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THIS DOES NOT
CIRCULATE

AGREEMENT

Between

THE COUNTY OF MERCER

Bo. of Admin. Trustees

And

LOCAL 1409, AMERICAN FEDERATION

OF

STATE, COUNTY AND MUNICIPAL

EMPLOYEES

AFL - CIO

LIBRARY
Institute of Management and
Labor Relations

OCT 06 1978

RUTGERS UNIVERSITY

Effective: January 1, 1977

Expiration: December 31, 1978

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PREAMBLE

Whereas, the County has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the functions and obligations of the County, to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and,

Whereas, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and,

Whereas, it is in the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

This Agreement dated September 27, 1977, between the COUNTY OF MERCER, a body politic of the State of New Jersey, hereinafter referred to as "County" and Local NO. 1409, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, HEREINAFTER REFERRED TO AS THE "UNION", and

Whereas, the County and the Union entered into an Agreement on September 27, 1977, which agreement was approved by the Board of Chosen Freeholders of Mercer County.

NOW THEREFORE, the parties agree with each other as follows:

1.

RECOGNITION

1.1 The employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the classifications listed under Appendix A attached hereto, and by reference made a part of this Agreement, and for such additional classifications as the parties may later agree to include.

2.

UNION SECURITY

2.1 Upon receipt of a lawfully executed written authorization from an employee, the County agrees to deduct the regular monthly union dues of such an employee from his pay and remit such deduction by the 10th day of the succeeding month to the official designated by the union in writing to receive such deductions. The union will notify the County in writing of the exact amount of such regular membership dues to be deducted. Such deductions shall be made in compliance with NJSA 52:14-15.9 (e) as amended. The authorization shall remain in effect unless terminated by the employee in accordance with NJSA 52:14-15.9 (e) as amended.

2.2 The Union agrees to indemnify and hold the County harmless against any and all claims, suits, orders of judgments brought or issued against the County as a result of any action by the County under the provisions of this Article.

3.

MANAGEMENT RIGHTS

3.1 The County retains and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in them by the laws and constitutions of the State of New Jersey. Except as specifically abridged, limited or modified by the terms of this Agreement between the County and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the County.

4.

WORK SCHEDULES

4.1 The regular work shifts will be determined by the County on January 1st of each year. The County reserves the right to adjust work schedules upon reasonable notice to the employee. Vacation days will not be arbitrarily used in the work schedules to make them feasible.

4.2 Where more than one (1) work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts in accordance with their seniority. Such preferences will be exercised only when vacancies occur or when, for other reasons, changes in the number of employees per shift are being made.

4.3 Where a vacancy occurs in accordance with 4.2 above or where there is a permanent change in the number of employees per shift, said vacancy must be posted within 48 hours so that all permanent employees are made aware of same and a senior employee desiring to exercise his preference of shift over a less senior employee shall do so within a fifteen (15) day period after posting.

5.

OVERTIME

5.1 Time and one-half the employee's regular rate of pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

- (a) Daily - all work performed in excess of eight (8) hours in any work day;
- (b) All work performed on days scheduled as non-working days on the work schedule referred to in Paragraph 5.1.
- (c) All work performed on a holiday plus the regular day's pay.

5.2 Double time the employee's regular rate of pay shall be paid for any work in excess of sixteen (16) hours in any twenty four (24) hour period.

5.3 Overtime opportunities will be distributed as equally as possible among employees in the same job classification. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.4 Provision of meals for employees working overtime through a regularly scheduled meal time with the stipulation that the employee has worked four (4) hours overtime, or if the employee is called in on an emergency basis before his starting time and works through the regular breakfast meal.

6.1 The 1977 and 1978 pay scales for all employees covered by this Agreement shall be as set forth in Appendix A attached.

6.2 During the term of this Agreement, the pay scales will not be changed unless by mutual consent of both parties.

6.3 All employees covered by this Agreement who were hired prior to July 1, 1976 shall have their salaries increased during calendar years 1977 and 1978 based upon the following schedule:

- (a) Effective January 1, 1977, the new minimum as set forth in Appendix A (if applicable).
- (b) Effective January 1, 1977, \$400. on their base annual salary as of January 1, 1977, not to exceed the maximum of the range as set forth in Appendix A.
- (c) Effective July 1, 1977, five (5) percent on their base annual salary as of June 30, 1977, not to exceed the maximum of the range as set forth in Appendix A.
- (d) Effective January 1, 1978, \$600. on their base annual salary as of December 31, 1977.
- (e) Effective July 1, 1978, five (5) percent on their base annual salary as of June 30, 1978, not to exceed the maximum of the range as set forth in Appendix A.

6.4 All employees covered by this Agreement who were hired during the period July 1, 1976 through March 31, 1977, shall have their salaries

increased during calendar years 1977 and 1978 based upon the following schedule:

- (a) Effective January 1, 1977, the new minimum as set forth in Appendix A. (Employees hired after January 1, 1977 will go to the new minimum effective their date of hire).
- (b) Effective January 1, 1978, \$600. on their base annual salaries as of December 31, 1977.
- (c) Effective July 1, 1978, five (5) percent on their base annual salary as of June 30, 1978, not to exceed the maximum of the range as set forth in Appendix A.

6.5 All employees covered by this Agreement who were hired during the period April 1, 1977 through December 31, 1977, shall receive a \$600. increase on their December 31, 1977 base salary for calendar year 1978, effective January 1, 1978.

6.6 An employee who performs work in a higher pay classification than his/her own for at least four (4) hours shall receive the minimum of the higher classification or an amount equal to five (5) percent above his/her present salary, whichever is higher, and in no instance would an employee receive less than his present rate of pay.

6.7 Those employees in this unit who receive a promotion to a higher classification shall go to the minimum of the new range or receive a salary increase of five (5) percent, whichever is higher. The anniversary date for such employees shall not change.

7.

SHIFT PAY

7.1 Employees working on shifts of which the majority of working hours fall between 4:00 p.m. in the afternoon and 12:00 a.m. at night, shall receive in addition to their regular pay, an additional 13 cents per hour.

7.2 Employees working on shifts of which the majority of working hours fall between 12:00 a.m. in the evening and 8:00 a.m. in the morning shall receive in addition to their regular pay, an additional 15 cents per hour.

7.3 If an employee working either of the shifts referred to Paragraph (7.1 or 7.2) is entitled to premium pay, shift pay shall be paid in addition to said premium pay.

8.

CALL-IN TIME

8.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time and one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided however, if the employee elects to leave upon completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

If the assignment exceeds two (2) hours, the employee shall be entitled to the guaranteed four (4) hours pay at the overtime rate.

If the employee's call-in-time work assignment and his regular shift overlap he shall be paid at least two (2) hours at the time and one-half rate.

9.

INSURANCE AND RETIREMENT BENEFITS

9.1 The County agrees to provide Hospital/Medical insurance through the New Jersey State Health Benefits Program to eligible employees and their families as defined in the amended program and set forth in the Group Insurance contracts issued to the State Health Benefits Commission.

9.2 The County agrees to provide Hospital/Medical insurance to eligible retired employees in accordance with the provisions of Chapter 88, Public Law of 1974.

9.3 The County agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employees' Retirement System.

9.4 The County agrees to provide a \$1.00 co-payment Prescription Drug Program to eligible employees in accordance with the provisions of the contractual agreement between the County of Mercer and Blue Cross of New Jersey.

9.5 The County agrees to provide for the payment of accumulated unused sick leave at the time of retirement of an eligible County employee in accordance with the provisions established by Resolution No. 76-405, adopted September 14, 1976.

PAID LEAVES OF ABSENCE

10.1 BEREAVEMENT DAYS - In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being Mother, Father, Sister, Brother, Spouse, Child, Grandmother, Grandfather or any other relative living in the household of the employee, said employee shall be excused for a period not to exceed five (5) consecutive days for bereavement purposes, commencing the day of death or day after date of death. The employee will be paid his regular hourly rate for any such days of excused absence which occur during his normal work week, but in no event more than eight (8) hours pay for any one day.

10.2 UNION BUSINESS DAYS - An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions. The Union shall be authorized an aggregate of no more than twenty (20) days in any calendar year for the above purpose, provided, a request for such days is made in writing and authorization granted by the County Administrator. The Union president or his designee shall be allowed such time off as is necessary to conduct intra-county union business, provided that prior approval is requested and authorization granted by the employee's Division Director, such authorization shall not be unreasonably denied.

10.3 OCCUPATIONAL INJURY LEAVE - Any employee who is disabled because of occupational injury or illness shall be charged with loss of time up to and

including the fifth (5th) consecutive working day from the day after the date of injury or illness.

Any permanent employee who is disabled for a period of more than five (5) consecutive working days as a result of occupational injury or illness shall be granted a leave of absence with full pay for the entire period of disability; such leave to be limited to a maximum period of one (1) year from date of injury or illness. Employees returning from authorized leave of absence as set forth above will be restored to their original job classification and shift at the then appropriate rate of pay with no loss of seniority or other employee rights, privileges or benefits.

Any temporary, provisional or CETA employee who is disabled as a result of occupational injury or illness shall not be entitled to a leave of absence with full pay as outlined above, but shall be covered by the provisions of the Workmen's Compensation Law from date of injury or illness.

10.4 SICK LEAVE - All full time permanent, full time temporary or full time provisional employees shall be entitled to sick leave with pay.

(a) 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 also be utilized for short periods for the attendance of the employee upon a member of the immediate family who is seriously ill. Sick leave may be taken in one-half day units.

(b) The minimum sick leave with pay shall accrue to any full time permanent employee on the basis of one 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, said fifteen (15) days to be credited effective January 1st of each succeeding year.

(c) The minimum sick leave with pay shall accrue to any full time temporary, full time provisional or full time CETA employee at the rate of one working day per month.

(d) 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.

(e) An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment excepting as provided under Article 9.5.

(f) 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 in compliance with specific Department regulations.

(1) Failure to so notify his Supervisor shall be cause of denial of the use of sick leave for that absence.

(2) Absence without proper notice for five (5) consecutive days, shall constitute a resignation not in good standing.

(g) (1) The appointing authority may require proof of illness of an employee on sick leave, whenever such requirements appear 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) The Appointing Authority may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined by the County Medical Examiner or by a physician designated by the Medical Examiner. Such examination shall establish whether the employee is capable of performing his normal duties without limitations and that his return will not jeopardize the health of the other employees.

(h) Part-time temporary, part-time provisional, seasonal or hourly paid employees shall not be entitled to sick leave.

(i) Sick leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except Military leave.

10.5 PERSONAL LEAVE DAYS - All permanent employees covered by the provisions of the Agreement shall be entitled to three (3) days a year leave of absence with pay for personal business which may be taken in one-half day units. Said leave shall not be taken unless 48 hours notice thereof has been given to the employee's supervisor. In the event that less than 48 hours notice is given, said leave may be taken only upon authorization of said supervisor. The County reserves the right to deny requests for personal days as conditions warrant but authorization shall not be unreasonably withheld. Personal days shall not be taken in conjunction with vacation leave.

11.

ABSENCE WITHOUT LEAVE

11.1 Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

11.2 Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted shall be an unauthorized absence and may be cause for disciplinary action.

12.

MATERNITY LEAVE OF ABSENCE

12.1 A permanent employee may be granted a maternity leave of absence for any period providing the employee has accrued time and presents a written doctor's certificate. Maternity leave may be renewed every three (3) months upon medical certification by the employee's doctor and presentation to the County Medical Examiner. Such leave may be renewed without pay. The maximum amount of maternity leave may not exceed one (1) year.

13.

NON-PAID LEAVES OF ABSENCE

13.1 A permanent employee shall be entitled to a leave of absence without pay to accept a permanent appointment with another governmental agency in New Jersey for a period not to exceed four (4) months.

13.2 The County will grant leaves of absence to two employees, not more than one from any Division, to accept full time Union employment. Sixty (60) days notice in writing shall be given to the County by any employee requesting such leave.

13.3 All other leaves of absence without pay shall be at the discretion of the County.

13.4 Employees returning from authorized leaves of absence as set forth in Articles 11 and 12 above will be restored to their original classification and salary which they were earning at the time leave was granted. Said employees will suffer no loss of seniority or other employee rights, privileges or benefits, provided, however, that sick leave, vacation leave and longevity credits shall not accrue excepting for those on military leave.

SENIORITY

14.1 Seniority for all purposes under this Agreement shall be calculated from the date that an employee became permanently appointed by Civil Service. Seniority shall be calculated in this manner for all purposes under this Agreement except when dealing with shift preferences and in such cases, Senior Boy's Supervisor's seniority will be calculated from the date of permanent appointment to rank.

14.2 The County shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to this union at request.

14.3 The County shall promptly advise the appropriate union representative of any changes which necessitate amendments to the seniority list.

15.

HOLIDAYS

15.1 The following days are recognized paid holidays whether or not worked:

| | |
|-------------------------------|------------------------|
| New Year's Day | Labor Day |
| Martin Luther King's Birthday | Columbus Day |
| Washington's Birthday | General Election Day |
| Lincoln's Birthday | Veterans Day |
| Good Friday | Thanksgiving Day |
| Memorial Day | Day After Thanksgiving |
| Independence Day | Christmas Day |

15.2 Holidays enumerated in (1) above which fall on a Saturday shall be celebrated on the preceding Friday; holidays that fall on Sunday shall be celebrated on the following Monday; holidays which fall within an employee's vacation period shall be celebrated, at the employee's option unless the County determines that it cannot be taken because of pressure of work.

15.3 In order to be eligible for holiday pay an employee must be on the active payroll of the County and must have worked his full regularly scheduled work day before and after the holiday, unless such absence is authorized with pay or ordered.

15.4 When a holiday falls on a regularly scheduled day off, employees shall receive an additional day's pay.

GRIEVANCE PROCEDURE

16.1 A grievance is defined as:

(1) A claimed breach, misinterpretation or improper applications of the terms of this Agreement (hereafter referred to as contractual); or

(2) A claimed violation, misinterpretation or misapplication of rules or regulations, existing policy or orders, applicable to the Division or Department which employees the grievant affecting the terms and conditions of employment.

A claimed grievance shall be discussed between the employee and a supervisor and, if unresolved after discussion shall be resolved in the following manner:

Step 1: The Union steward or employee, or both, shall take up the grievance or dispute with the Superintendent of the Youth House within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) days after receipt of grievance, the Superintendent of the Youth House shall meet with the grievant to discuss the grievance. The Superintendent of the Youth House shall render a decision in writing within five (5) days after the meeting.

Step 2: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the Department Director within five (5) days from receipt fo the response from the Superintendent of the Youth House. No later than five (5) days after receipt of grievance, the Department Director shall meet with the grievant to discuss the grievance. The Department Director shall give an answer in writing no later than five (5)

days after the meeting.

Step 3: If the grievance is still unsettled, the Union may within fifteen (15) days after the reply of the Department Director is due, by written notice to Department Director shall request the Public Employment Relation Commission to supply the parties with a panel of arbitrators. The arbitrator shall be selected by the parties in accordance with the rules promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties; it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning or interpretation of this Agreement.

16.2 Expenses for the arbitrator's services and the proceedings shall be borne equally by the employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.

16.3 The Union will notify the employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. An employee so designated by the Union will be permitted to confer with other Union representatives, employees and employer representatives regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

16.4 Representatives of the Union, who are not employees previously accredited to the employer in writing by the Union, shall be permitted to

come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's department Director or his designated representative, permission for which shall not be unreasonably withheld.

17.

SAFETY AND HEALTH

17.1. The employer shall at all times maintain safe and healthful working conditions.

17.2 The employer and the Union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union or one of his alternates, with the approval of the employer, shall be permitted reasonable opportunity to visit work locations throughout the employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

EQUAL TREATMENT

18.1 The employer agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, Union membership or Union activities.

18.2 The County and the Union agree not to interfere with the right of employees to become or not to become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

19.

WORK RULES

19.1 The County may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced and shall be subject to the grievance procedure.

20.

ANNUAL VACATION LEAVE

20.1 All full time permanent employees shall be entitled to vacation leave based on their years of continuous service. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave.

20.2 Annual vacation leave with pay for all full time permanent employees shall be earned as follows:

(a) One working day of vacation for each month of service during the remainder of the calendar year following the date of appointment.

(b) After one year and to completion of five (5) years, twelve (12) working days.

(c) From beginning of sixth year to completion of tenth year, fifteen (15) working days.

(d) From beginning of eleventh (11th) year to completion of fifteenth (15th) year, twenty (20) working days.

(e) After completion of fifteenth (15th) year, twenty five (25) working days.

20.3 Annual vacation leave with pay for all full time temporary, full time provisional and CETA employees shall be earned at the rate of one day per month.

20.4 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceding the employee's vacation period.

20.5 An employee who is called back to work while on authorized vacation, shall be paid time and one half and shall not lose vacation day or days.

20.6 Vacation allowance must be taken during the current calendar year unless the employee's Department Director determines that it cannot be taken because of the pressure of work. Any vacation allowance so denied may be carried over into the next succeeding year. A maximum of five (5) vacation days, at the option of the employee, may be carried over into the next succeeding year only.

20.7 A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, providing the latter can be taken during the year of return.

20.8 An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

Whenever a permanent employee dies, having to his credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of death.

20.9 Part time temporary, part time provisional, seasonal or hourly paid employees shall not be entitled to vacation leave.

20.10 Vacation leave credits shall continue to accrue while an employee is on leave with pay. Vacation credits shall not accrue while an employee is on leave without pay except military leave.

LONGEVITY

21.1 Every full time employee, temporary or permanent, classified or unclassified, of the County of Mercer, shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in total with the salary for pension purposes.

Employees having completed five (5) years of continuous service will have added to their gross per annum pay an additional \$200.00, commencing with the first pay of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of service calculated in the same manner using employee anniversary dates, shall have added to their gross per annum pay, an additional \$200.00.

Any interruption of service due to a cause beyond the control of the employee, i.e., for military service, injury or illness shall be considered as service for the County of Mercer for the purpose of determining the completion of said cumulative period of service with the County of Mercer. Nothing contained in this Article shall be construed to apply to any person whose employment has been terminated for any reason prior to the effective date of the adoption of this contract.

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.

22.

CLASSIFICATIONS AND JOB DESCRIPTIONS

22.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made part of this Agreement.

22.2 If during the term of this Agreement the County determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications the parties agree that they will consult with a view to arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure commencing with Step 2 of this Agreement.

23.

STRIKES AND LOCKOUTS

23.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the employer's work. The employer shall follow the grievance procedure for which provision is made herein and the employer shall not cause any lockout.

WORK UNIFORMS AND MEALS

24.1 The County agrees to provide one full set of uniforms to each full time employee upon commencement of their employment. The uniform issue shall consist of the following:

- (a) Two (2) blazers.
- (b) Three (3) pairs of pants or skirts.
- (c) One (1) pair of uniform shoes.
- (d) Six (6) shirts or blouses.

COUNTY
24.2 The employer agrees to pay each employee the sum of \$200. annually, which sum shall be used by the employee for the replacement and maintenance of his/her uniform. Replacement parts for uniforms shall adhere to specifications established by the County. The allowance referred to above shall be earned on a monthly basis, provided the employee works a minimum of one (1) day in any calendar month, and shall be paid semi-annually during June and December.

24.3 New employees, retired employees, deceased employees or employees on an authorized leave of absence excepting educational leaves of absence or those leaves of absence provided for in "Article 13" shall be paid a pro-rated share of the clothing allowance for each month in which the employee works at least one (1) day, payable in either June or December.

24.4 Employees who voluntarily terminate their employment with the County of Mercer, excepting as provided in Article 24.3 above, or whose employment is terminated for cause, shall not be entitled to payment of the clothing allowance or any pro-rated portion thereof.

24.5 One meal per shift shall be granted to all employees covered by the provisions of this Agreement.

25.

GENERAL PROVISIONS

25.1 The employer agrees to make available one locked glass enclosed bulletin board.

The said bulletin board shall be used for posting of the following notices: Union meetings, Union elections, Union election returns, Union appointments to office and Union recreational or social affairs.

25.2 The provisions of this Agreement shall only apply to those employees in the Unit who are on the County payroll and actively at work on or after the date of the execution of this Agreement and those former employees whose employment was terminated by death or retirement prior to the date of the execution of this Agreement.

SEPARABILITY AND SAVINGS

26.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Upon request of either party, the parties agree to meet and renegotiate any provision so affected.

TERMINATION

27.1 Subject to the terms of this Agreement and the grievance procedure; the County has the right and responsibility to direct the affairs of the County including the right to plan, control and direct the operation of the equipment and work forces, to relieve employees due to lack of work; and to contract for and subcontract out services except that the employer agrees there will be no subcontracting of work which can be done by the regular work forces.

27.2 This Agreement shall be effective as of the 1st day of January, 1977 and shall remain in full force and effect until the 31st day of December, 1978. It shall be renewed from year to year thereafter unless either party shall give written notice of its desire to modify the Agreement. Such notice shall be by certified mail by August 18th of any succeeding year.

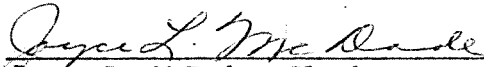
In the event that such notice is given, negotiations shall begin not later than 120 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than 10 days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.


IN THE WHEREOF, the parties hereto have caused these presents to be signed by their proper officers and attested to on the 25th day of September, in the year Our Lord, One Thousand Nine Hundred and Seventy Seven.

ATTEST:

COUNTY OF MERCER




Joyce L. McDade, Clerk
Board of Chosen Freeholders

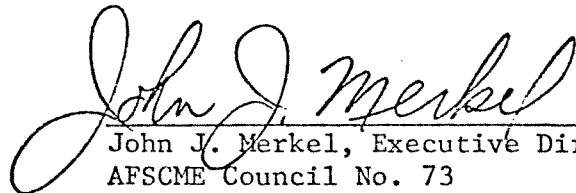


Arthur R. Sypek, Sr.
County Executive

AFSCME LOCAL 1409



William G. Killingsworth, President
AFSCME Local 1409



John J. Merkel, Executive Director
AFSCME Council No. 73

APPENDIX A

1977 SALARY RANGES

| | |
|-------------------------|---------------|
| Senior Boys' Supervisor | 8603 - 13,530 |
| Boys' Supervisor | 7486 - 11,714 |
| Girls' Supervisor | 7486 - 11,714 |

1978 SALARY RANGES

| | |
|-------------------------|---------------|
| Senior Boys' Supervisor | 9203 - 14,130 |
| Boys' Supervisor | 8086 - 12,314 |
| Girls' Supervisor | 8086 - 12,314 |