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A G R E E M E N T

Between

CITY OF BAYONNE

And

FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 11

Hudson County

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Effective: January 1, 1975 through December 31, 1976

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RINALDO AND RINALDO  
A Professional Corporation  
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## AGREEMENT

WHEREAS the City of Bayonne and the Firemen's Mutual Benevolent Association, Local #11 have been engaged in collective negotiations since November, 1974, and

WHEREAS the parties have amicably arrived at a collective agreement,

IT IS HEREBY agreed between the parties as follows:

1. SALARIES - There will be no change in the salary schedule for the year 1975. Effective January 1, 1976 there will be an increase in the salary schedule of \$900.00. Effective July 1, 1976 there will be an additional increase of \$300.00 in the salary schedule.

2. HOSPITALIZATION BENEFITS - Effective January 1, 1976, the City will assume and pay the cost of 50% of the employees' existing hospitalization insurance coverage for dependents.

Effective December 31, 1976, the City will assume and pay the cost of 100% of the employees' existing hospitalization insurance coverage for dependents.

3. In the event the City of Bayonne increases its monetary offer for the calendar years 1975 and 1976 to PBA Local 7, a similar adjustment will be granted to those employees covered under this contract.

4. Article II - Hours of Work & Overtime - Delete Section 3, designated Acting Assignments, paragraph (b) of page 3 of the

Agreement entered into between the City of Bayonne and F.M.B.A., Local 11 on 6/12/73, and executed July 8, 1973, and insert the following:

"Section 3. Acting Assignments.

(b) Whenever a Captain is unavailable for duty for any reason, the Deputy Chief in charge of the group, shall select a firefighter to be an acting Captain. If a Captain is unavailable for two (2) consecutive work days, the firefighter assigned to be acting Captain will be paid at the minimum base rate pay of a Captain plus the firefighter's longevity entitlement from the first day of the Captain's unavailability. If a Captain is absent for one day, there will be no compensation for the firefighter selected as acting Captain."

5. Article III - VACATIONS - Section 1. Standards.

Section I, designated Standards, page 4, shall remain the same; however, the following language shall be added to the end of the first paragraph:

"Each firefighter shall have a split vacation: one (1) period consisting of twenty-eight (28) calendar days during the month of January, February, March, April, May, October, November and December; and another period consisting of one (1) period of fourteen (14) calendar days during the summer vacation consisting of the months of June, July, August and September. All firefighters shall

pick their vacation periods among firefighters, exclusive of the officers' choice according to their assigned group of pairing companies during the summer vacation period."

Section 2. HOLIDAYS Delete entire paragraph and insert following language in its place:

"Section 2 - HOLIDAYS.

(a) All firefighters shall, during the calendar year of their appointment, be entitled to one (1) day in lieu of paid holidays for each month after the month of their appointment to the end of the calendar year.

(b) All firefighters shall, in the second calendar year of their appointment, be entitled to a vacation of fourteen (14) calendar days during the summer vacation schedule and twelve (12) calendar days in lieu of seven (7) paid holidays during the off-season vacation schedule.

(c) All firefighters shall, in the third calendar year of their appointment, be entitled to a full vacation consisting of thirty (30) calendar days plus the twelve (12) calendar days in lieu of seven (7) paid holidays.

(d) The vacation periods in (a) and (b) above shall be assigned to the firefighter at the discretion of the Deputy Chief in charge of the group."

Insert new section under Article III as follows:

"Section 4 - Personal Days.

Effective January 1, 1976, subject to the needs of the Department with the consent of the Chief of the

Fire Department, firefighters shall receive one (1) personal day per calendar year. This day is non-cumulative and must be taken during each calendar year."

6. All of the terms and other provisions contained in the previous collective agreement dated July 8th, 1973 (which is initialled 6-12-73) executed by the City of Bayonne by the then President, Dennis P. Collins on behalf of the City of Bayonne and Frank J. Steffich, the then President of Firemen's Mutual Benevolent Association, Local 11, copy of which is attached hereto and made a part hereof and fully incorporated herein as if set forth at length, will remain in full force and effect until this Agreement is effectively terminated.

7. Duration of Agreement - This agreement will cover the period from January 1, 1975 through December 31, 1976.

Attest:

CITY OF BAYONNE

James A. Hanson

BY:

Dennis P. Collins

Attest:

FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION, LOCAL NO. 11

Frank J. Steffich

BY:

Frank J. Steffich

DATED: 6/7/76

Pres 75-76

Pres 76-77