

RESOLUTION 140-22

RESOLUTION RATIFYING MEMORANDUM OF AGREEMENT BETWEEN THE BOROUGH OF CLAYTON AND GOVERNMENT WORKERS UNION

WHEREAS, the Mayor and Council of the Borough of Clayton have negotiated a Memorandum of Agreement with the Government Workers Union; and

WHEREAS, the terms of the Memorandum of Agreement have been reviewed and recommended for adoption by the members of Borough Council's negotiating committee, Borough management and the Borough's labor counsel; and

WHEREAS, the governing body does hereby agree to approve and ratify said Memorandum of Agreement, which is incorporated in and made a part of this Resolution.

NOW, THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Clayton, County of Gloucester and State of New Jersey that:

1. The Memorandum of Agreement between the Borough of Clayton and the Government Workers Union be and hereby is ratified and approved.
2. The Mayor, Borough Administrator or Borough Clerk are hereby authorized to execute the Contract on behalf of the Borough of Clayton.

ADOPTED at a regular meeting of the Mayor and Council of the Borough of Clayton held on June 15, 2022.

BOROUGH OF CLAYTON



THOMAS BIANCO, Mayor

ATTEST:



CHRISTINE NEWCOMB, Municipal Clerk

CERTIFICATION

I, Christine Newcomb, Municipal Clerk of the Borough of Clayton, do hereby certify that the foregoing Resolution was presented and duly adopted by the Borough Council at a meeting of the Borough of Clayton, held on Wednesday, June 15, 2022.

CHRISTINE NEWCOMB, Municipal Clerk

Memorandum of Agreement

This Memorandum of Agreement (herein, "MOA") is made between the Borough of Clayton ("Employer" or "Borough") and the Government Workers Union ("Union" or "GWU") (collectively, the "Parties" and individually, a "Party").

WHEREAS, the Borough and GWU are parties to a collective negotiations agreement ("Agreement") which expired on December 31, 2021;

WHEREAS, upon expiration of the Agreement, the Borough and the GWU entered into negotiations for successor Agreement; and

WHEREAS, as a result of those negotiations, the Borough and the GWU have agreed upon the terms and conditions of a successor agreement, and desire to memorialize those terms and conditions in this Memorandum of Agreement, subject to later completion of formal Collective Negotiations Agreements,

NOW, THEREFORE, in consideration of the mutual covenants contained herein, the Borough and the GWU agree to the following modifications to the Agreement, to be incorporated into a successor Agreement;

1. Duration: This contract shall commence on January 1, 2022, and shall expire on December 31, 2025.
2. Article 18, Wages:

The following adjustments shall be made as across-the-board increases to the existing salary guide in the Agreement.

- a.) Effective January 1, 2022, the base salaries of the Union shall be increased by 2.5%.
- b.) Effective January 1, 2023, the base salaries of the Union shall be increased by 2.5%.
- c.) Effective January 1, 2024, the base salaries of the Union shall be increased by 2.5%.
- d.) Effective January 1, 2025, the base salaries of the Union shall be increased by 2.5%.

Beginning January 1, 2022, the following annual stipends will be made available upon successful completion and receipt of the following licenses:

Pesticide Operator License - \$500
Pesticide Applicator License- \$250
Fertilizer License - \$250

18.11 – Any laborer who obtains a CDL Class A License will be paid \$500 per year on or before November 1st.

3. Titles on Salary Schedule A:

Changes in title names for:

- Add Laborer/Assistant Heavy Equipment Operator (same scale as Laborer/Utility Technician)
- Change Streets & Roads Foreman to 'Streets & Roads Foreman/Heavy Equipment Operator'.

Add New salary scales for:

- New position titled 'Assistant Streets & Roads Foreman' with step increases per attached Schedule A.
- Add a reset salary scale for a Streets & Roads Foreman/Heavy Equipment Operator for anyone placed in that title after January 1, 2022.

Article 13, Work Schedules

Summer Hour Schedule (First Week of June through Labor Day)*:

13.2, Borough Hall Office Staff:

7:30 AM to 4:00 PM Monday-Thursday, with lunch from 12:30-1:00 PM.

8:00 AM to 12:00 PM Friday

Public Works Clerk:

6:30 AM to 3:00 PM Monday-Thursday, with lunch from 12:00-12:30 PM.

7:00 AM to 11:00 AM Friday

13.4, Public Works:

6:00 AM to 2:00 PM Monday-Friday

Summer Hour Schedule shall be considered in a testing period for each year of this contract. This testing period will be evaluated in September of each year and a decision to keep the Summer Hour Schedule for the next year will be made at that time.

*Summer Hour Schedule for 2022 will begin on June 20, 2022, after the MOA is signed.

4. Article 14.2, Call-In Time:

Public Works Call-In: increase to \$150/week to become effective June 20, 2022, after the signing of the MOA. This increase is not retroactive.

5. Article 20, Holidays:

Juneteenth added as additional holiday.

For 2022, Juneteenth will be observed on June 20, 2022, upon the signing of the MOA.

6. All appropriate date changes shall be made where necessary.
7. All portions of the present Collective Negotiations Agreements not specifically modified herein shall remain unchanged.
8. All other proposals made by either party that are not expressly contained within this Memorandum of Agreement are hereby withdrawn.
9. The foregoing terms are subject to ratification by the membership of the GWU and by the Borough's governing body; however, the undersigned representatives executing this Memorandum of Agreement and all members of the Parties' respective negotiating teams represent and warrant that they have negotiated the foregoing terms in good faith, that they will urge their respective constituencies to ratify this Agreement, and that they themselves will vote to ratify this Agreement when call upon to do so.

Borough of Clayton

By: 

Signature

By: Tom Bianco

Printed Name

Date: 6-13-22

Government Workers Union

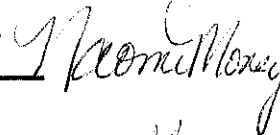
By: 

Signature

By: Samuel Teague Jr

Printed Name

Date: 6-10-22


Naomi Money
Printed Name

(Schedule A) Salary Scale and Titles

06/09/22

BLUE COLLAR

		2022	2023	2024	2025
General Laborer	1st 6 months	18.47	18.93	19.40	19.89
Laborer					
Step 1	yr 1	18.76	19.23	19.71	20.21
Step 2	yr 2	21.11	21.64	22.18	22.73
Step 3	yr 3	23.46	24.05	24.65	25.26
Step 4	yr 7	24.24	24.85	25.47	26.11
Step 5	yr 12	24.81	25.43	26.06	26.72
Step 6	yr 17	25.37	26.01	26.66	27.32
Step 7	yr 22	25.94	26.59	27.25	27.93
Laborer/Truck Driver					
Step 1	1 yrs Emp	24.55	25.16	25.79	26.43
Step 2	7 yrs Emp	25.64	26.28	26.94	27.61
Step 3	12 yrs Emp	25.93	26.57	27.24	27.92
Step 4	17 yrs Emp	26.22	26.87	27.54	28.23
Step 5	22 yrs Emp	26.47	27.13	27.81	28.50
Laborer/Utility Technician					
LaborerAsst Heavy Equipment Operator					
Step 1	1 yrs Emp	24.44	25.05	25.68	26.32
Step 2	5 yrs Emp	25.57	26.21	26.87	27.54
Step 3	10 yrs Emp	26.70	27.36	28.05	28.75
Step 4	15 yrs Emp	27.27	27.95	28.65	29.37
Step 5	20 yrs Emp	27.83	28.53	29.24	29.97
Assistant Streets & Roads Foreman					
Step 1	1 yrs Emp	27.25	27.93	28.63	29.35
Step 2	5 yrs Emp	28.61	29.33	30.06	30.81
Step 3	10 yrs Emp	28.90	29.62	30.36	31.12
Step 4	15 yrs Emp	29.04	29.77	30.51	31.28
Step 5	20 yrs Emp	29.33	30.07	30.82	31.59
Streets & Roads Foreman/Heavy Equipment Operator (After 1/1/2022)					
Step 1	1 yrs Emp	30.55	31.31	32.10	32.90
Step 2	5 yrs Emp	32.08	32.88	33.70	34.54
Step 3	10 yrs Emp	32.40	33.21	34.04	34.89
Step 4	15 yrs Emp	32.56	33.37	34.21	35.06
Step 5	20 yrs Emp	32.89	33.71	34.55	35.41
Streets & Roads Foreman/Heavy Equipment Operator		36.19	37.10	38.03	38.98
Utilities Foreman		30.77	31.54	32.32	33.13
Shuttle Bus Driver		18.67	19.13	19.61	20.10

Initials

(STJ)

Union

Borough

Date

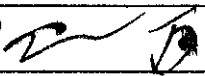

Date

6-10-22

6-13-22

(Schedule A) Salary Scale and Titles
06/09/22

WHITE COLLAR		2022	2023	2024	2025
Clerk - Entry Level					
Step 1	New Hire	15.53	15.92	16.32	16.73
Step 2	5 yrs Emp	16.23	16.64	17.05	17.48
Step 3	10 yrs Emp	16.48	16.89	17.31	17.74
Step 4	15 yrs Emp	16.55	16.97	17.39	17.83
Step 5	20 yrs Emp	16.72	17.14	17.57	18.01
Construction Secretary					
Step 1	New Hire	16.50	16.91	17.33	17.77
Step 2	5 yrs Emp	17.24	17.67	18.11	18.57
Step 3	10 yrs Emp	17.50	17.93	18.38	18.84
Step 4	15 yrs Emp	17.59	18.03	18.48	18.94
Step 5	20 yrs Emp	17.76	18.21	18.66	19.13
Office Clerk					
Step 1	New Hire	18.95	19.42	19.91	20.41
Step 2	5 yrs Emp	19.80	20.30	20.81	21.33
Step 3	10 yrs Emp	20.10	20.61	21.12	21.65
Step 4	15 yrs Emp	20.20	20.71	21.23	21.76
Step 5	20 yrs Emp	20.40	20.91	21.44	21.97
Public Works Clerk (hired after 01/01/19)					
Step 1	New Hire	19.39	19.88	20.38	20.89
Step 2	5 yrs Emp	20.26	20.77	21.28	21.82
Step 3	10 yrs Emp	20.57	21.08	21.61	22.15
Step 4	15 yrs Emp	20.67	21.19	21.72	22.26
Step 5	20 yrs Emp	20.87	21.39	21.93	22.47
Purchase Order Clerk (hired after 01/01/19)					
Step 1	New Hire	21.40	21.94	22.49	23.05
Step 2	5 yrs Emp	22.37	22.93	23.50	24.09
Step 3	10 yrs Emp	22.70	23.27	23.85	24.45
Step 4	15 yrs Emp	22.81	23.38	23.97	24.57
Step 5	20 yrs Emp	23.04	23.62	24.21	24.82
Purchase Order Clerk		29.94	30.69	31.45	32.24
Public Works Clerk		20.67	21.19	21.72	22.26
Water & Sewer Clerk		26.91	27.58	28.27	28.98

Initials
SJS
Union  Date 6-10-22
Borough  Date 6-13-22