



SANITATION CONTRACT

This Agreement made this day of 1997, by and between the MAYOR and COUNCIL of the BOROUGH OF RIDGEFIELD, hereinafter called "BOROUGH" and the Employees of the DEPARTMENT OF SANITATION, hereinafter called "DEPARTMENT".

In consideration of the mutual promises and covenants contained herein, the parties hereby agree as follows:

ARTICLE I: RECOGNITION

The BOROUGH recognizes the DEPARTMENT as the exclusive collective negotiating agent for all permanent full time employees employed within the Department of Sanitation but excluding the Superintendent of Sanitation, hereinafter called "SUPERINTENDENT" and all supervisory personnel as shall be determined by the BOROUGH.

ARTICLE II: TERM OF AGREEMENT

The terms of this Agreement shall be for three (3) years commencing January 1, 1997, and ending on December 31, 1999. The provisions of this Agreement shall remain in full force and effect during that period unless amended in writing by the mutual consent of the parties hereto.

ARTICLE III: EMPLOYMENT CATEGORIES

1. There is hereby established the following categories of employees within the Department of Sanitation exclusive of Supervisory personnel:

- (a) Driver/Foreman
- (b) Driver
- (c) Driver/Lifter
- (d) Lifter

2. Any person who applies for transfer to another category must be recommended and approved by the SUPERINTENDENT of the Department of Public Works for transfer to those categories and must train in the new category for a period of not less than six (6) months from the time of their transfer at the wage received in their category prior to the time of their transfer. At the expiration of the six (6) months, the SUPERINTENDENT must submit to the Department of Sanitation Committee a recommendation for final approval and transfer to the new category. Upon approval of the Department of Sanitation Committee and the Mayor and Council of the final transfer to the new category, that employee will then receive the starting wage in that category and all increases thereafter would be determined by the anniversary date of the approval of the Department of Sanitation committee of the final transfer.

3. All employees, regardless of position and/or classification, shall perform any duty within the normal operation of the Department of Sanitation as directed by the SUPERINTENDENT and/or his supervisory personnel. It is agreed and stipulated that any classification shall not preclude any employee from doing work normally assigned to other classifications as directed by the SUPERINTENDENT and/or his supervisory personnel.

ARTICLE IV: WAGES

1. The following wages are hereby established for the following categories:

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|----------------------------------|----------------------|
| (a) Sanitation/Recycling Foreman | \$29,000 to \$46,000 |
| (b) Driver | \$22,000 to \$36,000 |
| (c) Lifter | \$20,000 to \$33,000 |

2. Commencing January 1 of each year, each employee shall receive an increase in wages of 3.75% for the year January 1, 1997 through December 31, 1997, 3.75% for the year January 1, 1998 through December 31, 1998, and 3.5% for the year January 1, 1999 through December 31, 1999.

3. Longevity: In his tenth (10th) through fourteenth (14th) year of employment, each employee shall receive an additional 2% pay on his base pay. For his fifteenth (15th) to nineteenth (19th) year of employment, each employee shall receive an additional 4% pay on his base pay. For his twentieth (20th) year of employment, and thereafter, each employee shall receive an additional 6% pay on his base pay.

ARTICLE V: SICK LEAVE

A. Each full time employee may be allotted sick leave with pay for a period of not exceeding ten (10) working days in aggregate during each calendar year on account of sickness or related cause of absence who may be considered by the BOROUGH to be present and in attendance upon his duties, provided the reason for his absence and the good faith of the employee in making the application for such leave shall be shown to the COUNCIL by such reasonable evidence as may be required. Any unused sick days

shall accrue without limit until employee's retirement, resignation or termination.

1. Sick leave credit earned by an employee in the BOROUGH shall accrue at the rate of ten (10) days per year of continuous employment or pro-rated as two and one-half (2-1/2) days per every three (3) months.

2. Vacation and sick leave periods may be combined but only in the event that long continued sickness of the employee warrants such cause.

3. Sick leave shall also include exposure to a contagious disease which would endanger the health of co-workers, illness in the immediate family of the employee which requires the employee's personal care and dental, optical or medical examinations or treatments when such professional services are not readily available outside of working hours.

4. In all cases of sick leave, the employee shall notify and inform the Department Head of the reason for said sick leave. Any absence on account of sickness which exceeds five (5) days shall require a written statement from a physician stating the nature of the illness, the time required to be absent from work and that the employee has been under the care of the physician. At the request of the BOROUGH or Department Head, such a statement may be required for absence due to illness for a period less than five (5) days. The parties acknowledge that the BOROUGH or Department Head at their request, may require any employee to be examined by a physician designated by the BOROUGH in order to have the employee certified as fit for duty before

the employee may return to work.

5. An employee who shall be absent on sick leave for periods totalling ten (10) days in one calendar year consisting of periods of less than five (5) days shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one (1) day or less in which case only one (1) certificate shall be necessary for a period of six (6) months.

6. During protracted periods of illness, the BOROUGH may require interim reports on the condition of the employee on bi-weekly periods from the attending physician. A certificate of a reputable physician in attendance shall be required if sufficient proof of need of leave of absence of the employee or the need of the employee's attendance upon a member of the immediate family. In case of leave of absence due to a contagious disease, a certification from the BOROUGH Department of Health shall be required. In the case of recurring or chronic illness, a doctor's certificate may be required once every six (6) months when an employee is absent because of same.

B. Employees having exhausted all their sick leave will not receive any further sick leave or compensation in lieu thereof, until same has been accumulated and earned by the employee's subsequent service. Sick leave will be credited on the first day of each year whether or not the employee reports for duty on that day.

C. Abuse of sick leave shall be cause of disciplinary

action.

D. Severance of employment prior to the use of all or any part of such sick leave terminates all rights for compensation hereunder.

E. Upon retirement, employees are entitled to be paid at the rate of one (1) day for every three (3) days of accumulated sick time.

ARTICLE VI: VACATIONS (PER BOROUGH ORDINANCE #1416)

A. The regular vacation period shall be from January 1, to December 24, inclusive. Vacations will be completed without interruption, except by permission of the SUPERINTENDENT in charge of the Department.

B. Employees shall not be entitled to a vacation until they have served one (1) full year in the DEPARTMENT.

C. Arrangements for dates of vacation periods will be made by the SUPERINTENDENT so that leaves will not conflict with the proper performance of duty. Seniority which is defined as continuous employment with the BOROUGH from the date of the last hire, shall be given the consideration by the SUPERINTENDENT in determining preference for vacation periods (one (1) man per week).

D. Vacations shall be based on anniversary of employment dates, that is, the date on which employee is hired.

E. Any employee who terminates his employment of his own will, prior to completion of his anniversary date of his employment shall not receive any portion of that year or years vacation benefit.

F. If an employee is terminated by the BOROUGH because of reduction of work force, said employee shall be entitled to a pro-rated amount of vacation pay, based on the time spend on employment that year.

G. In the event of dismissal of any employee by the BOROUGH for reasons other than reduction of work force, the employee shall not be entitled to any pro-rated vacation pay for that portion of the year.

Vacation periods shall be scheduled as follows:

Each employee of the Borough of Ridgefield, including appointed officials and all other employees (within the context of this Article, the work "employees" shall include both appointed offices and other employees) shall be entitled to vacation time as follows:

70-15A. All employees of the BOROUGH who are included in or covered by any employment contract or collective bargaining agreement with the BOROUGH shall be entitled to vacation according to the terms and provisions of their contract or collective bargaining agreement.

70-15B. As to those employees not included in or covered by any contract or collective agency agreement with the BOROUGH, only full-time employees of the BOROUGH shall be entitled to vacation time. For purposes of this Article, "full-time employees" are defined as those working at least thirty (30) hours per week. These employees shall accumulate vacation time as follows:

70-15B(1) During an employee's first year of service with

the BOROUGH, the employee shall earn and accumulate vacation time at the rate of one (1) day for each thirty (30) days of service, subject to a maximum of one (1) week during the first year of employment. No vacation may be used by an employee until that employee shall be in BOROUGH service for one hundred eighty (180) days.

70-15B(2) During an employee's second through fifth year of service, the employee shall be entitled to two (2) weeks' vacation.

70-15B(3) During an employee's sixth through tenth year of service, the employee shall be entitled to three (3) weeks' vacation.

70-15B(4) During and after an employee's 11th year of service, the employee shall be entitled to four (4) weeks' vacation.

70-15B(5) As set forth above, accumulation of vacation time shall be measured and computed by using each employee's starting employment date with the BOROUGH and not against a calendar year.

H. In addition to the vacation schedule set forth in Ordinance 1416, each employee who has completed his or her fifteen (15) full years of employment, shall for the sixteenth (16th) year of employment and thereafter receive twenty-five (25) full working days as vacation.

ARTICLE VII: HOLIDAYS* See ARTICLE X

During the term of this Agreement, each employee covered by this Agreement shall receive holiday pay equal to one (1) day's pay at eight (8) hours straight time, without working on those

days designated as holidays by the Mayor and Council, which designation shall be in total conformity with the holiday schedule for full time municipal employees. Holiday pay shall not be accumulated by any employee.

ARTICLE VIII: PERSONAL DAYS *See ARTICLE X

Each full time employee covered by this Agreement shall receive two (2) personal days off each year for which he shall receive a full day's pay at eight (8) hours straight time without working. The employee shall notify the SUPERINTENDENT of the Department within one (1) days notice prior to using his personal days. Personal days may not be accumulated by any employee.

ARTICLE IX: OVERTIME PAY *See ARTICLE X

A. Employees shall be paid at the rate of time and one-half for all hours worked beyond eight (8) hours in any one day. Employees shall be paid at the rate of time and one-half for all hours worked in excess of forty (40) hours per week.

B. Each employee shall be paid at the rate of double-time if he is scheduled and does in fact work on a holiday. The employee, however, will also receive any holiday pay. In order for an employee to be eligible for holiday pay as provided above, he must work the regularly scheduled working day before and the regularly scheduled working day after the holiday, unless he is given express written approval to be absent by the SUPERINTENDENT of the Department of Sanitation.

C. In the event an employee is called out to work other than the regular work tour, such as in the event of an emergency, said employee shall be guaranteed at least two (2) hours pay for

such "emergency call-out".

ARTICLE X: WORK WEEK

Notwithstanding, anything contained in ARTICLE VII through XI, the BOROUGH reserves the right to hire employees to work a work week other than Monday through Friday. In the event such employees are hired, they shall be paid overtime at the rate of time and one-half beyond the time of eight (8) hours worked in any one day and shall be paid overtime at the rate of time and one-half for full hours worked in excess of eight (8) hours a day and forty (40) hours a week. However, any employee on an adjusted work week shall be paid double time for all hours work done the seventh day following the first day of his normal work week.

ARTICLE Xi: UNIFORM ALLOWANCE

A. Each full time employee of the Department of Sanitation will have \$150.00 to purchase uniforms and \$150.00 to maintain uniforms.

Employees wishing to purchase uniforms shall receive permission from the SUPERINTENDENT of Sanitation for an allotment not to exceed their allowance. Uniforms shall be purchased from the supplier designated by the SUPERINTENDENT. In the event that during the calendar year an employee has not purchased uniforms to the full amount of One Hundred and Fifty and No/100ths (\$150.00) Dollars, the remaining amount shall not be refunded to such employee.

B. The SUPERINTENDENT shall order an employee whose uniform appearance falls below reasonable appearance standards to

purchase a new uniform or parts thereof. The SUPERINTENDENT's sole discretion shall be final and binding. Upon receipt of such order from the SUPERINTENDENT, the employee so ordered shall immediately purchase the required uniform or portion thereof.

C. Each employee shall be entitled to the sum of One Hundred and Fifty and No/100ths (\$150.00) dollars per year for the purchase of one (1) pair of prescription safety glasses.

All purchases of same must be approved by the SUPERINTENDENT. Each employee shall also be entitled to a sum not to exceed Twenty-Five and No/100ths (\$25.00) Dollars for the cost of one (1) eye examination per year.

D. Each employee shall be supplied by the BOROUGH with two (2) pair of steel-tipped safety shoes per year and the BOROUGH will replace those shoes if damaged during the course of employment. All purchases of safety shoes must be approved by the SUPERINTENDENT (\$65.00 limit).

ARTICLE XII: WORKING CONDITIONS

The BOROUGH, through the SUPERINTENDENT, may adopt and post or otherwise issue such rules and regulations concerning the working conditions of the Department of Sanitation provided that same are not contrary to this Agreement.

ARTICLE XIII: MANAGEMENT RIGHTS

A. The BOROUGH hereby retains and reserves unto itself without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but not

limited to the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Borough of Ridgefield and its properties and facilities and the activities of its employees.
2. The hiring of all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment and assignment and to promote and transfer employees.
3. The right to suspend, demote, discharge, or take other disciplinary action.

B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the BOROUGH, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms hereof and shall be in conformance with the Constitution and Laws of New Jersey and of the United States.

C. Nothing contained herewith shall be construed to deny or restrict the BOROUGH of its powers, rights, authority, duties and responsibilities under R.S. 11, R.S. 40 or 40A or any other national, state, county or local laws or ordinances.

ARTICLE XIV: DISABILITY COVERAGE

The BOROUGH agrees to obtain disability coverage for said employees. Said coverage shall be effective only after the exhaustion of all sick leave due said employees. The BOROUGH, in

its discretion, shall determine the amount and length of benefits of said disability coverage.

ARTICLE XV: PAST PRACTICES

All conditions and work and employment and practices heretofore established and not specifically amended by this Agreement shall remain in effect for the duration of this Agreement and all powers of the BOROUGH, heretofore exercised and/or provided by law not specifically amended by this Agreement are hereby reserved to the BOROUGH.

ARTICLE XVI: SENIORITY

A. Seniority shall commence from the date of full time employment in the Department of Sanitation.

B. In the event an employee is transferred from one department or branch of service of the BOROUGH to the Department of Sanitation of Public Works, his transfer shall be deemed to have been in continuity of active service as far as his entitlement to full credit of accumulated time and benefits. However, as far as seniority among those employees within the Department of Sanitation, his seniority shall start as of the date of his transfer to the Department of Sanitation. After having served his probationary period within the Department of Sanitation said employee shall be entitled to all benefits and privileges set forth in this Agreement.

ARTICLE XVII: SAFETY COMMITTEE

The BOROUGH and the DEPARTMENT shall establish a Safety Committee consisting of a number of members designated by the BOROUGH. Said Safety Committee shall have the power to recommend


to the BOROUGH various safety practices and rules and regulations relating to same. It shall be the sole obligation of the BOROUGH to adopt such rules and regulations as it deems fit in its discretion. The Safety Committee shall be responsible for enforcing all safety rules and regulations thus promulgated by the BOROUGH. The SUPERINTENDENT shall, within thirty (30) days, after the execution of this Agreement, establish a schedule of disciplinary action relating to infraction of said safety rules and regulations.

IN WITNESS WHEREOF, the parties have hereunto signed this Agreement the date and year first above written.

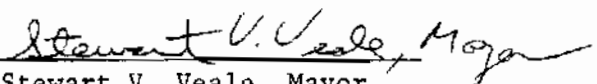
DEPARTMENT OF SANITATION

BOROUGH OF RIDGEFIELD



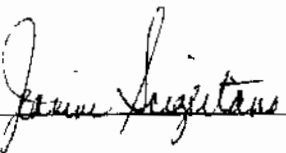
ERIC MATTISON


PETER RATS



Stewart V. Veale, Mayor

ATTEST



JEANINE SCIGLITANO, Borough Clerk