

COPY

MEMORANDUM OF AGREEMENT

The Township of West Orange ("Employer") and Teamster Local 560 ("Public Works, Non-Uniform, Supervisory Employees") agree to recommend the ratification and approval of the following agreements:

DURATION OF THE CONTRACT: January 1, 2010 to December ~~18~~³¹, 2013

WAGES:

Effective	1-1-2010	0 %
Effective	1-1-2011	0 %
Effective	1-1-2012	2 %
Effective	1-1-2013	2 %

- 2012 SALARY INCREASE IS RETROACTIVE TO JANUARY 1, 2012
- ALL SALARY INCREASES SHALL BE PAID IN APRIL OF 2013

PERSONAL DAYS:

Effective 1-1-2013

One (1) additional personal day for all current employees for a total of four (4). All new employees hired after January 1, 2013 shall be entitled to a total of three (3) personal days per year.

FOR THE UNION:

Harold Allen
Union Local 560

Steve Adams
SHOP STEWARD

FOR THE TOWNSHIP:

John H. Rayner
Business Administrator

[Signature]
MAYOR

DATED: APRIL 3, 2013

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