

**A RESOLUTION OF THE TOWNSHIP OF NORTH BRUNSWICK
AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE
RWDSU LOCAL 108 – SCHOOL CROSSING GUARD ASSOCIATION, WITH
A TERM JANUARY 1, 2018 THROUGH DECEMBER 31, 2021**

WHEREAS; the Township of North Brunswick has previously recognized the bargaining unit know as RWDSU Local 108 – School Crossing Guard Association for certain employees of the Township; and

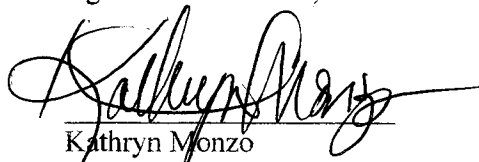
WHEREAS; the existing agreement between the Township and RWDSU Local 108 – School Crossing Guard Association expired on December 31, 2017; and

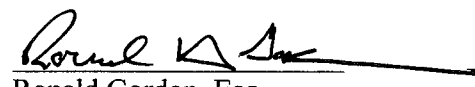
WHEREAS; the Business Administrator representing the Township of North Brunswick and RWDSU Local 108 – School Crossing Guard Association have agreed to terms and conditions for a new collective bargaining agreement between the two parties effective January 1, 2018 through December 31, 2021, as contained in the attached Memorandum of Agreement; and

WHEREAS; the Business Administrator hereby recommends to the Governing Body execution of a new collective bargaining agreement consistent with the provisions outlined within the Memorandum of Agreement.

NOW, THEREFORE, BE IT RESOLVED on this 19th day of February, 2019 the Township Council of the Township of North Brunswick hereby authorizes the Mayor or Business Administrator to execute a new collective bargaining agreement between the Township and RWDSU Local 108 – School Crossing Guard Association for a term commencing January 1, 2018 through December 31, 2021; and

BE IT FURTHER RESOLVED a copy of this Resolution along with the Executed Agreement will be forwarded to RWDSU Local 108 – School Crossing Guard Association.

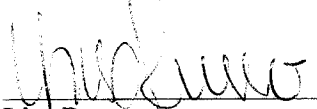

Kathryn Monzo
Business Administrator


Ronald Gordon, Esq.
Township Attorney
Approved as to legal form

RECORDED VOTE:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
LOPEZ	✓			
ANDREWS	✓			
CORBIN 2	✓			
DAVIS 1	✓			
SOCIO	✓			
GUADAGNINO	✓			
MAYOR WOMACK				

I hereby certify that the above Resolution was duly adopted by the Township Council of the Township of North Brunswick, County of Middlesex, at its meeting held on February 19, 2019.



Lisa Russo
Township Clerk

C. K. Manzo
S. Burton
G. Ruppel
C. Gallimore
B. Aiello



Kathryn Monzo, Business Administrator
Township of North Brunswick
710 Hermann Road
North Brunswick, New Jersey 08902
Telephone: 732-247-0922, ext 435
Email: kmonzo@northbrunswicknj.gov

Memorandum of Agreement

Date: January 16, 2019

To: Dorothy Caruso, RWDSU Local 108 – School Crossing Guards
Lisa Marmurczak, RWDSU Local 108 – School Crossing Guards
Margaret Reville, RWDSU Local 108 – School Crossing Guards
Jasper Parnell, Business Agent - RWDSU

From: Kathy Monzo, Business Administrator

CC: Francis Mac Womack III, Mayor
Ron Gordon, Esq. – Township Attorney
Justine Progebin, Assistant Business Administrator
Sonia Brown, Personnel Officer

Re: RWDSU Local 108 – School Crossing Guards - Memorandum of Agreement

The Collective Bargaining Agreement between the Township of North Brunswick and RWDSU Local 108 – School Crossing Guards expired on December 31, 2017. The representatives of the Township and the Local 108 hereby tentatively agree to the proposed changes itemized in this Memorandum of Agreement for ratification by both parties. The Union convened a meeting of its membership on January 25, 2019, presented these terms for a vote, and the terms were approved by a vote of the membership. These same provisions will be considered by the Governing Body of the Township at its workshop on January 28, 2019 and regular meeting on February 4, 2019.

1. Article 27 – Term: The proposed term of the new Collective Bargaining Agreement is 4 years - 1/1/2018 through 12/31/2021.

2. Article 11 – Wages

Replace paragraph a. with:

- a. Substitute or Permanent Guards shall receive a starting wage of \$12.00 per hour for their first calendar year of employment. Substitute or Permanent Guards who have completed their first calendar year of service shall be eligible for the contracted salary increase from that point forward.

Replace paragraphs i through iii with:

- b. Salary increases as follows:

Last_Name	First_Name	2017 Rate	Hire_Date	Clothing	Long	Schedule A				
						New base	2018	2019	2020	2021
Boyd	Hildur	13.88	9/26/2016	0.67		14.55	14.84	15.14	15.44	15.75
Bruck	Linda	13.88	9/26/2016	0.67		14.55	14.84	15.14	15.44	15.75
Bruzek	Gloria	16.41	9/17/1998	0.67	0.33	17.41	17.76	18.12	18.48	18.85
Buchin	Joann	14.68	4/8/2013	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Caruso	Dorothy	17.71	1/10/1985	0.67	0.75	19.13	19.51	19.90	20.30	20.71
Chiappetta	Gabriel	17.14	9/17/1992	0.67	0.42	18.23	18.59	18.96	19.34	19.73
Dirkson	Rene	14.68	11/1/2011	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Dueker	Walter	15.10	12/8/2008	0.67	0.17	15.94	16.26	16.58	16.91	17.25
Fisher	Susan	14.68	4/18/2012	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Gold	Robert	13.88	10/19/2015	0.67		14.55	14.84	15.14	15.44	15.75
Gonzalez-Roc	Edna	10.52	9/14/2018	0.67		12.00	12.24	12.48	12.73	12.99
Griffin	Drucilla	14.68	1/2/2013	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Lacina	Susan	17.14	8/14/1990	0.67	0.42	18.23	18.59	18.96	19.34	19.73
Lewis	Barbara	10.52	4/21/2017	0.67		14.55	14.84	15.14	15.44	15.75
MacFarlan	Bridgett	10.52	10/16/2018	0.67		12.00	12.24	12.48	12.73	12.99
Maimone	Mary	13.88	6/16/2016	0.67		14.55	14.84	15.14	15.44	15.75
Mannifield	JoAnn	10.52	9/26/2017	0.67		14.55	14.84	15.14	15.44	15.75
Marmurczak	Lisa	17.14	11/8/1993	0.67	0.42	18.23	18.59	18.96	19.34	19.73
Maroccia	Joseph	14.68	2/8/2011	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Maroccia	Roberta	10.52	9/26/2017	0.67		14.55	14.84	15.14	15.44	15.75
Minkovsky	Dorothy	10.52	12/11/2017	0.67		14.55	14.84	15.14	15.44	15.75
Obyrne	Irene	17.71	1/9/1978	0.67	0.67	19.05	19.43	19.82	20.21	20.62
Prinzivalli	Guiseppe	15.83	2/28/2000	0.67	0.33	16.83	17.17	17.51	17.86	18.22
Prinzivalli	Linda	10.52	9/14/2018	0.67		12.00	12.24	12.48	12.73	12.99
Reilly	Karin	14.68	3/14/2011	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Reville	Margaret	17.71	3/7/1984	0.67	0.58	18.96	19.34	19.73	20.12	20.53
Sattilaro	Richard	14.68	10/18/2010	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Skodacek	Suzanne	17.71	5/4/1970	0.67	0.75	19.13	19.51	19.90	20.30	20.71
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Trammell	Catherine	14.68	10/12/2011	0.67	0.08	15.43	15.74	16.06	16.38	16.71
Vachani	Rita	10.52	9/26/2017	0.67		14.55	14.84	15.14	15.44	15.75
Winkler	Ann	17.71	10/7/1974	0.67	0.67	19.05	19.43	19.82	20.21	20.62
Yonko	Karen	10.52	2/26/2018	0.67		12.00	12.24	12.48	12.73	12.99



Kathryn Monzo, Business Administrator
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From: Kathy Monzo, Business Administrator

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2. Article 11 – Wages

Replace paragraph a. with:

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Replace paragraphs i through iii with:

- b. Salary increases as follows:

Effective date	Salary Increase
1/1/2018	2.0%
1/1/2019	2.0%
1/1/2020	2.0%
1/1/2021	2.0%

- c. The Step Guide is eliminated and replaced with Appendix A which shows current staff and the adjusted hourly rates for each individual and the salary increase for each year of the contract.

3. Article 12 – Longevity

Replace paragraph a. with:

- a. For employees receiving longevity, current longevity amounts will be permanently added to the employees' hourly rates and eliminated going forward. For this purpose, the hourly rate is calculated using 600 annual work hours. For example, an employee with 45 or more years of service would be receiving an annual longevity amount of \$450. Beginning with 1/1/18, longevity will be added to the employee's hourly rate and annual longevity payments will cease. In this example, \$0.75 will be added to the employee's hourly rate ($\$450/600$ hrs). *The supervisor will have the highest longevity rate added to maintain consistency in hourly rates.
- b. Any employee who, during the term of this contract, would have received an increase in longevity (due to an increase in continuous service) will have that adjusted amount added to their hourly rate beginning 1/1/18.
- c. Longevity adjustments will be effective 1/1/18, and will become part of the "new hourly rate" subject to contractual increases for the year beginning 1/1/18.
- d. A complete list of current employees and adjustments to hourly rates appears in Exhibit A.

4. Article 13 – Uniform Allowance

Replace paragraph a. with:

- a. For all Permanent Guards receiving an annual \$400 clothing allowance, this amount will be permanently added to the employees' hourly rates and eliminated going forward. For this purpose, the hourly rate is calculated using 600 annual work hours. Beginning with 1/1/18, \$0.67 will be added to all permanent guards' hourly rate and annual uniform allowances will cease.
- b. This increase represents the expectation that guards will continue to replace and maintain their uniform. Any guard that does not maintain a proper uniform may be subject to discipline.
- c. This uniform adjustment will be effective 1/1/18, and, added with any other adjustments will become the "new hourly rate" subject to contractual increases for the year beginning 1/1/18.

- d. A complete list of current employees and adjustments to hourly rates appears in Appendix A.

5. Article 21 – Health Benefits

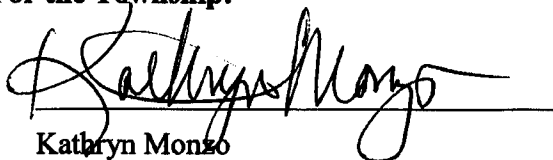
Amend paragraphs as follows

- a. Only permanent Crossing Guards hired prior to July 1, 1998 shall be eligible for medical, dental and prescription coverage under the Township's health care plan.
 - i. The Township shall be responsible to pay any premium cost above \$1,400 ~~\$1,500~~ for employees with spouse or dependent coverage and any premium cost above ~~\$600~~ \$700 for employees with single coverage.

Add paragraph b:

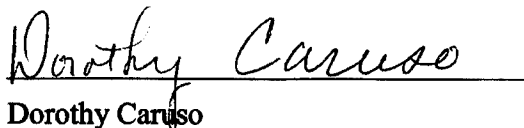
- b. Retirement health benefits – For employees eligible for health benefits in accordance with paragraph a. who retire at age 60 or older and who have 30 years with the Township and enroll in a plan offered to local retirees as are offered to other retired employees by the Township's health care provider, the Township will pay the premium cost of employee medical and prescription coverage capped at \$17,500. Any premium that exceeds \$17,500 will be the responsibility of the retiree and will be subject to payment through the state pension system as a deduction from the retiree's pension payment. If such payment is not administered through the state pension system then the retiree will be responsible to pay their share directly to the Township. The Township will continue benefits until the retiree reaches Medicare eligibility or is deceased, whichever is earlier, at which time Township contributions toward retirement health benefits will cease. Township payments will be prorated in the year that retirement begins and Medicare eligibility begins. Dental benefits will not be provided to employees in retirement.

For the Township:



Kathryn Monzo

2-12-19
Date

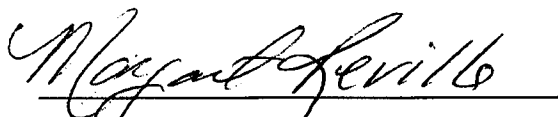
For RWDSU Local 108 (Crossing Guards)


Dorothy Caruso

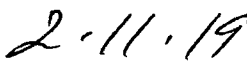
2-11-19
Date


Lisa Marmurczak

2-11-19
Date



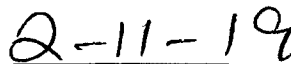
Margaret Reville



Date



Jasper Parnell



Date

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