

MEMORANDUM OF AGREEMENT

NEWARK BOARD OF EDUCATION AND ESSEX COUNTY AND VICINITY BUILDING TRADES COUNCIL

The undersigned representatives of the Newark Board of Education and the Essex County and Vicinity Building Trades Council agree to recommend the following to their respective sides for ratification.

The following is subject to ratification by each party.

All terms and conditions of employment set forth in the July 1, 2016, to June 30, 2021, collective negotiations agreement shall be included in the successor agreement except as modified herein.

All bargaining proposals of both parties that are not included herein are withdrawn.

Article III Hiring Section 3 Work Day – Day and Evening Shift is modified as follows.

- A. **Effective with the start of the pay period preceding September 1, 2021, or prior to December 31, 2021, upon thirty (30) day notice by the Board to the Council, the first, second and third shifts shall be modified from a seven and one half (7-1/2) hour day to an eight and one half (8-1/2) consecutive hour day, including a one half hour unpaid lunch period, resulting in an increase in the work week from 35 hours to 40 hours. Upon the change in the workday, the employees shall be paid for one additional hour per day and their salaries shall be increased accordingly. The additional pay shall be included in the employee's pensionable salary.**
- B. The first shift for tradesmen may begin as early as 7:00 a.m. but no later than 9:00 a.m. The second shift for tradesmen may begin as early as 1:30 p.m. but not later than 4:00 p.m. The third shift for tradesmen may begin at 10:00 p.m. When the Director of Facilities Support determines that the second shift should begin work earlier than 3:00 p.m., and when the earlier starting time creates economic hardship for a tradesman, the Director of Facilities Support shall have the sole discretion to permit the tradesman to start work at 3:00 p.m. Notification of a t least five (5) workdays is required before a shift starting time may be changed.
- C. The second shift tradesmen shall receive a 10% pay differential. The third shift tradesmen shall receive a 15% pay differential.

Article VIII Temporary Employees is modified as follows.

In the event temporary employees are needed in any position covered by this Agreement, The Newark Board of Education shall request applicants from the respective Local Union Hiring Halls and **they shall be hired based upon the terms set forth in the most recent collective bargaining agreements negotiated on behalf of the Council and its affiliated signatory Local Unions for Essex County, New Jersey**, which are incorporated herein by reference. If they should thereafter become permanent employees, they shall be covered by this Agreement.

Article IX Overtime – The parties agree to enter into a sidebar agreement to treat Building Trades employees the same as all other wage earning employees with respect to what is included in the “40 hours worked per week” to qualify for overtime after 40 hours.

Article X General Terms and Conditions Section 13 Transportation Allowance modify as follows. Increase the current \$100 per month allowance for the use of personal transportation to multiple job sites to July 1, 2021 - \$110; July 1, 2022 - \$120; July 1, 2023 - \$130; July 1, 2024 - \$130 and July 1, 2025 - \$130.

Article XII Salaries Section A Wages Increase the average hourly pay (\$45.49) rate as follows.

July 1, 2021 = 2.60% = \$1.18

July 1, 2024 = 2.90% = \$1.43

July 1, 2022 = 2.70% = \$1.26

July 1, 2025 = 3.00% = \$1.52

July 1, 2023 = 2.80% = \$1.34

Article XII Salaries Section B Foreman Differential, increase the current \$4.50 per hour by \$0.40 per hour each year for five years.

Article XIII Duration – Five years from July 1, 2021, to June 30, 2026.

FOR THE NEWARK BOARD OF EDUCATION

FOR THE BUILDING TRADES COUNCIL

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