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MEMORANDUM OF AGREEMENT

NOV 03 2022

BETWEEN

CITY CLERK'S OFFICE
CITY OF SEA ISLE CITY

SEA ISLE CITY AND

CWA- BLUE COLLAR EMPLOYEES

For contract commencing January 1, 2022

AMEND HEALTH AND WELFARE PROVISIONS

Sea Isle City ("City" or "Employer") and Communications Workers of America, AFL-CIO (hereinafter "CWA" or "Union") representing the Blue Collar Employees have reached the following tentative agreements to amend the collective Bargaining agreement commencing January 1, 2022.

Tentative agreements are subject to ratification by the City and by the Blue Collar Employees membership. The negotiations representatives for both sides agree to recommend approval by their governing bodies.

1. All existing contract provisions remain unchanged unless it is modified below.

2. **ARTICLE X INSURANCE, HEALTH AND WELFARE**

Current Paragraphs to be Amended:

A. Employees agree to the following benefits: State Health Benefit Plan Direct Access 15 or Comparable Plan. The City also will supply each employee with the eyeglass plan and dental plan now in effect for the other employees. The current dental and vision plans shall remain as is for 2022 through 2023.

Amended Paragraphs - All Other Paragraphs to Remain in Full Force

A. Employees agree to the following benefits: State Health Benefit Plan Direct 2030 or Comparable Plan shall be provided for 2023. The year 2022 shall remain as previously contracted. The City also will supply each employee with the eyeglass plan and dental plan now in effect for the other employees. The current dental and vision plans shall remain as is for 2022 through 2023.

Any employee enrolled in the Direct 15 Plan and desirous of remaining in the Direct 15 Plan shall have the option of remaining in that plan and shall be responsible to pay the Chapter 78 contributions and the cost difference to the City between remaining on the Direct 15 Plan and switching over to the Direct 2030 Plan.

In addition, the City shall provide each employee enrolled in the Direct 2030 Plan or lower cost premium plan covered under the State Health Benefits Plan through the City with a Health Reimbursement Arrangement (HRA). The HRA shall be accessible to the employee via the City providing to each employee an HRA card. The City shall provide benefits on the HRA Card to a maximum of \$800 for single coverage and a maximum of \$2,000.00 for family coverage per year.

with no accumulation of unused benefits.

The HRA Card shall not be permitted to
HRA Card shall be permitted to be used by the employee

- medical expenses
- co-pays
- co-insurance
- deductibles
- prescriptions
- vision
- dental

The HRA Card shall be provided by the
coverage in the annual amount as specified above

Each employee shall make arrangements
during the open enrollment period which ends on
January 1, 2023. This process shall be completed
Human Resources Office is available to assist employees

The current contract remains in full force
afforded in this agreement apply to current employees
contract.

The contemplated health care changes are
2023.

For CWA- Blue Collar Employees:
Date:

Adam Liebtag
