

CITY COUNCIL

The City of Orange Township, New Jersey

DATE November 14, 2022

NUMBER 459-2022

TITLE:

A RESOLUTION RATIFYING THE LABOR MEMORANDUM OF AGREEMENT OF THE NEGOTIATIONS BETWEEN THE CITY OF ORANGE TOWNSHIP AND ORANGE MUNICIPAL EMPLOYEES BENEVOLENT ASSOCIATION / OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 32 FOR THE DURATION JANUARY 1, 2021 TO DECEMBER 31, 2024

WHEREAS, the City of Orange Township and the Orange Municipal Employees Benevolent Association / Office of Professional Employees International Union Local 32 (OMEBA) have reached an agreement for the duration January 1, 2021 to December 31, 2024; and

WHEREAS, the attached Memorandum of Agreement reflects the agreement negotiated between the City of Orange and OMEBA for the above duration.

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the City of Orange Township that the attached agreement between the City of Orange Township and OMEBA is hereby ratified and approved.

Adopted: November 14, 2022

Joyce L. Lanier
City Clerk

Tency A. Eason
Council President

**MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF ORANGE TOWNSHIP
AND
ORANGE MUNICIPAL EMPLOYEES BENEVOLENT ASSOCIATION / OFFICE OF
PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 32**

The CITY OF ORANGE TOWNSHIP (“CITY”) and ORANGE MUNICIPAL EMPLOYEES BENEVOLENT ASSOCIATION / OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 32 (“OMEBA”) hereby agree to recommend for ratification and approval the following for a new contract between the CITY and OMEBA for the period from January 1, 2021 to December 31, 2024:

1. **DURATION:** January 1, 2021 to December 31, 2024.

2. **ARTICLE 17, WAGES:**

The following across-the-board annual wage increases shall be implemented and shall be retroactive to January 1, 2021:

January 1, 2021:	2.0%
January 1, 2022:	2.0%
January 1, 2023:	2.5%
January 1, 2024:	2.5%

3. **ARTICLE 16, WORKING HOURS AND TIMES:**

Article 16 shall be amended as follows:

City Hall shall be open Monday through Friday, 8:30A.M. to 4:30P.M. Each employee's work day shall consist of 7 hours plus an unpaid hour for lunch.

The hours of work for Public Works employees shall be Monday through Friday, 7:00A.M. to 3:30P.M., with a half hour unpaid lunch period.

Effective January 1, 2023 for new employees, the City has the authority to implement and assign new shifts such as afternoon, night or weekend shifts and these shifts may include split shifts. These shifts may be altered at the discretion of the Administration.

Employees hired before January 1, 2023 the work schedule shall remain 8:30A.M. to 4:30P.M. and 7:00A.M. to 3:30P.M.; however the Administration may request in writing that an OMEBA employee, hired before January 1, 2023, shift their schedule. The request must state the reason for the schedule change and compliance by the employee with the request is voluntary.

This implementation shift schedule shall not apply to Dispatchers. Their work schedule shall be assigned by the Chief of Police.

4. ARTICLE 17, WAGES, Automatic Step Increments (c) Provisional Promotion Appointments:

Article 17 (c) Provisional Promotion Appointments shall be amended as follows:

Permanent employees, upon provisional promotion shall continue to receive their regular scheduled increment in their previous permanent title if they have not yet met top salary in their permanent previous title.

For example previous permanent title is Laborer 1. Promoted provisionally to Laborer 2. Laborer 1 top of salary is \$30,000. Your current salary is \$25,000. You will continue to receive scheduled step increases until you reach top salary for Laborer 1. Upon obtaining permanent status in promoted title, Laborer 2, on January 1, 2022, the first step increment will commence January 1, 2023. January 1, will become the anniversary date for the remaining increments.

Note: Hired prior to October 7, 2003 4 steps. Hired after October 7, 2003, 7 steps.

The terms of this MOA are subject to ratification by OMEBA and the approval of the Council of the CITY OF ORANGE TOWNSHIP. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

OFFICE OF PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 32

By: _____ Date: _____

OFFICE OF MUNICIPAL EMPLOYEES BENEVOLENT ASSOCIATION (OMEBA)

By: _____ Date: _____

OFFICE OF MUNICIPAL EMPLOYEES BENEVOLENT ASSOCIATION (OMEBA)

By: _____ Date: _____

CITY OF ORANGE TOWNSHIP

By: _____ Date: _____