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NOT CIRCULATE

TOWNSHIP OF MAPLEWOOD

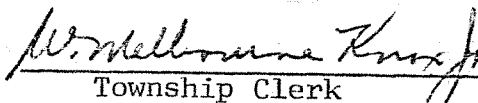
RESOLUTION

WHEREAS, after continuous negotiations between the Township of Maplewood and the Hourly Workers Benevolent Association an agreement has been reached for the year 1976 and 1977.

NOW, THEREFORE, BE IT RESOLVED that the Chairman and Township Clerk be and are hereby authorized to execute the contract, when same has been executed by the Maplewood Hourly Workers Benevolent Association.

I, W. Melbourne Knox, Jr., Township Clerk of the Township of Maplewood, in the County of Essex and State of New Jersey, do hereby certify that the foregoing is a true and correct copy of a resolution adopted by the Township Committee of said Township, at a regular meeting of said Committee held July 12, 1976.

IN WITNESS WHEREOF, I have hereunto set my hand and affixed the seal of the Township of Maplewood, in the County of Essex and State of New Jersey, this 12th day of July, 1976.

  
Township Clerk

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RUTGERS UNIVERSITY

AMENDMENT TO AGREEMENTS BETWEEN THE  
TOWNSHIP OF MAPLEWOOD AND MAPLEWOOD  
HOURLY WORKERS BENEVOLENT ASSOCIATION

WHEREAS, the Township of Maplewood and Maplewood Hourly Workers Benevolent Association have executed Agreements dated October 27, 1975, which Agreements consist of an Agreement and an Amendment to Agreement executed simultaneously; and

WHEREAS, the parties desire to amend the foregoing Agreements;

NOW, THEREFORE, in consideration of the mutual promises herein contained, the parties agree as follows:

1. The terms and provisions of the Agreement and Amendment to Agreement dated October 27, 1975, shall remain in full force and effect and are extended up to and including December 31, 1977, except as modified herein.
2. Effective January 1, 1976, the salaries of all employees covered by this Agreement shall be increased by six per cent (6%).
3. Effective January 1, 1977, the salaries of all employees covered by this Agreement shall be increased by an additional six per cent (6%).
4. If a holiday occurs during a leave for sickness, the employee shall receive credit for the holiday.
5. Work boots of good quality will be provided.
6. Vacation pay will be made in advance of the vacation.
7. There will be an increase in the annual clothing provided by the employer so that there will be five (5) tee shirts,

five (5) short sleeve shirts and five (5) long sleeve shirts.

8. There shall be two (2) employees employed as regular tree climbers who shall receive tree climber's pay and perform the work of tree climbers. Tree climber's pay is \$.20 per hour extra regardless of the hours spent climbing trees and is payable on regular paydays. In the event of an emergency, if any additional personnel are called on to perform tree climbing, they shall receive the same \$.20 extra for the hours worked.

9. Whenever an employee is called upon to work eight (8) hours overtime in addition to his regular daily employment within a 24 hour period, he shall be entitled to receive a four (4) hour rest period at regular pay and shall be entitled to receive his rest period at the commencement of his next regular daily shift unless emergency conditions require his presence on said shift in which event such scheduling of the rest period shall be staggered. On non work days, if an employee works sixteen (16) hours in a 24 hour period, he shall be entitled to receive a four (4) hour rest period at regular pay rates. For example, if an employee works sixteen (16) hours on a Saturday and his hourly rate is \$5.00 per hour, he shall receive time and a half pay for sixteen (16) hours (in addition to his regular weekly pay) and shall receive straight time pay for four (4) hours (in addition to his regular weekly pay).

10. If an employee is called in for work during overtime and the second "call in" is within four (4) hours of the end of

"the first "call in", then the employee will be paid for the intervening period at overtime rates. However, the second "call in" need not be governed by seniority.

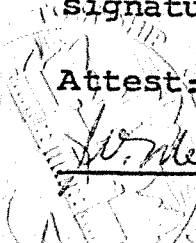
11. First aid kits shall be supplied in all vehicles.

12. The lunch period shall be from 12:00 P.M. to 12:30 P.M. and wash up time shall be from 11:45 A.M. to 12 P.M. Employees shall punch out for lunch no earlier than 11:50 A.M. and punch in after lunch commencing at 12:30 P.M. and not later than 12:35 P.M. Wash up time shall also be from 3:45 P.M. to 4 P.M.

13. Negotiations for a successor Agreement shall commence and proceed pursuant to the rules and regulations of the Public Employment Relations Commission but the terms and provisions of this Agreement shall continue in effect until such successor Agreement is executed.

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

Attest:

 W. Melhorne Knox  
7/16/76

Attest:

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TOWNSHIP OF MAPLEWOOD

BY Paul A. Passmore

MAPLEWOOD HOURLY WORKERS  
BENEVOLENT ASSOCIATION

BY Gary Lenci  
Gary Lenci, President.