

MEMORANDUM OF AGREEMENT

The **BOROUGH OF HIGHLAND PARK, New Jersey** (hereinafter called the “Borough” or “Employer”) and the **TEAMSTERS LOCAL 97** (hereinafter called the “Union”) hereby agree to this Memorandum of Agreement dated September 28, 2023 with respect to a successor collective negotiations agreement between the parties. This Agreement is subject to ratification of the parties. The parties agree to recommend ratification of this Agreement to their respective membership (the Borough Council and Union members, respectively).

The terms of the Memorandum are as follows:

- (1) The term of the successor agreement shall be from January 1, 2024 to December 31, 2026. Unless otherwise stated herein, the provisions of this MOA shall be effective January 1, 2024.
- (2) All terms of the existing contract shall remain in full force and effect, except as modified by this memorandum.
- (3) The parties shall mutually create and agree upon a successor collective negotiations agreement from the terms of this memorandum. All other terms and conditions previously agreed to by the parties shall be deemed incorporated into this memorandum.
- (4) **Article 3 – Dues Check Off**
Modify Paragraph C to conform to Article 8B and provide for notification of new hires within 30 days of hire.

(5) **Article 6 - Wages**

Increase wages across the board (all steps) as follows:

January 1, 2024 – 2.5%;
January 1, 2025 – 3.0%; and
January 1, 2026 – 3.0%.

(6) **Article 7 – Wage Increase Eligibility**

Modify dates to conform with new agreement.

(7) **Article 11 – Medical Benefits**

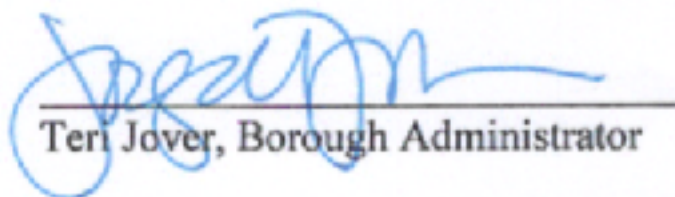
- a. Modify Article to provide that, effective 1/1/24, the base plan will be the NJ Direct2030. Employees who select a different plan at a higher cost will pay the difference in premium between the NJ DIRECT 2030 and the plan selected, in addition to contributions required by P.L. 2011, Ch. 78 as set forth in Paragraph A.
- b. Effective January 1, 2024, modify Paragraph E to increase eyeglass reimbursement from \$150.00 to \$250.00 per family per year.

TEAMSTERS LOCAL 97



Patrick Guaschino, Vice-President

BOROUGH OF HIGHLAND PARK



Teri Jover, Borough Administrator