

**Memorandum of Agreement
Between
Borough of Bernardsville
And
Bernardsville Public Works Employees' Association**

The negotiating committees for the above-captioned parties have agreed to the following changes to the January 1, 2021 through December 31, 2022 Collective Negotiations Agreement, subject to ratification by their respective bodies:

1. Duration: January 1, 2023 through December 31, 2026

2. Article XXXIII, Salaries, shall be as follows:

Effective January 1, 2023	-	3.00%
Effective January 1, 2024	-	3.00%
Effective January 1, 2025	-	3.00%
Effective January 1, 2026	-	3.00%

3. Article XVIII, Vacations, subsection F, for **clarification purposes** only, shall be revised as follows:

F. Full-time employees shall be entitled on their service anniversary to Annual Special Days Vacation with pay as follows:

1. After four (4) years of continuous employment, three (3) additional days for a total of thirteen (13) days.

2. After seven (7) years of continuous employment, two (2) additional days for a total of fifteen (15) days.

3. After fourteen (14) years of continuous employment, five (5) additional days for a total of twenty (20) days.

4. After twenty (20) years of continuous employment, five (5) additional days for a total of twenty-five (25) days.

4. Effective January 1, 2024, Article XIX, Holidays, shall be revised by **adding** “Christmas Eve”, and **replacing** “Election Day” with “Day After Thanksgiving”. Article XIX shall be revised as follows:

New Years Day	Labor Day
Washington’s Birthday	Columbus Day
Lincoln’s Birthday	Election Day <u>Day After Thanksgiving</u>
Good Friday	Veteran’s Day
Memorial Day	Thanksgiving Day
Independence Day	<u>Christmas Eve</u>
One (1) floating holiday	Christmas Day

5. Effective upon ratification, Article XXVII, Overtime, subsection F, shall be revised by deleting the following sentence: “The three (3) hours at straight-time will only apply if the employee is not called out of his home for unscheduled work that week.”
6. Article XXVIII, Probationary Employees, section A, shall be modified by adding the following:

The Employer may extend the probationary period by an additional thirty (30) days. The Employer may further extend the probationary period with the Union’s consent.

7. Effective upon ratification, Article XXIX, Meal Allowance, shall be increased from \$12.00 to \$15.00.
8. Article XXXIII, Salaries, shall be revised by adding the following section:

Effective January 1, 2024, full-time employees in the Sewer Department who possess the following professional licenses shall be entitled to an annual stipend, subject to the approval of the Administrator, or his/her designated Representative, as follows:

S1	-	\$500.00
C1	-	\$500.00
S2	-	\$1,000.00
C2	-	\$1,000.00
S3	-	\$1,500.00
C3	-	\$1,500.00

The above licenses can be held together or separately. The total stipend amount for all of the above professional licenses earned shall not exceed \$3,000 per employee. If an employee in the Sewer Department does not possess a professional license for an entire year, the professional license stipend shall be pro-rated from the date the employee attains the professional license.

Effective January 1, 2024, the above language shall replace the following language from the parties' 2021-2023 Memorandum of Agreement:

Effective January 1, 2022, full-time employees in the Sewer Department who possess and renew the following professional licenses shall be entitled to an annual stipend, subject to the approval of the Administrator, as follows:

S1C1 - \$1,000

S2C2 - additional \$1,000, for total of \$2,000

(Example: An employee who possesses an S2C2 license who also possesses an S1C1 license shall receive a total of \$2,000)

S3C3 - additional \$1,000, for total of \$3,000

(Example: An employee who possesses an S3C3 license who also possesses the S1C1 and S2C2 licenses shall receive a total of \$3,000)

The total stipend amount for all of the above professional licenses earned shall not exceed \$3,000 per employee. If an employee in the Sewer Department does not possess or renew a professional license for an entire year, the professional license stipend shall be pro-rated from the date the employee attains the professional license.

The above captioned terms of settlement have been agreed to by the respective negotiating committees for the Borough and the Public Works Association on 2-16, 2023.

Borough of Bernardsville

Bernardsville Public Works
Employees' Association

Gary Meloni 2-26-24

Robert W. Richell

Mr. Giff

Demetrius Subase

**Memorandum of Agreement
Between
Borough of Bernardsville
And
Bernardsville Public Works Employees' Association**

The negotiating committees for the above-captioned parties have agreed to the following changes to the January 1, 2018 through December 31, 2020 Collective Negotiations Agreement, subject to ratification by their respective bodies:

1. Duration: January 1, 2021 through December 31, 2022
2. Article XXXIII, Salaries, shall be as follows:

Effective January 1, 2021	-	2.50%
Effective January 1, 2022	-	2.50%
3. Effective upon ratification, Article XXIX, Meal Allowance, shall be increased from \$10.00 to \$12.00.
4. Effective upon ratification, Article XXXI, Uniforms, shall be revised by increasing the safety boot reimbursement from \$135.00 to \$150.00.
5. Article XXXIII, shall be revised by deleting paragraph 5, and replacing it as follows:

Effective January 1, 2022, full-time employees in the Sewer Department who possess and renew the following professional licenses shall be entitled to an annual stipend, subject to the approval of the Administrator, as follows:

- | | | |
|------|---|---|
| S1C1 | - | \$1,000 |
| S2C2 | - | additional \$1,000, for total of \$2,000
(Example: An employee who possesses an S2C2 license who also possesses an S1C1 license shall receive a total of \$2,000) |
| S3C3 | - | additional \$1,000, for total of \$3,000
(Example: An employee who possesses an S3C3 license who also possesses the S1C1 and S2C2 licenses shall receive a total of \$3,000) |

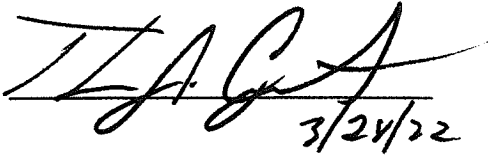
The total stipend amount for all of the above professional licenses earned shall not exceed \$3,000 per employee. If an employee in the Sewer Department does not possess or renew a professional license for an entire year, the professional license stipend shall be pro-rated from the date the employee attains the professional license.

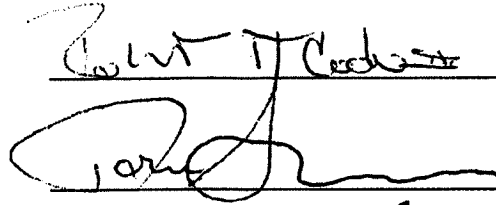
6. The DPW agrees to waive the New Jersey Earned Sick Leave Law.

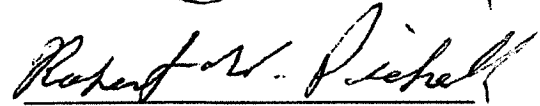
The above captioned terms of settlement have been agreed to by the respective negotiating committees for the Borough and the Public Works Association on _____, 2022.

Borough of Bernardsville

Bernardsville Public Works
Employees' Association


3/24/22





**Memorandum of Agreement
Between
Borough of Bernardsville
And
Bernardsville Public Works Employees' Association**

The above-captioned parties agree to the following terms of settlement for a new Collective Bargaining Agreement. All parties acknowledge these terms and conditions are subject to ratification, and the mediator retains jurisdiction until ratification by both parties.

All parties agree to recommend for ratification the terms and conditions contained herein to their respective constituents.

All other terms and conditions not contained herein shall remain status quo.

All other proposals are hereby withdrawn by both parties.

1. Duration – January 1, 2018 through December 31, 2020
2. Article XIX, Holidays, shall be revised by adding the following section:

Time worked on Thanksgiving and Christmas will be paid at an overtime rate of two (2) times the base hourly rate.

3. Article XXVII, Overtime, Section H, shall be deleted and replaced with the following:

After sixteen (16) continuous hours of work, an employee will receive one (1) recoup day which shall be scheduled and used, subject to the approval of the supervisor, within ten (10) days of earning the recoup day, unless extended by the Administrator due to extenuating circumstances. If the recoup day is not scheduled and used within ten (10) days, the supervisor shall schedule the day after meeting and conferring with the employee. The supervisor shall retain authority to schedule the day.

4. Article XXIX, Meal Allowance, shall be increased from \$7.50 to \$10.00.
5. Article XXXI, Uniforms, shall be revised as follows:

Employees shall be eligible for new safety boots every six (6) months if the Road Superintendent or Public Works Manager finds that new boots are necessary. The safety boot reimbursement shall not exceed \$135.00.

6. Article XXXIII, Salaries, shall be as follows:

January 1, 2018 – 2% (retroactive to 1/1/18)
January 1, 2019 – 2% (retroactive to 1/1/19)
January 1, 2020 – 2%

7. Article XXXIII, Salaries, second paragraph, shall be revised as follows:

The starting salary for new hires shall be set by the Borough. The Borough reserves the right to increase a new hires salary over the course of their employment with the goal being that the person's salary shall reach the same level as other bargaining unit employees in the same classification, over a five (5) year period, providing the new hire's performance is determined by the Borough to warrant said increases. For employees hired after January 1, 2019, the five (5) year period shall increase to nine (9) years, providing the new hire's performance is determined by the Borough to warrant said increase.

8. The annual salary of Assistant Foreman shall be \$82,000.

9. Article XXXIII, shall be revised by adding the following paragraph:

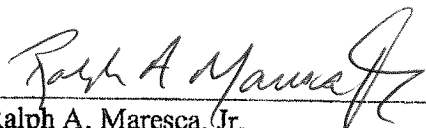
Employees in the Sewer Department shall be entitled to a one-time stipend in the amount of \$500.00 for each professional license earned by each employee, subject to the approval of the Administrator. The total stipend amount for all professional licenses earned shall not exceed \$3,000.00 for each employee. Employees in the Sewer Department who have already earned a professional license as of the date of ratification shall be entitled to a one-time stipend of \$500, per employee, for each license already earned, not to exceed a total stipend amount of \$3,000.00 for each employee, subject to the approval of the Administrator.

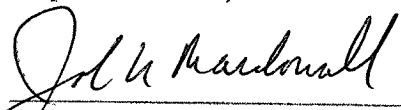
10. Article XXVII, Overtime, shall be revised by adding the following sentence to sub-paragraph F:

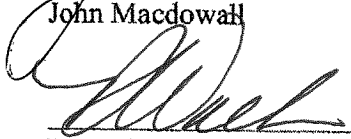
Employees in the Sewer Department shall receive three (3) hours overtime whenever the employee is called out of his home for unscheduled work. Effective upon ratification, employees in the Sewer Department who are required to be on-call shall receive payment equal to three (3) hours at straight-time pay during each week the employee is on-call. The three (3) hours at straight-time pay will only apply if the employee is not called out of his home for unscheduled work that week.

The above-captioned terms of settlement have been agreed to by the respective negotiating committees for the Borough and the Public Works Employee's Association on _____, 2019.

Borough of Bernardsville

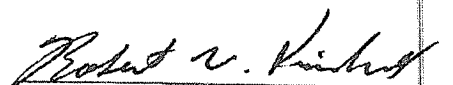

Ralph A. Maresca, Jr.

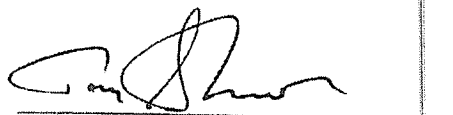

John Macdowall

 10/23/19
Doug Walker

Bernardsville Public Works
Employees' Association







The PWD and WWTP have read and accepted
the memorandums for our contract for years
2018 2019 2020.

Sent from my iPhone

Please Print's Sign

Print

Robert Cade

Zak Wgtech

DAN HAAT

RONALD H SALVO

Robert W. Pickett

Domnick Salvatore

THOMAS BATTISTA

Thomas Shadoud

Nick Dight

Kenneth Kelcher

Sign

Robert Cade

Zak

DAN HAAT

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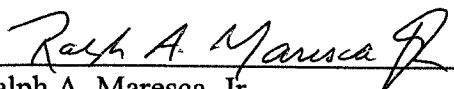
The above-captioned parties agree to the following terms of settlement for a new Collective Bargaining Agreement. This Memorandum of Agreement is subject to ratification by the employees in the Public Works employees' Association bargaining unit and the Borough.

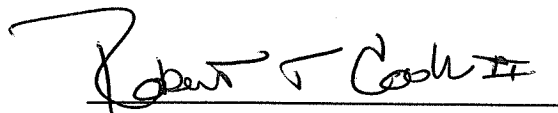
1. Duration – January 1, 2016 through December 31, 2017.
2. Article XXVII, Overtime, Section H, shall be revised to state: After sixteen (16) hours of work, an employee will receive one (1) recoup day which shall be scheduled and used, subject to the approval of the supervisor, within twenty-three (23) days of earning the recoup day weather permitting. If the recoup day is not scheduled and used within twenty-three (23) days, the supervisor shall schedule the day.
3. Salary – Effective January 1, 2016, all salaries shall be increased by 2%. Effective January 1, 2017, salaries shall be increased by 2%.
4. Glasses – In the event an employee required to wear prescription eyeglasses breaks their glasses on the job, not due to the negligence of the employee, and the incident is verifiable by the Borough, the employee shall be reimbursed for replacement eyeglasses not to exceed \$400. The employee shall provide the Borough with a receipt for the new glasses.

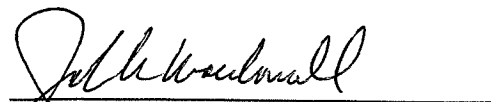
The above-captioned terms of settlement have been agreed by the respective negotiating committees for the Borough and the Public Works Employees' Association on February 17, 2016.

Borough of Bernardsville

Bernardsville Public Works
Employees' Association


Ralph A. Maresca, Jr.




John Macdowall

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Kevin Sooy, Mayor
Approved by motion 6/13/16