

**MEMORANDUM OF AGREEMENT
BETWEEN THE TOWNSHIP OF ROCKAWAY
AND
MORRIS COUNCIL VI, N.J.C.S.A.**

This Memorandum of Agreement sets forth the terms and conditions for successor collective negotiations agreements between the Township of Rockaway and Morris Council VI, N.J.C.S.A., (White Collar, Blue Collar, Blue Collar Supervisors and Superintendents) subject to ratification by the parties, respectively.

Any items in the expired collective negotiations agreements (January 1, 2018 through December 31, 2020) and subsequent Memorandum of Agreement (January 1, 2021 to December 31, 2021) not specifically modified by this Memorandum of Agreement shall remain in full force and effect as if set forth completely herein.

The parties herein agree to the following:

1. **Term:** Duration of the successor Agreement shall for five (5) years, retroactive from January 1, 2022 through December 31, 2026.
2. **Contract** shall be modified to comply with the United States Supreme Court decision in Janus v. AFSCME.

3. **Salary:** The parties have agreed upon 5-year salary increases:

Year	Increase
2022	\$1.00/hr.
2023	2.75%
2024	\$1.00/hr.
2025	2.75%
2026	\$1.00/hr.

CDL Salary Guidelines - Follow current practice for increases for obtaining CDL and Endorsement:

Class A - Employees to receive \$2.00/hr.

Class B - Employees to receive \$1.00/hr.

Endorsement (Tanker) to receive \$0.50/hr.

4. **Meal Allowance - Increase of meal money from \$14.00 to \$16.00.**

5. Remove clause in Contract that requires retired employees who had been hired after January 1, 1999 to contribute to the cost of their medical benefits premiums based on their current salary. Retired employees who had been hired after January 1, 1999 shall contribute to the cost of their medical benefits in accordance with Chapter 78 and based on their pensionable salary.

6. Hospitalization and Medical Benefits: The parties agree to the change of the prescription plan provider to the State Health Benefits Plan with 30 days written notice to members.

7. Vacation Leave.

Pursuant to N.J.S.A. 11A:6-3, vacation days may not be carried over from one year to the next. However, vacation not taken in a given year because of business demands shall accumulate and be granted during the next succeeding year only; except that vacation leave not taken in a given year because of duties directly related to a state of emergency declared by the Governor may accumulate at the discretion of the Township until, pursuant to a plan established by the Township and approved by the Civil Service Commission, the leave is used or the employee is compensated for that leave, which shall not be subject to collective negotiation or collective bargaining.

In order to bring the Township's practices into compliance with N.J.S.A. 11A:6-3, employees may not accrue vacation time in excess of the above referenced two year allowance. The Township will buy back from employees the vacation time they currently hold in excess of the two year allowance. This will impact fifteen (15) members of Morris Council VI. Attached is a list of the fifteen (15) Morris Council VI employees who will be receiving buy back payments for vacation hours accrued in excess of the two year allowance inclusive of the number of hours being bought back, as well as the compensation to be received.

8. Summer hours (Memorial Day to Labor Day) for White Collar employees will be Monday through Thursday, 8:30 a.m. to 4:30 p.m. with a half hour lunch, and Fridays from 8:30 a.m. to 1:30 p.m. with no lunch. Blue Collar employees hours to remain unchanged.

9. Boot Allowance - Increase from \$225.00 to \$275.00.

10. Uniforms - The Contract language is to be revised to reflect the current practice of the employer which is set forth below:

White Collar - No change. Boot allowance for field inspectors increased from \$225.00 to \$275.00 per year.

Blue Collar and Blue Collar Supervisors -

Township will supply daily uniforms and provide laundering service

Uniforms furnished one time on employment and will be replaced at DPW director approval as needed

Purchase of:

- 1 Coat or Jacket
- 1 set of Rain Gear
- 1 pair of coveralls

Safety Toed Shoes reimbursed up to \$275 annually

Superintendent – No change.

11. Exempt Employees: The Township alleges that employees in the titles of Construction Official and Court Administrator are exempt from contractual and statutory overtime. The parties agree to continue to discuss the removal of these titles from the bargaining unit and/or to amend the Contract with language that reflects their status and eliminates their qualification for overtime compensation.

13. Change all language in the Contract to be gender neutral.

14. All terms to be effective January 1, 2022 unless otherwise indicated.

MORRIS COUNCIL VI
N.J.C.S.A.

TOWNSHIP OF ROCKAWAY

By: Liz Sutula @ 4/24/2023 By: [Signature]
Print Name: Liz Sutula Print Name: Joe Jackson
Title: President Title: Mayer

Alison Stein

[Signature]

David Swanton

[Signature]

[Signature]

Paul Buzanell

All Departments Vacation Accrual

Sum of Amount	Column Labels		Vacation
Row Labels	OVER	Grand Total	Hours
Breiten, James D.	\$ 146.93	\$ 146.93	2.75
Carradini, Richard	\$ 2,387.42	\$ 2,387.42	68
Cicchetti, Stephanie	\$ 4,289.13	\$ 4,289.13	121.5
Crowell, David P	\$ 5,898.33	\$ 5,898.33	168
Iannielli, Dorothy	\$ 2,586.56	\$ 2,586.56	66.5
McDonald, Daniel	\$ 9,364.87	\$ 9,364.87	288.25
Natarelli, Lisa	\$ 3,256.59	\$ 3,256.59	94.5
Raszetnik, Charles	\$ 2,073.98	\$ 2,073.98	58
Ryan, Greg	\$ 9,942.43	\$ 9,942.43	179
Shaw, Harry	\$ 1,650.13	\$ 1,650.13	47
Sileno-Weiberth, Cara L.	\$ 914.92	\$ 914.92	16.67
Skewes, Veronica A	\$ 219.87	\$ 219.87	7
Stalter, David	\$ 1,225.25	\$ 1,225.25	30.5
Swanton, David	\$ 33,619.94	\$ 33,619.94	632
Szollosy, Michael	\$ 751.08	\$ 751.08	20.5
		\$ 78,327.43	