

COLLECTIVE BARGAINING AGREEMENT

between

BOROUGH OF RIVER EDGE

and

LOCAL 29, RWDSU, AFL-CIO
Blue Collar Unit

JANUARY 1, 1987 through December 31, 1989

LAW OFFICES:

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PREAMBLE

THIS AGREEMENT entered into this 6th day of August, 1987 by and between the Borough of River Edge, in the County of Bergen, New Jersey, a Municipal Corporation of the State of New Jersey, with its principal place of business located at 705 Kinderkamack Road, River Edge, New Jersey hereinafter called "the Employer" and Local 29, RWDSU, AFL-CIO with its principal place of business located at 36 Bergen Street, Hackensack, New Jersey hereinafter called the "Union."

WHEREAS, the parties have negotiated terms and conditions of employment and wish to enter a complete Agreement concerning the same.

NOW THEREFORE, in consideration of the mutual promises, covenants, and undertakings set forth hereinafter, the parties agree as follows:

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ARTICLE 1
RECOGNITION

1. The Employer recognizes the Union as the exclusive bargaining agent for all blue collar employees including but not limited to the following job titles, Trainee, Laborer, Tree Trimmer, Equipment Operator, General Repairman and Mechanic, but excluding supervisors, white collar employees, professional employees, craft employees, managerial executives, confidential employees and police within the meaning of the New Jersey Employer - Employee Relations Act, hereinafter called the "Act."

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ARTICLE 2

PROBATIONARY PERIOD

1. Employees for a job title, which is within the bargaining unit shall be probationary employees for ninety days immediately succeeding the date of hire. Probationary employees shall be represented by the Union and shall have such rights as are set forth in this Agreement except such employees shall have no right whatsoever to grieve discipline or discharge nor shall such employees have the right to grieve or arbitrate a decision of the Employer concerning which employees have successfully completed the probationary period.

2. After successful completion of the probationary period such employees shall be deemed permanent employees.

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ARTICLE 3
UNION SECURITY

1. The Employer will admit representatives of the Union to the garage located at the River Side Way, River Edge, New Jersey during the hours which employees are working for the purpose of presenting grievances or administering this Agreement. However, the representatives of the Union shall first announce their presence to the Employer's Superintendent and request permission to conduct their business. The request shall not be unreasonably denied.

2. The Employer will recognize one (1) steward and one (1) alternate steward, both designated by the Union for the purpose of presenting grievances to the Employer pursuant to Article 4. The steward may present grievances to the Superintendent at mutually convenient times. The Union will notify the Employer of the names of the steward and alternate steward. The alternate steward shall act only in the absence of the steward. Absence is defined as the absence of the steward from work on a specific day.

3. The Employer will provide one (1) bulletin board at the garage for the exclusive use of the Union for the purpose of posting notices relevant to the business of the Union. Notices shall not contain partisan political material or material defamatory or degrading to the Employer or any of the Employer's

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employees. It shall be the duty of the Union steward to supervise the contents of the notices.

4. The Employer will make payroll deductions for uniform Union membership dues from the earnings of employees provided employees file with the Employer's Clerk, written authorization for such payroll deductions and further provided that the Association certifies to the Employer the amount of the membership dues. The payroll deductions made pursuant to this Article shall be forwarded to the Union at its principal place of business no later than 7 days after the deduction is made.

5. Thirty (30) days after the effective date hereof, the Employer will commence to withhold, from the pay checks of those employees who are covered by this Agreement and who have not executed authorizations permitting the Employer to withhold the full amount of Union dues, a representation fee equal to 85% of the total of uniform Union membership dues charged by the Union to its members. The Union represents to the Employer that it has established a demand and return system and that it is in compliance with all requirements imposed on it pursuant to Laws 1979, c. 477 and Employer's obligation pursuant to this paragraph is contingent upon the Union's continued compliance with the aforesaid law. The purpose of the representation fee is to offset a prorated basis, the cost of services rendered by the Union to all employees as majority representative of the bargaining unit. At least thirty days prior to the beginning of each year the Union will give the Employer written notice of the

uniform membership dues charged to its members for that year. The Employer will withhold the representation fee in equal installments from each pay check. Employees who commence work after the date of this Agreement shall have thirty (30) days after the commencement of their employment to authorize the Employer to withhold the total uniform membership dues. In the event such employees do not authorize the Employer to make such withholdings then the 85% representation fee shall be withheld.

6. The Employer disclaims any responsibility for the payroll deductions after the same have been forwarded to the Union and the Union agrees to indemnify and hold the Employer harmless against any and all claims, demands, suits, or other action of whatsoever kind which may arise out of or by reason of the payroll deduction made by the Employer acting in reliance upon a written authorization.

7. Written authorizations shall remain in effect unless written notice of the revocation is filed with the Employer's Clerk. The notice of revocation shall be effective on July 1 or January 1 next succeeding the filing.

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ARTICLE 4

GRIEVANCE PROCEDURE

1. A grievance is hereby defined as any difference or dispute between the Employer and the union or the Employer and any employee covered by this Agreement with respect to either the interpretation or application of the provisions of this Agreement or a dispute concerning the interpretation or application of those Employer policies and regulations which intimately and directly affect the work and welfare of the employees but the definition of a grievance shall not include a dispute concerning the application or interpretation of the Employer's policies and regulations, which concern inherent managerial prerogatives.

2. The procedure for settlement of grievances shall be as follows:

Step 1. The Union or an aggrieved employee shall present the grievance to the Superintendent of the Department of Public Works within ten (10) days of the occurrence of the incident upon which the grievance is based. Any grievance not presented within ten (10) working days of the occurrence of the incident shall be deemed waived. However, a grievance concerning the accuracy of a pay check may be presented within one (1) year. The Superintendent shall reply to the grievance within five (5) days of the presentation. If the reply is unsatisfactory or if the grievance is not replied to within five (5) days the grievance shall be deemed to be unsettled and the Association or

the aggrieved employee may immediately proceed to Step 2. Time for presentation and reply to the grievances may be extended by express mutual consent.

Step 2. If the grievance is not settled at Step 1, then the Union or the aggrieved employee may then present the grievance to the Borough Administrator/Clerk by filing a written copy of the grievance and the reply within 10 (10) days of the completion of Step 1. The grievance shall be heard by the Borough Administrator/Clerk within fourteen (14) days of the filing on the date and at a time convenient for all parties. A written reply shall be made by the Borough Administrator/Clerk within ten (10) days of the hearing. If the grievance is not settled at Step 2, then the Union shall have the right to proceed to final and binding arbitration as provided in Article 5.

3. Time for presentation of any reply to grievances may be extended by express mutual consent.

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4. If the Employer suspends or discharges an employee, for the reasons set forth in Article 25, then it shall give the Union written notice of such action within two (2) days of taking such action. If the employee or the Union grieve such action, then the Borough Administrator/Clerk shall hold a hearing within fourteen (14) days of receipt by the Borough of the grievance.

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ARTICLE 5

ARBITRATION

1. If a grievance as defined in Article 4 is not settled, as provided for therein, then the Employer or the Union may refer the matter to the New Jersey Public Employment Relations Commission for selection of an arbitrator according to its rules. The employee, individually, shall have no right to proceed to arbitration. Such referral must be made within thirty (30) days of receipt of the written decision of the Mayor and Council pursuant to Article 3, Step 2. Failure to refer the grievance to arbitration within the aforesaid thirty (30) days shall be conclusively deemed a waiver of the right to arbitration.

2. The power of the arbitrator appointed shall be limited to interpretation or application of the provisions of this Agreement and the arbitrator shall have no power to modify, add to or subtract from the rights and obligations of the parties.

3. The following decision of the Arbitrator shall be in writing and shall include the reasons for such decision.

4. The decision of the Arbitrator shall be binding upon the Employer and the Union employee.

5. The parties direct the Arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

6. The costs for the services of the Arbitrator shall be borne equally by the Borough and the Association. Any other

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expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

7. The Arbitrator shall be bound by the provisions of this Agreement and by the Constitution and Laws of the State of New Jersey, and shall be restricted to the application of the facts presented to him involving the grievance. The Arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.

8. Only grievances alleging violations of this collective bargaining agreement may proceed to arbitration.

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ARTICLE 6

HOURS OF WORK

1. The work week shall begin at 12:00 A.M. on Monday and end at midnight on the next succeeding Sunday. Full-time employees shall be scheduled to work forty (40) hours during the work week.

2. Full-time employees shall work five (5) days during the work week. The work day shall consist of eight (8) hours of work. During the work day employees shall be allowed one (1) fifteen (15) minute rest period with pay before the meal period and one (1) ten minute (10) rest period with pay after the meal period. The meal period shall be one-half (1/2) hour and employees shall not be paid for the duration thereof. Rest periods and the meal period shall be scheduled by the Employer.

3. The usual starting time of the work day shall be 7:30 A.M. The Employer reserves the right to change the starting time. In the event Employer changes the starting time, then the Union shall receive thirty (30) days prior notice of the change except in cases of emergency.

4. The Employer reserves the right to hire part-time employees to work less than forty (40) hours per week.

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ARTICLE 7

OVERTIME

1. Overtime is defined as time worked at the direction of the Employer in excess of the scheduled forty (40) hours of work.

2. Employees are obligated to work overtime when so directed by the Employer. The Employer whenever practical, will give reasonable notice of the need for overtime work. The Employer, may excuse employees from working overtime for a reasonable and compelling reason.

3. For overtime worked in excess of the scheduled forty (40) hours in a work week, employees shall be paid one and one-half (1-1/2) times their regular rate of pay as defined in Article 20.

4. For purposes of determining whether employees have worked overtime, vacation days, holidays and sick days, which are recognized by the Employer and for which the employees are paid shall be deemed hours worked.

5. Overtime payments shall be made in the pay periods next following the periods in which the payment was earned.

6. For regularly scheduled overtime of a Sunday, employees shall be paid at double their regular rate of pay.

7. All work performed in excess of sixteen (16) consecutive hours within a twenty-four (24) hour period measured from 7:30 A.M. shall be paid at the rate of double the regular

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rate of pay. No employees shall be required to work behind the wheel without a relief break.

8. Overtime work will be offered to employees on a rotating basis commencing with the senior employee. However, the Employer shall not be obligated to offer overtime work to employees who do not possess the qualifications to perform the work.

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ARTICLE 8

CALL BACK TIME

1. Employees who are called back to work by the Employer after having completed the scheduled work day or who are called in for unscheduled work on a Saturday, Sunday or Holiday shall be compensated at one and one-half (1-1/2) times the regular rate of pay for hours worked while called back. Employees who are called back shall be credited with a minimum of three (3) hours of work. The compensation provided in this Article shall be in place of and not in addition to compensation for overtime worked. Employees are obligated to return to work when so directed by the Employer. The Employer retains the right to keep the employee for the full call-out period.

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ARTICLE 9

HOLIDAYS

1. The twelve (12) holidays set forth below will be recognized by the Employer. New Year's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Election Day, Thanksgiving Day and Christmas Day. Full-time employees shall receive the regular rate of pay, (eight (8) hours at straight time) without working on the recognized holidays.

2. Recognized holidays which fall on a Saturday or Sunday will be observed as provided by State and Federal Law or in the absence of any law they will be observed on the immediately preceding Friday or the next Monday as determined by the Employer. Notice of such determination shall be given to the Union during the month of January.

3. Employees are obligated to work holidays when so directed by the Employer. In such event they shall be paid in addition to the pay provided for in paragraph 1 of this Article one and one-half (1-1/2) times the regular rate of pay for the hours actually worked on the holiday.

4. If the holiday falls on an employee's scheduled day off, or on a vacation day, then the employee shall be given another day of vacation or shall be paid for eight hours at the regular rate of pay.

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5. The Employer reserves the right not to pay holiday pay to employees who do not report for work as scheduled on the work day immediately preceding or next following a recognized holiday. This provision does not apply to absences authorized by the Employer.

6. The compensation provided for work performed on a holiday shall be in place of and not in addition to the compensation for overtime worked.

7. Effective January 1, 1987 each employee shall be entitled to one floating holiday to be scheduled by the DPW Superintendent.

8. Effective January 1, 1989 each employee shall be entitled to an additional floating holiday which the Union shall have the right to exchange for a prescription plan.

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ARTICLE 10

VACATION LEAVE

1. Employees shall receive paid vacation leave at their regular rate of pay as provided in this Article.

2. During the period beginning on the date of hire as a full-time employee and ending on the first succeeding December 31, employees may earn up to ten (10) working days vacation leave at the rate of 1 day for each full month of employment provided that the employees have satisfactorily completed the probationary period. If terminated during such period he shall not be entitled to any vacation leave. If an employee begins work on or before the 15th day of the month, he shall earn vacation leave credit for the month.

3. During the second through fifth years of full-time employment, inclusive, employees shall receive (10) working days vacation leave.

4. During the sixth through ninth years of full-time employment, employees shall receive twelve (12) working days vacation leave.

5. During the tenth through the fifteenth years of full-time employment, employees shall receive fifteen (15) working days vacation leave.

6. During the sixteenth through nineteenth years of full-time employment, employees shall receive eighteen (18) working days vacation leave.

7. During the twentieth and succeeding years of full-time employment, employees shall receive twenty (20) working days vacation leave.

8. Effective January 1, 1988 an additional vacation day shall be added to #2-7 which the Union may exchange for a prescription plan.

9. The Employer shall fix a vacation schedule and the date on which an employee is to be granted vacation. Subject to the needs of the Employer said schedule will be arranged in accordance with the convenience of the employees. Splitting of vacation time into separate weeks will be allowed subject to the needs of the Employer. Seniority will be respected in arranging the vacation schedule.

10. Should a holiday recognized by Article 9 be observed on a working day within employee's vacation period, the employee shall be entitled to an additional day's vacation.

11. Employees leaving the employ of the Employer after having two (2) weeks notice and before the completion of an entire year shall be paid for the vacation due them on a prorated basis.

12. Employees will be notified of the number of their vacation days by April 15th.

13. Employees who are on sick leave for more than thirty (30) consecutive days shall not earn any vacation time until they return to full-time duty.

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14. By mutual written agreement, (1/2) one-half of the annual vacation leave, not to exceed twenty (20) days per employee may be accumulated from year to year. Such leave may be carried over to the succeeding year. In the event of termination or resignation, all carried over vacation leave shall be paid at full rate.

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ARTICLE 11

SICK LEAVE

1. Employees covered by this Agreement who are temporarily unable to work by reasons of sickness or injury other than injury sustained during employment by the Employer shall be granted sick leave with pay at their regular rate of pay pursuant to the provisions of this Article.

2. The Employer in its discretion may require the employee to submit a doctor's certificate or other acceptable medical evidence substantiating the illness. The Employer reserves the right not to pay the employee if such evidence is insufficient.

3. Employees shall be granted up to twelve (12) days sick leave during the calendar year.

4. Unused sick leave shall accumulate for possible future use in case of prolonged illness to a maximum of ninety (90) working days.

5. No employee shall be allowed to work and endanger the health and well-being of other employees and if the employee's condition warrants, the employee may be directed to take sick leave. The Department Head may direct the employee to the Borough physician for an opinion as to the eligibility of the employee to be absent from work.

6. Sick leave with pay shall not be allowed under the following conditions:

a. When the employee, under medical care, fails to carry out orders of the attending physician.

b. When in the opinion of the Borough medical physician the employee is ill or disabled because of self-imposed contributory causes or actions contrary to the code of conduct.

c. When in the opinion of the Borough medical physician the disability or illness is not of sufficient severity to justify the employee's absence from duty.

d. When an employee does not report to the Borough physician as ordered by the Department Head.

7. The recommendation of the Borough medical physician as well as those of the attending physician, as to the justification for the absence from duty on account of disability or illness or of the fitness of the employee to return to duty shall be considered by the Department Head. The Department Head reserves the right in such cases where there is a difference of professional opinion between the Borough physician and the personal physician, to require the employee to submit to an examination by a third doctor.

8. In charging an employee with sick leave, the smallest unit to be considered is one (1) work day.

9. In an employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but not later than one hour prior to the start of the scheduled work shift from which he is absent. Failure to so notify the

Department Head or his designated representative may be cause for denial of the use of sick leave for the absence and constitute cause for disciplinary action. An employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Borough on any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

10. Habitual absenteeism or tardiness may be cause for discipline up to and including discharge.

11. Any employee who calls in sick to engage in outside employment shall be subject to disciplinary action.

12. In cases of reported illness or disability which does not require hospitalization, the employee shall remain at his residence unless authorized in writing by the attending physician. Should it become necessary for the employee to visit a doctor or drug store, he shall notify the Department Head or his designated representative in advance. Absence from his residence without prior notification shall be cause for disciplinary action.

ARTICLE 12

BEREAVEMENT LEAVE

1. Upon the death of a member of the immediate family, as defined below, employees may request leave with pay for a period not to exceed three (3) calendar days. In determining the amount of bereavement leave, the Employer will consider the relationship of the employee to the deceased, the responsibility for making funeral arrangements and the location of the funeral and place of burial.

2. A member of the immediate family is defined as spouse, son, daughter, mother, father, brother, sister, current father-in-law, or current mother-in-law and grandparents.

3. Employees may be required to produce proof of death and relationship to obtain the benefits under this Article.

4. Bereavement leave shall be completed no later than 24 hours after burial.

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ARTICLE 13

UNPAID LEAVE OF ABSENCE

1. Permanent full-time employees may request a personal leave of absence without pay for good cause for a period not to exceed twenty (20) working days. Leave may be granted with the approval of the Superintendent of the Department of Public Works and at the discretion of the Mayor and Council and subject to the needs of the Borough.

2. A leave of absence may be renewed upon request of the employee and it may be granted for reasons deemed proper by the Superintendent of the Department of Public Works and at the discretion of the Mayor and Council.

3. The Employer reserves the right to revoke a leave of absence for good cause for emergency reasons upon written notice of five (5) working days.

4. All decisions of the Employer regarding leave of absence shall be discretionary.

5. At the expiration of such leave, the employee shall be returned to the position from which he is on leave and shall be entitled to all increases in the rate of pay granted during his leave for his job title. However, there shall be no retroactive pay resulting from this Article.

6. During all personal leaves of absence seniority shall be retained.

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ARTICLE 14

LEAVE FOR JURY DUTY

1. Employees summoned for petit jury duty will be granted a leave of absence with pay for a period not to exceed two (2) weeks. Employees shall receive their regular rate of pay less the amount of money received by them for serving on jury duty except mileage allowances shall be retained by the employees. Employees shall notify the Employer within one working day of the receipt of the summons of jury duty. The parties will cooperate to attempt to have the employee excused from jury service of more than 2 weeks. Employees must produce the summons for jury notice in order to receive benefits under this Article. If employees are dismissed from jury duty and can reasonably return to the Employer's garage prior to 1:30 P.M., they shall return to work.

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ARTICLE 15

HEALTH AND WELFARE BENEFITS

1. It is agreed that all existing health and welfare benefits in effect on the date of execution hereof, including ordinances and policies not inconsistent with this Agreement and which uniformly affect all employees covered by this Agreement, will be continued for the term of this Agreement.

2. The Borough retains the right to change insurance carriers so long as substantially similar benefits are provided.

3. The Employer shall enroll employees that file the necessary and required statements in the New Jersey State Health Benefits Program. As the same exists on the date of this Agreement, benefits provided are Blue Cross, Blue Shield 14/20 Series, Prudential Major Medical Insurance and Rider "J". Enrollment shall include the employee's dependents as defined by the Plan. The full cost of the Plan will be paid by the Employer. If, for any reason, the aforementioned Plan or a part thereof is withdrawn by the carrier, the Employer will make its best effort to obtain comparable coverage, for the employees.

4. The Employer will provide disability benefits equivalent to and in the same manner and on the same conditions and limitations as benefits are provided by N.J.S.A. 43:21-27 et seq. Accrued sick leave benefits, if any, shall be paid before disability benefits. If more than 7 consecutive sick days benefits have been paid pursuant to Article 11, then when sick

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leave is exhausted, disability benefits shall be paid beginning on the first day after the sick leave is exhausted. If less than 7 days of sick leave benefits have been paid, then disability benefits shall be paid beginning on the eighth consecutive day of disability. Employer will not become a covered Employer within the meaning of the statute but will provide the benefits by "self insurance" and the Employer will not make any deduction from employee's wages for payment of premiums. However, if effective January 1, 1985 or thereafter, the Employer chooses to become a covered Employer within the meaning of the temporary disability benefits law N.J.S.A. 43:21-27, then the Employer may deduct from employee's wages the maximum amount allowed by law.

5. Prior to January 1, 1988 the Union will notify the Employer in writing if it desires to exchange Article 10, Paragraph 8 and/or Article 9, Paragraph 8 for a prescription/optical plan. The total monies spent shall not exceed the number of men multiplied by the average daily rate in 1988 and/or 1989.

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ARTICLE 16

JOB RELATED INJURIES

1. The Employer represents that all employees covered by this Agreement are covered by a Workman's Compensation Insurance Policy and that the Employer will continue to provide such coverage as required by statute. The provisions of Borough Ordinance 76-158 are incorporated into this Agreement by reference.

2. Employees who are injured, whether slightly or severely, while working, must make an immediate report within twenty-four (24) hours thereof to their Department Head or Supervisor.

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ARTICLE 17

SENIORITY

1. The seniority of an employee is hereby defined as the period of continuous service as a full-time employee dating from the most recent date of hire. The Employer will forward to the Union within ten (10) days of the date of this Agreement, a seniority list showing the names of all employees in the bargaining unit and their seniority. The seniority list shall be updated annually in the month of January.

2. The seniority of an employee as defined in this Article shall be a factor for consideration in cases of layoffs, recalls and seniority. Other factors for consideration will be employee's training experience and ability to perform the work required by the Employer.

3. Seniority shall be lost by an employee for the following reasons: voluntary quitting, discharge for cause, failure to be called back to work for a period of twelve (12) months after a layoff.

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ARTICLE 18

LAYOFFS

1. If the Employer decides to layoff employees due to a lack of work, to promote efficiency or due to budgetary considerations, then the Employer will give employees at least two (2) weeks notice of such layoff.

2. If employees have been laid off, then the Employer will maintain the names of such employees on a recall list for a period of one (1) year subsequent to layoff. Such employees shall have the right to be rehired before persons not on the recall list. In the event that an employee on the recall list does not return to work within seven (7) days after notice of recall is mailed to his last known address, then the right to rehire shall be waived.

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ARTICLE 19

SAFETY & UNIFORMS

1. The Employer and the Union agree that they will comply with all the provisions of applicable State safety laws.

2. The Employer shall provide clothing and accessories for the protection for the employees as it deems necessary. Such clothing and accessories as are necessary shall include the following: pants and shirts for winter and summer uniforms, jackets, raincoats or two-piece rain gear, rain hats or hoods, boots, gloves, rubber or cloth and hard hats when required. The Employer will provide one (1) pair of safety shoes for each man every year.

3. Employees shall be responsible for the loss of all clothing and accessories, which are issued to them. Clothing and accessories will be replaced by the employer when worn or damaged beyond repair.

4. Employees are required to wear all protective clothing and accessories and comply with all safety provisions. Failure to do so is a serious breach of discipline.

5. The Employer will pay for the regular cleaning of uniforms.

6. All uniforms and equipment issued by the Employer remain the property of the Employee and shall be returned upon the employee leaving the services of the Employer.

ARTICLE 21
RATES OF PAY

1. The parties have agreed upon minimum and maximum annual rates of pay for all job titles within the bargaining unit as set forth on Appendix "A" annexed to this Agreement and made a part hereof. No employee shall receive less than the minimum or more than the maximum annual rate of pay for applicable job title.

2. The parties have agreed upon an annual rate of pay to be received by each employee in the bargaining unit as set forth on Appendix "B" annexed hereto, and made a part of this Agreement. The annual rate of pay received by each employee plus longevity pay received by the employee, if any, shall be divided by 2,080 to determine the base hourly rate of pay.

3. Employees shall be paid by checks. The checks shall be issued one time every two (2) weeks.

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ARTICLE 22

LONGEVITY PAY

1. In addition to their annual rate as set forth in Appendix "A", employees shall also, during the years of employment specified below, receive a percentage of their base annual rate of pay as specified.

<u>During Years of Employment</u>	<u>Percentage</u>
0-4	0
5-8	2
9-12	4
13-16	6
17-20	8
21 and over	10

2. The right to longevity pay shall accrue on the anniversary date of employment.

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ARTICLE 23

MEAL ALLOWANCE

1. Employees who are required by the Employer to work four (4) hours of overtime due to snow emergencies or ice conditions shall be paid a meal allowance of \$5.00.

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ARTICLE 24

EMERGENCY WORKING CONDITIONS

1. If the Employer declares that an emergency exists due to weather conditions such as snow fall or ice accumulation, then the employee may immediately adjust starting and ending hours of work schedules for the duration of the emergency. Work performed in excess of 8 hours during any day of an emergency shall be compensated at the rate of 1-1/2 times the base hourly rate of pay.

2. If a snow emergency is declared, then the employees have an obligation to make themselves available to the Employer for emergency snow removal duties.

3. If employees are called into work during a snow emergency, then all overtime worked during such snow emergencies shall be compensated at seventy-five cents per man, per hour in addition to overtime pay paid pursuant to this Agreement.

4. In the event of a call in for snow emergency work, if an employee cannot be reached and does not report to work, this incident shall be noted in the employee's file and a copy of such notice shall be served on the employee. In the event an employee is called on a second incident and cannot be reached and does not report to work, the employee shall receive a warning notice which shall be included in his file. If an employee cannot be reached and does not report to work a third time, the Borough may forward a written reprimand to the employee and include a copy of the

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the reprimand in the employee's file. If an employee cannot be reached and does not report to work a fourth time, the employee may be subject to disciplinary action unless the employee can demonstrate good cause for his failure to respond. This policy shall apply for the contract period of this Agreement.

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ARTICLE 25 (NEW)

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 without limiting the generality of the foregoing the following rights:

1. The executive management and administrative control of the Borough Government and its properties and facilities and activities of its employees utilizing personnel methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Township.

2. To make rules of procedure and conduct, to use improved methods and equipment, to decide the number of employees needed for a particular time, to be in sole charge of the quality and quantity of the work required.

3. The right of management to make such reasonable rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety and/or the effective operation of the Departments after advance notice thereof to the employees to require compliance by the employees is recognized.

4. To hire all employees, whether permanent,

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temporary or seasonal, to promote, transfer, assign, or retain employees in positions within the Borough.

5. To set rates of pay for temporary seasonal employees.

6. To suspend, demote, discharge or take any other appropriate disciplinary actions against any employee for good and just cause according to law.

7. Nothing contained herein shall prohibit the Borough from contracting out any work.

8. To lay off employees in the event of lack of funds or under conditions where continuation of such work would be inefficient and non-productive.

9. The Borough reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficient and effective operation of the Borough.

B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Borough, the adoption of policies, rules, regulations, Code of Conduct 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 of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the constitution and laws of New Jersey and of the United States.

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C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40A; 1-1 et seq. or any national, state or local ordinances.

D. The parties recognize that the exercise of managerial rights is a responsibility of the Borough on behalf of the taxpayers and that the Borough cannot bargain away or eliminate any of its managerial rights. No grievance may be filed under this agreement which in any way interferes with, undermines or restricts the exercise of any managerial right by the Borough or any of its authorized managerial executives or supervisory personnel.

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ARTICLE 26

RULES AND REGULATIONS

1. Proposed new work rules or modifications of existing rules governing working conditions which do not involve matters of managerial prerogative shall be posted for five (5) days and negotiated with the Union before the new rules or modifications are implemented.

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ARTICLE 27

NO STRIKE - NO LOCKOUT

1. During the term of this Agreement, neither the Union nor any of its members shall engage in any job action, strike, work stoppage or slowdown, or any illegal interference with the operation of the Employer.

2. The Union agrees that it shall use its best efforts to prevent acts forbidden herein, on the part of any employee or group of employees and, in the event any of such acts take place by an employee, the Union agrees it will use its best efforts to cause an immediate cessation thereof, or picketing during each employee's tour of duty.

3. The Employer will not engage in any lockout of employees covered by this Agreement during the term of this Agreement.

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ARTICLE 28

SEPARABILITY

1. If any provision of this Agreement is adjudicated illegal or unenforceable, then the remaining provisions of this Agreement shall continue in full force and effect.

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ARTICLE 29

TERM OF AGREEMENT

1. The term of this Agreement shall commence on January 1, 1987 through December 31, 1989.

2. In the absence of written notice by either party to the other of its intention to negotiate a new Agreement, this Agreement shall automatically be renewed for the next succeeding year and from year to year thereafter, until such time as notice of intention to negotiate a new Agreement is given.

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ARTICLE 30

ENTIRE AGREEMENT

1. This Agreement constitutes the entire Collective Bargaining Agreement between the parties and includes and settles for the term of this Agreement all matters, which were or might have been raised in all collective bargaining negotiations leading to the signing of this Agreement. This Agreement shall supercede any rules, regulations or practices of the Employer, which shall be contrary to or inconsistent with its terms. This Agreement may be altered, changed, added to, deleted from or modified only by voluntary mutual consent of the parties in a written and signed amendment.

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ARTICLE 31

DURATION OF AGREEMENT

The parties acknowledge that they have agreed upon all issues which might be negotiated for the period January 1, 1987 through December 1, 1989.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals or caused this Agreement to be signed by their duly authorized officers or representatives on the day and year first set forth above.

ATTEST:

BOROUGH OF RIVER EDGE

Angela L. Grillo
ANGELA L. GRILLO, BOROUGH CLERK

BY: Edward P. Raffo
EDWARD P. RAFFO, MAYOR

WITNESS:

LOCAL 29, RWDSU, AFL-CIO
BLUE COLLAR UNIT

Margaret Del Maestro

BY: Michael J. Marion

SCHEDULE A

	<u>1987</u>	<u>1988</u>	<u>1989</u>
Mechanic	1. 25,185	26,948	28,834
	2. 25,437	27,218	29,123
	3. 25,691	27,489	29,413
	4. 25,948	27,764	29,707
General Repairer	1. 24,357	26,063	27,886
	2. 24,601	26,323	28,166
	3. 24,847	26,586	28,447
	4. 25,095	26,852	28,732
Senior Equipment Operator	1. 22,704	24,293	25,994
	2. 22,931	24,536	26,254
	3. 23,160	24,781	26,516
	4. 23,392	25,029	26,781
Tree Trimmer	1. 22,470	24,043	25,726
	2. 22,695	24,284	25,984
	3. 22,922	24,527	26,244
	4. 23,151	24,772	26,506
Equipment Operator	1. 19,638	21,013	22,580
	2. 19,834	21,222	22,708
	3. 20,033	21,435	23,935
	4. 20,233	21,649	23,164
Tree Trimmer-Trainee	1. 18,000	19,260	20,608
	2. 18,180	19,485	20,849
	3. 18,362	19,709	21,089
	4. 18,546	19,934	21,329
Laborer I	1. 16,553	17,712	18,952
	2. 16,719	17,889	19,140
	3. 16,886	18,068	19,332
	4. 17,054	18,249	19,525
Laborer/Trainee II	1. 13,758	14,721	15,751
	2. 14,836	15,875	16,986
	3. 14,984	16,033	17,156
	4. 15,134	16,193	17,327

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Employees hired or promoted to a different job classification after January 1, 1987, shall receive increments based upon a satisfactory work performance as solely determined by the employer.