

**TOWNSHIP OF PARSIPPANY-TROY HILLS**  
MORRIS COUNTY, NEW JERSEY

**RESOLUTION**

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**R2024-133: RESOLUTION OF THE TOWNSHIP COUNCIL ADOPTING MEMORANDUM OF AGREEMENT BETWEEN THE TOWNSHIP OF PARSIPPANY-TROY HILLS AND PARSIPPANY BLUE COLLAR WORKERS**

**WHEREAS**, the Township of Parsippany-Troy Hills (“Township”) is the employer of the employees in the collective negotiations unit represented by the Parsippany Blue Collar Workers (the “PBCW”); and

**WHEREAS**, the Township and PBCW negotiation committees have been involved in negotiations for a successor collective bargaining agreement, which expired on December 31, 2022; and

**WHEREAS**, the Township’s negotiating committee has entered into a Memorandum of Agreement (“MOA”) with PBCW which amends the terms and conditions of the collective negotiations agreement to cover an effective term of January 1, 2023 through December 31, 2026;

**WHEREAS**, it is the desire of the Township to memorialize these terms and to approve the attached Memorandum of Agreement modifying the current collective bargaining agreement.

**NOW, THEREFORE, BE IT RESOLVED,**

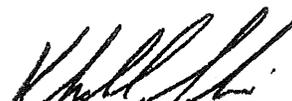
1. The Township hereby approves the MOA by and between the Township and the PBCW; and
2. The Township’s Business Administrator is authorized and directed to make all necessary changes and revisions to the collective bargaining agreement in order to reflect the terms and conditions agreed upon in the MOA, and further authorized to execute the collective bargaining agreement on behalf of the Township once revised.

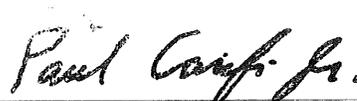
This resolution shall take effect immediately upon passage.

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COUNCIL MEMBER	Aye	Nay	Abstain	Absent	Motion	Second
Mr. Carifi	X					
Ms. Hernandez	X					
Mr. McGrath	X					
Mr. Musella	X					X
Mr. Neglia	X				X	

THIS IS TO CERTIFY THAT THE ABOVE IS A TRUE AND LAWFUL COPY OF A RESOLUTION ADOPTED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF PARSIPPANY-TROY HILLS, COUNTY OF MORRIS, STATE OF NEW JERSEY AT ITS MEETING OF JULY 23, 2024.

  
KHALED MADIN TOWNSHIP CLERK

  
COUNCIL PRESIDENT PAUL CARIFI, JR.

**MEMORANDUM OF AGREEMENT BETWEEN  
THE TOWNSHIP OF PARSIPPANY TROY-HILLS  
AND  
PARSIPPANY BLUE COLLAR WORKERS**

**June 11, 2024**

The parties agree to the following terms and conditions, which shall modify the Collective Bargaining Agreement between the parties, which expired on December 31, 2022. Any other terms and conditions contained in the Collective Bargaining Agreement not referenced or modified by this Memorandum of Agreement ("MOA") shall remain in force and in full consideration. The parties agree to recommend that this MOA be ratified by both the Township of Parsippany Troy Hills ("Township") and Parsippany Blue Collar Workers ("Union")

**1. Duration:** Four (4) years (January 1, 2023 to December 31, 2026)

**Financial Terms**

**2. Article XVIII: Wages**

- a. 2023
  - i. All employees in step chart receive 2% increase.
  - ii. All employees in step chart move one step on chart (received).
  - iii. Mid-year CDL Increase - Those at bottom of step chart receive multi-step increase to H2-8 or H3-5 for CDL (received).
  - iv. Employees above step 12 receive 2% increase.
  
- b. 2024
  - i. All employees in step chart receive 2% increase.
  - ii. Those who did receive multi-step increase to H2-8 or H3-5 for CDL mid-year in 2023, are considered increased due to the multi-step movement in 2023.
  - iii. Those who did not receive multi-step increase to H2-8 or H3-5 for CDL in 2023 receive step and a one-time 2% stipend.
  - iv. Employees above step 12 receive 2.25% increase.
  
- c. 2025
  - i. All employees in step chart receive 2% increase.
  - ii. All employees in step chart move one step on chart.
  - iii. Employees above step 12 receive 2.25% increase.
  
- d. 2026
  - i. All employees in step chart receive 2% increase.
  - ii. All employees in step chart move one step on chart.
  - iii. Employees above step 12 receive 2.25% increase.

**e. Stipends:**

- i. Sanitation employees to receive a yearly \$250 boot stipend.
- ii. Mechanics employed in sanitation and roads departments to receive a reimbursement of up to \$250 for tools yearly tool allowance. Requires approval before and proof of purchase after.
- iii. License Stipends (subject to recoupment if leave Township within two (2) years of receipt). Only for employees currently in possession and use as of execution of contract. Future stipends subject to department need and BA approval.
  1. Pesticides License: One time stipend of \$250.00. Capped at \$250.00.
  2. Water Distribution and Treatment: One time stipend of \$500.00. Capped at \$500.00.
  3. Waste Water Treatment and Collection: One time stipend of \$500.00. Capped at \$500.00.
  4. Backflow Sewer Prevention: One time stipend of \$500.00. Capped at \$500.00.

**3. Article XV(B): Overtime**

- a. Add: "Non-scheduled employees who are called in on Christmas (December 25), New Years (January 1), and Thanksgiving (fourth Thursday in November) (not observed days) shall receive their normal holiday pay and shall be compensated at the rate of two (2) times pay for all hours worked.

Other Terms

**4. Throughout Agreement**

- a. Change New Jersey Blue Collar Association Local 1 (NJBCA Local 1) to Parsippany Blue Collar Workers (PBCW).

**5. Article I: Recognition**

- a. Add "of this Agreement" after collective negotiations in first sentence

SIGNATURES

**PARSIPPANY BLUE COLLAR  
WORKERS**

  
\_\_\_\_\_

DATE

  
\_\_\_\_\_

Will Smith  
C. D. Lee

7/23/2024  
7/23/2024

**TOWNSHIP OF  
PARSIPPANY TROY-HILLS**

DATE

James R. Barber  
J. M. J.

7/23/2024  
7/23/2024

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