



**Memorandum of Agreement
between
Township of West Milford
and
Teamsters, Local 560**

(1) This Agreement is being entered into as a successor to that which expired on December 31, 2014;

(2) The duration of this contract shall be January 1, 2015 through December 31, 2019;

(3) Salary increase as follows: *retroactive to 1/1/2015* 
➤ 1/1/2015 - 1.5%
➤ 1/1/2016 - 1.0 %
➤ 1/1/2017 - 1.5%
➤ 1/1/2018 - 1.5%
➤ 1/1/2019 - 1.0%

 (4) Effective 10/17/2017 - the Township shall reimburse each full-time employee for up to \$250.00 per year for costs associated with eyeglasses and eye examination. The reimbursement can be used by either the employee, dependent or spouse. A prescription must be submitted with the request for reimbursement;

(5) New hours of work: 7:00 am to 3:00 pm all year - two 15-minute breaks; eliminate 15-minute wash-up that was previously applied to lunch and retain the 15-minute wash-up at the end of the day- eliminate summer hours; eliminate lunch;

(6) 48-hour notice to Township required for union meeting;

(7) For new employees hired after October 6, 2017:

(a) New vacation schedule: 1 day for each month in the year of hire; From January 1st following the starting date, 12 working days through the completion of eight years of service. Fifteen (15) working days from year 9 through year 20. After 20 years, 1 day for each additional year up to 25 years.

(b) No personal days.

(c) Not eligible for retirement bonus with accumulation of 150 hours of sick time.

(d) Must submit receipt for tool allowance and submit invoice before May 15 of each year or forfeit \$425 reimbursement.

(8) Administration will circulate the agreement with minor wording changes (e.g. change "manager" to "administrator") prior to execution of the agreement.

(9) All other proposals dropped; All other existing provisions continue except as modified by agreement; changes to be incorporated in agreement.

(10) This agreement is subject to the ratification of the Township Council and the Union Membership.

(11) Respective Committees to Recommend Ratification of this Memorandum of Agreement.

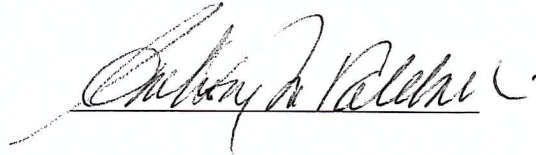
For the Township
of West Milford

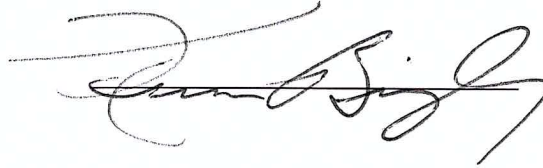


For Teamsters 560,









Dated: October 17, 2017