

**MEMORANDUM OF AGREEMENT
BETWEEN TOWNSHIP OF WEST ORANGE
AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560
COMMUNICATIONS PERSONNEL ("IBT")**

The TOWNSHIP OF WEST ORANGE ("TOWNSHIP") and INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 560 COMMUNICATIONS PERSONNEL ("IBT") hereby agree to recommend for ratification and approval the following for a new contract between the TOWNSHIP and IBT for the period from January 1, 2024 to December 31, 2028:

1. DURATION: January 1, 2024 to December 31, 2028.

2. ARTICLE XVII, WAGES:

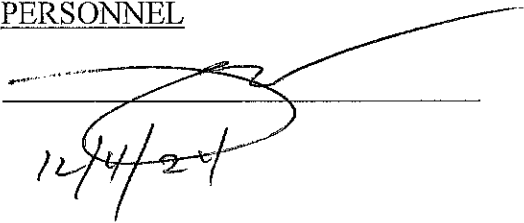
January 1, 2024 –	1.5%;
July 1, 2024 –	1.5%;
January 1, 2025 –	3%;
January 1, 2026 –	3%;
January 1, 2027 –	3%; and
January 1, 2028 –	3%.

3. ARTICLE IX, CLOTHING – Effective January 1, 2025, the clothing allowance shall be increased to one thousand dollars (\$1,000.00) per year for all bargaining unit employees.

The terms of this MOA are subject to ratification by the IBT 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 All issues not included in this MOA shall be considered withdrawn.

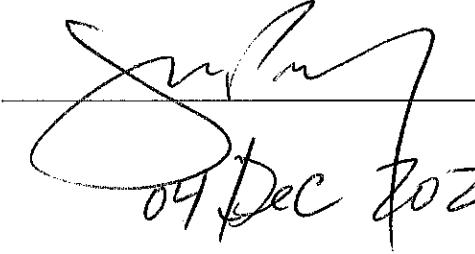
INTERNATIONAL
BROTHERHOOD OF TEAMSTERS
LOCAL 560 COMMUNICATIONS
PERSONNEL

Dated:


12/4/24

TOWNSHIP OF WEST ORANGE

Dated:


04 Dec 2024