

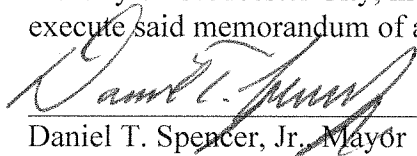
**RESOLUTION OF THE CITY OF GLOUCESTER CITY**  
**County of Camden, State of New Jersey**  
**#R 027 - 2019**

**RESOLUTION AUTHORIZING MEMORANDUM OF AGREEMENT WITH  
UNITED STEEL WORKERS AND GLOUCESTER CITY**

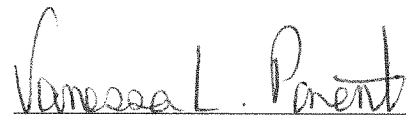
**WHEREAS**, a memorandum of agreement between the City of Gloucester and United Steel Worker has been reached; and

**WHEREAS**, said agreement is attached hereto.

**NOW, THEREFORE, BE IT RESOLVED** by the Mayor and Common Council of the City of Gloucester City, in the County of Camden, that the Mayor is hereby authorized to execute said memorandum of agreement.

  
Daniel T. Spencer, Jr., Mayor

Passed by the Mayor and Common Council of Gloucester City this 17<sup>th</sup> day of January, 2019.

  
Vanessa L. Parent, Assistant City Clerk

10/30/17  
~~11/06/2017~~

## MEMORANDUM OF AGREEMENT

Between

The City of Gloucester

And

UNITED STEEL, PAPER AND FORESTRY, RUBBER MANUFACTURING, ENERGY, ALLIED-  
INDUSTRIAL AND SERVICE WORKERS INTERNATIONAL UNION (USW) ON BEHALF OF ITS LOCAL  
4-380

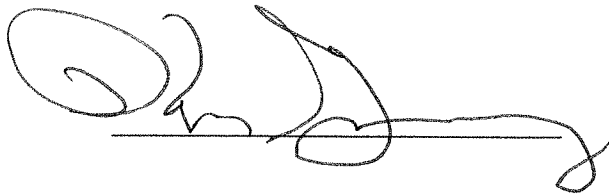
The following represents the Memorandum of Agreement ("MOA") between The City of Gloucester. and United Steel, Paper and Forestry, Rubber Manufacturing, Energy, Allied-Industrial and Service Workers International Union (USW) on behalf of its Local 4-380 (Union), collectively called "the Parties", for a new collective bargaining agreement. The terms of the January 1st, 2013 through December 31, 2017 agreement will remain unchanged and in full force unless otherwise modified, except as listed below:

- The Term of the agreement shall be January 01, 2018 through December 31, 2020.
- A general wages increase of 2% to all rates on 1/01/2018, 1/01/2019, 1/01/2020.
- Chapter C.78.2011 – remains in place for the term of the agreement
- Sick leave buy Back- Union agrees to forego sick leave buy back upon retirement or termination of employment.
- City agrees to increase retiree prescription plan premium from 50% to 100%. Language consistent with CWA union.
- Union may seek supplemental eye care offered by city/3<sup>rd</sup> party vendor paid for entirely an employee's expense.
- Parties agree to meet and negotiate in good faith provisions relating to payment of meals as outlined in Article X Section 4 Meal Allowance.

This agreement is subject to ratification by the membership of USW Local 4-380 as well as the Mayor and Common Council of Gloucester City.

10/30/18  
11/05/2017

USW



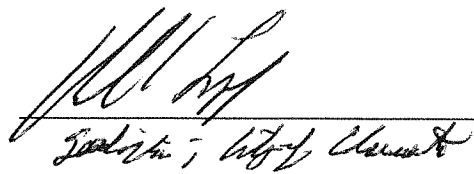

Robert McFadden

Daniel Dunn

Dylan Davis

Matthew Dunn

City of Gloucester

  
Deputy City Clerk  
City Administrator