

UNION COUNTY UTILITIES AUTHORITY

1499 US Highway One, Rahway, New Jersey 07065

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RESOLUTION NO.: 68-2017

DATE: December 20, 2017

RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY APPROVING MEMORANDUM OF AGREEMENT WITH THE TEAMSTERS LOCAL NO. 125 FOR THE PERIOD OF JANUARY 1, 2018 THROUGH DECEMBER 31, 2022

APPROVED AS TO FORM:
Joseph C. Bodek, RMC
Clerk of the Authority

APPROVED AS TO SUFFICIENCY OF FUNDS
 YES [] NO [] NONE REQUIRED
UNION COUNTY UTILITIES AUTHORITY

By: Joseph C. Bodek

By: Sharon M. Susser

PRESENT ABSENT AYE NAY ABSTAIN MOTION SECOND

	PRESENT	ABSENT	AYE	NAY	ABSTAIN	MOTION	SECOND
<i>Badri, Treasurer</i>		X					
<i>Criscione</i>	X		X				X
<i>Eastman, Secretary</i>	X		X			X	
<i>Jackus</i>	X		X				
<i>Kahn</i>	X		X				
<i>Pellettiere</i>		X					
<i>Rachlin</i>	X		X				
<i>Scutari, Vice Chairwoman</i>	X		X				
<i>People, Chairman</i>		X					
<i>Lombardo, Alternate No. 1</i>	X		X				
<i>McManus, Alternate No. 2</i>	X		X				

**RESOLUTION OF THE UNION COUNTY UTILITIES AUTHORITY
APPROVING MEMORANDUM OF AGREEMENT WITH THE TEAMSTERS LOCAL
NO. 125 FOR THE PERIOD OF JANUARY 1, 2018 THROUGH DECEMBER 31, 2022**

WHEREAS, the Teamsters Local No. 125 (“Union”) was certified by the N.J. Public Employment Relations on February 8, 2011 as the exclusive representative for purposes of collective negotiations for the bargaining unit comprising all enforcement officers regularly employed by the Union County Utilities Authority (“UCUA”) and excluding all others; and

WHEREAS, in or about December 2013, the Union and the UCUA executed and entered into an initial collective bargaining agreement effective January 1, 2013 through December 31, 2017 (the “Current CBA”); and

WHEREAS, the negotiations committees for the Union and the UCUA have met on a number of occasions where they exchanged proposals and counterproposals for the terms and conditions of an amended collective bargaining agreement and engaged in good faith negotiations to implement the terms thereof upon the expiration of the Initial CBA; and

WHEREAS, as a result of the aforesaid good faith negotiations, the Union and the UCUA reached a tentative agreement upon the terms and conditions of an amended collective bargaining agreement as set forth in the attached proposed form of memorandum of agreement (“MOA”), subject to the ratification by the Union membership and the UCUA’s Board of Commissioners, as well as the subsequent formal amendment and approval of the current CBA; and

WHEREAS, the Union and the UCUA have reached agreement upon the terms of the attached MOA which has been reviewed by the Union’s representatives; and

WHEREAS, the Union’s membership have agreed to the MOA; and

WHEREAS, the UCUA’s Negotiations Committee, including Executive Director, Daniel P. Sullivan and Thomas M. Brennan, believing that the terms of the MOA is both fiscally responsible and maintains necessary operational flexibility to enable the UCUA to meet its various enforcement obligations, hereby recommend, without qualification, the approval of the MOA; and

WHEREAS, the PPI Committee, following review of the terms of the MOA, is also of the opinion that the MOA is both fiscally responsible maintains necessary operational flexibility to enable the UCUA to meet its various enforcement obligations, and therefore recommends that the MOA be approved by the Board of Commissioners; and

WHEREAS, the Board of Commissioners accepts the recommendation of the PPI Committee;

NOW, THEREFORE, BE IT RESOLVED, by the Union County Utilities Authority, as follows:

Section 1. The Memorandum of Agreement between the Union County Utilities Authority and Teamsters Local Union No. 125 for the period of January 1, 2018 through December 31, 2022 (“MOA”), attached as Exhibit “A” to this Resolution be and hereby is approved.

Section 2. The Authority authorizes the Executive Director and Deputy Executive Director to execute the MOA on its behalf.

Section 3. The Authority authorizes the Executive Director and the Authority's Labor Counsel to take all appropriate steps to incorporate the provisions of the MOA into an amended CBA covering the period of January 1, 2018 through December 31, 2022, to present the amended CBA to the Board of Commissioners, and to engage in whatever further negotiations are necessary to implement the provisions of the MOA and conform the amended CBA in a manner consistent with applicable law.

Section 4. The Authority authorizes the Executive Director to take such actions as are required to meet the Authority's requirements under the MOA effective January 1, 2018.

Section 5. This resolution shall take effect immediately.

ATTACHMENT A
MEMORANDUM OF AGREEMENT

The Negotiations Committees of the Union County Utilities Authority (“UCUA”) and Teamsters Local No. 125 (“Union”) agree to recommend for ratification and approval by their respective principals, the following amended collective bargaining agreement (“Amended Agreement”):

1. INCORPORATION OF PRIOR COLLECTIVE BARGAINING AGREEMENT:

The prior collective bargaining agreement (“Prior Agreement”) between the UCUA and TEAMSTERS LOCAL NO. 125 (“Union”) for the period of January 1, 2018 through December 31, 2022, shall be incorporated into the Initial Agreement in its entirety, except as modified by this Memorandum of Agreement (“MOA”). Obvious typographical errors in the Prior Agreement not affecting the meaning or interpretation of the Initial Agreement may be changed, as well as pagination.

2. APPENDIX “A” –

Modify Section 1 to insert effective date of January 1, 2018 and increase modify the salary ranges for the following positions as follows:

Senior Solid Waste Enforcement Officer

January 1, 2018 - \$52,000.00 - \$62,000.00
January 1, 2019 - \$53,000.00 - \$63,000.00
January 1, 2020 - \$54,000.00 - \$64,000.00
January 1, 2021 - \$55,000.00 - \$65,000.00
January 1, 2022 - \$56,000.00 - \$66,000.00

Solid Waste Enforcement Officer

January 1, 2018 - \$40,000.00 – \$52,000.00
January 1, 2019 - \$41,000.00 - \$53,000.00
January 1, 2020 - \$42,000.00 - \$54,000.00
January 1, 2021 - \$43,000.00 - \$55,000.00
January 1, 2022 - \$44,000.00 - \$56,000.00

Modify Section 2 to reflect the increases in salaries for calendar years 2018, 2019, 2020, 2021, and 2022 for the employees listed in paragraph 1 of Appendix A as follows;

Effective January 1, 2018 – 0.00%
Effective January 1, 2019 – 3.00%
Effective January 1, 2020 – 3.00%
Effective January 1, 2021 – 3.25%
Effective January 1, 2022 – 3.50%

DELETE Section 3: “Effective within thirty (30) days of the final approval and signing of the Amended Agreement, each covered employee shall receive a signing bonus of \$500.00 less required deductions. This bonus shall be paid one time during the first year of the Amended Agreement, and on each successive January 1 during the term of the Amended Agreement, and shall not be added to the employees’ base salary for any reason.”

3. WITHDRAWAL OF OTHER PROPOSALS: All the parties’ other proposals not included above in this Memorandum of Agreement are hereby withdrawn.

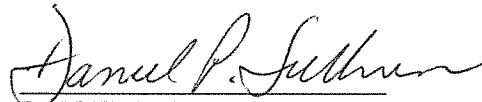
4. **RATIFICATION:** This Memorandum of Agreement is subject to ratification by the parties' principals. Each party agrees to recommend this Memorandum for ratification.
5. **MUTUAL AGREEMENT OF FINAL CBA:** The final form of the successor collective bargaining agreement will be mutually agreed to by the parties.
6. **EXECUTION BY FAX OR PDF FORMAT:** This Memorandum of Agreement may be executed by fax or in PDF digital format, the faxed and/or digital copy being considered as an original.
7. **FULL AGREEMENT:** This Memorandum of Agreement constitutes the full and complete agreement of the parties hereto concerning the negotiations for a successor collective negotiations agreement, and only may be modified by a written instrument signed by all parties hereto.

AGREED TO THIS ____ DAY OF DECEMBER, 2017.

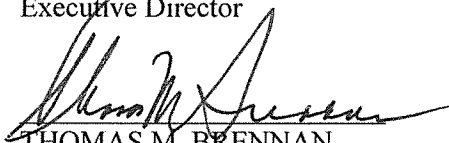
FOR TEAMSTERS LOCAL NO. 125

FOR THE UCUA

 TONY PETILLO
 President


 DANIEL P. SULLIVAN
 Executive Director

 DAVE BAUMANN
 Vice President


 THOMAS M. BRENNAN
 Deputy Executive Director/Comptroller

- Salvatore Annontello, Employee _____
- Steven Arrington, Employee _____
- Cristian Checo, Employee _____
- Gil Daggett, Employee _____
- David Fernicola, Employee _____
- Ann Marie Gargano, Employee _____
- Nathanael Low, Employee _____
- Adolphia Tavares, Employee _____