

December 19, 2023

**RESOLUTION APPROVING AMENDMENT TO THE COLLECTIVE NEGOTIATIONS
AGREEMENT BETWEEN THE WEST ORANGE SUPERIOR OFFICERS ASSOCIATION PBA
LOCAL 25 AND THE TOWNSHIP OF WEST ORANGE**

WHEREAS, the Township of West Orange (“the Township”) and the West Orange Superior Officers Association PBA Local 25 (“SOA” or “the Union”) are parties to a collective negotiations agreement (“CNA”), which expired on December 31, 2022;

WHEREAS, the Township and SOA extended the CNA by a Memorandum of Agreement, through December 31, 2023;

WHEREAS, SOA filed an unfair practice charge (the “Charge”) against the Township with the State of New Jersey Public Employment Relations Commission under Docket No: CO-2023-209;

WHEREAS, the Township denied that it committed any of the unfair practice(s) alleged in the Charge by the SOA but determined it would be beneficial to resolve the Charge in order to avoid the costs and uncertainties of litigation;

WHEREAS, as a part of the settlement of the Charge the Township and the Union agreed to modify the CNA to modify the salary and step designation for Captains as reflected in the negotiated Settlement Agreement;

WHEREAS, the parties agreed to recommend the amendment to the CNA to their respective constituents for ratification;

NOW, THEREFORE, BE IT RESOLVED by the Township Council of West Orange having reviewed the negotiated modification of the CNA to resolve the Charge that it is authorizing and directing the Mayor to execute, on behalf of the Township, the amendment and the Township Clerk be and is hereby authorized to attest to the Mayor’s signature.

BE IT FURTHER RESOLVED that a copy of this Resolution shall be made available in the Clerk’s office in accordance with applicable law.

Karen J. Carnevale, R.M.C.

Municipal Clerk

Adopted: December 19, 2023

Tammy Williams

Council President