

5/27/71

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AGREEMENT BETWEEN

THIS BOOK DOES  
NOT CIRCULATE

CITY OF BAYONNE

-and-

LOCAL 1959, AMERICAN FEDERATION OF STATE, COUNTY  
and MUNICIPAL EMPLOYEES, AFL-CIO (Bayonne Chapter)

PREAMBLE

This Agreement, made and entered into as of May 27, 1971,  
and effective until midnight, December 31, 1972 is between  
the City of Bayonne, hereinafter referred to as the "City"  
and Local 1959, American Federation of State, County and  
Municipal Employees, AFL-CIO (Bayonne Chapter), hereinafter  
referred to as the "Union".

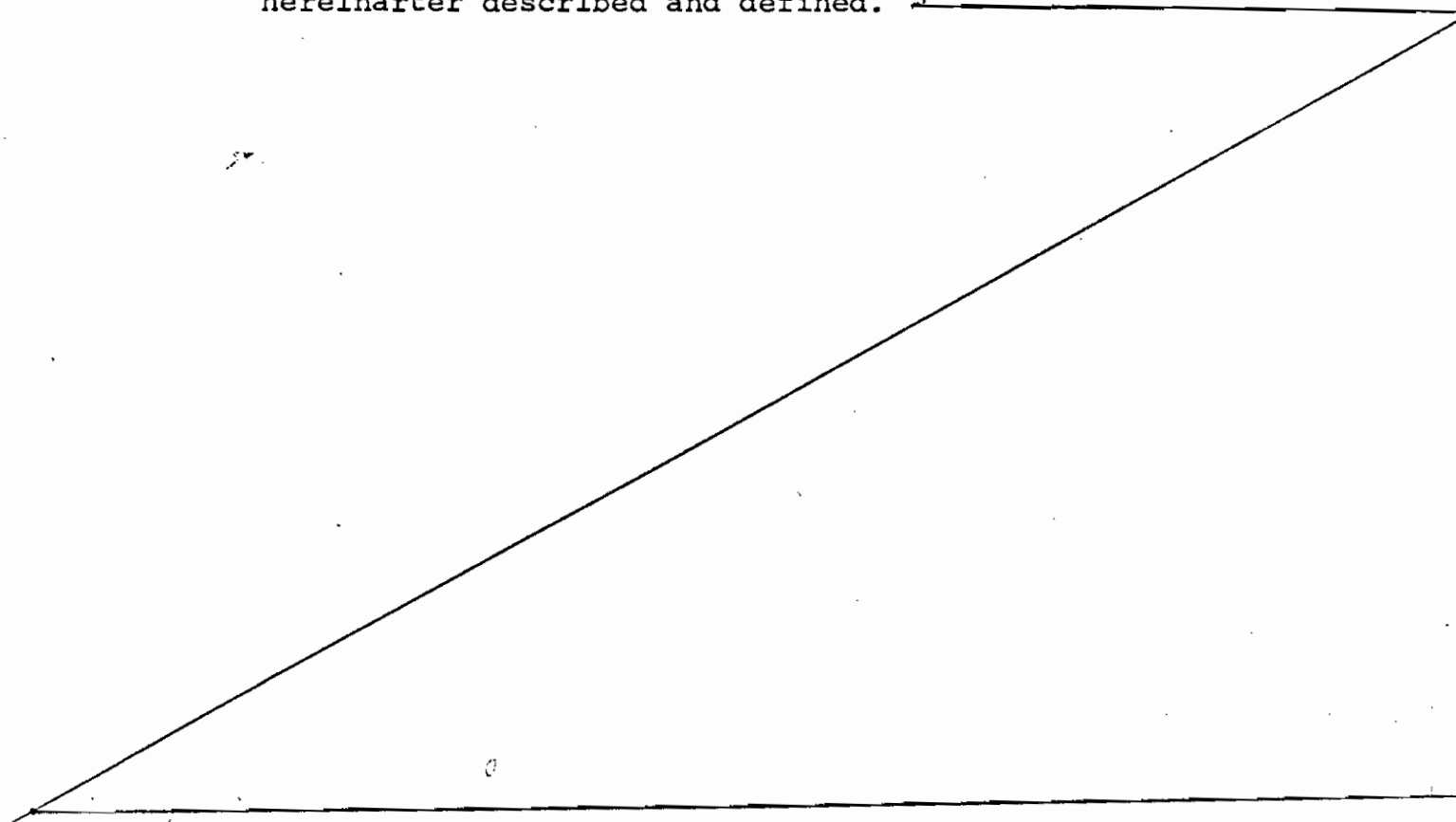
LIBRARY  
Institute of Management and  
Labor Relations

NOV 1 1973

RUTGERS UNIVERSITY

ARTICLE I

The parties to this agreement affirm their understanding that the City is a public corporate entity dedicated to the safety, health, welfare, convenience and service essential to the public good. It is the declared purpose of this Agreement to maintain the quality, efficiency of the City's facilities and services and to establish and promote harmonious relationship between the City and the Union; an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment for all employees as hereinafter described and defined.



ARTICLE II

Recognition

The City recognizes the Union as the sole and exclusive bargaining agent for the purpose of collective negotiating underlying the establishment of salaries, wages, hours, and other conditions of employment for all of its employees employed within the bargaining units and classifications therein as recorded by the New Jersey Public Employment Relations Commission and modified by this agreement, and for all such additional bargaining units and classifications for which the parties may subsequently mutually agree, and for which the Union is certified as the exclusive bargaining representative by the New Jersey Public Employment Relations Commission.

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ARTICLE III

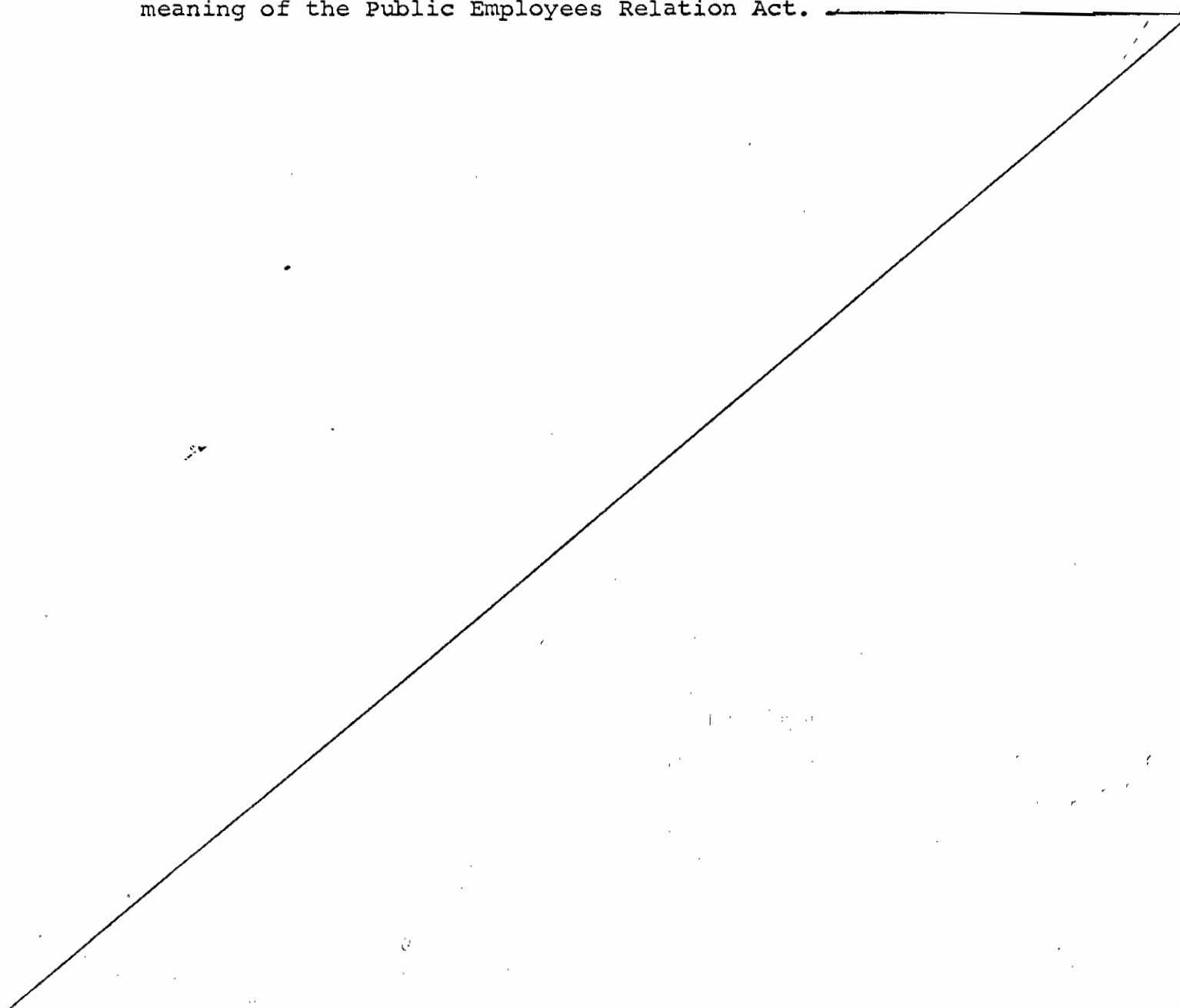
Check-Off

The City agrees to deduct the monthly dues for Union Membership from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the City of Bayonne by the Treasurer of the Union, and the aggregate deductions of all Employees shall be remitted together with an itemized statement listing the names of the employees to the Treasurer by the 15th of the current month, after such deductions are made.

Any written designation to terminate authorization for check-off must be received in writing by certified mail by the City and the Union by July 1st or January 1st, and filing of notice of withdrawal shall be effective to halt deductions as of July 1st or January 1st next succeeding the date on which notice of withdrawal is filed.

ARTICLE IV

The unit shall consist of all permanent full time employees as described in the certification of representative, Docket Number RO-112, with the exception of Traffic Crossing Guards, seasonal employees, policemen, firemen, managerial executives, supervisors within the meaning of the Public Employees Relation Act.



ARTICLE V

DISCRIMINATION

The City and the Union recognizes the Constitutional equality of each and every employee, and agrees that no employee shall be discriminated against in the course of his employment with this City by reason of age, sex, color, creed, nationality and union activity.

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ARTICLE VII

HOURS OF WORK

The regular hours of work each day shall be consecutive, except for interruptions for lunch periods. References to consecutive hours of work in the balance of this Article shall be construed generally to include lunch periods.

The regular work week shall be five days for each of the employees, as set forth in Exhibit B. The salary schedule as heretofore established for the former six-day work week shall continue as the basic salary schedule for the above-mentioned five day regular work week, and to which shall be added the salary increases provided herein.

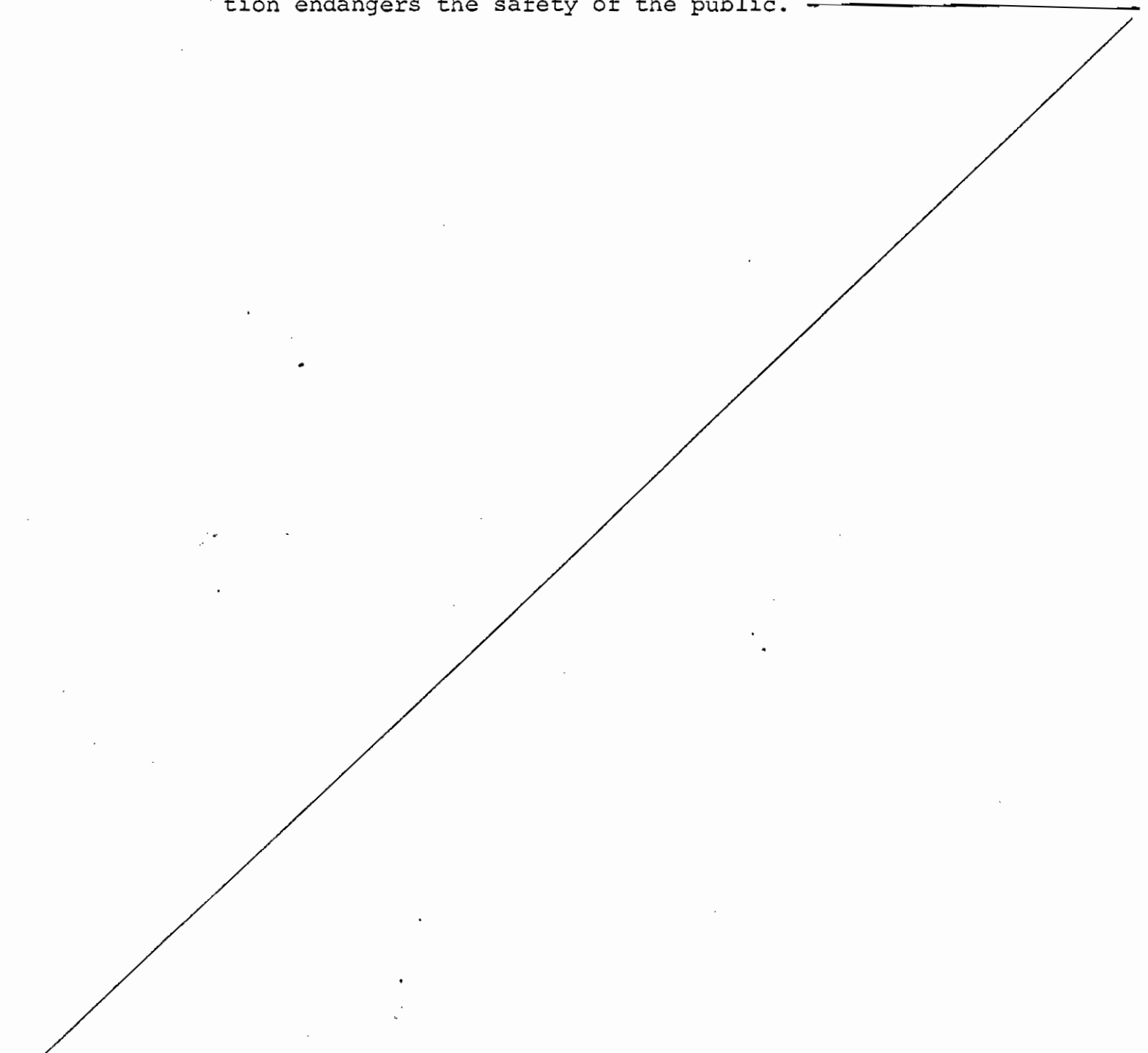
Except for emergency situations, any substantial changes in work schedules to be placed in effect by the City shall be negotiated with the Union in advance of such scheduled changes.

Schedule of Actual Duty for Average  
Hours per Week; Emergency Duty

The schedule of actual duty as set forth in Exhibit "B" shall be the sole responsibility of the Director; however nothing in this contract shall be construed to mean that in times of emergency as defined herein, the Director shall be prohibited from summoning to and keeping on duty as many employees as shall be necessary within the sole discretion of such Director to cope with such emergency.

Emergency Defined

"Emergency" as used in this contract shall include any condition over which the City of Bayonne has no control, including but not limited to fire and weather, if such condition endangers the safety of the public.





ARTICLE VIII

PREMIUM PAY POLICIES

1. OVERTIME:

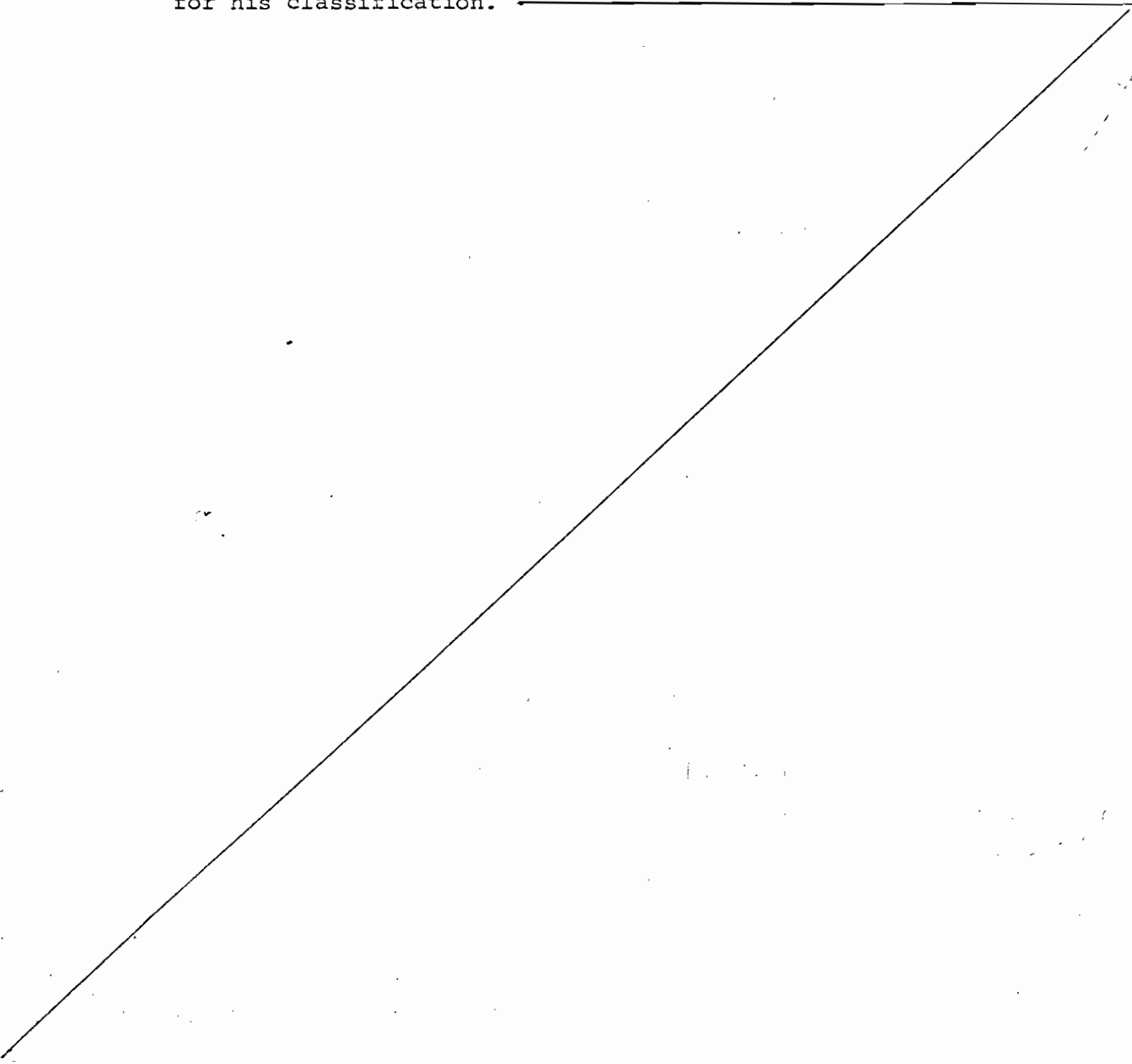
Overtime work shall be distributed equally to employees working within the same job classification. On each occasion, the opportunity to work overtime shall be offered to the employee within the job classification who has the least number of overtime hours to his credit at that time. Overtime offered and refused by an employee shall be treated as time worked. Overtime pay at the rate of time and one-half shall be paid for any work in excess of the regular work week schedule as set forth in Exhibit "B". Premium time shall be construed as time and one-half for the sixth consecutive day worked in any regular work week and double time for the seventh consecutive day worked in any regular work week in accordance with definitions contained herein.

Holiday pay shall be paid for all work performed on holidays as set forth in the holiday calendar contained in this agreement. Double time will also be paid for hours worked consecutively in excess of fourteen (14), in accordance with definitions contained herein.

Those employees in the Department of Public Works and Department of Parks and Recreation who are entitled to be paid time and one-half at the old rate for Saturdays worked since January 1, 1971, to the effective date of this contract shall be entitled to the difference between the old rate paid them for said overtime and the new rate for overtime provided herein. This adjustment is limited to that period of time set forth above.

ARTICLE VIII

Eligible employees shall receive one day's pay for each holiday listed above on which they perform no work; employees who are required to work on a holiday shall receive one additional day's pay at the regular rate fixed for his classification.



ARTICLE VIII

1. OVERTIME - Continued -

The factor to be used in computing overtime rates shall be 2080 hours. Straight time rates shall be computed on the basis of work day and week contained in Schedule "B."

2. CALL OUT

When any employee is called out from home he shall be credited with a minimum of four (4) hours pay at the rate of time and one half. Where such duty extends beyond four hours, the employee will be paid for the time actually worked calculated at the rate of time and one half.

On each occasion of overtime or call out, the opportunity to work overtime shall be offered to the employee within the job classification required by the City who has the least number of overtime hours to his credit at that time. Overtime offered and refused by an employee shall be treated as time worked. A record of overtime hours worked by each employee shall be made available to Union representatives at reasonable times. Scheduled overtime worked shall be voluntary and no employee shall be discriminated against because he has declined to work overtime. When no employee in the unit is available, then the Director can call in another employee from another unit or division.

3. STAND BY PAY:

Employees in the negotiating unit involved in the maintenance repair, installation, and servicing of police and fire signal systems and water maintenance who are required to remain at home on Saturdays and Sundays for the convenience of the City, shall receive ten dollars (\$10.00) for each Saturday and ten dollars (\$10.00 for each Sunday on which they stand by.

4. EARLY REPORTING:

When an employee has been called to work on a regularly scheduled work day and is required to begin work before his regular starting time, he shall be paid solely on the basis of time and one-half for hours worked prior to the normal starting time. For all such work assigned, a minimum of one hour's pay at time and one-half will be granted. When he begins his regular work day he will receive straight time fixed for his classification.

5. HOLDOVER:

In the event that any employee is required to holdover after completion of his regularly scheduled work day, he shall be paid time and one-half for each hour thereafter up to and including the fourteenth (14) consecutive working hour. Beginning with the fifteenth (15) consecutive hour, he shall be paid double the regular rate of pay in accordance with the formula herein set forth.

ARTICLE VIII

6. DEFINITIONS - FORMULAS

For all non-shift Public Works and Parks and Recreational employees who have worked the sixth consecutive work day, i.e., Saturday, each shall receive four (4) hours pay for such Saturdays in accordance with the following formula.

If his present hourly rate were \$2.40, his daily pay would be \$19.20.

The reduction in the work year from 2496 hours to 2080 hours adjusts the hourly rate by 48 cents. The new hourly rate would be \$2.88, or \$23.04 per day.

Adding to the annual rate the \$900.00 across the board increase produces a \$.43-1/4 per hour increase, or a daily rate of \$26.50.

Such employees would be paid four (4) hours representing time and one-half at the adjusted rate, or \$13.25 for each Saturday worked since January 1, 1971, forward to the date when this contract is signed.

7. PER DIEM EMPLOYEES:

Every reasonable effort will be made to convert hourly rated employees to an annual salary, within a reasonable period of time. Such conversion shall be made no later than January 1st, 1972.

ARTICLE VIII

DEFINITIONS - FORMULAS

Double Time is straight time and an additional day's pay, means:-

Adjusted straight time for working	\$26.50 per day
Additional day's pay	<u>26.50 per day</u>
Total	\$53.00 per day

Time and one-half is straight time and an additional one-half day's pay, means:-

Adjusted straight time for working	\$26.50 per day
Additional one-half day's pay	<u>13.25 per day</u>
Total	\$39.75 per day

Mathematical Example -

Saturday or 6th consecutive day worked ... Saturdays worked in Public Works and Parks from 1/1/71 to effective date of contract, employee is to be paid the difference between the old rate and the new rate:

1. A man worked on Saturday and was paid at the old rate \$19.20 per day

2. The new rate for work for the 6th consecutive date is to be time and one-half, using straight time (19.20) per day, as follows:

Old rate, per day	\$19.20 per day
Add 20% increase due to reducing work week from 6 days to 5 days	3.84
Add \$900. raise effective 1/1/71, using divisor of 2080, is an increase of \$.43-1/4 per hour or \$3.46 per day	3.46 per day
Is new (straight time)	\$26.50 per day

ARTICLE 10 VPMR

(continued)

If time and one-half for 6th consecutive day worked means:

Straight time	\$39.50	
and one-half time	<u>    3</u>	
Total	\$39.75	\$39.75

Less straight time paid		<u>- 26.50</u>
		\$13.25

The difference between the old rate and the new rate is		\$13.25
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There are 19 Saturdays from 1/1/71 to 5/1/71		<u>    x 19</u>
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Difference due employee for 19 Saturdays worked to date		\$251.75*
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\*\$251.75 for each employee

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ARTICLE X

HOLIDAY CALENDAR

The following shall be recognized as paid holidays:

- |                          |                                |
|--------------------------|--------------------------------|
| 1. New Year's Day        | 8. Columbus Day                |
| 2. Lincoln's Birthday    | 9. General Election (November) |
| 3. Washington's Birthday | 10. Thanksgiving Day           |
| 4. Good Friday           | 11. Christmas Eve (1/2 day)    |
| 5. Memorial Day          | 12. Christmas Day              |
| 6. Independence Day      | 13. New Year's Eve (1/2 day)   |
| 7. Labor Day             |                                |

Permanent employees shall not perform any work after 12:00 Noon on Christmas Eve and New Year's Eve, except employees in the Tax Collector's office, Water-Sewer Utility Collector's office, City Clerk's office, shift class employees, or where State Laws and Regulation mandate the continuance of services on such dates.

VACATIONS

All permanent employees shall be entitled to the following vacation:

<u>AMOUNT OF SERVICE</u>	<u>VACATION DAYS</u>
Up to end of first calendar year	1 working day for each month
1 to 5 years	12 working days
6 to 10 years	15 working days
11 to 15 years	20 working days



AMOUNT OF SERVICE

VACATION DAYS

16 to 25 years

25 working days

26 years and over

30 working days

Vacations shall be based on continuous service.

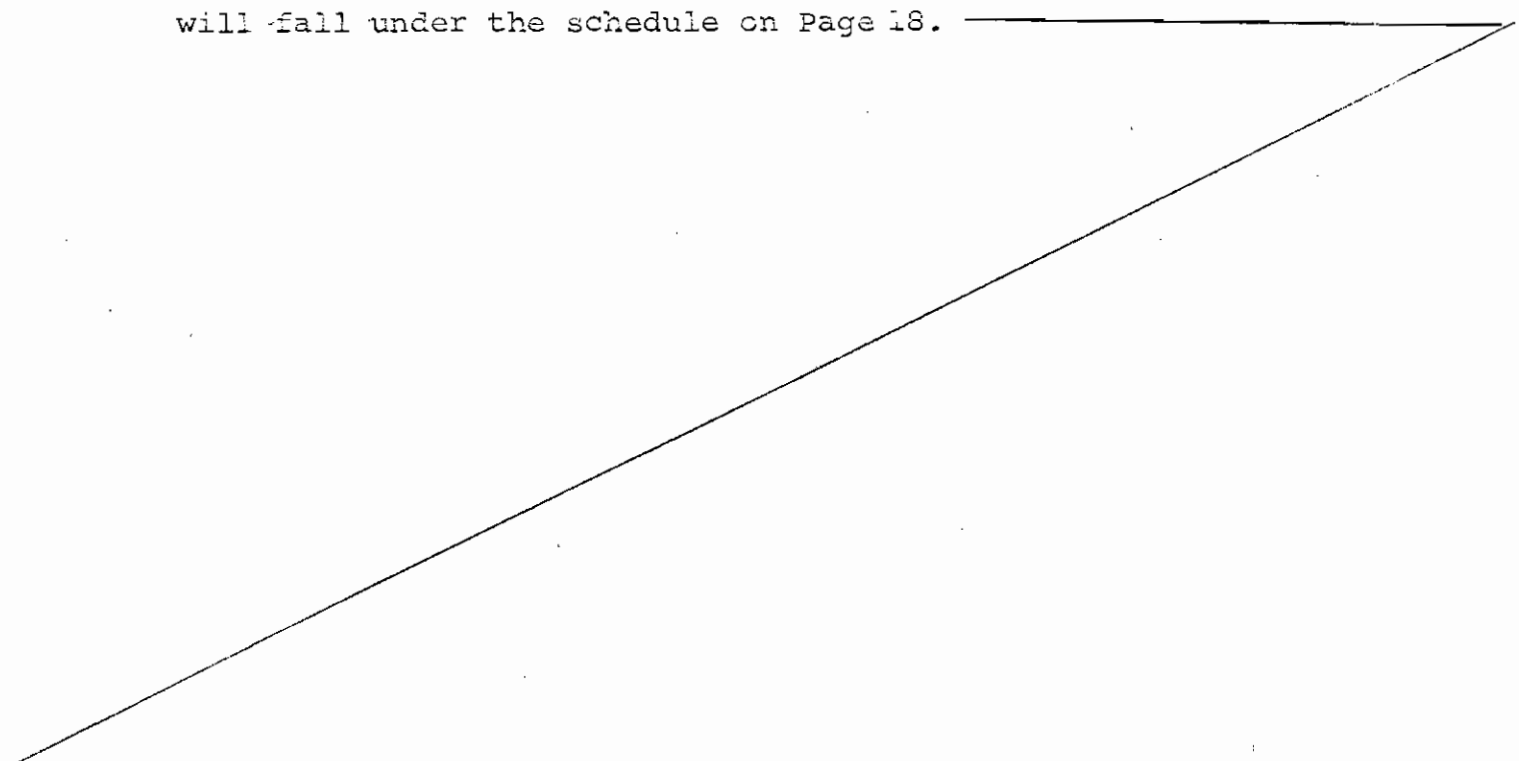
Any employee entitled to a vacation of more than two weeks, the additional vacation time due such employee may be assigned other than on a consecutive basis. The Director of each department shall prepare a vacation schedule indicating the number of full or partial vacation periods which may be taken. All vacation selections shall be determined on the basis of seniority and the operating needs of the individual departments.

LIBRARY PERSONNEL

After 1 year's service

1 month

Librarians shall continue on their present vacation schedule until they reach 15 years of service, at which time they will fall under the schedule on Page 18.



ARTICLE XI

WORKING RULES AND PROVISIONS

The City may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced and not be inconsistent with the terms of this Agreement.

The City agrees to grant salary increments to all eligible employees in the absence of substantial reasons to the contrary, e.g., habitual absenteeism, extended leaves of absence without pay, prolonged non-service connected sick leaves, violations of policies, rules regulations and criminal offenses. No increments, longevity or otherwise, shall be withheld unless for good cause and prior notice of no less than two weeks (fourteen days) has been given to the Union. The denial of an increment to any member of the negotiating unit may be appealed through the grievance procedure contained in the Agreement.

The City agrees that should an employee be assigned to perform duties other than his normal job classification, he/she shall be paid the higher rate of pay should that situation exist subject to Civil Rules and Regulations.

SPECIAL LEAVES OF ABSENCE: The City shall establish regulations which authorize the granting of special leaves of absence with pay of part pay to employees disabled either through injury or illness as a result of, or arising from, their respective

employment. During such period of disability, employees may elect, if they so desire, to first utilize all or any part of the sick leave accumulated under Section 3 of N.J.S.A. 11:24A-1 et seq. In the absence of such election, leaves of absence provided by this section shall not affect in any manner whatsoever the accumulated sick leave provided under Section 3 of N.J.S.A. 11:24A-4.

Any amount of salary or wages paid or payable to employees because of leave granted pursuant to N.J.S.A. 11:24A-1 et seq. shall be reduced by the amount of any Workmen's Compensation award under N.J.S.A. 34:15-1 et seq. made for temporary disability because of the same injury or illness requiring such leave.

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ARTICLE XII

Clothing Allotment

The City agrees to provide to employees in the Public Works Department and the Parks and Recreation Department such clothing and apparel as needed and as may be required for the safe and effective performance of their duties.

Those employees, except watchmen and supervisory employees in the Public Works Department, who require special clothing shall, at the discretion of the Director, be presented with the following items annually:

Sanitation Men  
(Garbage)

- 3 sets of uniforms
- 2 prs. of safety shoes
- 1 pr. of overshoes - lifters only
- (1 Raincoat
- Raingear (1 pr. Rubber Pants
- (1 Rubber Hat
- 1 doz. gloves
- 1 athletic supporter

Garage Laborers

- 3 sets of uniforms
- 2 pr. Safety shoes
- Raingear supplied only when needed.

Sweepers or Garage Attendants

- 2 sets of Uniforms
- 2 pr. work shoes
- Raingear supplied when needed

Sewage Employees

- 3 sets of uniforms and laundry
- 2 pr. of safety shoes

Water Maintenance

- 3 sets of uniforms
- 2 pair of safety shoes
- 1 Raincoat
- 1 pr. Rubber Boots (Boots are for general use, not assigned to any particular employee)

Safety Goggles

Where necessary

DEPARTMENT OF PARKS AND RECREATION

Parks and Recreation Employees

Raincoat	-	Forestry only	-	when necessary
Rain Hat	-	"	"	"
Goggles	-	"	"	"
Helmet	-	"	"	"

Department Directors shall negotiate with the Union as to the quantity of the clothing allotment to be distributed to the eligible employees at no additional cost to the city.

Replacement of these supplies will be made upon presentation of used articles. Willful destruction, sale or bartering of these articles shall be reasonable cause for disciplinary action.

ARTICLE XXIII

Leaves of Absence

Funeral Leave: A death in an employee's immediate family shall not be charged against his compensatory time off. Time off shall be given from the day of death until the day after the funeral, not to exceed five working days. Immediate family shall be defined as follows: Mother, father, son, daughter, sister, brother, husband, wife, grandparents and grandchildren.

Military Leave: Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and leave of absence shall be granted.

Unpaid Leave of Absence: A leave of absence without pay may be granted to any permanent employee who has been employed for a period of ninety (90) days. Said leave may not be arbitrarily or unreasonably withheld.

Paid Leave of Absence - Attendance at Union Conventions.  
A maximum of six employees, to be selected by the Union, shall be entitled to time off with pay for attendance at Union conventions. The amount of time off for all employees shall not exceed a total of eighteen (18) working days per year.

PERSONAL LEAVE

Personal Leave

All employees in the negotiating unit, as herein defined, shall be entitled to two (2) personal leave days after one (1) year of service. Such leave shall be for the personal use of the eligible employee and shall not be charged against sick leave with pay nor vacation leave, nor substituted therefor. Personal leave days must be applied for no less than fourteen (14) days in advance, except in an emergency, of their requested use, and shall not accumulate from year to year. Each employee, however, will be given every opportunity to utilize personal leave during the current contract year.

So that the granting of such personal leave shall not adversely affect the working efficiency of employees' department, the Director, in his discretion, shall determine the number of personal leaves to be granted by him for any particular day; however, the Director shall decide the number of employees in a particular work unit who may be granted personal leave on any given work day, that such requests wouldn't be arbitrarily denied.

ARTICLE IV

Discipline

Disciplinary action which may result or be intended to produce suspension, loss of pay, demotion or removal may be instituted by the City for just and sufficient cause.

Disciplinary action shall include the following:

Oral or written reprimand

Suspension

Demotion

Removal

All disciplinary actions instituted by the City shall in all cases, except oral or written reprimand, adhere to the laws, rules and regulations promulgated by the New Jersey Department of Civil Service.

It is agreed by the City and the Union that in all disciplinary procedures the City is the aggrieved party, and as a consequence the disciplined employee may not seek relief through the grievance machinery contained in this agreement. However, all employees in the negotiating unit shall be presented with a specification of charges; afforded the opportunity for a hearing conducted by the respective department head or his agent; granted the right of discovery; the opportunity to



ARTICLE 17

Discipline (Continued)

present witnesses and such evidence as he considers appropriate; the choice of representation; and the right to appeal an adverse decision to the Civil Service Department or submit his case to binding arbitration. In the event the Union demands binding arbitration, then the costs of such intervention shall be shared equally by the City and the Union. In the event an employee in the negotiating unit elects to be represented by a non union member or representative, the union shall be invited to attend all proceedings.

The City and its agents reserves the right to summarily suspend from duty an employee who is patently guilty of a flagrant violation of working regulations, city ordinances or state laws.

Discharge

The City shall not discharge or suspend any employee without just cause. Except where violence and/or the health and safety of other employees or the public may be involved, the City shall give the Union five working days notice of the intention to discharge an employee. During such five days, the two sides shall meet to try and resolve the case.

ARTICLE VIII

Grievance and Arbitration

Any grievance or dispute which may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner.

A. It shall be discussed with the employee involved and the Union Representative with the immediate supervisor designated by the City. The answer shall be made within three (3) days by such immediate supervisor, to the Union.

B. If the grievance is not settled through Step A, the same shall be reduced to writing by the Union and submitted to the division head, or any person designated by him, and the answer to such grievance shall be made in writing, with a copy to the Union within five (5) days of its submission.

C. If the grievance is not settled by Steps A and B, then the Union shall have the right to submit such grievance to the Director of the department. A written answer to said grievance shall be served upon the individual and the Grievance Committee within seven (7) calendar days after submission.

D. If the grievance is not settled through Steps B and C, then the aggrieved shall have the right to make the

ARTICLE XVI

Grievance and Arbitration Procedures (Continued)

exclusive and absolute choice of pursuing all legal remedies afforded by provisions of the Civil Service Act or to submit such grievance to an arbitrator appointed by PERC. The arbitrator shall have full power to hear the dispute and make a final determination, which shall be binding on both parties. The cost of arbitration shall be borne by the City and the Union equally.

E. The Union President, or his authorized representative, may report an impending grievance to the Department Director in an effort to forestall its occurrence.

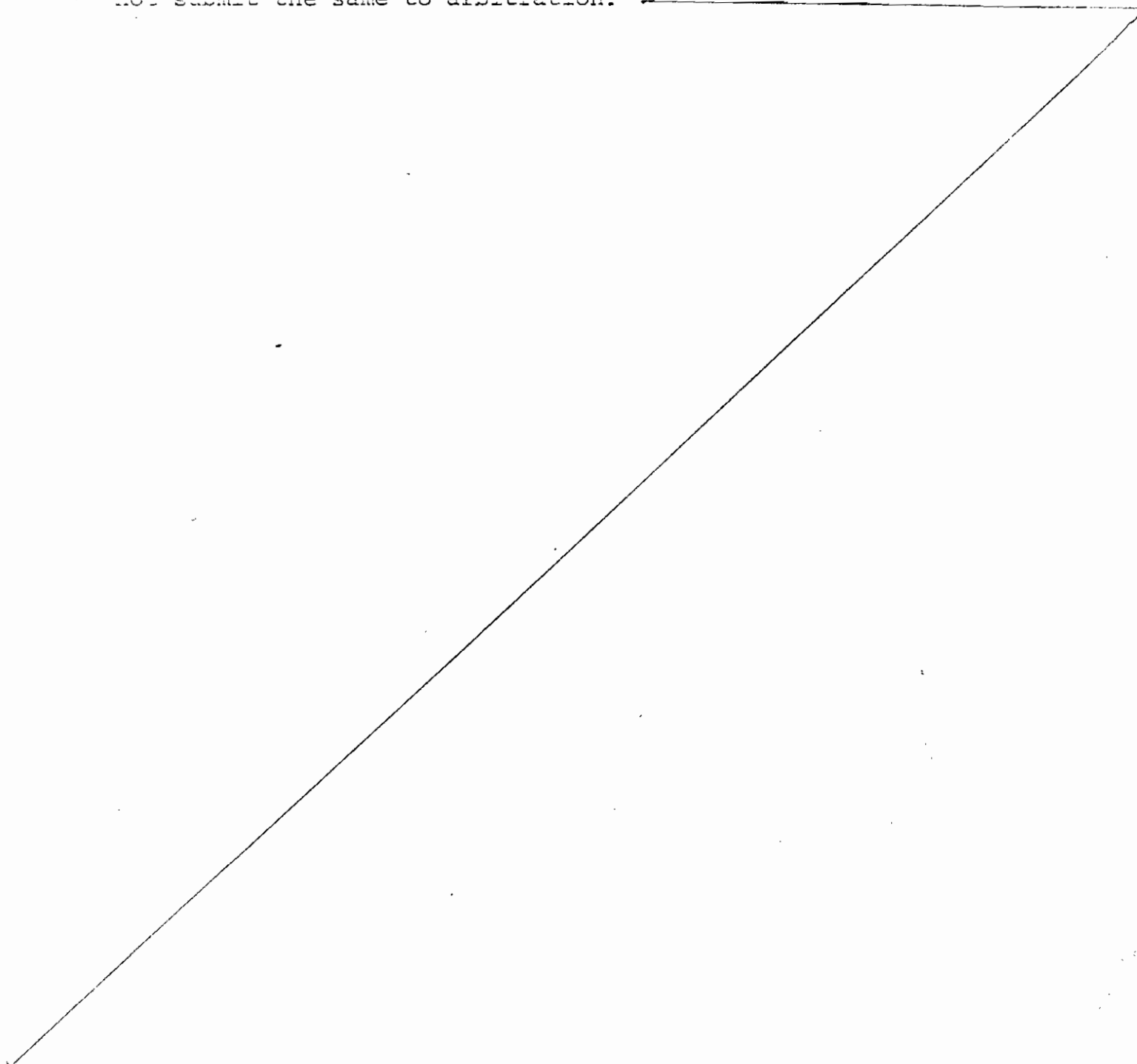
Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations or mass absenteeism, or other similar action which would involve suspension of work that may disturb or interfere with the orderly operation of the City Departments or affect services to the public.

Nothing herein shall prevent any employee from processing his own grievance, provided the Grievance Committee may be present as observer at any hearing on the individual's grievance.

ARTICLE XVI

Grievance and Arbitration Procedure (Continued)

In any grievance or dispute involving the construction of Statutes, either party may proceed in our courts for a judicial determination of such statutory construction and shall not submit the same to arbitration.



ARTICLE III

GOVERNMENT EMPLOYEES

Should any portion of this Agreement be held invalid and unenforceable by any court of competent jurisdiction, such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision whereupon the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

The representatives of the Employer and of the Union may, by mutual consent, adopt written memorandums covering in more specific terms the interpretation or application of this Agreement in order to make it more suited to a specific bargaining unit or for other special circumstances. Such memorandums shall not conflict with this Agreement, the latter being the controlling factor should any dispute arise.

The City reserves the right to establish, revise, or amend working rules, regulations and procedures which now exist or may be required in the future, subject to negotiations. It is agreed by both parties that the governing body (the City) reserves the right to manage and control all of its facilities and to observe and obey all referenda, statutes enacted by the Legislature, and decisions rendered by the Courts of the State of New Jersey.

It is further agreed that the City shall freely exercise its right to hire, promote, transfer, discipline, or discharge employees conditioned only by the contents of this agreement and applicable legislation.

ARTICLE XVIII

LONGEVITY

It is the intention of this article to provide longevity payments for two separate groups of employees, i.e., employees who have completed fifteen (15) years of service or more but less than twenty (20), and employees who have completed twenty years of service.

Longevity payments totaling \$800.00 for these specific groups of employees shall be paid in the amounts hereinafter set forth in two installments: Beginning of the sixteenth (16) anniversary \$600.00; beginning of the twenty-first (21) anniversary \$200.00. Eligibility will be based on continuous service in the employ of the City and shall be paid on the anniversary date of employment as provided in the schedule contained in this article.

No employee shall be entitled to receive more than two (2) longevity increments during his employment career with the City. It is further agreed that employees now in the employ of the City who have already received longevity increments that are less than provided above under any previous longevity program are eligible to receive the difference between the amount received to date by them and the amount that they would have received had they been eligible under this longevity program. If any employee has not received any longevity increments after completing 20 years of service, such employee shall be entitled to an \$800.00 increment.

ARTICLE XIX

Union Representatives

The Employer shall recognize and deal with those Union Representatives and Grievance Committee Members designated by the Union through its internal processes in each department and division of employment.

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ARTICLE XX

Terms of Agreement

It is the intention of the Agreement to amend, revise or repeal all ordinances or resolutions which are inconsistent with the provisions of this contract, and to preserve and maintain all ordinances and resolutions which are not inconsistent with these provisions.

Across the board salary increases shall be in the amount of \$900.00, effective January 1, 1971, and \$900.00 effective January 1, 1972.

All provisions of this contract except across the board increases and those provisions of Article VIII which pertain to Parks and Recreation and Public Works Employees who were working six (6) consecutive days, shall become effective and be in force immediately after Council approval and it shall terminate at Midnight, December 31st, 1972.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers this \_\_\_\_\_ day of May, 1971.

Witness:  
[Signature]  
Robert E. Lee  
Acting City Clerk

CITY OF BAYONNE  
By: [Signature]  
Dennis P. Collins, President  
Municipal Council

Witness:  
[Signature]  
Rita Furniss, Secretary-Treasurer

AMERICAN FEDERATION OF STATE, COUNTY  
and MUNICIPAL EMPLOYEES  
LOCAL 1959 - AFL-CIO  
By: [Signature]  
Robert C. Murphy, President

Approved as to form: [Signature]  
Frank J. Ziopro, Director  
Department of Law



DEPARTMENT OF PUBLIC WORKS - WORK SCHEDULE

Working hours for all Public Works Employees.

ALL CLERICAL EMPLOYEES

9:00 A.M. to 4:00 P.M. - Monday through Friday

WATER/SEWAGE MAINTENANCE EMPLOYEES

9:00 A.M. to 4:00 P.M. - Monday through Friday

SEWAGE PLANT OPERATORS

8 Hour Shifts - 5 day week

PUBLIC WORKS GARAGE

Sanitation Men - Garbage

6:00 A.M. to 2:00 P.M. - w5 day week

Labor Pool Employees - Garage employees

8:00 A.M. to 4:00 P.M. - w5 day week

\*WORK WEEK SCHEDULE TO BE WORKED OUT BY EACH DEPT.

MONDAY THROUGH SUNDAY

Lunch hours to be agreed upon between employees and Director.

Vacation time - 2 week maximum during July, August and September, except at the discretion of the Director.

Watchman - 8 hour shifts - 5 days per week

DEPARTMENT OF PARKS AND RECREATION

Working hours for all Parks employees.

- a. All Clerical Employees  
9:00 A.M. to 4:00 P.M. - Monday through Friday
- b. All other Parks employees  
8:00 A.M. to 4:00 P.M. - 5 days per week -  
Monday through Saturday, as scheduled by  
the Director.
- c. All Watchmen - Parks and Library  
8 Hours straight time - Monday through Sunday

VACATIONS - Not to exceed a maximum of two (2) weeks during  
the months of June, July and August, except at the  
discretion of the Director.

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1970, in the  
of State, Council  
Military Affairs,  
(Bayonne Chapter).

Paris, May 27, 1971