

LABOR-MANAGEMENT RELATIONS AGREEMENT
BETWEEN
BERGEN COUNTY BOARD OF SOCIAL SERVICES
AND
COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
JULY 1, 1994 THROUGH JUNE 30, 1997



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Except as otherwise stated herein, this agreement to become effective on the 1st day of July, 1994, between the BERGEN COUNTY BOARD OF SOCIAL SERVICES, hereinafter referred to as the "Board", and COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, hereinafter referred to as the "Union."

ARTICLE 1
UNION RECOGNITION

The Bergen County Board of Social Services agrees to recognize the Communications Workers of America, AFL-CIO, as the sole and exclusive collective bargaining representatives of the employees in the following job titles (including the bi-lingual variant):

Clerical	Professional
Account Clerk	Accounting Assistant
Clerk	I.M. Specialist
Clerk Transcriber	I.M. Technician
Clerk Typist	I.M. Worker
Data Control Clerk	Investigator CWA
Data Entry Machine Operator	Social Worker
Interpreter	Social Worker Specialist Principal
Account Clerk	I.M. Aide
Principal Clerk	Social Services Technician
Principal Clerk Steno	Graduate Nurse
Principal Clerk Typist	
Records Retrieval Operator	
Sr. Bldg. Main. Worker	
Senior Account Clerk	
Senior Clerk	
Senior Clerk Steno.	
Senior Clerk Transcriber	
Senior Clerk Typist	
Senior Data Entry Machine Operator	

excluding confidential secretaries, confidential employees and supervisors within the meaning of the Act.

Upon an employee being appointed a provisional supervisor, or to any other excluded position as previously indicated, the employee is automatically excluded from the bargaining unit.

ARTICLE 2
TERM OF AGREEMENT

Except as otherwise stated herein, this agreement shall be in force and effect from July 1, 1994, through June 30, 1997.

ARTICLE 3
COLLECTIVE BARGAINING PROCEDURES

A. Collective bargaining with respect to rates of pay and matters which directly affect the work and welfare of the bargaining unit, subject to the applicable provisions of law, shall be conducted by the duly authorized bargaining agent of each of the parties. Not more than three (3) additional representatives of each party shall participate in collective bargaining meetings, except by consent of both parties.

B. Collective bargaining for the contract period beginning July 1, 1997, shall commence on or before February 20, 1997. The Union shall submit a written request to schedule a meeting to exchange written contract demands as soon as possible after January 15, 1997. The written request shall include five (5) proposed meeting dates between January 15 and February 20, 1997. Proposed meeting dates shall be regular business days. Management will then choose at least one date from this list and notify the Union of its choice.

C. The bargaining sessions shall begin at 2:30 p.m. on the date agreed upon and Union representatives (not exceeding the number shown in Section A. of this Article) on duty that day, shall be permitted to attend that bargaining session and subsequent regularly scheduled bargaining sessions without loss of pay.

D. The duly authorized bargaining representatives shall be allowed release time prior to and after the labor-management negotiating sessions. These sessions shall not exceed one-half (1/2) hour in length per session.

ARTICLE 4

HOURS

A. Hours for all employees covered by this contract shall be a seven (7) hour work day from either 8:00 a.m. to 4:00 p.m. or 8:30 a.m. to 4:30 p.m. There shall be an unpaid lunch period of one (1) hour and two paid fifteen (15) minute breaks, one in the morning and one in the afternoon. Each break shall not exceed fifteen (15) minutes, provided that such breaks shall not be used either to lengthen the lunch period or shorten the work day; the starting times, the lunch times and break times are to be set by the Director. The total work week is thirty-five (35) hours. Seventy (70) hours shall comprise every two-week pay period. The Director, or his designee, after giving the Union an opportunity to discuss any change in advance and subject to the approval of the Board shall have the right for efficient operation of Board affairs to make changes in the starting and ending times of the daily work schedule so long as the total work week does not exceed thirty five (35) hours.

B. All employees shall register for work each day by the use of time clocks, except at the beginning and end of the morning and afternoon breaks.

ARTICLE 5

PERSONAL LEAVE AND FLOATING HOLIDAY

A. Each employee in the unit shall be entitled to take up to three (3) days per calendar year personal leave. Such personal leave days shall not be carried over to the following year. During the first calendar year of employment, personal leave days shall be earned at the rate of one (1) day for each one-third or major fraction thereof of the first calendar year. The employee must notify his supervisor of the employee's intention to take a personal leave day. Except in case of emergency, the prior approval of the supervisor must be obtained. The taking of personal leave in units of one-half days is permitted. Two (2) full personal day may also be taken in hourly increments.

B. Each employee in the Unit shall be entitled to take one (1) floating holiday per calendar year. Such floating holiday shall not be carried over to the following year. During the first calendar year of employment, the floating holiday shall be earned at the rate of one-half day for each one-half or major fraction thereof of the

first calendar year. The employee must notify his or her supervisor of the employee's intention to take a floating holiday. Except in case of emergency, the prior approval of the supervisor must be obtained. The taking of this floating holiday must be in units of one-half day or one full day. This floating holiday will appear as personal time on the paystub. This floating holiday is governed by the procedures for personal days and is separate and distinct from the holidays as delineated in Article 6. (For the period 7/1/91 through 12/31/91, the floating holiday will be one-half day.)

ARTICLE 6
HOLIDAYS

A. DEFINITION: Holidays referred to in this section include legal holidays as fixed by statute. These holidays are:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	The day following
Independence Day	Thanksgiving day
	Christmas Day

and whenever any such day falls on a Sunday, the following day shall become the designated holiday, and whenever such holiday falls on a Saturday, the holiday shall be observed on the preceding Friday. A holiday shall also include any other day established as a holiday by proclamation of the Board.

B. GENERAL INFORMATION AS TO HOLIDAYS.

1. If a holiday, as defined above, shall fall during an employee's vacation, such day shall not be charged against the employee's vacation time.

2. Holidays falling within a period of paid absence will entitle the employee to pay for such holiday. Periods of paid absence are: Sick leave, vacation leave, compensatory time off and personal time.

3. Holidays falling during an unpaid leave of absence will not be credited or paid.

4. In order to qualify to receive holiday pay, an employee must work and register for work on the working day before a holiday and at the designated starting time on the working day after a holiday. The only exceptions thereto shall be for an employee who is on authorized paid leave or who is conducting official agency business with the express prior approval of the Director.

5. Those full-time employees who, upon the written directions of the Director, work on a holiday, shall be paid at the rate of time and one-half for such hours worked on such holiday.

6. Those part-time employees who, upon the written directions of the Director, work on a holiday, shall be paid at their straight time rate for such hours worked on such holiday.

7. Seasonal, summer and per diem employees are not entitled to holiday pay.

ARTICLE 7
SICK LEAVE

A. Sick leave may be granted for:

1. Personal illness by reason of which the employee is unable to perform the usual duties of his position.

2. Serious illness of a member of the employee's immediate family or household, as such family and household are defined under Bereavement Leave, which illness requires the attention and care of the employee. The sick leave granted under these circumstances shall in no event exceed five working days. Thereafter, such employee must use vacation leave and/or personal leave or must apply for family leave (Article 12.D.).

B. If an employee is unable to report to work for either of the reasons stated hereinabove, it is essential that said employee notify his supervisor within forty five (45) minutes of the employee's starting time. Failure to follow such procedure may result in disapproval of his request for sick leave or be considered as an unscheduled absence.

C. Agency procedure for earning and accumulating sick leave shall be as follows:

1. Each employee shall earn one working day for each full month of service during the remaining months of the first calendar year of employment.

2. After the first calendar year, permanent employees shall earn and accumulate sick leave at the rate of one and one-quarter (1 1/4) working days per month for each calendar year of employment.

3. After the first calendar year, provisional employees shall earn and accumulate sick leave at the rate of one working day per month for each calendar year of employment.

4. An employee must work a majority of the working days of a calendar month in order to earn and accumulate sick leave time at the applicable rate. Such earned sick leave may be utilized by the employee even though it may not be reflected on the employee's pay check.

5. Part-time employees are eligible for sick leave. The amount earned is proportional to the allowance of a full-time employee. It is determined by the number of standard hours worked in each pay period.

6. Summer, seasonal and per diem employees are not eligible for sick leave.

7. Accumulated sick leave is forfeited by the employee upon his/her separation (including deferred retirement) from employment with the Board, except if separation is for the purpose of retirement as indicated in Article 19-K.

8. An employee using a sick leave day on the working day prior or subsequent to a holiday must provide acceptable medical evidence justifying the absence.

9. A provisional employee who, by reason of illness, is off the payroll for one complete pay period, is automatically terminated from employment and must request rehiring in the normal required manner, unless said employee is on an approved leave of absence.

10. Sick leave time must be earned prior to its use. Should an employee use none or only a portion of his/her earned sick leave time for any year, the amount not taken accumulates to his/her credit from year to year during his/her employment.

11. An employee who has been absent on sick leave for periods totaling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absence of one day or less, in which case only one certificate shall be necessary for a period of six months.

12. The cause for an employee's absence must be reported daily, unless the employee provides adequate explanation and reason to cover several days. In any sick leave time of five (5) or more consecutive working days, a doctor's certificate must be submitted with diagnosis, prognosis and expected date of return. The Director retains the right in sick leave cases under five (5) days to conduct an inquiry into the sick leave request, and/or require a doctor's certificate, and/or require an examination by a doctor chosen by the agency.

13. Doctor's notes and medical certificates are to be kept confidential.

ARTICLE 8 UNSCHEDULED ABSENCES

If for any reason an employee is unable to report for duty, he/she must notify his/her supervisor as soon as possible and within forty five (45) minutes after the scheduled starting time. Irregular or poor attendance may be cause for disciplinary action. An employee absent from work without notification for five (5) consecutive working days will be considered to have resigned from his/her position. Such resignation is considered to be not in good standing.

ARTICLE 9
WORKER'S COMPENSATION LEAVE

Subject to the approval of the Board, an employee of the Board who is disabled through injury or illness arising out of, or in the course of the employment (as defined and determined by N.J.S.A. 34:15-1 et seq., New Jersey Workers' Compensation Act), and who is unable to report to work, may elect to utilize accumulated sick leave. In lieu of using accumulated sick leave, an employee may elect to request a leave of absence as provided by this Article which, if granted, shall not reduce accumulated sick leave. Any employee paid salary or wages due to utilization of sick leave shall assign to the agency any workers' compensation award made for temporary disability because of the same injury or illness requiring such leave.

For a period of sixty (60) calendar days following the date of injury or illness requiring Workers' Compensation leave, if the employee elects not to use sick leave, or sick leave is insufficient to cover this sixty (60) day period, an employee who is disabled as defined above shall be eligible for Workers' Compensation Leave. Workers' Compensation Leave is leave without pay but allows the employee full use of all workers' compensation benefits as provided by law. These payments shall emanate from the workers' compensation insurance carrier and will be payable directly to the employee by the carrier.

After the sixty (60) calendar day period has expired, an approved employee who remains disabled, as defined above, shall begin to receive the full salary to which he/she would be otherwise entitled with no reduction in accumulated sick leave. Full wage benefits paid by the Board under this paragraph shall terminate after one year from date of injury or illness. Any such employee who receives such full salary shall assign all temporary workers' compensation payments to the agency.

For all leave granted under this section, the Board may require that the employee be examined by a physician designated by the Board to determine the nature, cause and extent of the injury or illness. The cost of such examination shall be paid by the Board. Failure of the employee to submit to such examination shall disqualify said employee from further benefits under this section and subsequent absences shall be unexcused.

Any employee who has been rejected for this leave by the Board may reapply to the Board upon submission of further independent medical verification. Any employee who has been granted said leave shall continue to accrue all time and leave benefits and health benefits during the duration of approved leave.

ARTICLE 10
JURY DUTY

A leave of absence shall be granted to an employee called for jury duty, provided proper notification has been given to the Director or his designee. This leave of absence shall not be charged against employee's vacation or sick leave privileges. For the time served on Jury, full pay will be given according to the basic rate of pay usually received for a standard work period. Fees received as a juror, other than meal and travel allowances, shall be returned to the Board.

ARTICLE 11
BEREAVEMENT LEAVE

Employees shall be entitled to bereavement leave with pay to attend or make arrangements for the funeral of a member of their immediate family. No more than five (5) days leave with pay per occurrence may be utilized for the death of a spouse, child or parent; no more than three (3) days leave with pay per occurrence may be utilized for the death of other members of the immediate family as defined below. Sick leave may be used in addition to bereavement leave in the event that additional days are needed during the calendar year in accordance with Civil Service Regulations. Immediate family is defined as and is limited to brother(s), sister(s), mother-in-law, father-in-law, brother(s)-in-law, sister(s)-in-law, son(s)-in-law, daughter(s)-in-law, grandparents, grandchildren, step-parent, or any other relative residing in the employee's household.

ARTICLE 12
LEAVE OF ABSENCE

A. Leave without pay. A permanent employee may, for reasons satisfactory to the Board and the Department of Civil Service, be granted a personal leave of absence without pay and without service

credit for time absent for a period not to exceed six (6) months, provided it is considered to be in the best interests of the Board. An additional period not to exceed a six (6) month leave may be granted under the same circumstances by the Board at its discretion upon reapplication by the employee. A provisional employee may, for reasons satisfactory to the Board and the Department of Civil Service, be granted a personal leave of absence without pay and without service credit for time absent for a period of sixty (60) calendar days provided it is considered to be in the best interests of the Board.

1. A personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with any other employer, except as may be provided by law.

2. Personal leaves of absence are granted with the understanding that the employee intends to return to his/her Board duties. If an employee fails to return within five (5) consecutive working days after the expiration of the leave or excused absence without notification and approval by the Board or Director, the employee may be considered to have resigned not in good standing.

3. Employees on leave without pay for more than two weeks in any month will not accrue sick and vacation time.

4. An employee on an approved leave without pay for a period of more than one month shall have the option of continuing health benefits at his or her own expense under the group rate for the succeeding nine (9) months at which time all group benefits shall cease.

5. Denial of any request for leave of absence by an employee shall not be the subject of a grievance.

B. Pregnancy Disability. Pregnancy disability shall be extended by the Board upon request and pursuant to the same conditions and standards governing the extension of Article 7 Sick Leave.

C. Military Training Leave. Military training leave shall be granted by the Board and in accordance with Civil Service regulations.

D. Family Leave. Employees may be entitled to family leave under the federal Family and Medical Leave Act (FMLA, and/or under the state Family Leave Act) (N.J.S.A. 34:11B-1, et seq.) and administrative regulations promulgated thereunder. The language of each law as it pertains to this agency shall deemed a part of this

contract. Under the law and regulations, eligible employees must submit in advance a written request to the Director for such a family leave. Family leave granted to an employee shall be without pay.

ARTICLE 13
EDUCATIONAL LEAVE

A. Educational leave and any other educational benefits that may be made available by the Board shall be at the sole discretion of the Board.

B. There shall be established an Education Committee which shall consist of two employee representatives appointed by the Union and two management representatives appointed by the Director. The training supervisor shall be an additional member and shall chair the Committee. The Education Committee shall make recommendations to the Board regarding the conditions and eligibility guidelines for the granting of any educational benefits for members of the bargaining unit.

C. The Education Committee shall meet on a monthly basis to review all pending applications for educational leave or benefits received. Should there be no applications pending review, the meeting shall be postponed until the following month.

D. The members of the Committee shall be appointed within thirty (30) days following ratification of this Agreement. In the second and third years of the contract, employees shall be approved up to the amount budgeted for tuition or other educational benefits granted by the Committee.

ARTICLE 14
HEALTH BENEFITS

A. Medical. Premiums for the current State Health Benefits Program are provided for and paid for by the employer. Employees must work full time or part-time employees must work a minimum of twenty (20) hours per week to be eligible for this coverage.

B. Prescription Plan. The Board shall provide a prescription drug plan and shall pay the full premium for each full-time employee and his/her family. Each part-time employee must work a

minimum of twenty (20) hours per week to effect coverage for the employee and his/her family. The plan shall be underwritten by a company approved by the New Jersey Commissioner of Insurance for such plans and shall provide for a deductible fee of \$5.00 per transaction. Provisions of the prescription plan shall be detailed in master policies and contracts retained by the Board.

C. Dental Plan. The Board shall provide a Dental Plan known and designated as the Delta Plan as provided by the present health benefits carrier. The Board will agree to provide \$1,500 of coverage under the Delta Plan as defined in the Master Policy and shall pay one hundred percent (100%) of the full premium for each enrolled full-time employee and for his/her family. Each part-time employee must work a minimum of twenty (20) hours per week to effect coverage for the employee and his/her family. The plan shall be approved by the New Jersey Health Benefits Commissioner. The provisions of the Dental Plan shall be detailed in the master policies and contracts retained by the Board. The payment by the Board of premiums for dependent/family coverage is not retroactive but shall be effective on January 1, 1995; the increase in coverage to \$1,500 shall be effective as soon as possible, with the date to be determined by the insurance carrier.

D. Vision Care. The Board shall provide a Vision Care Program for all full-time employees and all part-time employees who work a minimum of twenty (20) hours per week. Each covered employee shall be eligible to receive reimbursement for vision care services every year. Such reimbursement is limited to a total of \$200 per year. This increase in amount is not retroactive, but is effective upon the signing of this agreement. The date of service on the bill shall determine when a service was performed. The payment shall be limited to one per rolling calendar year, based upon the date of service. Once a payment has been received an employee shall not be eligible for another reimbursement payment until one calendar year has elapsed; related services which take place within two months of the first service eligible for reimbursement shall be considered one transaction and the rolling calendar year will relate back to the date of first service. Employees may receive this benefit by obtaining a receipted bill from the optician, optometrist or ophthalmologist which clearly indicates the full name of the recipient of the glasses, the date(s) of service, the type of lens or examination and the dollar amount. This receipt shall then be given or sent to the Director or to the person designated by the Director for this purpose at the Agency. Reimbursement will be by check on supplemental pay days pursuant to submission of Official Administrative Voucher with required documentation attached.

E. Each eligible employee will become eligible for the above health benefits plans described in this article on the first day of the month following the completion of sixty (60) days of service with the Board.

F. Disability Plan. The Board agrees to become a covered employer under the Temporary Disability Benefits Law in accordance with Public Law 1980, Chapter 18, (N.J.S.A. 43:21-25 et seq.). The implementation of this disability plan shall be on a co-pay basis and shall be administered in strict accordance with the statutory mandate cited above.

G. Retirement Benefits. The Bergen County Board of Social Services shall extend to eligible retirees and eligible disabled retirees health insurance coverage (as defined by the State Health Benefits Program) by paying the premiums and periodic charges for this benefit. Eligible retirees shall include those employees as defined by N.J.S.A. 52:14-17.38. These benefits shall be limited to employees who entered the pension system on or after July 1, 1964. These benefits shall apply to all eligible present and future pensioners of the employer and their dependents, and shall extend to surviving spouses. The parties further agree that this benefit is strictly conditioned upon the eligibility of the Bergen County Board of Social Services to enroll its employees in this program and upon the Division of Pension classifying this agency as an eligible employer under its rules and regulations.

ARTICLE 15
LIFE INSURANCE

Employees enrolled in the Public Employees Retirement System shall be entitled to life insurance in accordance with the rules and regulations of the Public Employees Retirement System.

ARTICLE 16
SALARY, WAGES AND OTHER COMPENSATION

1. Effective July 1, 1994 all employees shall have a salary adjustment step-to-step which shall provide an approximate 4% salary increase over the salary schedule in effect as of June 30, 1994.

2. Effective July 1, 1995 all employees shall have a salary adjustment step-to-step which will provide an approximate 4% salary increase over the salary schedule in effect as of June 30, 1995.

3. Effective July 1, 1996 all employees shall have a salary adjustment step-to-step which will provide an approximate 4% salary increase over the salary schedule in effect as of June 30, 1996.

4. The salary schedules pursuant to the above adjustments shall be appended to this contract as Appendix A. and shall form a part of this contract.

5. ANNIVERSARY DATES

(a) All employees covered by this Agreement shall have annual anniversary date based on date of hire. Anniversary dates shall be on a quarterly basis. Employees shall be assigned an anniversary date of January 1, April 1, July 1 and October 1, as follows:

1. Employees hired on January 2nd through April 1st shall be assigned an anniversary date of April 1st of the following year.

2. Employees on April 2nd through July 1st shall be assigned an anniversary date of July 1st of the following year.

3. Employees hired on July 2nd through October 1st shall be assigned an anniversary date of October 1st of the following year.

4. Employees hired on October 2nd through December 31st shall be assigned an anniversary date of January 1st of the second year following date of hire.

(b) In those situations where the employee is promoted or reclassified and his salary adjustment equals two or more increments in the old range, a new anniversary date shall be assigned to the employee on the effective date of such salary increase in the same manner as indicated above for newly hired employees.

(c) An employee who is on leave of absence without pay for a period of time equalling or exceeding three (3) months shall have his/her anniversary date reassigned on a quarter-to-quarter basis commensurate with the amount of time comprising the leave of absence.

6. Notwithstanding anything to the contrary contained herein, the Board reserves the right to withhold a merit increment to any employee covered by this agreement for poor performance by said employee. The Board shall have an annual written performance evaluation completed by the appropriate supervisory personnel for each employee covered by this agreement.

ARTICLE 17
LONGEVITY

A. Payments shall be made to employees with unbroken, continuous, long-term service to the county as follows:

1. Employees completing 108 months (9 years) through 167 months of service shall receive \$1,200.

2. Employees completing 168 months (14 years) through 227 months of service shall receive \$1,400.

3. Employees completing 228 months (19 years) or more of service shall receive \$1,600.

4. Employees who qualify for longevity according to the above schedule and have been at maximum (9th Step) of their present range for at least one year shall receive \$1,000 in addition to the amount received under the above schedule. This additional longevity payment shall cease if an employee changes ranges for any reason, including promotion, change of title, range change, etc.; it shall re-commence after such an employee has been at maximum (9th step) of the new range for at least one year.

B. Longevity payments shall be made according to the following schedule:

1. All longevity payments will begin to be earned on the first of the month following the month in which an employee qualifies for such payment.

2. Longevity payments shall be added to the yearly salary and paid on a pro rata basis in each bi-weekly pay check.

3. Employees who first qualify for longevity payments beginning July 1, 1991 and thereafter shall receive such payments pursuant to subsections B.1. and B.2. of this Article.

C. Effective September 30, 1996, there shall be no longevity payments for any employees hired after that date.

ARTICLE 18
VACATIONS

A. Full-Time Employees may be granted vacation leave as follows:

1. One (1) working day for each month of service or major fraction thereof during the first year.

2. After one (1) year of service through five (5) years of service, twelve (12) working days per year.

3. After five (5) years of service through twelve (12) years of service, fifteen (15) working days per year.

4. After twelve (12) years of service through sixteen (16) years of service, twenty (20) working days per year.

5. After sixteen (16) years of service through twenty (20) years of service, twenty-one (21) working days per year.

6. After twenty (20) years of service, twenty-three (23) working days per year.

Service includes all temporary and/or provisional continuous service immediately prior to permanent appointment with the Board or other county office provided there is no break in service of more than one week. Any increase in vacation days based on years of continuous county service will be credited at the beginning of the calendar year in which the employee attains it with the anticipation that his/her employment will be continuous throughout the calendar year. All employees shall be subject to this vacation plan. However, any employee hired prior to January 1, 1977 who is presently earning eighteen (18) vacation days under the old vacation plan shall be factored into this vacation plan without loss of vacation days.

C. Part-Time Employees will earn vacation leave on a prorated basis in accordance with Paragraph A above.

D. Seasonal Employees may be granted vacation leave in accordance with Paragraph A above.

E. Employees resigning or retiring shall be granted vacation leave prorated on the basis of current annual allowance divided by 12, multiplied by the months of service completed within the particular year.

F. Accumulation of Vacation

1. Where in any calendar year the vacation leave or any part thereof is not utilized by an employee, it shall accumulate and shall be granted during the next succeeding calendar year only. In no event may any employee carry over more than one (1) year's accumulated vacation into the next calendar year.

2. Per diem workers are not eligible for vacations.

G. Vacation for Veterans. A returning veteran shall be entitled to full vacation time for the year of return and for the year preceding, provided the latter can be taken during the year of return.

H. Deceased Employees. Whenever any employee in the classified service dies, payment shall be made to the estate of such deceased employee for all earned and unused vacation leave, personal leave and compensatory time, within the limits set forth within Item F above, based on the last approved compensation rate for the deceased employee.

ARTICLE 19
GENERAL INFORMATION

A. In the event of the termination of employment prior to the repayment of advanced vacation or personal leave, the necessary salary adjustment will be made on the employee's final paycheck. Additionally, all property, equipment and manuals belonging to the Board must be returned by any employee prior to the termination. The

appropriate cost for any such property, equipment or manuals will be deducted from the final paycheck of any such employee for the failure to return any said property. If the final paycheck is insufficient to satisfy any repayment or payment, such amount which remains due and owing will be a debt owed by the such employee to the Board.

B. If the employee resigns with proper notice, or plans to retire, he may be paid for his earned and unused vacation leave as of the effective date of the termination. In no case may an employee be paid for more than a two-year allotment of unused vacation leave. Proper notice shall mean that the employer shall receive written notice two (2) weeks in advance of the last planned working day. The employer upon good cause shown may waive this requirement. Failure to waive this requirement, however, shall not be the subject of any grievance.

C. If the employee should die while employed, a sum of money equal to his/her earned and unused vacation leave shall be paid to his/her estate.

D. The salary paid to the employee while on vacation leave will be the same amount the employee would have earned had he/she worked regular straight time hours during the vacation period.

E. An employee on approved vacation leave or sick leave will continue to accrue vacation leave according to his/her length of service and regular work schedule.

F. Every effort is made to arrange vacation schedules to meet the individual desires of all departmental employees. When there is conflict in the dates of proposed vacation schedules, preference within reason is given to the employee with seniority. All requests for vacation leave must be approved by the employee's supervisor and the Director. The supervisor and the Director may require that vacations be scheduled when the needs of the agency require it.

G. The Union shall have the right to distribute, through the employee's mail boxes and/or desks, all material dealing with the proper and legitimate business of the Union, except during working hours.

H. There shall be no union meetings on Board premises without prior consent of the Director who agrees not to withhold such consent without just cause.

I. Neither the Union nor any employee represented by it, will engage in, or support any strike, work stoppage, slowdown, or other job actions.

J. There shall be no union activity on Board premises during business hours, except by mutual consent and as hereinbefore agreed upon.

K. Payment of accumulated sick leave, upon retirement, shall be as follows:

1. Employees, upon retirement, (Service Retirement, Accidental Disability Retirement, or Ordinary Disability Retirement), who are covered by the Public Employee's Retirement System, or those employees who are not covered by the Public Employee's Retirement System who are age 60 or older with ten (10) years service with this agency retiring after July 1, 1985, shall be granted a lump sum payment in accordance with the following:

One-half (1/2) of the employee's earned and unused accumulated sick leave days multiplied by the daily rate of pay based upon the average base daily pay received during the twelve-month period immediately prior to the effective date of retirement, provide, however, that no such lump sum payment shall exceed \$18,000

2. Part-time employees who are covered by the Public Employee's Retirement System are eligible for this benefit providing they work a minimum of twenty hours per week.

L. The Union, through representatives of their own choosing, shall be permitted to meet with and talk to new employees of the Board whose employees fall within the covered job titles as defined in Article 1. Said meeting shall take place at the offices of the Board during the training of said employees, and may be conducted during office time; however, in no event shall said meeting exceed one hour in duration

M. The Union shall be permitted the use of a bulletin board at the offices of the Board. Said bulletin board shall be the appropriate and exclusive location for the posting of union business. The location of the bulletin board shall be in the employees' lunchroom. The Union shall be permitted the use of an additional bulletin board if in the future the Board shall open an additional branch office at a separate location.

N. The Union shall be permitted to provide a reasonable number of file cabinets for its own use for the exclusive storage for Union business materials. The location of these file cabinets shall be at the mutual agreement of the parties. Management can request these file cabinets to be relocated to keep in conformance with personnel changes or general reorganization.

O. In any case wherein the term Director is used, it is intended to refer to the Director of the Board or any other person duly authorized by him to function at his direction or in his position.

P. Upon 24-hour notice, an employee may have reasonable access to his personnel file once each calendar year. Additional review shall be granted if the employee has a grievance or disciplinary matter pending. Requests for copies of material in the personnel file shall be honored. The first three (3) documents shall be without cost to the employee if the request is reasonable. It is further understood by the parties that nothing of an anonymous nature shall be placed in an employee's file. It is further understood that each employee shall receive a copy of any material to be placed in his or her file and each employee has the right to respond to any material placed in his or her file and that response will be maintained in the personnel file.

Q. At the Director's discretion, a reasonable amount of time may be allowed for tardiness because of inclement weather or adverse traffic conditions. Permission for an employee's use of personal time shall not be unreasonably withheld. This shall not abridge any management right to deduct a full day for an employee's absence on a day in which the office opens later than usual or closes earlier than usual. Any determination made under this paragraph shall not be the subject of any grievance.

R. The Union president shall be allowed one (1) hour leave time with pay each Monday, Wednesday and Friday from 3:15 p.m. to 4:15 p.m. to conduct Union business. The Union vice president shall be allowed one (1) hour leave time with pay each Tuesday and Thursday from 3:15 p.m. to 4:15 p.m. to conduct Union business. These meetings shall occur at a location agreeable to the Board and to the Union. Employees wishing to meet with the Union president or vice president shall be permitted to leave their work station only with the permission of their supervisor which permission shall not be unreasonably withheld.

ARTICLE 20
LEAVE FOR ATTENDANCE AT
UNION CONFERENCES AND CONVENTIONS

A. Union delegates will be afforded leave with pay and without pay to attend such conferences, conventions or meetings as may be established by the international union and/or its constituent parts.

B. The Union shall provide to the Board written notice of the authorization of delegates to utilize such leave. Said notice shall be provided at least ten (10) days in advance of the date or dates of the commencement of said conferences, conventions or meetings.

C. Leave shall be granted to not more than two (2) delegates at any one time and provided that: 1. The delegates are authorized to attend by the appropriate officer of the Union; and 2. The delegates have received written permission of the Director of the Board before leave may be utilized. Leave time to attend union conferences, meetings and conventions shall be limited to an aggregate total of thirty-seven (37) days, twenty-seven (27) of which shall be with pay and ten (10) of which shall be without pay annually, no more than fifteen (15) of which may be utilized by any individual in any one year commencing with the effective date of this agreement. Notwithstanding the above, four (4) union members will be authorized to attend the union national conference, two (2) with pay and two (2) without pay; four (4) union members will be allowed to attend training at any one time, two (2) with pay and two (2) without pay.

D. Leave time which is not utilized during the one year period as defined above, shall not be accumulated and shall be forfeited at the end of said one year.

ARTICLE 21
TRANSPORTATION & REIMBURSEMENT

A. Each employee covered by this contract who is attending special seminars and/or conferences approved by the Board, shall receive a transportation and meal allowance in addition to their regular full-time pay for the period of the approved seminars and conferences. Meal allowances where appropriate shall be paid to employees while attending special seminars or conferences along the following guidelines:

1. For those conferences or seminars requiring an overnight stay, the employee shall be reimbursed as follows:

- a. Five dollars (\$5) for breakfast;
- b. Six dollars and fifty cents (\$6.50) for lunch;
- c. Thirteen dollars and fifty cents for (\$13.50) for dinner.

2. Employees attending an official conference or seminar which has as its meeting site a location ten (10) miles or more away from the main office shall be reimbursed where appropriate as follows:

- a. Five dollars and fifty cents (\$5.50) for lunch;
- b. Seven dollars and fifty cents (\$7.50) for dinner.

B. Employees authorized to use their own cars for agency business shall be compensated at the rate of \$.25 per mile, provided that mileage vouchers are submitted not later than five (5) working days of the month following accrual of the mileage period. Every effort will be made by the agency to reimburse the employees on a timely basis which will not be later than the tenth working day.

C. Each employee who is authorized and routinely required to utilize his/her automobile on Board business shall receive, in addition to the above mentioned expenses, an allowance of \$12.50 per month towards the cost of his automobile insurance while such insurance is in force. Each such employee shall present to the welfare board a proper certificate of insurance carried by said employee, indicating coverage in the amount of \$100,000/\$300,000 and \$25,000 property damage. Said certificate must include ten days notice of cancellation of insurance clause. This insurance coverage shall be mandated of each and every employee who is authorized and routinely required to utilize his/her automobile on Board business.

ARTICLE 22
SENIORITY AND PROMOTIONS

A. Seniority shall be defined as continuous employment in the job title with the Board.

B. Seniority shall be the determining factor in all promotions within the agency if all other qualifications are substantially equal. All promotions are subject to rules and regulations of the Department of Civil Service.

ARTICLE 23
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without the intervention of the Union.

B. Definitions

The term "grievance" shall mean an allegation that there has been:

1. A misinterpretation or misapplication of the terms of this agreement which is subject to the grievance procedure outlined herein and shall hereinafter be referred to as a "contractual grievance"; or

2. Inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or orders applicable to the welfare board, which shall be processed up to and including the welfare board, and shall hereinafter be referred to as a "non-contractual grievance."

C. Presentation of a Grievance

The welfare board agrees that in the presentation of a grievance there shall be no loss of pay for the time spent in presenting the grievance by the grievant and one union representative who is an employee of the Board throughout the grievance procedure.

D. The parties agree that any time constraints contained in the grievance procedure must be strictly observed unless the parties agree to a mutual extension of time in writing.

E. If management should fail to respond in a timely manner under Steps 1. and 2. of this grievance procedure, the grievance shall proceed to the next appropriate step in absence of any written determination.

F. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this agreement:

Step 1

a. The grievant shall institute action under the provisions hereof, in writing, signed and delivered to his/her Supervisor within fifteen (15) working days of the occurrence complained of, or within fifteen (15) working days after the grievant would reasonably be expected to know of its occurrence. Failure to act within said fifteen (15) days shall be deemed to constitute an

abandonment of the grievance. The grievant may be represented by an employee who is the Shop Steward, or any other officer of the Union.

b. The Supervisor shall render a decision in writing within ten (10) working days after receipt of the grievance.

Step 2

a. In the event satisfactory settlement has not been reached, the grievant shall, in writing and signed, file his complaint with the Director of Welfare within five (5) working days following the determination of Step 1. The grievant and/or the union representative may request a hearing before the Director, or his designee. The grievant may be represented by an employee who is the Shop Steward or Local Union Officer.

b. The Director of Welfare, or his designee, shall render his decision within ten (10) working days after the receipt of the complaint or date of the hearing, if held.

Step 3

a. Should the grievant disagree with the decision of the Director, or his designee, the aggrieved may, within five (5) working days, submit to the Board a signed statement, in writing, as to the issue in dispute. In the event the grievant files his statement with the Board at least ten (10) working days prior to a Board meeting, the matter shall be placed on the agenda for that Board meeting. Statements filed less than ten (10) working days before a Board meeting may be reviewed by the Board at that meeting, or at the Board's discretion placed on the agenda for the following meeting. The Board, or a committee of Board members appointed by the Board, shall review the written decision of the Director together with the written statement submitted by grievant. The Board will render its decision within eight (8) working days after the Board meeting at which the matter has been reviewed. If the Board's decision involves a non-contractual grievance, the decision of the Board shall be final.

b. The grievant may be represented by the Local Union Officer or the International Union Representative, or both. A minority organization shall not present or process grievances.

Step 4

a. Any unresolved contractual grievance (as defined in B.1. Definitions, above) except matters involving appointment, promotion or assignment or matters within the exclusive province of the Department of Civil Service, or the Department of Civil Rights,

may be appealed to arbitration, and only by the Union. The Union must file the request for arbitration within ten (10) working days after the receipt of the Board's decision. No arbitration hearing may be scheduled until thirty (30) days have expired from the date of receipt of the request filed by the Union.

b. Nothing in this agreement shall be construed as compelling the Union to submit the grievance to arbitration or to represent an employee before any agency, department or in any judicial proceeding. The Union's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final as to the interests of the grievant and the Union.

c. In any matter which the grievant seeks to adjudicate his complaint before the Department of Civil Service, Department of Civil Rights or before any other agency or body constituted to afford the grievant a remedy, or before any court of competent jurisdiction, then that forum shall be the exclusive jurisdiction before which the grievant may seek a remedy and any pending matter before the arbitrator shall be dismissed. An election of remedy by any grievant of a process other than this grievance procedure shall be deemed an absolute waiver of this procedure. This waiver shall be final and binding upon all parties.

d. The arbitrator shall be selected by the parties from the panel of arbitrators maintained by the American Arbitration Association in accordance with the selection procedures of the American Arbitration Association.

e. The parties shall meet at least ten (10) working days prior to the date of the arbitration hearing to frame the issues to be submitted to the arbitrator and to stipulate the facts of the matter in an effort to expedite the hearing.

f. The decision or award of the arbitrator shall be final and binding on the welfare board, the Union and the grievant to the extent permitted by and in accordance with applicable law and this agreement.

g. The arbitrator may prescribe an appropriate back pay remedy when he finds a violation of this agreement, provided such remedy is permitted by law and is consistent with the terms of this agreement, except that he may not make an award which exceeds the welfare board's authority.

The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this agreement.

h. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this agreement and shall confine his/her decision solely to the interpretation and application of this agreement. The arbitrator shall confine his/her determination to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted, nor shall he/she submit observations or declarations or opinions which are not essential in reaching the determination.

i. The costs of the services of the arbitrator shall be borne equally by the Board and the Union. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring the same.

j. The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

k. The arbitrator shall hold a hearing at a time and place convenient to the parties as expeditiously as possible after a selection is made and the arbitrator shall issue a decision within thirty (30) days after the close of the hearing.

l. Grievance resolutions or decisions at Steps 1 through 4 shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made by the authorized representatives of both parties. This is not to be construed as limiting the right of either party to introduce relevant evidence, including such grievance resolution as to the prior conduct of the other party.

ARTICLE 24 MANAGEMENT RIGHTS

A. Nothing in this contract shall abrogate the management rights of the appointed officials in charge of the various units of the Board. The Board retains the exclusive right to hire, direct and schedule the working force; to plan, direct and control operations; to discontinue, reorganize or combine with any subsequent reduction or other changes in the working force observing demotional rights established by Civil Service procedures; to hire and lay off employees in accordance with Civil Service procedures; to introduce new or

improved methods or facilities regardless of whether or not the same cause a reduction in the working force, and in all respects to carry out the ordinary and customary functions or management, including the establishment of such operational rules as it shall deem advisable. Further, no management prerogative reserved solely to the discretion of the Board by the terms of this agreement shall be made the subject of a grievance.

B. The Director may discipline employees up to and including termination only for sufficient cause which shall include but not be limited to misconduct or negligence. The Director shall immediately notify the employee, the local Union officer and the Department of Civil Service of the penalty and reason for same.

ARTICLE 25

DUES AND REPRESENTATION FEE CHECK OFF

A. The Board agrees to deduct the amount of monthly union dues from the paychecks of each employee who furnishes a written authorization for such deduction to the Board. Dues shall be seven-eighths (7/8) of two hours of pay per month, for full-time employees and similarly prorated for part-time employees. Dues shall be computed on the basis of the standard hourly rate. Other amounts may be deducted, as so certified to the Board by the Union, at least thirty (30) days prior to the date on which the deduction of union dues is to be made. Deductions of union dues shall be remitted by the employer to the Union at the end of the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made.

B. The Board agrees to deduct an agency representation fee in accordance with Public Law 1979, Chapter 477, (N.J.S.A. 34:13(a)-5.5 et seq.) from the salary of those persons whose positions are included in the bargaining unit but who are not members of the union local. This deduction shall be computed on a basis equal to eighty-five (85) percent of the normal union dues computed on an individual basis using the formula in paragraph 1 of this Article. The parties further understand and agree that no union dues or representation fee will be deducted from any employee whose title is defined in the agreement as a confidential employee.

C. The Union shall further agree to indemnify and hold harmless the Board from any cause of action, suit or claim concerning the deduction of said union dues, and representation fee from the pay of any employee of the Board.

ARTICLE 26
CREDIT UNION CHECKOFF

The Board agrees to deduct from the compensation of any employee of this agency an amount as requested by the employee for transmittal of those funds to the South Bergen Federal Credit Union subject to the following conditions:

A. All requests for transmission of payments by the Board on behalf of any employee must be in writing on a form provided by the Board submitted to the Payroll Department of this Agency.

B. Each employee who registers for this benefit must agree to hold harmless the Board and waive any claim against this agency for any errors or misapplication of funds by the Credit Union or for any event beyond the control of this Agency which may cause a delay in the transmission of funds or improper or inaccurate deposit of the proceeds in the Credit Union.

C. The Board shall transmit all the requested deductions in one (1) paycheck by mail no later than the close of the first business day after issuance of the payroll.

D. Employees may register for this Plan or change the amount of their deduction twice annually from January 1st through January 30th and from July 1st through July 31st. Any employee may withdraw from the Plan entirely upon two (2) weeks written notice to the Payroll Department of this Agency.

E. Eligible employees shall enroll for this Plan by indicating the amount they wish deducted from each paycheck which amount shall be a fixed dollar amount not to exceed seventy percent (70%) of the employee's net pay rounded to the nearest ten dollars (\$10).

F. If there are two occurrences of the issuance of a negative pay check in any one-year period to any employee that employee shall forfeit his right to utilize the credit union deduction defined in this Article.

G. The Board may terminate this benefit upon thirty (30) days written notice to the Union and the Credit Union.

ARTICLE 27
EFFECTIVE LAWS

All provisions of this agreement are subject to law. In the event that any provision of this agreement shall be rendered illegal or invalid under any applicable law or regulation by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal or appropriate administrative agency pending a final determination as to its validity, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE 28
WORK SCHEDULE, OVERTIME, COMPENSATORY TIME OFF

A. The Director as indicated in Article 4 shall have the right, for the efficient operation of Board affairs, to make changes in starting and stopping times of the daily work schedule so long as the total work does not exceed 70 hours in each two-week pay period.

B. Overtime

1. Employees who are eligible for overtime and work such overtime shall be paid as follows:

(a) For hours worked beyond 35 hours per week, up to and including 40 hours per week, payment shall be at straight time.

(b) For hours worked in excess of 40 hours in one week, payment shall be at time and one-half.

(c) The employees' standard hourly rate (the annual salary divided by 1820 annual hours of work) shall be used in computing overtime pay.

(d) Part-time workers shall not be entitled to time and one-half pay unless they work more than 40 hours in a week.

(e) When a holiday is observed during the regular bi-weekly pay period and the employee received pay for that day, those hours shall be included in the computations of overtime for that period.

(f) When an employee receives sick pay or vacation pay during the regular bi-weekly pay period, those hours of sick or vacation pay shall be included in the computation of overtime for that period.

(g) When an employee is required to work on a holiday, he shall receive time and one-half for the hours worked on the holiday.

(h) Overtime must be authorized by the Director and entered on the weekly time sheets.

(i) Overtime earned may be credited to the employee's compensatory time off account to the extent permitted in the section covering compensatory time off. The taking of such compensatory time off may be arranged only at the discretion of the Director.

C. Compensatory Time Off

(a) Employees who work in excess of regular hours with the approval of the Director may elect to have such time credited to their compensatory time off account, subject to law. If such time is worked at straight time, the compensatory time off account shall be credited at straight time. If such time worked is overtime in excess of 40 hours, the compensatory time off account shall be credited at one and one-half hours worked.

(b) Compensatory time off, subject to the approval of the Director, may be accumulated up to a maximum of 70 hours. Employees entitled to overtime pay or compensatory leave must elect between the above options no later than the end of the pay period or within three (3) working days in which the overtime hours were accumulated.

ARTICLE 29 HEALTH AND SAFETY COMMITTEE

Three representatives of the Union and three representatives of the Board shall meet on a monthly basis as a joint Health and Safety Committee. This committee will discuss operating procedures or policies relative to the safe operation of the physical plant, work environment, health and well-being of the employees in the unit. This committee shall be an advisory body and its recommendations shall be non-binding. The Director shall establish

this committee within thirty (30) days after ratification of the agreement.

ARTICLE 30

The Director as soon as possible, but no later than thirty (30) days after the signing of this Agreement, will establish a joint management union committee on voice mail. Implementation of any recommendations of such committee are explicitly subject to Board approval.

ARTICLE 31

4-DAY WORK WEEK COMMITTEE

The Director shall establish a joint labor management committee to develop procedures and guidelines for the establishment of a 4-day work week; the committee shall consist of equal numbers of labor and management personnel.

In the event the Board implements the 4-day work week, individual employee preference will be taken into consideration in the decision regarding the employee's schedule. Any such decision is subject to the grievance procedure, but only in writing with no right to a hearing, and only through Step 2 of the grievance procedure, and the decision of the Director or his designee shall be final and binding.

ARTICLE 32

FULLY BARGAINED CLAUSE

The parties agree that:

A. They have fully bargained and agreed upon all terms and conditions of employment;

B. This agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been subject to negotiations;

C. These terms and conditions of employment will not be changed during the life of this agreement.

ARTICLE 33
RATIFICATION OF AGREEMENT

The parties agree that upon settlement of all terms of this agreement, the Union and the Board shall submit the same for ratification within thirty (30) days of settlement. The parties further agree that written notification within five (5) working days of the ratification meeting shall be given to the other party indicating the acceptance or rejection of the proposed agreement.

ARTICLE 34

This Agreement shall be submitted to the Division of Public Welfare of the Department of Human Services, State of New Jersey, for review consistent with the terms of P.L. 1984 C.14.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals or caused these presents to be signed by their proper officers and their corporate seal to be hereto affixed, the day and year first written.

BERGEN COUNTY BOARD OF
SOCIAL SERVICES

EUGENE FRANCIS, CHAIRPERSON

Edward Testa
EDWARD TESTA, DIRECTOR

Richard Preissler
RICHARD PREISSLER,
DEPUTY DIRECTOR

William J. Roll
WILLIAM J. ROLL,
FISCAL OFFICER

RICHARD P. WILLIAMS, COUNSEL

EDWIN C. EASTWOOD, ATTORNEY

COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO

Ronda Wilson
RONDA WILSON, PRESIDENT
LOCAL 1089

Stanley Grego
STANLEY GREGO
NEGOTIATING COMMITTEE

GERMAINE ROBERTS
NEGOTIATING COMMITTEE

Deborah Puryear-Richardson
DEBORAH RICHARDSON-PURYEAR
NEGOTIATING COMMITTEE

Hazel Dellavia
HAZEL DELLAVIA
INTERNATIONAL REPRESENTATIVE

BERGEN COUNTY BOARD OF SOCIAL SERVICES
SALARIES AS OF JULY 1, 1994

RG	STEP_1	STEP_2	STEP_3	STEP_4	STEP_5	STEP_6	STEP_7	STEP_8	STEP_9
01	12993	13645	14294	14940	15595	16243	16896	17544	18196
02	13676	14361	15045	15735	16412	17097	17783	18462	19150
03	14397	15116	15837	16553	17272	17991	18709	19425	20145
04	15132	15892	16649	17403	18160	18917	19674	20427	21184
05	15871	16664	17455	18249	19044	19837	20632	21424	22219
06	16664	17498	18332	19167	20002	20840	21675	22508	23344
07	17498	18377	19250	20128	21007	21880	22756	23634	24509
08	18377	19296	20214	21136	22055	22978	23896	24822	25740
09	19296	20261	21227	22192	23157	24121	25086	26051	27015
10	20260	21272	22284	23296	24310	25321	26332	27344	28358
11	21272	22335	23396	24458	25520	26580	27640	28704	29767
12	22335	23448	24562	25676	26792	27907	29021	30132	31250
13	23448	24619	25794	26967	28135	29309	30482	31656	32828
14	24619	25848	27082	28311	29540	30770	32003	33231	34464
15	25848	27142	28430	29724	31016	32307	33594	34889	36183
16	27142	28498	29854	31216	32573	33930	35289	36645	38003
17	28498	29926	31354	32780	34206	35632	37057	38486	39912
18	29926	31420	32917	34412	35909	37406	38901	40397	41892
19	31420	32993	34566	36133	37703	39276	40843	42416	43986
20	32993	34642	36294	37944	39594	41245	42897	44545	46196
21	34972	36720	38472	40216	41965	43711	45457	47207	48959
22	36377	38197	40016	41834	43652	45473	47292	49112	50931

BERGEN COUNTY BOARD OF SOCIAL SERVICES
SALARIES AS OF JULY 1, 1995

<u>RG</u>	<u>STEP_1</u>	<u>STEP_2</u>	<u>STEP_3</u>	<u>STEP_4</u>	<u>STEP_5</u>	<u>STEP_6</u>	<u>STEP_7</u>	<u>STEP_8</u>	<u>STEP_9</u>
01	13513	14191	14866	15538	16219	16893	17572	18246	18924
02	14223	14935	15647	16364	17068	17781	18494	19200	19916
03	14973	15721	16470	17215	17963	18711	19457	20202	20951
04	15737	16528	17315	18099	18886	19674	20461	21244	22031
05	16506	17331	18153	18979	19806	20630	21457	22281	23108
06	17331	18198	19065	19934	20802	21674	22542	23408	24278
07	18198	19112	20020	20933	21847	22755	23666	24579	25489
08	19112	20068	21023	21981	22937	23897	24852	25815	26770
09	20068	21071	22076	23080	24083	25086	26089	27093	28096
10	21070	22123	23175	24228	25282	26334	27385	28438	29492
11	22123	23228	24332	25436	26541	27643	28746	29852	30958
12	23228	24386	25544	26703	27864	29023	30182	31337	32500
13	24386	25604	26826	28046	29260	30481	31701	32922	34141
14	25604	26882	28165	29443	30722	32001	33283	34560	35843
15	26882	28228	29567	30913	32257	33599	34938	36285	37630
16	28228	29638	31048	32465	33876	35287	36701	38111	39523
17	29638	31123	32608	34091	35574	37057	38539	40025	41508
18	31123	32677	34234	35788	37345	38902	40457	42013	43568
19	32677	34313	35949	37578	39211	40847	42477	44113	45745
20	34313	36028	37746	39462	41178	42895	44613	46327	48044
21	36371	38189	40011	41825	43644	45459	47275	49095	50917
22	37832	39725	41617	43507	45398	47292	49184	51076	52968

BERGEN COUNTY BOARD OF SOCIAL SERVICES
SALARIES AS OF JULY 1, 1996

<u>RG</u>	<u>STEP_1</u>	<u>STEP_2</u>	<u>STEP_3</u>	<u>STEP_4</u>	<u>STEP_5</u>	<u>STEP_6</u>	<u>STEP_7</u>	<u>STEP_8</u>	<u>STEP_9</u>
01	14054	14759	15461	16160	16868	17569	18275	18976	19681
02	14792	15532	16273	17019	17751	18492	19234	19968	20713
03	15572	16350	17129	17904	18682	19459	20235	21010	21789
04	16366	17189	18008	18823	19641	20461	21279	22094	22912
05	17166	18024	18879	19738	20598	21455	22315	23172	24032
06	18024	18926	19828	20731	21634	22541	23444	24344	25249
07	18926	19876	20821	21770	22721	23665	24613	25562	26509
08	19876	20871	21864	22860	23854	24853	25846	26848	27841
09	20871	21914	22959	24003	25046	26089	27133	28177	29220
10	21913	23008	24102	25197	26293	27387	28480	29576	30672
11	23008	24157	25305	26453	27603	28749	29896	31046	32196
12	24157	25361	26566	27771	28979	30184	31389	32590	33800
13	25361	26628	27899	29168	30430	31700	32969	34239	35507
14	26628	27957	29292	30621	31951	33281	34614	35942	37277
15	27957	29357	30750	32150	33547	34943	36336	37736	39135
16	29357	30824	32290	33764	35231	36698	38169	39635	41104
17	30824	32368	33912	35455	36997	38539	40081	41626	43168
18	32368	33984	35603	37220	38839	40458	42075	43694	45311
19	33984	35686	37387	39081	40779	42481	44176	45878	47575
20	35686	37469	39256	41040	42825	44611	46398	48180	49966
21	37826	39717	41611	43498	45390	47277	49166	51059	52954
22	39345	41314	43282	45247	47214	49184	51151	53119	55087

