

RESOLUTION R.164-032024

RESOLUTION OF THE TOWNSHIP OF EDISON AUTHORIZING A MEMORANDUM OF AGREEMENT AND APPROVING A SUCCESSOR COLLECTIVE NEGOTIATIONS AGREEMENT WITH IAFF LOCAL 1197, INTERNATIONAL ASSOCIATION OF FIREFIGHTERS

WHEREAS, the Collective Negotiations Agreement (the “CNA”) between the Township of Edison (the “Township”) and IAFF Local 1197, International Association Of Firefighters (the “Union”), expired on December 31, 2022; and

WHEREAS, the Township and the Union have entered into good faith negotiations for the purposes of reaching an agreement on a new Memorandum of Agreement (the “MOA”) to establish terms and conditions for a CNA covering the period of January 1, 2023 through December 31, 2027; and

WHEREAS, said negotiations have resulted in an executed MOA dated March 18, 2024, with terms that modify the prior CNA; and

WHEREAS, the negotiation committees wish to recommend ratification and approval of a successor CNA in accordance with the terms of the March 18, 2024 MOA attached to this resolution; and

NOW, THEREFORE, IT IS HEREBY RESOLVED BY THE TOWNSHIP OF EDISON MUNICIPAL COUNCIL AS FOLLOWS:

1. The Township of Edison hereby approves the successor Collective Negotiations Agreement with IAFF Local 1197, International Association Of Firefighters with the terms of the Memorandum of Agreement attached hereto.
2. The Mayor and Business Administrator are hereby authorized to execute the Collective Negotiations Agreement with IAFF Local 1197, International Association Of Firefighters in the form so ratified and approved.
3. The Chief Financial Officer has certified that the funds for the Memorandum of Agreement are available from and can be obtained from the Township and shall be included in the budget for the term of the Agreement.
4. A copy of this Resolution shall be available for public inspection at the offices of the Township Clerk.
5. This Resolution shall take effect immediately.

THIS IS TO CERTIFY that this is a true and compared copy of a Resolution adopted by the Municipal Council of the Township of Edison at their Regular Meeting of March 27, 2024.



Cheryl Russomanno, RMC
Municipal Clerk

MEMORANDUM OF AGREEMENT

TOWNSHIP OF EDISON AND IAFF LOCAL 1197, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

WHEREAS, the Township of Edison (hereinafter the “Township”) and IAFF Local 1197, Edison Township International Association of Fire Fighters (hereinafter the “Union”) are parties to a Collective Negotiations Agreement which expired on December 31, 2022; and,

WHEREAS, the Township and the Union have conducted negotiations for a successor agreement; and,

NOW, THEREFORE IT IS AGREED, by and between the Township and the Union as follows:

ARTICLE 1 – RECOGNITION:

The position of Firefighter/EMT and Firefighter/EMTs shall be restored to the Agreement.

ARTICLE 3 – DURATION:

This Agreement shall be effective as of the first day of January 2023 and shall remain in full force and effect until the 31st day of December 2027.

ARTICLE 4, DUTIES OF FIREFIGHTERS:

Section 1 includes “emergency medical response” in the enumerated duties of firefighters. The Union agrees to dismiss the Township from any and all claims they have, had, or may have had, including pending appeals and Unfair Labor Practices, with an execution of an unconditional release. In return for the inclusion of “emergency medical response” in the enumerated duties and withdrawal of pending claims, the Township shall increase all salaries set forth in Article 27, Annual Salaries, Section 1 by an additional 2%, effective January 1, 2023.

Section 1: Modified Language – “Employees of the Fire Department operate as first responders. Accordingly, Employees may be assigned to perform duties which include, but are not limited to following: respond to fire alarms and hazardous materials situations, administering life support care and first aid, immobilizing injured people for transport by non-Fire-Department vehicles , communicating with dispatchers about the quantity and condition of incoming patients, administer CPR and first aid, firefighting, rescue, salvage, fire prevention, training, care and limited maintenance of firefighting equipment apparatus,

overhaul work, maintenance or housekeeping of firehouses and community relations, or any other duties which are already being performed. .”

Notwithstanding the above, the parties agree that should the Township decide to reinstate operation of a transport-capable vehicle and or ambulance, such duties are not inherently included in the current job duties. Accordingly, the parties agree that such a determination shall require the parties to reopen negotiations for the sole purpose of modifying the duties to include operation of a transport-capable vehicle and or ambulance, and appropriate compensation for members performing such duties.

ARTICLE 12 – ACTING OFFICER:

Modify the eligibility requirement from the completion of three years to the completion of six years and maintain the remainder of the Article.

“Any employee covered by this agreement is eligible to serve as acting officer when the employee has completed six (6) years of service in the Edison Fire Department.”

ARTICLE 27 – ANNUAL SALARY:

Modify to the following increases, retroactive to January 1, 2023:

January 1, 2023:	3.0%
January 1, 2024:	3.0%
January 1, 2025:	3.0%
January 1, 2026:	3.0%
January 1, 2027:	3.0%

ARTICLE 43 – WELFARE AND PENSION BENEFITS:

Modify to include the following changes, consistent with PBA, Local 75:

- Section 1(a) and (b): Remove HMO and POS Plan
- Section 1(a): Annual 2.75% Increase to Employee Contributions
- Section 1(b) PPO Plan Revisions
 - \$20 Co-Pay In-Network
 - \$50 Emergency Room Co-Pay
 - \$300/\$600 Out of Network Deductible
 - Unlimited Short-Term Therapies
 - 50 Chiropractic Visits Annually
 - Claims for medical service shall be paid at the Fair Health rate of 90%
 - Prescription (Non-Maintenance) Co-Pays:
 - \$0 Generic

- \$5 Preferred (Medically necessary or no generic available)
 - \$20 non-preferred
 - Prescription Maintenance Co-Pays:
 - Mail order 90-day supply follows non-Maintenance co-pay
 - No Mail Order
 - \$25 Generic
 - \$30 Preferred
 - \$50 non-Preferred
 - Diabetic Supplies & Durable Medical Equipment – 100% In Network
 - Ambulance – 100%
 - Private Duty Nurse – 100%
- Section 3(B): Incorporate Prescription co-pay language.
 - Section 6: Employees who have retired after July 1, 2018, and the effective date of this agreement shall maintain medical coverage as described in this agreement. Future retirees shall maintain coverage in retirement consistent with the benefits in effect at the time of their retirement.
 - Section 6(A): Revised Language – Change “June 28, 2011” to “February 1, 2013”.

ARTICLE 44 – EDUCATIONAL BENEFITS:

The Township will provide all training and refresher courses for all firefighters who volunteer to attain an EMT certification:

Section 2: “The Township shall provide, at its cost, Emergency Medical Technician (“EMT”) training, which shall include recertification training.”

ARTICLE 45- SICK TIME: Add a New Section 12:

Employees may use sick leave for any of the purposes set forth in the Earned Sick Leave Act, N.J.S.A. § 34:11D-3.

ARTICLE 49 – FIREFIGHTER/EMTS AND FIREFIGHTER EMS RESPONSE:

Firefighters who, as of December 1, 2018, were certified as Emergency Medical Technicians as set forth in the 2018 Firefighter EMT Rotation List, shall maintain the two percent (2.0%) increase to their base salary. This pensionable stipend shall remain frozen (and shall not increase annually) and will continue to be included in the base salary of those specifically enumerated thirty-six (36) firefighters listed on the EMT Rotation List until their retirement or separation from the Township of Edison.

Those firefighters described above will retain eligibility for the EMT stipend described in section 4 of this article.

Section 1. (a) The Township will provide the initial training for firefighters to qualify as a certified Emergency Medical Technician.

Section 2. The Township Health Department shall be responsible for the inoculation and testing of all Firefighters/EMTs against Hepatitis-B, Tuberculosis, and other communicable diseases. The Township shall maintain all health records for Firefighters/EMTs.

Section 3. As part of the general liability insurance coverage provided by the Township, the Township shall provide Firefighter/EMTs with professional malpractice insurance.

Section 4. All Fire Fighters will be required to satisfactorily complete Emergency Medical Responder (EMR) within one (1) year of employment. Fire Fighters employed prior to January 1, 2023, shall be required to satisfactorily complete EMR training within one (1) year of the execution of this agreement.

SETTLEMENT

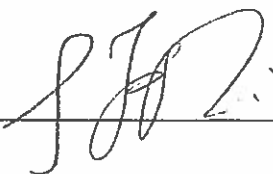
In further consideration for the 2% base increase described in Article 4, the Union agrees to dismiss the Township from any and all claims they have, had, or may have had, including pending appeals, grievances, and Unfair Labor Practices, with prejudice and an execution of an unconditional release.

The MOA is subject to approval by the Township Council and ratification by the membership of Local 1197. Any terms from the prior agreement not addressed in this MOA are deemed incorporated into this agreement.

DATED: 9/18/2024

TOWNSHIP OF EDISON

IAFF LOCAL 1197


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