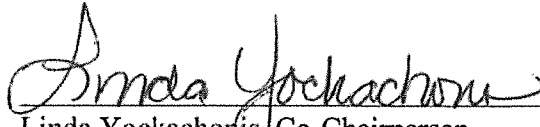


Linda Martin, Municipal Clerk

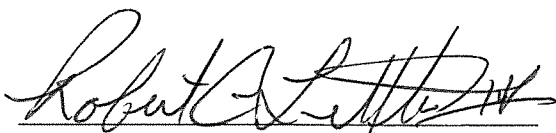
**AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL
EMPLOYEES OF NEW JERSEY,
AFL-CIO, LOCAL 3304A**



Susan Philhower, Chairperson



Linda Yockachonis, Co-Chairperson



AFSCME Executive Director or Designee