

Mayor Nolan offered the following Resolution and moved on its adoption:

**R-12-109**  
**RESOLUTION APPROVING**  
**REVISED MEMORANDUM OF AGREEMENT**  
**WITH THE COMMUNICATION WORKERS OF AMERICA UNION**

**WHEREAS**, by Resolution R-12-78, the Borough approved a Memorandum of Agreement for a successor Collective Bargaining Agreement with the CWA; and

**WHEREAS**, the Borough and the CWA desire to revise the Memorandum of Agreement concerning Crossing Guards hired after January 1, 2012; and

**NOW, THEREFORE, BE IT RESOLVED** that the Borough approves the revised Memorandum of Agreement between the Borough and the CWA for incorporating terms into a successor Collective Bargaining Agreement.

Seconded by Mr. Redmond and adopted on the following roll call vote:

**ROLL CALL:**

**AYES:** Mr. Redmond, Mr. O'Neil, Mr. Francy, Ms. Kane, Mayor Nolan

**NAYES:** None

**ABSENT:** None

**ABSTAIN:** None

**DATE:** May 2, 2012

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**CAROLYN CUMMINS, BOROUGH CLERK**

I hereby certify this to be a true copy of Resolution R-12-109 adopted by the Governing Body of the Borough of Highlands at a meeting held on May 2, 2012.

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**BOROUGH CLERK/DEPUTY CLERK**