

MEMORANDUM OF AGREEMENT

Agreement made this 2nd day of July, 2014 by and between the County of Essex (hereafter "County") and the Communications Workers of America, Local 1081 - Clericals (hereinafter "Union").

**WHEREAS**, the County and the Union are parties to a Collective Negotiations Agreement and Memorandums of Agreement that expired on December 31, 2013; and

**WHEREAS**, the County and Union have engaged in good faith collective negotiations for a successor agreement; and

**WHEREAS**, the County and Union have reached agreement on the terms and conditions for a successor agreement subject to ratification by the Union membership and approval by the Essex County Executive and Essex County Board of Chosen Freeholders.

**NOW, THEREFORE**, in consideration of the mutual covenants and undertaking herein set forth the parties agree as follows:

- 1. The terms of the prior Collective Negotiations Agreement and Memorandums of Agreement between the parties shall remain in full force and effect except as herein modified.
- 2. **Term:** The term of the new agreement shall be for a period of four (4) years from January 1, 2014 through December 31, 2017.
- 3. **Wages:**
  - A) Effective June 1, 2014, a two percent (2.00%) across the board increase.

In order to be eligible for this increase, employees, except for retirees, must have been employed by the County on or prior to June 1, 2014 and must still be employed by the County when this Agreement is ratified by the Board of Chosen Freeholders.

B) Effective January 1, 2015, a two percent (2.00%) across the board increase

C) Effective January 1, 2016, a two percent (2.00%) across the board increase

D) Effective January 1, 2017, a two percent (2.00%) across the board increase

E) Step movement shall continue per past practice during the life of this agreement.

**4. Health Benefits:**

Revise to provide:

“Employee shall contribute amounts as set forth by Chapter 78, P.L. 2011. Once full implementation is reached, the contributions shall remain at the maximum level of contribution set forth in Chapter 78, P.L. 2011 for the remainder of this Collective Negotiations Agreement, through December 31, 2017.”

5. Effective upon full execution of this Agreement, employees may utilize earned time in one-quarter (1/4), one half (1/2), three-quarter (3/4) or full day increments. Prior approval and notice requirements shall remain the same.

6. According to the Essex County Handbook and Policies and Procedures Manual Chapter 4, Section 1, Sick Leave, employees are allowed to use sick time for Bereavement Leave. Requirements and specifications set forth in the Handbook and Manual remain the same.

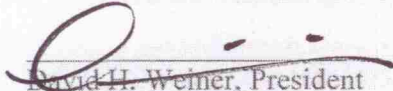
7. This Memorandum of Agreement together with the prior Collective Negotiations Agreement and Memorandums of Agreement, represents the complete and final agreement between the parties and is contingent upon ratification and approval of the union membership, the Essex County Executive and Essex County Board of Chosen Freeholders. All proposals, whether written or oral, presented by the County and the Union during the course of negotiations are deemed withdrawn and not a part of this Agreement. This Agreement cannot be modified except by a writing signed by the parties.

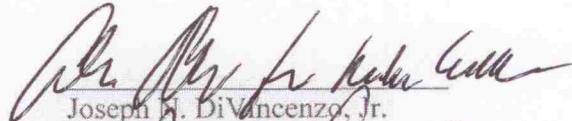
IN WITNESS WHEREOF, the parties have, by their authorized representatives,

set their hands and seals this                    day                    , 2014.


**COMMUNICATION WORKERS  
OF AMERICA,  
LOCAL 1081- CLERICALS**


**FOR THE COUNTY**

  
David H. Weiner, President  
CWA Local 1081

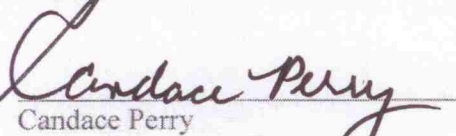
  
Joseph M. DiVincenzo, Jr.  
Essex County Executive

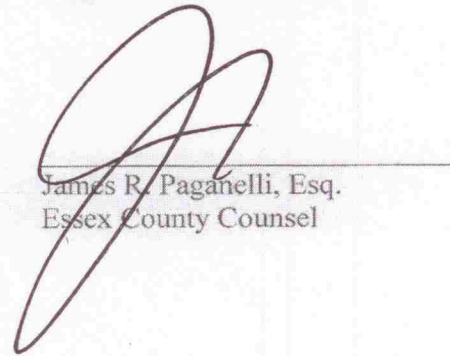
  
Alan Kaufman, Representative  
CWA

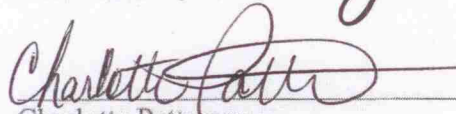
  
Deborah Davis Ford, Clerk of the  
Board of Chosen Freeholders


  
Paula Iannia

Approved as to Form

  
Candace Perry

  
James R. Paganelli, Esq.  
Essex County Counsel

  
Charlotte Patterson

  
Donald Jackson

