

MEMORANDUM OF AGREEMENT

The Township of West Orange (the "Township") and the West Orange Fireman's Mutual Benevolent Association, Local 28 ("FMBA LOCAL 28") on this _____ day of April, 2015 agree to recommend the ratification and approval of the following agreements:

DURATION OF CONTRACT: January 1, 2014 to December 31, 2017

WAGES:	a) Effective 1-1-2014	0%
	b) Effective 1-1-2015	0%
	c) Effective 1-1-2016	2%
	d) Effective 1-1-2017	2%

HOLIDAY PAY: Holiday pay shall be increased by one point six two percent (1.62%) for all members of the bargaining unit effective January 1, 2015

PERSONAL DAYS: **ARTICLE 19 – Personal Days and Seniority Days, Section A**

Effective January 1, 2016 all employees by the terms of this agreement will be allowed four (4) personal days of their choice for which they will not have to report to work and for which they will receive full pay. All four (4) personal days shall be used by the employee at any time and shall not be denied by the Chief/Director for any reason unless the four (4) days are requested during any National Disaster, Declared State of Emergency or on any one of the thirteen (13) annual holidays allocated to employees of the bargaining unit as spelled out in **Article 9-Salaries, Section, C** of the current collective bargaining agreement. Personal days requested by any member of the bargaining unit must be made by the member eighty four (84) hours in advance and are subject to the same conditions as per order # 2004-0130, Fair Labor Standards Act.

**NOTIFICATION FOR
UNION ACTIVITIES:**

ARTICLE 29- Time Off for Union Activities, Section A.

Effective upon the signing of this agreement "the Fire Chief and/or Director shall be notified in writing eighty four (84) hours in advance of the representative's intention to leave for said convention".

WORK HOURS:

ARTICLE 13- Hours of Duty, Section B, Paragraph three (3).

Effective upon the signing of this agreement "the total hours to be worked in any week by an individual who is assigned to Fire Administration shall not be less than forty (40) hours".

INSURANCE CO-PAY

ARTICLE 18 – Insurance, Section C., Layoffs and Demotions.

It is the intent of the parties to agree to avoid any layoffs or demotions within the bargaining unit for the duration of this contract. The Township agrees to no layoffs or demotions for contract year 2015. However, if layoffs or demotions become necessary in contract years 2016 and 2017 the Township agrees that the seven point five percent (7.5%) Insurance Contribution shall be eliminated for all members in the bargaining unit on the day a layoff plan is submitted to the New Jersey Civil Service Commission.

TOWNSHIP OF WEST ORANGE

**WEST ORANGE FIREMAN'S
MUTUAL BENEVOLENT
ASSOCIATION, LOCAL 28**

Omar W. Guzman

James D. [Signature]

FMB A President Local 28

DATE: _____

DATE: _____