

PREAMBLE

This Agreement entered into by the Township of Gloucester, hereinafter referred to as the "Township", and Camden Council No. 10, NJCSA, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Township and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment. The effective date of this Agreement shall be January 1, 2002.

1.

ARTICLE I

RECOGNITION

A. The Township recognizes the Union as the sole and exclusive representative for the purpose of establishing salaries, wages, hours and other conditions of employment for all full-time and regular part-time blue collar employees working in the Gloucester Township Public Works Department as reflected in the Certification of Representative, PERC Docket No. 98-19, except for temporary employees working under the Clean Community grant, community service, and/or on Prison detail **and those persons who supervise these temporary employees on weekends.** This recognition, however, shall not be interpreted as having the effect of, or in any other way abrogating the rights of the employees as established by the Laws of 1968, Chapter 303, and the amendments subsequent thereto, as well as the other laws of the State of New Jersey.

B. "Part-time" employees are defined as employees who are employed by the Township for thirty (30) hours or less per week.

ARTICLE II

CHECK-OFF AND AGENCY SHOP

A. The Township agrees to deduct from the salaries of its employees subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 123, Public Laws of 1974, NJSA (RS) 52:14-15.9e, as amended.

B. A check-off shall commence for each employee who signs a properly dated authorization card, supplied by the Union and verified by the Township, during the month following the filing of such card with the Township.

C. If during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Township written notice thirty (30) days prior to the effective date of such change and shall furnish to the Township an official notification on the letterhead of the Union and signed by the President of the Union advising of such changed deduction.

D. The Union will provide the necessary "check-off" authorization form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Township.

E. Any such written authorization may be withdrawn at any time by the filing of such withdrawal with the Township. The filing of notice of withdrawal shall be effective to halt deductions as of the next succeeding January 1, in accordance with NJSA 52:14-15.9e, as amended.

F. The Township agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Union, and transmit the fee to the majority representative.

G. The deduction shall commence for each employee who elects not to become a member of the Union within thirty (30) days after commencement of hire.

H. The fair share fee for services rendered by the Union shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Union, less the cost of benefits financed through the dues and available only to members

of the Union, but in no event shall the fee exceed eighty-five percent (85%) of the regular membership dues, fees and assessments.

I. The sum representing the fair share fee shall not reflect the costs of financial support of political causes or candidates, except to the extent that it is necessary for the Union to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration and to secure for the employees it represents advances in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the Township.

J. The Union shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Union. This appeal procedure shall in no way involve the Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

K. The Township shall remit all dues and fees collected pursuant to this Article to Camden Council No. 10 together with a list of the names of all employees for whom the deductions were made, no later than the 10th day of the succeeding month after such deduction is made.

L. The Union shall indemnify, defend and save the Township harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Union to the Township, or in reliance upon the official notification on the letterhead of the Union, and signed by the President of the Union, advising of such changed deduction.

ARTICLE III

WORK SCHEDULE

A. The regularly scheduled work week shall consist of five (5) consecutive eight hour days, Monday through Friday, or four(4) consecutive ten hour days in accordance with current practice.

B. The regular work day for full-time employees working five (5) consecutive days, Monday through Friday, shall be from 7:00 A. M. To 3:30 P. M. With a thirty (30) minute lunch period. The regular work day for full-time employees working four (4) consecutive days shall be from 7:00 a.m. to 5:30 p.m. with a thirty (30) minute lunch period.

1. In accordance with practice, Custodians may vary their work hours to help facilitate cleaning certain areas of buildings prior to the arrival of other building personnel. The custodian's schedule shall not impede the daily operations or schedule of other building personnel and/or activities. Hours may be varied only with the prior approval of the employee's immediate supervisor.

2. So long as both a Custodian and a Laborer are assigned to a regular work schedule which includes the same weekend days (Saturdays and/or Sundays) as part of their regular work week, when one of the employees in these classifications is absent on a weekend day, the Township may assign out of title work on that weekend day to the Custodian or Laborer who is working and the absence shall not require the calling in of overtime unless the Township determines that overtime is necessary.

C. Neither the regular starting time of work shifts nor the work shift will change without seventy-two (72) hours advance notice to affected employees and without first having discussed the need for such change with the representative of the Union.

D. Employees shall be entitled to a fifteen (15) minute break in the morning and again in the afternoon.

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ARTICLE IV

OVERTIME

A. Overtime refers to any time worked beyond the regular hours of duty. All paid time is considered time worked for the purposes of determining hours eligible for overtime pay.

B. Time and one-half (1 1/2) the employee's regular rate of

pay shall be paid for work under the following conditions:

1. If the regularly scheduled work week is four (4) consecutive days, all work performed in excess of ten (10) hours in any one day. If the regularly scheduled work week is five (5) consecutive days, all work performed in excess of eight (8) hours in any one day;

2. All work performed in excess of forty (40) hours in any one week;

3. All work performed on Saturday, provided that it is not part of the employee's regular work week and provided the employee has satisfied the forty (40) hour work week requirement. All paid time is considered time worked.

C. Double time the employee's regular hourly rate of pay shall be paid for work under any of the following conditions:

1. All work performed on Sunday, provided it is not part of the employee's regular work week and provided the employee has satisfied the forty (40) hour work week requirement. All paid time is considered time worked.

2. All work performed on a holiday in addition to the holiday pay;

3. If the regularly scheduled work week is four (4) consecutive days, then in no event will employees be paid less than double time for having worked consecutively in excess of fourteen (14) hours. If the regularly scheduled work week is five (5) consecutive days, then in no event will employees be paid less than double time for having worked consecutively in excess of twelve (12) hours.

D. Overtime work will be distributed as equally as possible among employees within the same classification. If no employee within the classification accepts an offered overtime, then it shall be offered, by seniority and as equally as possible, to employees who have the ability to perform the work.

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E. All overtime shall be paid promptly in the next payroll check after the overtime is worked.

F. Overtime shall be mandatory for all employees for winter weather conditions (i.e. snow removal) or when the Mayor declares a state of emergency. All other overtime shall be voluntary. However, if an insufficient number of employees are available to work overtime on a voluntary basis, the Township may require employees to work overtime by reverse order of seniority within the job classification in which the overtime exists. Mandatory

overtime shall be distributed as equally as possible.

G. A list of all overtime worked per week shall be posted weekly by the Township including the name of the employee, their title, and the total number of overtime hours worked. A list of all overtime worked per week shall also be reported to the local Union **Trustee and Shop Steward** and recorded by employee name with total hours.

4 hours x 1 1/2 = 6 hours credit

4 hours x 2 = 8 hours credit

If an employee is offered overtime, and refuses, that time offered shall be recorded as time worked for purposes of overtime allocation.

H. If employees are placed on standby, by written notice only, they shall be paid their regular rate of pay for all hours on standby.

I. When overtime is offered by the Township for work at the Municipal Building (i.e. food giveaways, rabies shots, etc.), an overtime list shall be posted on the Union bulletin board in the Public Works lunch room. This list shall include:

1. What the overtime is for;
2. How many hours are to be worked;
3. How many employees are needed

This list will remain posted for a period of three (3) working days. At the end of this time period, the list shall be removed from the bulletin board. If, after the three (3) day posting period, the total number of employees needed have not signed up, mandatory overtime may be assigned in accordance with Section E. above. Only bargaining unit employees covered by this Agreement shall be permitted to sign the overtime list.

J. Overtime for work which falls within the job descriptions of the employees covered by this Agreement shall be assigned only to bargaining unit employees. The only exception shall be for Prison personnel and then only where those personnel have been performing the same specific function over at least a previous consecutive six (6) week period. However, requests of the Administration for assistance on non-Public Works projects - such as newsletter mailing, food giveaways, etc., are excluded from the limitations of this section.

7.

K. When there is an emergency call that requires an immediate response and corrective repairs, a bargaining unit employee qualified to perform the work will be called in, in accordance with the provisions of Section D above, to perform the assignment. If the employee called cannot respond, and there is

no other bargaining unit employee qualified and available to perform the assignment, the Township may utilize a supervisor or sub-contractor to perform the work.

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ARTICLE V

CALL-IN TIME

A. In the event the employee is called back to work outside

of the employee's regularly scheduled hours, works four (4) hours or less, and the call in time is not contiguous with the employee's regularly scheduled hours, the employee shall be paid four (4) hours pay at the appropriate overtime rate.

B. In the event the employee is called back to work outside of the employee's regularly scheduled hours, works more than four (4) hours but not more than eight (8) hours, and the call in time is not contiguous with the employee's regularly scheduled hours, the employee shall be paid eight (8) hours pay at the appropriate overtime rate.

C. In the event the employee is called back to work outside of the employee's regularly scheduled hours, works in excess of eight (8) hours, and the call in time is not contiguous with the employee's regularly scheduled hours, the employee shall be paid at the appropriate overtime rate for all time worked.

D. In the event the employee is called back to work outside of the employee's regularly scheduled hours, and the call in time overlaps with the employee's regular shift, the employee shall be paid at the appropriate overtime rate for all time worked outside of the employee's regularly scheduled hours. For the employee's regular shift, the employee shall be paid the regular hourly rate.

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ARTICLE VI

INSURANCE

A. For employees hired prior to October 17, 1995, the Township shall provide a medical insurance plan equal to or better than the coverage provided by Blue Cross/Blue Shield and Rider J. 1420 Plan or HMO of New Jersey provided by the New Jersey Employee Benefits Plan Option to all employees and their

families. In no event will this coverage be changed unless an equivalent or improved plan is obtained by the Township.

For employees hired after October 17, 1995, they shall be required to contribute up to 7.5% of the yearly premium cost of the coverage through payroll deduction, except that an employee's total obligation shall not exceed 7.5% of his/her gross compensation (base salary) received from the Township. **The premium percentage contribution shall cease when the employee has completed five years of service effective January 1, 2002.**

Premiums shall be based on the prior fiscal year cost per employee calculated on any self-funded Traditional Type Plan, or in the case of the Blue Cross/Blue Shield Traditional Type Plan, or an HMO, the current fixed billing premium for the type of coverage selected by the employee.

B. The Township will pay the premium for hospitalization insurance coverage for all retirees covered by the New Jersey Health Benefits Plan in accordance with state statutes after 25 years of service.

C. The Township shall make available to bargaining unit members, as an option to coverage under Section A, a health benefit package in the amount of **\$4,500 for all years of this contract** to be used for hospitalization insurance and any other insurance coverage as determined by the Township and permitted by applicable government and IRS rules and regulations, in accordance with a "menu" program.

D. To insure that all employees are covered by a medical insurance plan, any employee who chooses the health benefit package stated in Section C will be required to provide written verification of medical coverage to the Township on a yearly basis. Failure to provide yearly verification will automatically disqualify the employee flex benefits under the health benefit package and coverage will revert back to coverage under Section A.

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The employee shall also be obligated to provide immediate written notice to the Township of any loss, or decrease, in such other medical coverage. Failure to provide such notice of change in coverage shall result in disqualification from plan benefits and may also result in the absence of insurance coverage.

E. The Township will continue to pay the necessary premiums

for medical coverage for all employees who are laid off by the Township for reasons other than disciplinary, during the first 45 days commencing with the initial date of said layoff.

F. In addition, the Township shall reimburse each employee participating in the Blue Cross/Blue Shield Traditional Type Plan up to \$100 for single coverage, and \$200 for family coverage towards the deductible.

G. If an employee retires from the township with 25 or more years of service, the township agrees to provide the employee and eligible dependents with fully paid Health Insurance at the same level of benefits in effect at the time of retirement. The Township also agrees to reimburse each retired employee participating in the traditional plan up to \$200.00 towards the deductible (\$100.00 for single coverage/\$200.00 for family coverage). If an employee retires from the Township with 25 or more years of service, the Township agrees to provide up to a maximum of \$800.00 per year for a prescription/eyeglass/dental plan up to the date of eligibility for Medicare.

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ARTICLE VII

WORKERS COMPENSATION

A. 1. In the event an employee becomes disabled by reason of a work related injury or illness and is unable to perform his/her duties, then, in addition to any sick leave benefits otherwise provided for herein, the employee shall be entitled to full pay for a period of up to one (1) year, provided all conditions of this Article are met.

2. When an employee requests injury leave, he shall be placed on "conditional injury leave" until a determination of whether or not an injury or illness is work related and the employee is entitled to injury leave is made by the Township's Workers' Compensation carrier, with the final determination, if

necessary, to be made by the Workers' Compensation Bureau or Court. When and if it is finally determined that the injury or illness is not work related and that the employee is not entitled to job injury compensation, the employee shall be denied injury leave and shall have all time off charged against his accumulated sick leave and, if necessary, against any other accumulated leave time. If the employee does not have enough accumulated time off, he shall be advanced sick time to cover the absence. If the employee leaves the employ of the Township prior to reimbursing the Township for such advanced time, the employee shall be required to reimburse the Township for such advanced time.

B. Any employee who is injured while working, no matter how slight, must make an immediate report prior to the end of the shift thereof to the immediate supervisor. Failure to report said injury may result in the failure of the employee to receive compensation under this Article.

C. The employee shall be required to present evidence by a certificate of an authorized workers compensation panel physician that he/she is unable to work and the Township may reasonably require the employee to present such certificate from time to time.

D. If the Township does not accept the certificate of the physician, the Township shall have the right, at its own cost, to require the employee to obtain a physical examination and certification of fitness by another authorized workers compensation panel physician appointed by the Township.

E. In the event the Township physician certifies the employee fit to return to duty, job injury compensation benefits granted under this Article shall be terminated, unless the employee's personal physician disputes the determination of the Township physician. Then the Township and the employee shall

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mutually agree upon a third physician, who shall then examine the employee. The cost of the third physician shall be borne by the Township. The determination of the third physician as to the employee's fitness to return to duty shall be final and binding on the parties. In the event the third physician also certifies the employee fit to return to duty, injury leave benefits granted under this Article shall be terminated.

In the event the employee requests a second opinion of a Township designated alternate physician and the second physician differs with the opinion of the Township's first examining

physician, a third examination and opinion will be mandatory at the expense of the Township. The consensus of two of the three physicians on the treatment to be followed will be the treatment covered by the Workers Compensation insurance.

F. In the event any employee is granted job injury compensation, the Township's sole obligation shall be to pay the employee the difference between his/her regular pay and any temporary disability payments received from Workers' Compensation for a maximum of one (1) year.

G. If the Township can prove that an employee has abused his/her privileges under this Article, the employee will be subject to disciplinary action by the Township, up to and including termination.

ARTICLE VIII

SICK AND PERSONAL LEAVE WITH PAY

A. Full-time employees shall be entitled to sixteen hours (equal to two (2) eight (8) hour days) sick leave with pay for each month of service from the date of hire up to and including December 31 next following the date of hire and 200 hours sick leave with pay for each calendar year thereafter. Part-time employees shall be entitled to sick leave on a prorated basis.

B. All provisional and permanent employees shall also be entitled to forty (40) hours personal leave per calendar year, prorated for part-time employees. An employee's use of personal

leave shall not affect the right to a bonus under Section P below.

C. All sick leave shall be credited to the employee's account at the beginning of each calendar year and available for use at that time. Any unused personal time at the end of a calendar year shall be added to the employee's sick leave accumulation.

D. Sick leave for the purposes herein is defined to mean the absence of an employee from duty because of personal illness or injury, exposure to contagious disease, care, for a reasonable period of time, of a seriously ill member of the employee's immediate family, or death in the employee's immediate family, for a reasonable period of time upon notice to the appropriate Township official.

E. If any employee uses none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his credit from year to year.

F. An employee who has been absent on sick leave for five (5) consecutive work days shall be required to submit acceptable medical evidence on the form prescribed. The nature of the illness and the length of time the employee will be absent must be stated on a Doctor's Certificate.

G. An employee who has been absent on sick leave for periods totaling more than ten (10) work days, excluding sick days used as personal days, in one (1) calendar year consisting of periods of less than five (5) work days, shall have his/her sick leave record reviewed by the Township and thereafter may be required to submit acceptable medical evidence for any additional sick time in that year.

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H. The Township may require proof of illness of an employee on sick leave whenever such requirement appears reasonable.

I. An employee who does not expect to report to work because of personal illness or for any of the reasons set forth in the definition of sick leave herein above, shall notify his immediate supervisor by telephone or special messenger within one-half (1/2) hour prior to the beginning of the employee's shift.

J. Sick leave claimed by reason of quarantine or exposure to contagious disease must be approved upon the certification of the local health department.

K. The total years of service after provisional or permanent employment of each employee in the local civil service shall be considered in computing accumulated sick leave due and available.

L. Temporary employees shall be entitled to one (1) eight (8) hour sick leave day with pay for each month of service per year during such temporary full-time employment.

M. Seasonal employees are not eligible for sick leave benefits.

N. Employees shall be notified of the number of sick days and vacation days credited to the employee on or before January 15 of each year.

O. Upon retirement, death, or separation due to lay-off, an employee shall be entitled to compensation for unused sick leave on the following basis:

1. If employed for up to twenty-five (25) years with the Township, \$65.00 per eight hour day for all sick days accumulated but unused, up to a maximum of 640 hours;

2. If employed more than twenty-five (25) years with the Township, full pay at the employee's then current rate of pay for all sick days accumulated but unused, up to a maximum of 800 hours.

P. For each block of forty (40) hours unused sick time during a calendar year (calculated from October to October), the employee will receive an additional one-half (1/2) percent sick time bonus for that year, up to a maximum of two percent (2%) per year.

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Q. In all cases of reported illness or disability, the Township reserves the right to send the visiting nurse and/or Township doctor to investigate the report.

R. Absence without notification and approval for five (5) consecutive work days may constitute a resignation.

S. Abuse of sick leave shall be cause for disciplinary action.

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

U. The Township shall continue to provide a Disability Plan equal to or better than the New Jersey State Disability Plan.

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ARTICLE IX

BEREAVEMENT LEAVE

A. In the event of death of the employee's mother, father, spouse, child, brother, sister, or parental guardian, the employee shall be granted time off without loss of pay commencing the day of death or the day of the funeral, but in no event shall said leave exceed seven (7) consecutive work days.

B. Five (5) days off with pay shall be granted in the event of death of an employee's grandmother, grandfather, grandchild, step parents, stepchild, and foster children.

C. Three (3) days off with pay shall be granted in the event of death of an employee's mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt and uncle, or spouse's grandmother, grandfather, grandchild or step parents.

D. One (1) day off with pay shall be granted in the event of death of an employee's niece, nephew, and cousin.

E. Reasonable verification of the event may be required by the Township.

F. Employees shall be entitled to use sick leave as additional bereavement leave pursuant to Article VIII upon notification to the Mayor. In addition, employees may use vacation and personal leave as additional bereavement leave upon the approval of the department head or may request a leave of absence. If a leave of absence is granted for the purpose of extending bereavement leave, the employee shall incur no loss of benefits during such leave.

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ARTICLE X

LEAVE OF ABSENCE WITHOUT PAY

A. An employee holding a position in the classified service who is temporarily incapacitated to perform his/her duties due to either physical or mental reasons may be granted a special leave of absence, without pay, for a period not to exceed six (6) months. Said special leave may be extended for another period, not to exceed six (6) months, with the approval of the Township.

B. Any employee desiring such special leave of absence without pay, shall submit his/her request in writing, stating the

reasons why, in the employee's opinion, the request should be granted along with the anticipated date of return to duty.

C. Any employee who is a member of the Union and is elected to a full-time position with the Union shall, upon request, be granted a special leave of absence without pay to attend his/her official duties, for a period not to exceed one (1) year, which period may be renewed for an additional year upon appropriate request and approval.

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ARTICLE XI

UNION LEAVE

A. Officers, trustees, and shop stewards shall be entitled to one (1) day paid leave per calendar year to attend the annual Union shop stewards seminar. In addition, all shop stewards shall be permitted to attend the monthly Union shop stewards meeting without loss of pay. Verification of attendance may be requested by the Township. No more than three (3) representatives of the Union shall be entitled to paid Union

leave at any one time and at least a seven (7) day advance notice of such leave shall be required.

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ARTICLE XII

MILITARY LEAVE

A. Any employee who is a member of the National Guard or a member of the reserve components of the Armed Forces and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State, shall be granted a leave of absence with pay during the period of such activity. Such duty is not to exceed three (3) weeks.

B. Any employee who is a member of the National Guard or a member of the reserve components of the Armed Forces and who is ordered to active duty shall be granted a leave of absence for the period of the such service in accordance with law. In addition, the Township shall pay a full-time employee, or a part-time employee who has been employed by the Township for at least one year, the difference in salary between the employee's regular

rate of pay at the time of deployment to active duty, and the employee's pay from the government, for a period not to exceed ninety(90) work days in the aggregate in any calendar year.

C. Employees returning from authorized leaves of absence, as set forth herein, will be reinstated to their original classification at the then appropriate rate of pay, with no loss of seniority or other employee rights, privileges or benefits.

Article XIII -
JURY DUTY

A. Employees shall be given time off without loss of pay when performing Jury Duty in the following circumstances:

1. In State Court, the employee shall serve without loss of pay and is allowed to retain any stipend for services.

2. In Federal Court, the employee shall receive full pay plus a maximum stipend of five (\$5) dollars paid by the Federal Court. All monies received by the employee in excess of five (\$5) dollars paid by the Federal Court for services as a Federal Juror shall be returned to the Township Treasurer's Office.

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Article XIV
Court Time

A. Employees shall be given time off without loss of pay when commanded to appear as a witness and not a party before a court, legislative committee, or judicial or quasi-judicial body.

ARTICLE XV

SENIORITY

A. Seniority is an employee's total length of service with the Township, beginning with his/her original date of hire.

B. An employee having broken service with the Township (as distinguished from a leave of absence) shall not accrue seniority credit for the time when not employed by the Township.

C. If any question arises concerning two employees who were hired on the same date, seniority shall be determined by the alphabetical order of the employees' last name.

D. In all cases of promotions, demotions, layoffs, recall, vacation scheduling and other situations where substantial employee advantages or disadvantages are concerned, the employee with the greatest amount of seniority shall be given preference provided he/she has the ability to do the work involved.

E. A list shall be maintained and posted by the Department indicating vacant or newly created positions which are available. Such jobs shall be open for bid by all employees based upon seniority. Employees who are bypassed shall be provided the reason(s) in writing, with a copy to the Union, and such actions may be grieved in accordance with the provisions of Article XX.

F. Any job which is open for bid is to be given, on a provisional basis and at the appropriate rate of pay for the title, to the employee who bids and has the most seniority. At that time, the person receiving the job will have a ten (10) working days training period with the guidance of an experienced person to teach the individual. After the ten (10) working days, it should be determined if the individual has the ability to do the job. If said individual fails to qualify for the job, he/she will revert back to the job they held before and the job will be reopened for bid and the most senior person bidding for the position will be appointed and given the same ten (10) working days training period as set forth above.

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G. Employees who are laid off from a permanent position through New Jersey Department of Personnel (NJDOP) layoff procedures and are rehired to permanent positions under NJDOP procedures, through reemployment rights or open competitive examination, within five (5) years, will retain their seniority from their prior service with the Township.

ARTICLE XVI

HOLIDAYS

A. The following days are recognized as paid holidays:

New Year's Day	Columbus Day
Martin Luther King Birthday	Election Day
Presidents' Day	Veterans Day
Memorial Day	Thanksgiving
Independence Day	Christmas Eve
Labor Day	Christmas Day

1 Floating Holiday

B. The floating holiday may be taken at the discretion of the employee during the period January 1 through October 31 of each year. No employee may use their floating holiday during the period November 1 through December 31 of each year. In the event an employee does not use their floating holiday on or before October 31 of each year, then that employee shall receive from the employer compensation in an amount equivalent to the employee's then regular daily rate of pay for one (1) day in lieu of the floating holiday for that year. This payment shall be made to the employee and included in the first full payroll in the month of December in each year. When the work schedule is a five (5) day week, the Township shall substitute Good Friday and the Friday after Thanksgiving for the Floating Holiday and Christmas Eve, upon consultation with the Union.

C. Holidays which fall on a Saturday shall be celebrated on the preceding Friday (or Thursday if the employee is not regularly scheduled to work on Friday). Holidays which fall on a Sunday shall be celebrated on the following Monday (or Tuesday if the employee is not regularly scheduled to work on Monday). Holidays which fall on either a Monday or Friday when the employee(s) is not regularly scheduled to work on that day, shall be celebrated on either Tuesday or Thursday respectively.

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D. In order to be entitled to the above paid holidays, employees must work the regular work day before and after the holiday. In the event of sickness on the day before or the day after the holiday, the employee must obtain a doctor's certificate to be eligible for the holiday pay.

E. Any holiday leave or day off granted to other Township employees by resolution of the Township Council, other than pursuant to another negotiated collective bargaining agreement, shall be granted to employees covered by this Agreement. In the case where an employee covered herein is required to work this particular extra holiday or day off, equivalent compensatory time will be granted.

F. Any day declared a holiday by the President of the United States, or Township Mayor, shall be granted to employees covered by this Agreement.

G. Should an official holiday occur while an employee is on sick leave, the employee shall not have that holiday charged against sick leave.

H. Custodians regularly scheduled to work five 8-hour days per week will switch to a schedule of four 10-hour days during weeks in which the Mayor changes the work schedule for regularly scheduled 10 hour per day workers to Monday through Thursday schedules only.

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ARTICLE XVII

VACATIONS

A. Employees in the service of the Township shall be entitled to the following annual vacation:

1. After six (6) months of service from the date of appointment up to one (1) year of service, one (1) eight (8) hours working day vacation per month of service.

2. Commencing with the first (1st) year of service through the third (3rd) year of service, twelve (12) eight (8) hour working days vacation per year, prorated for each month of service.

3. Commencing with the fourth (4th) year of service through the eighth (8th) year of service, sixteen (16) eight (8) hour working days vacation per year, prorated for each month of service.

4. Commencing with the ninth (9th) year of service through the thirteenth (13th) year of service, twenty-three (23) eight (8) hour working days vacation per year, prorated for each

month of service.

5. Commencing with the fourteenth (14th) year of service through the eighteenth (18th) year of service, twenty-eight (28) eight (8) hour working days vacation per year, prorated for each month of service.

6. Commencing with the nineteenth (19th) year of service through the twenty-ninth (29th) year of service, thirty (30) eight (8) hour working days vacation per year, prorated for each month of service.

7. Commencing with the thirtieth (30th) year of service up to retirement, thirty-five (35) eight (8) hour working days vacation per year, pro-rated for each month of service.

B. The greater number of vacation days earned shall begin at the anniversary date of the original date of hire as shown on a seniority roster. All advance vacation pay will be paid as separate weekly checks.

C. Vacation time not used in any year shall be carried forward into the next three succeeding years, and must be taken by the end of the third year or lost. If, however, an employee is denied the right to take vacation which will be lost, then the

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employee shall be paid the value of this vacation at the employee's current rate of pay. **Eligible employees shall be entitled to sell back vacation leave on an annual basis at the current rate of pay provided that the employee submits a request prior to April 1 of each year. Payment to eligible employees will be made on the second pay day in August of each year. Employees shall be eligible to sell back vacation leave in accordance with the following schedule:**

15 years of Service and Over - Up to 40 Hours Vacation Leave

D. Vacation schedules will be approved by the Director of Public Works by March 31st each year. The schedule will be based on seniority limiting vacation to not more than two (2) consecutive weeks until all employees have a first choice. After all employees have had a choice, the Director may approve vacation in excess of two (2) consecutive weeks.

E. If an employee terminates his/her employment with the Township, or has his employment terminated by the Township, the employee shall be paid for all accumulated and earned vacation time at the employee's current rate of pay.

F. All vacations must be scheduled by the Department Head. It is the responsibility of the Department Head to schedule individual vacations so that activities of the Township will be carried on with a minimum of interruption and inconvenience. Employees with seniority will be given first preference in the assignment of vacations insofar as possible.

G. A maximum of two (2) employees who are assigned to leaf collection duties during the period of November 1 through January 15 shall be permitted to take vacation on any workday, Monday through Friday. Any more than two (2) employees off must be approved by the Director.

H. Employees who have a balance of less than 10 hours of vacation time at the end of a year shall be permitted to take such remaining hours as vacation so long as they are all taken at the same time, and are approved by the Director of the Department in advance.

25.

ARTICLE XVIII

STRIKES AND LOCKOUTS

A. The Union hereby covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty or willful absence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out, or other illegal job action against the Township. The Union agrees that such action would constitute a material breach of this Agreement.

B. The Union agrees that it will make a reasonable effort to prevent its members from participating in any strike, work stoppage, slow down or other activity aforementioned or supporting any such activity by any other employee or group of employees of the Township and that the Union shall take such other steps as may be necessary under the circumstances to have the employees return to work or discontinue the job action.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its rights to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunctive relief or damages, or both, in the event of such breach by the Union or its members.

D. The Township agrees that it will not engage in the lock-out of any of its employees.

26.

ARTICLE XIX

MEMBERSHIP PACKETS

A. The Township will allow membership packets, furnished by the Union, to be placed in a suitable area so they may be obtained by new employees.

ARTICLE XX

SAFETY AND HEALTH

A. The Township shall at all times maintain safe and healthful working conditions and will provide employees with any wearing apparel, tools or devices (including rubber gloves), reasonably necessary in order to insure their safety and health. "Wearing apparel" shall mean raincoats and hats. The Township shall furnish rain gear and, every six (6) months, replace wearing apparel which is needed, at the Township's expense.

B. The Township and the Union shall each designate an equal number of safety committee members. They shall meet periodically as necessary to review conditions in general and to make appropriate recommendations to either or both parties.

C. The Township will provide training, in addition to videos, for all new employees on the proper and safe use of equipment as well as refresher courses for all employees prior to the start of seasonal work.

D. The Township shall provide Monitors/Meters for employees working in confined spaces.

28.

ARTICLE XXI

EQUAL TREATMENT

A. The Township agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, disability, marital status, political affiliation, union membership or union activities.

B. This Agreement shall be equitably applied to all employees covered by this Agreement.

C. The Township may also establish reasonable personnel policies and regulations not in conflict with this Agreement so long as such are negotiated in advance with the Union in accordance with the requirements of NJSA 34:13A-5.3.

ARTICLE XXII
GRIEVANCE PROCEDURE

A. A grievance is a dispute that might arise between the parties with reference to the application, meaning or interpretation of this Agreement. Said grievances shall be settled in the following manner:

Step 1: The aggrieved employee or Union steward, at the request of the employee, shall first take up the grievance or dispute with the employee's immediate supervisor within ten (10) working days of its occurrence and an earnest effort shall be made to resolve the matter informally. Failure to act within the ten (10) day period shall be deemed to constitute an abandonment of the grievance.

Step 2: If no agreement has been reached orally within ten (10) working days of the initial discussion with the employee's immediate supervisor, the employee or the Union may present the grievance in writing to the Director of the Department. The Director shall then attempt to **resolve** the matter and shall respond to the employee or Union within five (5) working days of

the Union or employee's written submission.

Step 3: If the grievance is not settled at Steps 1 or 2, then it may be presented in writing by the employee or the Union to the Mayor within five (5) working days of the due date of the Director's decision at Step 2. The Mayor shall conduct a grievance hearing and respond, in writing, within five (5) working days.

Step 4: If the grievance still remains unsettled, the Union may, within twenty (20) working days after the reply of the Mayor is due, by written notice, proceed to arbitration. A request for arbitration shall be made no later than such twenty (20) working day period and a failure to file within said time period shall constitute a bar to such arbitration unless the Union and the Township mutually agree upon a longer time period for such submission.

B. Arbitrators shall be selected and arbitrations conducted pursuant to the rules and regulations of the Public Employment Relations Commission. The arbitrator shall restrict his/her inquiry to the standards established by this Agreement only and the arbitrator's decision shall be final and binding on the parties. The arbitrator shall be requested to issue a decision within thirty (30) days after the conclusion of testimony and argument. The cost of the services of the arbitrator will be borne equally by the parties.

30.

C. The Union will notify the Township, in writing, of the names of the employees who are designated by the Union to represent employees under the grievance procedure. Employees so designated by the Union will be permitted to confer with other employees, Union representatives, and the Township, on matters of employee representation during working hours without loss of pay for periods not to exceed two (2) hours per day so long as the actual time utilized for such purpose is mutually agreed to in advance with the Director of Public Works. If additional time is required, it will not be unreasonably denied by the Township.

D. Whenever any employee is scheduled to participate in a grievance hearing, disciplinary hearing, arbitration proceeding, negotiations, administrative hearing or any meeting requested by the Township, during work hours, the employee shall be permitted to attend, without loss of pay or benefits. Such employees will be permitted to leave their work area one-half hour prior and will be required to return to their work area at the end.

E. Agents of the Union who are not employees of the Township will be permitted to visit with employees during working hours at their work stations for the purpose of discussing Union representation matters, so long as such right is reasonably exercised and there is no undue interference with work. Such representatives shall also be recognized by the Township as

authorized spokespersons for the Union in matters between the parties regarding employees' representation matters.

F. The Township and the Union agree in conjunction with the grievance procedure each will give reasonable consideration to requests of the other party for meetings to discuss grievances pending at any step of the grievance procedure.

31.

ARTICLE XXIII
GENERAL PROVISIONS

A. The Township and the Union recognize the need for the development and training of qualified employees to fulfill the Township's workforce requirements for maintaining the efficiency of operations and services. The Township agrees to join with the Union in the mutual undertaking to try and establish a training program for employees covered by this Agreement. The training program will be utilized to help employees as may be required by the Township for various positions. Neither the Township nor the Union are bound to participate in a certain type program or certain instruction, it being understood that this is the type of program which would be mutually beneficial and the program itself must depend both upon availability of the employee's time and the Township's training facilities and personnel and which will not interfere with the effective operation of the department. Any training offered by the Township shall be posted in advance and selection of employees for training shall be made based on title, seniority and ability.

B. New Jersey Department of Personnel job listings shall be made available upon the request of a union representative.

C. Except as otherwise provided by law, employees appointed to a new position shall be deemed to be on probation in the position for a period of three (3) months. Such probation shall not affect the permanent status an employee may have achieved in another position with the Township. At the end of the probationary period, the employee shall be evaluated by the Director of the Department and the Mayor to determine whether the employee shall be retained at the end of the probationary period. The Township agrees to follow the New Jersey Administrative Code (NJAC), Title 4A-Personnel, with regards to all aspects of promotions and probationary periods.

D. The Township shall provide each employee covered by this Agreement with a workboot/shoe allowance each year in the following amounts upon submission of an original receipt:

2002 -	\$145.00
2003 -	\$150.00
2004 -	\$155.00
2005 -	\$165.00
2006 -	\$170.00

The Township shall make coveralls available, and shall maintain, coveralls for the Sewer Repairer and helper.

32.

The Township shall be responsible for the provision of uniforms to be worn on the job. Employees shall be provided with 11 shirts (employees may request a combination of long and short sleeve); 11 pants; 2 jackets (one of which shall be a 3/4 length polar jacket); 1 coveralls; and 2 hooded sweatshirts (zipper) or non-hooded sweatshirts (pullover type). Of the 11 pants five (5) pair may be summer pants and/or shorts (Employee's option). The shorts shall be allowed on a trial basis in 2003. Employees wearing shorts in 2003 will provide their own. The wearing of shorts will be reviewed following the trial period. At that time, the Township will decide if shorts will be allowed in future years. Two (2) pair of coveralls or disposable coveralls for Sewer Repairer, Helpers, Auto Mechanics and Maintenance Workers. Shirts and pants will be of 100% cotton. The Township shall also be responsible for the cleaning and maintenance of the pants and shirts, in lieu of any cleaning allowance. The Township shall provide a cleaning service. The Township will also provide each employee with seven (7) T-shirts with pockets per year to be 100% maintained by the employee. The uniform issue will be repaired/replaced on an as needed basis and as approved by the Director. Worn and unusable clothing shall be returned to the Township for repair or replacement as necessary.

E. Mechanics, St. Maintenance Repairers, Maintenance Repairers, Plumbers, HVAC Mechanics, and Electricians shall be eligible to receive up to \$475.00 in 2002; \$500.00 in 2003;

\$525.00 in 2004; \$550.00 in 2005; and \$575 in 2006 as a tool allowance upon the submission of original receipts. Only tools applicable to the work performed by the employee are eligible for reimbursement. All other employees will be supplied with any tools required in the performance of their job duties .

F. The Township and Union agree to establish a Labor Management Committee to meet on a regular basis to discuss issues of general interest or concern which are not necessarily grievances and which confront the Township and its workforce. The Committee shall consist of an equal number of members appointed by the Township and by the Union. Regular meetings shall be held at least monthly pursuant to a mutually agreed upon schedule established at the beginning of each calendar year. F.M.C.S. shall assist the parties, if available, in the establishment of the Committee.

G. At the discretion of the Township, employees who have received a specific notice of layoff may be granted paid leave during the 45 day notice period to look for new employment.

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H. Employees shall be reimbursed by the Township for the full cost of educational courses which are (1) required by the Township; or (2) required as a result of County, State or Federal regulations to insure compliance with such regulations or to insure competence in service due to such regulations; or (3) permit an employee to pursue special work or training directly related to his/her employment which will improve competence and capacity in service. If courses are required under (1) or (2) above, the Township shall also reimburse the employee for properly documented expenses for travel, lodging, and meals incurred as a result of attending such course. To qualify for reimbursement under (3), the employee must obtain prior written approval of the Director and maintain a passing grade.

I. Employees required to use their personal vehicle on authorized Township business shall be reimbursed at the IRS rate per mile as well as for properly documented expenses incurred.

J. All employees shall be provided a current Township Handbook and shall also receive updates as adopted.

ARTICLE XXIV

WAGE SCHEDULE

A. Effective January 1, 2002, each employee covered by this agreement shall receive a 3.0% increase on their base rate as of December 31, 2001.

B. Effective January 1, 2003, each employee covered by this agreement shall receive a 2.0% increase on their base rate as of December 31, 2002.

C. Effective July 1, 2003 each employee covered by this agreement shall receive a 3.0% increase on their base rate as of June 30, 2003.

D. Effective January 1, 2004, each employee covered by this agreement shall receive a 3.5% increase on their base rate as of December 31, 2003.

E. Effective January 1, 2005, each employee covered by this agreement shall receive a 4.0% increase on their base rate as of December 31, 2004.

F. Effective January 1, 2006, each employee covered by this agreement shall receive a 4.0% increase on their base rate as of

December 31, 2005.

G. Effective January 1, 2002, the wage schedule for Custodial Workers shall be revised as follows: The hourly rate for all second tier Custodial Workers will be increased to equal the hourly rate for second tier Laborers.

The hourly rate for all third tier Custodial Workers will be increased to equal the hourly rate for third tier Laborers.

The salary for Plumber, Electrician, HVAC Mechanic, and Mechanic (certified) shall be moved to the rate of \$21.00/hr. In 2002 plus % increment in subsequent years. The salary for all "senior" titles, Equipment Operator, Street Inspector and Mechanic shall be increased to \$20.00 before % increment is added for 2002 (\$20.60 in '02) plus % increment in subsequent year.

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The third tier Laborers and Custodial Workers will receive a \$0.25/hour increase prior to the percentage increase being applied at the start of 2004, 2005. The rate for 2006 will be \$13.00/hour. In accordance with this agreement, the wage schedule for third tier Laborers and Custodial Workers will be as follows:

Effective January 1, 2002 - \$10.04
Effective January 1, 2003 - \$10.24
Effective July 1, 2003 - \$10.55
Effective January 1, 2004 - \$11.18
Effective January 1, 2005 - \$11.89
Effective January 1, 2006 - \$13.00

The appropriate list of classified titles covered by this Agreement, and the wages for each title for the duration of this Agreement, shall be included as Schedule A of the Agreement.

H. An employee who works in a higher classification shall immediately receive the pay rate for that higher classification. Payment for work in a higher classification shall be made no later than two (2) weeks after having worked same. However, if the employee works less than four (4) hours in the higher classification, the employee shall be paid for four (4) hours at the higher rate provided the employee's total hours for that day exceed four (4).

I. Paychecks shall be issued every other week (biweekly).

J. Employees whose regular work schedule includes Saturday and/or Sunday shall be paid an additional \$.25 per hour for all hours worked on Saturday and an additional \$.50 per hour for all hours worked on Sunday.

ARTICLE XXV

LONGEVITY

A. Longevity payments will be made to the employees covered by this Agreement in accordance with the schedule outlined below. Said payments will be made not later than five (5) working days after November 1st of each contract year in a separate check issued to all eligible employees.

B. In order to be eligible for longevity payments, an employee must have commenced his/her fifth (5th) year of continuous service with the Township in the year in which longevity is to be paid, regardless of when the employee's actual anniversary date falls.

C. Longevity payments shall be as follows:

1. Commencing with the 5th year through the 6th year -
7% of annual salary
2. Commencing with the 7th year through the 8th year -
8% of annual salary
3. Commencing with the 9th year through the 10th year
9% of annual salary
4. Commencing with the 11th year through the 14th year
10% of annual salary
5. Commencing with the 15th year and thereafter -
11% of annual salary

Longevity will be capped at a maximum of 10% for employees hired after the signing of this agreement .

D. Longevity checks will be issued on or about November 1st

in sealed payroll envelopes.

E. The Township will pay prorated longevity to employees leaving the Township in good standing.

F. An employee may opt to have included in their pension base, the annual longevity payment. However, the actual disbursement of longevity will be made once a year on November 1st. Deductions for the employee pension contribution will be made weekly. Once an employee opts to have their longevity included in their pension base, it cannot be reversed at any future time.

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ARTICLE XXVI

HEALTH AND WELFARE

A. Effective upon the signing of this Agreement, it is agreed between the Township and the Union that the Township shall pay the **Camden Council No. 10 Health and Welfare Fund** the amount of **\$625 per employee in calendar year 2002; \$650 per employee in calendar year 2003; \$675 per employee in calendar year 2004 and \$700 per employee in calendar year 2005, and \$725 per employee for 2006 to provide such health and welfare benefits as shall be determined by the Fund.**

B. The Union agrees to save and hold harmless the Township from any liability arising out of the administering of the Fund to which this sum shall be paid on behalf of each employee as stated above, and further agrees to make available to the Township audits or reports dealing with said funds annually by June 30th of each year.

ARTICLE XXVII

DISCIPLINARY ACTIONS

A. No employee shall be warned, suspended, fined, demoted, discharged or otherwise disciplined except for just cause. The Township shall give written notice to Council 10 when any employee covered by this Agreement is disciplined which notice shall be provided at the same time the employee is given written notice of discipline, which notice shall indicate the extent and reason for the disciplinary action. No minor disciplinary action shall be implemented until after Step 3 of the grievance procedure has been concluded, if the employee files a grievance contesting the disciplinary action.

B. Major discipline for permanent employees shall be imposed only in accordance with New Jersey Department of Personnel rules and regulations.

C. No meetings shall be held between any Supervisor and any employee under this agreement, at which disciplinary action is taken or from which disciplinary action may result, without the presence and participation of a Union representative, if such is requested by the affected employee. No recording devices of any type shall be used at such meetings.

D. All disciplinary action taken shall be progressive, beginning with a verbal warning.

E. Employees shall have the right to have union representation at all grievance and/or disciplinary hearings.

F. In all disciplinary hearings, the employee shall have the right to introduce evidence and testimony and to cross examine all witnesses. Recording devices may be used only with the consent of all persons involved. Copies of any tapes made shall be provided to all other parties without cost.

G. No employee shall be intimidated, coerced, or threatened with any reprisal by the Township for having exercised rights under this Agreement.

H. Each employee shall be made aware of material to be placed into his or her file, and shall have access to his or her complete personnel file upon reasonable notice to the Business Administrator during regular business hours. All information in the file shall be made available, except for reference checks and other information given in the process of hiring which is confidential in nature.

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ARTICLE XXVIII

MANAGEMENT RIGHTS

A. The Township of Gloucester 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 Township government and its properties and facilities and the activities of its employees by utilizing personnel, methods and means in 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 issue improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

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

4. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions of continued employment or assignment, and to promote and transfer employees.

5. To suspend, demote, discharge, or take any other

appropriate disciplinary action against any employee for good and just cause according to law.

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

7. The Township 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 Department.

40.

B. In the exercise of the foregoing powers, rights, authority, duties, and responsibilities of the Township, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only to 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 the United States.

C. Nothing contained herein shall be construed to deny or restrict the Township in the exercise of its rights, responsibilities and authority under R.S. 40A, or any other national, state, county, or local laws or regulations.

41.

ARTICLE XXIX

SEPARABILITY AND SAVINGS

A. Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall only apply to the specific portion of the Agreement affected by such decision, whereupon the parties agree to commence negotiations relative to the subject matter of the invalid portion.

ARTICLE XXX

DURATION

A. This Agreement shall be in full force and effect as of January 1, 2002 and shall remain in effect to and including December 31, 2006, without any reopening date.

B. This Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no sooner than one hundred and fifty (150) nor later than one hundred and twenty (120) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals in the Township of Gloucester, New Jersey, on this _____ day of _____, 2003.

Camden Council No. 10

Township of Gloucester

43.

SCHEDULE A
WAGE SCHEDULE

<u>Title</u>	<u>PER HOUR</u>			
	<u>1/1/02</u>	<u>1/1/03</u>	<u>7/1/03</u>	<u>1/1/04</u> <u>41/1/05</u> <u>051/1/06</u>
Equipment Operator	20.60	21.01	21.64	22.40 23.30 24.23
Street Inspector	20.60	21.01	21.64	22.40 23.30 24.23
Maintenance Repairer	20.28	20.69	21.31	22.05 22.93 23.85
Mechanic	20.60	21.01	21.64	22.40 23.30 24.23
Mechanic (Certified)	21.00	21.42	22.06	22.84 23.75 24.70
Sewer Repairer	20.28	20.69	21.31	22.05 22.93 23.85
Sr. Sewer Repairer	20.60	21.01	21.64	22.40 23.30 24.23
Truck Driver	19.26	19.65	20.23	20.94 21.78 22.65
Laborer*	18.51	18.88	19.45	20.13 20.93 21.77
Laborer**	12.36	12.61	12.99	13.44 13.98 14.54

Laborer***	10.04	10.24	10.55	11.18	11.89	13.00
Custodial Worker**	12.36	12.61	12.99	13.44	13.98	14.54
Custodial Worker***	10.04	10.24	10.55	11.18	11.89	13.00
Sr. Maintenance Repairer	20.60	21.01	21.64	22.40	23.30	24.23
Traffic Maintenance	20.28	20.69	21.31	22.05	22.93	23.85
Sr. Traffic Maintenance	20.60	21.01	21.64	22.40	23.30	24.23
HVAC Mechanic	21.00	21.42	22.06	22.84	23.75	24.70
Plumber	21.00	21.42	22.06	22.84	23.75	24.70
Electrician	21.00	21.42	22.06	22.84	23.75	24.70

* Applicable to those employees hired prior to 12/31/94

** Applicable to those employees hired between 12/31/94 and the date this Agreement is signed

***Applicable to those employees hired after the date this Agreement is signed

TOWNSHIP OF GLOUCESTER
 EMPLOYEES HEALTH BENEFIT PACKAGE
 OPTION SELECTION 2002

I, _____, have reviewed the Flexible Health Benefits Plan provided to Council 10 employees of the Township of Gloucester. I understand all elements of the plan and have selected the checked item(s) as my Health Benefits Package for 1998.

The traditional I.D.A. Municipal Self Funded Health Benefits Plan including Major Medical or qualifying Health Maintenance Plan previously selected by me. \$4,500.00 _____

SELECTED ITEMS

A. NON TAXABLE

- | | |
|--|--|
| 1. Medical Insurance - I.D.A. Municipal Self Funded Health Benefits Plan including Major Medical or Health Maintenance Program approved by State | \$3,200.00 _____ |
| 2. Township of Gloucester Family Eyeglass Plan and/or Prescription Plan | Min. 300.00 _____
Max. 600.00 _____ |
| 3. Township of Gloucester Family Dental Plan | 200.00 _____ |
| 4. Extended Family Dental Plan | Min. 1200.00 _____
Max. 3000.00 _____ |
| 5. Day Care Cost | Min. 1500.00 _____
Max. 3000.00 _____ |
| 6. Employee Legal Aid Plan | Min. 250.00 _____
Max. 500.00 _____ |
| 7. Disability Insurance Premium | Min. 150.00 _____
Max. 500.00 _____ |
| 8. Family Health Aids Equipment & Supplies, when prescribed by a licensed physician such as: | Min. 1500.00 _____
Max. 3000.00 _____ |

1.

- A. Abdominal Supports
- B. Air Conditioner where necessary
for relief from an allergy or relieving
difficulty in breathing
- C. Arch Supports
- D. Back Supports
- E. Elastic Hosiery
- F. Hearing Aids
- G. Heating Devices (Medical)
- H. Invalid Chair
- I. Orthopedic Shoes
- J. Special Mattress and Plywood
Bedboard for relief of arthritis
of spine
- K. Other similar items

B. TAXABLE ITEMS

- | | | |
|--|---|----------------|
| 1. Patent Medicines including
vitamins; excluding tonics,
food supplements, cosmetics | Min. 100.00
Max. 700.00 | _____
_____ |
| 2. Domestic Help - recommended
by a doctor because of
employee's or spouse's illness.
Medical doctor's recommendations
must be submitted prior to
disbursement of payment | Min. 100.00
Max. 1000.00 | _____
_____ |
| 3. Tuition payments for schooling
at an accredited college, trade
or vocational school | Min. 1000.00
(check) Max. 4500.00 | _____
_____ |
| 4. Gloucester Township Real Property
Taxes on property owned by employee | Min. 500.00
Max. 1200.00 | _____
_____ |
| 5. Township of Gloucester Employee's
Copeland Deferred Compensation Plan | Min. 1000.00
Max. 4500.00
(Check) | _____
_____ |
| 6. Life Insurance Policy- Provided
by Township Approved Plan | Min. 100.00
Max. 1000.00 | _____
_____ |

TOTAL VALUE SELECTED \$ _____

2.

C. TAXABLE CASH PAYOUT

Eligible employees may select to receive a maximum cash payment of \$3,000.00 to be paid monthly. If this option is selected no other selection can be chosen (Max Flex Benefit is \$3,000.00)

TOTAL VALUE SELECTED \$ _____

I understand that the foregoing selection(s) is for the calendar year 2002 effective 1/1/02. I certify that I have full medical benefits similar to the State of New Jersey Health Benefit Plan supplied by an Employer of my spouse whose coverage extends to me. I have shown evidence of this coverage.

DATE: _____ SIGNATURE: _____

I have seen evidence that the above employee is covered by another employer funded Plan, equal or similar to the plan offered by the Township.

DATE: _____ SIGNATURE: _____

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AGREEMENT BETWEEN

TOWNSHIP OF GLOUCESTER

AND

CAMDEN COUNCIL NO. 10
(PUBLIC WORKS)

January 1, 2002 - December 31, 2006

