

COLLECTIVE BARGAINING AGREEMENT

between

NETHER PROVIDENCE TOWNSHIP



and

TEAMSTERS LOCAL 312

affiliated with

INTERNATIONAL BROTHERHOOD OF TEAMSTERS



EFFECTIVE: January 1, 2015

to

December 31, 2017

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PREAMBLE

THIS AGREEMENT is made and entered into this first (1st) day of January 2015 by and between NETHER PROVIDENCE TOWNSHIP, DELAWARE COUNTY, PENNSYLVANIA, (hereinafter referred to as the "Township") and the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL UNION NO. 312 (hereinafter referred to as the "Union").

ARTICLE 1 **INTENT AND PURPOSE**

It is the intent and purpose of the parties to this Agreement to set forth herein the entire agreement covering wages, hours and other terms and conditions of employment between the parties, to promote harmonious labor relations between the Township, its employees and the Union, and to provide a procedure for the peaceful resolution of all disputes between the parties. The parties acknowledge that their paramount concern is the health, safety and welfare of Township residents through the provision of efficient, uninterrupted service. To that end, the parties agree to negotiate in good faith, to enter into written agreements evidencing the results of such negotiations, and to establish procedures to provide for the protection of the rights of the Township and the Union.

ARTICLE 2 **RECOGNITION**

The Township recognizes the Union as the exclusive collective bargaining representative of all regular full-time Township employees within the bargaining unit certified by the Pennsylvania Labor Relations Board in Case No. PERA-R-92-166-E. The bargaining unit shall not include professional employees, management level employees, supervisors, first level supervisors, seasonal employees or part-time employees. Nothing herein defined shall be deemed to abridge, amend, waive or in any manner modify the laws of the Commonwealth of Pennsylvania.

ARTICLE 3 **MANAGEMENT RIGHTS**

3.1 Except to the extent expressly abridged by a specific provision of the Agreement, The Township reserves and retains, solely and exclusively, all of its rights to manage its business and affairs. The sole and exclusive rights of the Township which are not abridged by this Agreement shall include, but are not limited to, its rights to establish policies, practices and procedures for the conducting of its business and from time to time to change or abolish such policies, practices or procedures; to determine and from time to time re-determine the number, location and types of its operations, and the methods and processes to be employed; to discontinue processes or

operations in whole or in part; to determine and from time to time re-determine the number of hours per day or per week operations shall be carried on; to select and to determine and from time to time re-determine the number and classifications of employees required; to determine and from time to time re-determine the work to be assigned to such employees; to subcontract work (however, the Township will not subcontract routine grass cutting, snow plowing, leaf pick-up or sewer maintenance work that has traditionally been performed by bargaining unit employees if any bargaining unit employees are laid off unless the subcontractor agrees to employ the laid off employee); to establish and change work schedules and assignments; to transfer, promote or demote employees, or to layoff, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons; to make and enforce and from time to time modify reasonable rules for the maintenance of discipline and protection of life and property; to suspend, discharge or otherwise discipline employees for proper cause; and otherwise to take such measures as the Township may determine to be necessary for the orderly and economical operation of its business and affairs.

3.2 The list of specific rights set forth in Section 3.1 shall not be considered a restriction upon or waiver of any rights of management not listed, regardless of whether such rights have been exercised by the Township in the past.

3.3 The Township retains all rights not expressly granted in this Agreement to the Union or to employees, and is not subject to any duties not expressly assumed by it in this Agreement.

ARTICLE 4 **NO STRIKE/LOCKOUT PLEDGE**

4.1 Neither the Union nor any employees shall engage in any strike, sympathy strike, work stoppage, walk out, slow down, sit down, sit-in, collective refusal to work overtime, cessation or stoppage or interruption of work, boycott, refusal to cross a picket line, or other interference with the operations of the Township, nor shall they prevent or attempt to prevent the access of any person to the Township's facilities for any reason whatsoever, or interfere or attempt to interfere with the Township's provision of services to its residents during the life of this Agreement.

4.2 The Township agrees that there shall be no lockouts during the life of this Agreement.

4.3 The Union shall not authorize, assist, encourage, participate, sanction, ratify, condone or lend support to any of the actions specified in Section 4.1. Should any action specified in Section 4.1 occur, the Union shall, within two (2) hours of a request by the Township, publicly disavow such action by the employees, notify each and every individual employee of its disapproval of such action and that such conduct is unlawful, and instruct each employee to cease such action and to return to work immediately.

4.4 Any employee engaging in activity prohibited by this Article, the Township may resort to courts of competent jurisdiction or the Grievance Procedure set forth in Article 13. The right of

the Township to seek injunctive relief in Court against any action in breach of this Article without prior submission to the Grievance and Arbitration Procedure of Article 13 is expressly recognized by the Union.

ARTICLE 5
PROBATIONARY PERIOD

Each newly hired employee shall be considered as a probationary employee for the first ninety (90) calendar days, after which period his or her seniority shall date back to the date of hire. The Township reserves the right to extend the probationary period for up to a maximum of thirty (30) additional calendar days upon prior notice to the Union. Employees shall not be entitled to any benefits provided in this Agreement until the first day of the month following completion of the probationary period with the exception of medical benefits and paid holidays, which the employee shall be entitled to from the date of hire. During this time employees may be terminated without recourse to the Grievance and Arbitration Procedure.

ARTICLE 6
DISCIPLINE

The Township has the right to maintain discipline and efficiency and may discharge, suspend or otherwise discipline any employee for just cause.

ARTICLE 7
HOURS OF WORK

7.1 The establishment of work schedules and starting times shall be made by the Township and the Township shall have the right to change such schedules from time to time. All schedule changes shall be posted at least two (2) days in advance unless such notice is not feasible for legitimate business reasons. In the event that the Township changes the schedule of an employee who regularly works Monday-Friday to some alternative schedule, the Township agrees to meet and discuss such change with the Union at least two (2) weeks in advance of implementation.

7.2 Each employee shall be entitled to one half hour per day of lunch, included in their work day.

7.3 Employees who are called in to work during their off-duty time shall receive a minimum of four (4) hours of call in time. Employees who are called in less than four (4) hours prior to the start of their shift shall only receive the premium pay up until the scheduled start of their shift.

ARTICLE 8
OVERTIME

8.1 The Township shall pay 1 1/2 times an employee's regular hourly rate for all hours worked in excess of forty (40) in a week or eight (8) hours in a day. The Township shall pay 1 1/2 times an employee's regular hourly rate for all hours worked on Saturdays or Sundays unless the employee's schedule is modified to include Saturday and/or Sunday as a regularly scheduled day. The Township shall pay 1 1/2 times an employees' regular hourly rate for all hours worked on the holidays listed in Article 14, except that employees shall receive double time for all hours worked on Independence Day, Thanksgiving, New Years Day and Christmas Day. The overtime rate will be based upon an average work year of 2,080 hours.

8.2 Where practical, overtime shall be distributed equally among employees within a job classification so long as they have the skill and ability to perform the work. In the event that no qualified employee is available to work an overtime shift, the Township reserves the right to require an employee to work the overtime shift.

8.3 The Township reserves the right to offer comp time in lieu of compensation for overtime work. The comp time will be awarded at a rate of 1 1/2 hours for each hour worked. Requests for comp time in lieu of overtime will also be considered. An employee may accrue a total of eighty (80) hours of comp time which must be used by the end of the calendar year. The maximum accrual of comp time will be eighty (80) hours. Once comp time is elected, an employee must use the comp time within the year elected or it will be paid at year's end. As with vacation and other time off, use of comp time must be approved by the department supervisor. The Township reserves the right to pay an employee for accrued comp time if the employee has not used comp time by the end of a calendar year.

ARTICLE 9
RESIGNATION

Any employee who fails to give fourteen (14) calendar days written notice to his or her supervisor of his or her intention to voluntarily resign his or her position shall forfeit all accrued benefits except as protected by law. Notice may be waived at the sole discretion of the Township only upon demonstration of extraordinary circumstances.

ARTICLE 10
STEWARDS AND UNION BUSINESS

10.1 The Union may designate in writing one (1) shop steward selected from the bargaining unit. The union may also appoint an alternate to serve as the steward in the absence of the steward.

10.2 The authority of the shop steward shall be limited to the investigation and presentation of grievances, collection of dues, and transmission of messages from the Union to the Township on their own time.

10.3 It is understood that the steward holds a position of responsibility and therefore has a special duty to comply with the terms of this Agreement. The steward has no authority to take strike action or any other action prohibited by Article 4

10.4 The accredited representatives of the Union shall be permitted to enter the Township premises during working hours, after checking in at the office, with the provision that at no such time shall such visitation rights interfere with the work requirements of any employee, or of the operational requirements of his department, or the Township.

10.5 The Union may post its official notices, pamphlets and bulletins on its bulletin boards in areas so designated, provided that such material is signed, dated, and clearly identified as to source. No such material shall be posted which is profane, obscene, or defamatory of the Township or its representatives, or to any individual. The Township will supply the bulletin board.

ARTICLE 11 **GRIEVANCE AND ARBITRATION PROCEDURE**

11.1 It is the intent of this procedure to settle grievances fairly, quickly, and at the lowest level possible. This is possible only when all parties to the grievance attempt to understand each other's interests. Persons responsible for answering grievances at each stage are expected to know Township rules and policies and to know their own authority and use it to its full extent in answering grievances. If there is good reason, and if agreed to be all parties, the time limits specified in the procedure may be extended in order to allow a satisfactory solution to be reached.

The higher steps of the procedure are intended for cases where there is a dispute over the meaning of a policy, situations which are not covered by Township policy, or cases where following a policy would result in situations that are obviously unfair or unintended.

11.2 For employees covered by a collective bargaining unit a grievance shall be defined as a dispute involving the interpretation or application of any specific provision of the Agreement. The grievance may be asserted by an individual or his Union representative. Matters of discipline are specifically not covered by this procedure.

LEVEL ONE - Department Head The employee shall present his grievance in writing, no later than ten (10) calendar days after the event leading to the grievance, to his respective department head; for the Highway Department it is the Highway Supervisor. The grievance shall state the problem and specify the section of the Agreement violated and shall set forth the remedy requested. The department head will respond within ten (10) days. Copies of the grievance and response shall be given to the Township Manager for information.

LEVEL TWO - Township Manager In the event no decision is rendered with ten (10) days, or an unsatisfactory decision is rendered, the grieving party may forward the facts of the grievance in writing to the Township Manager within seven (7) additional days. No later than seven (7) days after receiving such written notice, the Township Manager shall give a written response to the grievance. If a formal grievance reaches Level Two the Board of Commissioners will be notified.

LEVEL THREE - Board of Commissioners In the event no satisfaction is received at Level Two, the grieving party may present the grievance **within thirty (30) days** in writing to the Board of Commissioners. The Board of Commissioners shall answer the grievance within fourteen (14) days of submission.

LEVEL 4 - Arbitration In the event the Union does not accept the answer of the Board of Commissioners, it may, within fourteen (14) days of receipt of the Answer, submit the grievance to binding arbitration. The parties shall have ten days to agree upon a neutral arbitrator. If no agreement is reached, the Union may submit the case to the American Arbitration Association for arbitration under the voluntary rules of labor arbitration. The arbitrator shall have no authority to add to, modify, or alter the terms of this Agreement.

ARTICLE 12 WAGES

12.1 Effective the first (1st) year of the contract settlement, the hourly rate of a full grade laborer shall be as stated in Appendix A to this Agreement.

12.2 Beginning the second (2nd) year of the contract settlement, the hourly rate of a full grade laborer shall be increased by three (3%) percent above the rate for the first (1st) year. Beginning the third (3rd) year of the contract settlement, the hourly rate of the full grade laborer shall be increased by three (3%) percent above the rate for the second (2nd) year.

12.3 The hourly rates for non-full grade laborers shall remain the same as shown in Appendix A for the duration of this Agreement.

ARTICLE 13 MEDICAL AND INSURANCE BENEFITS

13.1 Medical Benefits - The Township shall continue to offer to all regular, full time employees the option of selecting hospitalization, surgical, major medical, prescriptions, dental and vision care benefits for them and their dependents, subject to the following:

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, 2015 through and including December 31, 2017.

If the employee wishes to have Aetna PPO coverage, the Township will pay the amount of premium equal to the Delaware Valley Health Insurance Trust (DVHIT) Aetna premium allowance and the employee will be responsible for the remainder of the premium, which shall be paid via payroll deduction. The employee may also take advantage of the Township's policy of opting out of coverage upon proof of other adequate coverage.

13.2 Short-term Disability Benefits - The Township shall provide all regular, non-probationary, full-time employees with short term disability benefits comparable to those currently provided by the Township, i.e. a six hundred (\$600) dollar weekly indemnity benefit for up to twenty-six (26) weeks after all other compensable time has expired.

13.3 Life Insurance and Accidental Death and Dismemberment Benefits - The Township shall continue to provide all regular, non-probationary, full-time employees with life insurance and accidental death and dismemberment benefits comparable to those currently provided by the Township.

ARTICLE 14 **HOLIDAYS**

14.1 The following days shall be considered paid holidays for employees:

New Year's Day	Labor Day
Martin L. King Day	Columbus Day
Presidents Day	Flag Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas

14.2 Eligibility for Paid Holidays - All regular, non-probationary, full-time employees shall be eligible for 8 hours pay for all holidays providing the employee works the business day before and after said holiday with the exception of scheduled vacation, except in cases of proven illness/injury or unless the absence is mutually agreed to.

14.3 Holidays Falling on Weekends - Holidays which fall on a Saturday shall be observed on the preceding Friday and holidays which fall on a Sunday shall be observed on the following Monday unless otherwise determined by the Township Manager.

14.4 Holidays Occurring During Leaves of Absence When a holiday occurs during an authorized leave of absence for which an employee received compensation, the holiday shall be a paid holiday and the day will not be chargeable to any other leave.

ARTICLE 15
VACATION

Permanent, full time employees earn vacation according to the schedule set forth in the personnel manual which is as follows:

During the first year:

Employees hired between 1/1 and 2/1	5 days per year
Employees hired between 2/2 and 4/1	4 days per year
Employees hired between 4/2 and 6/1	3 days per year
Employees hired between 6/2 and 8/1	1 day per year
Employees hired after 8/1	0 days per year
Beginning the 2nd through 6th year	10 days per year
Beginning the 7th through 11th year	15 days per year
Beginning the 12th through 15th year	20 days per year
Beginning the 16 th through 17 th year	22 days per year
Beginning the 18th and following years	25 days per year

15.2 Employees are credited with earned vacation at the beginning of each calendar year of service. An employee requiring time off for any reason prior to earning the leave, will be considered for leave without pay under Township policy. Leave without pay must be approved by the Township Manager.

15.3 Temporary or part-time employees do not earn paid vacation.

15.4 Employees will be given a reasonable opportunity to use earned vacation in the year in which it is earned. If an employee does not use the vacation in the calendar year earned, he/she may request that the unused vacation be carried over to the following year. All requests to carry over vacation leave for good cause must be given in writing to the Township Manager for his approval.

15.5 When a holiday occurs during an employee's vacation and the employee is regularly entitled to the holiday, the holiday shall not be counted as part of vacation time.

15.6 All vacation schedules shall be submitted to the Department Head by April 1 of each year. In the event that two (2) employees submit timely requests for the same week of vacation, preference shall be given to the senior employee. Vacation requests received after April 1 shall be granted on a first come, first served basis. Vacation leave shall be taken in periods of hours/days and/or weeks with the permission of the Department Head.

ARTICLE 16
PERSONAL DAYS AND BEREAVEMENT LEAVE

16.1 Full time, permanent employees will be granted four (4) personal days off with pay at the employee's choosing subject to management's responsibility to maintain efficient operations. Personal leave is credited at the beginning of each calendar year.

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

ARTICLE 17
SICK LEAVE

17.1 Sick leave with pay shall be granted as prescribed herein for the following reasons:

- a. Physical incapacity (including as a result of pregnancy) not incurred in the line of duty.
- b. Personal illness.
- c. Enforced quarantine of the employee in accordance with community health regulations.

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 twenty (120) days. Employees who are absent on sick leave for three (3) incidents or less not totaling more than five (5) days per year shall receive an additional personal day the following calendar year. Employees who do not use any sick leave in a calendar year shall be entitled to two (2) personal days off the following calendar year. Incidents of sick leave shall not include time off due to workers compensation injuries or other paid absences.

17.3 The need for sick leave must be reported to the employee's supervisor no later than one-half (½) hour prior to the employee's starting time each day unless prior agreement is reached with the supervisor, such as for childbirth leave. Upon return to work, an employee must present a doctor's certificate if three (3) or more consecutive days have been used, or if, in the opinion of the supervisor, the employee has been abusing the use of sick leave. Note: This paid sick leave policy is administered by the Township in conjunction with the Family and Medical Leave Act (FMLA). Employees' rights and obligations under FMLA are dictated by Federal Law.

ARTICLE 18
RETIREMENT BENEFITS

18.1 The Township shall continue to provide employees with the same retirement benefits currently provided under the present retirement system. The Township practice of paying one-half (½) of accumulated sick days as severance pay at retirement shall continue.

ARTICLE 19
CLOTHING AND SHOES

Employees shall receive a yearly allowance of up to one hundred and fifty (\$150) dollars for boots (payable within 48 hours upon presentation of a receipt) and one hundred and seventy-five (\$175) dollar allowance for uniforms (to be applied towards uniform orders from the Township's designated supplier).

ARTICLE 20
JURY DUTY

An employee required to serve on jury duty will be excused with pay for the time lost as a result of such jury duty, provided that he or she submits all jury duty compensation to the Township and provides satisfactory evidence of serving on the jury.

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 eight hundred (\$800) dollars each year for being on-call; \$400 payable in February and \$400 payable in November of each year.

ARTICLE 22
COMMERCIAL DRIVER'S LICENSE REQUIREMENTS

The Union acknowledges that the primary responsibility for obtaining a commercial driver's license lies with the employee whose job requires such a license. The CDL requirement remains in effect as long as the Township has vehicles in operation that require a CDL licensed driver. Failure to obtain a CDL may result in the employee's termination up to and including discharge. All CDL employees are subject to the drug and Alcohol policy previously negotiated with the Union.

ARTICLE 23
OUTSIDE EMPLOYMENT

Employees may not engage in outside employment which might in any way hinder their objectives and impartial performance of their public duties, embarrass the Township or impair their efficiency on the job. Employees must notify their supervisor of all outside employment.

ARTICLE 24
UNION SECURITY

24.1 Union Security/Collection of Dues

(a) Membership – Any employee who, on the effective date of this agreement, has joined the Union, or who joins the Union in the future, must, as a condition of employment, remain a member for the duration of this agreement, with the provision that any such employee may resign from the Union during a period of fifteen (15) days prior to the expiration of this agreement.

(b) Dues Checkoff – The Township agrees to deduct from the pay of all employees covered by this agreement the dues, initiation fees and/or uniform assessments of the Local Union having jurisdiction over such employees, and agrees to remit to said Local Union all such deductions prior to the end of the month for which the deduction is made. Where laws require written authorization by the employee, the same is to be furnished in the form required. The Local Union shall certify to the Township, in writing each month, a list of its members working for the Township who have furnished to the Township the required authorization, together with an itemized statement of dues, initiation fees (full or installments), or uniform assessments owed, and to be deducted for such month, from the first paycheck following receipt of statement of certification of the member, and remit to the Local Union in one lump sum. The Township shall add to the list submitted by the Local Union the names of all regular new employees hired since the last list was submitted and delete the names of employees who are no longer employed.

(c) Fair Share Fee – Membership in the Local Union is not compulsory. Employees have the right to join, not join, maintain or drop their membership in the Local Union as they see fit. Neither party shall exert any pressure on, or discriminate against, an employee as regards such matters. Membership in the Local Union is separate, apart, and distinct from the assumption by one of his equal obligation to the extent he receives equal benefits. The Local Union is required, under this agreement, to represent all of the employees in the bargaining unit fairly and equally without regard to whether or not an employee is a member of the Local Union. The terms of this agreement have been made for all employees in the bargaining unit and not only for members in the Local Union, and this agreement has been executed by the Township after it has satisfied itself that the Local Union is the choice of the majority of the employees in the bargaining unit. Accordingly, it is fair that each employee in the bargaining unit pay his own way and assume his fair share of the obligations along with the grant of equal benefits contained in

this agreement. In accordance with the policy set forth in this section above, all employees shall, as a condition of continued employment, pay the Local Union, the employees' exclusive bargaining representative, an amount of money equal to that paid by other employees in the bargaining unit who are members of the Local Union, which shall be limited to an amount of money equal to the Local Union's regular and usual initiation fees, and its regular and usual dues. For present employees, such payment shall commence thirty-one (31) days following the effective date or on the date of execution of this agreement, whichever is later, and for new employees, the payment shall start thirty-one (31) days following the date of employment. Nothing contained in this section shall be construed so as to require the Township to violate any applicable law. The Union shall indemnify and save the Township harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken or not taken by the Township for the purpose of complying with any provisions of this Article or any of the provisions of this Agreement relating to any requirements of membership in the Union, or obligations of Union members or by reliance upon any list, notice, request or assignment furnished under any such provisions or by reason of any action taken or not taken by the Union.

ARTICLE 25 **SENIORITY**

25.1 An employees' seniority date shall be the last date of hire with the Township. Seniority shall be honored in cases of layoff and in selection of vacation.

25.2 The Township will post on a bulletin board the seniority list for members of the bargaining unit. A copy of the list will be sent to the union along with notice of any changes.

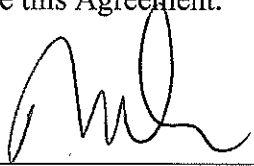
ARTICLE 26 **EFFECT OF AGREEMENT**

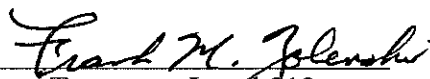
26.1 The express terms of the Agreement constitute the full and complete agreement between the Township and the Union, and there shall be no agreements, conditions or understandings, either oral or written, other than as set forth herein. In addition to the terms of this agreement, the parties recognize that certain terms and conditions are set forth in the personnel manual. It is further agreed that no amendment, change or addition to this Agreement shall be binding upon either party hereto unless reduced to writing and signed by both parties. The parties also acknowledge that during the negotiations which resulted in this Agreement, each had the opportunity to make demands or proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and neither side shall have the obligation to bargain on any other item for the life of this Agreement.

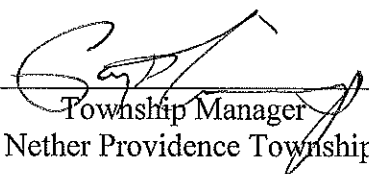
26.2 In the event any provision of this Agreement is or shall be at any time declared to be contrary to law, all other provisions of this Agreement shall continue in full force and effect.

ARTICLE 27
DURATION

This Agreement shall be in full force and effect until December 31, 2017, shall remain in effect from year to year thereafter unless either party shall notify the other party at least one hundred and eighty (180) calendar days prior to the Township's budget submission date of its desire to terminate this Agreement.

By: 
Board of Commissioners
Nether Providence Township

By: 
Teamsters Local 312

By: 
Township Manager
Nether Providence Township

By: 
Shop Steward

APPENDIX A - WAGES

All full grade laborers shall be compensated according to the following schedule:

	<u>YEAR</u>	<u>HOURLY RATE</u>
FULL GRADE LABORER (AFTER FOUR YEARS)	January 1, 2015	\$23.64
	January 1, 2016	\$24.35
	January 1, 2017	\$25.08

NEW EMPLOYEES SHALL BE SUBJECT TO THE FOLLOWING SCHEDULE EFFECTIVE JANUARY 1, 2008*

1 ST YEAR OF SERVICE	80% of Full Grade Laborer Rate
2 ND YEAR OF SERVICE	90% of Full Grade Laborer Rate

Commencing with the third year of service, employees shall be raised to the full grade labor rate indicated above.

* "NEW EMPLOYEES" SHALL INCLUDE THOSE CURRENT EMPLOYEES WHICH HAVE NOT COMPLETED THREE YEARS OF SERVICE

Delaware Valley Health Insurance Trust
Norfolk Providence Township
Value-Based Benefits

Whole Life Policy/Policy Replacement	2023 employee only option. For employee using voluntary. Total benefit through the term of the policy.
COVID-19 Vaccine Program	At no cost to the employee, the employer will provide the COVID-19 vaccine. The employer will provide the COVID-19 vaccine through the term of the policy.
Health Reimbursement Program	At no cost to the employee, the employer will provide the Health Reimbursement Program. The employer will provide the Health Reimbursement Program through the term of the policy.
Voluntary Health Insurance	The employee will be able to purchase health insurance through the employer. The employer will provide the health insurance through the term of the policy.
Disability Insurance	The employer will provide disability insurance through the term of the policy.
Life Insurance	The employer will provide life insurance through the term of the policy.

Employee Benefit	2023 Plan Year	2024 Plan Year	2025 Plan Year
Medical Insurance	1,234,567	1,234,567	1,234,567
Dental Insurance	123,456	123,456	123,456
Life Insurance	567,890	567,890	567,890
Disability Insurance	345,678	345,678	345,678
Health Reimbursement Program	234,567	234,567	234,567
Voluntary Health Insurance	123,456	123,456	123,456
COVID-19 Vaccine Program	0	0	0
Whole Life Policy/Policy Replacement	0	0	0

Financial Reporting Services Authorization - 2014

Nether Providence Township

Please complete Parts 1 through 3 below to provide information about your municipality's financial reporting basis, indicate which report you would like Mockenhaupt Benefits Group to prepare as of December 31, 2014 (including the date, if any, by which you need the selected report), and your accountant's contact information (in the event we have questions regarding your reporting).

Part 1 Our municipality's financial reporting basis is (check any and all of the following that apply):

- Full GAAP, including all GASB Requirements
- Modified Cash
- Accrual
- DCED reports only
- Cash
- Other _____
- Modified Accrual

Part 2 Please prepare the following for Nether Providence Township's pension plan(s) by the date indicated below:

Financial Statements and Notes as of December 31, 2014 for Compliance with GASB Statements Nos. 27, 40, and 67* (In future years this report will provide compliance with GASB Statements Nos. 40, 67, and 68.)

- Stand-Alone Calculation of Total Pension Liability and Net Pension Liability as of December 31, 2014 (Calculation of these values will require either a roll-forward of liabilities from the most recent actuarial valuation report or the performance of an interim actuarial valuation. In future years this report may be expanded to include a schedule of deferred in-flows and out-flows required by GAS 68.)


*This report prepared by MBG is not intended to represent an audited financial statement of the plan

Date Report Needed: 3-23-15

Part 3 Accountant Information

Primary Contact Name: Tim Sawyer Phone: 302-468-4020
Firm Name: Barbacane-Thornton & Company LLP Email: tsawyer@BTCPA.com

Authorization to Contact your Accountant and to Perform the Services Requested Above:


Signature of Chief Administrative Officer 3-14-15
Date

Please return this completed Authorization by November 30, 2014 via one of the following:

e-mail: colleen.deer@mbgbenefits.com Fax: (412) 394-6339 FTP Connection (TO MBG Folder)

or mail: Mockenhaupt Benefits Group
Attn: 2014 Financial Reporting Services Authorization
One Gateway Center, Suite 1475
420 Ft. Duquesne Boulevard
Pittsburgh, PA 15222