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AGREEMENT

between

TOWNSHIP OF LACEY
County of Ocean, State of New Jersey

and

COMMUNICATIONS WORKERS OF AMERICA
AFL/CIO
REPRESENTING THE WHITE COLLAR EMPLOYEE UNIT

January 1, 1987 to December 31, 1989

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ARTICLE I

PURPOSE

Section 1. The purpose of this Agreement entered into by the TOWNSHIP COMMITTEE, TOWNSHIP OF LACEY, County of Ocean, State of New Jersey, and succeeding body elected by the people of the Township of Lacey, hereinafter referred to as the "Employer," and COMMUNICATIONS WORKERS OF AMERICA, AFL/CIO, hereinafter referred to as the "Union," has as its purpose the harmonious relations between the Employer and the Union, the establishment of rates of pay, classification and grades of positions under the Civil Service Rules of the State of New Jersey, hours of work and other conditions affecting employment.

Section 2. This Agreement shall be consistent with Chapter 303, Civil Service, Rules and Regulations and Policies of the Township of Lacey.

ARTICLE II

RECOGNITION AND DEFINITION

Section 1. The Employer recognizes the Union as the exclusive bargaining agent for all of the full-time "White Collar Employees" of the Employer in the classification listed under Appendix C, attached hereto and by reference made a part of this Agreement, and for such additional classifications as the parties may later agree to include. This recognition shall continue in full force so long as the Union continues to be the elected representative of the employees covered.

Section 2. The word "employee" as used in this Agreement shall mean all permanent full-time white collar personnel employed by the Township.

ARTICLE III

DUES CHECK-OFF AND REPRESENTATION FEE

A. Due Deduction

The Employer agrees to deduct the Union monthly membership dues from the pay of the member employees. Deduction forms will be available at the Personnel Office. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Union and the aggregate deductions of all employees shall be remitted to the Treasurer of the Union, together with a list of the names of all employees for whom the deductions were made, by the tenth day of the succeeding month after such deductions are made. Changes in dues shall be sent to the Township Administrator no less than thirty (30) days before they are to take effect.

B. Representation Fee

Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, and any new permanent employee who does not join within thirty (30) days of initial employment within the unit, and any permanent employee previously employed within the unit who does not join within ten (10) days of reentry into employment with the unit, shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount up to eighty-five

percent (85%) of the regular Union membership dues, fees and assessments as certified to the Township by the Union. The Union shall inform the Employer that it has in place a demand and return system. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Township. For the purpose of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

ARTICLE IV

WORK SCHEDULE

Section 1. The regular work week shall consist of not more than thirty-five (35) hours, on a schedule of not more than seven (7) hours per day, 8:30 a.m. - 4:30 p.m., exclusive of the lunch period, between Monday and Friday, inclusively; with the exception of the employees of the Township Clerk's Office selling beach badges. At the discretion of the Township Clerk, the work schedule for those employees shall be changed for the sale of beach badges on Saturdays to meet the demand. Said employees are to be compensated in accordance with the overtime provisions of the Overtime Article V of this Agreement. Hours for Police Department and Public Works white collar employees shall be between 8:00 a.m. to 4:00 p.m.

Section 2. The regular starting time of work cannot be changed without a two (2) week notice to the affected employees and the Union representative.

Section 3. Inclement Weather

A. Should the employer close Township offices before the start of a workday due to inclement weather, all employees shall be credited with a day's work.

B. Should an employee report for work and subsequently the Employer decides to close Township offices, such employee shall be credited for a day's work.

ARTICLE V

OVERTIME

Section 1. All work performed in excess of thirty-five (35) hours in one (1) week, or seven (7) hours in one (1) workday, shall receive compensation at time and one-half the regular hourly rate of said employee and shall be paid in said employee's next regular payroll.

Section 2. All work performed on call-out basis shall be guaranteed a two (2) hour minimum at the rate of time and one-half. However, the Municipal Court Clerk and Deputy Clerk shall receive a four (4) hour minimum at the rate of time and one-half.

Section 3. Assignment, as is reasonably practical, of overtime work shall be equitably offered to all employees in a particular job title. Said overtime work shall not be mandatory unless in an emergency. The Administrator shall decide whether an emergency exists. Employees shall not suffer any consequence by failure of said employee to accept overtime work.

ARTICLE VI

RATES OF PAY

Section 1. For the 1987 calendar year of this Agreement, there shall be a 6.5% across-the-board increase on each individual salary for all employees covered under this Agreement, effective with the first pay period following January 1, 1987. For 1988 there shall be a 6.0% increase; for 1989 a 6.0% increase.

Section 2. A new salary pay scale program for all employees covered by this Agreement, as set forth in Appendix A attached, shall be instituted as soon as possible, retroactive to January 1, 1987, specifying the maximum and minimum rates and establishing steps therein for each position. This new salary program covers the three (3) year duration of this Agreement.

Section 3. On January 1 of each year of this Agreement, each employee shall advance one step in the salary schedule.

Section 4. A system of position classifications with appropriate position description shall be maintained. Copies of the current position description will be made available to an individual employee, upon request, but only for that employee's position classification.

Section 5. An employee in the Classified Service, who is assigned work in a higher paid job title, will be paid the higher classification's rate when performing those duties.

Section 6. Longevity pay shall be a recognized provision by the Employer for the employees and shall be specified in Appendix B attached.

Section 7. The Public Employees' Retirement System shall be a recognized pension plan by the Employer for employees.

ARTICLE VII

INSURANCE

Employer shall supply, at no cost to employees:

Section 1. Blue Cross, Blue Shield 1420 Series, Rider J, and Major Medical coverage for all full-time employees and their eligible dependents. A drug prescription plan for all full-time employees and their eligible dependents. Cost of annual eye examination and prescription lenses and frames, for full-time employees only, not to exceed \$150.00.

Section 2. The Employer shall also provide for all full-time employees and their eligible dependents a Dental Service Plan for an 80/20 basic coverage, 80/20 prostodontic coverage, to a maximum of \$1,000.00. Employer will be responsible for the full premium for the years 1987 through 1989. The Employer will also include a 50/50 Orthodontic Plan, with a maximum of \$800.00 coverage to those employees and their eligible dependents.

Section 3. Employer-Paid Legal Services Plan. The Employer shall also provide to employees a Paid Legal Services Plan. The cost to the Employer shall not exceed \$20.00 per employee.

ARTICLE VIII

PAID SICK LEAVE

Section 1. Employees in the service of the Employer shall be entitled to the following sick leave of absence with pay:

All permanent, full-time employees, following ninety (90) days' probationary period, shall receive from date of appointment one (1) sick day with pay for every month of service during the remainder of the first calendar year of service and fifteen (15) working days in every calendar year thereafter. The amount of such sick leave not taken shall accumulate from year to year.

Section 2. According to N.J. State Civil Service Rule 4:1-2.1 revised 9/21/77, sick leave means the absence of an employee because of illness, exposure to contagious disease, attendance upon a member of the immediate family (defined in Article X) who is seriously ill and requires the care or attendance of such employee, or death in his immediate family (See Article X).

Section 3. 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 situations where notice must be made prior to the employee's starting time. Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause of disciplinary action.

Section 4. Absence without notice for five (5) consecutive days shall constitute a resignation resulting from an unauthorized absence. Any employee who is so absent, without notice and approval of his superior of the reason for such absence and the time he expects to return, or who fails to report for duty within five (5) business days after the expiration of any authorized leave, shall be held to have resigned not in good standing.

Section 5. The employee shall be properly notified by personal service or certified mail, return receipt requested, of his involuntary resignation and the precise reason therefor, and entitlement to a Civil Service Department hearing if he so desires. The Employer shall report the resignation to the Civil Service Department.

Section 6. An employee who has been absent on sick leave for five (5) or more consecutive work days may be required to submit acceptable medical evidence substantiating the illness. An employee who has been absent on sick leave for periods totalling more than fifteen (15) days in one (1) calendar year consisting of periods of less than five (5) days shall have his or her sick leave record reviewed by the Employer and thereafter may be required to submit acceptable medical evidence for any additional sick leave that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one (1) day or

less, only one (1) submission of such proof shall be necessary for a period of six (6) months.

Section 7. The Employer 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.

Section 8. In case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required. In the case of death in the immediate family, reasonable proof shall be required.

Section 9. The Employer may require an employee who has been absent because of personal illness, as a condition of his or her return to duty, to be examined at the expense of the Employer by a physician designated by the Employer. Such examination shall establish whether the employee is capable of performing his or her normal duties and that his or her return will not jeopardize the health of other employees.

Section 10. All employees shall be entitled upon retirement under the Public Employees Retirement System (P.E.R.S.) to receive a lump-sum payment at retirement as supplemental compensation for each full day of earned and unused accumulated sick leave, which is credited to them on the effective date of retirement.

The supplemental compensation payment shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave provided, however, that no such lump-sum payment of supplemental compensation shall exceed fifteen thousand dollars (\$15,000.00).

An employee so retiring must notify the Employer by January 15th of the year in which s/he intends to retire, so as to receive the benefits under this section in that calendar year. In the event the employee does not give notice prior to January 15th in the year in which s/he desires to retire, then the benefits provided for under this section will be paid in the following calendar year.

ARTICLE IX

JURY DUTY

Employees shall be granted a leave of absence without loss of pay any time they are required or summoned to report for Jury Duty or Jury Service as prescribed by applicable law. In no event is an employee to be excused from work for more days than those of such duty performed. The employee shall notify the Employer immediately of the requirement for this leave and subsequently furnish evidence that she or he performed the duty for which the leave was required.

ARTICLE X

BEREAVEMENT

Section 1. (a) In case of death of the immediate family of an employee, which means father, mother, spouse, child, grandparents, grandchildren, sister, brother, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, son-in-law, niece, nephew or foster child of the employee, and relatives of the employee residing in the employee's household, the employee will be given three (3) consecutive days' leave of absence with pay, one of which shall be the day of death or the day of burial, in accordance with the Lacey Township Personnel Policies.

(b) An employee shall be entitled to one (1) day off on the day of death or for attendance at the funeral of an aunt or uncle. Such leave is separate and distinct from any other leave time.

Section 2. In the case of death in the immediate family, reasonable proof shall be required and no such leave will be taken until the immediate supervisor is so notified of the instance of bereavement. In the event death occurs out of New Jersey State, extensions of the original leave of absence made through the employee's immediate supervisor shall not be unreasonably withheld.

ARTICLE XI

UNPAID LEAVE

Section 1. Leave of absence without pay for a period of up to six (6) months may be granted for any reasonable purpose, and such leave may be extended or renewed for an additional six (6) months.

Section 2. Maternity leave shall conform to Statutes and Civil Service Rules and Regulations, and shall conform to the terms of Section 1 above.

ARTICLE XII

WORKERS' COMPENSATION

Section 1. When an employee is injured on duty, he is to receive his full pay, and temporary compensation benefits (Workers' Compensation) received shall be credited to the Employer. According to New Jersey Statute 40A:9-7, the Employer may grant an employee up to one (1) year of disability. Any award for any permanent disability shall be the property of said employee.

Section 2. Any employee who is injured on the job and is sent home or to a hospital or who must obtain medical attention shall receive pay at the applicable hourly rate for the balance of his regular shift on that day. An employee who has returned to his regular duties after sustaining a compensable injury who is required by the Workers' Compensation doctor to receive additional medical treatment during his regularly-scheduled working hours shall receive his regular hourly rate of pay for such time.

Section 3. Employer will provide a group Disability Insurance program for nonwork-related disability, the cost of which shall be divided between the Employer and the employees as agreed.

ARTICLE XIII

HOLIDAYS

Section 1. All full-time employees are entitled to the following holidays:

New Year's Day	Columbus Day
Lincoln's Birthday	General Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Fourth of July	Christmas Day
Labor Day	

Section 2. When a holiday falls on a Saturday, it shall be observed on the preceding Friday. When a holiday falls on a Sunday, it shall be observed on the following Monday. Also to be observed are any other holidays and/or days off declared by law, proclamation, executive order, and/or resolution for municipal employees.

Section 3. If a holiday should fall within an employee's vacation period, that employee will not be charged for a vacation day. In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked the day before and after the holiday, unless such absence is authorized.

ARTICLE XIV

PERSONAL DAYS

All employees shall be granted three (3) personal days off with pay during the course of any calendar year, exclusive of vacation and sick leave. There shall, however, be a two (2) day minimum notice to the employee's immediate supervisor, except in an emergency. Where no immediate supervisor exists, notice shall be given to the Township Administrator and the Municipal Clerk.

ARTICLE XV

VACATIONS

Section 1. Employees in the service of the Township of Lacey shall be entitled to the following annual vacation days with pay:

Up to one year of service	-	one (1) day per month
after 1 and up to 3 years of service	-	12 days
after 3 and up to 6 years of service	-	15 days
after 6 and up to 8 years of service	-	19 days
after 8 and up to 11 years of service	-	20 days maximum
after 11 years and thereafter	-	21 days maximum

Vacation entitlement is determined by date of hire.

Section 2. Vacation shall be granted at the time requested by the employee. If the nature of work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority will be given priority over an employee with less seniority.

Section 3. Where in any calendar year the vacation or any part thereof is not granted by reason of pressure of municipality business, such vacation or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year only. The Employer will grant an employee's request that five (5) vacation days be carried over into the next calendar year.

Section 4. Upon the death of an employee, all earned unused vacation time will be paid to the estate.

ARTICLE XVI

STRIKES AND LOCKOUTS

Section 1. In addition to any other restrictions under the law, the Union will not cause a strike or work stoppage of any kind, nor will any employee take part in a strike, interference with or stoppage of the Employer's work. The Employer shall not cause any lockout.

Section 2. If either of the parties or if any person violates this section, then such parties or person shall be responsible for any damages resulting as a matter of consequence of such action and such damages may be recovered by appropriate action instituted in court in addition to any other legal remedies which may be available.

ARTICLE XVII

EQUAL TREATMENT

Section 1. The Employer and Union agree that there shall be no discrimination towards any employee for reasons of sex, age, nationality, race, religion, marital status, physical handicaps, political affiliation, Union membership or nonmembership, or Union activity.

Section 2. The parties further agree not to interfere with the rights of employees to become or not to become members of the Union. The Union recognizes its responsibility as the exclusive representative for all employees in the "White Collar Employees" unit without discrimination.

Section 3. The Employer also agrees that no employee shall be subjected to harrassment or abusive language, and that every employee shall be treated within the accepted standards of common decency, courtesy and respect.

ARTICLE XVIII

DISCIPLINE

Section 1. Discipline of an employee shall be imposed only for just cause. Discipline under this Article means official reprimand, fine, suspension, demotion or removal. Demotion or removal based upon a layoff or other operational judgment of the Employer shall not be construed to be discipline. Just cause for discipline up to and including removal shall include, but not be limited to, those causes set forth in New Jersey State Civil Service Rule 4:1-16.9.

Section 2. Where the Employer imposes or intends to impose discipline, written notice of such discipline shall be given to the employee. Such notice shall contain reasonable specification of the nature of the charge, a general description of the alleged act and/or conduct upon which the charge is based and the nature of the discipline. The name of any employee who is notified of disciplinary action shall also be transmitted to the Union within seventy-two (72) hours after such notice.

Section 3. In the event a formal charge of misconduct is made by the Employer against an employee, and if she or he so request, she or he shall be entitled to a Union representative as a witness or as an advisor during any subsequent interrogation of the employee concerning said charge. No recording of such procedure shall be made without notification to the employee. There shall be no

presumption of guilt. The employee and/or the Union, if present, may request and receive a copy of any recordings, if made.

Section 4. Disciplinary disputes shall be subject to the Grievance Procedure herein set forth, except that arbitration, if selected, shall be advisory for major disciplinary actions, in accordance with current law and binding for minor disciplinary actions. Binding arbitration for any disciplinary disputes shall be reincorporated into the Agreement when and if allowed by law.

ARTICLE XIX

GRIEVANCE PROCEDURE

Section 1. Purpose

- A. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

- B. Nothing herein contained shall be construed as limiting the right of any employee to discuss a matter informally with any appropriate member of the administration.

- C. This constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement.

Section 2. Definitions

A grievance is herein defined as a misinterpretation, misapplication or violation of the terms of this Agreement.

Section 3. Presentation of a Grievance

The Employer agrees that, in the presentation of a grievance, there shall be no loss of pay for the time spent in presenting the grievance by the grievant and a Union representative.

Section 4. Grievance Procedure

Step 1. The grievant and his/her Union Shop Steward shall present to the appropriate Supervisor. The employee's written grievance or dispute within fifteen (15) working days after he would reasonably be expected to know of its occurrence. Failure to act within said fifteen (15) days shall be deemed to constitute an abandonment of the grievance. The Supervisor shall schedule a hearing within ten (10) working days of receipt of the grievance and shall render a decision in writing to the grievant within ten (10) working days of the hearing. Step 1 may be waived by mutual agreement between the parties. Failure of the Supervisor to render a written decision within ten (10) working days shall permit the grievant to proceed to Step 2.

Step 2. If the grievance is not settled through Step 1, the same shall be presented in writing by the employee and the employee's Union representative who is the Shop Steward or Local Union Officer to the Township Committee, within ten (10) working days of the written response from Step 1. The Township Committee shall hold a hearing within fifteen (15) working days of the request for the hearing and render a decision within ten (10) working days. Failure of the Township Committee to render a decision within said ten-day period shall constitute a denial of the grievance.

Step 3. (a) If no settlement of the grievance has been reached between the parties, the Union must file the request for

arbitration within thirty (30) working days after the receipt of the Step 2 decision.

(b) Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before Civil Service. The Union's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final as to the interests of the grievant and the Union.

(c) Where the grievance involved an alleged violation of individual rights specified in Civil Service Law and Rules for which a specific appeal to Civil Service is available, the individual may present his/her complaint to Civil Service directly. The grievant may pursue the Civil Service procedure or the grievance procedure as herein provided. Once the grievant makes the selection of procedure, such election shall be deemed final and binding and constitute an absolute waiver of the procedure not selected. The election will be made in writing at the appropriate time.

(d) Should the Union wish to move a grievance to arbitration, the parties may have the option of selecting an arbitrator as follows:

(1) by election from the panel of arbitrators maintained by the Public Employment Relations Commission, in accordance with the selection procedures of the Public Employment Relations Commission; or

(2) by election from the panel of arbitrators maintained by the American Arbitration Association, in accordance with the selection procedures of the American Arbitration Association.

(e) The parties shall meet at least ten (10) working days prior to the date of the arbitration hearing to frame the issues to be submitted to the arbitrator and to stipulate the facts of the matter in an effort to expedite the hearing.

(f) The arbitrator shall hear the matter on the evidence and regulations as may be in effect by the Civil Service Commission. The arbitrator shall have the full power to hear the grievance and make a decision, which decision shall neither modify, add to, nor subtract from the terms of the Agreement and the referenced policies. He shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him, nor shall he submit observations or declarations of opinions which are not essential in reaching the determination. The decision shall be rendered within thirty (30) days of the hearing.

(g) The cost of the Arbitrator and his expenses shall be borne equally by both parties. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring same.

(h) The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

(i) The arbitrator may prescribe an appropriate back-pay remedy when he finds a violation of this Agreement, provided such a remedy is permitted by law and is consistent with the terms of this Agreement, except that he may not make an award which exceeds the Township's authority. The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this Agreement.

(j) The decision or award of the arbitrator shall be final and binding on the Township, the Union and the grievant or grievants to the extent permitted by and in accordance with applicable law and this Agreement.

(k) Either party shall have the right to seek judicial review of the matter as prescribed by New Jersey statutes.

(l) There shall be no loss of pay for employees for time spent either as grievant, witness or Union representative in any step of the grievance procedure.

(m) Employee grievances shall be presented on prepared forms. The grievance procedure, as defined herein, shall be strictly adhered to. Time limits may be waived only by mutual consent of the parties. It is understood that employees must sign their individual grievances.

(n) Grievance resolutions or decisions at Steps 1 or 2 shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made by the authorized representatives of both parties. This is not to be construed as limiting the right of either party to introduce relevant evidence, including such grievance resolution, as to the other party.

(o) The Union representative shall be allowed time off during working hours to investigate each grievance.

ARTICLE XX

GENERAL PROVISIONS

Section 1. Bulletin boards will be made available by the Employer for the use of the Union for the purpose of posting Union announcements and other information of a noncontroversial nature.

Section 2. Should any portion of this Agreement be held unlawful 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 may commence negotiations relative to the invalidated portion.

Section 3. Employees shall receive in any contract year all benefits negotiated with other employees in the same bargaining unit of the Employer when said benefit is compatible with work performed for all employees.

Section 4. Access to Premises. Union officials and duly authorized representatives (Shop Stewards) on Union business, whose names and identifications have been previously sent to and acknowledged by the Employer, shall be admitted to the premises by the Employer. Requests for such visits shall be directed with one (1) week's advance notice to the Employer and shall include the purpose of the visit, proposed time and date, and specific work areas involved. Permission for such visits shall not be unreasonably withheld. Union officials and representatives (Shop

Stewards) shall have the chance to consult with employees in the "White Collar" Unit before the work shift starts, during lunch or break, or after the work shift. The Employer will designate appropriate facilities for such meetings.

Section 5. The Employer agrees to provide during the duration of this Agreement leaves of absence with pay not to exceed a total of twenty (20) per year for Union officers and shop stewards to attend related training programs.

If negotiation sessions are scheduled during the normal working hours, Union delegates for those activities will be excused to attend such sessions without loss of pay. Any leave not utilized in this period shall not be accumulated, and it is exclusive of that leave provided and granted under N.J.S.A. 38:23-2.

Application for the use of such training leaves shall be made in writing twenty-one (21) days in advance by the Union to the Employer. Approvals for such leave shall not be unreasonably withheld. Leave granted to an individual shall not exceed five (5) days for any single activity.

Section 6. Representation Lists. The Union agrees to furnish the Employer with written lists of officials and representatives (Shop Stewards), including the latter's appropriate and mutually

agreed upon grievance districts. Such lists shall be kept current by the Union as to any changes.

Section 7. Shop Stewards. The Union has the sole right and discretion to designate stewards and to specify their respective responsibilities and authority to act for the Union. The parties agree to accept a reasonable number of stewards (maximum of three (3)), and to afford to those stewards all privileges provided herein.

Section 8. Associated Privileges. Where the Employer has a newsletter, Union announcements may be included if requested by the Union President. The interoffice mail system may be available for delivery of Union mail, provided that priority is retained for the Employer's business. When phone messages for Union representatives are received by the Employer, the message will be delivered at the earliest possible time.

Section 9. The parties recognize and agree that they separately maintain and reserve all rights to utilize the process of the Public Employment Relations Commission of compulsory binding arbitration, and the process of judicial review of any and all claims or defenses in legal actions surrounding such proceedings as unfair practices, scope of negotiations, enforcement or

modification of arbitration awards, issues of arbitrability, and specific performance of the Agreement.

Section 10. It is hereby agreed, subject to Civil Service Rules, that the parties hereto recognize and accept the principle of seniority in all cases of transfer, demotion, promotions, assignment of schedules, layoffs and recalls. In all cases, said seniority shall be given preference subject to ability of employee to perform the work in a satisfactory manner which will be a factor in designating the employee to be affected.

Section 11. Upon resignation of an employee during contract negotiations, said employee shall receive retroactive pay under the new contract to the date of resignation.

Section 12. It is agreed that a restructuring of positions is available under the administrative reclassification procedures as specified in Rule 4:1-6.5, et al. of the New Jersey State Department of Civil Service. Reclassification means the change of an individual position from one (1) class to a different class in the same division of the classified service. Such restructuring is responsive for the changing circumstances of employment and is intended to provide greater equity to the employees involved and to establish an improved career development pattern. No reclassification of any position shall become effective until the Civil Service Department has so advised the Employer and the

employee holding the position. Should the change adversely affect an employee or should the Employer disagree with the reclassification, an appeal may be made within twenty (20) days of the notification to the Civil Service Department, whose determination shall be final.

Section 13. A coffee break shall be authorized, not to exceed two (2) a day, of fifteen (15) minutes each to be scheduled by the immediate supervisor during each one-half (1/2) shift in the forenoon and in the afternoon.

Section 14. Educational Incentive. Provided that no federal or state funds are available for education, the Township agrees to pay 80% of the tuition cost of all job-related courses and college courses, provided the college courses are approved by the Middle States Association of Colleges and Schools, up to a Master's Degree or equivalent, for an Employee who attains a grade of "C" or better in any such course. The tuition payment shall be based upon the current year's State College credit cost. In the event that state and/or federal funds are available to an Employee for tuition, the Township shall pay the difference between the tuition cost of the course and the amount of state and/or federal funds being received for tuition. However, the Township shall not be responsible for more than 80% of the tuition cost.

The Township agrees to pay the tuition cost at the beginning of the semester; however, if a grade of "C" or better is not attained, the Township will only reimburse the particular Employee involved for any additional courses until the Employee, at his own expense, successfully completes the course in which he failed to get a "C" or better, by attaining a grade of "C" or better. If the Employee fails to complete a course with a grade of "C" or better and fails to retake the course, at his own expense, and attain the grade of "C" or better within one year of receiving his final grade in that course, then that Employee shall pay unto the Township the tuition payment which the Township made to the Employee with regard to that particular course. The Employee shall always have the right to reimburse the Township for the tuition for any course in which he received a grade below "C"; and upon such reimbursement, the Employee shall receive tuition payments under this section as if he had never taken the course in which he failed to attain the grade of "C" or better.

Upon completion of a Bachelor's Degree or Master's Degree, the Employee agrees to remain in the employ of the Township as a full-time Employee for a minimum of two years. However, in lieu of said two-year employment requirement, the Employee has the option to repay to the Township any and all tuition costs paid by the Township in regard to the Employee's education.

Section 15. Management Rights. The jurisdiction and authority of the Employer over matters not covered by this Agreement are expressly reserved by the Employer and become the sole right of the management.

Section 16. Complete Agreement. The Employer and the Union acknowledge this to be their complete Agreement inclusive of all negotiable issues whether or not discussed.

ARTICLE XXI

SAFETY AND HEALTH

Section 1. The Employer shall continue to make reasonable provisions for the safety and health of its employees during the hours of their employment and at their place of employment.

Section 2. Employee complaints of unsafe and unhealthful conditions shall be reported to the immediate supervisor and shall be promptly investigated. Corrective action shall be initiated as soon as possible to remedy the condition within safety guidelines. If not, then redress may be sought through the established grievance procedure.

Section 3. Employees shall not be required to work under conditions which are not within safety guidelines. An employee whose work is temporarily eliminated as a result of the foregoing may be promptly assigned on an interim basis to other comparable work which the employee is qualified to perform.

Section 4. If an employee incurs an on-the-job injury during normal working hours, requiring medical attention, the Employer will expedite such medical treatment by summoning an ambulance or providing transportation to a recognized medical facility. References to safety are intended to include a concept of reasonable personal security and protection which shall be maintained to insure employees against physical harm.

ARTICLE XXII

TERMINATION

This Agreement shall be effective on the first day of January, 1987, and shall remain in full force and effect until the 31st day of December, 1989. It shall automatically be renewed from year to year unless either party shall notify the other in writing, sixty (60) calendar days prior to the expiration date, that it desires to modify this Agreement. In the event such notice is given, negotiations shall begin no later than thirty (30) calendar days prior to the expiration date. If a new contract has not been entered into between the Employer and the "White Collar Employee Unit" on or before the first day of January, 1990, then the terms and conditions of this contract, except for those conditions as specified in Section 3 of Article VI, shall be in full force and effect until such contract is signed.

IN WITNESS WHEREOF, the Employer and the Union have caused this Agreement to be signed by their duly-authorized representatives as of this day of , 1987.

TOWNSHIP OF LACEY

For COMMUNICATIONS WORKERS OF AMERICA, A.F.L./C.I.O. #1088 Representing the White Collar Employee Unit of Lacey Township

BY *Christopher Connors*
CHRIS CONNORS, Mayor

By *Marilyn L. Posteggi*
President

Cahni W. Money
CWA Representative

ATTEST:

Dorothy R. Grant
DOROTHY R. GRANT, Township Clerk

ATTEST:

(Seal)

APPENDIX A

1987

LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	\$11,152	\$11,877	\$12,649	\$13,471	\$14,347	\$15,279	\$16,272	\$17,330
2	11,877	12,649	13,471	14,347	15,279	16,272	17,330	18,457
3	12,649	13,471	14,347	15,279	16,272	17,330	18,457	19,656
4	13,471	14,347	15,279	16,272	17,330	18,457	19,656	20,934
5	14,347	15,279	16,272	17,330	18,457	19,656	20,934	22,295

1988

LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	\$11,821	\$12,590	\$13,408	\$14,279	\$15,208	\$16,196	\$17,248	\$18,370
2	12,590	13,408	14,279	15,208	16,196	17,248	18,370	19,564
3	13,408	14,279	15,208	16,196	17,248	18,370	19,564	20,835
4	14,279	15,208	16,196	17,248	18,370	19,564	20,835	22,189
5	15,208	16,196	17,248	18,370	19,564	20,835	22,189	23,633

1989

LEVEL	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	\$12,530	\$13,345	\$14,212	\$15,136	\$16,120	\$17,168	\$18,283	\$19,472
2	13,345	14,212	15,136	16,120	17,168	18,283	19,472	20,738
3	14,212	15,136	16,120	17,168	18,283	19,472	20,738	22,085
4	15,136	16,120	17,168	18,283	19,472	20,738	22,085	23,520
5	16,120	17,168	18,283	19,472	20,738	22,085	23,520	25,051

APPENDIX B

LONGEVITY PAGE

7th year	\$150.00
8th year	\$150.00
9th year	\$150.00
10th year	\$150.00
11th year.....	\$175.00
12th year.....	\$175.00
13th year.....	\$175.00
14th year	\$175.00
15th year	\$175.00
16th year.....	\$175.00
17th year.....	\$175.00
18th year.....	\$175.00

In computing the length of service, payment will start with the first full pay period following the employee's anniversary date. Any interruption of service due to a cause beyond the employee's control, i.e., military service, injury or illness, shall be considered as service for the purpose of determining the completion of said cumulative periods of service with the Employer.

APPENDIX C

JOB TITLES - LEVELS

<u>Level</u>	<u>Title</u>
1	Assessing Clerk Assessing Clerk Typist Cashier Clerk Typist Tax Clerk Tax Clerk Typist
2	Senior Clerk Senior Clerk Typist Data Entry Machine Operator Senior Cashier Police Records Clerk - Steno Police Records Clerk Typing
3	Senior Tax Clerk X Senior Tax Clerk Typing Senior Data Entry Machine Operator Senior Assessing Clerk Senior Violations Clerk Typing Senior Clerk Stenographer
4	Deputy Court Clerk Principal Assessing Clerk Principal Clerk Typist Principal Clerk Transcriber Principal Data Entry Machine Operator X
5	Court Clerk Principal Tax Clerk Typing X Senior Purchasing Assistant Senior Police Records Clerk