

06-00

2-0197

AGREEMENT BETWEEN
THE BOARD OF TRUSTEES
OF
CUMBERLAND COUNTY COLLEGE, *Board of Trustees*
AND
CUMBERLAND COUNTY COLLEGE
STAFF ASSOCIATION

X July 1, 1985 to June 30, 1988

ARTICLE 1 - RECOGNITION

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5 A. The Board agrees to and hereby does recognize the Cumberland
6 County College Staff Association as the sole and exclusive
7 negotiating agent for the purpose of collective negotiations in
8 any and all matters relating to terms and conditions of employment
9 on behalf of all Staff Association members.
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17 B. Parties Covered by This Contract

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19 1. This agreement will cover all Staff Association members in
20 the following classifications:
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22 Maintenance

23 Custodial

24 Cafeteria Workers

25 Secretarial

26 Technical

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33 2. The following classifications are not covered by this
34 agreement:
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36 Administrative Assistant: President's Office

37 Administrative Assistant: Dean of Academic and
38 Student Affairs Office

39 Administrative Assistant: Business Office

40 Administrative Assistant: Contract Administrator's
41 Office

42 Bookkeeper: Business Office

43 Bookstore Manager

44 Supervisor: Maintenance Department
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- 1 3. Association members whose employment is contingent on
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3 funding through a grant shall be covered by this contract
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5 only for the length of the grant period.
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ARTICLE II - NEGOTIATION PROCEDURE

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5 A. The parties agree to enter into collective negotiations over a
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7 successor Agreement in accordance with Chapter 123, Public Laws of
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9 1974, in a good faith effort to reach agreement in all matters
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11 concerning terms and conditions of employment at Cumberland County
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13 College. Such negotiations shall not begin later than October 1
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15 of the calendar year preceding the calendar year in which the
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17 Agreement expires. Any agreement so negotiated shall apply to all
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19 Staff Association members, be reduced to writing, by signed by the
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21 representatives of the Board and the Association, and be adopted
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23 by the Board and the Association.
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27 B. During negotiations, the Board and the Association shall present
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29 relevant data, exchange points of view and make proposals and
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31 counterproposals. The Board shall make available to the
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33 Association upon request a list of the names, positions or titles,
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35 salaries and years of service of every person covered by this
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37 Agreement, and such other data and information as required by law
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39 to be made public. Members of the Unit, if necessary during a
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41 grievance proceeding, shall be permitted to inspect, copy from, or
42
43 reproduce their individual personnel records.
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47 C. As soon as the College budget is presented to the Board of School
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49 Estimate, a copy of this budget will be forwarded to the President
50
51 of the Staff Association.
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- 1 D. Neither party in any negotiations shall have any control over the
2 selection of the negotiating representatives of the other party.
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4 The parties mutually pledge that their representatives shall be
5 clothed with all necessary powers to make proposals, consider
6 proposals, and make counterproposals in the course of
7 negotiations.
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15 E. The Board agrees not to negotiate concerning said employees in the
16 negotiation unit as defined by Article I of this Agreement with
17 any other organization for the duration of this Agreement.
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23 F. Either party will have the right to caucus at any time. Maximum
24 length of time for a caucus will be 15 minutes. Time may be
25 extended by mutual agreement.
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31 G. When an agreement has been reached on a particular article or
32 sub-article, the chairman of each party will initial the article
33 to indicate that agreement has been reached between the parties.
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39 H. When in the view of either party an impasse has been reached on
40 any issue, that party may appeal to the PERC for services of a
41 mediator in accordance with Chapter 12 of Rules, Regulations and
42 Statement of Procedures of the New Jersey Public Employment
43 Relations Commission.
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51 I. All meetings of the negotiating parties will be held in the Board
52 Room of the Administration Building of Cumberland County College.
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1 Provisions will be made to facilitate the negotiating process,
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3 i.e., caucusing, typing, duplicating, etc., within said building.
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7 J. Each negotiating session shall be held between the hours of 7 p.m.
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9 and 10 p.m. with extensions by mutual agreement. There shall be
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11 one session per week unless otherwise agreed.
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ARTICLE III - RIGHTS OF THE ASSOCIATION

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A. Adequate bulletin board space shall be reserved for posting of Association notices and other material dealing with proper and legitimate Association business with the approval of the Dean of Administration.

B. There shall be no discrimination against any employee on the basis of race, creed, sex, marital status, color, national origin, or membership or negotiating activity in the Association; however, any activity by an employee in illegal association action shall be the subject for proper disciplinary action by the Board.

C. Association Rights

The Association, as representative for all unit employees specified in Article I - Recognition, is entitled to act for, and to negotiate, agreements covering all such employees, and is responsible for representing the interest of all Staff Association members.

D. Dues Deduction

Upon the execution of the proper authorization form by the employee, the College shall deduct the authorized amount for dues to the Unit annually, and shall remit same to the Association so designated by the majority vote of the members of the Unit requested. The name and address of the Association receiving the

1 remittance shall accompany a copy of the minutes containing the
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3 vote of the members so designating.
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ARTICLE IV - CONDITIONS OF EMPLOYMENT

Work Week

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7 A. The regular work week for all employees in the unit, on a forty
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9 (40) hour work week, shall be a consecutive five (5) day week at
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11 eight (8) consecutive hours per day excluding lunch period.
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13 1. All hours worked over forty (40) hours per week will be paid
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15 at the rate of time and one-half.
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17 2. All hours worked on Sunday, unless part of regular schedule,
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19 shall be paid at the rate of time and one-half.
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21 3. All hours worked on holiday will be paid at a double time
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23 rate plus holiday pay.
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25 4. All sick days not worked but paid for and all holidays not
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27 worked but paid for shall be included in calculation of
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29 weekly overtime.
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33 B. The regular work week for all employees in the unit, on a
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35 thirty-five (35) hour work week, shall be a consecutive five (5)
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37 day week at seven (7) consecutive hours per day excluding lunch
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39 period.
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41 1. All hours worked over thirty-five (35) hours per week will
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43 be paid at the rate of time and one-half.
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45 2. All hours worked on Sunday, unless part of regular schedule,
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47 shall be paid at the rate of time and one-half.
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49 3. All hours worked on a holiday will be paid at a double time
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51 rate plus holiday pay.
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1 4. All sick days not worked but paid for and all holidays not
2 worked but paid for shall be included in calculation of
3 weekly overtime.
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9 C. The College recognizes that where an employee has worked his
10 regular day off, such employee shall not be required to take time
11 off during such work week in order to avoid payment of overtime.
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17 D. If any employee is injured in the performance of their duties
18 during the course of the work day and requires medical or surgical
19 attention and is advised by medical personnel not to return to
20 work that day, they will be paid the balance of the work day.
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27 E. Employees working on shifts of which the majority of working hours
28 falls between 4 p.m. and 6 p.m. shall receive, in addition to
29 their regular pay, an additional fifteen cents (15¢) per hour.
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35 F. An employee who is called in to work at times other than his/her
36 regularly scheduled shift shall be paid for a minimum of two (2)
37 hours call-in time, and hours worked after two (2), if such work
38 requirement is for more than the minimum two (2) hours minimum
39 guarantee.
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47 G. All employees will be allowed a ten (10) minute break in the
48 morning and a ten (10) minute break in the afternoon.
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1 H. The College shall continue to not require employecs to work under
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3 unsafe or hazardous conditions or to perform tasks which endanger
4
5 an employee's health and safety.
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9 Secretarial Classifications

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11 Class I - Secretary

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13 Highest proficiency: Typewriting, shorthand/electronic
14 transcription, speedwriting, record-keeping, filing systems,
15 letter writing, receptionist, machine operation. Works with
16 little or no supervision. Serves one or more members of the
17 Administrative Staff.
18

19 Class II - Secretary

20
21 High proficiency: Typewriting, shorthand/electronic
22 transcription, speedwriting, record-keeping, filing systems,
23 proofreading, letter writing, receptionist, machine operation.
24 Works with some supervision.
25

26 Class III - Secretary

27
28 High proficiency: Typewriting, stenograph (optional), record-
29 keeping, machine operation, filing systems, general office
30 clerking. Works with supervision.
31

32 Class IV - Secretary

33
34 Proficiency: Typewriting, machine operation, filing systems,
35 general office clerking. Requires supervision.
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39 J. Job Opportunities

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41 1. Notice of all supportive staff vacancies at Cumberland County
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43 College in the following categories shall be circulated to
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45 those of the Staff Association membership at least ten (10)
46
47 days prior to its publication elsewhere:
48
49 a. Newly created positions;
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51 b. Externally funded if continued by Cumberland County
52 College; and
53
54 c. Vacated position held by Cumberland County College

supportive staff member.

2. The notice shall state the name of the job and a short description of the same.
3. Members of the Association shall be given the opportunity to qualify for a higher classification whenever a vacancy occurs.
4. Staff Association members who are applicants for the position shall be notified of the disposition of their application.
5. Classifications which require new skills will be satisfied upon written examination, or testing of the new skill by the Office Supervisor and Department Head.
6. The Administration shall determine who shall be the successful applicant for the position. In the event that two (2) or more applicants are of equal experience and ability, the applicant with the greater seniority shall be awarded the job. In all cases, the experience and skill shall be adequate to properly perform the job.

ARTICLE V - BENEFITS

A. Sick Leave

1. A regular employee who is absent from duty because of personal illness is allowed sick leave each year without deduction in pay on the following basis (length of service for the purpose of determining sick leave is calculated from the day of appointment):
 - Ten month employees: 13 working days sick leave per year
 - Twelve month employees: 15 working days sick leave per yearAny deviation from twelve (12) or ten (10) month contracts will be prorated accordingly.
2. Concurrently with the beginning date of the fiscal year, a statement designating the number of accumulated days to which an employee is eligible, the number he has consumed, and the number remaining in his account will be made available by a staff member designated by the Dean of Administration.
3. Although sick leave may not be credited during a leave of absence, an employee does not lose accumulated sick leave while on leave of absence.
4. Sick leave allowance is accruable without limit. A unit member who dies, or enters retirement and has to his/her credit unused accumulated sick leave may be entitled to receive 50 percent of the accumulated sick leave as severance pay, not to exceed \$6000. This payment shall be paid in a lump sum at the effective date of retirement or in

1 the event of death, to the estate. The Supplemental
2 Compensation payment to be paid hereunder shall be computed
3 at the rate of one-half of the eligible employee's daily rate
4 of pay for each day of earned and unused accumulated sick
5 leave based upon the average annual compensation received
6 during the last year of employment prior to the effective
7 date of retirement.
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17 B. Bereavement Leave

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19 1. A paid bereavement leave of five (5) days maximum will be
20 allowed for the death of spouse or children. Three (3) days
21 maximum will be allowed for each death in the immediate
22 family. Family shall mean: father, mother, brother, sister,
23 stepchildren, grandchildren, grandparents, and parents-in-
24 law. In the case of unique personal relationships or
25 extensive travel, the unit member may request additional
26 bereavement leave time. Such request shall be directed to
27 the Dean of Administration.
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39 C. Personal Leave

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41 1. Personal leave with prior approval of the Dean of
42 Administration may be granted for a maximum of five (5) days
43 per year for the following reasons:
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45 a. Personal court appearance;
46 b. Marriage of employee; and
47 c. Approved personal business which cannot be handled
48 outside regularly scheduled hours.
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52 2. Any other emergency or urgent reason which is not included in
53 "a" to "c" above, if approved by the Dean of Administration.
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1 3. Procedure for requesting personal leave:
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3 a. A formal request shall be written to the Dean of
4 Administration. This request shall include the
5 following data:
6

- 7 1) The specific reason for the requested leave; and
8 2) The date of the absence.
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10 b. This request shall be submitted to the immediate
11 supervisor to be forwarded to the Dean as soon as
12 possible, but not later than one week prior to the
13 anticipated absence. Only in emergencies may this
14 limitation be waived. Such a waiver necessitates
15 approval of the immediate supervisor and immediate
16 submission of the letter to the Dean.
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18 c. All personal leaves are official only after receipt of
19 the Dean's or his designee's approval.
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23 E. Jury Duty

24 Employees who are required to be absent from work to serve on jury
25 duty shall be paid the difference between the daily jury duty pay
26 and their regular straight time daily pay.
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33 F. Maternity Leave

34 The College agrees to meet the guidelines established by the Equal
35 Employment Commission with regards to P.L. 95-555, which bans
36 discrimination in employment on the basis of pregnancy,
37 childbirth, or related conditions effective October 31, 1978.
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45 G. Vacation Leave

- 46 1. Each employee in the negotiating unit covered by this
47 Agreement shall be entitled to the following vacation with
48 pay at the annual rate of pay such employees are receiving
49 at the time such vacation is actually taken (length of
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1 service for the purpose of determining vacation is calculated
 2 from the date of appointment):
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 5 Twelve Month Employees:
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- 7 a. One (1) year through five (5) years service -
 8 Twelve (12) vacation days per year credit
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 10 b. Five (5) years through ten (10) years service -
 11 Fifteen (15) vacation days per year credit
 12
 13 c. Ten (10) years through fifteen (15) years service -
 14 Twenty (20) vacation days per year credit
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16 Ten Month Employees:
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- 18 a. One (1) year through five (5) years service -
 19 Ten (10) vacation days per year credit
 20
 21 b. Five (5) years through ten (10) years service -
 22 Thirteen (13) vacation days per year credit
 23
 24 c. Ten (10) years through fifteen (15) years service -
 25 Eighteen (18) vacation days per year credit
 26
 27 2. Any deviation from a twelve (12) or ten (10) month contract
 28 will be prorated accordingly.
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 30 3. Vacation days cannot be carried forward from year to year.
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35 H. Insurance Protection
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- 37 1. At no cost to the unit member, the Board shall provide for
 38 him and his eligible dependents the health insurance benefits
 39 of the following plans:
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 43 a. Blue Cross Hospitalization (14/20)
 44 b. Blue Shield Medical and Surgical (14/20)
 45 c. Rider J
 46 d. Major Medical
 47 e. Dental Benefits
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 49 2. At no cost to the unit member, the Board shall provide for
 50 him a group income protection plan at a cost not to exceed
 51 \$100 per unit member.
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- 1 3. The Board shall provide to the unit member, and his eligible
2 dependents, a program of prescription reimbursement defined
3 by the Hospital Service Plan as "\$1.00 Co-Pay Program" up to
4 the maximum (family) benefits, which program shall be the
5 aforementioned plan, or at the option of the Board of
6 Trustees, any equivalent plan available from any other
7 source.
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9 4. The Board shall provide to the unit member an optical
10 program at a cost not to exceed \$80.00 per year. The plan
11 shall include sunglasses and contact lenses prescribed by a
12 licensed practitioner. The plan shall cover one examination
13 during the term of this contract.
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27 I. Military Leave

28 All military leave shall be dealt with in accordance with
29 applicable federal and local regulations.
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35 J. Workshops

36 Association members from time to time may request or be requested
37 by the College to attend conferences, meetings, etc., for the
38 purpose of attaining new skills and competencies, and for the
39 professional growth of the College. Upon the approval of the Dean
40 of Administration, in conference with the department chairperson
41 or immediate supervisor, absences will be granted without a loss
42 of salary and the College will bear the necessary expenses for
43 such absences.
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1 K. Tuition

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3 For a member of the unit, his/her spouse, or unmarried child who
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5 is accepted at Cumberland County College for enrollment in the
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7 academic program or continuing education program, the College
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9 shall grant full tuition remission. Tuition remission shall be
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11 granted only in those courses where there is space available
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13 without extension or expansion of the course program or
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15 facilities. To continue to receive benefits under this provision,
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17 a minimum grade point average of "C" or better must be maintained.
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ARTICLE VI - HOLIDAYS

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A. Paid Holidays

Independence Day	Day after Christmas
Labor Day	New Year's Day
Columbus Day	Martin Luther King's Birthday
Thanksgiving Day	President's Day
Day after Thanksgiving	Good Friday
Day before Christmas	Easter Monday
Christmas Day	Memorial Day

B. Any holiday that falls on a day other than a normal work day will be observed on a day as scheduled by the College.

C. Holidays which fall within an employee's vacation period shall be celebrated at a mutually agreed upon time with the employee and the College.

D. In order to be eligible for holiday pay an employee must be on the active payroll of the College for thirty (30) days and must have worked his full, regularly scheduled work day before and after the holiday, unless such absence is authorized.

ARTICLE VII - SALARY

A. Salary Increases

The salary increases for the term of this agreement shall be:

Group One (including secretarial/clerical personnel, cafeteria workers, receptionist/switchboard operator, data entry clerk):

1985 - 1986	\$ 560.00
1986 - 1987	\$ 594.00
1987 - 1988	8%

Group Two - Maintenance:

1985 - 1986	\$ 874.00
1986 - 1987	\$ 926.00
1987 - 1988	8%

Group Three - Custodial:

1985 - 1986	\$ 728.00
1986 - 1987	\$ 772.00
1987 - 1988	8%

Group Four - Technical Assistants:

1985 - 1986	\$ 898.00
1986 - 1987	\$ 952.00
1987 - 1988	8%

B. An adjustment will be made each year to certain individuals mutually agreed to by both parties.

C. All increases in salary are awarded by the Board of Trustees upon the recommendation of the President, N.J.S.A. 18:29-14.

D. The salary ranges for the job titles included in this unit are attached as Appendix A of this Agreement.

1 E. Salary increases for the 1985-86 year shall be paid only to those
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3 unit members who were employed July 1, 1985 and were still college
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5 employees on the date of contract ratification.
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ARTICLE VII - SENIORITY AND JOB SECURITY, REDUCTION IN FORCE

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5 A. Seniority is defined as an employee's total length of service with
6 the College, beginning with his/her date of employment. Such
7 seniority shall accumulate until there is a break in service. A
8 break in continuous service occurs when an employee resigns, is
9 discharged, or retires. Where ability to perform work is equal to
10 or better, the person with the most seniority will be given
11 preference when the Board finds it necessary to lay off employees.
12 Recall shall be in reverse order of layoff. Seniority will be the
13 basis for settling any conflict arising relative to employees
14 taking vacation leave (i.e., the most senior employee in the
15 dispute will have the first option). However, where the work
16 force is depleted because of vacation leave, the College shall
17 reserve the right to designate times when an employee may not take
18 leave.
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35 B. If a reduction in staff is necessary due to budgetary constraints,
36 the Association members will be given a reasonable notice before
37 being terminated. In no case shall the notice be less than two
38 (2) weeks. An employee terminated with just cause will be
39 discharged immediately.
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ARTICLE VIII - GRIEVANCE PROCEDURES

A. Definitions1. Grievance

A "grievance" is a claim by an employee or the Association based upon the interpretation, application or violation of this Agreement, Board policies, and administrative decisions.

2. Aggrieved Person

An "aggrieved person" is the person or persons making the claim. The Association may also be considered to be an "aggrieved person" on matters specifically concerning Association affairs.

3. Party in Interest

A "party in interest" is the person or persons making the claim and any person including the Association or the Board, who might be required to take action, or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to secure equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Time Limitations

- 1 1. The number of days indicated at each level shall be
2 considered as a maximum and every effort shall be made to
3 expedite the process. The time limitations specified may,
4 however, be extended by mutual agreement.
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- 8 2. Where, pursuant to the procedure hereinafter set forth, the
9 last day for filing a grievance falls on a Saturday, Sunday,
10 or legal holiday, the last day for filing shall automatically
11 be the next succeeding calendar year.
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19 D. Rights to Representation

20 Any aggrieved person may be represented at all stages of the
21 grievance procedure by himself, or, at his option, by a
22 representative or approved by the Association. The Board may
23 appoint a Contract Officer who shall receive copies of grievance
24 materials at all levels of grievance. The Contract Officer shall
25 attend all grievance hearings.
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35 E. Procedure

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37 1. Level One - Supervisor

38 A member with a grievance shall file it in writing with his
39 supervisor. The grievance shall be filed within forty-five
40 (45) calendar days of the time that the grievant knew of, or
41 should have known of, the alleged occurrence.
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47 2. Level Two - Dean of Administration

48 If the aggrieved person is not satisfied with the disposition
49 of his grievance at Level One, or if no decision has been
50 rendered within seven (7) calendar days after the
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1 presentation of the grievance, he may file the grievance in
2 writing with the appropriate dean within five (5) calendar
3 days after the decision at Level One or twelve (12) calendar
4 days after the grievance was presented, whichever is sooner.
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9 3. Level Three - President of the College

10 If the aggrieved person is not satisfied with the disposition
11 of his grievance at Level Two, or if no decision has been
12 rendered within seven (7) calendar days after the
13 presentation of the grievance, he may file in writing with
14 the President of the College within five (5) calendar days
15 after the decision at Level Two or twelve (12) calendar days
16 after the grievance was presented, whichever is sooner
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25 4. Level Four - Board of Trustees

26 If the aggrieved person is not satisfied with the disposition
27 of his grievance at Level Three, or if no decision has been
28 rendered within fifteen (15) calendar days after the
29 grievance was delivered to the President of the College, he
30 may, within five (5) calendar days after a decision by the
31 President or twenty (20) calendar days after the grievance
32 was delivered to the President, whichever is sooner, file
33 his grievance in writing with the Secretary of the Board of
34 Trustees. The Board of Trustees shall render its decision
35 at its second regular monthly meeting following the filing of
36 his grievance with the Secretary. If the Board fails to act
37 within the time set forth above, the grievance will
38 automatically be determined in favor of the aggrieved person.
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1 F. Reprisals

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3 No reprisals of any kind shall be taken by the Board or by any
4 member of the administration against any party in interest, any
5 representative, any member of the Association, or any other
6 participant in the grievance procedure by reason of such
7 participation.
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15 G. Miscellaneous

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17 1. Group Grievance

18 If, in the judgment of the Association, a grievance affects
19 a group of employees, the Association may submit such
20 grievance in writing to the dean directly and the processing
21 of such grievance shall be commenced at Level Two. If the
22 Association is not satisfied with the decision it may proceed
23 in accordance with the provisions of Paragraph "E" 3 and 4.
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31 2. Written Decisions

32 All decisions rendered at Level Three and Four of the
33 grievance procedure shall be in writing setting forth the
34 decision and reasons therefore and shall be transmitted to
35 all parties in interest and to the Association.
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41 3. Forms ..

42 Forms for filing grievances, serving notices, taking appeals,
43 making reports and recommendations, and other necessary
44 documents shall be prepared by the College and given
45 appropriate distribution so as to facilitate operation of the
46 grievance procedure.
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ARTICLE IX - THE BOARD OF TRUSTEES' RIGHTS

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- A. The Board hereby retains and reserves unto itself all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey.
- B. Any of the rights, powers or authority the Board had when there was no collective bargaining representatives or collective bargaining agreement are retained by the Board and may be exercised without prior notice to or consultation with the Association, except those specifically abridged or modified by this Agreement.
- C. The Board retains the right to promulgate and post reasonable rules and regulations governing the conduct and acts of employees during working hours.
- D. This contract represents complete collective bargaining and full agreement by the parties in respect to rates of pay, wages, hours of employment or other conditions of employment which shall prevail during the term hereof and any matters or subjects not herein covered have been satisfactorily adjusted, compromised or waived by the parties for the life of this Agreement.

ARTICLE X - MISCELLANEOUS

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5 A. The Board and the Association shall continue to not discriminate
6
7 against any employee on the basis of race, creed, color, national
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9 origin, sex, marital status or membership in the Association.
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13 B. Nothing contained in this Agreement shall be construed to deny or
14
15 restrict to either party, such rights as he/she may have under the
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17 Constitution of the United States, Constitution of the State of
18
19 New Jersey, or other statutes of the State of New Jersey, or rules
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21 and regulations of the Commissioner of Higher Education or other
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23 applicable laws and regulations. The Board and Organization do
24
25 not condone any direct or indirect pressure upon any or all school
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27 personnel to join, or refrain from joining, any employee
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29 organization(s).
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33 C. This Agreement shall be subject to ratification by the members of
34
35 the Association and by members of the Board of Trustees.
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39 D. Except as herein provided in this Agreement, nothing contained
40
41 herein shall be interpreted or applied so as to eliminate, reduce
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43 or otherwise detract from any employee benefits existing prior to
44
45 the effective days of this Agreement.
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49 E. Unit members will not be required to pay to park on the faculty
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51 parking lot adjacent to the Academic Building.
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1 F. A ten percent (10%) discount shall be given to unit members on all
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3 items sold in the College bookstore.
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ARTICLE XI - DURATION OF AGREEMENT

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5 This Agreement shall become effective on the 1st day of
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7 July 1985 and shall continue in effect until the 30th day of
8
9 June 1988.

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13 IN WITNESS WHEREOF, THE CUMBERLAND COUNTY COLLEGE STAFF
14
15 ASSOCIATION, has caused this Agreement to be signed by its duly
16
17 elected officers who represent that they have the authority to
18
19 execute this Agreement; and the BOARD OF TRUSTEES OF THE
20
21 CUMBERLAND COUNTY COLLEGE, by its Chairman and Secretary, have
22
23 signed this Agreement and have caused the corporate seal to be
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25 placed hereon.
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ARTICLE XII - SIGNATURES OF CONTRACT

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CUMBERLAND COUNTY COLLEGE

CUMBERLAND COUNTY COLLEGE
STAFF ASSOCIATION

Chairman, Board of Trustees

President, Staff Association

Secretary, Board of Trustees

Secretary, Staff Association

Date

Cumberland County College
Staff Association Salary Ranges
1985 - 1988

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Head Custodian	\$ 4.03	\$ 11.20
Head Groundskeeper	4.03	11.20
Mechanic (Skilled)	4.03	11.20
General Maintenance Person	3.75	9.52
Custodian	3.75	9.52
Floorperson	3.75	9.52
Groundskeeper	3.75	9.52
Cafeteria Worker	3.75	9.52
Secretary IV	\$ 6,832	\$ 12,000
Secretary III	7,616	15,680
Secretary II	8,176	16,800
Secretary I	9,520	18,480
Receptionist/Switchboard	7,616	15,120
Technical Assistants	9,520	17,920