



**Local 2278**

August 28, 2024

6pm-8pm

Homestead Youth Association

### **Membership Meeting**

Roll call of officers:                    Chester                    Rivera                    Escalera                    Green

Business Agent:                    Terry Woodrow

Meeting to order:                    6:05pm

Terry:

You should have received the memorandum

We will not sign the moa until

Residency clause out so that we can still work here but not have to live here

We will not sign until we get it in writing

Completed on Monday 8/26

Highlight are the changes                    b/w is the same as the contract

1<sup>st</sup> change is preamble:

                  Local 71 to 63 change

Article 2

                  Dues deductible

Part time employees can be union employees

Work schedules

Gloria

Why was the change of lunch from 50min down to 30 min

Terry

For the 50 mins there is no working time

You work 7.5 hour day work the 50 minutes you do not work 8 hours

Mike

Changes for EMS (reads changes from memorandum)

Terry

They are 24/7 working schedule

Someone has to be on schedule

Terry

You will be given retro from January 2024

Mike

19 steps for EMS we are down to 13 steps

2% raise across the board due to step change

New hires will be affected

13 steps worked out better

Terry

The step process is being removed eff 2026

Mike

Increase the pay for part time employees so that we can compete with competitors in other townships

Due to covid it hurt us

Terry

Holidays

You must choose Juneteenth or Columbus day

Mike

EMT will be given time and a half for holidays eff Jan 2025

If the EMT is scheduled off on any recognized holiday the EMT already off shall receive no additional compensation or day off

Rey

There is a min we have to contribute for the HSA its going up to 2% to keep it in compliance

Dee

What does that mean

Terry

Health ins. Is expensive

Take the .5 hit or not

It will go up

If you get suspended you can take the suspension or take the fine

Mike

Football stand by for 3 High Schools

Cooper river events

Twp gets billed for the events

Terry

We need language with residency clause we will sign

You will see a chart on back page

Tomeka

I'm offended to hear we need to clock in and out on a 30 min break

Every dept in this township is working short

Twice pay

We don't make enough money to have a budgeting class

How can they calculate the timeframe

Increase on .5 of insurance

Its going down due to the .5 percent

Step prog will be removed by 2026 it benefits new people

Where we going to go with the housing market

This isn't much in here that is benefiting us

The state is starting with 3.5% they started with 1.5%

Terry

Municipal and counties

Tomeka

No raise yet and they want to take more away

Its not going to benefit us the residency clause

Rey

Insurance .5% we can choose not to but when it goes to 2 we will be screwed if we choose state it goes up 11%

Next year it gone

Tomeka

Are you getting the max?

Rey

Cpa looked at the number

10 years taxes not raised

All management is getting paid

We can't get it all at once

We gave up a little bit so EMT can get something

Next contract

Terry

Budget for last 2 years

Money is missing

Pennsauken does not have the ability to pay the numbers we were asking for

Lou

This is not the best deal

This is not the worst deal either

End of December 2023 we been negotiating

1% was offered for the first year

20 was a huge NO

Dee

30 min lunch

There are no breaks

Kathie

Management gets to come and go as they please

Terry

We cannot control them

Brett

We get 20 mins

We don't get breaks

We just deal with it

Snow/heat doesn't matter

Rey

Small line got inserted washup was taken from public works

You can't come in till 2:25

Tomeka

Why clocking out for 30 mins

Rey

Clock out of 7.5

Dee

Where are we going

What area can we go?

Brett

We sit in trucks

Dee

If someone comes in at 4:25pm

Erica

No overtime is given if you stay 10-15 mins after

Terry

If you're staying over, they have to give you approval they have to pay you for every min you work after your clock out time

Management has to approve it

10-15 mins but it has to be approved by management

Can follow up with grievance if not given that over time

Donna

EMS is hurting bad 72-hour work week

Multiple people doing EMS who are working well over the 36/48 hour work week

Giving up family time to work

66-hour work week

Got mandated another 6 hours

Terry

The money doesn't count

Ems they are getting knocked around

Jeff

Can you get money back if you opt out of the insurance

Terry

No

As long as you show them you have insurance else where

Erica

Bulk crew stats

Lou

Public works will handle that not contract

Dee

Juneteenth if we all agree for the holiday what happens

Lou

Let them figure it out

Jeff

What is the limit on residency

Time limit?

Rey

Nothing was mentioned

Trying to get language in contract

There was nothing discussed

Jeff

Can they switch it back

Terry

We would not sign it

Mike

It has to be NJ that's the only rule

Matt

Why did they want to do 2 pays

Rey

Money was the driving force

Who handles their payroll

Matt

Two pay checks in one is more taxing

Rey

Yearly earnings and split it up

Terry

That was done back in December not January

Proposals must be done back and forth

You were out of contract December 31 2023

Public employees follow the expired contract until new one is negotiated

Some locals 2 years were not going to wait

The dollar you are getting we may have been able to settle is different from the one you are getting now

Everything has gone up

You file for impasse with perc

September the 2 of us they go back and forth

Each side gets pushed to get contract passed

It's been almost a year

This is the offer by the township

We have to take to membership to ratify it

If the residency is not worded, we will not sign it we will come back to membership

Tim walked out twice on us

Kathy

Half hour lunch

We don't have lunch room

New building will have a lunch room

Were not getting a break

Mike

Starbucks will be there in 6mons

They want a trial and error with this 30 min break

If it's not working, we can fight next contract

Brett

They have committee meetings

Maybe these complaints can be taken to them

Terry

You can go to the township meetings and mention it

Sept 5<sup>th</sup> will be presented to committee

Lou

We see the elections

We had an independent source try to run against them

Nobody is going to go against the committee

Gloria

Is it going to be an open meeting



Matt

Be closed first than open to vote

Terry

Take a break for voting

7:45 pm meeting back in motion for voting

Brett & Juan will be doing the counting

Yes = 25      No = 5

It is passed for the contract to be agreed per MOA

Mike

Thank you for allowing me to be on team for EMS

Meeting adjourned:              7:48pm

(Terry Woodrow BA, took sign in sheet that was at the meeting)