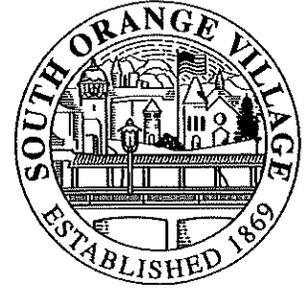


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RESOLUTION #2025-253

October 13, 2025

RESOLUTION AUTHORIZING A SIDE BAR AGREEMENT BETWEEN SOUTH ORANGE VILLAGE AND TEAMSTERS LOCAL NO. 125

WHEREAS, the Village of South Orange (Village) and Teamsters Local 125 (Teamsters) are parties to a collective negotiations agreement (C.N.A.) which covers the period of January 1, 2024 through December 31, 2027; and

WHEREAS, pursuant to Article 25 of the C.N.A., Teamsters hired before 1/5/20 and their eligible dependents are entitled to health insurance coverage under the State Health Benefits Plan, without limitation, but subject to a Teamsters requirement to contribute to the cost of health insurance in accordance with P.L. 2011, Ch. 78; and

WHEREAS, pursuant to Article 25 of the C.N.A., Teamsters hired on or after 1/6/20 and their eligible dependents are entitled to health insurance coverage under the State Health Benefits Plan, but limited to select the OMNIA Plan and must contribute to the cost of health insurance in accordance with P.L. 2011, Ch. 78; and

WHEREAS, the parties recognize that rising health insurance costs reduce employees' take-home pay and increase the Village's overall healthcare contributions; and

WHEREAS, the Village seeks to address these challenges in a manner that both alleviates the financial burden on employees and reduces overall costs to the municipality; and

WHEREAS, the Village has developed a program to share a portion of its healthcare savings directly with employees through additional contributions toward premiums for those who elect to enroll in the OMNIA plan.

NOW, THEREFORE, the Village and the Teamsters do hereby agree that Article 25 will be amended to add the following language:

1. Employees hired before 1/5/2020 who choose to enroll in the OMNIA plan shall be eligible for Village-provided contributions toward their Ch. 78 premium contributions, applied in 24 installments throughout the plan year.



2. Employees who choose to enroll in OMNIA Single Plan will receive premium contributions of \$1,200 annually.
3. Employees who choose to enroll in OMNIA Member/Partner Plan or Member/Child will receive premium contributions of \$2,400 annually.
4. Employees who choose to enroll in OMNIA Family Plan will receive premium contributions of \$4,800 annually.
5. In the event the State Health Benefit Plan changes plans that are available to its members or changes the contribution structure, the Village shall offer the new plans and follow the new pricing structure established by the State and shall no longer provide additional contributions under this program.

Council Member	Motion	Second	Ayes	Nays	Abstain	Absent
Brown			X			
Greenberg			X			
Haskins		X	X			
Jones			X			
Lewis-Chang			X			
Schnall	X		X			

CERTIFICATION

I, Ojetti E. Davis, Village Clerk of South Orange Village, County of Essex, State of New Jersey, do hereby certify that this is a true and correct copy of the Resolution adopted by the South Orange Village Council at their regular meeting held on Monday, October 13, 2025.


Ojetti E. Davis
Village Clerk