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ROCKAWAY TOWNSHIP LODGE #31,

1980-82 GENERAL CONTRACT AGREEMENT

Rockaway ^{FOR} Township (Morris County)
 and
FRATERNAL ORDER OF POLICE

ROCKAWAY TOWNSHIP

LODGE NO. 31

X January 1, 1980 - December 31, 1982

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1980-82 GENERAL CONTRACT
FOR
FRATERNAL ORDER OF POLICE
ROCKAWAY TOWNSHIP
LODGE NO. 31

ARTICLE I

PREAMBLE

This agreement entered into this 4TH day of November 1980 by and between the TOWNSHIP OF ROCKAWAY, in the County of Morris and State of New Jersey, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "Township"); and the FRATERNAL ORDER OF POLICE, ROCKAWAY TOWNSHIP, LODGE NO. 31, (hereinafter referred to as the "Lodge"), represents the complete and final understanding on all bargainable issues between the Township and the Association.

ARTICLE II

RECOGNITION

The Township hereby recognizes Fraternal Order of Police, Rockaway Township, Lodge No. 31 as the exclusive collective negotiating agent for all Police Personnel on the Rockaway Township Police Department.

ARTICLE III
NEGOTIATION PROCEDURES

1. The parties agree to enter into collective negotiations over a successor agreement in accordance with Chapter 303, Public Laws of 1968, in a good faith effort to reach an agreement on all matters concerning the terms and conditions of employment for all personnel in the negotiating unit for whom the

Lodge is authorized to negotiate in accordance with ARTICLE II, RECOGNITION, of this agreement. Any agreement so negotiated shall be applicable to the aforementioned personnel, shall be reduced to writing, shall be adopted by appropriate resolution of the Township and shall be signed by the Township and the Lodge. The signature by the Lodge on the contract shall be pursuant to authorization received from the membership and the Township reserves the right to request proof of authorization of the membership before appending its signature to any agreement.

2. The Lodge shall submit its total contract proposals to the Township not later than September 1st of the calendar year preceding the expiration of this agreement, and such submission of proposals shall constitute the opening of formal negotiations. In the event the proposals are not received by the Township by the aforementioned date, then the current agreement shall continue in full force and effect for the ensuing year or until a new contract is consumated.

3. The Township reserves the right to present proposals of its own, as well as counter-proposals to those presented by

the Lodge . Such proposals shall be presented to the
Lodge in writing within forty-five (45) days after the
initial Lodge proposal.

4. It is agreed by and between the parties that in order to facilitate the expeditious resolutions of matters in dispute without undue delay in the course of negotiations, that each side shall normally limit its negotiating committee to not more than five (5) members. In the event the governing body determines that it wishes to sit as a committee of the whole in one (1) or more negotiating sessions, it may do so notwithstanding the above limitation.

5. The Township agrees to furnish the Lodge in response to reasonable requests made by the Lodge , from time to time, information and data concerning the Township which the Lodge may require in connection with negotiations. Nothing contained herein shall impose any obligation on the part of the Township to disclose any information which may be classified as privileged and/or confidential.

6. On June 1, 1981 the parties shall notify each other in writing if the desire to negotiate up to three (3) contract provisions each, other than salary, which shall be open for 1982.

ARTICLE IV

MANAGEMENT RIGHTS CLAUSE

A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing

of this agreement by the Laws and Constitution of the State of New Jersey and the United States including but not without limiting the generality of the foregoing, the following rights:

1) To the executive management and administrative control of the Township government and its properties and facilities and the activities of its employees;

2) To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment of assignment and to promote and transfer employees;

3) To suspend, demote, discharge or take other disciplinary action for good and just cause, according to law.

B. Nothing contained herein shall be construed to deny or restrict the Township of its powers, rights, authority, duties and responsibilities under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

C. The Chief may from time to time call general police meetings, not to exceed four (4) annually. The parties agree that no pay be made to employees covered by this agreement for attendance at said meetings. Attendance at said meetings shall not be made mandatory. However, members will make every effort to attend. Notice of such meetings will be posted for at least one (1) week prior to said meeting.

ARTICLE V

EMPLOYEES' RIGHTS

A. Accredited representatives of the Lodge may enter in the Township facilities or premises at reasonable hours for the purpose of observing working conditions or assisting in the adjustments of grievances. When the Lodge decides to have its

representative enter the Township facilities or premises, it will request such permission from the appropriate Township representative and such permission will not be unreasonably withheld, provided there should be no interference with the normal operations of the business of the Township government or normal duties of employees.

B. One (1) shop steward and one (1) alternate shop steward may be appointed to represent the Lodge in grievances with the Township.

C. The shop steward or the alternate shop steward of the Lodge will have the right during the business day to investigate any problems with working conditions or contract violations without said time being deducted from his working time.

D. One (1) delegate and/or one (1) alternate delegate attending the FOP convention will be given time off with pay. However, the total number of delegates and/or alternate delegates from the entire Rockaway Township Police Force, including Police Officers, Police Sergeants, Police Lieutenants and Police Captains, shall not exceed two (2) attending the the FOP convention. Each delegate or alternate delegate attending the the FOP convention will be reimbursed for his expenses up to an amount of \$200.00.

ARTICLE VI

SALARY

<u>Police Officers</u>	<u>1980</u>	<u>1981</u>	
Step 1	\$13,500	\$14,000	(during 1st year of continuous service as a Police Officer)
" 2	15,327	16,745	(during 2nd year of continuous service as a Police Officer)
" 3	16,543	18,073	(during 3rd year of continuous service as a Police Officer)
" 4	17,637	19,268	(during 4th year of continuous service as a Police Officer)
" 5	18,855	20,600	(during 5th year of continuous service as a Police Officer)

<u>Police Sergeants</u>	<u>1980</u>	<u>1981</u>	
Step 1	\$19,844	\$21,680	(during 1st year of continuous service as a Police Sergeant)
" 2	20,702	22,617	(during 2nd year of continuous service as a Police Sergeant)

<u>Police Lieutenants</u>	<u>1980</u>	<u>1981</u>	
Step 1	\$22,522	\$24,605	(during 1st year of continuous service as a Police Lieutenant)
" 2	23,172	25,315	(during 2nd year of continuous service as a Police Lieutenant)

<u>Police Captains</u>	<u>1980</u>	<u>1981</u>	
Step 1	\$24,000	\$26,220	(during 1st year of continuous service as a Police Captain)
" 2	24,650	26,930	(during 2nd year of continuous service as a Police Captain)

ARTICLE VII

HOURS AND OVERTIME

A. All Police Officers and Police Sergeants will be paid for overtime work at the rate of one and one-half times the prevailing hourly wage rate when authorized by a superior officer with the rank of Police Captain or Police Chief. Overtime will be paid

for work in excess of forty (40) hours per work week.

B. All federal, state, county, grand jury, juvenile and criminal court appearances in a county, federal or municipal court, and administrative hearings of the Department of Motor Vehicles, will be considered as time credited towards overtime, and the Police Officer or Police Sergeant will be compensated on an hour-to-hour basis and in accordance with Section "A" above.

C. It is agreed that any off-duty appearance for county, grand jury, juvenile and criminal court, in a county, federal or municipal court, and administrative hearings of the Department of Motor Vehicles, shall be compensated on a basis of a four (4) hour call-out time, regardless of the length of appearance. If it exceeds four (4) hours, the Police Officer or Police Sergeant will be compensated on an hour-to-hour basis and in accordance with Section "A" above.

D. Overtime hours will be determined on the basis of time in excess of fifteen (15) minutes in half-hour intervals for overtime compensation. All overtime reported during the pay period will be paid in the next regular paycheck.

E. The Police Officers and Police Sergeants will be granted a fifteen (15) minute break during the first four (4) hours of overtime, and every four (4) hours thereafter. The normal food break, which is one-half ($\frac{1}{2}$) hour, shall not exceed the time of a regular "lunch" break, which is normally one-half ($\frac{1}{2}$) hour, normally taken during regular work hours.

F. Any time a Police Officer or a Police Sergeant is requested or directed to work an extra shift and is called on less

than two (2) hours' notice, he shall be paid for the full shift even if he is not on time, providing the officer reports no later than one (1) hour from the starting time of the shift.

G. On call-outs, there will be paid to the officer or Detective a minimum of four (4) hours pay, but if he works an excess of four (4) hours, the officer will be paid on an our-to-hour basis, and in accordance with Section "A" above.

H. Anytime an officer is called back, he shall be paid one (1) hour's pay even if the call-back requires less than one (1) hour's worth of time, on an hour-to-hour basis and in accordance with Section "A" above.

I. All Lieutenants and Captains under this Agreement that are called out from off-duty status to an on-duty status shall be compensated on the basis of equal time up to a total of three (3) days compensatory time per year.

ARTICLE VIII

HOLIDAYS

A. The members of the department will be granted fourteen (14) holidays which shall be taken as part of their vacation time during the current year of the contract. Vacation time will be granted with the approval of the Police Chief.

ARTICLE IX

EDUCATIONAL BENEFITS

A. The Township agrees to pay one hundred percent (100%) of tuition and books for all members of the department enrolled in an accredited course towards an Associate Degree, Bachelor Degree, or Master's Degree in Police Science or Public Safety, at a fully accredited college approved by the Municipal Administrator of the

Township, if monies for such tuition is not available through other governmental or any other source other than the individual employee. The Lodge agrees to cooperate with the Township in the participation of Law Enforcement Education Program sponsored by the Federal Government.

B. The officer shall be compensated on the basis of \$13.00 per credit for all credits acquired in each year of the contract, towards an Associate's Degree, Bachelor's Degree, or a Master's Degree in Police Science or Public Safety. Said payment shall be added to the salary of the employee involved on satisfactory completion of the course and receipt by the Township of a passing grade.

C. Any Lodge member participating in this program who fails to continue his education for more than one (1) year without the management's permission, shall lose the dollar remuneration given for the educational credits acquired. However, the member shall not lose the dollar remuneration attained for the completion of an Associate Degree in Police Science or Public Safety, if he fails to continue his education for more than one (1) year towards a Bachelor's Degree or a Master's Degree.

D. Any member of the department with existing credits must complete one (1) approved course towards the Police Science or Public Safety Associate Degree or Bachelor Degree or a Master's Degree in order to gain the dollar remuneration benefit for the existing credits held by that member.

ARTICLE X
EXPENSE REIMBURSEMENT

A. Any member of the Department who expends money legitimately as a part of his official duties as a member of the Department will be reimbursed by approved voucher or petty cash for the money expended.

B. It is agreed between the Lodge and the Township that all travel reimbursement will be at the prevailing rate set by the Township on a per-mile basis.

ARTICLE XI
EMERGENCY LEAVE AND COMPENSATORY TIME

A. Employees shall be granted time off without deduction from pay for the following reasons:

1) Death in the immediate family, from date of death to, and including, the day of funeral.

(a) "Immediate family" means father, mother, stepfather, stepmother, father-in-law, mother-in-law, spouse, child, foster child, sister or brother of the employee. It shall also include relatives of the employee residing in the employee's household.

ARTICLE XII
SPECIAL DUTY PREMIUM

A. All Detectives including the Juvenile Aide Officer on the Rockaway Township Police Force will receive an additional yearly stipend of \$650.00 pro-rated monthly for the term of the assignment for the performance of their duties as Detectives within the Department for the year 1980 and \$700.00 for the year 1981.

B. The firearms instructors shall be paid a yearly stipend of \$650.00, pro-rated monthly for the term of the assignment for the performance of his duty with the Department.

C. Effective January 1, 1981, Detective stipend for Captains shall be deleted.

D. Should the present firearms instructor receive a promotion, the stipend shall be deleted as of January 1, 1981.

ARTICLE XIII

UNIFORM REPLACEMENT

A. It shall be the practice of the Township to provide the following Police uniforms for a new officer:

- a) Shoes - Two (2) pairs
- b) Shirts - Three (3) long-sleeve and four (4) short-sleeve
- c) Pants - Three (3) pairs
- d) Hat - One (1)
- e) Ties - Two (2)
- f) Flashlight - One (1)
- g) Body Armor - One (1)
- h) Jackets - One (1) Spring and One (1) Winter
- i) Raincoats - One (1)
- j) Rubber Boots - One (1) pair as well as all other equipment necessary for proper functioning as a uniformed officer.

B. Members of the Department will receive a clothing maintenance of \$100 per annum, pro-rated monthly for the term of the assignment for the performance of duty within the Department

C. Personnel assigned to the Detective Division will receive an additional allowance of \$200 per annum, pro-rated monthly for the term of the assignment.

D. Effective January 1, 1981, it shall be the practice of the Township to replace Police uniforms on a "draw" basis. Said draw shall be \$400.00 for the year 1981 and \$450.00 for the year 1982.

E. Any officer who has been assigned to the Detective Bureau for a period of two (2) years and is then transferred to a uniformed function will receive an initial uniform issue which shall consist of:

- a) Shoes - Two (2) pairs
- b) Shirts - Three (3) long-sleeve and four (4) short-sleeve
- c) Pants - Three (3) pairs.
- d) Hat - One (1)
- e) Ties - Two (2)
- f) Flashlight - One (1)
- g) Body Armor - One (1)
- h) Jackets - One (1) Spring and One (1) Winter
- i) Raincoat - One (1)
- j) Rubber Boots - One (1) pair as well as all other equipment necessary for proper functioning as a uniformed officer

F. Uniforms or clothing worn while on duty or in the line of duty that become torn or ripped, will be replaced by the Department.

ARTICLE XIV

GRIEVANCE PROCEDURE

A. DEFINITIONS:

1. A "Grievance is a claim by a member of the Department arising out of the interpretation or application of this agreement, or a claim of lack of equality in treatment in employment or promotion.

2. An "aggrieved member of the Department" is the person or persons making the claim.

3. A "party in interest" is the member of the Department or persons making the claim and any person who might be

required to take action or against whom action might be taken in order to resolve the claim.

4. Police Officer, Police Sergeant, Police Lieutenant or Police Captain is a full-time employee in the Rockaway Township Police Department.

B. PURPOSE:

The purpose of this procedure is to secure at the lowest, possible level, equitable solutions to the problems which may from time to time arise affecting the members of the Department. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure. It is hoped that, if the officer does not desire to use this grievance procedure, that whatever grievance he may have shall be brought up at the quarterly grievance meeting which can be acted on informally.

C. PROCEDURE:

1. An aggrieved member of the Department shall notify the Police Chief, in writing, of the nature of the grievance within ten (10) days of the event giving rise to the grievance. Within five (5) days of receipt of the notice, the Police Chief shall meet with the aggrieved officer and attempt to adjust or resolve such grievance. The Police Chief shall render his decision, in writing, within five (5) days after such meeting.

2. If the grievance is not resolved to the satisfaction of the aggrieved member of the Department, he may present the grievance to the Mayor, in writing, within ten (10) days after the receipt of the decision of the Police Chief. The notice shall set forth the nature of the grievance and the reasons he is dissatis-

fied with the decision of the Police Chief. In case of disciplinary action, the written notice to the Mayor shall be presented within ten (10) days after the receipt of the Police Chief's decision. Within seven (7) days after the Mayor receives such a notice, he shall arrange to meet with the aggrieved member of the Department and attempt to adjust or resolve such grievance. The Mayor shall render his decision, in writing, within ten (10) days after such meeting.

3. If such a grievance is not resolved to the satisfaction of the aggrieved member of the Department, he may, within fifteen (15) days after receipt of the Mayor's decision, notify the Mayor, in writing, that he wishes to take the matter to binding arbitration.

(a) Within ten (10) days after the service of such written notice of submission to arbitration, the Mayor and the aggrieved member of the Department shall select a mutually acceptable arbitrator according to the rules and procedures of the American Arbitration Association. However, no arbitration shall commence within thirty (30) days of the Mayor's decision. If during such time the member of the Department elects to pursue the Civil Service Appellate remedies, the matter shall be withdrawn and no arbitration hearing shall be held.

(b) The arbitrator selected shall hold hearing promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearings, or, if oral hearings have been waived, then from the date the final statements and proof on the issues are submitted to him. The arbitrator's decision shall be in writing and shall set forth his findings of

fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be submitted to the Mayor and the aggrieved member of the Department and shall be binding on the parties.

(c) All the costs of the arbitration, including the costs for the services of the arbitrator, but not including any attorney's fees, shall be borne equally by the Township and the aggrieved employee.

ARTICLE XV

SICK LEAVE

A. All officers shall receive one (1) day per month during first calendar year of service and 15 days per year in second and all subsequent years service. All unused sick leave will be accumulative for length of service.

B. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

C. If an employee in the line of duty is incapacitated and unable to work because of an injury, he shall be entitled to injury leave with full pay during the period in which he is unable to perform his duties, as certified by a physician designated by the Township. Such payments shall be discontinued when an employee is placed on disability leave or pension, and reduced by any payment received by Workmen's Compensation.

D. REPORTING OF ABSENCE ON SICK LEAVE:

1. If an employee is absent for reasons that entitle him to sick leave, his superior shall be notified prior to the employee's starting. Employee shall attempt to report such anticipated absence at least two (2) hours prior to the start of his assignment.

(a) Failure to so notify his superior may be a cause of denial of the use of sick leave for that absence and constitute a cause for disciplinary action.

(b) Absence without notice for five (5) consecutive days shall constitute a resignation.

E. VERIFICATION OF SICK LEAVE:

1. An employee who shall be absent on sick leave for four (4) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The Township may require proof of illness of an employee on leave. Abuse of sick leave shall be a 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.

3. The Township may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the Township, by a physician designated by the Township. 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.

F. PAYMENT FOR UNUSED ACCUMULATED SICK TIME:

Upon cessation of employment with the Township of Rockaway, each and every employee will be paid one-half ($\frac{1}{2}$) pay for unused sick time.

G. Any employee who accepts outside employment while receiving disability payments shall be deemed physically fit to return to duty (light duty - non-uniformed).

ARTICLE XVI

VACATIONS

Up to one (1) year of service, one (1) working days' vacation for each month of service; after one (1) year and up to five (5) years of service, twelve (12) working days' vacation; from six (6) years and up to ten (10) years of service, fifteen (15) working days' vacation; and after ten (10) years--one (1) additional day for each year of service with a maximum of twenty (20) working days' vacation. Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of municipal business, such vacation periods or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year only.

ARTICLE XVII

HOSPITALIZATION AND MEDICAL BENEFITS

A. The Township shall continue to provide enrollment in the hospital and medical benefits program, the dental expense insurance and the prescription insurance presently in existence; as well as Major Medical and Rider J coverage.

B. In the event enabling legislation is passed or improved State Blue Cross/Blue Shield Plan is adopted, this contract can be reopened to negotiate the hospital and medical benefits only.

ARTICLE XVIII

RETIREMENT AND INSURANCE

It is agreed by and between the parties that the presently

existing pension coverage by the Police & Firemen's Retirement System of New Jersey will be maintained and continued, and further the current life insurance policy with the Massachusetts Mutual Insurance Company or an insurance company authorized to do business in the State of New Jersey be continued.

The Township will provide for the continuance of hospitalization, medical, surgical, major medical, health and accident insurance coverage, and the employer will assume the entire cost of such coverage and pay all the premiums for employees who have retired after 25 years or more of service or retired on disability within a state-administered pension plan or any retirement covered in Chapter 88 Laws of 1977.

ARTICLE XIX

SALARY DEDUCTIONS

A. The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the F.O.P. in the amount of \$2.00 per pay period. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9 (e) as amended. The Township shall remit the dues deduction to the Lodge Secretary on the tenth (10th) day after the last payroll paid for the prior month.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Lodge shall furnish to the Township written notice thirty (30) days prior to the effective date of such change.

C. The Lodge will provide the necessary checkoff authorization form and the Lodge will secure the signatures

of its members on the forms and deliver the signed forms to the designated Township Officials. The Lodge shall indemnify, defend and save the Township harmless against any and all claims, demands, suits or other forms of liability that might arise out of or by reason of the action taken by the Township in reliance upon the salary deduction authorization cards submitted by the Lodge to the Township.

ARTICLE XX

NO STRIKE CLAUSE

A. The Lodge covenants and agrees that during the term of this Agreement neither the Lodge nor any person acting in its behalf will cause, authorize, or support; nor will any of its members take part in any strike, (i.e. the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employees' duties of employment) work stoppage, slowdown, walk-out, or other job action against the Township. The Lodge 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 Lodge member shall entitle the Township to invoke any of the following alternatives:

1. Withdrawal of dues deduction privileges;
2. Such activity shall be deemed grounds for termination of employment of such employee, employees, subject, however; to the application of the Civil Service Law.

C. The Lodge will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Township.

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

ARTICLE XXI

NON-DISCRIMINATION

A. There shall be no discrimination by the Township or the Lodge against an employee on account of age, race, color, creed, sex or national origin.

B. There shall be no discrimination, interference, restraint or coercion by the Township or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Lodge or because of any lawful activities by such employee on behalf of the

Lodge . The Lodge , its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Lodge and shall not solicit membership in the Lodge for the payment of dues during working time.

ARTICLE XXII

LENGTH OF AGREEMENT AND RETROACTIVITY

A. The term of this Agreement shall be from January 1, 1980 to December 31, 1982. All salaries and wages (including overtime) stated herein shall be paid retroactive to January 1, 1980 or to that date on which members of the Department shall have been employed.

B. On or before June 1, 1981 the parties shall notify each other, in writing, if they desire to negotiate up to three (3) contract provisions each; other than salary which shall be open for 1982.

ARTICLE XXIII

FULLY BARGAINED CLAUSE

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations during the term of this Agreement. Neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not, within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XXIV

MISCELLANEOUS PROVISIONS

A. COMPENSATORY TIME OFF:

Whenever a Federal, State or local holiday has been declared which is not one of the regular holidays under the terms of this Agreement, then all officers shall be allowed compensatory time off for said Federal, State or local holiday to be taken in accordance with Article VIII.

ARTICLE XXV

SEPARABILITY AND SAVINGS

If any provisions of this Agreement or any application of the Agreement to any employee or group of employees is held to be invalid by operation of law, executive order or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

FRATERNAL ORDER OF POLICE
ROCKAWAY TOWNSHIP,
LODGE NO. 31:

TOWNSHIP OF ROCKAWAY:

By Rodger N. Witty
Rodger N. Witty, President

By William E. Bishop
William E. Bishop, Mayor

ATTEST:

Neal A. McCarthy
Neal A. McCarthy, Secretary

ATTEST:

Evelyn K. Moran
Evelyn K. Moran, Township Clerk

John J. Sisto
John J. Sisto, Committee Chairman

Dated: Nov 4th 1980

