

THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

Between

THE CITY OF VINELAND, a  
municipal corporation of the  
State of New Jersey

and

NEW JERSEY CIVIL SERVICE  
ASSOCIATION CUMBERLAND COUNCIL  
NO. 18

DATED: \_\_\_\_\_, 1977

1/1/77 - 12/31/78

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Labor

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RUTGERS UNIVERSITY  
TUSO, GRUCCIO, PEPPER, BUONADONNA,  
GIOVINAZZI & BUTLER  
A PROFESSIONAL CORPORATION

ATTORNEYS AT LAW  
538 LANDIS AVENUE  
VINELAND, NEW JERSEY 08360

*Cumberland County*



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<u>ARTICLE</u>	<u>HEADING</u>	<u>PAGE</u>
21	CALL-IN PAY	18,19
22	PROMOTIONS AND PROMOTIONAL PAY	19
23	TEMPORARY ASSIGNMENTS	19
24	UNIFORM ALLOWANCE	20
25	SEVERABILITY	20
26	GRIEVANCES	20,21,22
	EXHIBIT "A"	24,25,26,27,28
	EXHIBIT "B"	29



AGREEMENT, covering the period January 1, 1977, through December 31, 1978, by and between: THE CITY OF VINELAND, a municipal corporation of the State of New Jersey (hereinafter referred to as the "City"), and: THE NEW JERSEY CIVIL SERVICE ASSOCIATION, CUMBERLAND COUNCIL, NO. 18 (hereinafter referred to as the "Association").

## ARTICLE ONE

### PURPOSE

This Agreement is entered into pursuant to the provisions of Chapter 303, Laws of 1968, and as amended, (N.J.S.A. 34:13A-5.1, etc.) of the State of New Jersey, to promote and ensure harmonious relations, cooperation and understanding between the City and the employees; to prescribe the rights and duties of the City and employees; to provide for the resolution of legitimate grievances, all in order that the public service shall be expedited and effectuated in the best interests of the people of the City of Vineland and its employees and the City.

## ARTICLE TWO

### RECOGNITION

It is the intention of the parties that this Agreement be construed in harmony with the Rules and Regulations of the Civil Service Commission, Chapter 303 of the Laws of 1968, the Statutes of the State of New Jersey, the Ordinances of the City of Vineland, and the Rules and Regulations of the City of Vineland.

The City recognizes the Association as the sole and exclusive representative of all full time employees of the City of Vineland included within classifications as set forth in Exhibit "A" attached hereto and made a part hereof, specifically excluding employees of the Vineland Police Department represented by the Fraternal Order of Police, Cumberland Lodge #8, employees of the Vineland Police Department represented by the Vineland Superior Officers Association, employees of the City of Vineland Electric Utility represented by Local Union #210, I.B.E.W., certain supervisory employees of the City of Vineland represented by the Vineland City Managers Association, employees of the City of Vineland Fire Department, confidential, professional (except Graduate Nurse and Public Health Nurse), and part-time employees, and supervisors, within the meaning of the Act.

### ARTICLE THREE MANAGEMENT RIGHTS

All of the authority, rights and responsibilities possessed by the City are retained by it.

Subject to the terms of this Agreement, it is the right of the City to determine the standards of service to be offered by its employees; determine the standards of selection of employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operations; determine the amount of overtime to be worked; determine the methods, means and personnel by which its operations are to be conducted;

determine the content of work assignments; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

#### ARTICLE FOUR

##### MAINTENANCE OF STANDARDS

Section 1. With respect to matters not covered by this Agreement, the City will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without prior notice to the Association and when appropriate, without negotiations with the Association, provided however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the City by the Management Rights Clause of this Agreement.

Section 2. Employees shall retain all civil rights under the New Jersey State and Federal Law.

#### ARTICLE FIVE

##### ASSOCIATION REPRESENTATIVES AND MEMBERS

Section 1. Authorized representatives of the Association, whose names shall be filed in writing with the Business Administrator, shall be permitted to visit the City's facilities or the offices of the City's Personnel Officer or Business Administrator for the purposes of processing grievances. This right shall be exercised reasonably. Upon entering the premises, the authorized representative shall notify the Department Director or Department Head, or in his absence, his authorized representative.

The Association representative shall not interfere with the normal conduct of the work of the particular department.

## ARTICLE SIX

### CHECK-OFF

The City agrees to grant rights of dues deduction to the Association and will deduct Association membership dues from the pay of those employees who individually request in writing that such deductions be made. Such written request must be given to the City's Personnel Office. The City shall remit once a month the monies collected for this purpose to the Association.

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

The Association shall indemnify and save the City harmless against all claims, demands, suits or other forms of liability which may arise by reason of any action taken in making deductions and remitting the same to the Association pursuant to this Article.

Any such written Authorization may be withdrawn at any time by filing a written notice of such withdrawal with the City's Personnel Office. The filing of notice of withdrawal shall be effective to halt deductions as of January 1 or July 1 next succeeding the date on which notice of withdrawal is filed.



## ARTICLE SEVEN

### BULLETIN BOARDS

Section 1. The City agrees to furnish suitable bulletin board space on all presently existing bulletin boards to be used exclusively by the Association.

Section 2. The Association agrees to limit its postings of notices and bulletins to such bulletin boards.

Section 3. The Association agrees that it will not post material which may be profane, derogatory to any individual, or constitute public election campaign material. All bulletins or notices shall be signed by the Association President, or his designee.

Section 4. Any material which the City alleges to be in violation of this Agreement, shall be promptly removed by the Association. The matter will then be subject to the grievance procedure for resolution.

## ARTICLE EIGHT

### NONDISCRIMINATION

Section 1. The provisions of the Agreement shall be applied equally to all employees without discrimination as to age, sex, marital status, race, color, creed, national origin, or political affiliation. Both the City and the Association shall bear the responsibility for complying with this provision of the Agreement.

Section 2. All references to employees in this Agreement designate both sexes, and wherever the male gender is used it shall be construed to include male and female employees.

Section 3. The City agrees not to interfere with the rights of employees to become members of the Association. There shall be no discrimination, interference, restraint or coercion by the City or any City representative, against any employee because of Association membership or because of any employee activity permissible under the New Jersey Employer-Employee Relations Act of 1968 or this Agreement.

Section 4. The Association recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

#### ARTICLE NINE

#### NO-STRIKE PLEDGE

A. The Association covenants and agrees that during the term of this Agreement, neither the Association nor any person acting in its behalf will cause, authorize or support any strike (e.g., the concerted failure to report for duty or willful absence of any employees from their positions or stoppage of work or abstinence, in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or employees,

subject however, to the application of the grievance procedure contained in Article Seventeen.

C. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walk-out or other job action against the City.

## ARTICLE TEN

### WAGES

A. Effective January 2, 1977, the City agrees to increase salaries and wages by seven (7%) percent of the employees' base salary.

B. Effective January 1, 1978, the City agrees to increase salaries and wages by eight (8%) percent of the employees' then existing base salary.

C. As has been the past practice, throughout the term of this Agreement, all salary raises will be awarded to employees covered by the contract, by the following quarter system:

Employees employed January 1 to March 31 will receive 100% of the agreed raise;

Employees employed April 1 to June 30 will receive 75% of the agreed raise;

Employees employed July 1 to September 30 will receive 50% of the agreed raise and

Employees employed October 1 to December 31 will receive 25% of the agreed raise.

ARTICLE ELEVEN  
VACATIONS

All employees hereunder shall receive the following annual leave for vacation purposes with pay in and for each calendar year, except as otherwise herein provided:

Up to one (1) year of service, one (1) working days' vacation for each month of service;

After one (1) year and to the completion of seven (7) years of service, twelve (12) working days' vacation;

After seven (7) years and to the completion of thirteen (13) years of service, fifteen (15) working days' vacation;

After thirteen (13) years and to the completion of nineteen (19) years of service, seventeen (17) working days' vacation; and

After nineteen (19) years and to retirement, twenty-two (22) working days vacation.

Where in any calendar year the vacation or any part thereof is not granted and taken by reason of pressure of the City's business, as determined and approved by the Business Administrator or his designee, such vacation periods or parts thereof not granted shall accumulate and shall be granted and may be taken during the next succeeding calendar year only.

An employee's rate of vacation pay shall be based on the employee's regular rate of pay.

All vacations shall be granted, so far as practicable, in accordance with the desires of the employee. Employees shall submit vacation requests at least one (1) month in advance. Preference for vacation time shall be given in order of seniority.

Vacation pay will be granted to employees terminating their employment. The number of vacation days to be granted will be the proportional number as accrued during the year of termination.

## ARTICLE TWELVE

### TRAVEL ALLOWANCES

Section 1. Per Diem Meal and Lodging Expenses. The City agrees to reimburse, on a per diem basis as established by rules and regulations of the Business Administrator, employees who are eligible for travel expenses, for their actual and necessary expenses incurred while in travel status in the performance of their official duties for hotel lodging, meals and incidental expenses related thereto for a full day at rates not to exceed a total of \$35.00 per day.

Section 2. Mileage Allowance. The City agrees to provide subject to rules and regulations of the Business Administrator, maximum mileage allowance rate for the use of personal vehicles for those persons eligible for such allowance in connection with official travel. Effective January 1, 1977, the maximum mileage allowance rate will be fourteen (14¢) cents per mile or as otherwise modified or adjusted by the Business Administrator.

Section 3. Annual Car Allowance. Certain employees who are required to use their personal automobiles in the ordinary course of the performance of their City duties may be entitled to an annual car allowance as set forth in Exhibit "B" attached hereto. This allowance shall be for any and all expenses related to the operation of the employee's motor vehicle and no other allowance shall be paid by the City for mileage or useage except when such an employee travels outside the City of Vineland on authorized City business when mileage, as specified in Article Twelve, Section 2, shall be paid, subject however, to a reduction for the first twenty-five (25) miles traveled.

#### ARTICLE THIRTEEN

#### SICK LEAVE

Section 1. Service Credit for Sick Leave.

(1) All employees shall be entitled to sick leave with pay as specified hereunder.

(2) Sick leave for purposes herein is defined to mean absence from work of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill and requiring the presence of such employee, or death in the immediate family. For the purpose of these rules, "member of immediate family" is interpreted as meaning father, mother, husband, wife, child, sister, brother or other near relative.

(3) Whenever an employee in the classified Civil Service is disabled through injury or illness as a result of or arising from his employment as evidenced by a certificate of a City-designated physician or physician acceptable to the City, he shall be granted, in addition to his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of one hundred twenty (120) days or so much thereof as may be required, as evidenced by certificate of the City-designated physician or physician acceptable to the City, but not longer than a period of which workmen's compensation payments are allowed. If at the end of such one hundred twenty (120) day period the employee is unable to return to work, a certificate from either the City-designated physician or physician acceptable to the City, shall be presented, certifying to this fact and the employee may elect, if he or she so desires, to use all or any part of the sick leave accumulated to supplement compensation payments so that the combined compensation payments and sick leave allowance will approximate the employee's regular basic wage or salary payment. During the period in which the full salary or wages of any employee on disability leave is paid by the City of Vineland, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the City of Vineland by the insurance carrier or the employee.

Whenever the City-designated physician or physician acceptable to the City shall report in writing that the employee is fit for work, such disability leave shall terminate and such employee shall forthwith report for work.

Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the City may, at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by the City-designated physician or other physician acceptable to the City.

(4) Any employee on injury leave, resulting from injury while on City work, shall continue to accrue sick leave credits while he remains on the payroll.

Section 2. Amount of Sick Leave.

(1) The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment; and fifteen (15) working days in every calendar year thereafter, said days accruing as earned, at the rate of one and one-fourth (1¼) days per month.

(2) Any amount of sick allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

Section 3. Reporting of Absence on Sick Leave.

(1) If an employee is absent for reasons that entitle him to sick leave, his department head shall be notified prior to the employee's starting time.

a. Failure to so notify his department head may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action;



b. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

Section 4. Certification of Sick Leave.

(1) An employee who shall be absent on sick leave for five (5) or more consecutive working days or totaling more than ten (10) days in one calendar year, may be required to submit acceptable medical evidence substantiating the illness. Any abuse of sick leave shall be cause for disciplinary action.

(2) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required prior to the employee's return to work.

(3) The City may require an employee who has been absent because of personal illness, as a condition of his return to work to be examined, at the expense of the City, by a physician designated by the City. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

ARTICLE FOURTEEN

LEAVE OF ABSENCE

Any permanent employee desiring leave without pay for personal reasons (including maternity leave) shall make a request in writing to the Director of the Department in which he is employed, not less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reasons for the leave

and the time requested. Leaves may be granted or denied at the discretion of the City's Business Administrator who shall review all recommendations for leaves of absences as submitted by the Department Director.

Employees may not be gainfully employed during the period of such leave. Falsification of the reason for leave, or failure to return promptly at the expiration of a leave, shall be considered reason for summary discharges. Leaves shall be granted or denied in writing.

## ARTICLE FIFTEEN

### RETIREMENT

Section 1. Employees retiring either on the regular pension or disability shall be paid for all accumulated vacation.

Section 2. In case of death of any employee, there shall be paid to his widow, beneficiary or Estate, the amount or amounts due for any and all unused vacation and wages due in the pay period in which he has died.

Section 3. At retirement, the City agrees to pay each employee an amount equal to 50% of all accrued and unused sick leave up to a maximum of \$12,000.00.

## ARTICLE SIXTEEN

### ADVANCED TRAINING

(A) College Courses. When the City requests an employee to take a course and designates the course to be taken, then the City shall pay the employee for any tuition fees, book costs, or other direct out of pocket expenses incurred in the completion of said course.

(B) College Credits for Nurses. The City recognizes that the advance training and education of those employees classified as Graduate Nurses, Public Health Nurses and Public Health Nurses-Supervisors is beneficial to the citizens of the City of Vineland. Therefore, the City agrees to pay for any tuition fees, book costs or other direct out of pocket expenses incurred in the completion of seven (7) college credits per year for such employees, provided the course is job-related and has been approved by the employee's department head in writing prior to the enrollment in said college course. In order to be entitled to receive the above-mentioned reimbursement of expenses, the employee must submit a certificate of successful completion to the department head. Furthermore, the course must be taken other than during working hours, and said reimbursement for college credits shall not accumulate.

## ARTICLE SEVENTEEN

### HEALTH BENEFITS

Section 1. The City agrees to provide each employee with health insurance as provided in the "New Jersey State Health Benefits Program." This coverage shall be fully paid by the City for all employees and their families. The specific benefits being provided are New Jersey Blue Cross and New Jersey Blue Shield coverage, Series 750; Rider "J"; major medical insurance, all as more specifically provided for and explained in the brochure entitled "New Jersey State Health Benefits Program."

Section 2. The City also agrees to provide Prescription Coverage Plan (\$1.00 Co-Pay) for all employees and their families.

Section 3. The City also agrees to provide a Basic Dental Care Plan for all employees and their families.

## ARTICLE EIGHTEEN

### HOLIDAYS AND PERSONAL LEAVE DAYS

#### Section 1.

(a) The legal paid holidays which are recognized for the purpose of this Agreement are as follows:

New Year's Day	Independence Day (4th of July)
Lincoln's Birthday	Labor Day
Washington's Birthday	Columbus Day
Good Friday	General Election Day
Memorial Day	Thanksgiving Day
Veteran's Day	Christmas

(b) When an employee is called upon to work on such designated holiday, he shall be paid in addition to his regular straight time pay, one and one-half (1½) times his regular rate of pay for all hours worked on such holiday.

(c) Holiday pay shall not be allowed an employee unless he is working during the week in which the holiday falls, and is on the job and available for work his last full scheduled workday before and his first full scheduled work day after the holiday, even though in different workweeks, except in case of proven illness or injury substantiated by a medical certificate.

(d) Should a designated holiday be observed on one of the employees regularly scheduled basic work days within his normal working period while he is on vacation, said holiday shall not be counted as a vacation day.

(e) Holidays which fall on a Saturday shall be celebrated on the preceding Friday; and holidays which fall on a Sunday shall be celebrated on the following Monday.

#### Section 2. Personal Leave Days.

The City grants three (3) personal leave days annually for each employee, subject to the following conditions. A personal leave day shall be granted by the City upon three (3) days prior written request of the employee submitted to the Director of his Department. Said request shall be granted, at the discretion of the Department Director, so long as the employee's absence can be granted without interference with the proper conduct of the department. Personal leave days shall not accumulate. If an emergency requires the calling into work of an employee from a scheduled and approved personal leave day, or if the employee voluntarily makes himself available for work during an emergency on a scheduled and approved personal leave day, then in that event, his personal leave day shall be rescheduled.

### ARTICLE NINETEEN

#### SHIFT DIFFERENTIAL

A shift differential shall be paid to any employee who is regularly scheduled for work on afternoon or night shifts as follows:

Effective January 2, 1977, for hours worked on the afternoon shift, there will be paid a differential of \$0.07 per hour above his base hourly rate. For hours worked on the night shift, there shall be a differential of \$0.10 per hour above his base hourly rate.



Effective January 1, 1978, for hours worked on the afternoon shift, there will be paid a differential of \$0.10 per hour above his base hourly rate. For hours worked on the night shift there shall be a differential of \$0.15 per hour above his base hourly rate.

For the purpose of applying shift differential, shifts are identified as follows:

The AFTERNOON SHIFT is the normal 3:00 p.m. to 11:00 p.m. shift or second shift; and

The NIGHT SHIFT is the normal 11:00 p.m. to 7:00 a.m. shift, or the third shift.

#### ARTICLE TWENTY

##### OVERTIME

All work performed in excess of eight (8) hours per day or forty (40) hours per week shall be considered overtime and shall be paid for at the rate of time and one-half the regular hourly rate of pay, provided however, that no overtime shall be worked nor shall any overtime be payable unless said overtime has been specifically authorized by the Department Director or other appropriate managerial executive prior to its being worked. Furthermore, the City may, at its discretion, allow or require an employee to take compensatory time at time and one-half in place of paid overtime.

#### ARTICLE TWENTY-ONE

##### CALL-IN PAY

Any regular employee called in on a scheduled day off or from between work shifts shall be entitled to be paid a minimum of two (2)





hours overtime. This guarantee does not apply to prearranged overtime. Prearranged overtime means overtime planned and arranged in advance.

## ARTICLE TWENTY-TWO

### PROMOTIONS AND PROMOTIONAL PAY

Subject to the approval of the Business Administrator or his designee, an employee, when he is promoted so as to assume additional responsibilities or duties, from one class or title to another having a higher salary range, then his salary shall be increased to the minimum of the new range or by five (5%) percent of his then current base salary, whichever is higher.

The Business Administrator or his designee shall determine what is a promotion and whether the employee is entitled to the "Promotional Pay" provided for above. The Business Administrator shall base his determination upon the increased responsibilities and complexities of the additional duties. Neither an increase in the volume of the same type of work now being performed or length of service in a classification will be considered as a basis for promotion. Furthermore, a change in job classification, per se, is not necessarily a promotion.

## ARTICLE TWENTY-THREE

### TEMPORARY ASSIGNMENTS

Any regular employee temporarily assigned for in excess of four hours to the higher classification of foreman or assistant foreman, shall receive a wage equal to the minimum pay for such classification for all hours worked in said classification. If the temporarily assigned employee works in said higher classification for less than four hours, he shall receive no upgrading in pay.

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## ARTICLE TWENTY-FOUR

### UNIFORM ALLOWANCE

The City agrees to pay each employee who is classified as a "Graduate Public Health Nurse" and a "Public Health Nurse" the sum of \$150.00 per annum as a nurses uniform allowance. All such employees shall wear nurses uniforms while carrying out the duties of their position. If such employee works for less than one full year, then such amount shall be pro-rated for the period employed. Said uniform allowance shall be paid semi-annually.

## ARTICLE TWENTY-FIVE

### SEVERABILITY

In the event that any provision of this Agreement between the parties shall be held by operation of law or by any court or administrative agency of competent and final jurisdiction to be invalid or unenforceable, the remainder of the provisions of such agreement shall not be affected thereby, but shall be continued in full force and effect.

It is further agreed that in the event any provision is finally declared to be invalid or unenforceable, the parties shall meet within thirty (30) days of written notice by either party to negotiate concerning the modification or revision of such clause or clauses.

## ARTICLE TWENTY-SIX

### GRIEVANCES

Should any grievance arise with respect to the meaning, application or interpretation of the terms of this Agreement, such grievance shall be submitted to the following procedure:



Step 1. The employee shall submit his grievance in writing within three (3) working days after the occurrence of the grievance, or within three working (3) days after he reasonably should have known of the occurrence, in triplicate, to the Association Representative, who in turn shall forthwith file one (1) copy with the City's Personnel Officer and one (1) copy with the immediate Supervisor or the aggrieved employee, and said Association Representative or the aggrieved employee shall forthwith attempt to settle the matter of the grievance with the said immediate Supervisor. Failure to file his grievance in writing as aforesaid shall bar the employee from any right to proceed further with the grievance.

If the grievance is filed in writing as hereinbefore provided, and the matter taken up between the Association Representative and the immediate Supervisor fails to produce an amicable settlement of the matter, the grievance shall then proceed to Step 2.

Step 2. If no adjustment has been reached at Step 1, then within five (5) days after Step 1, the Association Representative shall take up the matter with the Department Director or Department Head, as the case may be, and every effort shall be made to reach a mutually satisfactory solution.

Step 3. If no solution can be reached, the Association Representative shall refer the matter to the Association President, within five (5) days immediately following the disposition of the grievance at the second step, and the Association President or his designee shall take the matter up with the City's Business Administrator or his designee in an endeavor to adjust it amicably.



Step 4. In the event the grievance is not resolved at the third step, either party may refer the matter to impartial binding arbitration.

Any party wishing to remove a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the City and the Association. If the City and the Association cannot mutually arrive at a satisfactory arbitrator within thirty (30) working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and such rules and regulations as may be in effect by the Civil Service Commission and by the State of New Jersey, which might be pertinent and render his award in writing which shall be final and binding. The cost of the arbitrator's fee shall be shared equally by the City and the Association. Any representative or officers of the Association required in the grievance procedure to settle disputes on any arbitration shall be released from work without loss of pay for such purpose and any witness reasonably required shall be made available during working hours without loss of pay for the purpose of disposing of any grievance or arbitration matter.

Only the Association or the City may remove and present a grievance to arbitration.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be signed and accepted by their respective officers on the





31<sup>st</sup> day of August, 1977.

NEW JERSEY CIVIL SERVICE ASSOCIATION

ATTEST:

BY: Thomas Ferraro

William M. Bell

Joseph P. Scella

Angelo P. Festa

James W. Casanova

Michael J. Reulle

Michael D. Capo

Helmut Battistini

CITY OF VINELAND

ATTEST:

BY: John R. Howell

James Lopez

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EXHIBIT "A"

ELECTRIC UTILITY

Engineering Aide  
Engineering Clerk  
Senior Engineering Draftsman  
Storekeeper

WATER-SEWER UTILITY

Laborer  
Laborer Repairman  
Tapper  
Water Meter Repairman

GENERAL

Ambulance Driver  
Assistant Building Inspector  
Assistant Engineer  
Assistant Engineer Electric  
Building Maintenance Worker  
Building Service Worker  
Cashier-Typing  
Clerk  
Clerk Stenographer  
Clerk Typist  
Construction Inspection Engineer

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Draftsman  
Electrical Inspector  
Engineering Aid  
Equipment Operator  
Equipment Operator Sweeper  
Graduate Nurse Public Health  
Head Account Clerk  
Heavy Equipment Operator  
Housing Inspector  
Junior Assistant Assessor  
Laborer  
Land Surveyor  
Mail Clerk  
Mechanic  
Mechanic Repairman  
Maintenance Repairman Painter  
Nurse's Aide  
Plumbing Inspector  
Police Radio Dispatcher  
Police Radio Dispatcher Typing  
Principal Assessing Clerk  
Principal Cashier  
Principal Clerk  
Principal Clerk Typist  
Principal Clerk Bookkeeper



Principal Clerk Typing and Radio Dispatcher  
Principal Engineering Aide  
Principal Engineering Clerk  
Principal Engineering Aide Electric Utility  
Principal Engineering Draftsman  
Principal Timekeeper  
Public Health Nurse  
Radio Dispatcher Typing  
Receptionist and Interpreter - Bilingual  
Recreation Maintenance Worker  
Sanitary Inspector  
Sanitary Inspector, Trainee  
Sanitary Landfill Caretaker  
Senior Account Clerk  
Senior Account Clerk Typing  
Senior Addressograph Operator  
Senior Assessing Clerk  
Senior Assessing Clerk Typing  
Senior Bookkeeping Machine Operator  
Senior Bookkeeping Machine Operator Typing  
Senior Cashier  
Senior Clerk  
Senior Clerk Bookkeeper  
Senior Clerk Stenographer  
Senior Clerk Typist





Senior Engineer  
Senior Engineering Aide  
Senior Engineering Aide Electric Utility  
Senior Engineering Draftsman M/W  
Senior Engineer Electric Utility  
Senior Maintenance Engineer, Heating & Air Conditioning  
Senior Mechanic  
Senior Sanitary Inspector  
Senior Telephone Operator  
Senior Traffic Maintenance Worker  
Senior Traffic Analyst  
Senior Water-Sewer Repairer  
Stock Clerk  
Storekeeper  
Supervising Account Clerk, Typing  
Supervising Bookkeeping Machine Operator, Typing  
Supervising Clerk Stenographer  
Supervising Engineering Aide Electric Utility  
Tapper  
Technical Assistant, Zoning (Stenography)  
Telephone Operator, Typist  
Traffic Maintenance Foreman  
Tree Climber  
Tree Trimmer  
Truck Driver



Water Meter Reader

Water Meter Reader Repairer

Water Repairer

Water Service Repairer

Welfare Interviewer

EXHIBIT "B"

ANNUAL CAR ALLOWANCE, FULL-TIME EMPLOYEES  
USE OF PERSONAL CAR

As provided in Article Twelve, Section 3, the following full-time employees are entitled to an annual car allowance as set forth below:

Building Inspector:	\$	1,400.00
Housing Inspector:		1,400.00
Medical, Social Worker:		1,400.00
Nurse:		1,400.00
Plumbing Inspector:		1,400.00
Sanitary Inspector:		1,400.00
Electrical Inspector:		1,400.00



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