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A G R E E M E N T

Between

THE TOWNSHIP OF MAPLEWOOD

And

MAPLEWOOD HOURLY WORKERS  
BENEVOLENT ASSOCIATION

Essex

-----  
Effective January 1, 1979 through December 31, 1980  
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FOX AND FOX, ESQS.  
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THIS AGREEMENT, made this 20th day of August, 1979, by and between the Township of Maplewood, New Jersey (hereinafter referred to as the Township) and Maplewood Hourly Workers Benevolent Association (hereinafter referred to as the Association).

W I T N E S S E T H T H A T:

WHEREAS, the parties have carried on collective negotiations regarding wages, hours of work and other terms and conditions of employment for certain employees of the Township; and

WHEREAS, the parties desire to embody the results of the collective negotiations in a written agreement; and

WHEREAS, the parties desire to keep the terms and conditions set forth in the Agreement between the parties effective January 1, 1978 through December 31, 1978, except as specifically modified in the following provisions which supercede pre-existing contractual provisions governing the same terms and conditions of employment.

NOW THEREFORE, in consideration of the mutual promises herein contained, the parties agree as follows:

1. The parties agree that the effective date of this Agreement shall be January 1, 1979 through December 31, 1980.

2. All provisions of the Agreement between the parties effective January 1, 1978 through December 31, 1978

shall be continued during the life of this Agreement except as specifically modified by the following provisions.

3. Article V - Salaries. Effective January 1, 1979, the salaries of all employees covered by this Agreement shall be increased by six percent (6%) of base pay as of January 1, 1979. Appropriate retroactive payments will be made to reflect the foregoing increase. Retroactive payments for overtime pay shall, as of January 1, 1979, be based on the total salary increase payable as of January 1, 1979 so that overtime pay shall, as of that date, be based upon a salary increase of six percent (6%).

Effective January 1, 1980, the salaries of all employees covered by this Agreement shall be increased by six percent (6%) of base pay as of January 1, 1980.

A co-worker shall be provided by the employer with a pay check of the worker absent on pay day provided written authorization is received by the absent worker.

4. Article XI(A) - Leaves of Absence. The following shall be added to this section: An employee shall be entitled to a day off with pay to attend the funeral of his or her brother-in-law and/or sister-in-law. Any employee requesting a day off for this purpose shall submit a written statement to his supervisor which shall set forth the name of the deceased and the relationship to the employee.

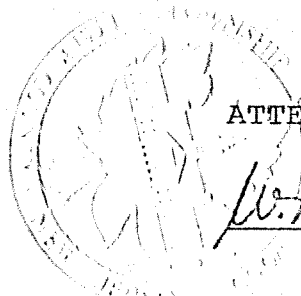
5. Article XVI - Holidays. The following holidays shall be added during the life of this Agreement: Effective 1979, there will be an additional holiday consisting of one-half day on the day before Christmas. Effective 1980, there will be as additional holidays, one-half day before Christmas and one-half day before New Year's. If Christmas or New Year's (in 1980) shall fall on a Monday, the one-half day shall be taken on the preceding Friday.

6. Article XVII - Vacations. The following shall be added to Article XVII(g): An employee may take individual vacation days off at the discretion of his or her supervisor. Permission to take individual days off shall not be unreasonably withheld by said supervisor.

7. Article XXII - Relief During Hot Weather. The figure to be provided in this Article shall be seventy-eight (78).

IN WITNESS WHEREOF, the parties have hereunto affixed their signatures.

ATTEST:



W. Melbourne Krogh

TOWNSHIP OF MAPLEWOOD

BY: Robert P. Gassner

ATTEST:

Will C Howard

MAPLEWOOD HOURLY WORKERS  
BENEVOLENT ASSOCIATION

BY: John P. Leonardis