

MEMORANDUM OF UNDERSTANDING

Agreement made this ____ day of _____ 2023 represents the complete and final understanding on all negotiable issues between the Township of Rochelle Park, hereinafter referred to collectively as ("the Township"), and International Brotherhood of Teamsters Local 97 of New Jersey (hereinafter referred to as "IBT 97").

WHEREAS, the Township and IBT 97 are parties to collective negotiations agreement covering the period January 1, 2020 to December 31, 2022, which has expired; and

WHEREAS, the parties have engaged in good faith collective negotiations in an effort to reach agreement or otherwise resolve terms and conditions for a new labor agreement; and

WHEREAS, the parties have reached an Understanding on terms and conditions for a new agreement subject to ratification by the Township and approval by the Governing Body; and

WHEREAS, the negotiating committees for the Township and IBT 97 unanimously agree to recommend this Understanding for ratification and approval:

NOW, THEREFORE, in consideration of the mutual covenants and undertakings herein set forth the parties agree as follows:

A. Article XXVI – Termination and Extension of Agreement

1. The term of this Agreement shall be four (4) years commencing on January 1, 2023, through December 31, 2027.

B. Article XIV – Hours of Work

12. Compensatory time off shall be increased to thirty-two (32) hours with the ability to cash out up to ten (10) hours of unused strait time at the end of the year. Compensatory time may be replenished throughout the year.
7. Employees shall receive \$10 for breakfast, \$15 for lunch and \$15 for dinner during emergencies, ice, snow and floods. Employees must provide meal receipts and requisition requests to be approved by the department head or Township Administrator.
13. (new section). Township agrees to issue five (5) flex days during the summer months where the work hours shall be from 6:00am to 2:00pm. Determination of flex days shall be at the sole and absolute discretion of the DPW Superintendent with approval from the Township Administrator.

C. Article XVI – Call in Pay

2. A minimum of \$350 per week shall be paid to employees on standby.
3. A minimum of \$300 per week shall be paid to employees on standby when the following holidays fall within said week (see contract for listed holidays).
4. Township agrees to permit the on-call employee to take home a vehicle as determined by the Township Administrator.

D. Article XXII Funeral Leave

1. Leave shall be provided in accordance with the Township Personnel Policies.

E. Article XIII Salaries

The parties agree to the following wage increases:

- Year 1 - 2% increase
- Year 2 – 3% increase
- Year 3 – 3% increase
- Year 4 – 3% increase

2. Subsection 2 of this Article is deleted.

F. Attachment B – Uniforms

Allotment for Uniforms shall be increased to four (4) pairs which shall be approved by the DPW superintendent upon receipt of a requisition request.

G. Salary Guide: The below chart has been updated to reflect the increases outlined in Article XIII above.

The Salary Guide shall be deleted and replaced with the following:

Steps	2022 Current	Year 1 2023 2%	Year 2 2024 3%	Year 3 2025 3%	Year 4 2026 3%
Step 1 – Starting	\$35,225.54	\$35,929.0308	\$37,006.9017	\$38,117.1088	\$39,260.6221
Step 2 – completion of 1 st year	\$44,621.32	\$45,513.7464	\$46,879.1588	\$48,285.5336	\$49,734.0996
Step 3- completion of 2 nd year	\$53,905.84	\$54,983.9568	\$56,633.4755	\$58,332.4798	\$60,082.4542
Step 4 – completion of 3 rd year	\$63,413.80	\$65,702.0760	\$67,673.1383	\$69,703.3324	\$71,794.4324
Step 5- completion of 4 th year	\$72,811.64	\$74,267.8750	\$76,495.9113	\$78,790.7886	\$81,154.5123
Step 6- completion of 5 th year	\$82,212.69	\$83,856.9438	\$86,372.6521	\$88,963.8317	\$91,632.7467

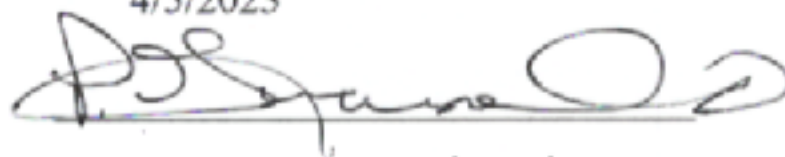
* The above salary guide shall not affect the Township's managerial rights to hire employees at any step pursuant to a need or experience as determined in the sole and absolute discretion of the Township. The salary step guide shall not cover seniority. Seniority is calculated from the actual date of hire regardless of the starting step.

Township of Rochelle Park

Teamsters Local 97

MICHAEL JAIMES

4/5/2023



DATED: 4/5/2023

DATED:

4/5/2023

DRAFT