

**Township of North Brunswick
710 Hermann Road
North Brunswick, NJ 08902**

Memorandum

DATE: September 8, 2005

TO: William Sullivan, Business Agent – Local 911
Marie Santoro, Shop steward
Ralph Farella, Shop steward

FROM: Robert Lombard, Business Administrator

CC: Steve Glickman, Esq.

SUBJECT: Local 911 - New contract proposals

I am looking forward to an expedited negotiation with Local 911 for a new collective bargaining agreement. It is my fervent hope to have a ratified agreement in place before December 31, 2005 and I look forward to a productive negotiation process with you.

The Township is facing a severe constraint to any budget increases following two budget years with double digit increases in the municipal tax rate. Concern for limiting tax increases coupled with new budget cap law constraints highlight many of the Township's proposals. Just last month, the Township was notified that employer pensions contribution for 2006 will increase 200% from 2005. These draconian increases place further constraint on the Township's ability to incur new salary and benefit costs.

Enclosed herein are suggested changes to a new collective bargaining agreement proposed by the Township administration. The Township reserves to the right to add, modify or delete items to this list as negotiations progress.

I. **Article I: Recognition and Non-Discrimination - no change**

II. **Article II: Hours of Work and Overtime – amend as follows:**

1. Amend paragraph 1 to read “Overtime shall be paid for all hours worked in excess of the normal workday or week. **The normal workday may vary depending**

upon job title, job location, and management need, but shall not exceed an aggregate of 40 hours per week”.

2. Amend paragraph 10 to read “The Employer shall have the right to install time clocks for use by employees in the bargaining unit. **Alternatively and at management’s prerogative, employees shall sign and submit time sheets or other documents, reflecting their work status for every day of each pay period.**”
3. Amend paragraph 9 to read “For every two weeks that an employee...”

III. **Article III: Overtime Meals** – no change

IV. **Article IV: Work Assignments** – no change

V. **Article V: Wages and Other Compensation** – amend as follows:

1. Amend paragraph 1 to read “Wages: For all current employees who were employed in covered positions on the effective date of each year’s increase:

<u>Year</u>	<u>Cost of Living Increase</u>	<u>Performance Pay Increase</u>
• 1/1/2006	2.0%	1.0%
• 1/1/2007	2.0%	1.0%
• 1/1/2008	2.5%	1.0%
• 1/1/2009	2.5%	1.0%

”

VI. **Article VI: Hospitalization and Other Benefits** – amend as follows:

1. Amend paragraph 1 to reference State Health Benefits Plan
2. Amend paragraph 2 to read “Prescription Co-Pays:
 - Effective 1/1/2006: \$ 8.00 co-pay - generic drugs
\$25.00 co-pay - brand-name, formulary drugs
\$40.00 co-pay – brand-name, non-formulary drugs”.
 - Delete Paragraph b. **Members shall only be responsible for generic co-pay amount if (i) no generic alternative to brand name drug, or (ii) if employee**

physician provides written justification that brand-name drug is medically necessary.

3. Delete Paragraphs 3 and 4.

- VII. **Article IX: Longevity** (No change)
- VIII. **Article VIII: Disability Compensation** (No Change)
- IX. **Sick and Personal Leave** (No Change)
- X. **Death in Family** (No Change)
- XI. **Vacations** (No Change)
- XII. **Article XII: Holidays** (No Change)
- XIII. **Article XIII: Military Duty** (No Change)
- XIV. **Article XIV: Jury Duty** (No Change)
- XV. **Article XV: Management Rights** (No Change)
- XVI. **Article XVI: No Strike** (No Change)
- XVII. **Article XVII: Discipline** (No Change)
- XVIII. **Article XVIII: Grievance Procedure** (No Change)
- XIX. **Article XIX: Seniority** (No Change)
- XX. **Article XX: Layoff and Terminations** (No Change)
- XXI. **Article XXI: Union Security** (No Change)
- XXII. **Article XXII: Dues Deduction** (No Change)
- XXIII. **Article XXIII: Bulletin Board Space** (No Change)
- XXIV. **Article XXIV: Maintenance of Benefits** (No Change)
- XXV. **Article XXV: Fully Bargained Provisions** (No Change)
- XXVI. **Article XXVI: Savings Clause** (No Change)

- XXVII. **Article XXVII: Health and Safety** (No Change)
- XXVIII. **Article XXVII: Civil Service and New Positions** (No Change)
- XXIX. **Article XXIX: Union Leave**
- XXX. **Article XXX: Posting** (No Change)
- XXXI. **Article XXXI: Personal Leave** (No Change)
- XXXII. **Article XXXII: Employee Lounge** (No Change)
- XXXIII. **Article XXXIII: Personnel File** (No Change)
- XXXIV. **Article XXXIV: Duration**
1. Contract Duration: Four years covering January 1, 2006 through December 31, 2009.
- XXXV. **Schedule A: Bargaining Unit Positions**
1. add: **Housing Code Inspector**