

RESOLUTION
of the
BOROUGH OF NEW PROVIDENCE
Resolution No. 2019-227

Council Meeting Date: 09-23-2019

Date Adopted: 09-23-2019

TITLE: RESOLUTION APPROVING MEMORANDUM OF AGREEMENT
BETWEEN THE BOROUGH OF NEW PROVIDENCE AND TEAMSTERS
LOCAL 469, FOR THE PERIOD JANUARY 1, 2019 THROUGH
DECEMBER 31, 2022

Councilperson Muñoz submitted the following resolution, which was duly seconded by Councilperson DeSarno.

BE IT RESOLVED by the Mayor and Council of the Borough of New Providence, in the County of Union and State of New Jersey, that they do hereby approve the labor contract, providing for the basis of compensation and terms and conditions of employment for members of New Providence Teamsters Local 469 for the period January 1, 2019 through December 31, 2022; and

BE IT FURTHER RESOLVED the Borough Administrator and Borough Clerk are hereby authorized and directed to execute same on behalf of the Borough of New Providence. Funds for the implementation of this contract are being made available through the Municipal Budget.

APPROVED, this 23rd day of September, 2019.

RECORD OF VOTE

	AYE	NAY	ABSENT	NOT VOTING
CUMISKEY	X			
DESARNO	X			
GENNARO			X	
GEOFFROY	X			
MUÑOZ	X			
ROBINSON	X			
MORGAN			TO BREAK COUNCIL TIE VOTE	

I hereby certify that the above resolution was adopted at a meeting of the Borough Council held on the 23rd day of September, 2019.

Wendi B. Barry, Borough Clerk

MEMPORANDUM OF AGREEMENT

**BOROUGH OF NEW PROVIDENCE
AND
TEAMSTERS LOCAL 469**

AGREEMENT made this 23rd day of September, 2019 by and between the Borough of New Providence (herein the "Borough") and Teamsters Local 469 (herein "Local 469"):

WHEREAS the Borough and Local 469 are parties to a Collective Negotiations Agreement (herein "CNA") covering the period from January 1, 2015 through December 31, 2108; and

WHEREAS the Borough and Local 469 have engaged in good faith negotiations concerning terms and conditions for a successor contract and have reached agreement on said new terms and conditions subject only to ratification by the members of Local 469 and approval of the governing body of the Borough; and

WHEREAS the members of both negotiating committees unanimously agree to recommend such ratification and approval.

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

1. Except as herein modified, the terms and conditions of the CNA between the parties for the period 2015-2018 shall remain in full force and effect.
2. Term. The term of the new CNA shall be for a period of 4 years from January 1, 2019 through December 31, 2022.
3. Article 5 - Agency Shop - Add "provided the employee has signed the appropriate document authorizing said deductions in accordance with applicable law."

4. Article 10 - Rate of Pay - There shall be an increase of 2% per year effective January 1st of each year at the maximum step only.

Steps D and H will be removed from the guide for those hired after 1/1/15.

5. Article 11 - Pay Day - Modify paragraph B to add:

“In accordance with present practice, overtime and clothing allowance payments each will be by separate direct deposit payments.”

Eliminate paragraph C

6. Article 16 - Premium Pay - Add the following as a new Section 4 and renumber the remaining section:

Employee working continuous overtime of at least 6 hours into their next regular shift shall receive time and one half payment for hours normally paid at straight time until released from work when payment for remaining hours of the shift will revert to straight time.

Employees required to remain at work when Borough Hall is closed on a regular day of business will receive payment at time and one half for regular straight time hours remaining after Borough Hall is closed.

7. Article 17 Holidays - Modify Holiday Article to provide that employees covered hereunder will follow the Borough Holiday Schedule which provides for 12 holidays, two (2) of which will be floating holidays. If an employee is called in to work on a day he/she has selected as a floater, the employee will retain the floating holiday for use at another time or will be excused from the recall if the employee so requests based on previously scheduled plans.

8. Article 18 - Personal Days of Absence and Bereavement Leave - Modify Article 18 Section 4 to provide for 5 business days bereavement in case of death in immediate family and 1 day to attend funeral services for aunt/uncle/niece/nephew.

9. Article 19 - Sick Leave - Add language to confirm that sick leave benefit will be administered in accordance with applicable law. Language to read “employees absent on sick leave for more than three consecutive days must bring in a note...”

10. Article 20 - Vacation - Modify to provide that employees with 6 to 10 years of service will receive 13 days of vacation per year instead of 11 days effective 1/1/2019.

11. Article 22 - Health Care Insurance Program

Consistent with Section D-6, the Borough proposes a switch from AmeriHealth as provided in Section A-1 to NJSHBP for all Borough employees on or about January 1, 2020 or as soon as that switch can be administratively accomplished, with Direct 15 to be established as the highest level of benefit to be available. Effective upon implementation of NJ SHBP, employees who select a health plan with a lower premium than the NJ Direct 15 premium shall be entitled to Borough contribution of 50% of the cost savings between Direct 15 and the selected plan. Section D3 will not be applicable to the switch to SHBP but will remain in the contract and be applicable if the Borough decides to change providers in the future at the benefit level in place at the time of the proposed change.

Beginning on January 1, 2020, the opt-out program expires for any employees not enrolled in the Opt-out program. Once an employee Opts-back in to Borough provided health coverage, the Opt-out option expires for that employee.

12. Article 28 - Sanitary Conditions - Employees to use best efforts to maintain sanitary conditions at Borough facilities and Borough to provide cleaning service for same.

13. Article 42 - Other Conditions - Modify Section 3 to provide that employees who possess the following license that are used for the benefit of the Borough shall receive the following stipends without regard to titles:

NJ Dep Collection System License

- | | | |
|----|-------------|----------------------------------|
| A. | C-4 license | \$1,250 annually for the license |
| B. | C-3 license | \$1,000 annually for the license |
| C. | C-2 license | \$750 annually for the license |
| D. | C-1 license | \$500 annually for the license |

NJ Dep Public Wastewater Licenses

- | | | |
|----|-------------|----------------------------------|
| A. | S-4 license | \$1,250 annually for the license |
| B. | S-3 license | \$1,000 annually for the license |
| C. | S-2 license | \$750 annually for the license |
| D. | S-1 license | \$500 annually for the license |

Add New Section 4 Cell Phones – Employees who use their personal cell phones in connection with their job duties and responsibilities shall receive a stipend of \$200.00 payable in each year of the new contract with the clothing allowance payment provided they comply with Borough policy on this matter which includes the requirement that employees make their cell phones available for discovery purposes in case of litigation and that they only use their cell phone for Borough business when they are actively engaged at work for the Borough. Employees may opt-

out and waive the annual stipend. The Borough may add to or modify these cell phone policies as it deems appropriate in the future.

14. Salary Guides - See attached.

IN WITNESS WHEREOF the parties have set their hands and seals this 23rd day of

September, 2018.⁹

TEAMSTERS LOCAL 469

[Signature]

BOROUGH OF NEW PROVIDENCE

[Signature]

[Signature]

**TEAMSTERS LOCAL 469
SALARY GUIDE**

**Employees Hired by 6/30/03
2019-2022**

POSITION	2%	2%	2%	2%
	2019	2020	2021	2022
Foreman	\$95,330	\$97,236	\$99,181	\$101,164
Sr. Technical Assistant	\$88,148	\$89,911	\$91,709	\$93,543
Road Personnel	\$72,526	\$73,976	\$75,456	\$76,965
Equipment/Sweeper Operator	\$74,980	\$76,480	\$78,009	\$79,570
Chief Mechanic	\$88,946	\$90,725	\$92,539	\$94,390
Mechanic	\$76,427	\$77,956	\$79,515	\$81,105
Fleet Mechanic	\$76,427	\$77,956	\$79,515	\$81,105
Custodian/Maintenance Mechanic	\$76,427	\$77,956	\$79,515	\$81,105
Assistant Foreman - Streets & Road Division	\$84,785	\$86,480	\$88,210	\$89,974
Assistant Foreman - Bldg & Grounds Division	\$84,785	\$86,480	\$88,210	\$89,974
Assistant Foreman - Mechanic	\$84,785	\$86,480	\$88,210	\$89,974
Facilities Mechanic	\$84,785	\$86,480	\$88,210	\$89,974
Assistant Plant Operator	\$88,946	\$90,725	\$92,539	\$94,390
Second Plant Operator	\$78,512	\$80,082	\$81,683	\$83,317
Third Plant Operator	\$74,546	\$76,037	\$77,557	\$79,108
Building Custodian - Day	\$72,526	\$73,976	\$75,456	\$76,965
Building Custodian - Night	\$73,696	\$75,170	\$76,673	\$78,206
Grounds Maintenance Personnel	\$72,526	\$73,976	\$75,456	\$76,965

**TEAMSTERS LOCAL 469
SALARY GUIDE**

Employees Hired between 7/1/03 and December 31, 2014

2% on Max step only

POSITION	MIN	B	C	D	E	F	G	MAX	MAX	MAX	MAX	MAX
								2018	2019	2020	2021	2022
								2%	2%	2%	2%	2%
Foreman												
Sr. Technical Assistant												
Road Personnel	\$45,398	\$48,224	\$51,048	\$53,871	\$56,696	\$59,519	\$62,342	\$69,155	\$70,539	\$71,949	\$73,388	\$74,856
Equipment/Sweeper Operator	\$48,097	\$50,859	\$53,621	\$56,384	\$59,146	\$61,909	\$64,672	\$71,562	\$72,993	\$74,453	\$75,942	\$77,461
Chief Mechanic	\$57,122	\$60,439	\$63,755	\$67,071	\$70,387	\$73,703	\$74,180	\$85,253	\$86,958	\$88,698	\$90,472	\$92,281
Mechanic	\$48,919	\$51,754	\$54,590	\$57,426	\$60,262	\$63,099	\$65,935	\$72,980	\$74,440	\$75,929	\$77,447	\$78,996
Fleet Mechanic	\$48,919	\$51,754	\$54,590	\$57,426	\$60,262	\$63,099	\$65,935	\$72,980	\$74,440	\$75,929	\$77,447	\$78,996
Custodian/Maintenance Mechanic	\$48,919	\$51,754	\$54,590	\$57,426	\$60,262	\$63,099	\$65,935	\$72,980	\$74,440	\$75,929	\$77,447	\$78,996
Assistant Foreman - Streets & Roads	\$54,461	\$57,612	\$60,759	\$63,906	\$67,053	\$70,199	\$73,345	\$81,174	\$82,797	\$84,453	\$86,142	\$87,865
Assistant Foreman - Bldg & Grounds	\$54,461	\$57,612	\$60,759	\$63,906	\$67,053	\$70,199	\$73,345	\$81,174	\$82,797	\$84,453	\$86,142	\$87,865
Assistant Foreman - Mechanic	\$54,461	\$57,612	\$60,759	\$63,906	\$67,053	\$70,199	\$73,345	\$81,174	\$82,797	\$84,453	\$86,142	\$87,865
Facilities Mechanic	\$54,461	\$57,612	\$60,759	\$63,906	\$67,053	\$70,199	\$73,345	\$81,174	\$82,797	\$84,453	\$86,142	\$87,865
Assistant Plant Operator	\$57,122	\$60,439	\$63,755	\$67,071	\$70,387	\$73,703	\$77,019	\$85,253	\$86,958	\$88,698	\$90,472	\$92,281
Second Plant Operator	\$50,293	\$53,208	\$56,124	\$59,038	\$61,953	\$64,867	\$67,782	\$75,024	\$76,524	\$78,055	\$79,616	\$81,208
Third Plant Operator	\$47,695	\$50,457	\$53,219	\$55,983	\$58,745	\$61,507	\$64,271	\$71,136	\$72,558	\$74,009	\$75,490	\$76,999
Building Custodian - Day	\$45,398	\$48,224	\$51,048	\$53,871	\$56,696	\$59,519	\$62,342	\$69,155	\$70,539	\$71,949	\$73,388	\$74,856
Building Custodian - Night	\$46,353	\$49,192	\$52,034	\$54,877	\$57,720	\$60,563	\$63,404	\$70,302	\$71,708	\$73,142	\$74,605	\$76,097
Grounds Maintenance Personnel	\$45,398	\$48,224	\$51,048	\$53,871	\$56,696	\$59,519	\$62,342	\$69,155	\$70,539	\$71,949	\$73,388	\$74,856

TEAMSTERS LOCAL 469

Employees Hired after 1/1/15

SALARY GUIDE

1/1/18

2% on Max

POSITION	MIN	B	C	D	E	F	G	H	I	J	K	January 1st			
												2018	2019	2020	2021
Foreman															
DPW Personnel	40,000	42,000	44,000	46,000	48,000	50,000	52,000	54,000	56,000	58,000	62,000	64,365	67,652	69,005	71,793
Equipment/Sweeper Operator	42,000	44,000	46,000	48,000	50,000	52,000	54,000	56,000	58,000	60,000	64,000	67,448	70,817	71,213	74,090
Chief Mechanic	53,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	73,000	76,500	80,121	83,724	83,958	86,726
Mechanic	45,000	47,000	49,000	51,000	53,000	55,000	57,000	59,000	61,000	63,000	66,500	69,999	73,498	72,317	75,239
Fleet Mechanic	45,000	47,000	49,000	51,000	53,000	55,000	57,000	59,000	61,000	63,000	66,500	69,999	73,498	72,317	75,239
Custodian/Maintenance Mechanic	45,000	47,000	49,000	51,000	53,000	55,000	57,000	59,000	61,000	63,000	66,500	69,999	73,498	72,317	75,239
Assistant Foreman - Streets & Road Division	53,000	55,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	74,500	77,999	81,498	81,150	84,428
Assistant Foreman - Bldg & Grounds Division	53,000	55,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	74,500	77,999	81,498	81,150	84,428
Assistant Foreman - Mechanic	53,000	55,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	74,500	77,999	81,498	81,150	84,428
Facilities Mechanic	53,000	55,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	74,500	77,999	81,498	81,150	84,428
Assistant Plant Operator	55,000	57,000	59,000	61,000	63,000	65,000	67,000	69,000	71,000	73,000	76,500	79,999	83,498	82,806	86,151
Second Plant Operator	47,000	49,000	51,000	53,000	55,000	57,000	59,000	61,000	63,000	65,000	68,500	71,999	75,498	74,525	77,536
Third Plant Operator	44,000	46,000	48,000	50,000	52,000	54,000	56,000	58,000	60,000	62,000	65,500	68,999	72,498	71,213	74,090