

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE BOROUGH OF ALLENDALE AND LOCAL 11, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

It is hereby agreed by and between the negotiation committee of the BOROUGH OF ALLENDALE (the "Borough") and LOCAL 11, AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS ("Union"), as follows:

1. Cover – The cover will be modified to reflect the January 1, 2020 – December 31, 2023 duration of the Contract.
2. Preamble – The Preamble will be modified to reflect the January 1, 2020 –
3. Union Matters (Article VII) – The existing Article shall be replaced by the following language:

Section 1. Payroll Deduction.

(a) The Borough hereby agrees to deduct from wages of employees by means of a check-off the dues uniformly required by the Union pursuant to the provisions of N.J.S.A. 52:14-15.9E. The Borough, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees their monthly dues and initiation fees. Such deductions shall be made on the 2nd salary paid to each employee during the month and such deduction made the 1st month shall be a double deduction. Thereafter, the regular deduction shall apply to dues owed for the following month.

(b) In making the deductions and transmittals as specified in Article VII, Section 1 (a), the Borough shall rely upon the most recent communication from the Union as the amount of monthly dues and the proper amount of the initiation fee. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made.

Section 2. Voluntary Representation Fee.

(a) If an employee does not become a member of the Union during any membership year which is covered in whole or in part by the Agreement, said employee can opt to pay a voluntary representation fee to the Union for that membership year. The purpose of the voluntary representation fee is to offset the employee's per capita cost of services rendered by the Union as the majority representative.

(b) Prior to the beginning of each membership year, the Union will notify the Borough in writing of the amount of the regular membership dues and initiation fee charged by the Union to its members for that membership year. The voluntary representation fee shall be eighty five percent (85%) of that amount.

(c) Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the Borough a list of employees who have not become members of the Union for said membership year.

(d) The Borough will deduct the voluntary representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee in the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

i. Within twenty-one (21) days after receipt of the aforesaid list by the Borough; or

ii. Thirty (30) days after the employee begins his/her employment in the Union, unless the employee previously served in the Union and continued in the employ of the Borough in a non-Union position, or was on layoff, in which event the deductions will begin the first paycheck paid ten (10) days after the resumption of the employee's employment in the Union position, whichever is later.

(e) Except as otherwise provided in this Article, the mechanics for the deduction of voluntary representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.

(f) The Union will notify the Borough in writing of any changes in the list provided as set forth herein and/or the amount of the voluntary representation fee, and such changes will be reflected in any deductions made more than twenty-one (21) days after the Borough received said notice.

(g) On or about the last day of each month, the Borough will submit to the Union a list of all employees who began their employment in a Union position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such employees.

(h) The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.S(c) and N.J.S.A. 34:13A-5.6, and membership in the Union shall be available to all employees in the Union on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Borough shall immediately cease making payroll and voluntary representation fee deductions as set forth herein.

(i) The Union shall hold the Borough harmless from any claims raised against it by an employee as a result of fulfilling its obligation under Article 7.

4. Hours of Work and Overtime (Article VIII) – The existing Article shall be modified to reflect that Saturday work hours shall be from 9:00 a.m. to 3:00 p.m. and Sunday work hours shall be from 9:00 a.m. to 1:00 p.m., and that “winter hours” shall be from 9:00 a.m. to 2:00 p.m.

5. Stand-by (Article IX) – The existing Article shall be modified to reflect the following Stand-by rates retro back to January 1, 2020.

\$350 per week in 2020
\$375 per week in 2021
\$400 per week in 2022
\$425 per week in 2023

6. Salary and Wages (Article X) – The existing Article, as well as Schedule “A” shall be modified to reflect an \$850 per year increase in base salary during each year of the Contract, in addition to a 2% increase in salary during each year of the Contract.

7. Sick Leave (Article XIV) – In Section (A), the word “form” shall be changed to “from”.

8. Uniforms and Safety Equipment; Licenses (Article XXI) – Section (D) shall be modified to reflect the following allowances:

Uniforms:

\$725 – 2020
\$750 – 2021
\$775 – 2022
\$800 – 2023

Shoes:

\$200 – 2020
\$225 – 2021
\$250 – 2022
\$250 – 2023

9. Duration (Article XXXI) – The existing Article shall be amended to reflect the January 1, 2020 – December 31, 2023 duration of the Contract.

10. Except as modified by this Memorandum of Understanding, the current Agreement shall remain in effect. All other proposals are deemed withdrawn.

11. The terms of this MOU are subject to a ratification vote by the Union and adoption of a Resolution of approval by the Borough

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FOR BOROUGH

Don Kistner

FOR UNION

Maryann Tiller 3/12/2020

Alford

Last Name	First Name	2019 Wage	\$850.00	*2%	2020 Wage	\$850.00	*2%	2021 Wage	\$850.00	*2%	2022 Wage	\$850.00	*2%	2023 Wages
Cameron	Steven	\$60,880.00	\$61,730.00	\$1,234.60	\$62,965.10	\$63,815.10	\$1,276.30	\$65,091.40	\$65,941.40	\$1,318.83	\$67,260.23	\$68,110.23	\$1,362.20	\$69,472.43
Davis	Dan	\$60,880.00	\$61,730.00	\$1,234.60	\$62,964.60	\$63,814.60	\$1,276.29	\$65,090.89	\$65,940.89	\$1,318.82	\$67,259.71	\$68,109.71	\$1,362.19	\$69,471.90
Frazier	Ray	\$60,880.00	\$61,730.00	\$1,234.60	\$62,964.60	\$63,814.60	\$1,276.29	\$65,090.89	\$65,940.89	\$1,318.82	\$67,259.71	\$68,109.71	\$1,362.19	\$69,471.90
McDowell	Rich	\$63,884.00	\$64,734.00	\$1,294.68	\$66,028.68	\$66,878.68	\$1,337.57	\$68,216.25	\$69,066.25	\$1,381.33	\$70,447.58	\$71,297.58	\$1,425.95	\$72,723.53
Moritz	Jim	\$60,880.00	\$61,730.00	\$1,234.60	\$62,964.60	\$63,814.60	\$1,276.29	\$65,090.89	\$65,940.89	\$1,318.82	\$67,259.71	\$68,109.71	\$1,362.19	\$69,471.90
Pasquino	John	\$51,244.00	\$52,094.00	\$1,041.88	\$53,135.88	\$53,985.88	\$1,079.72	\$55,065.60	\$55,915.60	\$1,118.31	\$57,033.91	\$57,883.91	\$1,157.68	\$59,041.59
Richards	Dan	\$70,880.00	\$71,730.00	\$1,434.60	\$73,164.60	\$74,014.60	\$1,480.29	\$75,494.89	\$76,344.89	\$1,526.90	\$77,871.79	\$78,721.79	\$1,574.44	\$80,296.23
Simon	Layne	\$68,921.00	\$69,771.00	\$1,395.42	\$71,166.42	\$72,016.42	\$1,440.33	\$73,456.75	\$74,306.75	\$1,486.13	\$75,792.88	\$76,642.88	\$1,532.86	\$78,175.74
Simon	Lon	\$57,434.00	\$58,284.00	\$1,165.68	\$59,449.68	\$60,299.68	\$1,205.99	\$61,505.67	\$62,355.67	\$1,247.11	\$63,602.79	\$64,452.79	\$1,289.06	\$65,741.84