

**MEMORANDUM OF UNDERSTANDING**  
**FOR A NEW AGREEMENT**  
**BETWEEN**  
**NETHER PROVIDENCE TOWNSHIP**  
**AND TEAMSTERS LOCAL 312**

**AGREEMENT - January 1, 2018 to December 31, 2022**

**ARTICLE 8**            **OVERTIME**

8.1    The Township shall pay 1 ½ times an employee's hourly rate full all hours worked on Saturday, and **2** times an employee's hourly rate for all hours worked on Sunday.

**ARTICLE 12**        **WAGES**

**January 1, 2018, increase base wage to \$53,000 a year.**

<b>12.1</b>	<b>January 1, 2018</b>	<b>3% increase per hour</b>
	<b>January 1, 2019</b>	<b>3% increase per hour</b>
	<b>January 1, 2020</b>	<b>3% increase per hour</b>
	<b>January 1, 2021</b>	<b>3% increase per hour</b>
	<b>January 1, 2022</b>	<b>3% increase per hour</b>

**ARTICLE 13**        **MEDICAL AND INSURANCE BENEFITS**

13.1    The Township will continue to provide coverage through the current Delaware Valley Health Insurance Trust (DVHIT) Aetna plus dental rider. Employees will continue to be responsible for paying **three and one-quarter percent (3.25%)** of the DVHIT applicable premium for the contract period beginning **January 1, 2018 through and including December 31, 2022.**

**ARTICLE 16**        **PERSONAL DAYS AND BEREAVEMENT LEAVE**

16.2    Full time, permanent employees will be granted up to four (4) personal days off with pay in the case of the death of a parent, **step-parent**, spouse, child, **step-child, brother, sister, or grandchild**, and will be granted up to two (2) days off for the death of a parent-in-law, grandparent, **step-brother or step-sister.**

**ARTICLE 17**        **SICK LEAVE**

17.2    Permanent full time employees shall earn sick leave at the rate of one (1) day per month for a total of twelve (12) days per year and may accumulate up to **one-hundred and fifty (150) days.**

**ARTICLE 18**      **RETIREMENT BENEFITS**

The Township will continue to provide employees with the same retirement benefits currently under the present retirement system. The Township practice of paying one-half (1/2) of accumulated sick days **(up to a max of 120 days)** as severance pay at retirement shall continue.

**ARTICLE 21**      **ON-CALL**

Employees may be required to wear pagers by the Township. Although not obligated by law, the Township agrees to pay the employees **one thousand (\$1,000) dollars** each year for being on-call; **\$500** payable in February and **\$500** payable in November each year.

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Nether Providence Township

*Frank M. Zolenski*  
Teamsters Local 312