

## MEMORANDUM OF AGREEMENT

The COUNTY OF HUDSON (“County”) and the PLUMBER’S LOCAL 24 (“Union”) hereby enter into this Memorandum of Agreement (“Agreement”) with respect to the modifications, amendments and additions to the collective bargaining agreement between the County and the Union from July 1, 2015 to June 30, 2020 (“CBA”). All terms and conditions contained in the CBA shall remain unchanged, except as modified as follows:

1. **Duration:**

July 1, 2020 to June 30, 2025 – Five (5) year contract.

2. **Union Security and Agency Shop:**

Consistent with Janus v. AFSCME, delete from CBA all references to agency fees.

3. **Holidays:** Implementing Executive Order No. TAD-89. Beginning on June 19, 2021, “Juneteenth” recognized as a County holiday.

4. **Wages:**

A. Effective 7/1/20 2.5% base salary increase.

Effective 7/1/21 3.0% base salary increase.

Effective 7/1/22 2.5% base salary increase.

Effective 7/1/23 3.0% base salary increase.

Effective 7/1/24 2.5% base salary increase.

B. 1% Annual Market Adjustment for each year of the contract effective on July 1<sup>st</sup>. The 1% respective market rate adjustment will be applied before the respective base salary percentage increase.

C. In the first year of the contact, all increases will be retroactive to July 1, 2020 from date of ratification of the Agreement for those individuals on payroll at the time of the ratification and for those individuals who retired from June 30, 2020 until the time of the ratification.

In the second year of the contact, all increases will be retroactive to July 1, 2021 from date of ratification of the Agreement for those individuals on payroll at the time of the ratification and for those individuals who retired from June 30, 2021 until the time of the ratification.

5. **Boot allowance:** – The current annual boot allowance will be increased to One hundred fifty dollars (\$150.00)

6. **License stipend:** The current annual Plumber’s license stipend will be increased from one thousand dollars (\$1,000.00) to one thousand five hundred dollars (\$1,500.00).

7. **Memorandum of Understanding Renewal** – Hudson County Building and Construction Trades Council agrees to execute a two (2) year extension for 2022 and 2023 of its prior executed Memorandum of Understanding governing the employment of Council represented employees on a temporary basis to supplement the skills of the County’s existing workforce.

**Miscellaneous:**

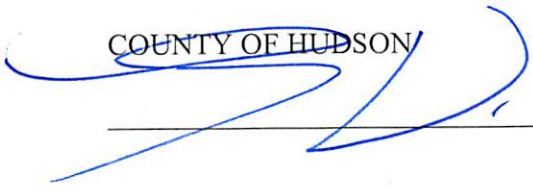
(a) This Memorandum of Agreement contains the entire agreement of the parties.

(b) This Memorandum of Agreement is subject to ratification by the Hudson County Board of County Commissioners and by the membership of the Union. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective principals.

(c) The County shall prepare a collective bargaining agreement incorporating this Memorandum of Agreement.

(d) The parties agree to recommend that their respective principals ratify this Memorandum of Agreement.

COUNTY OF HUDSON



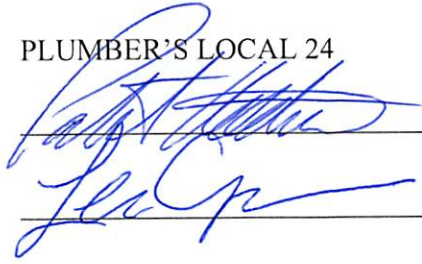
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PLUMBER'S LOCAL 24



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