

XX ADDENDUM #1 SETTING FORTH AGREEMENT ON REOPENER NEGOTIATIONS  
 COMMENCED ON OR BEFORE JULY 1, 1986  
 PURSUANT TO ARTICLE XLV OF THE COLLECTIVE BARGAINING AGREEMENT  
 BETWEEN  
THE SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS  
 AND  
 THE ASSIGNMENT JUDGE OF THE VICINAGE INCLUDING SALEM COUNTY  
 AND  
 THE COMMUNICATION WORKERS OF AMERICA  
 REPRESENTING (JUDICIAL EMPLOYEES OF A NON-SUPERVISORY,  
 NON-CONFIDENTIAL NATURE OF THE COUNTY OF SALEM)

1. ARTICLE XXXVII - SALARIES

A. The parties agree that all members covered by this agreement who are on a salary basis or hourly basis actually on payroll as of the date of the signing of the within addendum (date last party signed) shall receive a thirty (30¢) cent per hour increase which shall be retroactive to July 1, 1986 and shall continue for the duration of the above referenced agreement.

B. The salary ranges shall be increased thirty (30¢) cents per hour effective July 1, 1986.

2. ARTICLE XXXVI - GRIEVANCE PROCEDURE, PARAGRAPH B - Steps of the Grievance Procedure

(1) STEP ONE - In addition to existing procedures set forth in the aforesaid agreement the grievant shall have a right to a personal conference with his or her immediate supervisor on the grievance within five workdays. The grievant shall have a right to a union representative present at the conference and to submit relevant documentary evidence in addition to the grievant's own verbal statement. In the event a conference is held the written decision shall be issued within three (3) workdays after the conference.

(2) STEP TWO - There is no change in the procedures set forth in Step Two of the within agreement.

(3) STEP THREE - There is no change in the procedure set forth in the procedures set forth in the within agreement.

(4) There shall be no loss of pay for employees attending the aforesaid conference

3. ARTICLE XXVI-JOB OPENINGS

Article XXVI of the within agreement is hereby changed as follows:

The word "may" in the second line of the paragraph is deleted. The word "shall" is hereby inserted in place and instead of the deleted word. A copy of the posting will be sent to the local union president.

FOR THE JUDICIARY IN THE JUDICIAL VICINAGE  
OF WHICH SALEM COUNTY IS A CONSTITUENT PARTY:

CWA,  
LOCAL 1041, AFL-CIO:

Samuel De Simone, AJSC

Oscar Abernathy  
Oscar Abernathy, President

FOR THE FUNDING AGENT COUNTY OF SALEM:

Alan Kaufman  
Alan Kaufman, CWA Representative

Joseph J. Dyer  
Joseph J. Dyer, Freeholder Director

William K. Greenwood  
William K. Greenwood, Vice-President  
Local 1041

ATTEST: Lee M. Munyon  
Lee M. Munyon, Clerk of the Board

x July 1, 1986 - June 30, 1987