

**MEMORANDUM OF AGREEMENT BETWEEN
THE NEWARK STATE-OPERATED SCHOOL DISTRICT**

AND

ESSEX BUILDING AND CONSTRUCTION TRADES COUNCIL

APRIL 27, 2016

The Newark School District and the Essex Building and Construction Trades Council, subject to ratification and approval, hereby agree to resolve all issues in dispute at Fact Finding as follows:

(1) The contract duration shall be through June 30, 2016.

(2) For the period of July 1, 2011 through June 30, 2013, unit employees shall receive \$100.00 per month for each month worked, as a lump sum payment. This payment shall not be pensionable and not be added to base pay. For a month to be considered a month worked, the employee must have worked fifteen (15) days in the month. Paid vacation and personal days shall be considered days worked. Paid retroactive eligibility is limited to those currently on payroll (see details on the below item including current per diems).

(3) Effective July 1, 2013 hourly pay rates shall be increased by \$0.50 (on base and pensionable). Effective July 1, 2014, hourly pay rates shall be increased by an additional \$0.75 (on base and pensionable). Effective July 1, 2015, hourly pay rates shall be increased by an additional \$1.00 per hour (on base and pensionable). These hourly pay rate increases shall be paid retroactively for all paid hours for employees on the payroll of the date of this Memorandum. Unit employees laid off during the duration of this Memorandum who are currently employed as per diems, shall be eligible for retro pay for all paid time during the timeframe but not for per diem work.

(4) Effective July 1, 2016, vacation requests must be submitted at least fourteen (14) calendar days in advance. Within ten (10) calendar days of the submission of the request, the employee will be notified if their request has been approved or denied.

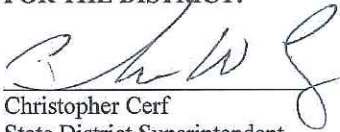
(5) Effective July 1, 2016, Article III, Section D shall be revised to provide: there shall be one foreman whenever there are more than four (4) tradesman of the same trade working on a shift, including weekends, holidays and overtime. In cases where there are four (4) or less, no

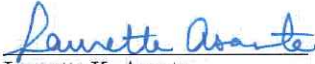
foreman is required to be on duty. This change shall not affect the base pay of those holding the permanent civil service title of foreman.

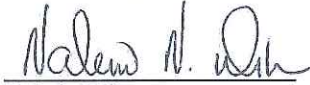
(6) Effective July 1, 2016 the contractual overtime language shall be changed to provide: overtime, paid at time and a half, shall be defined as extra work performed by a member of the unit over and above forty (40) hours from Monday through Sunday. Work performed on a designated holiday shall be paid at time and one half.

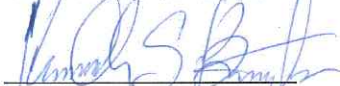
(7) The prior contract shall remain in full force and effect except as modified herein. The undersigned agree to recommend ratification and approval.

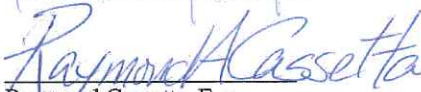
FOR THE DISTRICT:


Christopher Cerf
State District Superintendent


Laurette K. Asante
Director of Labor Relations


Valerie Wilson
School Business Administrator


Keith S. Barton
Exec. Mng. Dir. Of Operations


Raymond Cassetta, Esq.
District Counsel

FOR THE UNION:

William J. Kennedy
Local #24 - Plumbers

Todd Hever
Local #164 - Electricians

Jamie Serritella
Local #253 - Carpenters

Peter Gowing
Local #253 - Carpenters

Dated: 07/01/2016

Dated: _____

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Christopher Cerf
State District Superintendent


Laurette K. Asante
Director of Labor Relations

Valerie Wilson
School Business Administrator

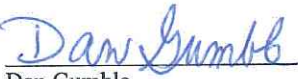
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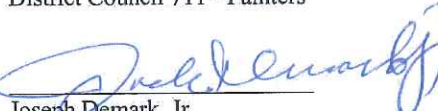
Dan Gumble
Local #164 - IBEW




Peter Gowing
Northeast Regional Council of Carpenters




Vincent Lane
District Council 711 - Painters



Joseph Demark, Jr.
Local 25 - Sheet Metal Workers



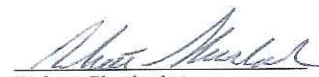
Steve Preziosi
Local 4 - Bricklayers



Al Castagna
Local 3 - Laborers



David Critchley
Local 4 - Roofers



Robert Sherlock
Local 475 - Steamfitters

Dated: _____

Dated: 7/14/16