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A G R E E M E N T

Between

BOROUGH OF OAKLAND,  
BERGEN COUNTY, NEW JERSEY

and

1975

OAKLAND PUBLIC SERVICE EMPLOYEES ASSOCIATION

1976

COUNCIL NO. 5, N. J. CIVIL SERVICE ASSOCIATION

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January 1, 1975 through December 31, 1976

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PREAMBLE

This Agreement entered into this            day of  
1976, by and between the BOROUGH OF OAKLAND, in the County of  
BERGEN, NEW JERSEY, a Municipal Corporation of the State of  
New Jersey, hereinafter called the "Borough," and the OAKLAND  
PUBLIC SERVICE EMPLOYEES ASSOCIATION in 1975, and in 1976  
COUNCIL NO. 5, NEW JERSEY CIVIL SERVICE ASSOCIATION, herein-  
after called the "Association," represents the complete and final  
understanding on all the bargainable issues between the Borough  
and the Association.

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ARTICLE I

RECOGNITION

A. The Borough recognizes the Association as the exclusive collective bargaining agent for all non-supervisory employees specifically enumerated by job title in Appendix A.

ARTICLE II

MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself 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 of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Borough 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 or 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. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Borough, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with

the Constitution and Laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the Borough 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.

ARTICLE II A

EMPLOYEE RIGHTS

I. Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under the New Jersey State Statute or Civil Service Laws or other applicable laws and regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

II. No employee shall be disciplined, reprimanded, reduced in rank or compensation or deprived of any professional advantage without just cause. Any such action asserted by the Borough, or any agent or representative thereof, shall not be made public and shall be subject to the grievance procedure herein set forth.

III. Whenever any employee is required to appear before the Borough Officials or any Committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his position, employment, or the salary or any increments pertaining thereto, then he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representation present to advise him and represent him during such meeting or interview.

IV. Employees shall be entitled to full rights of citizenship, and no religious or political activities of any employee or the lack thereof shall be grounds for any discipline or dis-

crimination with respect to the employment of such employee, providing said activities do not violate any local, state or federal law.

V. Any aggrieved person may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected or approved by the Association. When an employee is not represented by the Association, the Association shall have the right to be present and to state its views at all stages of the grievance procedure.

VI. No reprisals of any kind shall be taken by the Borough or by any member of the administration against any party in interest, any representative, any member of the Association or any other participant in the grievance procedure by reason of such participation.

VII. Elected representatives of the Association, not to exceed two (2), shall be permitted time off for Association business, provided the department head determines that the efficiency of the department is not adversely affected.



GRIEVANCE PROCEDURE

A. Definitions

1. Grievance

A "Grievance" is a claim by an employee or the Association based upon the interpretation, application, or violation of this agreement, policies or administrative decisions affecting an employee or a group of employees.

2. Agrieved person

An "Aggrieved person" is the person or persons or the Association making the claim.

3. Party in interest

A "Party in interest" is the person or persons making the claim and any person including the Association or the Borough, who might be required to take action or against whom action might be taken in order to resolve the claim.

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 employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriated at any level of the procedure.

C. Procudure

Time limits

The number of days indicated at each level should be considered as a maximum and every effort should be made to expedite the process. The time limits specified may, however, be extended by mutual agreement.

Steps

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

Article III continued:

Step One:

(a) An aggrieved employee shall institute action under the provisions hereof within two (2) working days of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said two (2) working days shall be deemed to constitute an abandonment of the grievance.

(b) The Supervisor shall render a decision within five (5) working days after receipt of the grievance.

Step Two:

(a) In the event a satisfactory settlement has not been reached, the employee shall, in writing and signed, file his complaint with the department head within five (5) working days following the determination by the Supervisor.

(b) The department head shall render a decision in writing within five (5) working days from the receipt of the complaint.

Step Three:

(a) In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the department head the matter may be submitted to the Borough Administrator, who serves as Hearing Officer under N. J. A Code of TITLE 4 Department of Civil Service.

(b) The Borough Administrator shall review the matter and make a determination within ten(10) working days from the receipt of the Complaint.

Step Four -- Civil Service:

Should the aggrieved person be dissatisfied with the decision of the Borough Administrator, such person may file where appropriate for a Civil Service review in accordance with the Rules of the Department of Civil Service.

ARTICLE IV

WORK WEEK

A. The standard work week shall consist of five (5) days, Monday through Friday, seven (7) hours per day, from 9:00 A. M. to 5:00 P. M., with one (1) hour off for lunch. The total work week is thirty-five (35) hours, or seventy (70) hours each two-week pay period.

B. All work performed in excess of specified hours in any work day or any work week shall be paid at the rate of time-and-one-half the regular straight time rate, or

C. Compensatory Time. Employees shall be entitled to compensatory time - at regular time basis - for every hour of additional time worked subject to the following: approval by the Department Head, and that compensatory time shall be non-accumulative from year to year other than compensatory time in December may be taken prior to March 1st.

ARTICLE V

HOLIDAYS

A. The following holidays shall be recognized:

New Year's Day	Columbus Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Election Day
Good Friday	Thanksgiving Day
Memorial Day	Friday following Thanksgiving
Independence Day	Christmas Day
Labor Day	

B. In the event any of the aforementioned holidays fall on a Saturday, they shall be celebrated on Friday; and in the event any of the aforementioned holidays fall on a Sunday, they shall be celebrated on Monday.

C. Christmas Eve Day and New Year's Eve Day will be alternating for employees. All Borough offices will remain open with skeleton forces as required by the demands of the individual offices subject to the approval of the department heads.

VACATIONS

A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment. Thereafter, vacation shall be granted on the following basis:

1. Twelve (12) working days' vacation thereafter for every year up to six (6) years service.
2. Thirteen (13) working days' vacation after the completion of six (6) years of service.
3. Fourteen (14) working days' vacation after the completion of seven (7), eight (8), and nine (9) years of service.
4. Fifteen (15) working days' vacation after the completion of ten (10) years of service.
5. Sixteen (16) working days' vacation after the completion of sixteen (16) years of service.
6. Seventeen (17) working days' vacation after the completion of seventeen (17) years of service.
7. Eighteen (18) working days' vacation after the completion of eighteen (18) years of service.
8. Nineteen (19) working days' vacation after the completion of nineteen (19) years of service.
9. Twenty (20) working days' vacation after the completion of twenty (20) years of service.

B. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the department head unless the department head determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.

ARTICLE VII

HOSPITALIZATION AND INSURANCE

A. The Borough shall continue to provide enrollment in the New Jersey State Health Benefits Insurance Program for all permanent or provisional employees who have been on the payroll for two (2) months, at the beginning of the third month of employment.

B. The Borough, at its option, may change insurance carriers so long as substantially similar benefits are provided.



ARTICLE VIII

SICK LEAVE

A. Service Credit for Sick Leave

1. All permanent employees, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.

2. 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. Sick leave may be used for short periods for the attendance of the employee upon the member of the immediate family who is seriously ill.

3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.

B. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter. Part-time permanent employees shall be entitled to sick leave as established by regulation.

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

C. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.

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

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

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

(a) An employee who has been absent on sick leave for periods totaling ten (10) 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 (1) day or less in which case only one certificate shall be necessary for a period of six (6) months.

(b) The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease a certificate from the Department of Health shall be required

3. In case of death or serious illness in the immediate family, reasonable proof shall be required.

4. The Borough 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 Borough, by a physician designated by the Borough. 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.

5. Terminal Payment

Upon retirement or resignation of a member of the Association for other than disciplinary reasons, he shall be entitled to receive fifteen (15) days sick pay if he has not used his sick days during his last year. However, it is understood that if he carries over into his last year any accumulated sick time, that accumulated time will be charged to his sick days

during his last year before sick days are taken from his last year of employment.

6. Personal Days

An employee shall be entitled to three (3) personal days with pay per year with the approval of the supervisor to be charged to sick days: Unused sick leave taken as personal days to be credited back to the employee's sick leave.

ARTICLE IX  
SALARIES AND COMPENSATION

A. All employees of the Borough, covered by this Agreement, shall receive the following wage increases:

1. Effective January 1, 1975 - 7%.
2. Effective January 1, 1976 - 7%.

ARTICLE X

LONGEVITY

Effective January 1, 1975, the following longevity plan shall be utilized based upon the employee's length of continuous and uninterrupted service with the Borough:

1. Six (6) through ten (10) years of service - 2% longevity pay based upon employee's base salary.
2. Eleven (11) through fifteen (15) years of service - 4%.
3. Sixteen (16) through twenty (20) years of service - 6%.
4. Over twenty (20) years of service - 8%.

ARTICLE XA

FUNERAL LEAVE

Employees shall be entitled to three (3) working days leave with pay to attend or make arrangements for the funeral of a member of their immediate family. Immediate family is defined as and limited to spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren or any other relative residing in the employee's household.

ARTICLE XI

WORK RULES

The Borough may adopt and post or otherwise disseminate such rules and regulations as it may desire, provided that the same are not contrary to this Agreement and further provided that the Association shall have the right to grieve with reference to the same within five (5) days after the same are posted or disseminated and/or a copy sent to the Association.



ARTICLE XII

NO-STRIKE PLEDGE

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

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

C. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown or walkout against the Borough.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Borough 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 Association or its members.

E. Nothing contained in this Agreement shall be construed to limit or restrict the Association 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 any breach by the Borough or any person acting in its behalf.

NON-DISCRIMINATION

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

B. There shall be no discrimination, interference, restraint, or coercion by the Borough or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Association or because of any lawful activities by such employee on behalf of the Association. The Association, 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 Association and shall not solicit membership in the Association or the payment of dues during working time.

ARTICLE XIV  
SAVINGS AND SEPARABILITY

A. Maintenance of Benefits

Except as this Agreement shall otherwise provide, all terms and conditions of employment applicable on the signing date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the Borough in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any employee benefit existing prior to its effective date.

B. Separability

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XV

FULLY BARGAINED PROVISIONS

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 XVI

TERM AND RENEWAL

This Agreement shall be in full force and effect as of January 1, 1975, and shall remain in effect to and including December 31, 1976, without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Oakland, New Jersey, on this 19<sup>th</sup> day of Feb, 1975.

OAKLAND PUBLIC SERVICE  
EMPLOYEES

By: Ann Marie Marcuso

Attest:

Meyer Sloman

COUNCIL NO. 5,  
NEW JERSEY CIVIL SERVICE ASSOCIATION

Agata Hastings, President

Attest:

BOROUGH OF OAKLAND,  
BERGEN COUNTY, NEW JERSEY

By: T. S. Rauer - Mayor

Attest:

Meyer Sloman

APPENDIX A

DEPUTY BOROUGH CLERK-BOOKKEEPING MACHINE OPERATOR (KNLG TYPING)

ASSISTANT TAX COLLECTOR

BOOKKEEPING MACHINE OPERATOR (KNLG TYPING)

BOOKKEEPING MACHINE OPERATOR (KNLG TYPING) (PART-TIME)

SENIOR ACCOUNT CLERK (KNLG STENO)

ASSESSING CLERK-KNOWLEDGE OF TYPING (PART-TIME)

WELFARE DIRECTOR

CLERK TO PLANNING BOARD

CLERK TO BOARD OF ADJUSTMENT

WATER METER READER

SENIOR ACCOUNTS CLERK (TYPING)

ACCOUNTS CLERK

PRINCIPAL CLERK STENO

VIOLATIONS CLERK (PART-TIME)

SUPERVISING LIBRARY ASSISTANT

SUPERVISING LIBRARY ASSISTANT (PART-TIME)

SR. LIBRARY ASSISTANTS (PART-TIME)

JR. LIBRARY ASSISTANTS (PART-TIME)

BUILDING MAINTENANCE WORKER (PART-TIME)

SR. LIBRARIAN

JR. LIBRARY ASSISTANTS

JR. LIBRARY CLERK

RADIO DISPATCHER

PLANNING BOARD & BOARD OF ADJUSTMENT CLERK (NIGHT MEETINGS)

MAR 17 1 45 PM '76  
PERC



ARTICLE XII

RETENTION OF BENEFITS

The Borough agrees that all benefits, terms and conditions of employment relating to the status of members of the Oakland Police Department not covered by this Agreement, but included in the provisions of Municipal Ordinances or Resolutions which are applicable to employees covered by this Agreement, shall remain in full force and effect, except as modified herein, during the terms of this Agreement.

ARTICLE XIII

NO-STRIKE PLEDGE

A. During the term of this Agreement, the PBA agrees on behalf of itself, its members and all the employees it represents, that it will use its best efforts to insure that there will be no strike of any kind or any other collective action which may tend to disable the Borough in the discharge of its statutory duty.

B. The PBA covenants and agrees that neither the PBA nor any person acting on its behalf will cause, authorize, or support, nor will any of its members or employees that it represents take part in any strike (i. e., the concerted failure to report for duty, willful absence of an employee from his position, stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment, work stoppage, slowdown, walkout or other job action) against the Borough. The PBA agrees that such action would constitute a breach of this Agreement.

C. In the event of a strike, slowdown, walkout or job action, it is covenanted and agreed that participation in any such activity by any PBA member or employee represented by the PBA shall constitute sufficient grounds for the termination of employment of such employee or employees.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Borough in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for

No-Strike Pledge continued:

injunction or damages or both in the event of such breach by the  
PBA or its members.

ARTICLE XIV

RULES AND REGULATIONS FOR ADMINISTRATION OF THE  
OAKLAND POLICE DEPARTMENT

A. The Borough of Oakland has previously adopted rules and regulations for the proper administration of police affairs in the Borough of Oakland. Such rules and regulations, with such changes as shall be made thereto prior to the execution of this Agreement shall constitute the rules and regulations that shall be adhered to by the PBA under the terms of this Agreement.

B. Changes in Rules and Regulations will be negotiated with the PBA prior to their implementation, except in emergency situations, in accordance with Chapter 303 of the laws of New Jersey 1968. In such emergencies, the changes may be implemented by the Borough without such discussion, and shall be strictly adhered to by all police officers. However, the PBA may grieve the propriety of such rule or regulation.

ARTICLE XV

EMPLOYEE PERFORMANCE

A. The PBA agrees to support and cooperate with the Borough in improving employee performance. In furtherance thereof, the PBA shall encourage all employees to:

1. Be in attendance and punctual for scheduled work hours;
2. Give such effort to their work as is consistent with the requirements thereof;
3. Avoid waste in the utilization of materials and supplies;
4. Maintain and improve levels of performance;
5. Cooperate in the installation of methods and technological improvements and suggest other improvements where possible;
6. Assist where possible, in building good-will between the Borough, the PBA and the public at large.

B. The PBA recognizes that it is the Borough's responsibility to determine levels of performance for employees, and to establish standards and methods to provide services to the public in the most efficient manner possible. The PBA pledges its cooperation in the attainment of such standards and methods.

C. Pursuant to Civil Service Rules and Regulations, standards for acceptable levels of performance may be established and employees evaluated by the Borough in relation to the duties and responsibilities of each job.

ARTICLE XVI

EMPLOYEE TRAINING

A. The Borough and the PBA agree that training is an integral function of management and an essential requirement for all employees to promote acceptable and increased levels of competence.

B. The PBA agrees that it will encourage employees to maintain acceptable and increased levels of competence by:

1. Keeping abreast of changes occurring in their occupation;

2. Participating in development activities in order to perform more efficiently in current and future assignments. These development activities may include on-the-job training and classroom training;

3. Utilizing and sharing with fellow employees new skills acquired through training.

C. The Borough Administrator and the Chief of Police will plan and provide for training and development of employees to meet acceptable and increasing levels of competence.

D. The Borough Administrator, Chief of Police and the PBA agree to meet upon written notice of either party to consider training and development programs for employees covered by the Agreement. Such programs may include partial or full reimbursement by the Borough for approved courses which are completed by employees.

ARTICLE XVII

SEPARABILITY AND SAVINGS

A. The Borough and the PBA recognize the applicability of existing Presidential Executive Orders concerning prices, rents, wages and salaries. The parties agree to abide fully by the provisions of the aforementioned Presidential Executive Orders and other applicable present or future Executive Orders or Legislation and that in the event any or all the salary increases or other economic changes for 1973 or beyond cannot legally be made effective, such increases or changes shall be omitted or proportionately adjusted according to law.

1. In the event it is required, the parties will file a joint submission for approval of any economic changes. However, either party reserves the right to submit concurrently such deviations from the joint submission as it may deem appropriate.

2. In the event the Borough has made an overpayment beyond the economic changes which may legally be made, repayment will be made by the police officers to the Borough over the period not to exceed six (6) months, or such other time as may be designated by the appropriate Governmental agency.

3. The funding of the economic changes provided for in this Agreement are subject to an emergency appropriation and approval by the necessary Governmental agencies in Trenton for the year 1973. In the event such approval is not forthcoming, the salaries and other economic benefits will be proportionately reduced as may be

Separability and Savings continued:

necessary.

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law 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.



ARTICLE XVIII

FULLY BARGAINED PROVISIONS

A. 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 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.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

C. Nothing in this Article shall prevent the timely exercise of the rights contained in Article XIX.

ARTICLE XIX

TERM

This Agreement shall be in full force and effect from January 1, 1973, through December 31, 1974. If either party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the expiration of this Agreement, written notice shall be given to the other party no sooner than one hundred and fifty (150) days nor less than ninety (90) days prior to such expiration date. The party seeking to terminate, amend or otherwise modify the Agreement shall furnish to the other party within fifteen (15) days after notification, a copy of its entire set of proposals for such changes. The party receiving the changes will then have fifteen (15) days from receipt of such changes to furnish its own proposals to the other party.

OAKLAND POLICEMEN'S BENEVOLENT  
ASSOCIATION, LOCAL NUMBER 164

By: Albert Glavin

ATTEST:

Richard L. Eldridge

MAYOR AND COUNCIL OF THE  
BOROUGH OF OAKLAND

By: Letitia P. Wright

ATTEST:

Mayer Simon

APPENDIX A

INITIAL CLOTHING AND EQUIPMENT ALLOWANCE

<u>ITEM</u>	<u>NUMBER</u>
Shoes	2 pair
Leather Jacket	1
Pants	3 pair
Raincoat	1
Summer Hat	1
Winter Hat	1
Long sleeve shirts	5
Short sleeve shirts	5
Ties	4
Boots	1 pair
Insulated Jacket	1
Hat cover	1
White gloves, leather	1 pair
White gloves, cotton	2 pair
Rubbers	1 pair
Sam Brown belt	1
Garrison belt	1
Cross strap	1
Holster (duty weapon)	1
Holster (off-duty)	1

Appendix A continued:

Hand cuff case	1
Handcuffs	1 set
Mace Holder	1
Mace	1
Duty weapon	1
Off-duty weapon	1
Hat badge	1
Breast badge	2
Name plate	1
Flashlight	1
Socks (Black)	10 pairs