

**TOWNSHIP OF HAMILTON
COUNTY OF MERCER, NEW JERSEY**

RESOLUTION

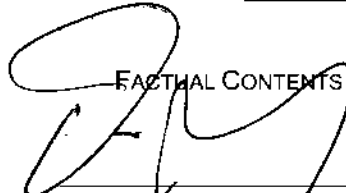
No. **19-326**

APPROVED AS TO FORM AND LEGALITY



TOWNSHIP ATTORNEY

FACTUAL CONTENTS CERTIFIED TO BY



TITLE

RESOLUTION AUTHORIZING A LABOR AGREEMENT BETWEEN THE TOWNSHIP OF HAMILTON AND A.F.S.C.M.E. LOCAL 2475 (BLUE COLLAR) FOR THE PERIOD OF JANUARY 1, 2019 TO DECEMBER 31, 2019

Whereas the Township of Hamilton and A.F.S.C.M.E. Local 2475 (Blue Collar) have negotiated a labor agreement for the period of January 1, 2019 to December 31, 2019;

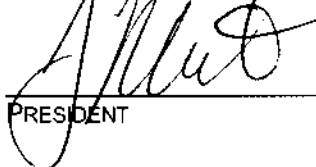
Now Therefore, Be It Resolved by the Council of the Township of Hamilton in the County of Mercer and State of New Jersey, that the proper officials of the Township of Hamilton be and hereby are authorized to execute a labor agreement with A.F.S.C.M.E. 2475 (Blue Collar), consistent with the Memorandum of Agreement of the terms and conditions annexed hereto and incorporated herein;

Be It Further Resolved by the Council that a certified copy of this resolution and the labor agreement be filed with the New Jersey Public Employment Relations Commission pursuant to N.J.S.A. 34:13A-8.2.

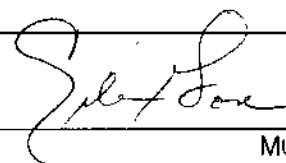
ADOPTED BY COUNCIL ON _____

OCTOBER 1, 2019

DATE



PRESIDENT



MUNICIPAL CLERK

RECORD OF VOTE

COUNCIL	AYE	NAY	N.V.	A.B.	RES.	SEC.
ILEANA SCHIRMER	✓				✓	
RALPH V. MASTRANGELO	✓					
ANTHONY P. CARABELLI, JR.	✓					✓
RICHARD L. TIGHE, JR.	✓					
JEFFREY S. MARTIN	✓					
X – Indicates Vote A.B. – Absent N.V. – Not Voting RES. – Moved SEC. – Seconded						

TOWNSHIP OF HAMILTON
MEMORANDUM

OF

AGREEMENT BETWEEN AFSCME LOCAL 2475 & HAMILTON TOWNSHIP

DATED JULY 30, 2019

It is hereby agreed to by the parties as follows:

1. The current contract shall be extended until Dec. 31, 2019.
2. All provisions of the current contract shall remain in place with the exception of the changes set forth herein.
3. WAGES: Wages shall be increased by 1.25% effective Jan. 1, 2019, and an additional 1.25% effective July 1, 2019.
4. Vacation, sick, compensatory and personal time can be taken in 15 minute increments, except the use of 15 minute increments shall be limited for the start of a workday to 5 occasions each year. The use of 15 minute increments shall not be limited at other times of the workday.
5. Use of compensatory time will require 48 hours advance notice and approval in the same manner as vacation time.
6. Article IV, Leaves of Absence is amended in Section II (p. 15), in the second paragraph as follows: The Employer will track sick leave use. After 8 occurrences of sick leave being used in a calendar year, the Township may warn the employee that after the 10th occurrence a statement from a treating physician may be required.
7. No sick time may be used in the final two weeks of employment.
8. Article VI, Section VI, Stand-By Pay, is amended to include the following: An employee on stand-by shall be available for the time period Sunday through Saturday.
9. Article VI, Hours of Work - Work Week, Section 1, shall be amended to read as follows:
The workweek shall consist of Five (5) consecutive eight (8) hour days, Monday through Friday inclusive, except for employees in continuous operation, for whom the workweek shall be Monday through the following Sunday. For payroll purposes the workweek shall commence every Monday morning at 7:00 a.m. Examples of continuous operation are Water Pollution Control and Animal Shelter.
10. Article VI, Section IX shall be amended to read as follows:

SNOW REMOVAL and WEATHER EMERGENCIES

SECTION IX: All employees in this collective bargaining unit will be considered essential personnel for snow removal and weather emergencies only. Essential employees must be available for the removal of snow and weather emergencies. This section of the contract supersedes all other language regarding snow removal.

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Union and management agree to review and adopt a call list of eligible AFSCME employees for snow removal and weather emergencies purposes only.

Employees who work on their scheduled day off will be paid at the rate of time and one half from the first hour. Employees that work on their scheduled day off will be paid at the rate of time and one half from the ninth hour to the sixteenth hour. Employees cannot work more than sixteen (16) hours without taking at least an eight (8) hour break. Essential employees will receive a compensatory day in addition to overtime if the Township is officially closed.

FOR THE TOWNSHIP OF HAMILTON

FOR AFSCME LOCAL 2475 (BLUE COLLAR)

BY:

BY:

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