AGREEMENT

Between

HIGH BRIDGE
BOROUGH

DEPARTMENT OF PUBLIC WORKS

and

TEAMSTERS LOCAL UNION NO. 469
AN AFFILIATE OF THE INTERNATIONAL
BROTHERHOOD OF TEAMSTERS

JANUARY 1, 2024 - DECEMBER 31, 2026

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PREAMBLE AND RECOGNITION

A. This agreement entered into this __ day of _____, 2024, by and between Borough of High Bridge located in the County of Hunterdon hereinafter called the "Employer", and Local 469 duly appointed representative as certified in Docket No. RO-2024-035 hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Employer and the Union.

B. The Employer hereby recognizes Teamsters Local Union No. 469 an Affiliate of the International Brotherhood of Teamsters as the exclusive representative for the purposes of collective negotiations with respect to wages, hours of work and other negotiable terms and conditions of employment for all non-supervisory Department of Public Works employees employed by the Borough of High Bridge, but excluding all other employees including part-time and seasonal employees, managerial executive confidential employees, professional employees, police, craftsmen and supervisors within the meaning of the Act.

C. The Employer will provide the Union with an updated list of covered employees showing name, address, classification and social security number once every six months. The Employer will notify the Union of additions and deletions to the payroll of covered employees as they occur. The Employer will notify the Union of any new hires.

ARTICLE I UNION REPRESENTATION

A. Upon notification to and approval by the appropriate supervisor, the privilege of the steward to leave his work at a reasonable time during working hours without loss of pay is extended with the understanding that the time will be reasonable, will be devoted solely to the proper handling of legitimate Union Business, and will not unduly interfere with the normal working operations of the Borough. The Union agrees that it will notify the Borough in writing as to the name of the employee designated as steward and the Union further agrees that the privilege of attending the legitimate Union business during the work hours shall not be abused.

B. The Borough recognizes the rights of the Union to designate job stewards and alternates. There shall be one Union Steward and one Assistant Steward designated for the unit. The authority of job stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities.

C. The investigation and presentation of grievances and all other Union business in accordance with the provisions of this agreement and shall not exceed 1 hour and provided such business does not interfere with normal working operations of the Borough.

D. The collection of dues when authorized by appropriate local Union action;

1. The transmission of such messages and information which originate with, and are authorized by the local Union or its officers; provided such messages and information;

2. Have been reduced to writing, or if not reduced to writing, are of a routine nature and do not involve work stoppages slowdowns, refusal to handle goods, or any other interference with the Borough's business.

3. Job stewards and alternates have no authority to take strike action or any other action interrupting the Borough's business.

E. The Borough recognizes these limitations upon the authority of job stewards and their alternates; and shall not hold the Union liable for any unauthorized acts, provided the Union takes all reasonable affirmative action to prevent and/or stop any unauthorized acts.

F. The Borough in so recognizing such limitations shall have the authority to impose proper discipline, including discharge, in the event the shop steward has taken unauthorized strike action, slowdown, or work stoppages in violation of this agreement.

G. Stewards shall be permitted to investigate, present and process grievances on or off the property of the Borough, without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime. The Borough will release employees to investigate, present grievances without loss of pay provided that such time is during the Employee's scheduled work day.

H. A duly authorized representative of the Union designated in writing, after notice to the Borough Administrator and the Road Supervisor in charge, during reasonable business hours, shall be admitted to the premises for the purpose of assisting in the adjustment of grievances and for the investigation of complaints arising under this Agreement, provided, however, that there is no interruption of the Employer's working schedule.

I. 1. The Borough will notify the Union in writing of all promotions, demotions, transfers, suspensions, and discharges.

2. The Borough will notify the Union in writing prior to a layoff.

ARTICLE II MANAGEMENT RIGHTS

A. The Union recognized that the management of all operations, the control of its properties and the maintenance of order and efficiency is vested in the Employer. Nothing contained herein shall be construed to deny or restrict the Employer of its rights, responsibilities and authority under R. S. 40A:1-1 et. seg. or any national, state, county or local laws or regulations.

ARTICLE III MAINTENANCE OF WORK OPERATIONS

A. The Union hereby covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., The concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performances of the employee's duties of employment), work stoppage, slow-down, walk-out or other illegal job action against the Employer.

B. In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any or all such activity by any Union member shall be deemed grounds for termination of employee or employees.

C. The Union agrees that it will make every reasonable effort to prevent its members from participating in any strike, work stoppage, slow-down, or other activity aforementioned or from supporting any such activity by any other employee or group of employees of the Employer and that the union will publicly disavow each action and order all such members who participate in such activities to cease and desist from same immediately and return to work, and take such other steps as may be necessary under the circumstances to bring about compliances with the Union order.

ARTICLE IV GRIEVANCE PROCEDURE

A. The purpose of this procedure is to secure at the lowest possible level, an equitable solution to the problem which may arise affecting the term and conditions of employment under this Agreement.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any management member of the Department.

C. With regard to employer, employee, or the Union the term "grievance" as used herein means an appeal by an individual employee or group of employees or the Union on their behalf, from the interpretation, application or violation of this Agreement.

D. The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

Step One: The Union or its representative shall institute written action under the provision hereof within ten (10) calendar days after the event giving rise to the grievance has occurred, and an earnest effort shall be made to settle the differences between the aggrieved employee and the Department Head for the purpose of resolving the matter informally. Failure to act within said ten calendar days shall be deemed to constitute an abandonment of the grievance.

Step Two: If no written agreement can be reached within ten (10) calendar days on the initial discussion with the Department Head, the employee or the Union may present the grievance in writing within ten (10) calendar days thereafter to the immediate supervisor or his designated representative. The written grievance at this step shall contain the relevant facts and a summary of the preceding oral discussion, the applicable section of this contract violated, and the remedy requested by the grievant. The immediate supervisor or his designated representative will answer the grievance in writing within ten (10) calendar days of receipt of the written grievance.

Step Three: If the Union wishes to appeal the decision of the Department Head, such appeal shall be presented in writing to the Borough Council or its designee within ten (10) calendar days thereafter. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Borough Council or designee shall respond in writing to the grievance within thirty (30) calendar days of the submission.

Step Four: Within ten (10) calendar days of the Borough Council or it designees decision, the Union may apply to the Public Relations Commission (PERC) for arbitration. The selection of an Arbitrator and the arbitration shall be in accordance with the rules and procedures of PERC. Simultaneously with the application to PERC, the Union will send notice to the employer of its application for arbitration.

E. The decision of the arbitrator shall be in writing and shall include the reasons for such decision.

F. The decision of the Arbitrator shall be binding upon the employer and the Union Employee.

G. The parties direct the Arbitrator to decide, as a preliminary question, whether he had jurisdiction to hear and decide the matter in dispute.

H. The cost for the services of the arbitrator shall be borne equally by the Borough and the Union.

I. The Arbitrator shall have no authority to add or modify any terms of this Agreement or establish new terms or conditions under this Agreement.

J. Upon prior notice and authorization of the Department Head or his designee, the designated Union Representative shall be permitted as a member of the Grievance Council to confer with employees and the Borough on specific grievance in accordance with the grievance procedure set forth herein during work hours of employees, without loss of pay, provided, the conduct of said business does not diminish the effectiveness of the Employer or require the recall of off-duty employees.

K. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If the grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for the decision at any step in the grievance procedure, then the grievance shall be deemed to have been denied and the grievant may proceed to the next step. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits for proceeding the grievance at any step in the grievance procedure.

ARTICLE V BULLETIN BOARD

A. Employer will maintain bulletin boards in suitable places mutually agreed on between Employer and Union, to be used solely by Union for posting notices. Notices shall be restricted to the following types, except that additionally notice may be posted by mutual consent.

1. Notices of union recreational and social affairs;
2. Notices of Union elections, appointments, and results of Union elections.
3. Notices of Union Meetings and educational classes.

The Borough reserves the right to remove from the bulletin board any documents which are political in nature that are not related to Union elections or Union issues.

ARTICLE VI OVERTIME/HOURS OF WORK/COMPENSATORY TIME

A. The work week shall consist eight (8) hours per day Monday through Friday inclusive. Any hours worked in excess of eight hours per day or forty hours per week will be paid at overtime.

B. Scheduled overtime shall be offered on a rotating basis to the most senior qualified employee with the intent to equalize the offering of overtime.

C. Hours worked on a Saturday will be paid at time and one-half. Hours worked on Sundays or Holidays will be paid at double time.

D. Employees called in for work outside their regularly scheduled hours shall receive the following "call in" guarantees; minimum guarantee of four (4) hours work or pay in lieu thereof at the applicable premium rate when employee is called in for work outside his regular schedule. Such guarantee does not apply if the recall is contiguous with the front or back side of a work day.

E. Employees may elect compensation time up to 40 hours as follows:
Employees may choose compensation-time in lieu of the payment of overtime. Said compensation, as provided for shall be in pay. Compensatory time may only be given with the consent of the employee, department head and/or Municipal Administrator. All compensatory time granted shall be at the appropriate overtime rate of one and one-half times the hourly rate. The maximum amount of compensatory time an employee may be permitted to accrue is forty (40) hours. An employee who has accrued the maximum number of compensatory hours shall be paid all additional overtime in pay at one and one-half times hourly rate. Compensatory time will be requested in at least 24 hours advance notice and will be taken in no more than two consecutive day at a time increments.

F. Employees shall be entitled to a one-half (1/2) hour meal break with pay after working two blocks of (4) hours of overtime that is continuous with the normal eight (8) hour workday. Employees shall be entitled to additional one-half (1/2) hour meal break with pay for every four (4) hours of continuous work thereafter.

G. Employees who work overtime shall be entitled to a meal allowance of twenty ($20.00) dollars after each four (4) hours of continuous overtime worked.

ARTICLE VII VACATIONS

A. Full-time permanent employees shall receive the following vacations:

	Days
1. 6 months – 1 year	14
2. From one (1) year through four (4) years of service	19
3. From five (5) years through nine (9) years of service	24
4. From ten (10) years through fourteen (14) years of service	29
5. From fifteen (15) thought nineteen (19) years of service	34
6. Fron twenty (20) years of service and on	39

B. Vacation time for first year employees shall be accrued not granted.

C. When an employee requests permission to use an individual vacation day, such requests shall be submitted at least five (5) days in advance and shall be granted at the discretion of the Department Head, such approval shall not be unreasonably withheld.

D. The above allotment of vacation time includes three (3) personal days.

E. All employees will be allowed to carry over a maximum of eighty (80) hours of unused PTO including vacation, sick or personal time from the preceding benefit year to be utilized during future periods.

F. Changes in the scheduling of vacations will not be permitted without the prior approval of the Department Head. Vacation requests must be submitted by March 1st and will be considered on the basis of seniority.

ARTICLE VIII SICK LEAVE

A. Sick leave is hereby defined to mean absence from post or duty because of illness which makes it impossible for the employee to perform the duties of his position, accident or exposure to a contagious disease requiring isolation. Sick leave may also be used for short periods for the attendance of the employee upon a member of the immediate family who is seriously ill.

B. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Such request shall not be arbitrary nor capricious. Abuse of sick leave shall be cause for disciplinary action.

C. During protracted periods of illness or disability of an employee, the Department Head may require interim reports on the condition of the patient at weekly or bi-weekly periods, from the attending physician and/or a Borough medical physician. When under medical care, employees are expected to conform to the instructions of the attending physician.

D. The rules which follow apply to the payment of salaries during periods of illness or disability for regular permanent full-time employees.

1. No employee shall be allowed to work and endanger the health and well-being of other employees and if the employee's condition warrants, the employee may be directed to take sick leave. The Department Head may direct the employee to a medical physician at Employer's expense for an opinion as to the eligibility of the employee to be absent from work.

2. Sick leave with pay shall not be allowed under the following conditions:

i. When the employee does not report to a medical physician when directed to.
ii. When the Department Head is unable to contact the employee.

E. The recommendation of the appointed medical physician as well as those of the attending physician as to the justification for the absence from duty on account of disability or illness or of the fitness of the employees to return to duty shall be considered by the Department Head. The Borough Council or its designee reserves the right in such cases where there is a difference of professional, opinion between the Employer physician and the personal physician, to require the employee to submit to an examination by a third doctor at employer expense.

F. In charging an employee with sick leave, the smallest unit to be considered is thirty (30) minute increments.

G. If an employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but no later than one hour prior to the start of the scheduled work shift from which he is absent. Failure to notify the Department Head or his designated representative may be cause for denial of the use of sick leave for that absence and constitute cause for disciplinary action up to and including discharge. An employee who is absent for three (3) consecutive days or more and who does not notify his Department Head or some other responsible representative of the Borough during any of the first three (3) days will be subject to dismissal.

H. Habitual absenteeism or tardiness may be cause for discipline up to and including discharge.

I. In the event that an employee is eligible to receive state or federal disability payments including Social Security, sick leave will be reduced to a rate such that the combination of sick leave and disability payments will equal the employee's normal compensation until sick leave is exhausted. As a prerequisite to receiving any benefits under this Article, an employee will be required to apply for state or federal disability benefits including Social Security, and to furnish proof of such application to the Employer, along with the proof of receipt or denial of such benefits.

J. Each employee shall be granted seven days, or fifty six hours of sick leave each calendar year. Full time employees can carry over up to forty (40) hours of unused sick time each year. The employee may accumulate up to one hundred eighty (180) days.

ARTICLE IX FUNERAL LEAVE

A. An employee will be granted wages up to five (5) days and will be paid during the absence from work of permanent full-time employees when such absence is caused by the death and attendance at the funeral for mother, father, sister, brother, spouse, children, and up to three (3) days for other relatives such as grandparents, mother-in-law, father-in-law, brother-in-law, and sister-in-law and step-parents. All days shall be consecutive working days and shall commence between the day of death and the day of the funeral.

B. Reasonable verification of the death may be required by the employer.

C. After the expiration of the bereavement leave the employee has the option of using accumulated vacation and personal days in order to extend his/her time off.

ARTICLE X INSURANCE/PENSION

A. If High Bridge Borough elects to leave the current benefits provider, it will provide equal to or better insurance, prescription drug and dental plans to the employees and retirees.

B. The Borough shall provide medical insurance, including prescription and dental coverage, to all employees and their spouse, and eligible dependents. All employees shall contribute to their selected insurance plan as required by State law.

C. The employer shall enroll all permanent full-time employees covered by the Agreement under the Public Employment Retirement System upon satisfactory completion of the probationary period.

D. HEALTH INSURANCE – Any employee hired prior to January 1, 2024 shall receive retiree health coverage as described in the High Bridge Borough Employee Handbook as amended on January 10, 2023. Should the benefits described the handbook be changed by a later version, employees hired prior to January 1, 2024 and the employer shall continue to be bound to the conditions described in the January 10, 2023 version of the handbook.

E. The Employer agrees that employees will be entitled to a 50% reimbursement up to $5000 if using Health Insurance other than the Borough's insurance. The reimbursement rate will be based on the average of the health plans offered by the Borough in the appropriate employee category.

ARTICLE XI HOLIDAYS

A. The Borough hereby designates the following holidays:

New Year's Day
Martin Luther King Day
President's Day
Good Friday
Memorial Day
Juneteenth
Independence Day
Labor Day
Columbus Day
Veteran's Day
Thanksgiving Day
Day After Thanksgiving
Christmas Eve Day
Christmas Day
New Year's Eve Day

B. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday.

C. Should an official holiday occur while an employee is on sick or vacation leave the employee shall not have that holiday charged against sick or vacation leave.

D. Any employee who is on leave of absence (i.e. injury leave or any other leave) shall not be eligible for paid holidays which fall during the employee's leave of absence.

E. Employees who do not work on the observed holiday shall receive their regular daily rate of pay for such day provided that any absence occurring on the day before or the day after the holiday has been authorized and/or paid for by the employer. If the absence is due to illness, the employer may request reasonable proof of such illness.

ARTICLE XII WORK INCURRED INJURY

A. Employees who are injured, whether slightly or severely, while working, must make an immediate report to the Department Head.

B. Employees may not return to work without a certification from the attending physician that he/she is capable of returning to work.

C. An employee who is disabled by an injury incurred in the direct performance of his duty or by reasons as a direct result of or arising out of his employment and who qualifies for workmen's compensation benefits shall receive leave with pay which shall not be charged against accumulated sick leave.

D. Any employee who suffers a work-connected injury or disability, the Borough shall continue to fund the employees' health benefits for up to a year subject to Chapter 78 contributions.

E. Nothing herein contained shall be considered to be in derogation or restrictive of any statute now in effect limiting the period during which municipal employees may be compensated for leave on account of disability or of illness (such as N.J.R.S. 40:11-8 and 40: 11-9), but these provisions are to be construed and administered in conjunction therewith.

ARTICLE XIII MILITARY LEAVE

A. Any full-time employee who is a member of the National Guard, Naval Militia, Air National Guard or a Reserve component of any of the armed forces of the United States and is required to engage in field training shall be granted a military leave of absence with pay for the period of such training as is authorized by law. This paid leave of absence shall be in addition to his vacation.

B. When an employee not on probation has been called to active duty or inducted into the military or naval forces of the United States, he shall automatically be granted an indefinite leave of absence without pay for the duration of such active military service and all employee benefits shall cease. Such employee may be reinstated without loss of privileges or seniority accrued to the last day worked, provided he reports for duty with the Employer within sixty days following his honorable discharge for the military service and provide he has not voluntarily extended the length of his military service.

C. If the military service occurs during a time of war, reinstatement will be allowed up to three (3) months after the date of honorable discharge unless the employee is incapacitated at the time of discharge, in which case reinstatement will be allowed up to three (3) months following his recovery so long as the recovery occurs within two (2) years from the date of discharge.

ARTICLE XIV LEAVE OF ABSENCE WITHOUT PAY

A. Any employee may request a leave of absence without pay, not to exceed one (1) year, after one year of continuous service by submitting in writing all facts bearing on the request to his supervisor, who will append his recommendations and forward request to employer. Any request for extension of time shall be at the discretion of the employer. Such leave of absence shall not be deemed part of the term of employment. Holidays occurring within the period of an excused absence or leave of absence are part of the absence if the employee is not available for work.

ARTICLE XV DISCRIMINATION AND COERCION

A. The Employer and the Union agree that there shall be no discrimination against any employee because of age, race, creed, color, religion, marital status, sex, national origin or political affiliation.

B. The Employer and the Union agree that all employees covered under the Agreement have the right without fear of penalty or reprisal to form, join and assist any employee organization or to refrain from any such activity.

ARTICLE XVI PROBATIONARY PERIOD

A. All employees promoted and/or hired during the term of this Agreement shall serve a probationary period of ninety (90) calendar days from the date of hire. During this probationary period, the Employer reserves the right to fire and/or demote a probationary employee for any reason. An employee is fired and/or demoted shall not have recourse through the grievance procedure set forth in this Agreement. The

probationary period may be extended by mutual agreement between the Borough and the Union for a period up to ninety (90) days.

ARTICLE XVII SEPARABILITY AND SAVINGS

A. If any provisions of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XVIII JURY DUTY

A. Any permanent full-time employee who is subpoenaed for jury duty as certified by the clerk of the court shall be paid by the Borough his/her daily rate of pay. The employee shall notify the department head upon receipt of a summons for jury duty. If an employee is dismissed prior to 2:00 p.m. the employee will be obligated to return to work that day in order to receive pay for that day. The Borough will not be obligated to pay an employee under the provisions of this agreement if he/she volunteers for such court duty.

ARTICLE XIX MISCELLANEOUS

A. The Borough shall provide each employee with an initial uniform set as follows: 10 shirts (5 short sleeve/5 long sleeve) and one hat. In the first year of employment each employee shall receive one spring jacket, one winter jacket and one set of rain gear. All clothing will be replaced by the Borough on a wear and tear basis. Each employee shall receive an annual $300 uniform maintenance allowance that shall be used for any additional work clothing, provided such clothing is consistent with the Borough uniform, and a $150 per year allowance for boots.

ARTICLE XX DISCIPLINE AND DISCHARGE

A. The parties agree that nothing herein shall in anyway prohibit the employer from disciplining any employee covered by this Agreement regardless of seniority, for just cause. Discipline shall be progressive in nature. Notice of discharge or suspension shall be served upon the Union at the same time it is served upon the employee involved. The Employer agrees that it will furnish the Union with a hearing, if requested, within 48 hours of any discharge or suspension.

ARTICLE XXIII FULLY-BARGAINED AGREEMENT

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE XXIV PROMOTIONS

A. Promotions are to be offered to the most senior qualified employees in the bargaining unit. When all qualifications are equal, seniority shall prevail. If, after a 90-day trial period, it is determined that the person is unqualified or unable to fulfill that position, it will be offered to the next senior person. Employee will be returned to his/her original position.

ARTICLE XXV DURATION

A. This Agreement shall be in full force and effect as of January 1, 2024 and remain in effect to and including December, 31, 2026 without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no soon than ninety (90) nor later than sixty (60) days prior to the expiration of this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals High Bridge, New Jersey on this 17th day of September, 2024.

TEAMSTERS LOCAL 469

BY: _____
Christina Monteiro

_____
Aaron Mandigo

HIGH BRIDGE BOROUGH

_____
MICHELE L. LEE

_____
ADAM YOUNG

APPENDIX A

	Starting	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
2024	39,520	42,060	44,600	47,140	49,680	52,220	54,760	57,300	59,840	62,380	64,920	67,460	70,000
2025	39,520	42,235	44,950	47,665	50,380	53,095	55,810	58,525	61,240	63,955	66,670	69,385	72,100
2026	39,520	42,415	45,311	48,206	51,101	53,996	56,892	59,787	62,682	65,577	68,473	71,368	74,263

Based on their years of service, employees shall either receive a step increase or 3%, whichever is greater, effective January 1 in each year of the contract.

	2024	2025	2026
A. Mandigo	$54,096	$55,810	$59,787
J. Correa	$56,516	$58,212	$59,958
D. Banks	$54,096	$55,718	$57,390
H. Messler	$49,440	$50,923	$52,451
A. Frezza	$39,250	$42,235	$45,310

C, W, T License holders shall receive additional hourly pay as follows:

2024 $1.25

2025 $1.25

2026 $1.25

BOROUGH OF HIGH BRIDGE
COUNTY OF HUNTERDON
STATE OF NEW JERSEY

APPROVE TEAMSTERS LOCAL UNION 469 COLLECTIVE BARGAINING AGREEMENT

RESOLUTION: 230-2024 **ADOPTED: 09/12/2024**

WHEREAS, the Borough of High Bridge seeks to adopt a contract with the Teamsters Local Union 469; and

WHEREAS, the Borough Negotiation Committee, representing Mayor and Council, and the Teamsters Local Union 469 have partnered to develop a collective bargaining agreement; and

WHEREAS, a copy of the collective bargaining agreement has been reviewed by Mayor and Council; and

WHEREAS, the Borough Council has ratified said contract;

NOW, THEREFORE, BE IT RESOLVED, by the Governing Body of the of the Borough of High Bridge, in the County of Hunterdon, in the State of New Jersey that the proposed collective bargaining agreement, as ratified by the Borough Council, is hereby approved and that the Mayor is hereby authorized to execute the agreement on behalf of the Borough of High Bridge.

ATTEST:

Adam Young
Municipal Clerk

Michele Lee
Mayor