

RESOLUTION NO. 2021 - 412

A RESOLUTION APPROVING AGREEMENT WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL 210, UNIT-3 FROM JANUARY 1, 2022 THROUGH DECEMBER 31, 2025.

WHEREAS, the International Brotherhood of Electrical Workers (IBEW) Local 210, Unit-3, affiliated with the American Federation of Labor, is the sole and exclusive representative of certain City of Vineland employees for the purpose of negotiations concerning wages, salaries and other negotiable terms and conditions of employment; and

WHEREAS, the represented employees are those full-time employees classified in Exhibit "A" of the Agreement and pursuant to the Certification Docket No. RO-82-34 by the NJ Public Employment Relations Commission dated November 17, 1981, as follows:

All full-time supervisory employees employed by the City of Vineland, but excluding non-supervisory employees, police, confidential employees, managerial executives, and craft employees; and

WHEREAS, negotiations have been undertaken, and an agreement has been reached between the City of Vineland and IBEW, Local 210, Unit-3 with ratification of the attached Memorandum of Agreement (MOA) by the Union on August 17, 2021.

NOW THEREFORE BE IT RESOLVED, by the Council of the City of Vineland that said MOA is ratified, and a Collective Bargaining Agreement between the parties from January 1, 2022 through December 31, 2025 shall be prepared consistent with the MOA, and the execution thereof for and on behalf of the City of Vineland is hereby authorized and directed; and

BE IT FURTHER RESOLVED, that the City of Vineland may enact any ordinance, rule or regulation required to fully carry out the terms and conditions of the agreement herein approved.

Adopted:

President of Council

ATTEST:

City Clerk

MEMORANDUM OF AGREEMENT

City of Vineland

&

International Brotherhood of Electrical Workers, Local 210, Unit-3

This Memorandum of Agreement (MOA) is between the City of Vineland (the City) and the International Brotherhood of Electrical Workers, Local 210, Unit-3 (Unit-3). This MOA is entered into this 12TH day of AUGUST, 2021.

The City and Unit-3 have engaged in collective bargaining negotiations regarding a new agreement to replace the current agreement between the parties which expires on December 31, 2021. The City and Unit-3 have reached a tentative agreement as to changes to be included in the new agreement and the purpose of this Memorandum of Agreement is to confirm those understandings, as follows:

Article 14 - Overtime

Revise §1 to read:

Overtime shall be paid at the regular hourly rate of pay multiplied by one and one-half (1½) for all work after a full work shift is worked, either seven and one-half (7½) hours or eight hours, whichever is employee's regular work shift. If an employee works on the second unscheduled day of the work week, the rate shall be double time. The use of personal leave, sick leave, vacation leave, compensatory time and other paid leave shall not count toward hours worked for the purpose of determining overtime when employees work continuously past their normal stop time. However, no overtime shall be worked nor shall any overtime be payable unless said overtime has been specifically authorized by the Department Director or other appropriate managerial executive prior to its being worked. Overtime shall be compensated in one-quarter (¼) hour units, fractional portions being counted as a full quarter (¼) hour. No payment shall be made for an initial period of less than 15 minutes.

Article 17 - Meals

Fix typo in §1(b). Call-In overtime is defined in Article 16.

Article 18 - Holidays

Add Juneteenth to §1.

Article 29 - Education and Training Incentives

Remove EMS Supervisors from §2, since they are no longer in Unit-3.

Article 33 - Health Benefits

Revise §2 to remove Aetna Freedom 15/25 Plan since the NJ SHBP removed Aetna as a provider.

Add the following to §4(c):

- c. Receives prescription coverage as a retiree through the SHBP.

It is the retired employee's responsibility to notify the City's Personnel Office upon the occurrence of any event as described in this section above.

Article 37 - Wages

Revise §1 wage increases as follows:

- Year 2022: Effective January 2, 2022, base wages shall be increased by 2.75%.
- Year 2023: Effective January 1, 2023, base wages shall be increased by 2.75%.
- Year 2024: Effective December 31, 2023, base wages shall be increased by 2.90%.
- Year 2025: Effective December 29, 2024, base wages shall be increased by 2.90%.

Article 38 - Term of Agreement

Four years.

Exhibit "A" - EMS Supervisors

Delete Exhibit since EMS Supervisors are no longer in Unit-3.

Exhibit "C" - Job Classifications

Delete Supervising Emergency Medical Technician.

Update as needed.

No Other Changes to Agreement

This MOA is subject to the ratification of Unit-3 and approval by the City. The bargaining committees of the City and Unit-3 agree to recommend approval to their respective bodies.

City of Vineland



IBEW, Local 210, Unit-3

