

**RESOLUTION NO. 2021-30**  
**New Britain Township**  
**Bucks County, Pennsylvania**

**A RESOLUTION OF THE TOWNSHIP OF NEW BRITAIN RESOLVING TWO  
GRIEVANCES FILED BY THE NEW BRITAIN TOWNSHIP POLICE  
BENEVOLENT ASSOCIATION.**

**WHEREAS**, New Britain Township ("**Township**") is a Second Class Township that has formed a Police Department ("**Department**") pursuant to Pennsylvania law; and

**WHEREAS**, the rank and file police officers in the Department have organized and are represented by the New Britain Police Benevolent Association ("**PBA**") in regards to employment matters; and

**WHEREAS**, the Township and the PBA have entered into a series of collective bargaining agreements ("**CBA**") that address various employment matters and issues, including, but not limited to, grievances; and

**WHEREAS**, in 2014, the PBA filed a grievance under the then-current CBA regarding tobacco usage in patrol vehicles ("**Tobacco Grievance**"); and

**WHEREAS**, on January 29, 2021 the PBA filed a grievance under the then-current CBA regarding the Township's alleged failure to pay for certain overtime ("**Overtime Grievance**"); and

**WHEREAS**, the Township and the PBA have undertaken the steps laid out in the CBA concerning grievances up to arbitration for both the Tobacco Grievance and the Overtime Grievance; and

**WHEREAS**, the PBA approached the Township with a settlement offer concerning the Overtime Grievance, which the Township accepted with certain conditions that were subsequently accepted by the PBA.

**NOW, THEREFORE, BE IT HEREBY RESOLVED** by the Board of Supervisors of New Britain Township, that the Overtime Grievance shall be settled in accordance with the following terms:

- The Township shall provide each and every fulltime officer who is a member of the PBA with four (4) hours of Kelly Time in addition to the 104 hours of Kelly Time given to such officers under the CBA for the 2021 calendar year.
- Each officer shall use all of this additional Kelly Time by Midnight on December 31, 2021 or that individual officer shall forfeit any of this additional Kelly Time not used by this deadline.
- The PBA shall withdraw the Tobacco Grievance with prejudice by delivering a written withdrawal letter to the Township Manager, as well as, withdraw with prejudice any other outstanding or pending complaints or actions filed by the PBA concerning or related to the usage of tobacco products within patrol vehicles.

- The PBA shall withdraw the Overtime Grievance with prejudice by delivering a written withdrawal letter to the Township Manager within ten (10) days of the Township providing the additional Kelly Time to the officers in accordance with this Resolution.

**BE IT FURTHER RESOLVED**, that the Township's agreement to this settlement of the Overtime Grievance as set forth in this Resolution is not effective until the PBA properly withdraws the Tobacco Grievance and related complaints/actions in accordance with the requirements of this Resolution.

**BE IT FINALLY RESOLVED**, that the Board of Supervisors may repeal this Resolution and eliminate the additional Kelly Time granted under this Resolution if the PBA fails to properly withdraw the Overtime Grievance.

**SO RESOLVED**, this 15<sup>th</sup> day of November, 2021, at a duly convened public meeting of the Board of Supervisors of New Britain Township.

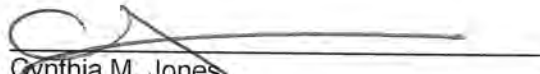
**NEW BRITAIN TOWNSHIP  
BOARD OF SUPERVISORS**


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