

**A RESOLUTION OF THE TOWNSHIP OF NORTH BRUNSWICK
RATIFYING A MEMORANDUM OF AGREEMENT WITH MEMBERS OF
COLLECTIVE BARGAINING UNITS AND EMPLOYEES COVERED UNDER
MUNICIPAL CODE CHAPTER 61 “PERSONNEL”
AUTHORIZING THE SELL BACK OR ONE-YEAR CARRY OVER OF
UNUSED 2020 VACATION TIME**

WHEREAS; prior to the COVID pandemic and employee would use or lose vacation time that was not utilized within either the current or subsequent year; and

WHEREAS; since 2019, many employees have been unable to utilize their allotted time due to the impact their absence would have on a department’s operation; and

WHEREAS; in 2019, all unions and Chapter 61 employees (with the exception of the Crossing Guard Union) were permitted the option to carry-over or sell back unused vacation 2019 time; and

WHEREAS; Department heads, union representatives and employees found this was a workable solution in 2020 to avoid any disruption in service, and with the Pandemic waning into 2021, a request has been made to again permit the option to carry-over or sell back unused vacation 2020 time; and

WHEREAS; the Business Administrator and representatives for the collective bargaining units have agreed to terms and conditions addressing the option to carry-over or sell back unused vacation 2020 time, as contained in the attached Memorandum of Agreements; and

WHEREAS; the Memorandum of Agreement with the Crossing Guard in addition to 2020 vacation time, includes 2019 vacation time not authorizing in 2020; and

WHEREAS; the Business Administrator has reviewed the Memorandum of Agreements with the Mayor and hereby recommends to the Governing Body approval and ratification of the attached Memorandum of Agreements, in addition to extending the same terms to employees covered under Municipal Code Chapter 61 “Personnel”.

NOW, THEREFORE, BE IT RESOLVED on this 18th day of October 2021, the Township Council of the Township of North Brunswick hereby approves the Memorandum of Agreements with the collective bargaining units, as attached hereto, addressing the carry-over or sell back unused 2020 vacation time, with the exception of the Crossing Guard Union that includes 2019 vacation time; and

BE IT FURTHER RESOLVED a copy of this Resolution along with the Executed Memorandum of Agreements will be forwarded to the collective bargaining units.

Cavel Gallimore
Chief Financial Officer

Justine Progebin
Business Administrator

Ronald Gordon, Esq.
Township Attorney
Approved as to Legal Form

RECORDED VOTE:

COUNCIL MEMBER	YES	NO	ABSTAIN	NOTES
MEHTA				
LOPEZ				
GUADAGNINO				
ANDREWS				
DAVIS				
SOCIO				
MAYOR WOMACK				

I hereby certify that the above Resolution was duly adopted by the Township Council of the Township of North Brunswick, County of Middlesex, at its meeting held on October 18, 2021.

Lisa Russo
Township Clerk



Memorandum of Agreement

Date: September 28, 2021

Re: 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent full-time employees in a paid status, including those covered by the provisions of a collective bargaining agreement or employment contract, be provided the option to extend *or* sell back 2020 vacation leave.

Option 1:

2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavel Gallimore in the Finance Department.

The Township and the Union representatives express their agreement as outlined herein above by affixing their signature below. This Memorandum of Agreement is subject to ratification by a vote of the Union membership; and is subject to a vote by the Governing Body October 18, 2021 to authorize this Agreement.

FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date

FOR LOCAL 108 - WHITE COLLAR :

Name of Union

MARK FRITSCH

MARK FRITSCH
President

10/4/21
Date

Jasper J. Parnell

10-4-2021
Date

Local 108 RW Representative



Memorandum of Agreement

Date: September 28, 2021

Re: 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent full-time employees in a paid status, including those covered by the provisions of a collective bargaining agreement or employment contract, be provided the option to extend *or* sell back 2020 vacation leave.

Option 1:

2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavell Gallimore in the Finance Department.

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FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date

FOR Local 108
Name of Union :

Kourtney Glass

10/4/21
Date

Kourtney Glass, President

Taspeel J. Parnell

10-4-2021
Date

Local 108 RW Representative



Memorandum of Agreement

Date: September 28, 2021

Re: 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent full-time employees in a paid status, including those covered by the provisions of a collective bargaining agreement or employment contract, be provided the option to extend *or* sell back 2020 vacation leave.

Option 1:

2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavel Gallimore in the Finance Department.

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FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date

FOR ~~_____~~ RWDS :

Name of Union

Andrew M. Lemm

10/4/21

Date

Local 108, President

Jasper J. Parnell

10-4-2021

Date

Local 108 RWDS Representative



Memorandum of Agreement

Date: September 28, 2021

Re: 2019 and 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent employees covered under the Crossing Guard Collective Bargaining Union in a paid status be provided the option to extend or sell back 2019 and 2020 vacation leave.

Option 1:

2019 and 2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2019 and 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavel Gallimore in the Finance Department.

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FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date

FOR Local 108 RWDSU/UFCW, North Brunswick Crossing Guard Association
Name of Union

Dorothy Caruso
Dorothy Caruso, President

9-30-2021
Date

Jasper T. Parnell
Jasper Parnell, Business Agent

9-30-2021
Date



Memorandum of Agreement

Date: September 28, 2021

Re: 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent full-time employees in a paid status, including those covered by the provisions of a collective bargaining agreement or employment contract, be provided the option to extend *or* sell back 2020 vacation leave.

Option 1:

2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavel Gallimore in the Finance Department.

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FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date

FOR *FMBA Local 71* :
Name of Union

Bonnie A.

10-1-21

Date

_____, President

Date

_____, Representative



Memorandum of Agreement

Date: September 28, 2021

Re: 2020 Vacation Time Carry Over / Sell Back

A recommendation has been made that all eligible provisional or permanent full-time employees in a paid status, including those covered by the provisions of a collective bargaining agreement or employment contract, be provided the option to extend **or** sell back 2020 vacation leave.

Option 1:

2020 unused vacation days will carry only to the end of calendar year 2022. However, there shall be no payment made upon separation for accrued time past what is authorized within an employee's collective bargaining agreement or employees covered under Chapter 61 of the Township Code.

Option 2:

An employee may surrender and receive payment for any 2020 unused vacation days, at their 2021 current rate of pay, which shall be capped at 25 days. To be eligible, employees must have their full allotment of 2021 vacation time as of September 30, 2021. The surrender/payment option must be requested prior to October 30th of the current year, by written notice to Cavel Gallimore in the Finance Department.

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FOR THE TOWNSHIP OF NORTH BRUNSWICK:

Justine Progebin

September 29, 2021

Justine Progebin, Business Administrator

Date _____

FOR AFSCME _____:
Name of Union

Paul P. LaRocca

10/6/21

Date

AFSCME 3834, President

_____, Representative

Date