

**MEMORANDUM of AGREEMENT**  
**BETWEEN THE BOROUGH OF COLLINGSWOOD AND**  
**TEAMSTERS LOCAL 830**

**The Borough and Local 830 have reached the following Agreement to settle a successor Collective Negotiations Agreement between the parties. Each negotiating team has agreed to recommend this Agreement to its represented constituencies for ratification. The terms of the Agreement are set forth as follows:**

**1. Term of Agreement – Four (4) Years.**

**2. Article IX – Hours and Overtime:**

**Add** – Paragraph 12. “Secondary on Call” – to provide compensation to the second employee assigned to On-Call duty on holidays during the year (Same compensation as Primary On-Call).

**3. Article XI – Deductions from Salary:**

**Revise Article to include the following language:**

- Ability to meet with employees to discuss complaint, grievances, and workplace issues on premise during working hours.
- Ability to conduct worksite meetings during lunch, other non-work breaks, and before and after the work day on premise for collective negotiations, the discussion of negotiations, and other matters exclusive to the union.
- The right to meet with new employee(s) individually or in groups (new employee orientation) without any charge to pay or leave time to the new employee for a minimum of 30 minutes, within the first 10 days of employment.

- Within 10 days of the date of hire the Borough shall provide the name, job title, date of hire and all contact information of all new employees. Further the Borough will provide a Seniority List for all employees, job titles, and all contact information every 120 days.
- The right to use the Borough's internal email system for communication with the employees.

#### 4. **Article XII – Vacation:**

**Add** – Paragraph “D.” one (1) week of additional vacation carry over for a total of three (3) weeks.

#### 5. **Article XVII – Salaries:**

**Increase:** Wages 2% base salary increase each year of the agreement, for all employees.

**New language** – Effective at the ratification of the agreement, all newly hired employees will have a starting salary of \$40,000. This starting salary shall be increased each year of the Agreement by the percentage base salary increase.

**CDL Bonus:** Increase to \$350.00

**New Language** – Heavy Equipment Operator stipend. This stipend is shall be offered by order of seniority to qualified employees for an additional \$17.50 per day. The stipend shall be limited to the front-end loader and excavator. Only one employee per day shall be eligible to receive the stipend for each piece of equipment (this provision shall become effective at the signing of the Agreement).


#### 6. **Safety Coordinator/Recycling Coordinator**

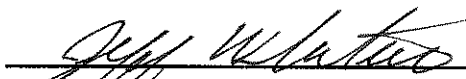
**Increase:** Safety Coordinator \$100.00 annually.


**Add** – Storm Water Management Coordinator position. The position shall receive the same stipend as the Safety Coordinator and Recycling Coordinator (\$500).

7. The Parties agree to revise and update the obsolete or ineffective language from the expired Agreement.
8. All proposals not referenced herein are deemed withdrawn.
9. All operable provisions of the expired Agreement not modified herein shall be adopted into the successor Agreement.

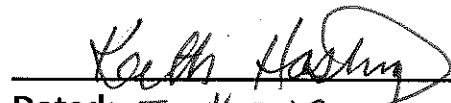
**FOR TEAMSTERS LOCAL 830**

  
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Dated: 5/16/19

  
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**FOR THE BOROUGH OF  
COLLINGSWOOD**

  
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Dated: 5-16-19

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Dated: \_\_\_\_\_