

## **RESOLUTION 2024-1**

### **Donegal Township Resolution on Reduction in Hours for Road Crew Employees**

**Thursday, March 28, 2024**

**THIS RESOLUTION IS MADE AND ENTERED INTO THIS 28<sup>TH</sup> DAY OF MARCH 2024.**

**WHEREAS**, the Township on February 29, 2024, met with the Union and engaged in effects bargaining over whether the Union would agree to a reduction in hours for the Road Crew employees, from forty (40) hours per week to thirty-two (32) hours per week, and

**WHEREAS**, the Township advised the Union during said meeting that said reduction was for economic reasons, and to reduce the overall the labor costs applicable to the Road Crew Department, and

**WHEREAS** the Township also advised the Union that it believes that the Road Crew Department can operate efficiently for the residents and taxpayers that the Township serves, and still provide all the necessary services and road maintenance, if the hours are reduced to thirty-two (32) hours per week and the employees work just four (4) days per week, and

**WHEREAS** it is believed that such a reduction in hours will result in a substantial economic savings for the Township in terms of reduced wages and benefit costs for these employees, and

**WHEREAS** it is believed that such a change is in the best interest of the Township and the residents it serves, and

**WHEREAS**, it has been a month since the Township's meeting with the Union and the Union has offered no counter proposal, or alternative solutions to reduce labor costs, and the Union's response has been that the expired CBA does not permit the proposed reduction in hours, or permit the Township to use of part-time employees in the bargaining unit, and

**WHEREAS** the Township disagrees with the Union's position on both of these issues, and

**WHEREAS**, the Township, in an effort to assure that it is proceeding in good faith requested an advisory opinion from a renowned Pennsylvania labor Arbitrator, William J. Miller, Jr. Esquire on the issues in dispute, and

**WHEREAS**, said Arbitrator has advised the Township that in his opinion the Township has the right under the expired CBA to reduce the hours of the Road Crew employees and use part-time employees in the bargaining unit, and

**WHEREAS**, the Township has shared said advisory opinion with the Union, but the Union continues to disagree with the same, and refuses to modify its position on the issues in question, or off any proposals for a resolution of the issues, and

**WHEREAS**, the Township has requested again that the Union meet and discuss the issues and /or offer a counter proposal on the issues, in an effort to amicably resolve all issues, and is awaiting for the Union's response, and

**WHEREAS**, in the event the Township is unable to resolve the issues in question with the Union amicably, it wishes to move forward with the proposed reduction in hours and the corresponding savings in wages and benefits, for the best interests of the Township and the residents it serves.

**WHEREAS** the Township desires a resolution authorizing it to proceed with the reduction in hours for Road Workers, and also authorizing it to recall back to work its Road Crew Leader who is on layoff, and

**NOW THEREFORE, BE IT RESOLVED:**

1. That, the Township Supervisors are authorized to attempt to meet with the Union to amicably resolve all issues pertaining to reducing the hours for Road Crew Employees from forty (40) hours per week to thirty-two hours per week, with a four (4) consecutive day schedule, to try and avoid unnecessary costs pertaining to litigation.
2. That, the Township Supervisors shall have full authority to resolve all issues with the Union, pertaining to this proposed reduction in hours, as it deems best for the Township and the Citizens it serves.
3. That, in the event the Township Supervisors are unable to reach an amicable resolution on the issues with the Union prior to April 15, 2024, and / or if the Union is unwilling to meet with the Supervisors on the issues, it is RESOLVED that effective April 15, 2024, the hours for the Road Crew department shall be reduced from forty (40) hours per week to thirty-two (32) hours per week, with a work schedule consisting of four (4) consecutive days, Monday through Thursday.
4. That, said reduction in hours shall result in a benefit reduction for the employees that is consistent with the terms and conditions of the expired collective bargaining agreement, as it applies to employees working such hours.
5. That, the Township Supervisor shall have full authority to negotiate a compromise of all issues pertaining to the proposed reduction of hours for the Road Crew employees, as it deems necessary and in the best interest of the Township.
6. That, the Supervisors may recall Scott Dorsey, the Township's Road Crew Leader, from layoff, on or about April 29, 2024, to work thirty-two (32) hours per week and at the same schedule as the other Road Crew Workers. He shall receive benefits that are consistent with the terms and conditions of the expired collective bargaining agreement that are applicable to an employee working such hours.

Donegal Township

by   
Secretary