November 9, 2015

To: IAFF Negotiating Team
Subject: Memorandum of Agreement

October 1, 2015 – September 30, 2017 Wage Re-opener

As negotiated, please let this memo serve as documentation of our key points of agreement on changes to the contract and your expressed interests for the wage re-opener. All other sections and contract language not included in this memorandum of agreement remain in effect until the expiration of the contract on September 30, 2017. This memorandum of agreement includes all language changes throughout the contract as of October 1, 2015. The IAFF bargaining committee will recommend this package to the membership for ratification on or before November 1, 2015.

ARTICLE XV
WAGES AND CLASSIFICATIONS

Section 15.1 Wages

Effective October 1, 2015, union members will receive a 1.6% increase across the board.

Effective October 16, 2016, union members will receive a 1.6% cost of living adjustment as well as an additional amount based on merit.

For both years, some members, based on their seniority, will also receive one-time salary adjustments to alleviate compression issues within the job classifications.

15.2 Classifications - The union and management have agreed that the classifications and salary ranges in the contract are incorrect and need to be validated by the DOE annually. The classifications and corresponding salary ranges, validated within the market and with the DOE, will be published annually on the PPPL website.

Section 15.3 – Rate of Pay for Acting Supervisors/Captains/SME

(c) If an employee is deemed a subject matter expert and/or a trainer in a particular area, they will be paid at the Acting Captain Rate of an additional $5.00 per hour, at the discretion of management. For clarity, the approved subjects for SMEs/trainers are: CPR instructor (members with Instructor certification only – able to issue qualification cards); fire extinguisher training; instructor at PPPL and fire academy for training and drills (members with appropriate certification only); and fire investigator – post incident on site. Any other future subjects will be discussed and agreed to in Labor Management meetings.

Section 15.5-Shift Differential

Effective 10/1/2015, employees will again be paid a premium when they work a second or third shift (report to fill an opening). Second or third shift is any shift beginning during the hours listed below:

<table>
<thead>
<tr>
<th>Shift</th>
<th>Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Shift</td>
<td>3:00 a.m. and 1:59 p.m.</td>
</tr>
<tr>
<td>Second Shift</td>
<td>2:00 p.m. and 9:59 p.m.</td>
</tr>
<tr>
<td>Third Shift</td>
<td>10:00 p.m. and 2:59 a.m.</td>
</tr>
</tbody>
</table>

The shift premium will not apply to a normally scheduled shift either before or after the premium time.
ARTICLE XVII
HOURS OF WORK AND OVERTIME
Section 17.9 – Extreme Weather - All employees are considered essential services staff and are expected to report to work during weather emergencies. Premium pay (2.0x the hourly rate for all hours worked) will be paid to employees working during a laboratory closure.

For the purposes of calculating pay during extreme weather emergencies, all assigned staff who report in will be paid from the start of the eight-hour portion of the shift during which the laboratory closure is declared (see Section 17.5) and will continue to be paid at 2.0x regular pay until the Laboratory declares normal operations have resumed. Down time during a laboratory closure will be compensated at 1.5x regular pay.

ARTICLE XIX
LEAVES WITH AND WITHOUT PAY
Section 19.2 - Vacation Accrual - The rate of accrual for vacations shall be:
- Less than one (1) year of service - 80 hours accrued.
- Greater than one (1) year of service - 192 hours accrued.

The maximum carry over each year shall be 240 hours and employees cannot “borrow” against unaccrued vacation time. At separation of employment, employees will be paid a maximum of 240 hours, regardless of reason for separation. Vacation shall be charged at the rate of 20 hours / vacation day. If, due to budget reasons, laboratory staff have their carryover reduced to save jobs, the union will agree to do the same.

Section 19.6 – Absence for Compelling Reason – Supervisors may approve up to sixteen (16) hours per year for compelling and essential reasons. Section eliminated, as the 16 hours of CR time have been included in the new vacation proposal above.

We extend our appreciation for your contributions during negotiations and look forward to our continued partnership.

Respectfully,

John J Martin
John Martin
Associate Director, Client Services
Princeton University

AGREED & ACCEPTED:                                          DATE:

Robert Walker                                          11/9/15

John DeLooper                                          11/9/15

cc:                                                    
Fran White
Paulette Gangemi
John Martin