

1979,
RODGERS UNIVERSITY

THIS DOES NOT
CIRCULATE

1979

This agreement made the 2nd day of August 1979 between the County of Middlesex, a Municipal Corporation by its Board of Chosen Freeholders (hereinafter known as the Employer) and the Communications Workers of America, AFL-CIO (hereinafter known as the Union).

WHEREAS, the Union has been selected as the bargaining agent by the employees to be defined, in accordance with Chapter 303 of the laws of 1968, and said Union has been certified as such by the Public Employment Relations Commission; and

WHEREAS, said Union has been in negotiations with the Employer pursuant to Chapter 303 of the laws of 1968; and

WHEREAS, the Union and the Employer have agreed upon certain terms of employment as a result of the negotiations carried on pursuant to Law: However, it is understood that this agreement contains all the terms and conditions of employment between the County, Roosevelt Hospital and the employees covered by this agreement. Previous or past practice existing or alleged to have been existing prior to the effective date of this agreement shall not be admissible in any judicial or grievance procedure hearing.

NOW THEREFORE, subject to law as herein provided, the parties hereto, in consideration of the following articles of provision, covenants and agreements contained herein, do hereby establish the following terms and conditions which shall govern the activities of the parties and all affected employees:

NON-DISCRIMINATION: The County of Middlesex is committed to having judgments concerning employees solely on their qualifications, abilities and performance. Neither party to this Agreement shall discriminate against any employee because of race, sex, age, nationality, religion, marital status, handicap, political or union affiliation. Any such alleged discrimination may be pursued under the grievance and arbitration provisions of this Agreement:

1. Recognition: The Union is hereby designated as the exclusive bargaining agent for the Non-Medical Professional Employees employed by the Roosevelt Hospital in the job titles and salary ranges specified in Appendix A. Job descriptions for the specified titles will be available at the personnel office upon request. All other titles are excluded.

Any new title authorized for use by the hospital will be negotiated for inclusion or exclusion from this bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Union or the employer

will pursue statutory procedures under the New Jersey Public Employment Relations Act.

2. Authorized Representatives of the Bargaining Unit, with supervisors permission shall have the right to enter upon the premises of the Employer during working hours for the purpose of negotiations and grievance procedure relative to enforcement of the final agreement reached, so long as such visits do not interfere with proper service to the public or on going workday schedules. It is also understood that no employee shall engage in any union activity during the employees working hours. Also, no union literature is to be distributed in working locations at any time.

It is agreed that the Union will furnish to the Middlesex County Personnel Offices, a list of duly elected stewards as of the first day of the current contract year.

(a) The County Comptroller and the County Treasurer shall be and are hereby authorized and directed to deduct from the pay of each employee who furnished a written authorization for such deduction per authorization card exhibited on the last page of this contract during each calendar month, the amount of monthly Union dues or such other amount as may be certified to the Employer and Board by the Union at least thirty days prior to the date on which the deduction of Union dues is to be made. Deduction of the Union dues made pursuant thereto shall be remitted by the Middlesex County Treasurer to the Secretary-Treasurer, Communications Workers of America, AFL-CIO, 1925 K Street Northwest, Washington D.C. 20006, for the calendar month for which such deduction were made.

(b) Any member of the Union desiring to resign from the Union will be permitted to do so only on two specific occasions during the calendar year, i.e., on or before January 1st or July 1st. This request must be in writing to the President of the Union and the County Comptroller.

3. Wages: Effective January 1, 1979 all eligible employees shall receive a wage increase of 6.5% over their December 31, 1978 base salary. On July 1, 1979 all eligible employees shall receive an additional $\frac{1}{2}$ % wage increase over their June 30, 1979 base salary for the balance of the 1979 contract year.

Wage Increase Eligibility: All employees in this bargaining unit being carried on the County payroll, or on approved leaves of absence will receive the wage increase negotiated in the following manner and with the following exceptions:

(a) All employees hired in 1979 and thereafter will receive a pro-rata share of the Negotiated Wage Increase (N.W.I. on the first of January following the start of his/her employment, i.e., commencing with the month the employee started employment and counting to December 31st, each month of service will represent one-twelfth of the Negotiated Wage Increase (.0833 times number of months of service, times Negotiated Wage Increase equal percentage of raise to be applied). The month in which the employee is hired will be considered a full month for the purpose of computation of this wage increase. The second January and for each subsequent January, they will receive a full share of the Negotiated Wage Increase.

(b) Employees who are assigned duties in a higher grade and perform the required duties in the higher grade shall after five days in one month have their pay increased to the higher grade, until such time they no longer perform such duties.

(c) Employees prior to the execution of the contract, and currently not on the payroll at the execution date of this Agreement, will not be included in the wage increase, with the exception of retirees, and deceased employees in which case payment will be made to his/her estate. It is understood that the Negotiated Wage Increase will be payable to the employee on an authorized leave of absence for that period of time actually worked during the effective period of that contract.

4. Hours Of Work: The normal work hours for the bargaining unit are to be as follows: 8:30 a.m. to 4:15 p.m., with forty-five (45) minutes for lunch, and these hours are to remain in effect until mutually changed. However, some employees because of the nature of their work may be on different work schedules, starting times or quitting times as assigned by management. Either party has the right to request a change, and such request is to be the subject of negotiations.

5. Breaks: All employees shall receive fifteen (15) minutes break for each half day period of work, morning and afternoon.

It is understood that all employees will be punctual on starting times, taking of and returning from rest periods, lunch periods and quitting times. Any employee not observing working hours as stated shall be subject to disciplinary action.

6. Overtime:

(a) All employees shall be expected to complete their work in the time allotted for the normal working day. Any employees scheduled to work beyond their regularly scheduled workday shall be paid at the rate of time and one-half in pay or compensatory time.

(b) Employees requested to work overtime beyond the thirty-five (35) hour work week and who are requested to work on Saturday or Sunday, the sixth or seventh consecutive work day will be paid time and one-half in pay.

(c) It is understood that an employee may request compensatory time for the overtime worked. However, the Hospital Administration retains the final authority on the right to grant compensatory time.

(d) Overtime shall be scheduled by seniority, on a reasonably equalized basis where such work is in the nature and normal routine of the job. Seniority shall mean date of hire in that title and shall include current uninterrupted service.

(e) Call Back Time - If an employee is called back to work, these rules will apply: Any employee called in after a normal shift or workday shall receive a minimum of four hours pay at time and one-half (1- $\frac{1}{2}$). The call back begins when an employee reports on the job and ends when his time stops.

(f) Merit Increases: It is understood and agreed that pursuant to the intent of the New Jersey Employer-Employee Relations Act, Chapter 303 Laws of 1968 (N.J.S.A. 34-13A-1 et seq.) all wage increases are limited to the negotiated contractual amounts arrived by means of the bargaining process. The only exceptions to this policy will be represented by promotion to a higher position. In these cases the promotion policy as contained in this contract will be observed.

(g) Promotions: Any employee will receive a 4% increase on his/her annual base salary at the time of appointment. If the 4% does not equal the minimum of the new salary range he/she will receive the minimum of the new range.

(h) New Employees: It is the intention of Middlesex County in cooperation with the bargaining unit, to start all new employees within the bargaining unit at the minimum of the rate range. Exceptions to this policy if they should occur will be communicated to the Union President.

7. Seasonal Employees (Summer Help): Indirect benefits will be limited to Workmen's Compensation and those other benefits provided by law. Employees in this category will not receive vacation days, sick days, holidays, personal days, bereavement days, hospitalization and dental benefits or any other indirect contractual benefits.

8. Medical Benefits: All full-time employees and employees' eligible family (as defined by Blue Cross-Blue Shield) shall be covered by Blue Cross, Blue Shield, and Rider J; at the Employer's expense. Major Medical for the eligible employees and family shall be supplied at the Employer's expense.

(a) All full-time employees shall be covered by the Great West Life Assurance Company Dental Plan, or a similar plan, at the employers expense.

(b) The Rutgers Community Health Plan (H.M.O.) is available to the employee as an alternate to Blue Cross, Blue Shield, Rider J and Major Medical. The County will contribute the same amount toward R.C.H.P. coverage as is elected, the employee shall be subject to a payroll deduction if any depending on the type of coverage.

9. Drug Prescription Plan: All eligible employees and eligible employees' family will be covered by a Drug Prescription Program at the Employer's expense. There will be \$1.25 copay per prescription by the employee, in accord with County Policy.

10. Holidays: The present holiday schedule in effect is to be adhered to and also to be observed are any other holidays declared legally/constituted by authorities of the State and Federal Government, provided such holidays are approved by the Board of Chosen Freeholders.

New Year's Day
Martin Luther's King Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Election Day
Veteran's Day
Thanksgiving Day
Day Following Thanksgiving Day
Christmas Day

If a holiday falls on a Saturday it shall be observed on the preceding Friday. If a holiday falls on a Sunday, it will be observed on the following Monday. If a holiday falls during an employee's vacation or bereavement time, he shall be granted an additional day off with pay.

11. All full-time employees working on a holiday which is a normal scheduled work day will receive straight time pay for the holiday, plus a compensatory day. If a holiday falls on an employee's normal scheduled day off, he/she will receive a compensatory day for that day.

Monday to Friday employees scheduled off on a holiday will receive a days pay at their regular straight rate and no compensatory day.

12. Personal Days: All employees shall have three (3) personal holidays in addition to those above for any personal purpose. Personal holidays may not be carried over to the following year. Personal holidays may be taken on separate days or consecutively; however, the employee will give the Employer three (3) days notice for each personal holiday, to be taken. New employees shall accrue one (1) personal holiday at the end of each fourth month of employment and severance pay shall be calculated considering personal holidays on the basis of one accrued personal holiday per fourth month of employment completed in the year said employment is terminated.

12 a. Bereavement: All full time employees shall be eligible to receive a maximum of three (3) full-time days leave in the event of the death of his/her spouse, child, son-in-law, daughter-in-law, parent, mother-in-law, father-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, aunts and uncles.

It is understood and agreed that this Bereavement Leave will be communicated to the Department Head by the employee and said employee shall be granted three (3) days Leave of Absence consisting of three (3) calendar days next following the day of death until the date of burial. The employee will be compensated for time lost during said period from his regularly scheduled work, not to exceed three (3) days. However, it is understood that the hours not worked, shall not be used in computing overtime pay for hours worked in excess of thirty-five (35) in the work week or any other pay.

13. Vacations: A new employee shall be granted vacation leave only at a rate of one (1) day per month on a month to month basis until the completion of one full year of employment. Upon completion of said year, a pro-rata number of vacation days shall be credited to the employee for the balance of the calendar year ending December 31st.

If a portion of the year before the end of the year and more vacation days have been taken than is appropriate, the pro-rata rate of pay for the excess days shall be deducted from the final pay.

All employees shall be granted vacation leave based upon the following schedule:

<u>Years of Service</u>	<u>Amount of Vacation</u>
Less than one year	One working day for each month of service.
One to five years	Twelve working days during each year of service.
Six to nine years	Fifteen working days during each year of service.
Ten to twelve years	Sixteen working days during each year of service.
Thirteen to twenty years	Twenty working days during each year of service.
Twenty first year or more	Twenty-five working days during each year of service.

It is understood that when reference is made to six to nine years, etc., six means the start of the sixth year, etc.

Vacation leave accumulation will be based on the Civil Service Rules now in effect.

The Employer and his designated representatives shall attempt to schedule work, insofar as possible, to preclude changes in the vacation scheduling. All provisions of the Roosevelt Hospital concerning emergencies, etc., shall be observed by both parties. Employees shall submit requests for vacation time no later than May 1st of each year, with first and second choices. The first choice requested shall be on the basis of seniority which shall mean day of hire. Vacation time may be used on less than a full vacation basis by agreement of the employee's immediate supervisor. It shall be assumed that an employee with one or more years of service will remain in service for a full calendar year or portion thereof for that year when requested as permitted by the vacation schedule.

Any employee leaving the services of the County shall be paid on a pro-rated basis of one day for each month of service for the portion of his/her unused vacation.

17. Sick Leave: A new employee shall earn sick leave at a rate of one and one-quarter (1-1/4) days per month on a month to month basis until completion of one full year of employment. Upon completion of said year a pro-rata number of sick days shall be credited to the employee for the balance of the calendar year ending December 31st.

If termination occurs before the end of the year and more sick leave has been taken than earned, the per diem rate of pay for the excess days shall be deducted from the final pay.

Sick leave shall accumulate year to year with an additional fifteen (15) days credited to the employee at the beginning of each successive calendar year.

All other proper and authorized leaves as provided in the rules of the Department of Civil Service shall be recognized and constitute a part of this agreement.

Days lost due to injury or illness arising out of or caused by County employment for which the employee has a claim for Workmen's Compensation which has been approved by the appropriate County authorities or sustained by an appropriate Court of competent jurisdiction, shall not be charged to sick leave.

During the time that the personnel office is determining whether the injury or illness results from the working conditions an employee may take any accumulated sick leave. In the event a leave with pay is granted the sick leave used by the employee will be recredited to the employee and the sick leave injury will be retroactive to the date which is determined by the effective date of the Freeholder Resolution adopting same.

Furthermore, all of the requirements of N.J.S. 34:15-1 shall govern and control the injury leave and compensation benefits including the requirements for reimbursement and the basis for not granting an injury leave as more fully set forth in the Codified General Resolutions of the County of Middlesex.

Paid holidays accruing during a period of sick leave shall not be charged to sick leave.

15. Longevity: All eligible employees shall be entitled to receive longevity which will be based upon their salary maximum base \$18,000 as of December 31, 1978, starting with the completion of the 8th year of service as follows:

9 through 15 years of service	=	2%
16 through 20 years of service	=	4%
21 years and over	=	6%

The rate of longevity paid is to be based upon the Resolution authorizing longevity payments and setting up schedules of payments of same duly adopted by the Employer on March 18, 1971, and as amended.

Effective January 1, 1979 the present longevity program will continue for all employees on the payroll as of December 31st, 1978. Employees starting with the County on January 1, 1979 and thereafter will not accrue longevity.

16. Grievance Procedure - Definition: A grievance is any alleged violation of this agreement, or any dispute with regard to it's meaning or application. The term "grievance" and the grievance procedure set forth herein shall not apply to matters involving the sole and exclusive discretion of the Board of Freeholders.

Step 1. The employee's Shop Steward shall present in writing the Employee's grievance or dispute to the employee's immediate supervisor within ten (10) working days of its occurrence. The supervisor shall hear the grievance, attempt to adjust the matter and shall respond to the employee, in writing, within five (5) working days.

Step 2. If the grievance still remains unsettled or unanswered, it shall be presented in writing by the employee to the Director of the Hospital or his designee within five (5) working days after the supervisor's response is due. The Director or his designee shall respond to the employee in writing within five (5) working days.

Step 3. If the grievance still remains unsettled or unanswered by the Director or his designee, it shall be sent by the employee representative to the County Personnel Director, in writing, within seven (7) working days after the response of the Director or his designee is due. The County Personnel Director shall respond in writing to the employee within ten (10) working days. The Union President or his designee may request a meeting with the Personnel Director within five (5) working days after receiving the answer from the County Personnel Director.

Step 4. If no settlement of the grievance has been reached between the parties, either one or both may move the grievance to advisory arbitration within thirty (30) days of receiving the answer from the County Personnel Director.

ARBITRATION: Any party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the Employer and Employees. If the Employer and the employee cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the Civil Service Commission which might be pertinent and tender his award in writing which shall be advisory. The cost of the arbitrator's fee shall be shared by the Employer and the employee Union. Time extensions may be mutually agreed to by the Employer and the employees.

Employees grievances shall be presented on forms prepared by the County, the grievance procedure, as contained in this contract, shall be strictly adhered to. It is understood that the employee must sign his/her individual grievance. Grievances without an employee signature shall not be accepted or processed. It is understood and agreed that any settlement of a grievance is limited to the date of the filing of the grievance.

17. Adherence to Civil Service Rules: The employer and the Union understand and agree that all rules, promulgated by the New Jersey Department of Civil Service concerning any matter whatever not specifically covered in this Agreement shall be binding upon both.

18. Economy Layoffs: The Employer agrees that in the event of employee layoffs for economy reasons with good faith demonstrated on the part of the Employer to the Union, same shall be on the basis of seniority in permanent Civil Service status and observance of Civil Service rules and regulations.

19. Part-Time Employees: All permanent part-time employees, including provisional employees (but not to include seasonal employees) awaiting examination shall be paid a salary based on the annual wage for the appropriate classification as set forth in the adopted schedule, pro-rata.

Vacation - Each part-time employee who works the equivalent of 22 full working days shall earn 1 day of vacation leave. 18 hr employees 176 hours, 7 hr employees 154 hours.

Sick Leave - Each part-time employee who works the equivalent of 22 full working days shall earn $1\frac{1}{2}$ days of sick leave. (8 hr employees 176 hours, 7 hr employees 154 hours).

Holidays - Regular part-timers shall be paid for that portion of the holiday that they would have been scheduled to work on that day.

Hospital and Dental Programs and Drug Prescription Program - Part-time employees will be covered if they are scheduled for and do work 20 hours or more each work week.

Part-time employees are not entitled to the following: Personal Days, Bereavement Days and Longevity.

Public Employees' Retirement System - It is compulsory for part-time employees of the County of Middlesex to enroll in PERS if they were permanently appointed on or after January 2, 1955, provided they earn at least \$500 a year and are paid in each quarter of the year.

20. Accumulated Sick Time Payoff Upon Retirement: All full-time employees covered under the terms of this agreement shall be entitled upon retirement to receive a lump sum payment, as supplemental compensation (one-half payment) for every full day of Middlesex County earned and unused accumulated sick leave (not to exceed \$12,000) which is credited to him/her on the employment records and certified by the appointing authority on the effective date of his/her retirement. This policy will be administered in accordance with the Resolution adopted by the Board of Chosen Freeholders authorizing same.

21. Personnel Files: Employees shall have the right to inspect and review their own individual personnel file upon written request to the Employer. The Employer recognizes and agrees to permit this review and examination at any reasonable time. The employee shall have the right to define, explain, or object in writing to anything found in his personnel file. This shall become a part of the employee's personnel file.

22. Maternity Leave: Employees may be granted earned and accumulated sick leave and vacation during the time prior to the expected date of delivery and for one month after the actual date of delivery, on presentation of a doctor's certificate and with the approval of the department head and the Freeholder in charge.

Permanent employees who are absent because of vacation or sick leave may be granted a leave without pay not to exceed six months, subject to the same or other conditions as listed above.

23. Military Leave: Any employee of the County who is a member of the National Guard, Naval Militia, Air National Guard, or a reserve component of any of the Armed Forces for the United States, and is required to engage in field training, shall be granted a military leave of absence with pay for the period of such training as is authorized by law. Such leave of absence shall be in addition to vacation.

24. Jury Duty: Should an employee be called to serve as a juror, he shall receive pay from the County for all time spent on jury duty. Any remuneration received by the employee from the courts for serving as a juror, excluding travel allowance, shall be returned to the County Treasurer.

25. Discipline or Discharge: No employee shall be disciplined or discharged without just cause. Any such action taken shall be subject to the grievance procedure herein set forth.

26. Job Vacancy - Job Bidding:

Section 1. When Management finds the need or plans a newly created job within the bargaining unit, the management will notify the president of the local Union and promptly post the job for bid on appropriate bulletin boards. All notices shall contain pertinent information concerning the job, including pay and remain posted for three (3) working days. Thereupon, the bid shall be closed and the job awarded on the basis of seniority, qualification and ability to perform the job. If one or more bids are received and all things are equal, seniority shall prevail.

Section 2. With reference to filling vacancies, employees in the line of work involved shall have first consideration in order of seniority.

Section 3. Management will present to and discuss with an employee, or at his request, with his representative, the reasons for selecting an employee of less seniority for a higher job on the basis of ability and qualifications, rather than on the basis of seniority.

Section 4. Job Recall: Will be made in accord with Civil Service Rules.

Section 5. The determination of abilities and qualifications of any employee shall be made by management.

27. Rights and Privileges of the Bargaining Unit:

(a) The Employer agrees to make available to the union all public information concerning the County together with information which may be necessary

for the Union to process any grievance or complaint. All requests shall be made through the County Personnel Director.

(b) Whenever any representative of the Union or any employee is mutually scheduled by the parties to participate during working hours in negotiations or grievance procedures, he/she shall suffer no loss in pay.

(c) The Union will have the use of bulletin boards to disseminate union information.

28. Safety:

(a) The Employer agrees to assure the safety and adequacy of all working areas and equipment provided for employment use.

(b) The Union will appoint a member of the Union to the Safety Committee.

(c) Where safety equipment is provided it is the responsibility of the employee to utilize such equipment.

29. Meal Time Allowance: Employees in this bargaining unit will be provided one (1) meal a day for each day worked within the prescribed hours listed below; however, it is understood that the meal hours as defined are subject to change in order to insure proper hospital care in an eventuality that may occur.

SHIFT

MEAL

8:30 a.m. - 4:15 p.m.

11:00 a.m. - 1:00 p.m.

(Overtime Meals: Any employee required to work ten consecutive hours shall be entitled to and provided a meal by the Hospital. The supper hour shall commence after the employee has worked a minimum of ten hours.

30. Uniform Allowance: Those employees in the stipulated titles (see Appendix A) in this bargaining unit shall receive an allowance of \$75 per year provided the eligible employee had one year of service, after which a lump sum payment or pro-rata payment should be applied.

31. Required Licenses: Required licenses as stipulated by title (see Appendix C) shall be paid for by the Hospital administration.

32. Mileage: Seventeen cents per mile allowance shall be paid to the employees of this unit should they be assigned County representative duties using their own auto's. Any increase in the allowance approved by the Board of Freeholders shall automatically apply.

33. Employee Physicals: Employees wishing to have their physicals taken at the Hospital may do so during their scheduled working hours. If any employee

elects to have medical physical taken on other than their scheduled working hours (with their personal physician) they may do so, on their own time and at their own expense. (This provision shall apply only to physicians after initial employment).

32. Labor Management: A labor management committee consisting of two members of the bargaining unit will meet on a quarterly basis with the Hospital director or designee to discuss improvements and procedures in patient care. However, any changes to be made will be determined by the Hospital Administration.

35. Savings Clause: It is mutually understood and agreed that benefits currently enjoyed by employees shall remain in effect as of the date of this agreement.

36. Management Rights: All of the rights, power and authority possessed by the Employer prior to the date of the signing of this agreement are retained exclusively by the Employer and subject only to such limitations as are specifically provided in this agreement.

37. Orders of Employer: Orders and regulations promulgated by the Employer will be observed by the employees.

38. Unpaid Leave Days: Union members to be designated by the Union shall be granted five (5) aggregate days per calendar year to attend a Union conference or convention. If attended during scheduled working days, the Union shall request these days at least one week in advance. It is also understood that the total cost in salary of these aggregate days will be the Unions responsibility.

39. petty cash Policies: Petty cash is available in the Business Office and is used for postage, transportation, and emergency purchases of a minor nature. There can be no petty cash without approval of the governing policies and procedures of the Hospital.

1. To be eligible for petty cash, you must obtain petty cash from:
 1. Obtain approval of immediate supervisor or officer of your department.
 2. Present the request and administrative approval to the Business Office.
 3. If advance is requested the approximate amount of the required amount will be disbursed and receipts and change, if any, will be returned to the Business Office.

4. If monies have been spent the receipt together with Administrative approval; should be presented to the Business Office in order to obtain reimbursement.

40. No Strike or Lock-Out: Neither the Union or the employee or the Employer shall interfere, instigate, promote, sponsor, engage in or condone any strike, lock-out or concerted work stoppage. In the event that any person violates the terms of the no-strike clause, the public employer shall have the right to discharge or otherwise discipline such person for the breach of the no-strike clause. The sole question shall be whether the employee was engaged in the prohibited activity.

41. Suspension of Provisions of Agreement:

Section 1. If during the life of this agreement there shall be in existence an applicable rule, regulation, or order issued by Governmental authority which shall render invalid any provision of this agreement, such provision shall be immediately suspended and have no effect so long as such rule, regulation, or order shall remain in effect.

Section 2. In the event that any of the provisions of the agreement shall be held in violation of the State or any Federal Law or regulation, such determination shall not in any way effect the remaining provisions of this agreement.

42. Computation or Typographical Errors: During the life of this contract, computation or typographical errors may be corrected from the date of determination. These errors may be corrected by Union or Management by mutual consent retroactive to the date of occurrence.

43. Duration of Contract: It is hereby agreed that this Agreement shall remain in full force and effect from January 1, 1979 until December 31, 1979 and all provisions therein, unless otherwise provided, shall be retroactive as of January 1, 1979. All of the provisions of this Agreement shall remain in full force and effect until a successor collective bargaining agreement is negotiated.

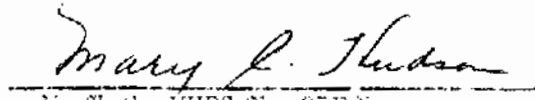
This agreement may be reopened for 1980 contract negotiations by either party upon notice in writing at least sixty (60) days and no more than one hundred and twenty (120) days prior to December 31, 1979.

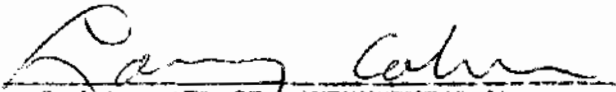
COUNTY OF MIDDLESEX

BY ITS BOARD OF SUPERVISORS:

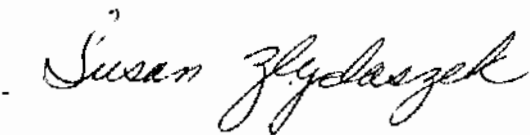
TEST:


STEPHEN J. CAPUTO, PRESIDENT


MARY C. HUDSON, CLERK


LARRY COHEN, A.P.C., REPRESENTATIVE


RUTH V. ALLEN


SUSAN GYLASZEK

APPENDIX "A"

ROOSEVELT HOSPITAL NON-MEDICAL PROFESSIONALS

TITLE	SALARY RANGE	RANGE
Assistant Chief Pharmacist X	\$13961-17231	A-25
Assistant Narcotics Coordinator	\$11707-15034	A-15
Caseworker Institutions	\$9971-15845	A-19
Chief Psychiatric Social Worker	\$15470-24583	A-28
Electrocardiogram Technician *	\$7440-11820	A-13
Medical Social Worker	\$10994-17473	A-21
Microbiologist	\$10994-17473	A-21
Occupational Therapist * X	\$8203-13034	A-15
Principal Psychiatric Social Worker	\$14031-22293	A-26
Project Specialist - Rape	\$9496-15089	A-18
Public Information Officer	\$10470-16640	A-20
Recreationalist Therapist X	\$9044-14370	A-17
Rehabilitation Counselor	\$11544-18345	A-22
Senior Occupational Therapist * X	\$10470-16640	A-20
Senior Physical Therapist * X	\$12121-19258	A-23
Senior Psychiatric Social Worker	\$13363-21231	A-25
Senior Speech and Hearing Therapist X	\$10470-16640	A-20
Senior X-Ray Technician * X	\$9496-15089	A-18
Social Caseworker	\$10470-16640	A-20
Social Caseworker - Institutions	\$9971-15845	A-19
Social Caseworker - Drug Abuse	\$9044-14370	A-17
Speech and Hearing Therapist X	\$9044-14370	A-17
X-Ray Technician * X	\$8613-13685	A-16
Physical Therapist * X	\$10470-16640	A-20
Staff X-Ray Technician * X	\$7440-11820	A-13

JOB DESCRIPTIONS FOR TITLES ABOVE WILL BE AVAILABLE TO ALL EMPLOYEES UPON REQUEST.

21/79

Uniform Allowance

Required Licenses

ROOSEVELT HOSPITAL - CWA LOCAL 1066

UNIFORMS:

- 1 SENIOR X-RAY TECHNICIAN
- 2 STAFF X-RAY TECHNICIAN
- 3 SENIOR PHYSICAL THERAPIST
- 2 PHYSICAL THERAPIST
- 1 DIRECTOR PHYSICAL THERAPIST
- 1 OCCUPATIONAL THERAPIST
- 2 SENIOR OCCUPATIONAL THERAPIST
- 1 DIRECTOR OF OCCUPATIONAL THERAPIST
- 1 CHIEF ELECTROCARDIOGRAPH TECHNICIAN
- 1 ELECTROCARDIOGRAPH TECHNICIAN
- 1 CHIEF X-RAY TECHNICIAN
- 9 DUTYMAN

JACKETS PROVIDED BY HOSPITAL:

- BACTERIOLOGIST
- PHARMACIST
- CHIEF PHARMACIST
- CHIEF MEDICAL TECHNOLOGIST

REQUIRED LICENSURE:

- (1) X-RAY: License required by the State of N.J
\$20:00 (twenty dollars) -covers two years.
- (2) PHARMACY: License required by the State of N.J
\$30:00 (thirty dollars) every two years.
- (3) PHYSICAL THERAPY: License required by:
\$75:00 (seventy five dollars) National American Physical
Therapy Association -annually
\$25:00 (twenty five dollars) State dues annually.
- (4) Occupational Therapy: License required by the State
\$75:00 (seventy five dollars) annually
- (5) MEDICAL RECORDS: License required by the American Medical Record
Association
\$65:00 (sixty five dollars) annually
- (6) Recreation Therapy: License required by:
\$38:00 (thirty eight dollars) N.J Recreation and
Park Association.
\$02:00 (two dollars) N.J Certification
\$10:00 (ten dollars) Renewal
- (7) Dietary: Member of the ADA - License
\$40:00 (forty dollars) annually
- (8) SPEECH AND
HEARING THERAPY: American speech and hearing Association membership
\$90:00 (ninety dollars) -annually

Respectfully submitted,

Samia El-Paras, ART
Exec. Vice President - Supervisors

cc. Mrs. Hanson
CWA Rep.