

COPIED
JAN 17 2025
 TO Admin, Labor Attorney

R-49-25

COUNCIL/ MAYOR	INTRODUCED	SECONDED	YES	NO	ABSTAIN	ABSENT
FITZHENRY			X			
CAVADAS			X			
KARCIC		X	X			
SHEEDY			X			
DEL RUSSO	X		X			
BOCCHINO			X			
PRONTI						
ON CONSENT AGENDA <u> </u> YES <u> X </u> NO						

RESO RE: APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE BOROUGH OF NORTH ARLINGTON AND THE OFFICE AND PROFESSIONAL EMPLOYEE’S INTERNATIONAL UNION, AFL-CIO, LOCAL 32 (“BLUE COLLAR”)

WHEREAS, the Negotiation Committee for the Borough of North Arlington (“Borough”) and the Negotiating Committee for Office and Professional Employee’s International Union, AFL-CIO, Local 32 (“Union”) have entered into a Memorandum of Understanding for its “Blue Collar” Employees (“MOU”); and


WHEREAS, the Negotiating Committee’s for the Borough and the Union have recommended approval of the terms of the MOU; and

WHEREAS, the Borough has been advised by the Union that the membership of the Union has approved the terms of the MOU; and

WHEREAS, the Borough, by adoption of this Resolution, wishes to memorialize its approval of the terms of the MOU.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of North Arlington that the Memorandum of Understanding, as between the Borough of North Arlington and Office and Professional Employee’s International Union, AFL-CIO, Local 32 (“Blue Collar”), be and hereby is **APPROVED**; and

BE IT FURTHER RESOLVED that the Mayor, the Borough Administrator, the Borough Attorney and the Borough Labor Attorney are authorized to take all appropriate actions so as to implement this Resolution.

APPROVED: 
 Daniel H. Pronti, Mayor

ATTEST: 
 Kathleen Moore, Borough Clerk

DATED: January 16, 2025

MEMORANDUM OF UNDERSTANDING

"BLUE COLLAR" EMPLOYEES

It is on this 12th day of December, 2024 hereby agreed between the Negotiating Committee for the Borough of North Arlington ("Borough") and the Negotiating Committee for the Office and Professional Employees International Union, AFL-CIO, Local 32 ("Union"), as follows:

1. The provisions of this Memorandum of Understanding are subject to ratification by the respective parties to the contract.
2. The signatories below agree to recommend this Memorandum of Understanding for ratification by their respective constituencies.
3. A copy of this Memorandum has been furnished to representatives of the Employer and the Union.
4. All proposals not covered herein made by either party during the course of negotiations have been deemed withdrawn.
5. All provisions of the prior Agreement shall be carried forward except as hereinafter provided.
6. Unless otherwise notified, all dates involving the duration of the Agreement shall be conformed to the duration of this proposed negotiated Memorandum of Understanding.
7. Term (Article XXIX): A three (3) year agreement commencing January 1, 2025 and expiring on December 31, 2027.
8. Salaries & Wages (Article VI): Salary Schedule "A" shall be eliminated and Salary Schedule "B" shall be amended as attached hereto. Section 1 shall be replaced in its entirety with: "The salary schedules paid to all employees covered by this Agreement are set forth in attached Schedule B. All employees in job titles that either do not appear in Schedule B or whose salaries are 'off the scale' shall receive an increase of 7.5% effective January 1, 2025, an increase of 3.5% effective January 1, 2026, and an increase of 3.5% effective January 1, 2027."
9. Overtime Compensation (Article XVII): This Article shall be amended as attached hereto.
10. Seniority (Article XVIII): This Article shall be amended as attached hereto.

Negotiating Committee of
Borough of North Arlington

Negotiating Committee of
Office and Professional Employees
International Union, AFL-CIO, Local 32

By:

A handwritten signature in cursive script, appearing to be 'Patricia Sweeney', written over a horizontal line.

By:

A handwritten signature in cursive script, appearing to be 'John W. Kelly', written over a horizontal line.

Patricia Sweeney

John W. Kelly

**BLUE COLLAR
SALARY SCHEDULE
SCHEDULE "B"**

POSITION	2025	2026	2027
Public Works Repairer	88,403.31	91,497.43	94,699.84
Public Works Equip. Operator	91,789.28	95,001.90	98,326.97
DPW Laborer Existing	87,153.75	90,204.13	93,361.27
DPW Laborer-Date of Hire	40,403.75	41,817.88	43,281.51
-Start of 2 nd Year	43,434.03	44,954.22	46,527.62
-Start of 3 rd Year	48,268.08	49,957.46	51,705.97
-Start of 4 th Year	53,102.69	54,961.28	56,884.92
-Start of 5 th Year	57,936.19	59,963.96	62,062.70
-Start of 6 th Year	62,770.23	64,967.19	67,241.04
-Start of 7 th Year	67,604.32	69,970.47	72,419.44
-Start of 8 th Year	72,438.38	74,973.72	77,597.80
-Start of 9 th Year	82,106.45	84,980.00	87,954.30
Mechanic	91,815.41	95,028.95	98,354.96
Building Maintenance Worker	62,020.09	64,190.79	66,437.47
Carpenter	70,281.05	72,740.89	75,286.82
Carpenter/Public Works Repairer	79,057.65	81,824.67	84,688.53
Tree Maintenance Worker	48,650.20	50,352.96	52,115.31

12/12/23

ARTICLE XVII
OVERTIME COMPENSATION

(A) [Unchanged]

1. [Unchanged]
2. [Unchanged]
3. [Unchanged]
4. [Unchanged]
5. [Unchanged]
6. [Unchanged]
7. [Unchanged]
8. In the event that Borough Hall is closed for the day, or closes more than two hours early, due to weather conditions pursuant to a State-Declared emergency closure, all Dispatchers who are required to work during such periods shall receive one-half hour of compensatory time off for each hour that Borough Hall is closed during the working day. This provision shall be applicable only for the period January 1, ~~2021~~ 2025 through December 31, ~~2024~~ 2027 and shall be deemed to have "sunset" as of December 31, ~~2024~~ 2027.

(B) [Unchanged]

(C) The Superintendent shall advise the Shop Steward of how many employees will be needed for overtime at least ten (10) calendar days in advance of the overtime work, except in the event of an emergency. The Shop Steward shall prepare and maintain a list of eligible employees for overtime. Rotation will begin with the senior employee and will continue until the complete list is exhausted. Once the list is completed it will revert back to the senior employee. The overtime rotation list will be posted on the bulletin board or by use of the time cards. The rotation will be established by the Supervisors and the Shop Steward in the first instance and updated accordingly. In the event the emergency callout or overtime work is not within the title or qualifications of the senior employee next to be called on the list, the senior employee next qualified to perform the work will be asked to perform the work and the next overtime call out will revert back to the normal rotation. For the purposes of this article employees who use a sick day, vacation day, or other legitimate form of leave will be considered "out" until the beginning of their next scheduled working day.

(D) [Unchanged]

(E) [Unchanged]

(F) [Unchanged]

ARTICLE XVIII

SENIORITY

A. [Unchanged]

B. [Unchanged]

C. [Unchanged]

~~D. The Borough shall maintain an accurate seniority roster to show each employee's date of hire, classification and pay rate. A copy of said roster shall be furnished to the Union upon request, which request shall not be made more than two (2) times in one (1) year.~~

D. Every one-hundred and twenty (120) days, the Borough shall prepare and forward to the Union a seniority list of employees by classification and by length of service with the Borough. The seniority list shall be posted on the bulletin boards and will show the employees' names, classifications and seniority dates. The Borough shall additionally provide the Union an Excel file containing the name, job title, worksite location, home address, work telephone number, date of hire, work email address, any other personal email address or telephone number on file with the public employer, and any other information required to be provided by the Borough under the 2018 Workplace Democracy Enhancement Act [C.34:13A-5.11 et seq.].

E. The Borough shall notify the Union of all newly hired bargaining unit employees within ten (10) days of hire. With this notification the Borough shall provide the Union an Excel file containing the name, job title, worksite location, home address, work telephone number, date of hire, work email address, any other personal email address or telephone number on file with the public employer, and any other information required to be provided by the Borough under the 2018 Workplace Democracy Enhancement Act [C.34:13A-5.11 et seq.].