

A RESOLUTION AUTHORIZING A COLLECTIVE BARGAINING AGREEMENT WITH THE RWDSU LOCAL 108 – CLERICAL DIVISION, 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 – Clerical Division for certain employees of the Township; and

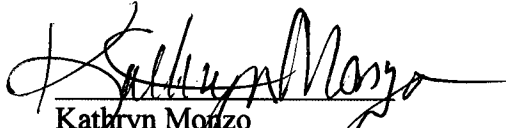
WHEREAS; the existing agreement between the Township and RWDSU Local 108 – Clerical Division expired on December 31, 2017; and


WHEREAS; the Business Administrator representing the Township of North Brunswick and RWDSU Local 108 – Clerical Division have agreed to the 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 the execution of a new collective bargaining agreement consistent with the provisions outlined within the Memorandum of Agreement.

NOW, THEREFORE, BE IT RESOLVED on this 24th day of June, 2019 the Township Council of the Township of North Brunswick hereby authorizes the Mayor to execute and the Clerk to witness a new collective bargaining agreement between the Township and RWDSU Local 108 – Clerical Division, with a term effective 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 – Clerical Division.

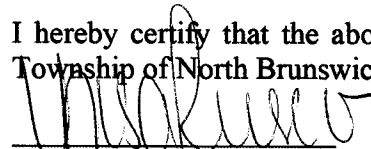

Kathryn Monzo
Business Administrator

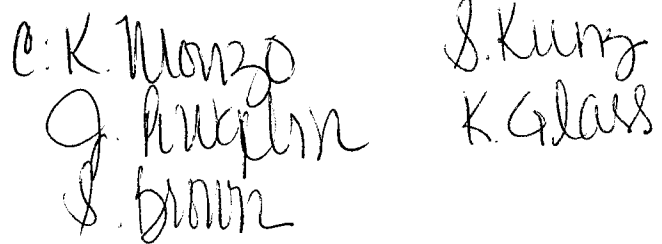

Ronald Gordon, Esq.
Township Attorney
Approved as to legal form

RECORDED VOTE:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
LOPEZ	✓			
ANDREWS	✓			
CORBIN	✓			
DAVIS 2	✓			
SOCIO 1	✓			
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 June 24, 2019.


Lisa Russo
Township Clerk


C: K. Monzo
J. Kuylen
S. Brown
S. Kury
K. Glass



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: June 21, 2019

To: Scott Kunz, Shop Steward – RWDSU Local 108 – Clerical division
Kourtney Glass, Shop steward – RWDSU Local 108 – Clerical division
Jonathan Watson, Shop Steward – RWDSU Local 108 – Clerical division
Jasper Parnell, Business Agent - RWDSU

From: Kathy Monzo, Business Administrator

CC: Francis Mac Womack III, Mayor
Ron Gordon, Esq. – Township Attorney
Sonia Brown, Personnel Officer

Re: RWDSU Local 108 (Clerical Division) - Memorandum of Agreement

The Collective Bargaining Agreement between the Township of North Brunswick and RWDSU Local 108 (Clerical Division) 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 Wednesday, June 19, 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, and then regular meeting on Monday June 24, 2019.

1. The proposed term of the new Collective Bargaining Agreement is 4 years -1/1/2018 through 12/31/2021.
2. Article V – Wages and Other Compensation:
 - a. Amend paragraph 1 to provide the following salary increases:

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

- b. Amend paragraph 2 for Public Safety Telecommunicator's salary guide to reflect a new starting rate for Step 1 in 2018, and the following salary increases to all steps thereafter:

Effective date	Salary Increase
1/1/2019	1.0%
1/1/2020	1.5%
1/1/2021	2.0%

Pay steps for Public safety telecommunicators

	2018	2019	2020	2021
Public Safety Telecommunicator		1.0%	1.5%	2%
Step				
1	40,000	40,400	41,006	41,826
2	41,160	41,572	42,195	43,039
3	42,395	42,819	43,461	44,330
4	43,921	44,360	45,026	45,926
5	45,590	46,046	46,737	47,671
Senior Public Safety Telecommunicator				
1	50,149	50,651	51,410	52,438
2	51,653	52,170	52,953	54,012
3	53,203	53,735	54,541	55,632
4	54,799	55,347	56,177	57,301
5	56,443	57,008	57,863	59,020
6	58,136	58,718	59,599	60,791
7	59,881	60,479	61,387	62,614
8	61,677	62,294	63,228	64,493
9	64,761	65,408	66,390	67,717

3. Article VI – Hospitalization and Other Benefits:

- a. The Township will provide current employees a major medical/hospitalization plan, prescription plan and dental similar to the plans currently in effect. The Township will pay the cost of premiums for said plans subject to the contributions to premium costs as outlined below:
- i. **Employee contribution to medical and prescription premium costs.** Pursuant to Chapter 78, Laws of 2011, the following contribution rates will be

deducted from employee's annual base pay toward the employee's selected medical and prescription health care plan:

Salary Range For current employees Pension benefit for Retired employees	Single Coverage	Parent/Child or Emp/Sp/Prtmr Coverage	Family Coverage
Less than 20,000	4.5%	3.5%	3.0%
20,000 - 24,999.99	5.5%	3.5%	3.0%
25,000 - 29,999.99	7.5%	4.5%	4.0%
30,000 - 34,999.99	10.0%	6.0%	5.0%
35,000 - 39,999.99	11.0%	7.0%	6.0%
40,000 - 44,999.99	12.0%	8.0%	7.0%
45,000 - 49,999.99	14.0%	10.0%	9.0%
50,000 - 54,999.99	20.0%	15.0%	12.0%
55,000 - 59,999.99	23.0%	17.0%	14.0%
60,000 - 64,999.99	27.0%	21.0%	17.0%
65,000 - 69,999.99	29.0%	23.0%	19.0%
70,000 - 74,999.99	32.0%	26.0%	22.0%
75,000 - 79,999.99	33.0%	27.0%	23.0%
80,000 - 84,999.99	34.0%	28.0%	24.0%
85,000 - 89,999.99	34.0%	30.0%	26.0%
90,000 - 94,999.99	34.0%	30.0%	28.0%
95,000 - 99,999.99	35.0%	30.0%	29.0%
100,000 - 109,999.99	35.0%	35.0%	32.0%
110,000 and over	35.0%	35.0%	35.0%

- b. Retirement health benefits – On or after January 1, 2018, for full-time employees who retire at age 55 or older with 25 years of service 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 for the employee, and dependent coverage, with the Township's contribution not to exceed \$18,000 annually. The remainder premium, if any, shall be paid by the retiree through a pension deduction. The Township will continue benefits to a retired employee until he or she 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.

4. **Article VII – Longevity:** Delete paragraphs 1-3 and insert paragraph 1 as follows:

- a. Any person currently receiving longevity will have the dollar amount of longevity permanently added to their base pay on 1/1/2018 and then eliminated going forward.
- b. If an employee would have received a higher amount of longevity at any point during the term of this contract, they would have that higher amount added to their base pay on 1/1/2018 and then eliminated.

c. This new base pay becomes the basis for contractual increases in 2018.

5. **Article IX – Sick Leave:** Replace paragraph 8 as follows:

a. Upon separation due to retirement only, employees shall be paid \$60 per day for all unused sick leave, capped at a maximum payment of fifteen thousand dollars (\$15,000).

6. **Article X - Death in Family:** Replace paragraphs 1-2 with the following:

a. Bereavement leave in accordance with the following schedule:

i. Employees shall be entitled up to five (5) work days off, without loss of pay, in the event of the death of a following “immediate” family member: parents, spouse, siblings, children, grandchildren, stepchildren, foster children or resource family child, that may or may not reside in the same residence; or person, partner, or significant other who resides permanently in the same residence.

ii. Employees shall be entitled up to three (3) work days off, without loss of pay, in the event of the death of a following “immediate” family member: grandparents, parent/sibling/son/daughter-in-laws, or miscarriage of a child.

iii. Employees shall be granted up to one (1) day off, without loss of pay, to attend a funeral and/or any post-death bereavement ceremony for a non-immediate family relative defined as uncle, aunt, nephew, niece, or cousin.

By signing this Memorandum of Agreement, I tentatively agree to these proposed changes in the Agreement which expired on December 31, 2017, between the Township of North Brunswick and RWDSU Local 108 – Clerical Division. This document contains all of the proposed changes agreed to in negotiations.

For the Township:

Kathryn Monzo

Date

For RWDSU Local 108 (Clerical Unit)

Scott Kunz

Date

Kourtney Glass

Date

Jonathan Watson

Date

Jasper Parnell

Date