

AGREEMENT BETWEEN

THE TOWNSHIP OF SOUTH BRUNSWICK

AND

**THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES**

AFL-CIO, LOCAL 2242

JANUARY 1, 2013 - DECEMBER 31, 2016

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ARTICLE 1

PREAMBLE

The purpose of this Agreement entered into as of the first day of January 2013, between the Township of South Brunswick, hereafter referred to as the Township, and the American Federation of State, County, and Municipal Employees, AFL-CIO, Local 2242 of Council 73, South Brunswick Township Employees, hereafter referred to as the Union, is to promote and insure harmonious relations, cooperation, communication and understanding between the Township and the Union, for the purposes of collective negotiations with respect to compensation, hours of work and other conditions of employment as herein provided.

The following terms used throughout this Agreement are defined as Follows:

- A. MANAGER: The Township Manager.
- B. EMPLOYEE: The employees of the various Departments covered by this Agreement.
- C. PERC: The Public Employment Relations Commission, State of New Jersey.
- D. PPPM: The Personnel Policy Procedures Manual of the Township.
- E. SENIORITY: The employee's most recent period of continuous service within the Unit.
- F. TOWNSHIP: The Township of South Brunswick.
- G. UNION: The South Brunswick Employees Local 2242.
- H. GWI: General Wage Increase

ARTICLE 2

RECOGNITION

- A. The Employer recognizes the Union as the sole and exclusive collective bargaining agent for all permanent full-time and permanent part-time employees listed in Appendix A. Temporary full-time, temporary part-time, seasonal employees, all other employees, supervisors, confidential employees, managerial and police employees as defined by PERC and as stated in the Certification of Representation are not covered by this agreement.
- B. Temporary full-time employees are hired for full-time work for a period of limited duration not to exceed four (4) months. Temporary part-time employees work on the average less than 1/2 the prescribed number of hours per week in a position, for a limited period of time (not to exceed four (4) months). The Township shall notify the Union if the Township finds it necessary to extend employment for another four (4) months, or part thereof, and shall state its reasons.

ARTICLE 3

DUES CHECKOFF

- A. The Township agrees to deduct from the salaries of its employees subject to this Agreement, dues for the Union. Such deduction shall be made in compliance with N.J.S.A. 52:14-15.9(e), as amended. Said monies, together with records of any corrections, shall be transmitted to the Union office by the end of the next month on or before the fifteenth (15th) day of the following month in which deductions were made. No new employee(s) shall pay union dues or receive union rights until such time that they have completed their six (6) month probation and are hired by the Township.
- B. The Township shall notify the President of the Union of all newly hired employees eligible for membership in the Union.
- C. If there shall be any change in the rate of membership dues during the life of this Agreement, the Union shall furnish to the Township written notice, prior to the effective date of such change.
- D. The Union will provide the necessary check off authorization forms and the Union will secure the signatures of its members on the forms and deliver the signed forms to the designated Township officials, as provided in N.J.S.A. 52:14-15(e), as amended. The authorization to deduct full Union dues may be revoked by an employee at any time, and full dues shall terminate January 1, or July 1, whichever date occurring first after notice of termination.
- E. Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the Unit, (after their six (6)

month probationary period), and any employee previously employed with the Unit who does not join within ten (10) days of reentry into employment with the Unit shall, as a condition of employment, pay a Representation Fee to the Union by automatic payroll deduction. The Representation Fee shall be in an amount equal to eighty five percent (85%) of the regular Union membership dues, fees and assessments. The Union's entitlement to the Representation Fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the Unit, provided that no modification is made in this provision by a successor Agreement between the Union and the Township.

- F. The Union shall indemnify, defend and save the Township harmless against any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken by the Township on reliance upon the salary deduction authorization cards submitted by the Union to the Township and/or that may arise by reason of action taken by the Township in the salary deduction of eighty five percent (85%) of Union dues for employees who are not members of the Union.

ARTICLE 4

MANAGEMENT RIGHTS

There are no provisions in the Agreement that shall be deemed to limit or curtail the Township in any way in the exercise of the rights, powers, and authority which the Township had prior to the effective date of this contract unless and only to the extent that provisions of the Agreement specifically curtail or limit such rights, powers and authority. The Union recognizes that the Township's rights, power and authority include, but are not limited to: The right to manage its operation; direct, select, decrease and increase the work force including hiring, promotion, demotion, transfer, suspension, discharge for good cause, or layoff; the right to make all plans and decisions on all matters involving its operation; the extent to which any department thereof shall be operated; the conditions thereto; replacements, curtailments, or transfers thereof; removal of equipment; outside purchases of products or services; the scheduling of operations; means and processes of operations; materials to be used and the right to introduce new and improved methods and facilities and to change existing methods and facilities; to maintain discipline and efficiency of employees; to prescribe rules to that effect; to establish and change standards and performance; determine qualifications of employees; regulate and ensure quantity and quality in performance; and to run the department efficiently. The Township recognizes that all the aforesaid rights shall be exercised reasonably in accordance with the Agreement.

ARTICLE 5
SALARY

There shall be general wage increases (GWI) during the term of this contract that will be applied to the minimums and maximums of all existing salary ranges covered by the contract as well as to the existing salaries of all employees covered by the agreement as follows:

- a) Effective January 1, 2013 - 1.5%
- b) Effective January 1, 2014 - 1.5%
- c) Effective January 1, 2015 - 1.5%
- d) Effective January 1, 2016 - 1.5%

In addition to the foregoing the following provisions shall continue to apply:

- A. The Township may hire all new employees at no less than the minimum salary for that job title. New employees may be hired above the minimum in accordance with the PPPM where experience and/or education warrant same.
- B. Adjustment in pay due to promotion shall not be used in any way to reduce the amount of the across the board salary increase.
- C. Salary is to be paid every other Friday.
- D. Employees hired after December 1 in any year shall not receive the wage increase scheduled for January 1 in the next succeeding year.
- E. Senior Position:
 - 1. Employees who have attained at least three (3) years of service in a position and have been at the top of the salary range for at least three

years in that position, shall advance to the "Senior" position the January 1 following their meeting the criteria. The salary/wage differential for the "Senior" position shall be four and one-half (4.5%) of the top of the range for the particular position.

2. If an employee does not get an entire merit increase because such increase would exceed the employee's maximum salary range, the year of this partial merit increase shall count as the first year toward the senior position. This exception is not applicable if employee fails to get maximum merit increase due to failure to meet employer set criteria on the date of the merit salary increase.

ARTICLE 6

LONGEVITY

- A. All bargaining unit members hired before January 1, 1983 shall continue being covered by the longevity plan, commencing upon anniversary date, described in the Personnel Policies and Procedures Manual with the exception that no employee shall be entitled to receive more than Five Thousand Dollars (\$5,000) in any given year.
- B. Employees hired after January 1, 1983, but prior to January 1, 1998, shall be subject to the following longevity plan:

Longevity Schedule

1. After completion of five (5)-years commencing upon anniversary date through ten (10) years - Six Hundred Fifty Dollars (\$650) per year.

2. After completion of ten (10) years through fifteen (15) years - One Thousand Dollars (\$1,000) per year.
 3. After completion of fifteen (15) years through twenty (20) years -One Thousand Five Hundred Dollars (\$1,500) per year.
 4. After completion of twenty (20) years through twenty-five (25) years - Two Thousand Dollars (\$2,000) per year.
 5. After completion of twenty-five (25) years through thirty (30) years - Two Thousand Five Hundred Dollars (\$2,500) per year.
 6. After completion of thirty (30) years - Three Thousand Five Hundred Dollars (\$3,500) per year.
- C. All payments shall be pro-rated in paychecks.
 - D. Payments shall commence upon attaining the anniversary date of full-time hiring.
 - E. Employees hired after January 1, 1998 shall not be eligible for Longevity Plan benefits.

ARTICLE 7

MERIT/STEP INCREASES

- A. All eligible employees within the Union may at the discretion of the Township Manager, receive a merit/step increase to a maximum of one and one-half (1.5%) percent in addition to the negotiated increase. The decision of the Township Manager is subject to the grievance procedure provided herein.
- B. Procedures for administering merit step increases are as follows:

1. NEW EMPLOYEES: If an employee is hired after January 1 of any given year, and before July 1, that employee is eligible for a merit/step increase as of the following January 1. If an employee is hired on or after July 1 of any given year, that employee is eligible for a merit/step increase as of the following July 1. Following one full year of employment, the employee shall be eligible for a merit/step increase as of January 1.
2. EXISTING EMPLOYEES: Employees earning the maximum salary allowed in their job classification, are not eligible for a merit/step increase.
3. EMPLOYEES APPROACHING MAXIMUM OF RANGE: If an employee is less than one and one-half (1.5%) percent below their maximum salary, the merit/step increase granted shall not exceed the maximum salary.
4. PROMOTED EMPLOYEES: An employee receiving a promotion shall be eligible for a merit/step increase pursuant to the following conditions:
 - a. If the employee was at maximum salary prior to the promotion, he/she shall not receive a merit/step increase until the following January 1 or completion of the six month probationary period, WHICHEVER OCCURS LATER.
 - b. If the employee was not at maximum and had received a full increase including the merit/step increase prior to the promotion, he/she shall not receive an additional step increase until the following January 1 or the satisfactory completion of the six (6) month probationary period, WHICHEVER OCCURS LATER.
5. The Township agrees to establish a committee comprised of AFSCME and Township officials to review merit system, procedure, standards and criteria. If a

significant number of employees fail to receive maximum merit increase as specified in paragraph A, the Committee will investigate process for inconsistent and/or unfair evaluations. If appropriate, the Committee will have an opportunity to develop new evaluation forms. The Township will make every effort to guarantee consistency among the various departments as well as guarantee that all eligible employees will receive merit increase.

6. If the employee promoted has received less than a full merit/step increase prior to the promotion, he/she shall receive the balance of the percentage due on the merit/step increase providing the promotion occurred before July 1. If the promotion occurs after July 1, he/she shall be eligible for a merit/step increase six months following the date of the promotion.

ARTICLE 8

HOURS OF WORK

The normal workweek for the bargaining unit shall be thirty five (35) hours, exclusive of the daily one-hour for lunch.

Each employee is permitted to take one fifteen (15) minute break during their a.m. working hours and one fifteen (15) minute break during their p.m. working hours.

ARTICLE 9

COMPENSATORY TIME, OVERTIME, EMERGENCY CALLOUTS

- A. The first hour of overtime will be computed at straight time either compensatory or paid at the employee's discretion. Compensatory time can be taken in ½ hour increments.

- B. All time worked after eight (8) hours during the employee's workday shall be computed at the overtime rate of one and one-half times the employee's hourly rate. Work on Saturday shall be computed at the overtime rate of one and one-half times the employee's hourly rate and work on Sunday and holidays shall be computed at double time the employee's hourly rate.
- C. If an employee is called out to respond to an emergency situation, the employee shall be paid a minimum of three hours at the employee's straight time hourly rate except as noted in paragraph B. The employer retains the right to keep the employee for the full call-out period. This paragraph is only applicable to situations where the call-back is not contiguous on front or back side with employee's workday.
- D. An employee who donated blood during work hours as part of the Township sponsored blood drive, shall be credited with two (2) hours of compensatory time to be scheduled with the approval of the Department Head.
- E. The Township agrees to remove the thirty (30) minute restriction for reporting to duty when an employee is on call.
- F. Telecommunication Technicians
1. Telecommunication Technicians shall receive \$105.00 per week for each week of being on call.
 2. On call pay shall be paid in a lump sum amount on the first pay period in December.
 3. No Telecommunication Technician shall be on call more than two weeks per month or more than two weeks concurrently, unless the employee volunteers to cover additional weeks.

4. Employees on call are expected to be available and will be called out if the emergency so dictates. Maximum response time shall be two hours.
 5. Call-outs shall be compensated pursuant to Section C of this article.
 6. Re-negotiation of On-Call Provisions. Effective July 1, 2000, if there are only two technicians available for on call duty after a period of time when a third technician would have worked two of his/her on call weeks consecutively, the Township agrees to renegotiate the on call provisions within thirty days from the date of the end of the second missed on call week. Should the renegotiations not be completed within the 30-day time period, on-call duty shall be suspended until they are complete.
- G. 1. Network Technicians that cover an on call consecutive seven day week period, Monday 8:30 a.m. to Monday 8:30 a.m. shall be entitled to the weekly on call stipend.
2. On call pay shall be paid in a lump sum amount at the first pay period in December.
 3. Employees on call are expected to be available and will be called out if the emergency so dictates. Maximum response time shall be two hours.
 4. Call out shall be compensated pursuant to Section C of this article.

ARTICLE 10

JOB BIDDING AND PROMOTIONS

- A. All new and vacant positions which are to be filled must be posted within all departments for five consecutive days. Job Qualifications shall be part of the job posting and shall clearly state the qualifications for the position.

- B. All employees who have been in their current position for six months or more may bid on vacant positions in a classification higher than that of the position presently held by the employee, or on a lateral position. Seniority may or may not be a criteria for promotion. Any employee bidding on any union or administrative promotion or vacant position within the Township that meets all qualifications, shall be given preference to fill that position before hiring someone from the outside. Any employee not receiving the position shall be notified in writing.
- Any employee receiving a new position shall normally not be required to work longer than two (2) weeks in his/her present position. If operational needs require an extension of that two (2) week period, the Township will discuss the reason for and the amount of such extension with the Union during the two (2) week period following notice of receipt of the new position.
- C. Employees on layoff and recall shall be eligible to bid on job openings. Employees who were laid off and recalled are not subject to Article 10, paragraph B.
- D. Any employee promoted into a position with a higher grade range shall receive a five percent (5%) increase in his/her annual base salary at the time of appointment. If, however, five percent (5%) does not equal the minimum of the new salary range, he/she will receive the minimum of the new range.

ARTICLE 11

PART-TIME EMPLOYEES

Permanent part-time employees hired prior to January 1, 1998, shall receive the benefits provided for regular Township employees in the areas of holidays, sick leave and vacation

leave at a pro ration equal to the percentage of time they normally work. They shall receive full Township medical, dental and optical benefits for themselves, i.e. single coverage. Part-time employees shall not be eligible for degree incentive. Part-time employees shall receive holidays only if the holiday, falls on a scheduled workday. Permanent part-time employees hired on or after January 1, 1998 who regularly work twenty-five (25) hours per week shall receive full Township medical benefits for themselves, i.e. single coverage and single dental and optical benefits.

ARTICLE 12

MEDICAL BENEFITS

- A. The Township agrees to provide medical coverage for all eligible employees and their eligible dependents in accordance with the terms, conditions and definitions of the policies of insurance set forth in the Horizon Blue Cross/Blue Shield Plan as that Plan may be amended or modified. Employees covered hereunder shall pay contributions by way of payroll deduction to the cost of health insurance premiums, including prescription and dental care, based upon pensionable base salary in accordance with the provisions of P.L. 2010 c. 2 and P.L. 2011 c. 78 which are incorporated by reference as if set forth herein at length. P.L. 2011 c. 78 became effective June 28, 2011 and has an expiration date of four years after its effective date. The Township will continue to provide a Direct Access 15 Plan and a Direct Access 10 Plan and employees selecting a Direct Access 10 Plan shall pay the difference between the Direct Access 10 and the Direct Access 15 to the Township by way of payroll deduction in addition to P.L. 2010 c. 2 and P.L. 2011 c. 78 contributions.

1. Bargaining unit members shall receive Dental Care Program provided by the New Jersey Dental Service Plan, Inc.
 2. The current Vision Care Program in effect as of December 31, 1987 shall continue in full force and effect.
- B. The Township may change these plans and vendors provided that the overall benefit level remains the same or is improved. The Township will give notice prior to changing insurance carriers, and will provide its comparative analysis of benefits prior to implementing any contemplated change.
- C. In the event of the death of an active employee, the Township agrees to continue to provide health benefits to the employee's family (spouse and dependents as described) according to the conditions set forth below:
1. If the employee dies "on the job", the Township agrees to continue to provide the "family" coverage provided at time of death or other available family coverage at the option of the spouse and to pay the premium for the health plan for a period of ten years or until the spouse remarries or gets employment which provides medical insurance coverage. The employee's spouse must accept such medical coverage as offered by said employer.
 2. If an employee or retiree dies "off the job", the Township agrees to continue to provide the "family" coverage as set forth above in C and pay the premium for the health plan for a period of five years or until the spouse remarries or obtains employment which provides medical insurance coverage. The employee's spouse must accept such coverage as offered by said employer.

- D. The Township shall provide Retiree Medical Benefits and the State Health Benefits Prescription Drug Program for the Retiree and eligible family (spouse and dependents up to age 26) after 25 years of service within PERS with at least 15 years' service with the Township and/or ordinary and accidental disability retirement until the employee is eligible for Medicare. If the employee retires with 30 years' service within PERS with a minimum of 15 years' service with the Township, the employee shall receive dental insurance also until eligible for Medicare. Upon eligibility for Medicare the Township will pay for a Supplemental Medicare Policy for the employee and spouse only. This Supplemental Medicare coverage shall make the retired employee's medical and hospitalization coverage substantially similar to the current employee's medical and hospitalization coverage.
- E. The Township shall provide a prescription plan for all eligible employees and their eligible dependents through the Horizon Blue Cross/Blue Shield Plan as that Plan may be amended or modified.
- F. The Township contribution to the disability plan shall be capped at \$8.00 per month. The parties agree that AFSCME may propose a substitute disability plan and the Township will cooperate with AFSCME to implement the plan as a replacement where it presently exists provided the contribution level of the Township shall remain the same.
- G. In addition to the foregoing provisions, effective January 1, 2009 the Township shall provide New Jersey Direct Access 15 with no premium contribution and employees electing coverage under the New Jersey Direct Access 10 Plan shall pay the difference

in cost between the Direct Access 10 and Direct Access 15 to the Township by way of payroll deduction.

Further, there shall be a maximum co-pay for doctor visits for employees enrolled in Direct Access 15 which shall be in the amount of \$20.00 per visit. If a co-pay in excess of \$20.00 is established during the term of this contract for employees enrolled in the Direct Access 15 Plan, the township will reimburse the excess to eligible employees on a quarterly basis. Eligible employees shall submit proof of payment by the 15th of the last month of the quarter and will be paid by the end of the succeeding month.

As set forth above, employees shall be responsible for all co-payments required under the Prescription Plan except that increases in co-pay beyond \$9.00 per 30-day supply of generic drug sold retail and \$30.00 per 30-day supply of brand name drug sold retail and \$10.00 per 90-day supply of generic drug sold mail order and \$30.00 per 90-day supply of brand name drug sold mail order shall be reimbursed by the Township on a quarterly basis as set forth above, except that if there is no generic substitute for brand name and maximum co-pay shall be \$20.00 for a 30-day supply retail or 90-day supply mail order of brand name. It shall be the responsibility of the employee to provide proof that generic substitute is not available and to indemnify the Township against any claim of privacy violations.

- H. The Township shall provide the full name and telephone number of the insurance carrier.
- I. Vision Care: All employees shall receive the following reimbursement if the listed items are not covered by their chosen medical coverage vision care plan:

Eye examination	-	\$55.50
Lense Pair		
Single Vision	-	\$45.00
Bifocal	-	\$90.00
Trifocal/Progressive		\$111.00
Lenticular	-	\$144.00

Contact Lenses

If following surgery or when visual acuity cannot be corrected to 20/70 in the better eye by conventional lenses	-	\$201.00
Other contacts	-	\$ 90.00
Frames	-	\$ 45.00
Glaucoma exam if not part of regular eye exam	-	\$32.25

ARTICLE 13

PERSONAL DAYS

All bargaining unit members hired prior to January 1, 1998, shall receive three (3) personal days each year. A request for a personal day shall be submitted in writing to the supervisor at least three (3) days in advance. However, in cases of emergency, an employee may call into the supervisor that he/she is taking a personal day.

Employees hired after January 1, 1998 shall receive one (1) personal day their first year of employment; two (2) days during the second year of employment and three personal (3) days during their third year of employment. This modification shall be effective prospectively from January 1, 2004.

ARTICLE 14

HOLIDAYS

A. The Township hereby designates the following holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day

Lincoln's Birthday	Veteran's Day
Presidents' Day	Election Day
Good Friday	Thanksgiving Day
Memorial Day	Friday following Thanksgiving
Independence Day	Christmas Day

- B. If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday.
- C. Should an official holiday occur while an employee is on sick or vacation leave the employee shall not have that holiday charged against sick or vacation leave.

ARTICLE 15

VACATION

- A. Full-time permanent employees shall be granted a vacation leave, with pay, each year, in accordance with the following schedule.
 - 1. Employees with five (5) or less years' service shall earn one working day of vacation for each month of service.
 - 2. Employees, upon completion of five (5) years of service, shall be entitled to annual working days of vacation leave as follows:
 - (a) From five (5) years of service to completion of ten (10) years –
seventeen (17) days
 - (b) From completion of ten (10) years to completion of fifteen (15) years
nineteen (19) days

- (c) From completion of fifteen (15) years to completion of twenty (20) years twenty-one (21) days
 - (d) From completion of twenty (20) years to completion of twenty-five (25) years - twenty-three (23) days
 - (e) From completion of twenty-five (25) years on - twenty-five (25) days
- B. Employees will be allowed to carry over up to ten (10) earned and accumulated vacation days into the next calendar year with written approval of Manager or Designee.
 - C. In no event shall an employee be entitled to earn more than twenty-five (25) days of vacation leave per year.
 - D. The provisions of the Vacation Leave Policy, as provided in the PPPM, shall apply where applicable.
 - E. Vacation shall be pro-rated during first year and last year of service.
 - F. Employees will not be eligible to use days during probationary period.
 - G. Employees on paid or unpaid leave for more than thirty (30) days shall have vacation prorated for time absent.

ARTICLE 16

BEREAVEMENT LEAVE

- A. Each bargaining unit member may be granted time off, upon notification of such employee's department head, with pay, not to exceed five (5) working days for the death of a spouse or child from day of death or day of funeral.

- B. Each bargaining unit member may be granted time off, with pay, not to exceed four (4) working days in the event of a death in his/her immediate family from day of death or day of funeral. The term "immediate family" for the purpose of this policy shall mean the father or mother, brother or sister, step-child, current mother-in-law or current father-in-law, current brother-in-law or current sister-in-law, son in-law and daughter in-law, and grandparents, and grandchildren of the employee.

Each bargaining unit member may be granted 1 day to attend the funeral of a current aunt or uncle if the funeral falls on a regularly scheduled workday.

- C. Reasonable verification of the death may be required by the employer.
- D. After the expiration of the bereavement leave the employee has the option of using accumulated vacation and personal days in order to extend his/her time off, due to extenuating circumstances resulting from the death of a spouse or child. If the employee has four or less days remaining he/she shall have the right to charge against next year's vacation and personal days entitlement, as selected by the employee upon application for same.
- E. If an employee terminates his/her employment with the Township, the Township may deduct from his/her last paycheck any advance leave days that the employee has taken but not earned. If any balance remains the Township may collect same utilizing all remedies available to it.

ARTICLE 17

GRIEVANCE PROCEDURE

- A. A grievance is a dispute which may arise between the parties concerning the application, meaning or interpretation of this Agreement or the application of any

rules, regulations, ordinance and/or statute which actually affects working conditions and shall be settled in the following manner:

STEP 1. The Union Representative, with or without the aggrieved employee, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) work days of the date of the occurrence of the grievance. The supervisor shall attempt to adjust the matter and shall respond to the Union Representative within five (5) work days. If the grievance or dispute is not taken up in accordance with this provision within five (5) work days of its occurrence or within five (5) work days upon learning of the existence of the alleged grievance or dispute, it shall be deemed abandoned.

STEP 2. Within five (5) work days of the oral or written answer from the immediate Supervisor, if the grievance is not resolved, the employee or the Union shall file a written grievance to the Department Head or Director, setting forth the facts of the dispute and the contract provision in question. The Department Head or Director will arrange a meeting with the employee and the Local Union Representative not later than five (5) work days to attempt to resolve the grievance. The Department Head or Director shall give a written answer to the employee and Representative not later than five (5) work days.

STEP 3. If the grievance still remains not settled, it shall be presented, in writing, within seven (7) work days to the Township Manager. The Township Manager, or his/her designee, will meet with the Union Representative and employee within ten (10) work days of receipt of the grievance. The Township Manager, or his/her designee, shall respond in writing within five (5) work days. If the grievance is not presented in writing, in accordance with this provision within seven (7) work days, it

shall be deemed abandoned. Time lost from work to process the grievance, and such discussion or meeting by the grievant and the Union Representative will result in no loss of pay (no overtime liability).

ARBITRATION: If the grievance is still unsettled, the Union may, within ten (10) work days after the Step 3 reply, request binding arbitration. Such request to be submitted to the Public Employment Relations Commission with a copy served on the other party. In the absence of a timely request as required herein, the grievance shall be deemed abandoned. The arbitrator shall be selected/designated in accordance with the procedures of P.E.R.C. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, and render his award in writing which shall be final and binding. The arbitrator's decision cannot add to, subtract from, or modify this contract. The cost of the arbitrator's fee shall be shared by the employer and the Union. Time extensions may be mutually agreed to by the parties.

ARTICLE 18

DISCIPLINE

- A. No employee may be disciplined except for just cause. Any grievance concerning discipline shall be initiated at Step Three of the Grievance Procedure and may be appealed through the arbitration procedure.
- B. Discipline includes: written warnings, suspension, demotion, termination, and other penalties imposed by the Township. The employee shall be notified, in writing, of the charges and specifications.

ARTICLE 19

SENIORITY

- A. Seniority is defined as an employee's total length of service from date of hire.
- B. Permanent employees shall, upon successful completion of their probationary period, be considered to have seniority back to their date of hire with the Township.

Temporary fulltime employees, upon being permanently hired by the Township, shall be considered to have seniority back to their original date of hire into temporary employment with the Township.
- C. Permanent part-time employees will receive part-time seniority pro-rated according to the percentage of time they have worked. This part-time seniority will only be compared with other part-time seniority, not with the seniority accrued by full-time employees.
- D. Permanent part-time employees, upon being hired by the Township as permanent full-time employees, shall be considered to have seniority pro-rated back to their date of part-time hire with the Township. This seniority shall be considered as a part of their regular seniority, to be used in matters affecting layoff only.
- E. Seniority shall accumulate until there is a break in service. A break in service occurs when an employee resigns, retires, or is terminated.
- F. If an employee is laid off, his/her seniority shall be retained until the employee is recalled or refused when recalled. Seniority shall continue to accrue during any period of absence due to sick or injury leave, maternity leave (up to one year), military leave, or paid leave of absence.

ARTICLE 20

LAYOFF AND RECALL

- A. In the event layoffs become necessary, such layoffs shall be based on the inverse order of seniority by the date they were hired by the Township. The Township shall notify the Union at least two (2) weeks in advance of scheduled layoffs.
- B. If an employee's position is cut, laid off or the department they work for is no longer employed by the Township, and that employee has higher seniority than another employee they shall have the right to bump into another department with the same title and/or pay range as the affected employee provided the employee can meet the minimum qualifications of the job as determined by management subject to the grievance procedure. If the employee has to bump into a lower position they may not bump an employee with more seniority.
- C. The Township shall notify the union employee at least 45 days in advance of a scheduled layoff.
- D. When vacancies occur thereafter, each laid off employee shall be recalled upon a basis of seniority, and prior to the employment of any new person, provided, however, they accept in that classification where the vacancy exists, and further provided that those recalled have the demonstrated ability and qualifications to perform the available work, as determined by the Township. Any laid off employee who fails to report for duty within fifteen (15) days after the mailing to him/her of a written notice, postage prepaid, registered, and regular mail to the last address known to the Township, and return receipt requested shall lose his/her rights to be rehired hereunder.

- E. Recalled employees are not subject to 6 month probationary period as required for new hires. When a permanent part-time position becomes available within the AFSCME classification, a letter via regular U.S. mail, will be sent to all of those on the recall list. Those employees will then have ten (10) days to make application for the position. The township will select the most senior of those applicants provided the person meets the requirements of the position.

If one of the individuals applying from the recall list is selected, that person remains on the list for all full-time positions as per Article 20 of the CBA and does not forfeit his/her rights to recall to a full-time position.

The Township, in its letter inviting those of the recall list to apply for the open permanent part-time position, will include the information above that selection for this position shall not jeopardize or forfeit their position on the recall list for full-time reemployment.

- F. For the purpose of this Section, employees laid off will be called back during a two (2) year period only.

ARTICLE 21

UNION PRIVILEGES

- A. The Union shall be allowed to conduct normal business meetings on Township property, provided that space is available, and requests are made at least one (1) week in advance. Employees may attend such meetings only during off duty hours.
- B. An employee of the Township who is a duly authorized delegate of Local 2242 may take a paid leave of absence to attend the International Convention, and Council 1, and

73 conventions, seminars, training sessions and meetings. The total days available for Union leave for the bargaining unit are eight (8) days for one year.

- C. A negotiation committee, consisting of no more than five (5) members within the unit, shall be allowed to take time off from their assignment, with pay, if required to attend negotiation sessions with the Township negotiation committee during normal working hours. No more than one employee from each department shall be permitted to serve on the negotiation committee during working hours.

ARTICLE 22

BULLETIN BOARDS

- A. The Union shall be permitted to place one (1) bulletin board in each of the following locations, at sites to be agreed upon:
 - 1. Municipal Building (three wings)
 - 2. Community Center
 - 3. Public Works Building
 - 4. Senior Citizens Center
- B. The size shall not exceed two (2) feet by three (3) feet, and shall be acceptable in appearance by the Township.
- C. The bulletin boards shall be used only for the following notices:
 - 1. Recreational and social affairs of the Union
 - 2. Union meetings
 - 3. Union elections
 - 4. Reports of Union committees

5. Rulings of policies of the International Union

- D. Notice of announcements shall not contain anything political or controversial, or anything reflecting upon the Township, any of its employees, and no material, notices, or announcements which violate the provisions of this section shall be posted.
- E. Any Union authorized violation of this Section shall entitle Management to cancel immediately the provisions of this Section and direct removal of the bulletin boards. In the event any non-Union authorized material is posted on bulletin boards, it shall be promptly removed by the Union President, or his/her designee, upon notification by Management. All material placed on the bulletin board must bear the signature of an officer of the Union.

ARTICLE 23

LABOR MANAGEMENT MEETINGS

The Township and the Union shall meet as needed, and as mutually agreed upon, for the purpose of reviewing the administration of the Agreement and to discuss other matters of general interest. These meetings are not intended to by-pass the grievance procedure nor to be considered collective bargaining meetings, but rather are intended as a means of fostering good employment relations through communications between parties. The Union shall have two local representatives and one Council 73 representative at these meetings.

ARTICLE 24

EDUCATION

- A. All educational courses that are job related or that may enable an employee to qualify for promotional advancement in his/her department or related departments and that are

successfully completed by the bargaining unit employees, shall be paid for by the Township in the amount of Sixty Dollars (\$60) per credit hour. Effective January 1, 2010 the per credit hour reimbursement shall be increased to one hundred (\$100.00) dollars. Prior approval from the employee's respective department head and the Municipal Manager, indicating that the courses are eligible for reimbursement, must be obtained. All training courses that are successfully completed by the bargaining unit members, shall be paid for by the Township.

- B. "Successfully completed" means that to gain reimbursement the employees must obtain a certification from the educational institution involved, indicating that if letter grades are given for the course, a grade of "C" or better must be obtained. If no letter grades are provided, then a certification must show that the employee has completed and PASSED the course. Employees who leave the employ of the Township within one year of receipt of the monies for college or graduate credits shall remit all monies received except in cases of death or disability.
- C. The cost of vocational training courses will be fully reimbursed provided they are directly job related. All applications for vocational training courses must be submitted to the department head and the Manager for review and approval prior to signing up for the vocational training course(s).
- D. Employees who receive the Degree Incentive Program as of December 29, 1997 shall continue to do so on an annual basis. Employees hired prior to January 1, 1998, who subsequently earn a degree which qualifies for payment shall receive the payment once during their employment, not on an annual basis. Employees hired after January 1, 1998 shall not be entitled to Degree Incentive Program benefits.

DEGREE

Associates Degree \$350 Bachelors Degree \$900 Masters Degree \$1100

- E. Payment for a degree from an accredited institution newly acquired in the previous year will be pro-rated on the basis of the date of the degree to year end. An employee claiming this benefit must produce for his/her personnel record, a copy of the certification evidencing the holding of the degree.

Payment for those eligible will be made not later than November 30th. Each employee shall give written notice to their department head by October 1st of the year prior to the year he/she anticipates receiving the degree.

- F. Effective upon signing of this contract to receive payments under this Article such degrees must be obtained after employment with the Township. Probationary employees shall not be eligible for such payments.

ARTICLE 25

RULES AND REGULATIONS

- A. In accordance with N.J.S.A. 34:13A-5.3, proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Union before they are established.
- B. The parties agree to discuss past practice language.

ARTICLE 26

SICK LEAVE PLAN

- A. The Sick Leave Incentive Plan described in the Personnel Policy and Procedures Manual (PPPM) shall continue in effect during the life of this contract with the following revisions:

- B. For employees hired prior to January 1, 1998: If an employee has accumulated fifty (50) days of sick leave as of December 31, then the next year he/she has the option of selling the unused days, over fifty (50), back to the Township at the rate of forty dollars (\$40.00) per day. For employees hired on or after January 1, 1998 the employee must have seventy-five (75) accumulated days to be eligible.
- C. For employees hired prior to January 1, 1998: If an employee uses less than seven (7) sick days per year he/she will be reimbursed at the rate of Five Dollars (\$5.00) per day for every unused sick day earned that year. However, if the employee uses three (3) sick days or less he/she will be reimbursed at the rate of Ten Dollars (\$10.00) per day for every unused sick day earned that year. Employees hired on or after January 1, 1998 shall not be eligible to receive this benefit.
- D. At the separation, an employee with less than five (5) years of service is entitled to twenty five percent (25%) of accumulated sick leave. With five (5) or more years of service an employee is entitled to thirty three percent (33%) of accumulated sick leave. With ten (10) or more years of service an employee is entitled to fifty (50%) of accumulated sick leave. Maximum cash benefit from sick leave at retirement or separation shall be Twenty Thousand Dollars (\$20,000.00).
- E. The incentive plan is only applicable to the fifteen (15) allotted sick days. Employees hired on or after January 1, 1998 shall not be eligible to receive the benefit in Paragraph C.
- F. In the event of the death of any employee, the designated beneficiary of the employee or his/her estate shall receive one hundred percent (100%) of the accumulated sick

leave, not to exceed the maximum award for sick leave of Twenty Thousand Dollars (\$20,000.00).

- G. Sick leave is hereby defined to mean absence from work because of personal illness, or illness of employee's family in his household who requires care. The employee may request sick leave for family residing outside of the home, if recommended by the Department Head with approval by the Manager which shall not be unreasonably denied.
- H. All full-time employees covered by this Agreement shall be granted sick leave with pay in the amount of one and one quarter (1 1/4) working days for every month of service during their first calendar year of service and last calendar year. New employees hired between the first and fifteenth of the month shall earn one and one quarter (1 1/4) days of sick leave for the first calendar month of their employment. New employees hired after the sixteenth of the month shall begin accruing sick leave as of the next calendar month. On January 1 of the next calendar year and on January 1, of every succeeding calendar year, the employee shall accrue fifteen (15) working days.
- I. If, upon termination, an employee has used more sick leave than accrued the Township will deduct from the employee's last paycheck, an amount equal to the rate of pay for the sick leave taken in excess of the amount earned.
- J. Medical verification may be required. Such shall not be arbitrary and capricious. If employee is sent to Township Doctor such expenses shall be paid pursuant to Paragraph P.

- K. An employee is required to notify the Department Head or his designee as early as possible, but no later than fifteen (15) minutes following the start of the scheduled work shift or a reasonable time in the case of an emergency. Failure to give notification, as required may result in loss of sick leave pay.
- L. In charging an employee with sick leave, the smallest unit to be considered is one-half (1/2) hour increments.
- M. Sick leave shall be allowed for the diagnosis, care, or treatment of, or recovery from, an employee's mental, physical or dental illness, injury or adverse health condition, or for all preventative medical and dental care that cannot be scheduled during non-working hours.
- N. Habitual unjustified absenteeism or tardiness may be cause for discipline up to and including discharge.
- O. Any employee who engages in outside employment while on sick leave shall be subject to disciplinary action up to and including discharge.
- P. Whenever the Employer is paying for medical reports pursuant to this Article, the employee agrees to submit expenses to his/her insurance company for reimbursement, partial or total; such monies being turned over to the Employer.

ARTICLE 27

OUT-OF-TITLE PAY

Employees who work in a higher title for four (4) consecutive weeks shall receive the greater of five percent (5%) or the difference in pay between the two (2) positions at the bottom of the range retroactive to the beginning of the third week.

ARTICLE 28

DISCRIMINATION AND COERCION

- A. The Employer and the Union agree that there shall be no discrimination against any employee because of age, race, creed, color, religion, marital status, sex, national origin or political affiliation.
- B. The Employer and the Union agree that all employees covered under the Agreement have the right without fear of penalty or reprisal to form, join, and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Employer or the Union against any employee because of the employee's membership or non-membership or activity or non-activity in the Union.

ARTICLE 29

MILITARY LEAVE

All employees represented by AFSCME shall be granted a leave of absence for field training in accordance with the following provisions:

A Township employee who is represented by AFSCME and who is a member of the organized Reserve of the Army, U.S. Naval Reserve, U.S. Air Force Reserve, U.S. Army, U.S. Coast Guard, U.S. Marine Corp. Reserves, or National Guard, or any other organization affiliated therewith, shall be entitled to a leave of absence from his/her respective duties without loss of pay or time on all days on which he/she shall be engaged in field training; such period shall not exceed two weeks in the calendar year. Such leave of absence shall be in addition to the regular annual vacation allowed each employee.

A member called into any other extended service of the armed forces shall be placed on leave without pay for the period of such leave. Reemployment following such leave shall be in accordance with the provisions of federal and state law.

If the military service occurs during a time of war, reinstatement will be allowed up to three (3) months after the date of honorable discharge unless the employee is incapacitated at the time of discharge, in which case reinstatement will be allowed up to three (3) months following his/her recovery so long as the recovery occurs within two (2) years from the date of discharge.

ARTICLE 30

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE 31

FULLY-BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

ARTICLE 32

SAFETY EQUIPMENT AND CDL REQUIREMENTS

A. All safety apparel and equipment required by OSHA and PEOSHA or other applicable regulatory agency shall be provided by the Township and shall be worn by the employee. The cost of the safety shoes that are required shall be reimbursed at 100% to the employee.

B. All employees covered hereunder who are required to maintain a CDL license for the Township job shall be reimbursed 100% for the cost of the license and renewal thereof. A copy of the license and fee shall be submitted to the Township for reimbursement. All such employees will be allowed to renew their license and get their biannual physical exam which is required by law during working hours.

ARTICLE 33

DURATION OF CONTRACT

This Agreement shall be effective as of the first day of January 2013, and shall remain in full force and effect until midnight on December 31, 2016.

This Agreement may be reopened for 2017 contract negotiations by either party upon notice in writing of at least sixty (60) days, and no more than one hundred twenty (120) days prior to December 31, 2016.

Signed:
Linda J. Varden, Pres.

Signed:
[Signature]

Attest:
Barbara Keenan

Signed:
Jacqueline Murray

Signed:
Dorothy Hedges

Signed:
Karen Hallman

Signed:
[Signature]

Signed:

Attest:

APPENDIX A- JOB TITLES INCLUDED IN THE BARGAINING UNIT

Full Time

Account Clerk I
Account Clerk II
Accountant
Administrative Secretary
Assessor Fieldperson
Assistant Assessor
Building Inspector I
Building Inspector II
Building Subcode Official
Bus Driver
Chief Payroll Clerk
Counter Clerk
Crime Prevention Aide
Custodian/Groundskeeper
Data Processing Clerk I
Data Processing Clerk II
Deputy Court Administrator
Draftsperson
EDP Operator Specialist
Electrical Inspector I
Electrical Inspector II
Electrical Subcode Official
Engineering Inspector
Fire Inspector I
Fire Inspector II
Fire Subcode Official
GIS Technician
Investigative Secretary
Municipal Housing Liaison/ COAH Administrative Agent
Network Technician
Office Coordinator
Payroll Administrator
Planning Assistant
Plumbing Inspector I
Plumbing Inspector II
Plumbing Subcode Official
Program Coordinator
Programmer
Records Clerk I
Records Clerk II
Recreation Program Coordinator
Registered Environmental Health Specialist
Secretary I
Secretary II
Senior Account Clerk

Senior Citizen Specialist
Senior Registered Environmental Health Specialist
Social Worker
Switchboard Operator
Telecommunications Technician
Van Driver
W&S Revenue Inspector
Zoning Officer

Permanent Part-time Hourly:

Secretary
Affordable Housing Officer
Public Health Nurse/Health Education
Building Inspector
Recycling Coordinator
Bus Driver
Account Clerk II