

MEMORANDUM of AGREEMENT
ADDENDUM to COLLECTIVE BARGAINING AGREEMENT
BETWEEN
TEAMSTERS LOCAL UNION NO. 469 AND
THE BOROUGH OF BEACHWOOD

WHEREAS, TEAMSTERS LOCAL UNION NO. 469 UNIT ("Union") and the Borough of Beachwood ("Borough") are parties to a collective bargaining agreement (collectively "the Parties") dated August 21, 2024, and;

WHEREAS, the Union is the exclusive representative for employees within certain job titles contained within the Recognition clause of the collective bargaining agreement, and;

WHEREAS, the sole and limited purpose of this Memorandum of Agreement ("Agreement") between the Parties is to address a change in the means of providing health benefits which is not part of the present collective bargaining agreement, and;

NOW THEREFORE, in consideration of the promises and mutual covenants herein and for other good valuable consideration, the sufficiency of which is hereby acknowledged by the Parties and based upon the Parties' good faith negotiations, the Parties agree upon adding the following terms to the collective bargaining agreement:

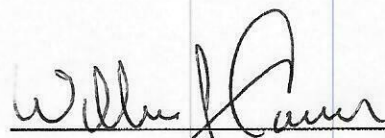
1. Beginning with the effective date of January 1, 2025, the Borough will provide a Health Reimbursement Account for anyone who voluntarily enrolls in the NJ Direct 2035. Employees enrolling in any plan other than the NJ Direct 2035 will not be eligible for the Health Reimbursement Account and will be responsible for any difference in plan costs in addition to Tier III contributions pursuant to Chapter 78.
1. The Borough will fund up to \$15,120 into an HRA account for each employee regardless of their level of coverage (single, member/spouse, parent/child or family).
2. If the HRA program ceases for any reason, including the State's decision to discontinue approval or the Borough's decision to discontinue it and not replace with a similar program for the following plan year, employees will remain eligible to enroll in the plans available to them by the SHBP subject to the terms of the collective bargaining agreement.
3. This Agreement is incorporated and made part of the Parties' Contract. Any subsequent collective bargaining agreement shall enter the above terms within it unless new or different terms are negotiated by the Parties prior to execution of any subsequent collective bargaining agreement.
4. This Agreement shall take effect August 21, 2024

ATTEST:

BOROUGH OF BEACHWOOD

By: 

Susan A. Minock, RMC, Municipal Clerk

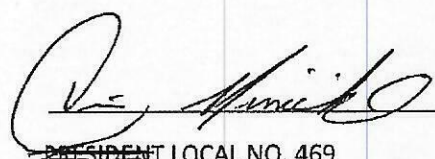
By: 

William J. Carins, Mayor

**TEAMSTERS LOCAL NO. 469
REPRESENTATIVE**

By: 

NEGOTIATIONS COMMITTEE MEMBER


~~PRESIDENT~~ LOCAL NO. 469

B/A.