

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Township of West Orange, ("Employer") and the West Orange Fire Superior Officer's Association, ("the FSOA"). The following terms shall be incorporated into a new collective bargaining agreement between the Employer and the Union, the term of said agreement being January 1, 2014 through December 31, 2017. Except as set forth below, the terms of the 2010-2013 collective bargaining agreement between the parties shall remain in full force and effect.

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 XVIII – 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 VIII-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 XXV- Time Off for Union Activities

Effective upon the approval 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".

OVERTIME:

ARTICLE X-OVERTIME

Effective upon the approval of this agreement all Fire Superiors who attain the rank of Deputy Fire Chief shall be paid overtime in the same manner and using the same calculations as Fire Captains.

TOWNSHIP OF WEST ORANGE

DATE: _____

**WEST ORANGE FIRE SUPERIOR
OFFICERS ASSOCIATION**

Daniel P. Sheering

DANIEL P. SHEERING

PRESIDENT

DATE: *7/30/15*