

EXHIBIT A

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement is entered into between the Township of West Orange ("Employer") and Teamster Local 560 ("Public Works, Non-Uniform, Supervisory Employees"). 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.

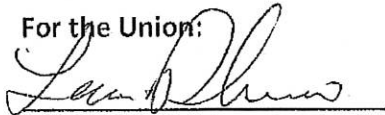
DURATION OF THE CONTRACT: January 1, 2014 to December 31, 2017

WAGES:

- a) Effective 1-1-2014 0%
- b) Effective 1-1-2015 1.5%
- c) Effective 1-1-2016 2 %
- d) Effective 1-1-2017 2 %

It is understood that the individual(s) signing below on behalf of the Union has full authority to execute this Memorandum of Agreement, and that the same has been ratified by the membership. It is further understood that the individual signing this agreement on behalf of the Township is signing subject to the approval of the Township Council.

For the Union:



LOUIS PISERCHIO

GARAGE SUPERVISOR

For the Employer:

Dated: August 11, 2015

Dated: August _____, 2015