

RESOLUTION R.339-062024

**A RESOLUTION AUTHORIZING THE MAYOR AND TOWNSHIP CLERK TO EXECUTE A
MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF EDISON AND IAFF
LOCAL, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS**

WHEREAS, the Township of Edison (hereinafter referred to as the “Township”) and IAFF Local 2883, International Association of Fire Fighters (hereinafter referred to as “IAFF Local 2883”) have engaged in negotiations for a successor Collective Negotiations Agreement and

WHEREAS, the Township and IAFF Local 2883, have agreed to the terms and conditions set forth in a Memorandum of Agreement (hereinafter referred to as “MOA”); and

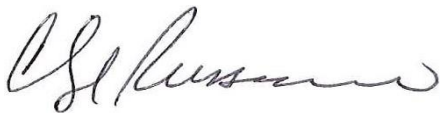
WHEREAS, IAFF Local 2883 has ratified the terms in the MOA; and

WHEREAS, the Township wishes to approve the terms contained in the MOA and for the term January 1, 2023 through December 31, 2027; and

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the Township of Edison, County of Middlesex, State of New Jersey, as follows:

1. The Township hereby accepts and approves the terms contained in the Memorandum of Agreement and the successor Collective Negotiations Agreement with the IAFF Local 2883 in substantially similar form attached hereto.
2. The Mayor and the Municipal clerk are authorized to execute the successor Collective Negotiations Agreement on behalf of the Township of Edison.
3. 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 June 26, 2024.



Cheryl Russomanno, RMC
Municipal Clerk

MEMORANDUM OF AGREEMENT

TOWNSHIP OF EDISON AND IAFF LOCAL 2883, INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

WHEREAS, the Township of Edison (hereinafter the “Township”) and IAFF Local 2883, 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:

1. **Term:**

- 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.

2. **Article II, Conducting Association Business:**

- Section 1: Add Language – “State Delegate”
- Add Section: “The Employer agrees to recognize and support the Fire Department funeral detail consisting of two (2) members of the association representing the Fire Department. (The detail to be selected by the Union) in an official capacity to attend funerals in and out of the state for fire fighters who have given their lives in the line of duty. The two (2) members assigned to the funeral detail shall be granted time off from duty without loss of pay to attend such funerals. The Employer will supply a Fire Department vehicle for use in the funeral detail. (Within a geographical circumference of three hundred (300) miles). Only one (1) member shall be allowed off duty from their regular shift.”

3. **Article V, Hours of Work and Work Schedule:**

- Section 3: Modify Language, Paragraph 1 – The work week for the Fire Officers assigned to Fire Administration shall consist of forty-two (42) hours work week in accordance with the current schedules as assigned by the Chief. Fire Officers assigned to these shifts shall receive holiday pay in accordance with Article VII of this agreement.

4. **Article VIII – Uniform Allowance:**

- Section 3: Add Language “The Township shall annually supply to each employee (1) uniform consisting of one (1) long sleeve shirt, one (1) short sleeve shirt, and one (1) pair of pants.”

5. **Article XXVII, Wages and Longevity:**

- Section 1: Wages*:

January 1, 2023 3.00%
 January 1, 2024 3.00%
 January 1, 2025 3.00%
 January 1, 2026 3.00%
 January 1, 2027 3.00%

*Salaries/Longevity shall be retroactively applied to January 1, 2023

- Section 1: Longevity Scale – Revised Language: “12 ½ percent after 23 years” shall be revised to “16 ¼ percent after the completion of 22 years”. Remaining steps in longevity are eliminated.
- Section 1(a): Revised Longevity Scale for employees hired after January 1, 2019:

First Day of 6th Year of Service	3.00%
First Day of 11th through 15th Year of Service	6.00%
First Day of 16th to 20th Year of Service	9.00%
First Day of 21st Year of Service	12.00%
- Section 3: Add Language: “Rank Differential as defined in this section is only applicable between Captain and Battalion Chief. The parties agree and acknowledge that this agreement maintains such rank differential.”
- Section 5: Revised Language: “Effective January 1, 2025, shift differential is eliminated. Upon execution of this agreement, base salaries shall be increased in accordance with the following:
 - Captain – \$4,800
 - Battalion Chief - \$5,400

6. **Article XXIV, Welfare and Pension Benefits:**

- Remove POS Plan
- Remove Rutgers Community HMO
- Section 1:
 - Claims for medical service shall be paid at the Fair Health rate of 90%

- Annual 2.75% increase to Employee Contributions
- 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
 - 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%
- Modify Section 4E – Modify date to February 1, 2013.

7. **Article XV, Sick Time:**

- **Section 6(A):** Revised Language – “Hospital confinement and/or major illness or injury shall be treated in the following manner: Members who enter the hospital and/or suffer a major illness or injury shall request, as soon as possible, a letter from the attending physician, indicating the type of illness/injury and recommending recuperative time. This letter shall be sent to the Chief of Fire. Major Illness is defined as either (1) a serious health condition; (2) a health condition which negatively impacts a person's daily function or quality of life; or (3) a serious health condition which excessively strains their caregivers.”

8. **Article VI, Overtime:**

- Section 5: Modify Language – Increase minimum overtime hours from (2) to (4) hours.

9. **New Article - Superior Officer Duties**

- All 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: Supervision of Fire personnel, 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.

- In return for the inclusion of “emergency medical response” in the enumerated duties, the Township shall increase all salaries set forth in Article 27, Annual Salaries, by an additional 1%, effective January 1, 2023.
- All members will be required to satisfactorily complete Emergency Medical Responder (EMR) within one (1) year of employment. Members employed prior to January 1, 2023, shall be required to satisfactorily complete EMR training within one (1) year of the execution of this agreement.
- The Township shall provide, at its cost, Emergency Medical Technician (“EMT”) training, which shall include recertification training.

The MOA is subject to approval by the Township Council and ratification by the membership of the Local 2883. Any terms from the prior agreement not addressed in this MOA are deemed incorporated into this agreement.

DATED: 6-18-2024

UNION

Richard B. Schenk

TOWNSHIP OF EDISON

Sonia Alves-Vereins