

Memorandum of Agreement

**between the
East Orange International Union of Operating Engineers Local 68-68A-68B-C, AFL-CIO
(Union)**

and the

East Orange Board of Education (Board)

All articles or portions of articles of the 2011 – 2014 agreement that are not modified herein shall remain unchanged in the successor agreement. The representatives of the Board and Union agree to the terms of this Memorandum of Agreement, and further agree to recommend the items for ratification by the members of their respective constituencies. This Memorandum of Agreement is subject to the approval and ratification of the Board and members of the Union and is non-binding until fully ratified.

Modify to read as follows:

1. Duration: July 1, 2014 – June 30, 2018;
2. Article VII
 - a. Salary
 - i. 7.1.14 – 2%
 - ii. 7.1.15 – 2%
 - iii. 7.1.16 – 2%
 - iv. 7.1.17 – 2%
 - b. Revise to implement a summer savings program, which will allow 10-month employees to stretch their salary for 24 payments.
 - c. Effective September 1, 2016, security assigned to East Orange Campus High School (EOCHS) will receive a \$1.00 differential per hour. There will be an interview and selection process for the guards at EOCHS. ALL guards currently assigned to EOCHS must reapply.
3. Article XV – Clothing
 - a. Revise to provide three (3) sets of uniforms every three (3) years. A set of uniforms consists of one (1) long-sleeve shirt, one (1) short-sleeve shirt, and one (1) pair of pants.
 - b. Add language that any District owned property must be returned prior to any final paycheck being issued, including uniforms, shoes, boots, coats, and technological devices.
4. Article XI Vacation (effective July 1, 2016)
 - a. Vacation Time

- i. 0 to 2 years of service= 5 days
- ii. 3 to 6 years of service=10 days
- iii. 7 to 10 years of service=15 days
- iv. 11 or more years of service = 20 days

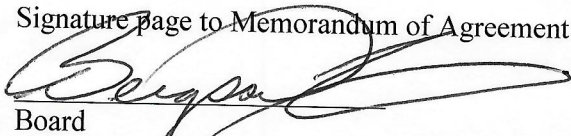
5. Article XII – Holidays

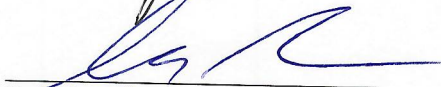
a. Delete second paragraph of this article.

6. Article XVIII – The Board will develop uniformed procedures for addressing the distribution of overtime, which will be utilized in all locations. Said procedures will be developed within 90 days of ratification of this Agreement.

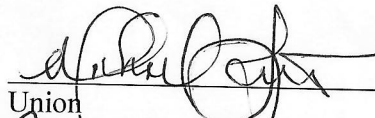
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Signature page to Memorandum of Agreement:


Board


Board Rann E. Ryan Esq.


Board


Union


Union

Union

Dated: 6/6/16

Dated: 5-25-2016