

## MEMORANDUM OF AGREEMENT

This Agreement is made by and between the Township of Middletown (herein the "Township") and the Crossing Guards Unit, Communications Workers of America Local 1032 (herein the "Union.")

**Whereas**, the Township and the Union were parties to a collective negotiations agreement ("CNA") with a term of January 1, 2014 through December 31, 2017; and

**Whereas**, the Township and the Union have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for a successor CNA; and

**Whereas**, The Township and the Union have reached agreement as set forth below and which terms are subject to ratification by the membership of the Union and the Township; and

**Whereas**, the negotiating committees for the Township and the Union unanimously agree to recommend this agreement for ratification and approval;

**Now, Therefore**, in consideration of the mutual covenants, promises, and undertakings herein set forth, the parties agree as follows:

1. The contract will run from January 1, 2018 through December 31, 2021.
2. Article 12 of the Agreement will be amended to add the Day After Thanksgiving as a paid holiday for all Crossing Guards.
3. Article 9 will be amended to include the following wage increases:

All Guards currently on the salary guide will, retroactively to April 1, 2018, receive an annual step increase to the next step on the guide. Beginning on January 1, 2019 and for each year after through the life of the contract, those step increases will occur on January 1.

Retroactively to April 1, 2018, those Guards who have exhausted their movement through the salary guide will receive a 2.75% salary increase. They will receive a 2.75% increase on January 1, 2019, a 2.00% increase on January 1, 2020, and a 2.00% increase on January 1, 2021.

4. A new Article 21 will be added:

**Medical Examinations for Crossing Guards**

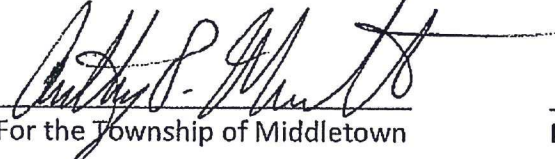
The Township will provide the exams or will reimburse Crossing Guards for their costs of a private exam, up to the cost the Township pays its providers for exams, so long as the exam protocol is followed.

The examinations will be repeated as follows:

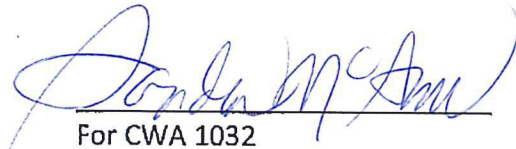
- a) In August 2018, 1/3rd of the unit chosen at random;
- b) In August 2019, another 1/3rd of the unit, chosen at random from the 2/3rds remaining
- c) In August 2020, the remainder of the unit and any Crossing guard who did not receive a physical exam in 2018 or 2019
- d) The process will repeat every year going forward so that all crossing guards receive a physical examination at least once every three years

The physical examination, vision and hearing tests should be conducted in a clinical setting by a physician with appropriate experience. To perform the functions of the crossing guard position, the employee must be capable of standing for two hours or more at a time and be able to lift and hold in position a stop sign weighing approximately one pound while holding the opposite hand in an upright, raised position. The examining physician should be provided a job description listing the physical requirements for the position.

If an issue is found that would interfere with the safe performance of their crossing guard duties, the effected employee will be given an opportunity to correct the issue and return to have a follow up exam.

  
For the Township of Middletown

5-4-18  
Date

  
For CWA 1032

5-4-18  
Date