

	AYE	NAY	ABSTAINED	ABSENT
CM LETO	✓			
CM DICHARA	✓			
CM CARAPA	✓			
DEPUTY MAYOR MARINI	✓			
MAYOR LUNA	✓			

RESOLUTION NUMBER 21- 42

BOROUGH OF LODI

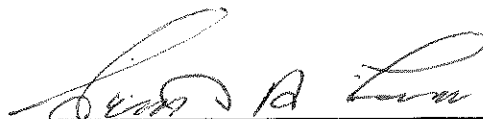
Bergen County, New Jersey

WHEREAS, the Borough of Lodi (hereinafter referred to as the "Borough") desires to enter into an Agreement with The Lodi Public Works Employee Association United Service Workers Union, IUJAT, Local 1N (hereinafter referred to as "Association") for the period of January 1, 2021 through December 31, 2024 (hereinafter referred to as the "Agreement"); and

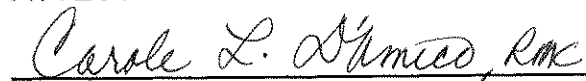
NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Lodi that the Borough of Lodi enter into an Agreement with The Lodi Public Works Employee Association United Service Workers Union, IUJAT, Local 1N for the period of January 1, 2021 through December 31, 2024 in the form of Agreement annexed hereto;

BE IT FURTHER RESOLVED that the Borough Manager Vincent J. Caruso and Mayor Scott A. Luna shall be and are hereby authorized to execute said Agreement on behalf of the Borough.

Adopted this 20th day of April, 2021.


 Scott A. Luna, Mayor

ATTEST


 Carole D'Amico, Municipal Clerk

**AGREEMENT BETWEEN THE
BOROUGH OF LODI**



AND

**THE LODI PUBLIC WORKS EMPLOYEE ASSOCIATION
UNITED SERVICE WORKERS UNION, IUJAT, LOCAL 1N**



EFFECTIVE DATES

JANUARY 1, 2021 THROUGH DECEMBER 31, 2024

Contents

AGREEMENT	4
ARTICLE 1 – RECOGNITION.....	5
ARTICLE 2 – GRIEVANCE PROCEDURE.....	5
ARTICLE 3 – WORKPLACE DEMOCRACY.....	6
ARTICLE 4 - DUES CHECK OFF	6
ARTICLE 5 - WORK WEEK.....	6
ARTICLE 6 – SENIORITY.....	7
ARTICLE 7 – PROBATIONARY PERIOD	7
ARTICLE 8 – BULLETIN BOARD	7
ARTICLE 9 – SHOP STEWARDS.....	8
ARTICLE 10 – HOURS OF WORK	9
ARTICLE 11 – PREMIUM PAY.....	9
ARTICLE 12 – DISCHARGE OR SUSPENSION	10
ARTICLE 13 – VACATIONS.....	11
ARTICLE 14 – SAFETY	12
ARTICLE 15 – PROMOTIONS, DEMOTIONS AND TRANSFERS.....	13
ARTICLE 16 – NOTIFICATION TO THE ASSOCIATION.....	13
ARTICLE 17 – LONGEVITY	13
ARTICLE 18 – LAYOFF AND RECALL	14
ARTICLE 19 – MANAGEMENT RIGHTS.....	14
ARTICLE 20 – PAY DAY.....	14
ARTICLE 21 – HOLIDAYS	14
ARTICLE 22 – PERSONAL DAYS.....	15
ARTICLE 23 – SICK LEAVE.....	15
FOR YOUR INFORMATION: NEW PUBLIC LAW-EFFECTIVE JUNE 9, 2007	16
ARTICLE 24 – HOSPITALIZATION AND INSURANCE BENEFITS.....	16
ARTICLE 25 – UNIFORMS AND MAINTENANCE ALLOWANCE	16
ARTICLE 26 – MILITARY LEAVE.....	17
ARTICLE 27 – JURY DUTY	17
ARTICLE 28 – LIE DETECTOR TEST.....	17
ARTICLE 29 – SPECIAL LICENSES	17
ARTICLE 30 – SUSPENSION OR REVOCATION OF LICENSE	18

ARTICLE 31 – BENEFITS OF TERMINATION	18
ARTICLE 32 – FUNERAL LEAVE.....	18
ARTICLE 33 – SEPARATION OF EMPLOYMENT.....	18
ARTICLE 34 – USE OF PERSONAL VEHICLES	18
ARTICLE 35 – SANITARY CONDITIONS	18
ARTICLE 36 – HIRING PRACTICES	19
ARTICLE 37 – WORK RELATED INJURIES OR SICKNESS	19
ARTICLE 38 – COMPENSATION CLAIMS	19
ARTICLE 39 – SEPARABILITY AND SAVINGS CLAUSE	19
ARTICLE 40 – WAGES	20
ARTICLE 41 – DURATION OF AGREEMENT	21
ARTICLE 42 – REPRESENTATIONS.....	21

AGREEMENT

This Agreement entered into this ^{AS OF THE} ~~15~~ day of JANUARY 2021, by and between the Borough of Lodi, a Municipal Corporation of the State of New Jersey, hereinafter referred to as the "Employer" and the Lodi Public Works Employee Association, United Service Workers Union, IUJAT, Local 1N representing employees in the Department of Public Works (DPW) of the Borough of Lodi, hereinafter referred to as the "Association,"

WHEREAS, the Employer and the Association recognize that it will be to the benefit of both to promote mutual understanding and foster a harmonious relationship between the parties to the end that continuous and efficient service will be rendered to and by both parties.

NOW THEREFORE It is agreed as follows:

This Agreement shall take effect January 1, 2021, and shall be in full force and effect to and including December 31, 2024, and represents the complete and final understanding on all bargain-wide issues between the Borough and the Association as applies to DPW employees. This Agreement does not apply to the DPW White Collar Association or any other labor Agreement within the Borough.

The Employer hereby agrees that every Employee shall have the right freely to organize, join and support the Association and its affiliates for the purpose of engaging in collective negotiations and for other mutual aid and protection.

As a body exercising governmental power under the laws of the State of New Jersey, the Employer undertakes and agrees that it shall not, directly or indirectly, discourage, deprive, or coerce an Employee in the enjoyment of any right conferred by the Laws of the State of New Jersey, or the Constitution of New Jersey and the United States.

The Employer further agrees that it shall not discriminate against any Employee with respect to hours, wages, or any terms and conditions of employment by reason of his or her membership in the Association and its affiliates, collective negotiations with the Employer, or his or her institution, and grievance, complaint or proceedings under this Agreement or otherwise with respect to any terms or conditions of employment, as provided by the Statutes of the State of New Jersey.

The Employer agrees that it will not enter into any contract, or Memorandum of Agreement, with anyone by the recognized Association only with regard to the categories or personnel covered by this Agreement during the terms of this Agreement.

ARTICLE 1 – RECOGNITION

The Borough recognizes the Association as the exclusuonary collective bargaining agent for all full-time Blue Collar Employees covered by the public titles and provisions of Schedule A and Schedule B attached hereto and made part thereof.

The provisions of this Agreement shall be subject to and subordinate to, and shall not annul or modify existing applicable provisions of this State or Federal Laws.

ARTICLE 2 – GRIEVANCE PROCEDURE

A. Major suspensions, etc.

In any case where a permanent Employee in the classified service as defined in the Civil Service Rules and Regulations is issued a preliminary notice of disciplinary action involving (a) suspension for more than five (5) days at one time, (b) the third suspension or third fine in one calendar year, (c) demotion, or (d) removal, the Employee, if he or she desires to appeal, shall do so in accordance with the procedures set forth in the Civil Service Rules and Regulations, and where applicable appeal said matter to the courts of the State of New Jersey.

B. Grievance and Minor Suspensions, etc.

Any grievance relating to the position, wages, or working conditions of an Employee, including suspension for less than five (5) days and fines, demotions, and other disciplinary action not covered in Paragraph A above, shall be handled in the manner set forth below and shall be initiated within six (6) months from said date of grievance.

1. The Employee shall discuss the grievance with his or her immediate Supervisor. He or she may be represented by a member of the Association. In the event the Association declines to represent the Employee, he or she shall have the right to proceed without such representation. If the Employee or the Association is not satisfied with the result of the discussion with his or her supervisor, either may file a written notice of grievance with the Employee's Department Head. If for any reason, the Employee or the Association does not wish to discuss the grievance with the Employee's Supervisor, the procedure may begin with written notice to the Department Head.
2. The Department Head shall review all aspects of the grievance that he or she deems necessary and shall render a written determination within five (5) days and shall advise the Employee and the Association of such decision immediately thereafter and forward to each a copy of the determination.
3. The Employee or the Association may appeal the decision of the Department Head if either is unsatisfied with the result by filing a notice of appeal with the Borough Manager and, at the same time, forwarding copies of all previous writings on the matter. Within ten (10) days, the

Borough Manager shall conduct a hearing and thereafter render a written determination within ten (10) days and shall advise both the Employee and Association of such decision immediately thereafter and forward to each a copy of his or her determination.

4. If the grievances are not settled by the steps outlined above, the Association or the Employee within ten (10) working days after the receipt by the Employee and the Association of the Borough manager's decision, shall have the right to file an appeal with the Public Employment Relations Commission (hereinafter PERC). PERC shall appoint an arbitrator to hear the grievance. The Arbitrator's decision shall neither modify, add to, nor subtract from the terms of this Agreement and the referenced policies and shall be rendered within thirty (30) days after completion of the hearing and shall be final and binding upon both parties. The cost of the Arbitrator and his expenses shall be borne equally by both parties unless otherwise provided by law.

ARTICLE 3 – WORKPLACE DEMOCRACY

The Borough shall follow the regulations and procedures according to the requirements set forth in the NJ Workplace Democracy Enhancement Act (WDEA).

ARTICLE 4 - DUES CHECK OFF

The Employer agrees that it will, on the first payroll of each month deduct the Association dues from the pay of each Employee and transmit the same, with a list of such Employees to the Secretary-Treasurer of the Association within ten (10) days after the dues are deducted.

After an Employee has been employed for ninety (90) days, the Employer agrees to deduct the initiation fee in four (4) consecutive payments, and to transmit the same as above set forth.

The Association agrees to furnish the Employer a written statement of the dues and initiation fees to be deducted, deductions of dues to be made in halves (1/2) each pay week.

ARTICLE 5 - WORK WEEK

The work week for those Employees set forth in Schedule A of the salary guide (Blue Collar), shall consist of forty (40) hours per week in accordance with the work schedule established by the Borough Manager, five (5) days per week, Monday through Friday, eight (8) hours per day, from 7:00 a.m. to 3:00 p.m. with one hour off for lunch.

ARTICLE 6 – SENIORITY

All personal covered by this Agreement shall be entitled to seniority in accordance with Civil Service Regulations.

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

An Employee shall lose seniority rights only for the following reasons:

- A. Voluntary resignation
- B. Discharge for just cause
- C. Failure to return to work within the prescribed period upon re-call as provided in the lay-off and recall provisions of this Agreement.
- D. Continuous lay-off beyond recall period for re-employment outlined elsewhere in this Agreement. Seniority shall prevail in all provisions of this Agreement where a preference may be exercised.
- E. If multiple employees apply for the same position in the "Work Unit" and each candidate is qualified and of the same current title, then the most senior individual shall receive the position, pending civil service certification. In determining seniority, it shall be based on the employee's date of hire with the Borough. In cases of separation and re-hire, it will be the most recent date of re-hire. When offering Out of Title Work, management will assign such work to qualified employees with the most Seniority.

ARTICLE 7 – PROBATIONARY PERIOD

All newly hired employees shall serve a probationary period of ninety (90) calendar days.

During this probationary Employee for any reason. Such termination shall not have recourse through the Grievance and Arbitration provisions of this Agreement and said termination shall be in accordance with Civil Service Rules and Regulations.

ARTICLE 8 – BULLETIN BOARD

The employer agrees to provide a bulletin board in a conspicuous place where Employees report to work. Postings by the Association on such bulletin boards are to be confined to the official business of the Association.

All postings, regardless of Department shall be posted conspicuously in each location. Locations shall include the DPW office.

ARTICLE 9 – SHOP STEWARDS

The Employer recognizes the right of the Association to delegate Shop Stewards and Alternates, and the authority of Shop Stewards and Alternates so designated by the Association shall be limited to and shall not exceed the following duties and activities:

- A. The presentation of grievances in accordance with the provisions of the Collective Bargaining Agreement.
- B. The submission of such message and information which shall originate out of and are authorized by the Local Association or its officers, provide specific 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, slow-downs or any other interference with Employer's business.
- C. Release Time:
 - 1. Members of the Association who are elected or designated by the Association to attend any meetings or educational conferences or conventions of the Association, or other bodies of which the Association is affiliated, shall be granted necessary time off without loss or pay provided that notification is given to the Borough Manager, in writing, by the Association at least one (1) week in advance and provided that such requests are not in excess of three (3) working days per year for two (2) members. Requests for such leave shall be submitted by the Association President to the Borough Manager who shall respond to the request within five (5) working days of receipt.
 - 2. In order to provide the orderly handling of grievance and disciplinary matters, the Shop Steward or his/her designee and grievant involved in the grievance or disciplinary proceeding shall be released from their Borough duties prior to the scheduled matter for a reasonable period of time (not to exceed two hours) for the Association will make a request of the Borough Manager, who shall determine which grievant will attend. Reasonable advance notice for such release time shall be provided to the Department Head or his/her designee. Such leave time shall not substantially interfere with Borough operations and/or the employee's normal job function except in emergent circumstances. It is understood and agreed that the Shop Steward or his/her designee shall be released for a reasonable period of time to investigate potential grievances and proposed disciplinary actions, and such time shall be administered in the manner indicated above.

ARTICLE 10 – HOURS OF WORK

The Employer agrees after a regular eight (8) hour working day to allow a one-half paid lunch period whenever an Employee is required to work four (4) hours, and a one-half (1/2) hour lunch period for each four (4) hours thereafter.

The Employer agrees to allow a paid fifteen (15) minute coffee break once in the morning and once in the afternoon. It is understood that Employees will not congregate at one location and that one Employee will be sent for coffee.

Whenever an Employee is required to remain at work beyond quitting, he/she shall be paid overtime in accordance with the overtime schedule for the first hour and any part hereof, and after the first hour shall be paid overtime to the nearest one-half (1/2) hour.

Effective July 1, 2005 employees shall be entitled to go home with pay for the remainder if their shift at the end of an overtime event which has extended into the last half of an employee's regular workday, and that employee has been on duty for sixteen (16) consecutive hours.

Whenever an Employee is called to return to work after he has completed his regular eight (8) hour shift, or if said Employee is called to work on Saturday, Sunday or Holidays, he/she shall be guaranteed a minimum of three (3) hours pay in accordance with the overtime schedule.

Employees who work in excess of their regular hours may elect to take Compensatory Time Off (CTO) in lieu of pay. CTO shall be credited at the rate of payment for additional hours.

ARTICLE 11 – PREMIUM PAY

The Employer agrees that the Employee shall have the option to take time off for time worked in excess of eight (8) hours in a work day or forty (40) hours in a work week, comp time shall be at premium rates and must be taken in full days off or exact time accumulated. Comp time usage must be taken within the twelve months it was accrued. The Employer agrees to pay premium wages in accordance with the following rules:

One and one-half (1 ½) times the straight time hourly rate shall be paid for:

- A. All hours spent in the service of the Employer in excess of eight (8) hours in any twenty-four (24) hour period;
- B. All hours spent in the service of the Employer on Saturday;
- C. All hours spent in the service of the Employer on a Sunday or Holiday shall be paid at two times the applicable rate.

Opportunity to earn premium pay shall be rotated within the Department of Public Works with the intention to achieve equalization of premium pay earnings within each class of work, provided the Employee is qualified to perform the overtime assignment. Such qualifications shall be determined by the Department Head. This paragraph shall be subject to the grievance and arbitration procedure and

shall be decided by an arbitrator if need be. The decision of the Arbitrator shall be final and binding on both parties.

A list shall be posted weekly on overtime worked and the overtime refused by each Employee for the purpose of equalizing premium pay. The posting for DPW employees shall include only DPW employees. The Borough is not obligated to assign DPW employees to work Overtime in the Department of Building & Grounds. There shall be no obligation for employees in the DPW to work overtime in the Department of Building & Grounds, except in cases of emergency as declared in writing or Resolution by the Borough Manager or Council.

Employees may, subject to limitations of Borough policy and with the authorization of the Borough Manager or his/her designee, receive compensatory time off at the applicable overtime rate for hours worked in excess of their regular work week or work day. All such hours shall be placed in the employee's compensatory time bank. Compensatory time off (CTO) may be taken upon written request to, and approval by, the Borough Manager or his designee. Under Fair Labor Standards Act (FLSA) regulations, the Borough Manager or his designee may arrange through mutual agreement with the employee, the provisions for compensatory time to a cumulative hourly limit not to exceed 75 clock hours (regular work hours). When compensatory time transcends this limit, the employee shall be entitled to overtime pay at one and one-half times the regular rate earned by the employee at the time the employee receives such compensation. Under such agreement, the employee may or may not exchange compensatory time for cash payment if compensatory time accumulated falls within the mutually agreed upon cumulative hourly limit. The option to request compensatory time accrued in cash must be mutually agreed upon by the Borough Manager or his designee and employee before the onset of the compensatory time agreement. If compensatory time cannot be scheduled or exhausted by December 1st due to the pressures of work, the employee shall be paid for the balance of unused time. Said payment shall be included in the regular December pay cycle of the current calendar year.

Overtime worked and CTO shall be reported by the employees to the Borough on the Monday following the date in which it occurred. Overtime and CTO shall be calculated, paid and/or reported by the following pay period. Overtime and CTO shall be itemized separately on the employee's payroll stub.

Employees required to work during weather related emergencies when the Borough Hall is closed shall receive 1.5X the normal rate of pay or Comp time as per the current practice, at the employees option. The Employee will be responsible to make the Borough aware of which option they prefer at the time of occurrence.

ARTICLE 12 – DISCHARGE OR SUSPENSION

The discharge or suspension of any Employee shall be in accordance with Civil Service Rules and Regulations.

The Borough shall adhere to a policy of Progressive Discipline in regards to work performance and infractions of Borough policy. In cases of minor infractions, a written warning shall be issued to the employee and the Shop Steward. The warning notice as herein provided, shall remain in effect for a period of eighteen (18) months from the date of occurrence upon which the complaint and warning

notice are based. If no similar infractions occur for the 18 month period, the warning shall be removed from the employee's file.

Infractions of a more serious nature, or blatant continued disregard of work rules or policy, may result in the immediate appropriate action including major discipline (suspension) up to and/or possibly including termination.

A discharged or suspended Employee must advise the Association in writing, within five (5) working days after receiving notification of such action against him, to appeal the discharge or suspension. The appeal shall be heard in accordance with the Grievance and Arbitration Provisions of this Agreement. Should it be proven that an injustice has been done, a discharged and suspended Employee shall fully be reinstated in his/her position and compensated at his usual rate of pay, for lost work opportunity.

ARTICLE 13 – VACATIONS

Vacation entitlement shall be based on the Employee's anniversary date of employment. Employees shall be entitled to vacation entitlement after sixty (60) days of continuous service with the Borough of Lodi.

Employees hired prior to the execution of this Agreement shall be entitled to paid vacation in accordance with the following schedule:

- A. From date of hire through December 31 of the year of hire: One (1) day for each thirty (30) calendar days of employment;
- B. From January 1 of the first full calendar year after date of hire through December 31 of the fifth full calendar year after date of hire: Twelve (12) days;
- C. From January 1 of the sixth full calendar year after date of hire through December 31 of the tenth full calendar year after date of hire: Fifteen (15) days;
- D. From January 1 of the eleventh full calendar year after date of hire through December 31 of the fifteenth full calendar year after date of hire: Twenty (20) days;
- E. For those employees hired before January 1, 2014 only, from January 1 of the sixteenth full calendar year after date of hire: Twenty-two (22) days;
- F. For those employees hired before January 1, 2014 only, from January 1 of the twentieth full calendar year after date of hire: Twenty-five (25) days.

Paragraphs E and F do not apply to Employees hired after the execution of this Agreement.

Employees will be permitted to carry over a maximum of ten (10) earned and unused vacation days into the next succeeding year providing, however, vacation credits beyond those ten (10) days shall be scheduled and taken in the current year or forfeited.

Vacations may be scheduled through the calendar year, and said vacation shall be posted by April 15th of each year.

Preference for selection will be awarded to Employees in order of their seniority.

In the event a holiday named in this Agreement falls during the Employee's vacation period, such Employee shall not lose that holiday pay or be given an extra day vacation.

In the event a death occurs in an Employee's immediate family, as defined in other provisions of this Agreement, or the Employee is disabled during the vacation period, the remaining vacation time shall be cancelled and rescheduled at the Employee's request.

The Employee shall submit proof sustaining death or disability. For those Employees not turning in a completed vacation schedule for the calendar year, forty eight (48) hours or 2 Days' notice must be given to take vacation and is subject to approval by the Department Head.

Employees that are unable to use all their vacation shall be allowed to cash out eight (8) days of vacation each year.

ARTICLE 14 – SAFETY

The Employer 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 the Supervisor. The Supervisor will either determine or advise how the work can be performed safely or will stop the work.

The Employer shall not require Employees to take out on the streets or highways any vehicle that is not in safe operating condition or does not meet the safety standards prescribed by law. It shall not be a violation of this Agreement where Employees refuse to operate such equipment unless such refusal is unjustified. All equipment which is refused because not mechanically sound or properly equipped, shall be appropriately tagged so that it cannot be used by any other drivers until the maintenance department has adjusted the complaint. After equipment is repaired, the Employer shall place on such equipment an "OK" in a conspicuous place so the driver can see the same.

Employees agree to comply with all safety requirements established by the South Bergen Joint Ins. Fund and the Borough of Lodi Safety Committee.

The Borough has established a Random Drug Testing Policy regarding employees who are in safety-sensitive positions. These positions are defined in the policy as promulgated on June 1, 2018 in the Borough of Lodi's Employment Handbook.

ARTICLE 15 – PROMOTIONS, DEMOTIONS AND TRANSFERS

All promotions, demotions, transfers, suspensions and discharge will be in accordance with the Rules and Regulations of Civil Service, and Administrative Code of the Borough of Lodi.

The Employer agrees to fill all job vacancies in accordance with Civil Service Rules and Regulations.

If an employee is promoted who is "off-guide" to a higher position than their current title, shall receive a "one-time" increase of \$4,000.00.

If an employee is working out of title for more than forty-five (45) days in any given year, the employee shall be given provisional status in that title pending any civil service requirements and as long as the employee is completing higher duties. The employee shall be compensated under the provisional status title at the one-time rate of \$4,000.00 after the 45 days. If such employee is not made permanent in the title, the employee shall lose the \$4,000.00 promotional increase to their base salary, if "off-guide". If the employee is "on-guide", they will receive the next higher category/class for that title while provisional. If they are not made permanent in that title, they will revert back to their previous title and salary guide step.

ARTICLE 16 – NOTIFICATION TO THE ASSOCIATION

As soon as conveniently possible the Employer will provide the Association with an updated list of covered Employees, showing names, addresses, classifications, and rate of pay and will further notify the Association of any addition and deletions to the payroll of covered Employees as they occur.

ARTICLE 17 – LONGEVITY

All Employees hired before January 1, 1998 shall receive longevity pay from the time the Employee first became employed by the Borough of Lodi in accordance with the following schedule:

0 years through 4 years	0%
5 years through 8 years	2%
9 years through 12 years	4%
13 years through 16 years	6%
17 years through 20 years	8%
21 years through 24 years	10%
On the completion of the 24th year	12%

The current longevity plan shall remain in effect except that after December 31, 1997 each Employee's longevity payment rate shall be frozen and no future increases shall be permitted.

Employees hired after January 1, 1998 but before January 1, 2014, shall receive the following lump sum adjustments (not added to base salary): \$500 each year for the term of this Agreement.

There will be no longevity plan for Employees hired after December 31, 2013.

ARTICLE 18 – LAYOFF AND RECALL

The Employer may reduce the working force in accordance with Civil Service Rules and Regulations. Notice of such layoffs shall be given at least forty-five (45) days before the scheduled layoff. All laid off Employees shall have preference for re-employment in accordance with the Rules and Regulations of Civil Service.

Layoff notices shall be made by personal service and if same cannot be made, then by certified mail to the last known address of said Employee.

ARTICLE 19 – MANAGEMENT RIGHTS

The Employer shall retain all rights of management and administration resulting from ownership, and pertaining to its operation, and in accordance with the provisions of this Agreement.

ARTICLE 20 – PAY DAY

The Employee will be paid all earnings by check bi-weekly and will be paid during the working hours. When pay falls on a Holiday, said Employee shall be paid the preceding day.

Written request of the individual Employee, and by giving two (2) weeks written notice to the Employer, vacation pay will be paid on the pay day prior to the start of the vacation period.

ARTICLE 21 – HOLIDAYS

The Employees shall be entitled to a Holiday Leave of Absence with pay, in celebration of the following holidays:

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	General Election Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	

If any of the above holidays fall on a Saturday, it shall be celebrated on the preceding Friday; if any of the above holidays fall on a Sunday, they shall be celebrated on the following Monday. Effective July 1, 2005, Employees will not receive holiday pay if they are on an unexcused absence the day before or the day after a holiday. Unexcused absences are defined as an unapproved absence or an absence that is not accompanied by a doctor's note.

ARTICLE 22 -- PERSONAL DAYS

In addition to any other leaves of absence set forth herein, all Employees shall receive five (5) days a year leave of absence for personal business.

Personal leave days may not be accrued or accumulated. Except in cases of emergency, Department Heads must be notified twenty-four (24) hours in advance to permit them to provide coverage for the absence of said Employee.

Personal days may only be taken one day at a time unless exception for just cause is granted by the Borough Manager whose determination shall be final.

ARTICLE 28 -- SICK LEAVE

Sick leave is hereby defined to mean absence from post or duty of any Employee because of illness, accident, and exposure to contagious disease, attendance upon a member of the Employee's immediate family who is seriously ill requiring the care and attendance of such Employee.

All Employees shall be credited with fifteen (15) days annually to be accumulated if not used in their own bank subject to applicable law. All employees shall report in sick in accordance with the Borough's reporting policy. All bank sick time prior to 6/93 shall be frozen and placed into the Deferred Comp Plan in accordance with Schedule B subject to applicable law.

If an Employee is absent for reasons that entitle him/her to sick leave, his/her supervisor shall be notified promptly as of the Employee's usual starting time, except in those work situations where notice must be made prior to the Employee's starting time. An Employee who shall be absent on sick leave for four (4) or more consecutive days or whose absence is patterned or otherwise suspicious, shall be required to submit acceptable medical evidence substantiating his or her right to such leave upon the request of the Borough. In case of leave of absence due to exposure to a contagious disease, a certification from the Department of Health shall be required before return to employment, if requested by the Borough. The Borough may require an Employee who has been absent because of personal illness, as a condition of his return to duty, to be examined at the expense of the Borough, by a physician designated by the Borough. Such examination shall establish whether the Employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other Employees.

Sick days accumulated as of July 1, 1992 frozen. Sick days accumulated after that date will be available for sick leave purposes. Exception: If employees are sick beyond the days accumulated after July 1, 1992 they may use the frozen days and may restore them from days they accumulate in the following years. Failure to do this will have a negative impact on their deferred compensation account. Employees may maintain unlimited hours in accrued sick time. Each year, employees who have unused sick time for the present year may elect to receive equivalent pay in exchange for said unused sick time up to a maximum of ten (10) days. Payments made per this section are based on sick time earned as of each November 30th and will be paid out annually on or before December 31st of each year included in this Agreement.

** SUBJECT TO ANY LIMITATIONS PROVIDED BY APPLICABLE LAW.*

FOR YOUR INFORMATION: NEW PUBLIC LAW-EFFECTIVE JUNE 9, 2007

C.11A:6-19.1 Payment of accumulated sick leave by political subdivision under Department of Personnel Civil Service.

Notwithstanding any law, rule or regulation to the contrary, a political subdivision of the State or an agency, authority or instrumentality thereof, that has adopted the provisions of Title 11 A of the New Jersey Statutes, shall not pay supplemental compensation to any officer or employee for accumulated unused leave not more than the amount so accumulated or not more than \$15,000, whichever is greater (refer to Specific Law for more details).

- (1) on the effective date of P.L. 2007, c.92 (C.43:15C-1, et al.) or upon the expiration of a collective negotiations agreement or contract of employment applicable to the officer or employee in effect on that date has accrued supplemental compensation based upon accumulated unused sick leave shall, upon retirement, be eligible to receive for any unused leave not more than the amount so accumulated or not more than \$15,000, whichever is greater (refer to Specific Law for more details).

The Borough will endeavor to establish a sick leave donation program by way of Ordinance and upon approval of the Civil Service Commission pursuant to NJAC 4A:6-1.22(g).

ARTICLE 24 – HOSPITALIZATION AND INSURANCE BENEFITS

The Borough shall provide to the Employee and eligible dependents the medical coverage provided in Schedule "B" subject to applicable law.

Employee Life Insurance: The Borough shall not be required to provide life insurance for the Employee. The Employee may continue at the Employee's own cost and expense the life insurance policy that the Employer had in effect prior to the execution of this Agreement provided that the Employee promptly pays the premiums thereof.

ARTICLE 25 – UNIFORMS AND MAINTENANCE ALLOWANCE

The Borough shall, upon hiring, provide work uniforms and safety equipment to all DPW Employees, which uniforms shall consist of two (2) sets of summer uniforms and two (2) sets of winter uniforms, one (1) summer coat and (1) winter coat. Mechanics shall be provided with three (3) sets of winter uniforms. Employees are required to purchase boots which comply with applicable safety regulations.

Thereafter, the Borough will pay each Employee the sum of eight-hundred fifty (\$850.00) Dollars per year as a maintenance allowance which shall be payable in January of each year. Each Employee has until December each year to spend this allowance and provide receipts to determine taxability pursuant to IRS regulations. If receipts are not provided or the amounts do not meet or exceed \$850.00 then the amounts not accounted for by receipts shall be considered taxable income and shall be included as W-2 income. In no event shall any part of this allowance be considered as part of the Employee's base pay for PERS pension and benefits purposes.

The uniforms shall remain the property of the Borough and the obligation of providing for cleaning of each uniform shall be that of the Employee to whom the uniforms are assigned. The Borough shall replace uniform items which are no longer serviceable.

Garage mechanics will be provided with uniforms and shall be maintained and cleaned as per present practice. The Borough of Lodi will provide hats in addition to the uniforms and the hats are restricted to bearing the Borough of Lodi Insignia.

Uniform Allowance:

- Effective 2021- an additional \$65.00
- Effective 2023- an additional \$70.00

ARTICLE 26 – MILITARY LEAVE

Employees enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto, shall be granted all rights and privileges provided by the Act.

Upon return from Military Service leave, an Employee shall resume all former employment service credits, together with such improvements as such Employee would have gained had Military Service not been entered, so that in no event will employment service credit status be less than that provided by applicable Government Laws and Regulations.

ARTICLE 27 – JURY DUTY

An Employee who is called to Jury Duty shall immediately notify the Employer.

An Employee shall not be required to report back to work on any day in which court is attended for Jury Duty Service, regardless of the Employee's shift.

The Employer agrees to pay the Employee eight (8) hours straight time pay for each day of Jury Duty Service.

ARTICLE 28 – LIE DETECTOR TEST

The Employer shall not require, request or suggest that an Employee or applicant for employment take a polygraph or any other form of lie detector test.

ARTICLE 29 – SPECIAL LICENSES

The Employer shall pay the fee for the grant or renewal of any special licenses (i.e., Commercial Driver License, Pesticide, etc.), which the Employee is required by law or by the Employer to have in performance of the duties and responsibilities as specified in the job specifications.

ARTICLE 30 – SUSPENSION OR REVOCATION OF LICENSE

In the event an Employee shall suffer a suspension or revocation of his CDL or Motor Vehicle License because of a succession of size and weight penalties caused by the Employee complying with his Employer's instructions to him, the Employer shall provide employment for such Employee at not less than his regular earnings at the time of such suspension or revocation of license.

ARTICLE 31 – BENEFITS OF TERMINATION

Each Employee who retires after proper notification shall receive all benefits of retirement provided by law. In the event of death, such monies shall be paid to his/her estate.

ARTICLE 32 – FUNERAL LEAVE

The Employer agrees to grant an Employee a funeral leave with full pay when death occurs in the Employee's Immediate Family. The Employee's Immediate Family is considered to include spouse or significant other, children, grandchildren, brothers, sisters, parents, grandparents, brothers-in-law, sisters-in-law, and parents-in-law; for Aunts and/or Uncles, only the day of the funeral. Funeral leave with pay shall not exceed four (4) working days, and the Employer may request submission of proof from said Employee.

ARTICLE 33 – SEPARATION OF EMPLOYMENT

Upon layoff or dismissal, the Employer shall pay the Employee within sixty (60) days of separation/retirement or as otherwise agreed between the parties (for other than cause) all monies due including pro rata vacation pay due to the Employee provided sufficient notice is given to the Employer (two weeks) subject to applicable law.

ARTICLE 34 – USE OF PERSONAL VEHICLES

No Employee covered by this Agreement shall be required to use his or her personal vehicle for Borough business.

ARTICLE 35 – SANITARY CONDITIONS

The Employer agrees, as presently provided to maintain a clean, sanitary washroom.

ARTICLE 36 – HIRING PRACTICES

No Employee shall be hired by the Borough, whether such Employee is to be paid directly by the Borough or through funds supplied by the State of New Jersey or Federal Government or some agency thereof, at a salary higher than the lowest salary being paid to an Employee covered by this Agreement who is doing the same or similar work as the work to be performed by the new Employee.

ARTICLE 37 – WORK RELATED INJURIES OR SICKNESS

The Borough shall make payment of his or her full salary to any Employee who receives an injury or illness as a result of or arising out of the Employee's employment with the Borough, which injury or illness prevents the Employee from performing his or her duties, provided the Employee assigns and pays over to the Borough any payments made to him or her for temporary disability under the Workmen's Compensation Laws of the State of New Jersey.

ARTICLE 38 – COMPENSATION CLAIMS

The Employer agrees to cooperate towards the prompt settlement of Employee on-the-job injury claims when such claims are due and owing as required by law. The Employer shall provide Workmen's Compensation protection on all Employees or the equivalent thereof if the injury arose out of or in the course of employment.

In the event that an Employee is injured on-the-job, the Employer shall pay such Employee guarantee wages, for that day lost because of such injury. An Employee who is injured on-the-job and is sent home or to a hospital, or who must obtain medical attention shall receive pay at the applicable hourly rate of pay for the balance of the regular shift on that day. An Employee who has returned to regular duties after sustaining a compensable injury who is required by a Workmen's Compensation doctor to receive additional medical treatment during the regular scheduled working hours shall receive hourly rate of pay for such time.

ARTICLE 39 – SEPARABILITY AND SAVINGS CLAUSE

In any Article or Section of this Agreement or of any supplements or riders thereto is contrary to law or should be held invalid by operation of law or by any tribunal or competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restraining by such tribunal pending a final determination as to its validity, the remainder of the Agreement and of any Supplements or Riders thereto, or the application of such Article or Section to persons or circumstances other than those as to

which it has been invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

This Agreement shall cancel any and all other prior Agreements heretofore entered into between the parties.

ARTICLE 40 – WAGES

All Employees shall receive their Step Increase on January 1st of each year. The guides shall be set forth in Schedule C1 and C2 below

Employees who would be considered “off guide” shall receive the following:

On Guide: See Schedule C1 & C2 (Below)

Off Guide:

- January 1, 2021 (retroactively) – 3%
- January 1, 2022 – 3%
- January 1, 2023 – 3%
- January 1, 2024 – 3%

*Employees shall receive Off Guide increase or On Guide step, whichever is greater.

Schedule C1:

Employees hired BEFORE 1/1/2021

	<u>START</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Class 1</u>	\$32,800.00	\$45,617.63	\$47,213.55	\$48,865.85	\$50,053.44	\$55,240.14	\$57,468.84	\$58,618.38	\$59,790.36
<u>Class 2</u>	\$36,900.00	\$49,717.63	\$51,313.55	\$52,965.85	\$54,266.12	\$59,465.53	\$61,699.70	\$62,852.05	\$64,026.91
<u>Class 3</u>	\$41,000.00	\$53,817.63	\$55,413.55	\$57,065.85	\$58,356.12	\$63,555.53	\$65,789.70	\$66,942.05	\$68,116.91

Schedule C2: Hired AFTER 1/1/2021

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>	<u>Step 9</u>	<u>Step 10</u>
<u>Class 1</u>	\$38,500.00	\$41,000.00	\$43,500.00	\$46,000.00	\$48,500.00	\$51,000.00	\$53,500.00	\$56,000.00	\$58,500.00	\$61,000.00
<u>Class 2</u>	\$42,600.00	\$45,100.00	\$47,600.00	\$50,100.00	\$52,600.00	\$55,100.00	\$57,600.00	\$60,100.00	\$62,600.00	\$65,100.00
<u>Class 3</u>	\$46,700.00	\$49,200.00	\$51,700.00	\$54,200.00	\$56,700.00	\$59,200.00	\$61,700.00	\$64,200.00	\$66,700.00	\$69,200.00

“Current salary placement is attached as “ADDENDUM A”

The Borough shall have the right to hire Employees within each title at such salary as the Borough deems appropriate, provided, however, that no Employee shall be hired at a salary less than the minimum salary for that title contained in the Salary Ordinance of the Borough of Lodi.

ARTICLE 41 – DURATION OF AGREEMENT

The Agreement shall continue in full force and effect from January 1, 2021 through December 31, 2024.

ARTICLE 42 – REPRESENTATIONS

The parties represent to each other that they have been advised to consult with an attorney prior to executing this Agreement and represent to each other that they have each had ample time to do so.

The parties represent and agree that any questions regarding the interpretation of language of this Agreement shall not be interpreted against the drafter.

The parties represent that this Agreement contains the complete understanding between the parties and the Employees and no other promises or agreements shall be binding unless signed by the parties to this Agreement. The parties further represent that in executing this Agreement that neither party is relying on any fact, statement, assumption or opinion not set forth in this Agreement.

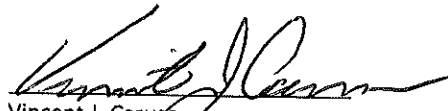
All of the provisions of this Agreement shall continue in full force and effect beyond that stated expiration date set forth herein until a successor Agreement is executed and becomes effective. This Agreement shall cancel any and all prior agreements heretofore entered between the parties.

Past Practice Clause: The parties agree that all benefits, rights, duties, obligations, terms and conditions of employment relating to the status of the Borough of Lodi Blue Collar Employees which benefits, rights, duties, obligations, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of this Agreement except that medical coverage shall be no greater than what is indicated in Attachment One.

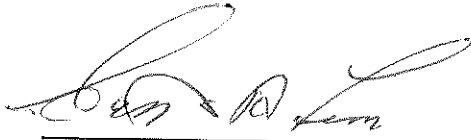
Unless a contrary intent is expressed in this Agreement, all existing benefits, rights, duties, obligations and conditions of employment applicable to any Blue Collar Employees pursuant to any rules, regulations, instructions, directive, statute or otherwise shall not be limited, restricted, impaired, removed or abolished, except as otherwise stated in this Agreement.

IN WITNESS WHEREOF, the parties have caused their corporate seals to be affixed hereto and attested by its proper officers and these presents to be signed by its proper officers, the day and year written above.

FOR THE BOROUGH

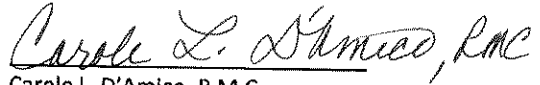


Vincent J. Caruso
Borough Manager



Scott A. Luna
Mayor

ATTEST



Carole L. D'Amico, R.M.C.
Borough Clerk

LODI PUBLIC WORKS EMPLOYEE ASSOCIATION
UNITED SERVICE WORKERS UNION, IUJAT, Local 1N



Edward T. Kahn, President

ADDENDUM A

Class 1 - Titles

Laborer 1
Building Maintenance Worker 1 – Grounds 1

Class 2 - Titles

Laborer 2
Public Works Repairer
Building Maintenance Worker 2 – Grounds

Class 3 - Titles

Laborer 3
Repairer 2 (Senior Public Works Repairer)
Building Maintenance Worker 3 – Grounds
Maintenance Repairer – Refrigeration & AC

Class and "Title" are for salary guide purposes only and the Borough is not required to create or hire any person to fill these titles now or in the future.

ADDENDUM A (Cont.)

As of January 1st, 2021, the following employees under this contract will be placed on the salary guide as follows:

AUFIERO, LOUIS	MAINT. WKR 3 GROUNDS	OFF GUIDE
LISA, MICHAEL	BMW / MAINT. WKR 1 GROUNDS 1	CLASS 1 – STEP 5
LISA, VINCENT	BMW / MAINT. WKR 1 GROUNDS 1	CLASS 1 – STEP 8
MARINO, TODD	REPAIRER	CLASS 2 – STEP 2
MIMINI, AGIM	LABORER 1	CLASS 1 – STEP 2
PALADINO, COREY	LABORER 1	CLASS 1 – STEP 6
PENZATO, VINCENT	LABORER 1	CLASS 1 – STEP 3
RAIA, STEPHEN	REPAIRER (Provisional)	CLASS 2 – STEP 8
RINALDI, GERARD	SR. PUBLIC WORKS REPAIRER	OFF GUIDE
SHERMAN, STEVE	MAINT REPAIRER - REFRIDGE & A/C	OFF GUIDE
SWANK, JUSTIN	LABORER 1	CLASS 1 - STEP 2
TAYLOR, MELISSA	LABORER 1	CLASS 1 – STEP 2
VAZZANA, GANDOLFO	SR. PUBLIC WORKS REPAIRER	OFF GUIDE
WALTERS, RYAN	REPAIRER	CLASS 2 – STEP 3

**** ALL NEW HIRES AFTER 01-01-2021 WILL BE PLACED ON THE 2021 SALARY GUIDE AS AMENDED AND ATTACHED HERETO.**

SCHEDULE B

MEDICAL COVERAGE

- A. The Borough shall provide medical, prescription and eye care coverage to the employee at the level of coverage provided by the State Health Benefits Program.
- B. Employees with at least twenty five (25) years of service with the Borough of Lodi and at least fifty-five (55) years of age upon retirement or separation from service provided such separation from service is for other than cause, are entitled to health benefits up to age sixty-five (65) and the Borough of Lodi shall provide the same medical plan, including family plan if applicable, as was provided to such retired Employee on the last day of active service for the Borough or as indicated in this Schedule B subject to any limitations provided by law. At age sixty-five (65) said health benefits shall terminate after which time the Borough shall reimburse the Employee up to the amount of \$3,000.00 per year for any supplemental health coverage, provided that the Employee upon receiving an invoice from the insurance company that provided the health insurance coverage unless or except otherwise restricted by law.
- C. The Borough will maintain the current prescription drug program for the Employee covered by this Agreement.
- D. The Borough will maintain whatever level of dental coverage is currently in effect as of the date of execution of this Agreement.
- E. In the event that State law mandates the Employee to contribute toward health care medical coverage with regard to this Agreement, the Employee shall comply with same.
- F. The Borough will maintain the same vision plan as currently provided to the police department.
- G. Employee contributions shall be capped at twenty-five (25) percent of the premium for current employees only as of 12-31-2020.