

**MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND AFSCME NEW JERSEY COUNCIL 63, LOCAL 3476 ("AFSCME")**

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and AFSCME NEW JERSEY COUNCIL 63, LOCAL 3476 ("AFSCME") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and AFSCME for the period from January 1, 2024 to December 31, 2029:

1. DURATION: January 1, 2024 to December 31, 2029.

2. ARTICLE XVII, Wages:

January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%;
January 1, 2028 –	3%; and
January 1, 2029 –	3%.

Amend to provide that the Township shall be able to move to a bi-monthly or semi-monthly payroll at its discretion.

3. ARTICLE III, Grievance Procedure:

- a. Revise Step Three to provide for a hearing within 15 calendar days instead of 10 working days and a decision from the hearing in 10 calendar days instead of 7 working days.
- b. Revise Step Four: "In the event that the Union is not satisfied with the decision at Step Three, no hearing is held within 15 calendar days, or no decision has been rendered within 10 calendar days..."
- c. Add new Section G. – The above Grievance Procedure may be modified or relaxed either permanently or on a case-by-case basis if the parties agree to do so in writing.

4. ARTICLES IV/XXX: Merge both Articles Union Business and Workplace Democracy Act into a single Article and renumerate Agreement Articles as applicable.

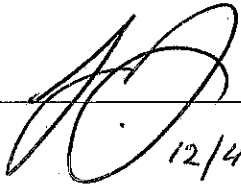
5. ARTICLE XXI, Sick Leave: Amend the Article to add the following: "Employees who are out on leave shall not accrue any additional leave time until they return to work."

The terms of this MOA are subject to ratification by AFSCME and the approval of the Council of the TOWNSHIP OF WEST ORANGE. All prior agreements and all other provisions of the Parties' existing collective bargaining agreement not modified by this MOA shall remain in effect and otherwise unchanged. All issues not included in this MOA shall be considered withdrawn.

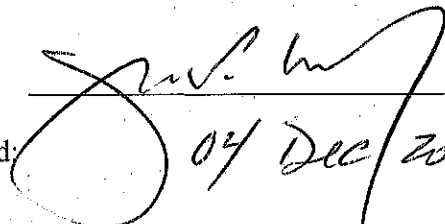
AFSCME NEW JERSEY
COUNCIL 63, LOCAL 3476
("AFSCME")

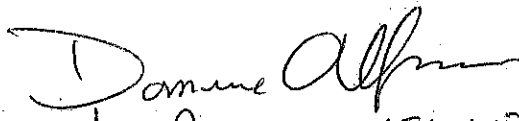
TOWNSHIP OF WEST ORANGE

Dated:


12/4/24
Carol A. Phillips
President AFSCME 3476
12/4/24

Dated:


04 Dec 2024


VICE President, AFSCME 3476
12/4/24