

**COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 TOWNSHIP OF MONROE
 AND
 UNITED SERVICE WORKERS UNION,
 IUJAT, LOCAL 255**

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55 **ARTICLE 1 – PREMABLE**

56
57 This Agreement entered into this 1st day of January 2008, between the Township of
58 Monroe (hereinafter referred to as the Township) and the United Service Workers Union, Local
59 255, IUJAT, 138-50 Queens Blvd., Briarwood, NY 11435 (hereinafter referred to as the Union).
60 This Agreement shall be in effect from January 1, 2008 up to and including December 31, 2010.

61 **ARTICLE 2 – RECOGNITION**

62
63 The Employer recognizes the Union as the sole and exclusive collective bargaining agent
64 with regard to rates of pay, hours of work and other conditions of employment for all blue collar
65 employees employed by the Employer in the Department of Public Works, including Streets &
66 Roads, Parks, and Buildings and Property and excluding all clerical employees, supervisors,
67 Managerial Executives and Confidential employees, and for such additional or deleted
68 classifications as the parties may later agree to add or delete.

69 **ARTICLE 3 – DUES CHECK OFF AND AGENCY SHOP**

70
71 a. The Township agrees to deduct Union dues from the salaries of employees subject
72 to the terms of this Agreement. Such deduction shall be made in compliance with N.J.S.A.
73 52:14-15.9(3), as amended. Said monies, together with records of any correction, shall be
74 transmitted to the Union office within fifteen (15) calendar days following the payroll period in
75 which the deductions were made.

76 b. If there shall be any change in the rate of membership dues during the life of this
77 Agreement, the Union shall furnish to the Township written notice prior to the effective date of
78 such change.

79 c. The Union shall provide the necessary check-off authorization forms and the
80 Union will secure the signatures of its members on the forms and deliver the signed forms to the
81 designated Township officials, as provided in N.J.S.A. 52:14-15.9(e) as amended. The Union
82 shall indemnify, defend, and save the Township harmless against any and all claims, demands,
83 suits of other forms of liability that may arise out of or by reason of action taken by the
84 Township in reliance upon the salary deduction authorization cards submitted by the Union to
85 the Township.

86 d. Any employee in the bargaining unit on the effective date of this Agreement who
87 does not join the Union within thirty (30) days thereafter, any new employee who does not join
88 within thirty (30) days of initial employment within the unit, and any employee previously
89 employed within the unit who does not join, within ten (10) days of reentry into employment
90 within the unit shall, as a condition of employment, pay a representation fee to the Union by
91 automatic payroll deduction. The Representation Fee shall be an amount up to eighty five
92 percent (85%) of the regular Union membership dues, fees, and assessments as certified to the
93 Employer by the Union. The Union may revise its certification of the amount of the
94 Representation Fee at any time to reflect changes in the regular Union membership dues, fees
95 and assessments. The Union's entitlement to the Representation fee shall continue beyond the
96 termination date of this Agreement so long as the Union remains the majority representative of
97 the employees in the Unit, provided that no modification is made in this provision by a successor
98 agreement between the Union and the Employer. For the purpose of this provision, employees
99 employed on a ten (10) month basis or who are reappointed from year to year shall be considered
100 to be in continuous employment.

101

102 e. United Service Workers Union, IUJAT, Local 255 shall establish and maintain at
103 all times a demand and return system as provided by NJSA 34:13a-5.5(c) and 5.6, and
104 membership in United Service Workers Union, IUJAT, Local 255 shall be available to all
105 employees in the unit on an equal basis at all times. In the event United Service Workers Union,
106 IUJAT, Local 255 fails to maintain such a system, or if membership is not so available, the
107 Employer shall immediately cease making said deductions.

108 **ARTICLE 4 – MANAGEMENT RIGHTS**

109
110 The United Service Workers Union, IUJAT, Local 255, recognizes the administration of
111 rights, duties and authority to manage and control the employees of the administration pursuant
112 to the authority conferred on it by the State of New Jersey, and all applicable local, State and
113 Federal Laws. The administration retains and reserves all rights of management and control of
114 the employees of the administration except those as specifically modified by the terms of this
115 agreement.

116 **ARTICLE 5 – NO STRIKE PLEDGE**

117
118 a) The Union covenants and agrees that during the terms of this Agreement, neither
119 the Union nor any person acting on its behalf, will cause, authorize and support or condone, nor
120 will any of its members take part in any (i.e. the concerted failure to report for duty, or willful
121 absence of any employee from his position or stoppage of work or abstinence in whole or in
122 part from the full, faithful and proper performance of the employee’s duties of employment),
123 work stoppage, slowdown, walkout or other job action against the Township. The Union agrees
124 that such action would constitute a material breach of this Agreement. The Township agrees not
125 to lock out any employees.

126 b) The Union will actively discourage and will take whatever affirmative steps are
127 necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job
128 action against the Township.

129 **ARTICLE 6 – NON-DISCRIMINATION**

130
131 a) There shall be no discrimination by the Township or the Union against any
132 employee on account of race, color, creed, age, sex, national origin, or politician affiliation.

133 b) There shall be no discrimination interference, or restraint or coercion by the
134 Township or any of its representatives against any of the employees covered under this
135 Agreement because of their membership or non-membership in the Union, or because of any
136 lawful activities by such employee on behalf of the Union. The Union, its members and agents,
137 shall not discriminate against, interfere with, restrain or coerce any employees covered under this
138 Agreement, who are not members of the local Union.

139 **ARTICLE 7 – SENIORITY**

140
141 a) Seniority shall be defined as an employee’s length of service with the Township
142 administration beginning with the employee’s date of hire after successful completion of his six
143 month probationary period.

144 b) An employee shall be considered to have job classification seniority with the
145 Department in which he or she is working upon successful completion of the six month
146 probationary period for that job. Job classification seniority shall accumulate until there is a
147 break in service.

148 c) A break in continuous job classification service occurs when an employee resigns,
149 is discharged for cause, or retires. Seniority in a new job classification status shall not accrue

150 following promotion until the individual has successfully completed a sixty (60) calendar day
151 probationary period in the new job classification. Promoted employees shall continue to accrue
152 seniority in their previous job classification during the sixty (60) calendar day probationary
153 period in the new job classification. Upon completion of the probationary period the employee
154 shall receive seniority from the original date of assignment.

155 d) Absence without approved leave for three (3) work days or failure to return from
156 any leave of absence shall be considered a resignation.

157 e) An employee who is reinstated after a period of layoff shall continue to
158 accumulate seniority exclusive of the period of layoff.

159 f) When an employee is promoted but does not successfully complete a sixty (60)
160 day probationary period, the employee may return to the previous job classification.

161 g) Existing or anticipated job vacancies will be posted on bulletin boards in
162 accordance with Article 31 – JOB POSTING of this contract. Where a situation exists in which
163 an existing Township employee applies for a given position and has qualifications equal to the
164 application of a non-Township employee or another Township employee, seniority shall be the
165 determining factor in the selection of the applicant. All current employees shall have the right to
166 apply for any vacant or new positions. The senior most qualified applicant shall be hired or
167 promoted to fill vacancies.

168 h) No new employee shall be hired at a rate of pay more than the lowest paid
169 employee in the same or similar classifications.

170 **ARTICLE 8 – PROVISIONAL/PROBATIONARY STATUS**

171 a) A newly appointed permanent employee shall be considered probationary for a
172 period of six months.

173 b) The purpose of said period of PROVISIONAL/PROBATIONARY
174 EMPLOYMENT is to enable the Township to evaluate the employee's work performance and
175 conduct in order to determine whether the employee merits permanent employment status and
176 also for the opportunity for the Township to review its needs for the staffing and to review its
177 final situation. If, at any time during or at the end of the PROVISIONAL/PROBATIONARY
178 EMPLOYMENT period, the conduct and/or performance of the employee is found to be
179 unsatisfactory by the Township, or the Township deems it does not need or can not afford the
180 position, the Township may terminate the employee. The decision of the Township regarding the
181 termination of the employee shall not be subject to the Grievance Procedure.

182 **ARTICLE 9 – CALL BACK PAY**

183
184 Any full time employee who is called back to work after completing the regular shift and
185 has left his place of work shall be guaranteed a minimum of four (4) hours work at time and one
186 half. The employee may opt to waive his four (4) hour compensation at time and one half if he
187 elects to leave work at the completion of the specific task he was called in for as opposed to
188 staying and completing additional tasks to fill the four (4) hour period. Supervisors shall have
189 the opportunity to request that employees invoking the four (4) hour minimum compensation at
190 time and one half stay and perform services within their job classification for that four (4) hour
191 period.

192 Employees shall be required to work all hours in addition to the four (4) hour minimum
193 guarantee, which are required by the employee's supervisor.

194 When an employee is required to work more than three (3) hours past the normal work
195 day, the employee shall be entitled to one half (1/2) hours dinner period at no loss of pay.

196 If an employee is recalled to work during his/her vacation, employee shall receive his
197 hourly rate at time and one half. In addition the employee shall have the entire vacation day
198 credited to his/her available vacation time for the applicable year. Employees should review the
199 vacation clause of this contract as it pertains to time frames during which vacations must be
200 taken.

201 **ARTICLE 10 – OVERTIME**

202
203 a) A work week is defined as forty (40) hours per week, eight (8) hours per day,
204 Monday through Friday

205 The work week definition for non-supervisory Parks Department employees, will be 37.5
206 hours per week, 7.5 hours per day, Monday through Friday.

207 b) Any work performed over eight (8) hours in any given day shall be paid at one
208 and one half (1 ½) times the employee’s regular rate of pay.

209 b.1.) Any work performed on Saturday shall automatically be paid at one and one half
210 (1 ½) times the employee’s regular rate of pay.

211 b.2.) Any work performed on Sunday shall automatically be paid at two (2x) times the
212 employee’s regular rate of pay.

213 b.3) Snow Removal/Flood Control – In order to receive one and one half (1 ½) times
214 pay rate for regular scheduled work day you must work a continuous four (4) hours prior to your
215 regular schedule starting time, and only pertaining to actual time worked. After completing an
216 employee’s regular shift he/she shall be paid one and one half (1 ½) times pay rate. After twelve
217 (12) continuous hours an employee shall be paid two (2) times the employee’s regular rate of
218 pay.

219 b.4) Any employee who works overtime after their regular shift and is released from
220 duty with less than six (6) hours off before the start of their regular shift shall be entitled to eight
221 hours off before reporting for duty without loss of pay. The employee shall report for duty for
222 the remainder of their shift at straight time. Any employee remaining on the job shall continue to
223 receive double time.

224 b.5) Any employee reporting for duty prior to four hours before the start of their
225 regular shift shall remain on time and one-half for the remainder of their regular shift.

226 If an employee works more than twenty-four (24) hours and the snow/weather
227 event ends, the employee will be released and paid for their next succeeding shift.

228 c) Overtime and Lunch Money
229 2008-\$12 2009-\$12.25 2010-\$12.50

230
231
232 An employee who works his regular shift and then must go on overtime shall be entitled
233 to one half (1/2) hour lunch period with no loss of pay, plus the meal allowance. Every four (4)
234 hours thereafter, he shall be entitled to another one half (1/2) hour lunch period, plus the meal
235 allowance spelled out above, payable by Municipal Voucher through the Requisition process.
236 There shall be no retroactive compensation for items covered in this paragraph. All employees
237 including those that work a schedule less than those hours specified above shall be compensated
238 at time and one half (1 ½) for work performed on Saturday.

239 Employees will be paid double time (2x) for Sunday of any work week, except that an
240 employee having a no-pay day during the regular work week shall only be paid time and one-half
241 for that Sunday.

242 d) Any employee required to work on a holiday shall be paid at three (3) times the
243 employee's regular rate of pay for all hours worked on a holiday which shall include the holiday
244 pay. Employees shall receive three times his/her rate for all hours including those worked other
245 than his regularly scheduled shifts.

246 e) The approval of the Superintendent of Public Works, or his designee, must be
247 obtained prior to working overtime.

248 f) Overtime in the Road Department shall be rotated to insure that both senior,
249 middle range and new employees share equally in available overtime hours in keeping with their
250 qualifications to perform the assigned task. The Supervisor of Roads shall maintain a list of
251 employees by seniority. Initial distribution of available overtime hours shall begin with the most
252 senior personnel qualified to perform the assigned task and shall be rotated down the list for all
253 subsequent assignments. The Supervisor of Roads shall also maintain a log of his overtime
254 assignments including the employees he has requested to work overtime and their refusal of
255 same, if that is the case. The intent of rotation of overtime assignments is to insure that all
256 employees, regardless of seniority, have ample opportunity to benefit from available overtime
257 income.

258 **ARTICLE 11 – HOLIDAYS**

259
260 A. The Township will designate fourteen (14) paid holidays as follows:

- | | | |
|-----|---|------------------------|
| 261 | New Year's Day | Labor Day |
| 262 | Martin Luther King Day | Columbus Day |
| 263 | Lincolns Birthday | General Election Day |
| 264 | Veteran's Day | Washington's Birthday |
| 265 | Good Friday | Thanksgiving Day |
| 266 | Memorial Day | Day after Thanksgiving |
| 267 | Fourth of July | Christmas Day |
| 268 | Day after Christmas (when it falls on Thursday) | |

269 In addition to the above listed paid holidays, employees will receive an additional
270 “Floating Holiday” to be used at the Employee’s discretion, for religious holiday, employee’s
271 birthday, vacation etc.

272 B.1. Effective January 1, 2007, Lincoln’s Birthday and Washington’s Birthday shall be
273 combined and replaced with Presidents Day. In exchange for the above, employees shall be
274 eligible for an additional floating holiday (2 total).

275 2. Employees may choose to have the day referenced in B.1. above off with regular pay,
276 or work a regularly scheduled day at premium pay. For example, if an employee chooses
277 February 14th as their Floating Holiday and works that day they shall be entitled to holiday
278 premium pay for that day. The floating holiday shall be utilized at the employee’s discretion.
279 However, the selection of the day off is subject to the approval of the DPW Superintendent with
280 at least 48 hours notice. Approval shall not be unreasonably withheld.

281 **ARTICLE 12 – VACATIONS**

282	Months and year of service	Number of days
283	<u>Based on Actual starting date</u>	<u>Vacation/year</u>
284	0 to end of first (1st) year	12 days
285	2 to end of second (2nd) year	14 days
286	3 to end of fifth (5th) year	16 days
287	6 to end of ninth (9th) year	20 days
288	10 to end of fourteenth (14th) year	23 days
289	15 to end of twentieth (20th) year	26 days
290	21 years or more	28 days
291		

292 a) Vacations shall be scheduled by the Supervisor in keeping with considerations
293 related to seniority, work load and good staffing practices to insure efficient operation of their
294 offices and shall be taken between April 1 and December 1 of subject year. Employees shall
295 have the right to carry one years worth of vacation over from one year to the next year and must
296 use it in the second year.

297 b) New employees shall not be eligible to take vacation or personal days during the
298 first sixty (60) calendar days of their employment.

299 c) Vacation leave may be taken in one hour increments.

300 **ARTICLE 13 – REST PERIODS**

301
302 a) Employees within this bargaining unit may take a rest period of not more than
303 fifteen (15) minutes for each half day at a time scheduled by the supervisor. A rest period may
304 not be used to cover an employee’s late arrival to work or early departure, nor may it be regarded
305 a cumulative if not taken. During snow removal operations, Road Department personnel shall be
306 entitled to a twenty (20) minute rest period for each half day of work.

307 b) Rest periods must be taken by the employee and provided by the employer during
308 the course of the periods specified by the employee’s supervisor in the morning and afternoon of
309 the work day.

310 c) After twelve (12) hours of consecutive work in an emergency employees shall be
311 entitled one hour sleep time in addition to the above twenty (20) minute rest periods.

312 **ARTICLE 14-SICK LEAVE**

313
314 a) Township employees are entitled to thirteen (13) sick days per year. New
315 employees will accrue sick leave time in accordance with the contract formula but will not be
316 entitled to sick leave benefits during their initial sixty (60) days of provisional employment.
317 There is no limit on the number of sick days which may be accumulated from one year to the
318 next.

319 b) “Sick Leave” means paid leave that may be granted to each full time Township
320 employee who, through bona fide sick ness or injury becomes incapacitated to a degree that
321 makes it impossible for him to perform the duties of his position or who is quarantined by a

322 physician because he has been exposed to a contagious disease. Part-time, permanent employees
323 are eligible for sick leave on a pro-rated basis. Part-time, temporary employees are not eligible
324 for sick leave.

325 c) Part-time employee is one who works less than thirty (30) hours per week.
326 Temporary employee is one who fills a vacancy for which the termination date is part of the
327 employment agreement.

328 d) A certificate from a physician designated by the Township, or the employee's
329 own physician, may be required as sufficient proof of the need for sick leave. Failure of the
330 employee to provide such proof, when required, shall result in no payment for his absence from
331 work. Any employee who is on sick leave for three (3) or more days must present to the
332 Administrator, a certificate from his physician, or one designated by the Township,
333 substantiating the employee's claim for said sick time.

334 d.1.) Part timers see page 19, Article 42.

335 e) Full time employees shall accumulate sick leave on the basis of thirteen (13) days
336 of sick leave per year for the period of this contract. New employees will accrue sick leave time
337 on the basis of one point zero eight (1.08) day per month of actual service based on actual
338 starting dates but will not be entitled to sick leave benefits during their initial sixty (60) calendar
339 days of provisional employment. There is no limit on the number of sick days which may be
340 carried forward from one year to the next.

341 f) Sick days may be taken when necessary for illness - illness herein includes
342 employee's immediate family, living with employees who required his care at home. In the event
343 of sickness being a member of employee's immediate family, the physician's certification
344 provision of this Article shall apply as if the illness were that of the Township employee.

- 345 g) Sick leave may be taken in one hour increments.
- 346 h) An employee may donate his/her unused banked sick days from one employee to
- 347 another.

348 **ARTICLE 15 – PAYMENT OF ACCUMULATED SICK LEAVE**

349

350 At retirement, an employee will be paid fifty percent (50%) of his/her accumulated sick

351 leave up to a maximum of \$15,000. Payment will be made at the rate of pay during the year in

352 which the employee retired. . Any benefits conferred under the provision of this paragraph apply

353 prospectively only, and accrue as of January 1, 1977. In order to reap the benefits of this

354 paragraph, an employee must provide his employer with one year’s prior notice of his intention

355 to retire. The rules and regulations regarding retirement shall be consistent with those

356 established by the Public Employee Retirement System.

357 **ARTICLE 16 – EXTENDED SICK LEAVE**

358 a) At the start of the employee’s fifth (5th) year of employment the employee will

359 become eligible for extended sick leave. In the event of a debilitating sickness and/or injury on

360 or off the job, the Township will provide a program which will guarantee an employee (his or her

361 net pay for a period of ninety (90) calendar days, limited to one leave in a 12 month period.

362 b) At the start of an employee’s 9th year there will be no limit on the number of

363 leaves in a 12 month period.

364 c) 1.Effective 1/1/09 in order to be eligible for Extended Sick Leave, the employee

365 must have a minimum of 5 days in the accumulated sick leave bank. After 1-1-09, if an

366 employee lacks the minimum requirement stipulated above, there will be a 4 week waiting

367 period without pay before becoming eligible for extended sick leave benefits.

368 2.Sick Leave Exception- If an employee utilizes their sick leave bank and returns
369 to work, they shall be eligible for extended sick leave pursuant to Article 16, Par. B, if
370 they require another long term absence for another extraordinary event (ie. An illness
371 meeting the requirements of Paragraph D.)

372 c) If eligible, in accordance with “a” and “b” above, after 90 calendar days an employee
373 may request through Administration representation to Council, up to an additional 90 days of
374 extended sick leave. During the period that an individual is out on sick leave, that person will
375 accumulate sick days in accordance with the contract formula of one day per month. Prior to
376 using the extended sick leave provision of this contract, an employee must give all of his or her
377 previously accumulated sick time and any sick time acquired to date under the contract formula
378 of one day per month in the subject year.

379 d) Extended sick leave benefits under this Article will commence upon presentation
380 to the appropriate Municipal Official of certification from his or her physician of the debilitation.
381 Further, the employee shall render himself available for examination by a physician selected by
382 the Township. Both physicians must certify the employee’s inability to return to work. In the
383 event that it is determined that an employee would not be able to return to work on a permanent
384 basis, the extended sick leave provisions herein will not apply.

385 e) It shall be the responsibility of any employee receiving consideration under the
386 extended sick leave benefits of this contract to explore and determine whether he is entitled to
387 any compensation related to disability, worker’s compensation or social security benefits in
388 connection with his injury and/or sickness. If the employee is entitled to these benefits, he shall
389 pursue them accordingly. Any benefits or awards received for the period that the employee is

390 under the extended sick leave portion of this contract, shall be returned to the Township
391 Treasurer to the extend employee has received extended sick leave payments from the Township.

392 **ARTICLE 17 – MATERNITY LEAVE**

393
394 a) Granted to full time employees.

395 b) Not later than the fourth month, the staff member shall notify the Coordinator of
396 Personnel in writing of the condition of pregnancy. Upon notifying the Coordinator of
397 Personnel, the employee shall let it be known as to plans of continuing employment or taking
398 leave of absence not to exceed ninety days unless prevented from so doing for medical reasons.
399 Notification of pregnancy shall be required from her physician giving the date and her ability to
400 continue her normal duties. She shall give the Coordinator of Personnel a certificate from her
401 physician monthly certifying her ability to continue working.

402 c.1. Paid Leave – Ninety days to include before and after delivery as determined by
403 the employee (For example: If an employee desires to take leave from one month before
404 expected delivery until 2 months after delivery.)

405 c.2. It will not be required for employees to use their sick time first when on maternity
406 leave, providing they have been employed per Article 16 above.. While on maternity leave
407 employees shall accumulate sick days in accordance with contract of one (1) day per month.

408 d) Job to be held open for 6 months.
409 The individual shall be placed at the same position on the salary schedule that she
410 would have attained had she been employed by the Township during such period.

411 e) Reimbursement up to \$700.00 for medical expenses not covered by employees or
412 spouses medical plan.

413 **ARTICLE 18 – BEREAVEMENT LEAVE**

414

415 a) In the event of death in the employee’s immediate family, the employee shall be
416 granted time off without loss of pay from the day of death or the day of the funeral, but in no
417 event shall said leave exceed five (5) consecutive working days, one of which shall be the day of
418 death or day of the funeral. Bereavement time shall be exclusive of scheduled days off and
419 holidays.

420 b) The “immediate family” shall include only husband, wife, parents, stepparents,
421 brother, sister, grandparents, grandchildren, child, father and mother-in-law, domestic partner
422 and children of domestic partner or any relative living in the household.

423 c) Reasonable verification of the event may be required by the Township.

424 d) Such bereavement leave is not in addition to any holiday, day off, vacation leave
425 or compensatory time off falling within the time of bereavement.

426 e) An employee may make a request of the Department Head or his designated
427 representative for time off to attend a funeral separate and distinct from bereavement leave. Such
428 request, if granted by the Department Head or his designated representative shall be charged, at
429 the option of the employee, either as a personal day or a vacation day.

430 f) In the event of the death of any employee’s brother-in-law, sister-in law,
431 daughter-in-law, son-in-law, niece, nephew, grandfather and grandmother-in-law the employee
432 shall be granted time off without loss of pay from the day of the death or the day of the funeral,
433 but in no event shall such leave exceed three (3) calendar days.

434 g) In the event of death of employee’s aunt, uncle, or first cousin the employee shall
435 receive one days leave.

436 **ARTICLE 19 – JURY LEAVE**

437
438 Any employee covered by this agreement who is required to serve on a jury, shall be
439 granted a leave of absence with pay to serve on said jury. During the time that he is serving on
440 said jury, the employee shall receive his full pay from the Township.

441 **ARTICLE 20 – MILITARY LEAVE**

442
443 a) Any full time employee covered by this agreement that is a member of the United
444 States Reserves, or a State National Guard, or any division of the armed services, and is required
445 to engage in annual active duty training, shall be granted a leave of absence in accordance with
446 applicable State Law. The employee shall be entitled to be paid the difference between his
447 regular Township salary and his military pay if the military pay is less than his regular gross
448 Township pay for the period of military leave.

449 Taking of military leave shall not reduce any other leave earned by the employee. The
450 provisions of this Article shall not apply to any employee who volunteers for service in the
451 Armed Services of the United States and resigns their job.

452 b) The Township shall pay the employee his full salary during such military leave and the
453 employee shall deliver his pay to the Township upon being paid by the Military Service
454 in which he is serving.

455 c) An employee's family shall continue to be covered under the Township's medical
456 plan while the employee is on approved military leave.

457 **ARTICLE 21 – CONVENTION LEAVES**

458
459 a) An employee of the Township who is a duly authorized delegate of the Local
460 Union may apply for a leave of absence to attend the International Convention, conferences and

461 educational classes. Said leave of absence shall not exceed five (5) days for any employee in any
462 calendar year, nor shall the number of people so authorized exceed two (2) in number. The
463 employee receiving leave of absence to attend Union conferences as above described, shall be
464 entitled to be paid his or her wages during said leave, except that he shall not be paid for more
465 than five (5) days per year.

466 b) The Township shall approve the application for leave of absence submitted by the
467 duly authorized delegate, so long as the efficient operation of the Township permits.

468 c) The total number of working days to be used shall not exceed ten (10) in any
469 calendar year.

470 **ARTICLE 22 – NON-PAID LEAVES OF ABSENCE**

471

472 a) The Township will grant non-paid leaves of absence to two (2) employees, not
473 more than one (1) from any department, and for period not to exceed ninety (90) calendar days,
474 to accept full-time Union employment. Sixty (60) days notice shall be given to the Township by
475 any employee requesting such leave.

476 b) All other leaves of absence without pay shall be at the discretion of the Township.

477 c) Employees returning from authorized leaves of absence as set forth will be
478 restored to their original classification at the then appropriate rate of pay, with no loss of
479 seniority, or other employee rights, privileges, or benefits, provided however, that sick leave and
480 vacation leave and longevity credits shall not accrue with exception of those on military leave.

481 **ARTICLE 23 – UNION REPRESENTATIVES**

482

483 a) The Township recognizes and shall deal with the accredited Union Shop Steward
484 or Assistant Shop Steward in all matters relating to grievances and interpretation of this
485 agreement.

486 b) A written list of Shop Steward and Assistant Shop Steward shall be furnished to
487 the employer immediately after their designation and the Union shall notify the employer
488 promptly of any changes of such union stewards.

489 c) The Township agrees to recognize a maximum of one (1) Shop Steward and one
490 (1) Assistant Shop Steward selected by the Union. These individuals shall be granted a
491 reasonable amount of time during regular working hours, without loss of pay, to present, discuss,
492 and adjust grievances with the Township. Neither a Steward nor an Assistant Shop Steward shall
493 leave their work without first obtaining the permission of their division head, which permission
494 shall not be unreasonably withheld.

495 **ARTICLE 24 – BULLETIN BOARDS**

496 A section of each bulletin board shall be provided by the Township Administration for
497 union information. Nothing shall be posted on the bulletin board without prior approval of the
498 Business Administrator and the union agrees that it will not post anything of a derogatory nature
499 to the employer or information which would incite or provoke job action.
500

501 **ARTICLE 25 – HEALTH & WELFARE BENEFITS**

502 a) The Township agrees to carry hospitalization, medical and major medical
503 insurance for the employee and dependents (inclusive of domestic partners and children of
504 domestic partners, provided a valid NJ Certificate of Domestic Partnership is presented), as
505 follows:-
506

507 1: Township of Monroe Medical Group New Jersey Expanded Service Plan H,
508 Coverage Code 655 including a \$4.00 co-pay prescription plan effective January 1, 1990 or
509 equivalent in place effective January 1, 2008 with the following prescription co-pays: \$5
510 generic, \$15 name brand. Mail order co pays shall be \$10 generic, \$30 name brand. Retail
511 supply shall be 30 days or 100 units whichever is greater, while mail order supply shall be for 90
512 days.2: Township of Monroe Dental Service Plan as agreed to is based upon the usual customary
513 and reasonable fee concept.

514

515	Benefits:	Preventive & Diagnostic	100%
516		Remaining Basic Benefits	80/20
517		Crowns & Gold Restoration	50/50
518		Prosthodontic Services	50/50

519 The maximum amount payable by Delta for the above dental services provided an
520 eligible patient in any calendar year is \$1500.

521 Fifty (\$50) dollar deductible per patient per calendar year, (which is not applicable to the
522 Preventive and Diagnostic benefits.)

523 One hundred fifty (\$150) Family Maximum Aggregate Deductible, (which is not
524 applicable to Preventive and Diagnostic benefit).

525	Orthodontic co-payment	50/50
526	Orthodontic Max	\$1000.00
527		\$1500.00

528

529 3: The vision plan in effect on 1/1/08 shall remain in force. The parties agree to
530 review the union vision benefit for possible implementation. The initial cost of twenty dollars

531 (\$20.00) will be the deductible per person. The Township shall replace prescription lenses if
532 damaged on the job.

533 4: The Township shall have the right to change insurance carriers so long as
534 substantially similar benefits are provided. The Township shall provide the Shop Steward and the
535 Union thirty (30) days written notice of such proposed change. A copy of such proposed policy
536 shall be provided to the Union by the Insurance Carrier.

537 5: Health benefits as they apply to Prescription Drug and or accomplished by other
538 recognized bargaining units under the direct jurisdiction of the Municipal Government during the
539 term of this contract shall automatically be provided to employees covered by this contract.

540 6: Effective January 1, 1993, retirees with twenty five (25) years or more of service
541 (and spouse and dependent children thru age 23) will be covered by hospitalization/prescription,
542 also employees (and spouse and dependent children thru age 23) who must retire on disability.
543 Effective 1/1/08, the terms of paragraph A shall be applied prospectively for active employees.
544 Future retirees shall be maintained at the coverage levels and benefits in effect at the time of
545 retirement.

546 7: SURVIVOR BENEFITS – Effective January 1, 1990, retirees with twenty five
547 (25) years or more of service (and spouse and dependent children thru age 23) will be covered by
548 Hospitalization/Prescription, also employees (and spouse and dependent children thru age 23)
549 who must retire on disability. Upon demise of covered participant, the surviving spouse is
550 covered for the duration of their lifetime.

551 b) The Employer shall pay for and/or provide all employees with a lyme disease test.

552 8. Any employee opting out of the Employer’s Major Medical, Chiropractic, Dental
553 and/or Vision plans shall receive the “opt out payment”, in lieu of benefits, no later than the

554 second payroll in November. Effective 1/1/08 the opt out payment calculation shall be capped at
555 50% of the 2007 premium amounts.

556 **ARTICLE 26 – RULES AND REGULATIONS**

557
558 The Township shall establish a POLICY PROCEDURES MANUAL which shall be
559 equitably applied and enforced. Copies of the POLICY AND PROCEDURES MANUAL shall
560 be distributed to all employees covered by this Agreement and to the Union. In the event, any
561 changes made in the POLICY AND PROCEDURES MANUAL conflict with matters affecting
562 this Agreement the terms of this agreement shall prevail.

563 **ARTICLE 27 – ACCESS TO PERSONNEL FOLDERS AND EVALUATIONS**

564
565 a) An employee shall within three (3) working days of a written request to the
566 Personnel Department, during the term of this agreement, have an opportunity to review his
567 personnel file, in the presence of an appropriate official of the Personnel Department, to examine
568 any criticism, commendation or evaluation of his work performance or conduct prepared by the
569 Township. He shall be allowed to place in such file a response of reasonable length to anything
570 contained therein.

571 b) Each regular written evaluation of work performance shall be reviewed with the
572 employees and evidence of this review shall be the required signature of the employee on the
573 evaluation form. Such signature shall not be construed to mean agreement with the content of
574 the evaluation unless such agreement is stated thereon.

575 c) Management and supervisory personnel shall not use the prospect of issuing a
576 poor evaluation to intimidate an employee during the course of his daily job performance. This
577 paragraph shall not be construed to mean that a manager or supervisor cannot complete a poor
578 evaluation for an employee whose performance is found less than satisfactory.

579 **ARTICLE 28 – SAVINGS CLAUSE**

580

581 The Administration and the Union recognize and agree that all provisions of this
582 agreement are subject to law. In the event that any provision of the agreement is rendered illegal
583 or invalid under any applicable law or state or federal regulations, such illegality or invalidity
584 shall affect only the particular provision which shall be deemed invalid and inoperative, but all
585 other provisions of this Agreement shall continue in effect. The parties agree to immediately
586 negotiate a substitute provision for the invalidated portion thereof.

587 **ARTICLE 29 – PERSONAL DAYS AND COMPENSATORY TIME**

588 1. Personal Days

589 a) Employees covered by the provisions of this agreement shall be entitled to four
590 (4) days with pay for personal business. Said leave shall not be taken unless 48 hours notice
591 thereof has been given to the employee’s supervisor. In the event that less than 48 hours is given,
592 said leave may be taken only upon authorization by said supervisor. Employees shall be entitled
593 to one (1) no notice, no reason, personal day.

594 b) The Township reserves the right to deny requests for personal days as conditions
595 warrant, but authorization shall not be unreasonably withheld.

596 c) Personal leave may be taken in one (1) hour increments

597 2. Compensatory Time (CTO)

598 a) In lieu of being paid overtime, employees shall be allowed to accumulate 12 hours (the
599 equivalent of 8 hours overtime at time and one-half) of compensatory time in any one month
600 period, subject to the following rules:

- 601 1. Compensatory time must be used in the 30 day period of the month after which it is
602 earned.
- 603 2. CTO must be scheduled for use by the end of the month in which it is earned.
- 604 3. At least two employees shall be allowed to use CTO on any one day.
- 605 4. CTO may not be banked or cashed out. It must be taken in the month after which it is
606 earned.
- 607 5. CTO may only be earned on time worked over 40 hours in any one work week which
608 would otherwise have paid time and one-half to the employee. No CTO can be earned when
609 performing premium construction work during regular working hours or when performing
610 overtime work at 2X or 3X regular pay.

611 **ARTICLE 30 – DISCIPLINE AND DISCHARGE**

- 612
- 613 a) An employee may be disciplined, suspended or discharged only for a just cause.
- 614 b) An employee who loses their CDL license and is unable to perform their job shall
615 receive a 17% reduction in their rate of pay for the period of time their license is revoked. In
616 addition, those employees will have no driving privileges.
- 617 b) Discharge cases may be processed at the third step of the Grievance Procedure.
- 618 c) Any verbal reprimand more than twelve (12) months old shall be removed from
619 an employee’s personal file provided no similar violations have occurred within the same 12
620 month period.

621 **ARTICLE 31 – JOB POSTING**

- 622
- 623 a) Existing or planned job vacancies will be posted for 14 days on the bulletin
624 boards. The posting will include:

- 625 1: a description of the job
626 2: qualifications required
627 3: location of the vacancy
628 4: procedures to be followed by employees interested in making
629 application.
630

631 b) Jobs vacated in an Union position shall be posted and filled within thirty (30) days
632 and shall be filled from bargaining unit employees when qualified applicants apply.

633 **ARTICLE 32 – WORK OUT OF TITLE**

634 Employees temporarily assigned to higher titles will receive the pay for the higher title
635 for all days so assigned when such assignment takes place. Assignments to a higher title can only
636 be made through the approval of the Supervisor. This provision shall not be invoked when such
637 coverage is required to provide staffing and services required to accommodate vacation periods.
638

639 **ARTICLE 33 – SAFETY AND HEALTH**

640 The Employer and the Union shall each designate a Safety Committee member. It shall
641 be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They
642 shall meet periodically as necessary to review conditions in general and to make
643 recommendation to either or both parties when appropriate. The Safety Committee member
644 representing the Union shall be permitted reasonable opportunity to visit work locations
645 throughout the Employer’s facilities for the purpose of investigating safety and health conditions
646 during working hours with no loss of pay.
647

648

649 **ARTICLE 34 –LABOR MANAGEMENT COMMITTEE**

650

651 The Employer and the Union have recognized that cooperation between management and
652 labor is indispensable to the accomplishment of sound and harmonious labor relations, shall
653 jointly maintain and support a Labor-Management Committee.

654 **ARTICLE 35 – FULLY BARGAINED PROVISION**

655

656 The parties agree that they have fully bargained and agreed upon all terms and conditions
657 of employment and that this agreement represents and incorporates the complete and final
658 understanding and settlement by the parties of all bargainable issues which were or could have
659 been the subject of negotiations.

660 **ARTICLE 36 – SALARIES**

661

662 a) The salaries to be paid to employees in various job classifications covered by this
663 agreement shall be increased by the following amounts:

664 2008- 4.25%

665 2009- 4.25%

666 2010- 4.25%

667 The pay scales for all job titles is attached hereto as Appendix A.

668

669 b) **Road Paving**

670 1. Effective January 1, 2002 Road Paving shall be amended to include all curb work,
671 sidewalks, drains, catch basin repair. .

672 2. Equipment operators, black top machine driver, left and right operators and roller
673 operator shall be compensated as follows:

674 At the rate of mason or welder rates during the hours of black topping.

675 All other members of paving crew shall be compensated at time and one half (1 ½) their
676 normal hourly rate.

677 3, Set up pay-General Foremen only -will receive two (2) hours straight time pay.

678 4, Effective 1/1/08, Road Department Foremen shall be eligible for the premium pay for
679 the actual time performing the job

680 For the purposes of clarification, employees when doing paving or plumbing or carpentry
681 shall be paid at the following schedule:

682 Skilled: At mason/welder/carpentry & plumbing rate

683 Laborers: Shall receive time and one-half

684 **c) Mechanics**

685 Mechanics and mechanics helper shall continue to receive compensation for the use of
686 their tools as follows:

687 Mechanic 2008- \$775.00 2009- \$800.00

688 2010- \$825.00

689 Mechanic's Helper \$500.00 per year

690

691 **d) CDL LICENSE:**

692 Effective January 1, 2006 the CDL adjustment in effect at the time was rolled into the
693 base pay.

694

695

696 e) Employees shall receive their regular step increases on their respective

697 anniversary dates unless otherwise stipulated in Appendix A.

698 **ARTICLE 37 – TERMINATION**

699
700 a) This Agreement shall be effective as of January 1, 2008 and shall remain in full
701 force and effective until December 31, 2010.

702 The Union shall submit, in writing, its demand for collective negotiations with the
703 Township no later than September 1st of the calendar year proceeding the expiration period of the
704 existing Agreement. The parties agree to commence negotiations at reasonable times thereafter
705 to negotiate in accordance with Chapter 303 Public Laws of 1968 and its successors.

706 No member of the union bargaining committee shall suffer any loss in pay to attend
707 negotiating sessions.

708 **ARTICLE 38 – WORK UNIFORM PROGRAM**

709
710 a) The Township will provide an annual uniform/clothing allowance of \$800 in
711 2008, \$825 in 2009, and \$850 in 2010. There shall be no change in the clothing currently
712 provided by the Township as per the uniform memorandum which shall be attached to this
713 Agreement, except that in 2008 employees must purchase raingear.

714 **ARTICLE 39 – LONGEVITY**

715
716 a) The Township will provide longevity compensation as follows:

717

718	b)	Beginning of	5 yrs	5.0%
719			10 yrs	6.0%
720			15 yrs	7.0%
721			20 yrs	8%
722			25 yrs	11%

723

724 Upon the signing of this agreement, each covered employee with ten (10) or more years
725 of service with the Township of Monroe may, at his discretion, opt to have his longevity
726 included into his annual base salary. Those employees wishing to exercise this option, must

727 submit a written request to the Treasurer no later than the first week in December prior to
728 January 1st of the year for which the request is written.

729 If no request for change of longevity status is received by the Treasurer, your longevity
730 will be paid to you in the same manner as the preceding year. Those employees not interested or
731 eligible to have their longevity incorporated into their base salaries will continue to receive their
732 annual longevity paid in one check in the second week of November for the subject year of
733 service.

734 b) For computation purposes, beginning of service shall be considered as January 1
735 of the subject year for all employees beginning service between January 1 of the subject year for
736 all employees beginning service between July 1 of the subject year and December 31 of that
737 year.

738 **ARTICLE 40 – GRIEVANCE PROCEDURE**

739
740 Definition – Any grievance or dispute which may arise between the parties involving the
741 application, meaning or interpretation of this agreement.

742 **PROCEDURE**

743 **Step 1: Informal Division Head**

744 Within five (5) days of the time a grievance arises or within five (5) days of the date
745 when the grievant shall know of its occurrence, the employee either directly or accompanied by a
746 steward will present the grievance in writing to the Division Head. Within three (3) working
747 days after presentation of the grievance, the Division Head will render a written decision to the
748 employee and the Steward.

749 **Step 2: Formal Department Head**

750 Within five (5) days of written answer from the Division Head, if the grievance is not
751 resolved, the employee shall file a written grievance to the Department Head outlining the
752 employee's exceptions to the Division Head's decision. The Department Head will arrange a
753 meeting with the employee and the Local Union Shop Steward not later than five (5) working
754 days towards the end of attempting to resolve the grievance. The Department Head shall give
755 written answer to the employee and Shop Steward not later than five (5) working days.

756 Step 3: Formal Business Administrator

757 Within ten (10) days of the written answer, if the grievance is not resolved, it shall be
758 filed with the Business Administrator noting all exceptions to previous decisions. The Business
759 Administrator will arrange a meeting at a mutually agreeable time and place not later than ten
760 (10) working days after receipt of a written grievance.

761 The aggrieved party, the Shop Steward, and the Union's Business Representative shall be
762 entitled to be present at the meeting. The Business Administrator shall give a written answer to
763 the grievance of the employee and the union within ten (10) working days after the meeting, or
764 within such additional period of time that may be mutually agreed upon.

765 A group grievance, one that may affect a group of employees, may be presented by the
766 Union at Step 3. Any grievance not processed to the next Step in Grievance Procedure within the
767 time limits provided for such proceeding shall be deemed to have been waived and abandoned by
768 the moving party.

769 **ARTICLE 41 – ARBITRATION**

770
771 If the grievance procedure set forth in Article 40 does not result in a satisfactory
772 determination, arbitration may be requested upon completion of the procedures set forth under
773 Article 40.

774 The request for arbitration shall be by written notice to the New Jersey Public
775 Employment Relations Commission (PERC) within twenty (20) days of the denial of the
776 grievance. The arbitrator shall be selected by the Employer and the Union from a list of
777 arbitrators supplied by PERC according to established rules and procedures. The Employer and
778 the Union shall agree to comply with the rules and regulations of PERC.

779 The decision of the arbitrator shall be binding on the parties, and the arbitrator shall be
780 requested to issue his decision within thirty (30) days after the conclusion of testimony and
781 argument. Expenses for the arbitrator's services and the proceedings shall be borne equally by
782 the Employer and the Union. If either party desires a verbatim record of the proceedings, it may
783 cause such a record to be made, provided it pays for the record and makes copies available,
784 without charge, to the other party and to the arbitrator.

785 The arbitrator's function is to interpret the provision of the Agreement and to decide
786 cases of alleged violation of such provisions. The arbitrator shall not supplement, enlarge, or
787 alter the scope or meaning of the Agreement or any provision therein, not entertain jurisdiction
788 of any subject matter not covered by the Agreement.

789 **ARTICLE 42 – PART TIME EMPLOYEES**

790
791
792
793
794
795
796
797

Less than 30 hours/week
excluded from:
Health Benefits
Life Insurance
Personal Days
Longevity

Less than 20 hours/week
excluded from:
Health Benefits
Life Insurance
Personal Days
Longevity
And any other benefits

798 **20 to 29 hours/week entitled to:**
799 Pro-rated Sick Leave
800 Pro-rated Holidays
801 Pro-rated Vacation

802 **ARTICLE 43 – EDUCATION BENEFITS**

803
804 a) The Township encourages the exploration of relevant training programs and will
805 consider payment of reasonable cost for enrollment in seminars and training courses related to an
806 employee’s area of services to the Township. Consideration of payment by the Township will
807 require that the employee explore available courses to be offered and discuss these programs and
808 costs with their supervisor to insure that the appropriate budget considerations are made to allow
809 for these expenses. No employee shall be entitled to consideration of payment for course cost
810 unless they have received the written consent of their Division and Department Head.

811 b) The Employer and the Union will create a Union Management Committee to
812 establish a scholarship committee to award on a random basis four (4) five (\$500.00) hundred
813 dollar scholarships per year to replace the Local 911 Educational Fund.

814 **ARTICLE 44 – WEATHER EMERGENCY/DECLARED HOLIDAYS**

815
816 Should the Mayor and Council declare a weather emergency or holiday and, as a result,
817 the employees in the Town Hall are sent home, then the employees in the Road Department shall
818 start to be paid premium overtime pay at double time (2X) their regular rate of pay for the rest of
819 the hours they are scheduled to work on that day.

820 **ARTICLE 45 – DURATION OF AGREEMENT**

821
822 This agreement shall become effective January 1, 2008 and shall continue in full force
823 and effect until December 31, 2010. This agreement shall automatically renew itself from year
824 to year thereafter, unless either of the parties is given notice in writing at least sixty (60) days
825 prior to the expiration date to change, modify, or terminate this agreement. In such cases the

826 parties shall endeavor to negotiate a new contract within sixty (60) days prior to the expiration of
827 this agreement.

828 IN WITNESS WHEREOF, the parties have entered into this agreement and caused same
829 to be executed by its respective officers of agents this 6th day of
830 June, 2008

831 COMMITTEE:
832 [Signature]
833 [Signature]
834 _____
835

TOWNSHIP OF MONROE
By: [Signature]
By: [Signature]
USWU, IJAT, LOCAL 255
By: [Signature]

827

828 Rates above reflect the inclusion of the CDL A and/or B stipend into the base wage.
829 Therefore the contract language regarding CDL stipends will be deleted from the agreement.

830 A step advancement upon attaining new CDL classification shall be effective the next
831 payroll following the Department Head's receipt of proof of license.

832

833

834

835 Roads Equipment Operator– all existing Light at Step 2 and all existing Heavy at Step 3.
836 Advancement to Step 4 requires CDL A, Tanker Endorsement A.

837

838 Jurgelsky will be re-titled to Master Equipment Operator Step 4. Job description to
839 reflect proficiency on all machines and ability to train others. All future Master EO shall require
840 the same specifications as Equipment Operators.

841

842 Laborers must have CDL Class B before advancing to Step 2, and will advance through
843 all four steps and demonstrate proficiency in all vehicles requiring Class B before advancing to
844 Truck Driver Step 1.

845

846 Truck Driver – . The advancement to Step 4 is contingent upon having a Class A license
847 and demonstrated proficiency in all Class A and B vehicles including roll-off.

848

849 Any building maintenance workers with five (5) years of service shall move to Step 1 Sr.
850 Building Maintenance Workers.

851

BLUE COLLAR WORKER SALARY AND WAGES												
	2008	2008	2008	2008	2009	2009	2009	2009	2010	2010	2010	2010
POSITION	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Asst. General Forman	\$60,074	\$63,633	\$67,402	\$71,401	\$62,627	\$66,337	\$70,267	\$74,436	\$65,289	\$69,156	\$73,253	\$77,600
Bldg. & Grounds Forman	\$40,574	\$43,472	\$45,606	\$47,847	\$42,298	\$45,320	\$47,544	\$49,880	\$44,096	\$47,246	\$49,565	\$52,000
Bldg. Maintenance Worker	\$31,717	\$33,267	\$34,881	\$36,588	\$33,065	\$34,681	\$36,363	\$38,143	\$34,470	\$36,155	\$37,908	\$39,764
Master Equipment Operator	\$53,160	\$56,341	\$58,528	\$59,716	\$55,419	\$58,735	\$61,015	\$62,254	\$57,774	\$61,231	\$63,608	\$64,900
Road Equipment Operator	\$40,905	\$42,531	\$47,146	\$49,690	\$42,643	\$44,339	\$49,150	\$51,802	\$44,455	\$46,223	\$51,239	\$54,004
Parks Equipment Operator	\$35,484	\$38,736	\$40,905	\$42,531	\$36,992	\$40,382	\$42,643	\$44,339	\$38,564	\$42,098	\$44,455	\$46,223
DPW Clerk Dispatcher	\$32,000	\$34,000	\$36,000	\$38,000	\$33,360	\$35,445	\$37,530	\$39,615	\$34,778	\$36,951	\$39,125	\$41,299
Sign Technician/Info Tech	\$39,000	\$41,000	\$43,000	\$47,000	\$40,658	\$42,743	\$44,828	\$48,998	\$42,386	\$44,560	\$46,733	\$51,080
General Forman	\$63,962	\$67,006	\$70,992	\$75,202	\$66,680	\$69,854	\$74,009	\$78,398	\$69,514	\$72,823	\$77,154	\$81,730
Truck Driver	\$36,852	\$38,696	\$40,629	\$42,878	\$38,418	\$40,341	\$42,356	\$44,700	\$40,051	\$42,055	\$44,156	\$46,600
Truck Driver/Parks	\$33,527	\$35,164	\$36,883	\$38,687	\$34,952	\$36,658	\$38,451	\$40,331	\$36,437	\$38,216	\$40,085	\$42,045
Laborer	\$31,717	\$33,527	\$34,881	\$36,588	\$33,065	\$34,952	\$36,363	\$38,143	\$34,470	\$36,437	\$37,908	\$39,764
Mechanic	\$44,540	\$46,659	\$48,902	\$51,244	\$46,433	\$48,642	\$50,980	\$53,422	\$48,406	\$50,709	\$53,147	\$55,692
Mechanic's Helper	\$31,717	\$33,267	\$34,881	\$36,588	\$33,065	\$34,681	\$36,363	\$38,143	\$34,470	\$36,155	\$37,908	\$39,764
Welder	\$43,540	\$45,659	\$47,902	\$50,244	\$45,390	\$47,600	\$49,938	\$52,379	\$47,319	\$49,623	\$52,060	\$54,605
Road Dept. Forman	\$54,160	\$57,341	\$59,528	\$60,716	\$56,462	\$59,778	\$62,058	\$63,296	\$58,862	\$62,319	\$64,695	\$65,986

853

BLUE COLLAR WORKER SALARY AND WAGES												
	2008	2008	2008	2008	2009	2009	2009	2009	2010	2010	2010	2010
POSITION	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4
Sr. Bldg. Maintenance Worker	\$39,097	\$41,037	\$42,976	\$45,061	\$40,759	\$42,781	\$44,802	\$46,976	\$42,491	\$44,599	\$46,706	\$48,972
Sign Technician	\$39,097	\$41,037	\$42,976	\$45,061	\$40,759	\$42,781	\$44,802	\$46,976	\$42,491	\$44,599	\$46,706	\$48,972
Sr. Mechanic	\$53,831	\$55,999	\$58,168	\$60,942	\$56,119	\$58,379	\$60,640	\$63,532	\$58,504	\$60,860	\$63,217	\$66,232
<u>Skilled Worker:</u>												
Mason, Welder or Paver	\$34.67	\$35.45	\$35.45	\$38.76	\$36.14	\$36.96	\$36.96	\$40.41	\$37.68	\$38.53	\$38.53	\$42.13
Carpenter, Plumber												

854