

AGREEMENT

BETWEEN

**THE TOWNSHIP OF RARITAN,
HUNTERDON COUNTY, NEW JERSEY
AND
TEAMSTERS LOCAL 469 DPW (BLUE COLLAR BARGAINING UNIT)**

JANUARY 1, 2025 TO DECEMBER 31, 2027

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PREAMBLE

THIS AGREEMENT, made this 22 day of October, 2025
between the TOWNSHIP OF RARITAN (hereinafter called the
"Township"), and LOCAL UNION NO. 469 AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA, (hereinafter called the "Union") represents
the complete and final understanding on all issues subject to this
collective bargaining agreement between the Township and the Union;

WHEREAS, the parties have carried on collective negotiations
for the purposes of developing a contract governing wages, hours of
work, and terms and conditions of employment;

NOW, THEREFORE, in consideration of the promises and mutual
agreements herein contained, the parties hereto agree with each
other with respect to the Employees of the Township recognized as
being represented by the Union, as follows:

ARTICLE I
RECOGNITION

A. The Township hereby recognizes Local Union No. 469 affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America as the exclusive representative for purposes of collective negotiations with respect to wages, hours of work and other terms and conditions of employment for all Public Works Department employees employed by the Township of Raritan, but excluding all other employees including managerial executives, confidential employees, professional employees, police, craftsmen and supervisors within the meaning of the Act.

ARTICLE II
DUES CHECK OFF

A. The Township agrees, for each of its employees covered by this Agreement, who in writing authorizes the Township to do so, that it will deduct from the earnings payable to such employee, the monthly dues and initiation fees, if any, for each such employee's membership in the Union. Deductions shall be made from each payroll period in equal amounts and initiation fees shall be deducted in the same method as the dues immediately following the completion of the probationary period.

B. The Union dues deducted from an employee's pay will be transmitted to the Secretary Treasurer of Local Union 469 of the Union by check within ten (10) working days after the first period in which deductions are made, and within (10) working days after such deductions are made each month thereafter, and said dues deductions will be accompanied by a list showing the names of all employees for whom the deductions were made.

C. The Union agrees to furnish written authorization in accordance with the State statute (N.J.S.A. 52:14-15.9(e) from each employee authorizing these deductions. The Union further agrees to be bound by all provisions of said State statute, as well as all other applicable provisions of law pertaining to dues check off.

D. The amount of monthly Union membership dues will be as set forth on the signed dues authorization card. Any change in the amount of dues will be evidenced by a new signed dues authorization card from the employees. The Union agrees to give the Township two weeks advance written notice of any change in membership dues.

E. The Union agrees that it will indemnify and hold harmless the Township against any actions, claims, loss or expenses in any manner resulting from action taken by the Township at the request of the Union under this Article.

ARTICLE III
UNION REPRESENTATION

A. Upon notification to and approval by the appropriate supervisor, the privilege of the steward to leave work at a reasonable time during working hours without loss of pay is extended with the understanding that the time will be reasonable, will be devoted solely to the proper handling of legitimate Union Business, and will not unduly interfere with the normal working operations of the Township. The Union agrees that it will notify the Township in writing as to the name of the employee designated as steward, and the Union further agrees that the privilege of attending to legitimate Union business during working hours shall not be abused.

B. 1. The Township recognizes the right of the Union to designate job stewards and alternates. The authority of job stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

a. The investigation and presentation of grievances in accordance with the provisions of this agreement;

b. The collection of dues when authorized by appropriate local Union action;

c. The transmission of such messages and information

which originate with, and are authorized by the local Union or its officers, provided such messages and information:

(1) have been reduced to writing, or

(2) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Township's business.

2. Job stewards and alternates have no authority to take strike action, or any other action interrupting the Township's business.

3. The Township recognizes these limitations upon the authority of job stewards and their alternates; and shall not hold the Union liable for any unauthorized acts, provided the Union takes all reasonable affirmative action to prevent and/or to stop any unauthorized acts.

4. The Township in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the shop steward has taken unauthorized strike action, slowdown, or work stoppages in violation of this agreement.

5. Stewards shall be permitted to investigate, present and process grievances on or off the property of the Township, without loss of time or pay. Such time spent handling grievances shall be considered working hours in computing daily and/or weekly overtime.

C. A duly authorized representative of the Union designated in writing, after notice to the, Township Administrator and the Public Works Superintendent or his designee in charge, during reasonable business hours, shall be admitted on to the premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints arising under this Agreement, provided, however, that there is no interruption of the Employer's working schedule.

D. 1. The Township will notify the Union in writing of all promotions, demotions, transfers, suspensions and discharges.

2. The Township will notify the Union in writing prior to a layoff in accordance with the provisions of Article 25 (2).

3. The Township will provide the Union with an updated list of covered employees showing name, address, classification, and last four digits of Social Security number.

4. The Township will notify the Union of additions and deletions in the payroll of covered employees as they occur.

ARTICLE IV

MANAGEMENT RIGHTS

A. The Union recognizes that the management of all operations, the control of its properties and the maintenance of order and efficiency is vested in the Township, except as limited or modified by this Agreement; and except as so modified or otherwise provided by this Agreement, these management rights shall include, but shall not be limited to, the right to:

1. Select and direct the working forces;
2. Hire, suspend, discharge, or take other appropriate disciplinary action against an employee for just cause;
3. Assign, promote, transfer or lay off employees;
4. Determine the scheduling of overtime to be worked;
5. Decide the number and location of its facilities;
6. Determine the maintenance and repair work to be performed
7. Determine the amount of supervision required;
8. Determine the machinery and tool equipment to be purchased and utilized, determine methods and schedules of work and determine the

selection, procurement, designing, engineering
and control of equipment and materials;

9. Purchase the services of others by contract or
otherwise, except as this right may be otherwise
specifically listed to this Agreement.

10. Make reasonable and binding rules and
regulations which shall not be inconsistent or
contrary to this Agreement.

ARTICLE V

NO STRIKE NO LOCKOUT

A. It is recognized that the need for continued and uninterrupted operation of the Township's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operation.

B. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, the parties hereto agree for the term of this Agreement, that there will not be and that the Union, its officers, members, agents or principals will not engage in, or sanction, strikes, slowdown, job action, mass resignations, mass absenteeism, sick outs, or other similar action which would involve suspension of or interference with normal work performance.

C. The Township shall have the right to discipline or discharge any employee causing a strike, slowdown, or other such interference.

D. In consideration of the foregoing, the Township agrees not to lock-out or cause to be locked out, any employee covered under this provision of this Agreement.

ARTICLE VI

DISCIPLINE AND DISCHARGE

A. The parties agree that nothing herein shall in any way prohibit the Township from discharging or otherwise disciplining any employee covered by this Agreement, regardless of seniority, for just cause. Notice of discharge or suspension shall be served upon the Union at the same time it is served upon the employee involved.

B. In the event that an employee feels that they have been discharged or suspended unjustly, said employee or the Union, shall have the right to file a grievance, which must be in writing, with the Township within five (5) working days from the time of discharge or suspension. Said grievance shall be initiated at the second step of the grievance procedure as herein provided with a hearing convened within five (5) days. If no grievance is filed within the time period specified, then said discharge or suspension shall be deemed to be absolute unless such time period is extended by mutual agreement of the parties.

C. Except in cases of alleged major offenses, an employee covered hereunder shall receive one prior written "first warning" notice of offense before suspension or discharge is imposed as a form of discipline.

ARTICLE VII

SENIORITY

A. Seniority shall mean a total of all periods of employment within classification covered by this Agreement.

B. An employee shall lose seniority rights only for one of the following reasons:

1. Voluntary resignation
2. Discharge for just cause
3. Failure to return to work within five (5)

working days after being recalled by registered or certified mail, unless such time is extended by mutual consent of the parties, or unless due to actual illness or accident, in which event consideration will be given as to what extension, if any, will be granted to accept re-employment. (The Township may require substantiating proof of illness or accident). The employee shall immediately notify the Township of their intent to accept re-employment.

4. Continuous layoff beyond recall period for re-employment outlined in this Agreement.

5. Absence without notice for five (5) or more days.

6. The maximum allowable for part-time employees will be restricted to four (4) per year.

ARTICLE VIII

PROBATIONARY EMPLOYEES

A. New employees will be regarded as probationary for the first six (6) months (180 days) of employment. During the probationary period, a probationary employee is not entitled to the rights and/or privileges set forth in the agreement including but not limited to the grievance procedure set forth in article 19. During the probationary period a probationary employee is an at-will employee who may be discharged for any reason or no reason. This time period may be extended by an additional thirty (30) working days upon mutual consent of the parties. There shall be no responsibility for re-employment of probationary employees if they are discharged during this probationary period. After successful completion of their probationary period, the said new employee will be placed on the seniority list retroactive to the first day of work.

B. Seasonal employees (defined as persons employed on a temporary basis between May 1 and September 1) shall not be subject to the probationary period.

C. All newly hired employees must obtain a Commercial Driver's License (CDL) Class A license within the first two (2) years of their employment. The Township will cover the cost of the training program. If an employee resigns within two (2) years

of completing their training, the employee will reimburse the Township for all costs associated with the CDL training program. If an employee fails to acquire his/her CDL license after the first two years of employment, the Township may terminate said employee without recourse through the grievance and arbitration procedures.

ARTICLE IX

PROMOTION

A. The Township agrees to give preference for promotion and advancement to the then current employees. Part-time employees shall not be eligible for any promotion until they have received full-time status.

B. All vacancies within the Public Works Department will be posted on the bulletin board for eleven (11) working days. Such notice shall contain a description of the job and the rate of pay (minimum and maximum where applicable). Employees wishing to bid for said posted jobs shall sign their names to the notice.

C. Following the above prescribed period, if the position is to be filled by promotion rather than lateral transfer or new hire, the Township shall award the posted job to the most qualified employee, as determined solely by the Township, who has signed the posting, with the basic requirements needed to perform the work in the new classification. If, in the sole determination of the Township more than one (1) employee is equally qualified, the most senior employee should be given the promotion.

D. A successful bidder shall receive a trial period of ninety (90) days on his new assignment, which may be extended by

an additional thirty (30) days upon mutual consent of the parties. During the trial period, the successful bidder shall be compensated by a rate increase equal to one half the difference between his old rate and the rate of the next higher classification for which he has bid.

E. The Union and the employee will be kept advised of the progress made in learning the new assignment. The employee will be given assistance to successfully meet the requirements of the job. If the employee fails to successfully meet these requirements within the trial period, the employee shall be returned to their former classification and shall assume seniority and pay as though they had never left their old classification. If an employee fails to satisfy the job requirements, they shall be precluded from bidding or promotion for a period of one (1) year from the date of the last trial period, unless such restriction is relaxed by mutual consent of the parties.

ARTICLE X

HOURS OF WORK

A. The Township agrees that forty (40) hours per week, eight (8) hours per day, five (5) consecutive days per week, Monday through Friday, shall constitute a regular week's work, hereinafter called the work week, and employees shall be paid at the regular straight time rates of pay hereinafter provided. The normal hours of work shall be from 7:00 a.m. to 3:30 p.m., during which time the Township shall allow a one-half hour unpaid lunch period each workday, and shall allow one fifteen (15) minute paid coffee break during each four (4) hour work period during the regular workday. This definition shall not be construed as a limitation of the number of hours of work which the Township may require. Part-time employees shall be designated as those employees who work 29 or less hours of work, Monday through Friday between the hours of 7:00 a.m. and 3:30 p.m.

B. The Township agrees to the following "call in" guarantees.

1. Minimum guarantee of two (2) hours work or pay in lieu thereof at the applicable premium rate when the employee is called in from work outside their regular schedule from Monday to Friday.

2. Minimum guarantee of four (4) hours of work or pay in lieu thereof at the applicable premium rate when the employee is called in for work on Saturday, Sunday or a holiday.

3. "Call in" guarantees shall not apply when the employee is notified to report early on their regular schedule or is held over at the end of their regular schedule.

4. "Call in" time starts when employees report for work at the Township's premises or designated job site.

C. There will be a ten (10) minute wash-up time prior to the end of each workday.

D. The Township agrees that at the beginning of each work week there will be a published list of overtime.

ARTICLE XI

OVERTIME

A. The Union recognizes the Township's need for and right to require reasonable amounts of overtime. Part-time employees shall not be offered any work that would constitute overtime for the full-time employees. Only after all full-time employees have refused the overtime offer or the entire unit is working would the part-time employees be allowed to work the assigned overtime.

B. The schedule for working such overtime will be established by the Township.

C. The Township agrees that it will pay time and one half the regular straight time hourly rate for all authorized time actually worked:

1. In excess of forty (40) hours of work (exclusive of any lunch break) in the work week;
2. In excess of eight (8) hours of work (exclusive of any lunch break) in the workday;
3. For hours actually worked (exclusive of any lunch break) or guaranteed, whichever is applicable, on Saturdays and Sundays.

D. Overtime must be approved in advance by the employee's department head as necessary within budget constraints except in the case of an emergency as verified by the Township Administrator.

E. For emergency situations where short notice is given, employees will be expected to make every effort to work overtime if possible. The refusal to work overtime without valid reason may be cause for disciplinary action.

F. Overtime pay on holidays (holidays as stated in this Contract) will be at two (2) times the hourly rate of pay. In order to receive double time on a Sunday, the employee must have worked eight (8) hours straight on Saturday. This means the employee must work six (6) consecutive days in order to receive double time on a Sunday.

G. Overtime shall be equally distributed to the extent possible among the employees capable of completing or performing the work to be completed. No overtime shall be worked or paid for unless first authorized by the supervisor in charge.

H. The method of recording an employee's overtime will be as follows:

1. Overtime the employee physically worked;
2. Overtime the employee orally refused or was too ill to work, or the employee was otherwise unavailable.

I. The Township will maintain a current list of overtime actually worked together with overtime charges in accordance with Section F.2. of this Article.

J. There shall be no "pyramiding" of overtime.

K. Unauthorized working of overtime may be cause for disciplinary action.

L. When overtime work involves snow plowing, employees shall be entitled to a one-hour paid break between 8:00 p.m. and midnight for their supper meal; and a one-half hour paid break between midnight and 3:00 a.m. and between 3:00 a.m. and 7:00 a.m. for their midnight and breakfast break respectively.

M. The Township agrees not to require or in any way solicit any employee to take time off to compensate for time worked in excess of eight (8) hours in a workday or forty (40) hours in a work week.

N. Compensatory Time shall be managed as follows:

1. Employees who are given compensatory time (time allowed) for overtime work during any given year will not be allowed to accumulate and/or accrue and/or maintain more than eighty (80) compensatory time hours, which can be carried over from year to year. Employees may only use a maximum of eighty (80) hours as time off in any given calendar year.
2. The choice between compensatory time or payment for overtime will be discussed prior (when possible) to the performance of the work by the employee and his/her supervisor. The decision will be based on the best interests and needs of the Township. The Supervisor's decision will be final.
3. Compensatory time can only be taken upon prior verbal or written approval of the department head.

O. Employees will receive Meal Allowances as follows:

1. Breakfast Allowance: \$8.00 for continuous work performed up to 3:00 AM. There will also be an \$8.00 breakfast allowance granted when the Employee is called in prior to the regular starting time in excess of two (2) hours.

2. Lunch Allowance: \$10.00 when the Employee works through lunch or is called in to perform overtime duties on a Saturday, Sunday, a recognized holiday, or required to work through lunch. When the Employee is requested to remain after 3:30 PM during the usual work week and he/she performs continuous work through to the next day and begins their regular schedule at 7:00 AM without returning home, the Employee shall receive the paid lunch allowance.

3. Supper Allowance: \$15.00 for continuous work performed up to 8:00 P.M.

ARTICLE XII

BULLETIN BOARD

A. The Union shall have the use of a bulletin board on the Township's premises for posting of notices relating to Union meetings, official business, and social functions only. No defamatory or malicious writing of any nature whatsoever shall be placed on the Union bulletin board, and the Union, agrees to immediately remove any such defamatory or malicious writings which may be posted.

ARTICLE XIII HOLIDAYS

A. The following days are designated as holidays for all employees covered by this Agreement:

- New Year's Day
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- Juneteenth (Floating Holiday)
- Independence Day
- Labor Day
- Columbus Day
- General Election Day
- Veteran's Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Floating Holiday

B. Employees who do not work on the observed holiday shall receive their regular daily rate of pay for each day, provided that any absence occurring on the day before or the day after the holiday has been authorized and/or paid for by the Township. If the

absence is due to illness, the Township may request reasonable proof of such illness.

- C. Employees who are required to work on an observed holiday will be paid their regular holiday pay plus payment at their premium rate of pay for all hours actually worked or guaranteed as referred to in Article XI this Agreement, whichever is greater; exclusive of any lunch break) on such holiday.
- D. Any holiday which falls on Saturday shall be celebrated the preceding Friday and any holiday which falls on Sunday shall be celebrated the following Monday.
- E. If a listed Holiday falls on a part-time employee's normal scheduled workday, the employee shall be paid for that day as if they worked.

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ARTICLE XIV

VACATIONS

A. All permanent full-time employees covered by this Agreement hired before January 1, 2000 are authorized an annual vacation allowance with pay which shall accrue to said employee on a calendar year basis as follows:

- 1) Employees shall be entitled to ten (10) working days' vacation after completion of their first year of employment with the Township. Vacations may only be taken upon the completion of the first year of employment.
- 2) Employees shall be entitled to fifteen (15) working days' vacation upon completion of five (5) consecutive years of employment with the Township.
- 3) Employees shall be entitled to twenty (20) working days of vacation upon completion of ten (10) consecutive years of employment with the Township. Employees will receive one (1) additional vacation for each year after fifteen (15) years. The maximum number of vacation days for any employee is twenty-five (25).

For purposes of computing vacation entitlement, eight (8) hours at the employee's regular straight time hourly rate of pay shall constitute a working day.

B. All permanent full-time employees covered by this Agreement hired on or after January 1, 2000 are authorized an annual vacation allowance with pay which shall accrue to said employee on a calendar year basis as follows:

- 1) Annual vacation allowances shall be posted on January 1 of each calendar year, including first year of employment, and will reflect the number of days the employee would accrue in that calendar year. In the event of termination or resignation vacation days will be prorated.
- 2) Employees shall be entitled to seven (7) working days' vacation during their first year of employment with the Township.
- 3) Employees shall be entitled to ten (10) working days'

vacation upon completion of two (2) consecutive years of employment with the Township.

- 4) Employees shall be entitled to fifteen (15) working days' vacation upon completion of seven (7) consecutive years of employment with the Township.
- 5) Employees shall be entitled to twenty (20) working days' vacation upon completion of fifteen (15) consecutive years of employment with the Township.
- 6) For purposes of computing vacation entitlement, eight (8) hours at the employee's regular straight time hourly rate of pay shall constitute a working day.

C. It shall be the responsibility of the Township to determine the scheduling of an employee's vacation, consistent with the following provisions:

- 1) Employees shall submit their requests for vacation time on or before April first, and the Township shall respond to such requests on or before April 15 of each year. The Township agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by seniority insofar as effective staffing requirements permit. The requirement is that only 50% of the total vacation allotment be submitted by April 1. Upon approval of the Supervisor, an employee shall be allowed to change any of their posted day or days if there is no conflict with already scheduled vacation days of other employees or conflict with any provision of this Article. Seniority will not prevail for unscheduled time when conflicts arise. The Township retains the right to allow only 25% of the workforce to be out at one time.
- 2) Vacations shall not be cumulative from one year to the next and must be taken in the calendar year in which earned. An employee whose employment is terminated prior to the expiration of their probationary period will not be entitled to annual vacation or pay in lieu thereof.
- 3) Employees shall receive vacation pay in advance of their vacation provided they furnish the Township with written

request for same at least ten working days prior to the payday in which the vacation payment is requested.

- 4) In the event a holiday named in this Agreement falls during an employee's vacation period, such employee shall enjoy an additional vacation day with pay at a mutually agreed upon time. Vacations may be taken throughout the calendar year.
- 5) A permanent employee who has resigned or who has otherwise separated from employment for reasons other than associated with termination for just cause shall be entitled to the vacation allowance for the current year prorated on the basis of one twelfth (1/12) of his vacation entitlement or each month worked from last anniversary date to the date of their separation becomes effective which shall be payable not later than forty-five (45) days from the date of separation. Said employee shall use all prorated vacation before date of separation. Any vacation taken in excess of vacation earned shall be deducted from the employee's final paycheck.
- 6) For one (1) day vacations, employees must give notice by noon of the prior day.
- 7) For two (2) to five (5) days' vacation, employees must give forty-eight (48) hours' notice.
- 8) For over five (5) days' vacation, employees must give one week's notice.

D. Part-time employees shall be provided with the following vacation schedule:

- 1) Three (3) days after one full year of service.
- 2) Part-time employees shall not have an effect of the permissible level of full-time employees off on any vacation period (five full-time employees off at any given time).

ARTICLE XV

HEALTH INSURANCE

- A. The Township agrees to continue all insurance (medical, dental, prescription) currently in effect for employees, their spouses or partners and dependents. The Township may only change insurance plans if the coverage is equal to or better than the current plan. The Township shall notify the Teamsters of any potential change in insurance plans and the parties will jointly determine whether the prospective plan is equal to or better than the current plan prior to implementation of any change.
- B. Employees shall contribute towards the cost of health benefits pursuant to Tier 4 of P.L. 201 1 c. 78, unless the contributions are reduced or eliminated by law.
- C. All employees have the option of choosing from one of the five plans offered through the Southern Skyland Health Insurance Fund for Medical and Prescription coverage. Dental insurance is provided through Delta Dental. See Appendix B and C hereto.
- D. Any employee hired before January 1, 2020 who retires pursuant to the Public Employees Retirement System (PERS) after twenty-five (25) years of service credited in the pension fund, with a minimum of twenty (20) years of service with the Township (in any full-time employment capacity whether or not

continual service), or who retires at any point on a disability pension, shall continue to receive all health and medical benefits (including spouse, partner and dependent coverage) provided by the Township for the remainder of his or her life with the premiums fully paid by the Township as long as the retiree lives anywhere in the United States (except that any retiree living outside the United States as of 7/15/2003 shall be grandfathered into the coverage). **Retirees in this category will enroll in Medicare at age 65. Retirees will pay for the Medicare expense up front and Raritan Township will then reimburse the retiree for the costs associated for Medicare Part B and Prescription Part D. This includes any reimbursement that may be above their retirement salary with Raritan Township, without any contribution by the retiree.** Upon the death of the employee, the employee's spouse or partner (and eligible dependents) shall continue to receive all health and medical benefits provided by the Township for the remainder of the spouse's life with the premiums to be paid by the surviving spouse at the group rate established for other retired employees.

- E. Employees hired on or after January 1, 2020 shall receive Township-paid health benefits (including spouse, partner and dependent coverage) in retirement as set forth above but will be required to contribute towards the cost of those health benefits at the Tier 4 contribution level set forth in the former P.L. 2011, c. 78. In addition,

employees (including spouse, partner and dependents) hired on or after January 1, 2020 shall only receive Township-paid health benefits until they and/or their spouse, partner and dependents become eligible for Medicare. At the time of the employee and spouse, partner or dependents Medicare or comparable program eligibility the employee and spouse, partner and dependents shall no longer receive Township paid Health Care Benefits provided that Medicare or a comparable program are available to retirees. If no such program exists, employees shall continue to receive Township-paid health benefits or a comparable program adopted by the Township. Dependents shall continue to receive Township-paid health benefits until their age precludes them from receiving such benefits.

- F. Full-time employees will receive a \$150.00 annual allowance towards eye care. This will be used for exams, lenses, frames or contact lenses. This provision applies to employees only and not to dependents.
- G. Part-time employees shall not be afforded health benefits of any kind.
- H. Employees who retired before Chapter 78 P.L. 2011 was enacted have no changes to the contributions made as a result of Chapter 78 P.L. 2011. Refer to Article XV of the contract for all other retirees.

ARTICLE XVI

DEATH IN THE FAMILY

- A. Wages up to five (5) days will be paid during the absence from work of permanent full-time employees when such absence is caused by the death and attendance at the funeral of mother, father, sister, brother, spouse, or child, and up to three (3) days for other relatives such as stepmother of employee, stepfather of employee, grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, cousin, niece or nephew.
- B. All days shall be consecutive working days and shall commence between the day of death and the day of the funeral.

ARTICLE XVII

NON-DISCRIMINATION

The Township shall abide by all applicable Federal and State laws governing discrimination.

ARTICLE XVIII

JURY DUTY

- A. An employee summoned for jury duty shall receive his regular pay from the Township without interruption or deduction for such period. Such employee shall report for his regular work while excused from such attendance in court unless it is impossible or if the employee is excused after 1:30 p.m., except in cases of emergency.
- B. Any payment received for jury duty shall be retained by the employee.

ARTICLE XIX

GRIEVANCE AND ARBITRATION

- A. The purpose of the grievance procedure shall be to settle all grievances between the Township and the employees covered by this Agreement at the lowest possible level, so as to ensure efficiency and promote employee morale.
- B. A grievance is hereby defined as any difference which may arise between the Township and the Union or between the Township and any of its employees covered by this Agreement, concerning the interpretation, application or compliance with the provisions of this Agreement.
- C. The procedure for the settlement of grievance shall be as follows:

STEP 1 - The aggrieved employee or employees and the shop steward shall present the grievance in writing to the department head or his designee within five (5) working days after the facts giving rise to the grievance have occurred. The Department Head or his Designee shall answer the grievance within five (5) working days within the date it is received.

STEP 2 - If the grievance is not resolved satisfactorily at Step 1 or if no answer has been received within the time limit as set forth in Step 1, the Union shall present the grievance in writing to the Township Administrator or any such representative within seven (7) working days. A written decision on the grievance shall be submitted to the Union within seven (7) working days after its presentation.

STEP 3- If the grievance has not been satisfactorily resolved in Step 2 hereof, the Union may, within seven (7) working days following the time period set forth under Step 2 hereof, refer the matter to the Public Employees Relation

Commission for selection of an arbitrator when a dispute exists regarding the interpretation and/or application of a specific provision of this Agreement:

1. A request for arbitration shall be initiated by the Union by serving upon the other, a notice in writing of its intent to proceed to arbitration within the time limits herein above specified.
2. Said notice shall identify the provisions of the agreement involved, the employee involved, and a statement of the Grievance or grievances which were made the subject of the previous steps.
3. The arbitrator shall be limited to the issues presented and shall have no power to add to, subtract from, nor modify the provisions of this Agreement, or to establish or change any wage rate. The arbitrator shall confine the decision solely to the application and/or interpretations of this Agreement.
4. The decision of the arbitrator shall be binding on both parties, and shall be rendered within thirty (30) days after hearing the dispute.
5. All fees and expenses or administrative charges for the arbitrator shall be divided equally between the parties. Each party shall bear the cost of preparing and presenting its own case, including the expense pertaining to all of their respective witnesses.
6. The arbitrator shall hold the hearing at a time and place convenient to the parties.
7. In cases involving back pay, the arbitrator may award such back pay only to the date of the filing of the

grievance.

- D. All of the time limits contained in this Article of the Agreement may be extended by mutual agreement. Unless such time is extended by mutual agreement, the failure to observe the time limits herein for the presentation of a grievance or submission of said grievance to arbitration shall constitute an abandonment of said grievance or right to arbitration and settlement thereof. In the event the Township fails to respond to the Union within the time limits set forth in the grievance procedure, the Union shall have the right to automatically process the grievance to the next step.

ARTICLE XX

SAFETY

The Township shall not require, direct, or assign any employee to work under unsafe or hazardous conditions. The employee upon discovering an unsafe or hazardous condition will immediately tell their supervisor. The supervisor will be responsible for determining whether or not the work can be performed safely. If, in the judgment of the supervisor, the working conditions are unsafe, the supervisor shall advise how the work can be performed safely or will stop the work. Normally, if the supervisor takes the responsibility and directs the work to continue, the employees shall perform the work subject to the rights under the grievance and arbitration procedure set forth in this Agreement.

The Township shall provide all safety equipment necessary for the performance of work required, including but not limited to first aid kits, D.O.T. flags, flares, and fire extinguishers. All safety equipment and apparel shall remain on the Township's premises when not in use. The parties agree to establish a safety committee to consist of two union and two management members. The purpose of the safety committee shall be to establish and enforce safety standards and practices to be observed by all parties in connection with work performed by the employees covered under this Agreement. During a snow emergency, two (2) employees will ride in trucks that require two personnel during their operation, all other units will adhere to one (1) person per truck.

The established safety committee shall meet to discuss and attempt to resolve the issue of safety concerns when one (1) employee is called out to work under what could be considered unsafe or hazardous conditions because the employee is working alone. Any recommendations from the safety committee are advisory in nature only and shall be implemented in the sole discretion of the governing body.

ARTICLE XXI

JOB SHEETS

The Township will prepare and make available to the Union Job sheets defining the principal functions of each job classification covered by this Agreement including part-time employees, as well as any new classification coming under this Agreement.

With respect to any new classification which the parties mutually agree is covered by this Agreement, the Township shall furnish the Union with a statement of the job requirements on work to be performed for purposes of negotiating a rate of pay at least thirty (30) days before putting same into effect. The Union may recommend changes in the statement of job specifications. The Township agrees that in establishing new classifications, the existing classifications at that time will not in any way be eroded unless mutually agreed to by the parties.

If at the end of thirty (30) days the parties have not reached agreement on the rate of pay, the Township may establish the new rate of pay which shall be reasonably related to the job requirements and/or the rate schedules established under this Agreement.

The Union may grieve the rate of pay established by the Township solely on the basis of whether or not the newly established rate of pay is reasonably related to the job requirements and/or rate schedules established under this Agreement and the arbitrator's authority shall be limited accordingly.

Every public works employee shall be able to perform all of the necessary tasks assigned by the Public Works Supervisor. The employees shall be able to perform all necessary labor and operate every piece of equipment and machinery to accomplish the

mission of the Public Works Department.

Crew Chiefs shall be designated as follows:

- The leader selected to direct the work of a crew of 3-5 employees performing a specific subunit of road work. Such work shall include, but not be limited to patching, ditching, laying and repair of drainage pipe, pipe and manhole cleaning, roadside brush cutting and pruning, etc.
- The leader selected to direct the work of any of the following divisions within the Department of Public Works:
 - o Building and Grounds
 - o Vehicle Maintenance
 - o Sign Shop
 - o Recycling

All Crew Chiefs shall be capable of performing all classifications of work under their direction.

ARTICLE XXII

MILITARY LEAVE

A. The Township agrees to abide by all applicable provisions of the Uniformed Services Employment and Reemployment Rights Act (USERRA) .

ARTICLE XXIII
COMPENSATION CLAIMS

A. In the event an employee becomes disabled by reason of service-connected injury or illness and is unable to perform their duties, then, in addition to any sick leave benefits otherwise provided for herein, they may be entitled to full pay for a period of up to one (1) year. In the event an employee is granted said injury leave, the Township's sole obligation shall be to pay the employee the difference between their regular pay and any compensation, disability, or other payments received from other sources provided by the Township. At the Township's option, the employee shall either surrender and deliver their entire salary payments, or the Township shall pay the difference.

If an employee returns to work from injury leave for less than one (1) year, they may return to injury leave for the same injury for a period of time which, when added to the initial period of injury leave, totals no more than one (1) year.

When an employee returns from injury leave, they shall be entitled to a new period of injury leave for a period of up to one (1) year if the employee submits a new injury claim due to an independent event causing re-injury or a new injury.

B. When an employee requests injury leave, they shall be placed on "conditional injury leave" until a determination of whether or not an injury or illness is work related and the employee is entitled to injury leave is initially made by the Township's Worker's Compensation carrier, with the final determination, if necessary, to be made by the Workers' Compensation Court. When and if it is finally determined that the injury or illness is not work related and that the employee

is not entitled to job injury compensation, the employee shall be denied injury leave and shall have all time off charged against their accumulated sick time and, if necessary, against any other accumulated leave time including but not limited to vacation, personal, compensatory and/or FMIA Or NJFLA. If the employee does not have enough accumulated time off, they shall be advanced sick time to cover the absence. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.

Any employee who is injured, whether slight or severe, while working must make an immediate report within forty-eight (48) hours thereof to their immediate supervisor, who will then forward the report to the Township Administrator.

It is understood that the employee must file an injury report with their immediate Supervisor so that the Township may file the appropriate Worker's Compensation Claim. Failure to so report said injury may result in the failure of the employee to receive compensation under this Article.

The employee shall be required to present evidence by a certificate of a physician designated by the insurance carrier that they are unable to work, and the Township may reasonably require the employee to present such certificate from time to time.

If the Township can prove that an employee has abused their privileges under this Article, the employee will be subject to disciplinary action by the Township.

ARTICLE XXIV

LAYOFFS AND RECALL

Whenever the Township reduces the workforce, the following procedure shall apply:

- A. Employees shall be laid off in the order of least total employment seniority, regardless of classification, provided the remaining employees are then qualified or can qualify within the three month notice period to perform the work to be done.
- B. Notice of such layoffs will be given at least three (3) months before the scheduled layoff.
- C. A laid off employee shall have preference for re-employment for a period of two (2) years.
- D. The Township shall re-hire laid-off employees in the order of greatest employment seniority, provided the employees are then qualified or can qualify to perform the work available within a three-month period. Under no circumstances whatsoever shall The Township hire from the open labor market while an employee has an un-expired term of preference for re-employment who is ready, willing and able to be re-employed as provided under the provisions of this Article of the Agreement.
- E. Notice of re-employment to an employee who has been laid off shall be made by registered or certified mail to the last known address of such employee.
- F. All part-time employees shall be laid off prior to any full-time employee being affected and shall be the last ones rehired.

ARTICLE XXV
SUB-CONTRACTING

The Township may continue to let subcontracts for the work or series presently performed by or hereafter assigned to employees covered by this Agreement provided:

- A. No employees are on layoff with unexpired recall rights.
- B. Employees shall not be laid off while contractors are performing work.
- C. The letting of subcontracts shall not be used to avoid the terms and conditions of this Agreement.

ARTICLE XXVI

PERSONAL DAYS

Each employee covered by this Agreement may receive three days leave with pay for personal business during each calendar year of this Agreement, which leave shall not be cumulative from year to year. Employees are only required to notify the Township by phone when utilizing personal days.

Employees shall not be entitled to take personal days during their probationary period.

A permanent employee who has resigned or who has otherwise separated from employment for reasons other than associated with termination for just cause shall be entitled to the personal time allowance for the current year prorated on the basis of one twelfth (1/12) of their personal time entitlement or each month worked from last anniversary date to the date their separation becomes effective, which shall be payable not later than forty-five (45) days from the date of separation. Said employee shall use all prorated personal time before date of separation. Any personal time taken in excess of personal time earned shall be deducted from the employee's final paycheck.

Part-time employees shall receive three non-cumulative personal days per year in accordance with the above.

ARTICLE XXVII

SICK LEAVE

A. Sick leave is hereby defined as the absence of an Employee from work for the following reasons:

- For physical/mental illness or wellness care
- To recover from an injury
- To cope with domestic/sexual violence
- To attend a child's school-related meeting, conference or event when requested by the school
- To care for children when school or childcare is closed due to an epidemic or public health emergency
- To care for any other immediate family member who is seriously ill

B. If an employee is absent for reasons that entitle the employee to sick leave, the supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action. If the employee is absent for three or more consecutive days, the Township may ask for a physician's note if deemed necessary. Absences without notice for five (5) consecutive days shall constitute a resignation.

C. Sick leave shall be earned in the following manner:

1. All new employees, including probationary employees, shall be granted sick leave with pay of one (1) working day for every month of service during the first year of employment.

2. Part-time employees shall receive only six (6) days per individual year after one year of completed service with no accumulation from one year to the next.

3. Full-time employees shall receive twelve (12) days per year for each year of service with the Township thereafter, beginning with the second year of employment.

4. Employees hired after January 1, 2013 shall be permitted to accumulate sick time, however, they shall not receive any payment for sick time upon separation from employment including retirement.

5. Upon separation from the employ of the Township, except in the case of a firing which is upheld per this Agreement, death or layoff, all employees are entitled to receive a twenty-five percent (25%) maximum of 200 unused sick days in a dollar payment upon separation, up to a maximum of Fifteen Thousand (\$15,000.00). There shall be a thirty-five percent (35%) maximum of 200 days unused sick days paid in a dollar amount upon retirement, up to a maximum of Fifteen Thousand (\$15,000.00).

6. Any employee who is absent on sick leave for five or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The Township may require any employee who has been absent because of personal illness for any period of time, as a condition of their return to work, to be examined by a physician at the expense of the Township.

7. Employees hired on or before January 1, 2016 shall have the option to buy back twenty-five percent (25%) of the total accumulated sick leave or a maximum of 20 accumulated days at the applicable hourly rate by submitting a request no later than December 1, of the

calendar year to the Administrator. There shall be a buyback option at the end of each year of twenty-five percent (25%) of the total accumulated sick leave with the maximum of twenty (20) days after one (1) year of employment at the applicable hourly rate. Buyback requests must be submitted by December 1.

8. On February 1 of each year of the Agreement the Township will issue a list to all members of accrued sick leave, vacation time and personal time.

9. The Township will comply with the requirements of the Family Medical Leave Act (FMLA) and the New Jersey Family Leave Act (NJFLA).

10. Annual sick time allowances are posted on January 1 of each calendar year and reflect the number of days an employee would accrue in that calendar year. In the event of termination or resignation sick days will be prorated.

ARTICLE XXVIII

PENSIONS

The Township shall enroll all permanent full-time employees covered by this Agreement under the Public Employment Retirement System (PERS) upon satisfactory completion of the probationary period. Pension contributions shall be made in accordance with statutory requirements set forth in the public laws of the State of New Jersey Chapter 78.

Employees shall provide the Township with at least two (2) weeks notice of their intent to retire. Said notice shall not be binding upon the employee.

ARTICLE XXIX

WORK ASSIGNMENTS

Supervisory personnel are not to perform work covered by this Agreement except for purposes of instruction or in cases of emergency.

ARTICLE XXX

PAY DAY

Employees will be paid by check every other Friday or twenty-six (26) paydays per year. Employees will be paid during working hours. When payday falls on a holiday, the preceding day will be payday.

ARTICLE XXXI
SANITARY CONDITIONS

The Township agrees to maintain the facilities in accordance with regulations of OSHA and PEOSHA.

ARTICLE XXXII

MAINTENANCE OF STANDARDS

The Township agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions provided in this Agreement shall be maintained at not less than the highest standards in effect at the time of signing of this Agreement unless otherwise mutually agreed to by the parties.

ARTICLE XXXIII

CLOTHING

A. Employees shall be entitled to an annual allowance for clothing of eight-hundred dollars (\$800.00), one-half to be paid on April 1 and one-half to be paid on September 1.

B. For any employee hired after the signing of this Agreement, the clothing allowance shall be prorated based upon the number of months worked during the first calendar year of employment.

C. Employees will supply their own gloves, glasses, coveralls, safety shoes and raingear.

ARTICLE XXXIV

AGENCY SHOP

The Township will respect the Union's rights under the provision of N.J.S.A. 34:13A-1 to receive payment of fees from non-union employees who are covered under this Collective Bargaining Agreement.

ARTICLE XXXV

UNPAID LEAVE

A. Leave of absence without pay may be granted for any of the following reasons:

1. Because of the non-employment connected injury or physical disability of an employee.

2. Because the employee is entering upon a course of training for the purpose of improving the quality of their service to the Township or of fitting themselves for promotion.

3. Because of extraordinary reasons, sufficient in the opinion of the Department Head and the Township Administrator, to warrant a leave of absence.

B. Leave of absence without pay will be reported on the Payroll Change Notice Form and will contain the duration and the reason for the required leave.

1. Such leave will not be granted for more than twelve (12) months, any request for an extension of leave time must be made by the employee to the Department Head who will present it to the Administrator with their recommendation. The Administrator will then act upon the request. This leave shall run concurrently with any other extended leave including vacation, compensatory time, sick leave, NJFLA, FMLA, military leave, or workers' compensation leave.

C. If a vacancy does not occur within sixty (60) days after the expiration of a leave of absence, the employee whose leave has expired will be placed on a department re-employment eligible list and given consideration for rehire over a period of one (1) year.

D. Upon reinstatement from a leave of absence, the employee will

be granted the seniority they possessed on the date of the leave. In accordance with the New Jersey Family Leave Act (NJFLA) or the Family and Medical Leave Act (FMLA), employees will be entitled to twelve (12) weeks of unpaid leave pursuant to either the NJFLA or FMLA in accordance with the dictates of each statute.

E. Failure on the part of an individual to report within five (5) days following the expiration of a leave of absence, except for valid reasons which should be sent by certified mail five (5) days prior to the reporting date will be cause for dismissal. Time frames may be increased if the situation warrants it.

F. Informal leave of absence without pay, not exceeding five (5) working days in any thirty (30) day period, may be granted at the discretion of the Department Head and the Township Administrator.

G. Employees who enter the Armed Services for an extended length of time (such as a six (6) months program or by enlistment), will be placed on military leave without pay. All of their rights and seniority will be preserved during the time they are on leave of absence for this purpose.

H. The employee will retain membership in the Township Health Plan through the months in which an employee's authorized leave of absence without pay is authorized. The employee is responsible for paying for the full cost of those benefits including the portion normally paid for by the Township.

I. It is the employee's responsibility to arrange with the Township to pay for any and all benefits (health insurance, group life insurance, pension coverage, etc.) which the employee wishes to continue while on leave of absence.

J. Other benefits, i.e., vacation, holidays, sick leave, etc., will cease to accrue upon the beginning of the leave of absence. No employee may accrue any of these types of benefits while on an

unpaid leave of absence. After the expiration of the leave of absence, said benefits will begin to accrue again.

ARTICLE XXXVI

SALARY

The annual base rates for employees covered by this Agreement are more specifically set forth in Article XXXVII. Employees shall be paid on an hourly basis.

The Township agrees to continue the position of crew chief. As long as the Township continues the position of crew chief, payment for services performed as crew chief shall be in accordance with the provisions set forth in Article XXXIX.

ARTICLE XXXVII

HOURLY RATES OF PAY

A. Employees hired before 2014 shall receive the following:

- 1) Year 1 (2025): \$2.50 increase
- 2) Years 2 and 3 (2026 and 2027): 2.5% increase applied on January 1st

B. Employees hired from 2014 through 2020 shall receive the following:

- 1) Year 1 (2025): increase in hourly rate to \$38.00, plus a 2% increase for each additional year of employment, up to and including 2025.
- 2) Years 2 and 3 (2026 and 2027): 2.5% increase applied on January 1st.

C. Employees hired after January 1, 2020 shall be compensated according to the following step plan based on their current number of years of employment with the Township as of January 1, 2025:

Step	Hourly Rate
Starting Rate - no CDL or CDL Class B	\$26.00
Starting Rate - with CDL Class A	\$28.00
Year 1	\$30.50
Year 2	\$33.00

Year 3	\$35.50
Year 4	\$38.00

Thereafter, step increases shall be applied on the employee's anniversary date.

ARTICLE XXXVIII

CREW CHIEFS - RATE OF PAY

- A. All crew chiefs shall receive an hourly rate of compensation of \$2.25 per hour over and above their hourly rate of pay pursuant to Article XXXVII.
- B. In the absence of a designated crew chief, the direct supervisor shall select a volunteer to assume the role of crew chief for the day. The substitute crew chief shall receive the same hourly rate of compensation as the designated crew chief. Selection of the substitute crew chief shall be solely determined by the direct supervisor.

ARTICLE XXXIX
SAVINGS CLAUSE

It is understood and agreed that if any provision of this Agreement or the application of this Agreement to any person or circumstance shall be held invalid, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.

If any such provisions are invalid, the Township and the Union will meet for the purpose of negotiating changes made necessary by applicable law.

ARTICLE XL
LICENSING & EDUCATION COMPENSATION

The Township agrees to reimburse all of its employees who have achieved the commercial Driver's License, the initial cost of obtaining the initial fee.

The Township further agrees to pay for all future courses as it relates to all workers providing they achieve a passing grade. It further agrees to pay time and one half (1 1/2) for courses attended after the scheduled workday.

ARTICLE XLI
FULLY BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been subject to negotiations.

The parties acknowledge that during the negotiations that resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any matter or subject not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The Township and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive all bargaining rights, and each agrees that the other shall not be obligated to bargain or negotiate with respect to any subject or matter referred to or covered in this Agreement, or with respect to any matter or subject not specifically referred or covered in this Agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

This Agreement may be modified in whole or in part by the parties by an instrument, in writing only, executed by both parties.

It is the intent of the parties that the provisions of this Agreement will supersede all prior agreements and understandings, oral or written, expressed or implied, between the parties and shall govern their entire relationship and shall be the sole source of any and all rights or claims which may be

asserted in arbitration hereunder or otherwise. The Union and the Township, for the life of this Agreement, hereby waive any rights to request or negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement.

ARTICLE XLII

DURATION OF AGREEMENT

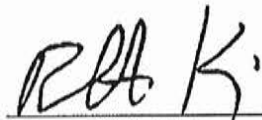
The provisions of this Agreement shall become effective on January 1, 2025 and shall continue in full force and effect until December 31, 2027. The provisions of this Agreement shall be applicable only to those Employees in the employ of the Township on the date of this Agreement and all future Employees employed by the Township in the job classifications covered by this Agreement.

Unless one party hereto gives notice to the other party in writing at least sixty (60) days prior to December 31, 2027 this Agreement shall continue in full force and effect for an additional year, and henceforth from year to year until either party gives the other party written notice of its intent to terminate, modify or amend said Agreement at least sixty (60) days prior to any anniversary of the original expiration date.

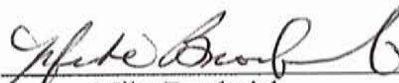
IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its duly authorized representative this 2/27 day of Oct, 2025.

Township of Raritan

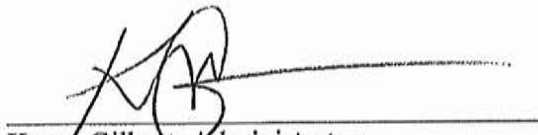
Teamsters Local 469



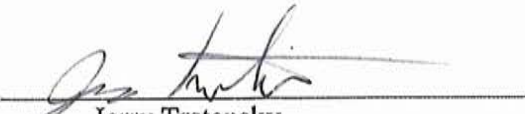
Mayor Bob King



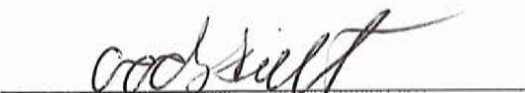
Mike Broderick
President



Karen Gilbert, Administrator



Jerry Trstensky



Cody Jacob Swift

APPENDIX A

SOUTHERN SKYLAND REGIONAL HEALTH INSURANCE FUND TOWNSHIP OF RARITAN 2025 RATES

	Plan B Formerly RTP02	Plan E Formerly RTP03	Plan F Formerly RTP04	Plan G Formerly RTP09	Plan H Formerly RTP10
BENEFITS					
In Network					
Office Copay (PCP/SPC)	\$20/\$20 OV/Spec. Copay	\$35 Copay	\$35 Copay	\$50 Copay	\$2500(S)/\$5000(F) Medical Deductible
ER Copay	ER \$25	ER \$50/\$125	ER \$50/\$125	ER \$50/\$125	\$0 After Deductible
Hospital Copay	No Copay (Base)	No Copay (Base)	No Copay (Base)	No Copay (Base)	No Copay (Base)
Max Out of Pocket (INN)	\$3500	\$5000	\$5000	\$5000	\$5000
Pharmacy	P \$0/\$25/\$25	P \$0/\$25/\$50	P \$0/\$35/\$75	P \$0/\$35/\$75	P \$0/\$35/\$75 After Deductible
Pharmacy Deductible	\$0 Deductible	\$0 Deductible	\$0 Deductible	\$0 Deductible	\$0 After Deductible
DME	No Charge	No Charge	No Charge	No Charge	No Charge
Out of Network					
Deductible	\$500 Deductible	\$1000 Deductible	\$1000 Deductible	\$1000 Deductible	\$2500(S)/\$5000(F) Medical Deductible
Coinsurance	40%	40%	40%	40%	40%
Max Out of Pocket (OON)	\$3500	\$10,000	\$10,000	\$10,000	\$10,000
UCR	STANDARD	STANDARD	STANDARD	STANDARD	STANDARD
Family Multiple	2x Family Multiple	2x Family Multiple	2x Family Multiple	2x Family Multiple	2x Family Multiple
DME	40%	40%	40%	40%	40%
RATES					
Single	\$1,614.00	\$1,495.00	\$1,400.00	\$1,384.00	\$922.00
Parent/Child(ren)	\$2,581.00	\$2,392.00	\$2,316.00	\$2,291.00	\$1,477.00
Husband/Wife	\$2,905.00	\$2,691.00	\$2,605.00	\$2,575.00	\$1,659.00
Family	\$4,034.00	\$3,738.00	\$3,619.00	\$3,578.00	\$2,306.00

APPENDIX B

DELTA DENTAL TOWNSHIP OF RARITAN 2025 RATES

	BASIC	UPGRADE
SINGLE	\$39.61	\$42.62
COUPLE	\$67.41	\$73.66
FAMILY	\$108.29	\$120.91

APPENDIX C

Chapter 78 Contribution Levels

Single Coverage		Member/Spouse/Partner or Parent Child Coverage		Family Coverage	
	%		%		%
less than 20,000	0.045	less than 20,000	0.035	less than 25,000	0.03
20,000 - 24,999.9	0.055	25,000 - 29,999.9	0.045	25,000 - 29,999.9	0.04
25,000 - 29,999.0	0.075	30,000 - 34,999.9	0.06	30,000 - 34,999.9	0.05
30,000 - 34,999.9	0.1	35,000 - 39,999.9	0.07	35,000 - 39,999.9	0.06
35,000 - 39,999.9	0.11	40,000 - 44,999.0	0.08	40,000 - 44,999.9	0.07
40,000 - 44,999.9	0.12	45,000 - 49,999.9	0.1	45,000 - 49,999.9	0.09
45,000 - 49,999.9	0.14	50,000 - 54,999.9	0.15	50,000 - 54,999.9	0.12
50,000 - 54,999.9	0.2	55,000 - 59,999.9	0.17	55,000 - 59,999.9	0.14
55,000 - 59,999.9	0.23	60,000 - 64,999.9	0.21	60,000 - 64,999.0	0.17
60,000 - 64,999.9	0.27	65,000 - 69,999.9	0.23	65,000 - 69,999.9	0.19
65,000 - 69,999.9	0.29	70,000 - 74,999.9	0.26	70,000 - 74,999.9	0.22
70,000 - 74,999.9	0.32	75,000 - 79,999.9	0.27	75,000 - 79,999.9	0.23
75,000 - 79,999.9	0.33	80,000 - 84,999.9	0.28	80,000 - 84,999.0	0.24
80,000 - 94,999.9	0.34	85,000 - 99,999.9	0.3	85,000 - 89,999.9	0.26
95,000 and over	0.35	100,000 and over	0.35	90,000 - 94,999.9	0.28
				95,000 - 99,999.9	0.29
				100,000-109,999.	0.32
				110,000 and over	0.35