

## MEMORANDUM OF AGREEMENT

The Township of West Orange ("Employer") and Teamster Local 560 Communication Operators and Public Safety Telecommunications Operators ("Employees") agree to recommend the ratification and approval of the following agreements:

**DURATION OF THE CONTRACT:** January 1, 2010 to December 13, 2013

### **WAGES:**

Effective	1-1-2010	0 %
Effective	1-1-2011	0 %
Effective	1-1-2012	2 %
Effective	1-1-2013	2 %

- **2012 SALARY INCREASE IS RETROACTIVE TO JANUARY 1, 2012**

### **PERSONAL DAYS:**

Effective	1-31-2014	One (1) additional personal day for all <u>current employees</u> for a total of four (4) days. <u>All new employees</u> hired after January 31, 2014 shall be entitled to a total of three (3) personal days per year.
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### **SALARY GUIDE**

Effective	1-31-2014	<u>All new employees</u> shall be hired under a new salary schedule adding two (2) additional steps to the current salary guide which shall be calculated in equal dollar amounts.
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**VACATION AND SICK TIME:**

Effective 1-31-2014

1) Eliminate accrued vacation time for **all new employees** hired after January 31, 2014. All such new employees must use their vacation time during the year it is received or it **shall be forfeited.**

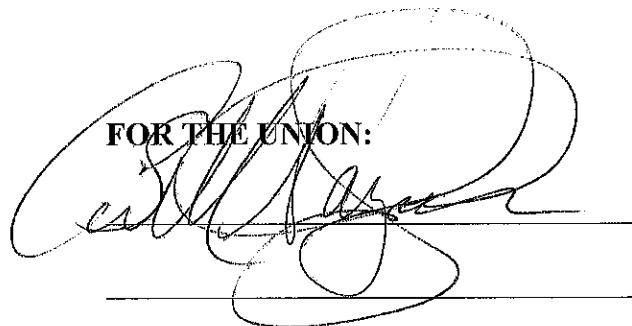
2) Sick time pay out for **all new employees** hired after January 31, 2014 shall be capped at a maximum of \$7500. Sick day pay outs for **all new employees** hired after January 31, 2014 shall be paid out by using a formula of one (1) sick day paid for every five (5) sick days accumulated.

**RETIREE HEALTH BENEFITS:**

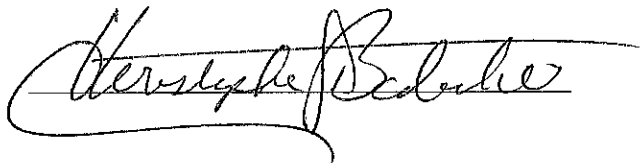
Effective 1-31-2014

1) Eliminate retiree medical, prescription and dental benefits for **all new employees** hired after January 31, 2014. Upon retirement any such new employee may purchase the Township benefit package at his/her own expense.

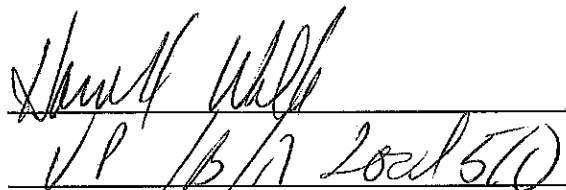
FOR THE UNION:



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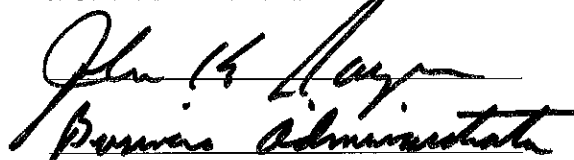


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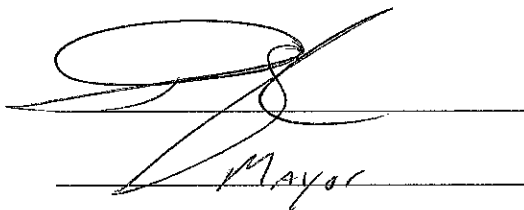
DATED: JULY 10, 2014

FOR THE TOWNSHIP:



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Previous Administrator



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Mayor

DATED: JULY \_\_\_\_, 2014