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amended

NOT CIRCULATE

REVISIONS TO THE CONTRACT  
 . BETWEEN  
 COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO  
 AND  
 MIDDLESEX COUNTY WELFARE BOARD  
 Middlesex County, New Jersey

The following revisions of the 1971 - 72 contract between the Middlesex County Welfare Board and the Communications Workers of America Local 1082 affecting wages and other economic items are to become effective January 1, 1972 except where another effective date is specifically indicated.

ARTICLE XXIII, SECTION B. IS AMENDED TO INCLUDE:

Part Two: Union members to be designated by the Union shall be granted 15 aggregate days with full pay to attend the following Union Conventions and Conferences:

1. CWA International Convention
2. CWA District I Conference
3. New Jersey AFL-CIO Conventions
4. New Jersey Industrial Union Council Conferences
5. Middlesex Central Labor Council Conferences
6. Any Labor Conference specifically affecting Public Employees

The Union shall make timely application for such leave.

ARTICLE XVII, SECTION A. IS REVISED TO READ:

A minimum of six (6) qualified caseworkers shall be afforded opportunity for Educational Leave, for the purpose of pursuing full-time study for a Masters Degree in Social Work, with a maximum stipend and related benefits permitted by ruling No 11 of the Division of Public Welfare.

ARTICLE XX, IS AMENDED TO READ:

Effective January 1, 1972, the Middlesex County Welfare Board will adopt the Plan B Compensation Schedule of Ruling #11 as revised January 1, 1972.

In those titles for which there are no range changes, salary increase will be granted within the current range.

All persons on staff will remain at their incremental step but will move to the new salary range designated for their respective job classification.

Clerical personnel operating IBM Mag Card Machines will be paid one incremental step above their current step in the new range. The Welfare Board agrees to use its best efforts to have the Civil Service Commission establish a title classification of Mag Card Operator with a salary range of 5288 - 7136. Employees currently operating IBM Mag Card Machines are in the job classifications of Clerk Stenographer at a salary range of 4796 - 6476, and Clerk Transcriber at a salary range of 4796 - 6476.

Starting salary for the position of Senior Account Clerk, will be 5552; starting salary for Senior Clerk Bookkeeper shall be 5816; starting salary of Principal Clerk Steno, shall be 7440.

The salary ranges currently in effect are listed immediately following the position. The third column lists ranges on the revised Plan B to become effective January 1, 1972, for all job classifications except, Welfare Aide, which salary range will become effective May 1, 1972.

	<u>Old Salary Range</u>	<u>New Salary Range</u>
Social Service Aide	4104 - 5744	4350 - 5876
Clerk	4104 - 5744	4350 - 5876
Clerk Typist	4309 - 6029	4568 - 6164
Clerk Stenographer	4524 - 6332	4796 - 6476
Clerk Bookkeeper	4524 - 6332	4796 - 6476
Telephone Operator	4750 - 6654	5036 - 6800
Receptionist	4750 - 6654	4796 - 6476
Clerk Transcriber	4524 - 6332	4796 - 6476
Senior Clerk Typist	5237 - 7333	5552 - 7498
Senior Account Clerk	5237 - 7333	5288 - 7333 *
Senior Clerk - Stenographer	5499 - 7799	5830 - 7874
Senior Clerk Bookkeeper	5499 - 7799	5288 - 7799 *
Welfare Aide	5499 - 7699	6122 - 8264
Principal Clerk - Stenographer	7018 - 9826	7086 - 9826 *
<del>Head Clerk</del>		<del>7812 - 10549</del>
Investigator	7737 - 10833	8203 - 11073
Caseworker	7737 - 10833	8203 - 11073
Casework Specialist	8530 - 11946	9044 - 12208
Supervisor of Casework	9405 - 13165	9971 - 13464

\* In those classifications marked with an asterisk, irregular maximum will be maintained because it is currently in excess of State Range.

ARTICLE XXIII SHALL BE ADDED TO THE CONTRACT AND SHALL STATE:

In promotional situations:

1. If base pay of the new position represents a 3% or more increase over the employees current salary, then base pay shall be the compensation in the new position.
2. If base pay of the new position represents less than a 3% increment, then base pay plus one increment shall be the compensation in the new position.
3. If the employee is already receiving a rate of compensation higher than base pay of the new position, compensation shall be at the incremental step of the new pay range closest to, but higher than the employee's current salary, providing such compensation represents an increase of 3% or more.
4. If the increase outlined above is less than 3%, compensation shall be set at the next highest incremental step of the new salary range.

ARTICLE XXIV IS ADDED TO THE CONTRACT AND SHALL STATE:

Every employee shall receive a stub with his pay check itemizing all deductions and year-to-date totals.

IN WITNESS THEREOF, the parties have caused this contract to be executed by its respective officers or agents on this 29<sup>th</sup> day of June, 72

Communication Workers of America,

Middlesex County Welfare Board

AFL - CIO

Edward A. Schutt

Clare McDevore

George Bellina

John J. [Signature]  
Frank Mason

Reviewed and approved by the  
Division of Public Welfare N.J.  
Dept. of Institutions and  
Agencies

Frank A. Mason  
Frank A. Mason, Director  
Office of Employee Relations

Irving Engelman  
Irving Engelman, Director  
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