

A G R E E M E N T

Between

BOROUGH OF RAMSEY

BERGEN COUNTY, NEW JERSEY

and

RAMSEY ROAD DEPARTMENT ASSOCIATION

JANUARY 1, 1999, THROUGH DECEMBER 31, 2002

TABLE OF CONTENTS

<u>ARTICLE</u>	<u>PAGE</u>
1 PREAMBLE	1
2 RECOGNITION	1
3 PROBATIONARY PERIOD	1
4 SALARY SCHEDULE FOR MECHANICS, LABORERS, AND EQUIPMENT OPERATORS	2,3,4, 5
5 STEP INCREMENTS FOR LABORERS AND EQUIPMENT OPERATORS	6,7
6 UNIFORMS AND CLEANING ALLOWANCE	8
7 SICK LEAVE	9, 10, 11
8 JOB RELATED INJURIES	12
9 CHILDREN'S SCHOLARSHIP	12
10 DEATH BENEFIT	13
11 UNION SECURITY	13
12 GRIEVANCE PROCEDURE	14
13 HOLIDAYS	15
14 VACATION LEAVE	16, 17
15 PERSONAL LEAVE DAYS	18
16 INCENTIVE DAYS	19
17 OVERTIME	19
18 RETIREMENT-VACATION PAY	19
19 BEREAVEMENT LEAVE	20
20 LONGEVITY PAY	20
21 RETIREE INSURANCE BENEFITS	20
22 DENTAL INSURANCE	21
23 HEALTH AND WELFARE BENEFITS	22
24 HOURS OF WORK	23

TABLE OF CONTENTS (Continued...)

<u>ARTICLE</u>		<u>PAGE</u>
25	MEAL ALLOWANCE	24
26	RATES OF PAY	24
27	COFFEE-SNOW EMERGENCY	24
28	ROAD DEPARTMENT DIVISION OF DEPARTMENT OF PUBLIC WORKS	24
29	TUITION REIMBURSEMENT	25
30	UNPAID LEAVE OF ABSENCE	25
31	COMMERCIAL DRIVER'S LICENSE REIMBURSEMENT	26
32	LEAVE FOR JURY DUTY	26
33	SENIORITY	27
34	PERSONNEL ADVANCEMENT	27
35	NON-DISCRIMINATION	28
36	MANAGEMENT RIGHTS	28
37	NO STRIKE - NO LOCKOUT	29
38	SEPARABILITY AND SAVINGS	30
39	ENTIRE AGREEMENT	30
40	TERM AND RENEWAL	31

ARTICLE 1

PREAMBLE

THIS AGREEMENT, made and entered into as of this 6th day of June, 2000, by and between THE BOROUGH OF RAMSEY, a municipal corporation in the County of Bergen and State of New Jersey, with offices at 33 North Central Avenue, Ramsey, New Jersey, (hereinafter called the "Employer"), and the RAMSEY ROAD DEPARTMENT ASSOCIATION, having an office at Westside Plaza, Ramsey, New Jersey, (hereinafter called the "Association"), represents the complete and final understanding on all bargainable issues between the Employer and the Association.

ARTICLE 2

RECOGNITION

A. The Borough recognizes the Association as the sole and exclusive representative for the purposes of collective negotiations for all full-time and permanent employees of the Road Department holding the following job titles: mechanic, equipment operator, and laborer.

B. Whenever titles are used in this Agreement, they shall be defined to include the plural as well as the singular and to include males and females.

ARTICLE 3

PROBATIONARY PERIOD

A. Employees hired after the date of this Agreement for a job title which is within the bargaining unit shall be probationary employees for the ninety (90) days immediately succeeding the date of hire.

B. Probationary employees shall not be represented by the Association nor covered by this Agreement. Employees who, in the sole opinion of the Employer, have successfully completed the probationary period shall thereafter be called permanent employees.

ARTICLE 4

SALARY SCHEDULE FOR MECHANICS AND LABORERS

The following base salary schedule is hereby established for the following employees for the calendar year 1999, (retroactive to January-1, 1999):

<u>EMPLOYEE</u>	<u>JOB TITLE</u>	1999 <u>SALARY</u>
R. Schottke	Mechanic	52,332.26
D. Bouma	Equipment Operator	48,113.25
W. Flemming	Equipment Operator	48,113.25
R. Lewis	Equipment Operator	48,113.25
R. Picariello	Equipment Operator	48,113.25
C. Hoering	Laborer	48,113.25
K. Parétti	Laborer	48,113.25
W. Ackerson	Laborer	48,113.25
T. Lanning	Laborer	48,113.25
N. Andersen	Laborer	48,113.25
R. Goodman	Laborer	48,113.25

ARTICLE 4

SALARY SCHEDULE FOR MECHANICS AND LABORERS

The following base salary schedule is hereby established for the following employees for the calendar year 2000, (retroactive to January 1, 2000):

<u>EMPLOYEE</u>	<u>JOB TITLE</u>	2000 <u>SALARY</u>
R. Schottke	Mechanic	53,902.23
D. Bouma	Equipment Operator	49,556.65
W. Flemming	Equipment Operator	49,556.65
R. Lewis	Equipment Operator	49,556.65
R. Picariello	Equipment Operator	49,556.65
C. Hoering	Laborer	49,556.65
K. Parétti	Laborer	49,556.65
W. Ackerson	Laborer	49,556.65
T. Lanning	Laborer	49,556.65
N. Andersen	Laborer	49,556.65
R. Goodman	Laborer	49,556.65

ARTICLE 4

SALARY SCHEDULE FOR MECHANICS AND LABORERS

The following base salary schedule is hereby established for the following employees for the calendar year 2001:

<u>EMPLOYEE</u>	<u>JOB TITLE</u>	<u>2001 SALARY</u>
R. Schottke	Mechanic	53,519.30
D. Bouma	Equipment Operator	51,043.35
W. Flemming	Equipment Operator	51,043.35
R. Lewis	Equipment Operator	51,043.35
R. Picariello	Equipment Operator	51,043.35
C. Hoering	Laborer	51,043.35
K. Parétti	Laborer	51,043.35
W. Ackerson	Laborer	51,043.35
T. Lanning	Laborer	51,043.35
N. Andersen	Laborer	51,043.35
R. Goodman	Laborer	51,043.35

ARTICLE 4

SALARY SCHEDULE FOR MECHANICS AND LABORERS

The following base salary schedule is hereby established for the following employees for the calendar year 2002:

<u>EMPLOYEE</u>	<u>JOB TITLE</u>	<u>2002 SALARY</u>
R. Schottke	Mechanic	57,184.88
D. Bouma	Equipment Operator	52,574.65
W. Flemming	Equipment Operator	52,574.65
R. Lewis	Equipment Operator	52,574.65
R. Picariello	Equipment Operator	52,574.65
C. Hoering	Laborer	52,574.65
K. Parétti	Laborer	52,574.65
W. Ackerson	Laborer	52,574.65
T. Lanning	Laborer	52,574.65
N. Andersen	Laborer	52,574.65
R. Goodman	Laborer	52,574.65

ARTICLE 5

STEP INCREMENTS FOR LABORERS AND EQUIPMENT OPERATORS

A. The following salary step program shall apply to all employees holding the job title of Equipment Operator or Laborer and the employee shall proceed to the next step after the completion of each year of service computed from the date of employment.

B. The following salary step program shall be effective from January 1, 1999, through December 31, 1999:

Starting Salary	27,940.28
First Step	31,969.52
Second Step	36,009.44
Third Step	40,044.02
Fourth Step	44,096.01
Fifth Step	48,113.25

C. The following salary step program shall be effective from January 1, 2000, through December 31, 2000:

Starting Salary	28,778.49
First Step	32,928.61
Second Step	37,089.72
Third Step	41,245.34
Fourth Step	45,418.89
Fifth Step	49,556.65

D. The following salary step program shall be effective from January 1, 2001, through December 31, 2001:

Starting Salary	29,641.84
First Step	33,916.47
Second Step	38,202.41
Third Step	42,482.70
Fourth Step	46,781.46
Fifth Step	51,043.35

ARTICLE 5 (Continued...)

E. The following salary step program shall be effective from January 1, 2002, through December 31, 2002:

Starting Salary	30,531.10
First Step	34,933.96
Second Step	39,348.48
Third Step	43,757.18
Fourth Step	48,184.90
Fifth Step	52,574.65

ARTICLE 6

UNIFORMS AND CLEANING ALLOWANCE

A. All employees shall be required to purchase the following uniforms: Work Pants - Navy Blue in Color, Chino Type - permanent press fabric or equivalent; Winter Work Shirts - Navy Blue Woolrich Flannel or equivalent, long sleeve with buttons and collar; Summer Work Shirts - short sleeve, t-shirt, Navy Blue in color; Winter Jacket - Chino cloth material, long sleeve, Navy Blue in color with collar and zipper; Two (2) Pairs of steel tipped work shoes, Knapp work shoes or equivalent. Items of clothing shall not have any advertising statements or slogans thereon.

B. The employer shall provide each employee with an annual uniform allowance in the amounts noted below to be used toward the purchase of such uniforms which allowance will be paid upon submission of appropriate bills and vouchers:

- | | |
|--------------------|--------------------|
| 1. 1999 - \$850.00 | 3. 2001 - \$850.00 |
| 2. 2000 - \$850.00 | 4. 2002 - \$850.00 |

C. Monograms and names tags shall be furnished for all Work Shirts and Winter Jackets by the Borough of Ramsey. In addition, the Borough shall furnish each employee with five (5) orange t-shirts and name labels for warm weather use. Monograms and name tags shall be affixed to all work shirts and winter jackets within fourteen (14) days of receipt of same by employee. The Superintendent of the Department of Public Works shall have the right to send home without pay for that day any employee who does not report to work in full uniform or any employee that has visible tears in his uniform.

D. Laundering of Uniforms - The Borough shall provide each employee with a \$100.00 cleaning allowance toward the cleaning of such uniforms.

ARTICLE 7

SICK LEAVE

A. Service Credit for Sick Leave

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

2. All permanent part-time employees shall be entitled to sick leave with pay on a pro-rata basis in accordance with Section B of this Article.

3. Sick leave may be utilized by employees when they are unable to perform their work by reason on personal illness, accident or exposure to contagious disease.

B. Amount of Sick Leave for Employees Hired on or after January 1, 1997

Those full-time employees hired on or after January 1, 1997, are eligible to commence earning sick leave following six (6) full months of service. They will then be eligible to earn one sick day for each full month of service thereafter in each contract year up to a maximum of five (5) sick days per contract year. Accumulation of unused sick days for those hired on or after January 1, 1997, shall be capped at a maximum of thirty (30) days for payout purposes. If an employee accumulates more than thirty (30) days, he shall be paid for those days in excess of 30 at the end of each year at that year's pay rate.

C. Amount of Sick Leave for Employees Hired before January 1, 1997

1. Full-time employees hired before January 1, 1997, shall accrue sick leave on the following basis: .833 days per month of service.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year.

3. Upon termination by regular retirement, an employee shall be entitled to receive severance pay in an amount equal to fifty (50%) percent of his accumulated and unused sick leave days.

ARTICLE 7 (Continued...)

SICK LEAVE

a. An Employee whose employment is terminated prior to regular retirement and who has been employed for more than five (5) years, shall be entitled to receive severance pay in an amount equal to twenty-five (25%) percent of his accumulated sick leave days or to twenty-five (25%) percent of his accumulated sick leave days off. An employee whose employment is terminated prior to regular retirement because of job related disability and who has been employed for more than five (5) years shall be entitled to receive severance pay in an amount equal to fifty (50%) percent of his accumulated sick leave days or to fifty (50%) of his accumulated sick leave days or to fifty (50%) of his accumulated sick leave days off. Accumulated sick leave pay shall be computed based upon the average pay to the employee during the twelve months immediately preceding terminating of employment.

b. In the event of any employee's death, his estate shall be entitled to receive whatever sick leave benefits the employee was entitled to at the time of termination of employment.

D. 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 at least sixty (60) minutes prior to the employee's scheduled or required reporting time.

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

b. Absence without notice for three (3) consecutive days shall constitute a resignation.

E. Verification of Sick Leave

1. An employee who shall be absent on sick leave for three (3) or more consecutive working days may be required to submit acceptable medical evidence substantiating the illness.

ARTICLE 7 (Continued.....)

SICK LEAVE

a. An employee who has been absent on sick leave for period totalling ten (10) days in one (1) calendar year consisting of period of less than three (3) days, may be required to submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one (1) day, in which case only one (1) certificate shall be necessary for a period of six (6) months.

b. The Borough may require proof of illness of an employee on sick leave whenever such requirement appears reasonable under the circumstances. Abuse of sick leave shall be cause for disciplinary action.

2. In case of sick leave or leave of absence due to exposure or contagious disease, a certificate from the Department of Health shall be required as substantiation for such exposure.

3. The Borough may require an employee who has been absent because of personal illness, accident or exposure to contagious disease, as a condition of his return to duty, to be examined, at the expense of the Borough, by a physician chosen by the employee from a panel of physicians designated by the Borough. Such examination shall substantiate such illness, accident or exposure to contagious disease. In addition, 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.

F. Miscellaneous

1. A full sick leave day shall be charged for a sick leave absence of four (4) or more hours.

2. Personal illness, accident or exposure to contagious disease which occurs while on vacation time cannot be charged against the sick leave allowance.

3. An employee who makes a false claim for sick leave will be subject to discipline.

ARTICLE 8

JOB RELATED INJURIES

The Employer will continue to provide coverage for all employees covered by this Agreement under a Worker's Compensation Insurance Policy, as such coverage may be required by statute.

ARTICLE 9

CHILDREN'S SCHOLARSHIP

The unemancipated children of an employee who dies in the performance of his duties, other than from natural causes, shall receive an undergraduate tuition scholarship to a college located within the United States provided:

1. The cost to the Borough for such tuition scholarship shall not exceed the cost of the tuition for the undergraduate Arts and Science School at Rutgers University.
2. The child is enrolled in a four-year undergraduate degree program.
3. The child receives a four-year undergraduate degree within five (5) years from the date that the child's undergraduate college education began.

ARTICLE 10

DEATH BENEFIT

The widow of an employee who dies in the performance of his duties, other than from natural causes, shall receive a one-time payment equal to twenty-five (25%) percent of the deceased employee's regular annual salary at the time of his death, as well as an additional one-time payment of five hundred (\$500.00) dollars for each unemancipated child of the deceased employee.

ARTICLE 11

UNION SECURITY

A. The Employer will recognize one (1) steward and one (1) alternate steward, both designated by the Association for the purpose of presenting grievances to the Employer pursuant to Article 12. The steward may present grievances at mutually convenient times. The Association will notify the Employer of the names of the steward and alternate steward.

B. The Employer will provide one (1) bulletin board at the garage for the exclusive use of the Association for the purpose of posting notices relevant to the business of the Association. Notices shall not contain partisan political material or material defamatory or degrading to the Employer or any of the Employer's employees. It shall be the duty of the Association steward to supervise the contents of the notices.

ARTICLE 12
GRIEVANCE PROCEDURE

A. A grievance is hereby defined as any controversy arising over the interpretation, application or violation of any of the provisions of this Agreement and may be raised by an individual, the Association on behalf of and at the request of an individual or group of individuals, or the Borough. The Association or the individual employees shall not grieve managerial prerogatives within the meaning of the N.J. Employer-Employee Relations Act.

B. The Procedure for settlement of grievances shall be as follows:

Step 1 - The Association or an aggrieved employee shall present the grievance to the Superintendent of the Road Department within ten (10) days of the occurrence of the incident upon which the grievance is based. Any grievance not presented within ten (10) days of the occurrence of the incident shall be deemed waived. The Superintendent shall reply to the grievance within five (5) days of the presentation. If the reply is unsatisfactory or if the grievance is not replied to within five (5) days, the grievance shall be deemed to be unsettled and the Association or the aggrieved employee may immediately proceed to Step 2. Time for presentation of and reply to grievances may be extended by express mutual consent.

Step 2 - If the grievance is not settled at Step 1, then the Association of the aggrieved employee may then present the grievance to the Mayor and Council by filing a written copy of the grievance and the reply within ten (10) days of the completion of Step 2. The grievance shall be heard by the Mayor and Council on a date and at a time convenient for all parties. A written reply shall be made by the Mayor and Council.

ARTICLE 13

HOLIDAYS

A. The thirteen (13) holidays set forth below will be recognized by the Employer:

New Year's Day	Columbus Day
Good Friday	Election Day
Presidents' Day	Veterans' Day
Memorial Day	Thanksgiving Day
Independence Day	The day after Thanksgiving Day
Labor Day	One (1) Floating Holiday*
	Christmas

*The employee shall have the right to choose any day as his floating holiday provided he gives the Superintendent of the Department of Public Works two (2) weeks notice of same and further provided that not more than two (2) employees choose the same floating holiday.

B. Holidays falling on Sunday shall be observed the following day. Holidays falling on Saturday shall be observed the preceding day.

C. If full time regular hourly employees are required to work on any such holidays, they shall be compensated at one and one-half (1½) times the regular rate of pay.

D. If the holiday falls on an employee's scheduled day off, or on a vacation day, then the employee shall be given another day off or paid for eight hours at the regular rate of pay.

E. The employer reserves the right not to pay holiday pay to employees who do not report for work as scheduled on the work day immediately preceding or next following a recognized holiday.

F. The compensation provided for work performed on a holiday shall be in place of and not in addition to the compensation for overtime worked.

ARTICLE 14
VACATION LEAVE

A. Paid vacation leave shall be granted to employees based upon their regular straight time rate of pay and upon continuous years of service in accordance with the schedules noted below.

1. During the first calendar year of continuous service, or any part thereof, the employee shall be allowed one (1) vacation day for every two (2) complete months of continuous service, for a maximum of six (6) days.

2. During the second calendar year of service through the fifth calendar year of service, the employee shall be entitled to ten (10) working days vacation each year.

3. The following schedule shall apply during the sixth (6th) calendar year of service and thereafter:

<u>During the Calendar Year of Service noted below</u>	<u>Working Days Vacation Per Year</u>
Sixth (6th)	Eleven (11)
Seventh (7th)	Twelve (12)
Eighth (8th)	Thirteen (13)
Ninth (9th)	Fourteen (14)
Tenth (10th)	Fifteen (15)
Eleventh (11th)	Sixteen (16)
Twelfth (12th)	Seventeen (17)
Thirteenth (13th)	Eighteen (18)
Fourteenth (14th)	Nineteen (19)

4. During the fifteenth (15th) calendar year of service, and until the completion of twenty (20) full calendar years of service, the employee shall be entitled to twenty (20) working days vacation per year.

5. After completion of twenty (20) full years of calendar years of service, the employee shall be entitled to twenty-five (25) working days vacation per year.

B. The Employer shall fix a vacation schedule and the dates upon which each employee is to be granted vacation.

C. Vacation allowance must be taken during the current calendar year and reasonable efforts will be made to give the employee the time of his choosing, unless the Borough determines that the vacation cannot be taken because of pressure of work. Any unused vacation resulting from the pressure of work as determined by the Borough may be carried forward into the next succeeding year only.

D. If a holiday recognized by this Agreement is observed on a working day within an employee's scheduled vacation period, then the employee shall be entitled to an additional day of vacation.

E. Vacation entitlements are to be determined as of January 1 of each year.

F. Employees leaving the employ of the Employer after giving at least two (2) weeks notice, and before the completion of an entire given year, shall be paid for the unused vacation allowed them for that year on a prorated basis.

G. Employees who are on sick leave for more than three (3) consecutive days shall not earn any vacation time until they return to full-time duty.

ARTICLE 15

PERSONAL LEAVE DAYS

A. Each full-time employee covered by this Agreement shall receive personal days at eight (8) hours straight time as follows:

1. During the first calendar year of service:

(a) employees commencing work prior to May 1, -
three (3) days.

(b) employees commencing work on or after May 1,
and prior to September 1, - two (2) days.

2. Three (3) days during the second (2nd) through tenth (10th) calendar year of service.

3. Four (4) days during the eleventh (11th) through the fifteenth (15th) calendar year of service.

4. Five (5) days after the fifteenth (15th) calendar year of service.

B. Personal leave days are acknowledged to be separate and distinct from sick leave.

C. Personal days may be accumulated to December 31 of the following year only.

D. Requests for such personal days will be made in writing to the employee's supervisor, not less than seven (7) calendar days in advance of the personal day requested, except in cases of extreme emergency.

ARTICLE 16
INCENTIVE DAYS

An employee shall be provided with one additional personal day, if the employee does not take a sick day during a period of 180 consecutive days.

ARTICLE 17
OVERTIME

A. Overtime is defined as time worked at the direction of the Employer in excess of forty (40) hours worked per week.

B. Overtime shall be distributed as equitably as possible, provided the employee has the ability to do the work and all employees shall be expected to work a reasonable amount of overtime when requested.

C. Employees working overtime will receive compensation at the rate of time and one-half their regular straight time pay for each such hour worked.

D. There shall be no pyramiding of overtime.

E. In times of emergency, all employees are subject to call unless they are on sick leave.

ARTICLE 18
RETIREMENT-VACATION PAY

An employee, upon retirement from service, or his beneficiary in the event of his death, shall receive straight time pay for any unused vacation days, on a pro-rated basis, which the employee was entitled during the calendar year of retirement or death.

ARTICLE 19
BEREAVEMENT LEAVE

A. In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay from the day of death or the day of funeral, but in no event shall said leave exceed three (3) consecutive days, one of which shall be the day of death or the day of funeral.

B. Verification of death and the relationship of the deceased to the employee may be required by the Borough in order to obtain benefits under this Article.

C. For the purposes of this Article, the immediate family shall be defined as spouse, child, parent, brother, sister, parent-in-law, grandchild, grandparent, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or other close relative permanently residing in the employee's household at the time of death.

ARTICLE 20
LONGEVITY PAY

Employees shall receive longevity compensation computed at 2% of the employee's annual compensation for each four years of service to a maximum of 10% of the employee's annual compensation.

ARTICLE 21
RETIREE INSURANCE BENEFITS

A. After twenty-five (25) years of service, or duty incurred disability, or ordinary disability retirement after ten (10) years

of service to the Employer, all Blue Cross/Blue Shield major medical insurance benefits and dental insurance benefits shall be continued for retired employees and their immediate families, if applicable, for a maximum of five years, or until the retired employee qualifies for medicare, or until the retired employee is again employed by any source, whichever shall first occur, provided, however, that if an employee shall remain in the employ of the Employer for thirty years or more before retirement, all of his insurance coverages as stated above shall be continued until he qualifies for Medicare.

B. Employees who are not eligible for the benefits set forth in paragraph A above and who terminate service by virtue of retirement or by exercise of pension vesting rights, shall have the option of continued enrollment in the Employer's group medical and dental insurance program on a contributory basis by the employee. This option is restricted to employees who have been employed by the Employer for a period of at least ten (10) years.

ARTICLE 22

DENTAL INSURANCE

A. The current group dental insurance benefits shall be as provided in Schedule A which is attached hereto and made a part hereof. The current Delta Dental Plan (Group No. 1572) maximum amount payable for services in any calendar year shall be One Thousand Five Hundred (\$1,500.00) Dollars.

B. The Board may, at its option, change insurance plans or programs or carriers of self-insure, so long as substantially similar benefits are provided.

C. The Board shall provide an HMO/NJ Dental Plan if there are at least five to seven Borough Employees who wish to participate in same.

ARTICLE 23

HEALTH AND WELFARE BENEFITS

A. It is agreed that the Board shall continue to provide health and welfare benefits for the employees covered by this Agreement.

B. The Board may, at its option, change any of the health and welfare plans or programs or carriers or self-insure, so long as substantially similar benefits are provided.

C. The Board shall enroll employees that file the necessary and required statements in the Board's Health Benefits Program as it exists on the date of this Agreement. Enrollment shall include the employee's dependents as defined by the plan. The full premium cost of the program will be paid by the Board. If, for any reason, the aforementioned plan or a part thereof, is withdrawn by the carrier, the Board will make its best effort to obtain similar coverage for the employees.

D. Effective upon the ratification and execution of the Agreement or upon such time after that date as is determined by the Board, the Employees shall:

1. be subject to a medical benefits deductible of \$200.00 for an individual and \$400.00 for a family;
2. be required to obtain a Second Surgical Opinion for non-emergency surgical procedures;

3. be subject to a "Stop-Loss" limit increase per employee from \$2000 to \$5000. This limit establishes the level upon which ends their 80%-20% subsidy and the Plan begins its 100% coverage.

ARTICLE 24
HOURS OF WORK

A. The work week shall begin at 12:00 a.m. on Monday and end at midnight on the next succeeding Sunday. Full-time employees shall be scheduled to work forty (40) hours during the work week.

B. Full-time employees shall work five (5) consecutive days Monday through Friday during the week. The work day shall consist of eight (8) hours of work. During the work day, employees shall be allowed one (1) fifteen (15) minute rest period with pay before the meal period and one (1) ten (10) minute rest period with pay after the meal period. The meal period shall be one half ($\frac{1}{2}$) hour and employees shall not be paid for the duration thereof. Rest periods and meal periods shall be scheduled by the Employer.

C. The usual starting time of the work day shall be 7:00 a.m. In the event that the Employer changes the usual starting time, then the Association will receive twenty (20) days prior notice of the change.

ARTICLE 25

MEAL ALLOWANCE

A. During emergency situations, such as snow clearing and water main breaks, by way of example and not limitation, when full time employees are required to work more than eight (8) consecutive hours, they shall receive a meal allowance after three consecutive hours of overtime, and an additional meal allowance after the next eight consecutive hours of overtime.

B. The meal allowance shall be paid directly by the eating establishment after presentation to the employee's meal check.

C. The meal allowance amounts shall be as follows:

	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
Lunch	\$9.00	\$10.00	\$11.00	\$12.00
Dinner	\$9.00	\$10.00	\$12.00	\$14.00

ARTICLE 26

RATES OF PAY

A. Each employee shall be assigned a job title.

B. All work performed on Saturday and Sunday shall be compensated at one and one-half (1½) times the employee's straight time hourly rate of pay.

C. The hourly rate of pay shall be determined by dividing the annual base salary as set forth in the base salary above by 2,080.

ARTICLE 27

COFFEE - SNOW EMERGENCY

The Board shall provide coffee and beverages to the employees at the Department of Public Works building during emergencies, such as by way of example and not limitation, snow removal and water main breaks.

ARTICLE 28

ROAD DEPARTMENT DIVISION OF DEPARTMENT OF PUBLIC WORKS

The Road Department is a Division of the Department of Public Works and employees shall also perform various Water Department duties described and assigned by the Superintendent of the Department of Public Works.

ARTICLE 29

TUITION REIMBURSEMENT

The Borough shall reimburse an employee for the cost of tuition paid by the employee during the term of this Agreement for any courses taken by the employee toward obtaining a New Jersey State Electrical, plumbing, pesticide, water or sewer license, provided, however, that such reimbursement shall only be made after successful completion of the course.

ARTICLE 30

UNPAID LEAVE OF ABSENCE

A. A permanent full-time employee may request a personal leave of absence without pay for good cause for a period not to exceed six (6) months. Leave may be granted with the approval of the Superintendent of the Ramsey Road Department and at the discretion of the Mayor and Council and subject to the needs of the Borough.

B. A leave of absence may be renewed upon the request of the employee and it may be granted for reasons deemed proper by the Superintendent of the Department of Public Works and at the discretion of the Mayor and Council.

C. The Employer reserves the right to revoke a leave of absence of good cause for emergency reasons upon written notice of five (5) working days.

D. All decisions of the Employer regarding leaves of absence shall be discretionary.

E. At the expiration of such leave, the employee shall be returned to the position from which he is on leave and shall be entitled to all increases in the rate of pay granted during his leave for title. However, there shall be no retroactive pay nor back pay resulting from this Article.

F. During all personal leaves of absence, seniority shall be retained, provided however that seniority shall not accrue during the period of the leave of absence and upon return the employee shall have no greater seniority than at the time that the employee commenced his leave of absence.

G. The period of time during which an employee is on an unpaid leave of absence shall not be considered service time for any purpose under this Agreement.

ARTICLE 31

COMMERCIAL DRIVER'S LICENSE REIMBURSEMENT

The Board shall reimburse an employee for the cost of a commercial driver's license issued by a State Division of Motor Vehicles. Employees renewing such commercial driver's license shall do so during normal work hours.

ARTICLE 32

LEAVE FOR JURY DUTY

A. Employees summoned for petit jury will be granted a leave of absence with pay for a period not to exceed two (2) weeks. Employees shall receive their regular rate of pay, less the amount of money received by them for serving on jury duty.

B. Employees shall notify the Employer within one (1) working day of the receipt of the summons of jury duty. Employees must produce the summons for jury notice in order to receive benefits under this Article.

C. If employees are dismissed from jury duty and can reasonably return to the Employer's garage prior to 1:30 P.M., they shall return to work.

ARTICLE 33

SENIORITY

A. The seniority of an employee is hereby defined as the period of continuous service as a full time employee dating from the most recent date of hire. The Employer will forward to the Association within ten (10) days of the date of this Agreement, a seniority list showing the names of all employees in the bargaining unit and their seniority. The seniority list shall be updated annually in the month of January.

B. The seniority of an employee as defined in this Article will be a factor for consideration in cases of lay-offs, recalls, and seniority. Other facts for consideration will be employee's training, experience, and ability to perform the work required by the Employer.

C. Seniority shall be lost by an employee for the following reasons: voluntary quitting, failure to report back for work no longer than three (3) working days following the conclusion of a leave of absence, discharge for cause; failure to be called back to work for a period of twelve (12) months after a lay-off.

D. That time during which an employee is on a leave of absence or on lay-off status shall not be considered as continuous service time for the purposes of calculating seniority under this provision. Therefore, if an employee is called back to work after being laid-off or returns from a leave of absence, his seniority shall be no greater than that which he had on the date of his lay-off or the date he commenced his leave of absence.

ARTICLE 34

PERSONNEL ADVANCEMENT

Employees shall have the opportunity for advancement from lower employment positions to higher employment positions, if, in the Borough's sole discretion, such employee is qualified.

ARTICLE 35
NON-DISCRIMINATION

Neither party to this Agreement shall discriminate against any employee on account of race, creed, color, sex, national origin or membership or non-membership in the Association.

ARTICLE 36
MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested on it prior to the signing of this contract 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 right to:

1. carry out the statutory mandate and goals assigned to municipalities, utilizing personnel, equipment, methods and means in the most appropriate and efficient manner possible;
2. manage employees, to hire, promote, transfer, assign or retain employees and in that regard, establish work rules, in accordance with statutes.
3. suspend, demote, discharge or take other appropriate disciplinary action against an employee for cause, or to lay-off employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Borough, the adoption of policies, rules, regulations and practices and the 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, and ordinances of the Borough of Ramsey.

C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under any national, state, county or local laws or ordinances.

ARTICLE 37.

NO STRIKE - NO LOCKOUT

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 concerted willful absence of an employee covered hereunder from his duties of employment), work stoppage, slowdown, walkout, or other job action against the Borough. The Association agrees that such action would constitute a material breach of this Agreement.

B. The Employer will not engage in any lockout of employees covered by this Agreement during the term of the Agreement.

C. In the event of a strike, slowdown, walkout or job action, the Association shall take all steps which are necessary to insure that the employees covered under this Agreement return to work promptly, including a public disavowal of the actions of such employees and directing such employees to report to work promptly.

D. In the event of a strike, slowdown, walkout or job action, it is covenanted and agreed that participation in any such activity by any Association member shall be grounds for disciplinary action including possible termination of employment of such employee or employees.

E. 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.

ARTICLE 38

SEPARABILITY AND SAVINGS

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 39

ENTIRE AGREEMENT

A. This Agreement constitutes the entire Collective Bargaining Agreement between the parties and includes and settles for the term of this Agreement all matters which were or might have been raised in all collective bargaining negotiations leading to the signing of this Agreement. This Agreement shall supersede any rules, regulations or practices of the Employer which shall be contrary to or inconsistent with its terms.

B. This Agreement may be altered, changed, added to, deleted from or modified only by voluntary mutual consent of the parties in a written and signed amendment.

ARTICLE 40
TERM AND RENEWAL

This Agreement shall be in full force and effect as of January 1, 1999, and shall remain in effect to and including December 31, 2002, 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 eighty (180) days nor later than one hundred twenty (120) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the Borough of Ramsey, New Jersey, on this *6th* day of *June*, 2000.

RAMSEY ROAD DEPARTMENT ASSOCIATION

BY

Dobby Poon

BY

Thomas C. Lamy

BOROUGH OF RAMSEY
BERGEN COUNTY, NEW JERSEY

BY

John L. Scerbo

John L. Scerbo, Mayor

ATTEST:

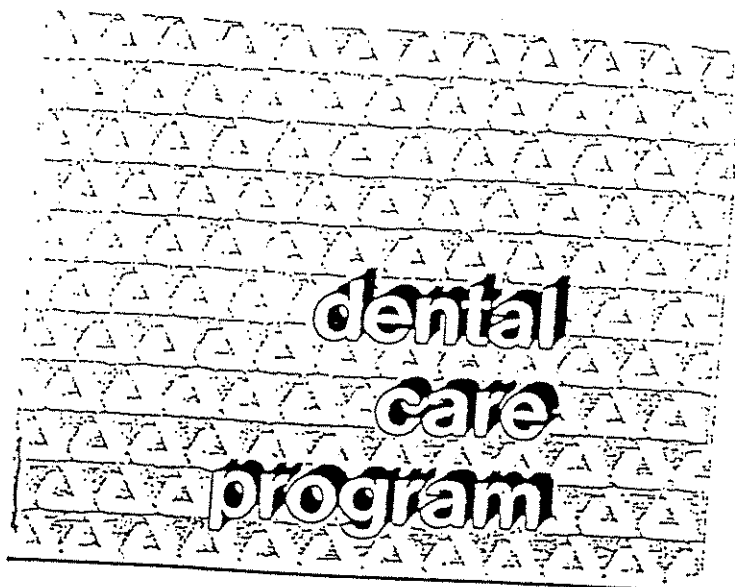
Ann M. Davaris

ATTEST:

Nancy M. Ecke

Nancy M. Ecke
Borough Clerk

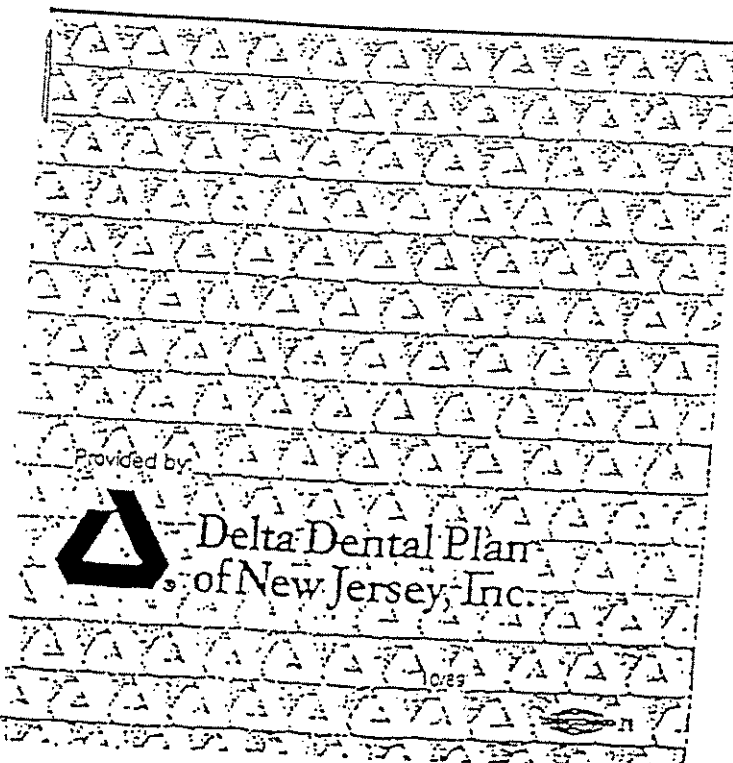
SCHEDULE A



**dental
care
program**

Borough of Ramsey

Group No. 1572



Provided by



Delta Dental Plans
of New Jersey, Inc.

ABOUT THIS BROCHURE...

This is not a summary plan description designed to meet the requirements of ERISA. This brochure contains a general description of your dental care program for your use as a convenient reference. All benefits are governed by the provisions of your group's contract with Delta Dental Plan of New Jersey, Inc.

HISTORY OF DELTA DENTAL

Delta Dental Plan of New Jersey, Inc. is a not-for-profit service corporation organized in 1969. During the past years, Delta has enjoyed a vigorous response from both the dental profession and the public. Delta was created by the dental profession, and now has approximately 90% of New Jersey's licensed, practicing dentists as participating members.

Many New Jersey residents from the industrial, commercial, governmental and educational sectors are covered under Delta dental care programs.

The support of the dental profession together with the Delta method of administration provides the best dental care programs to the greatest number of persons in New Jersey. Delta Dental Plan of New Jersey, Inc. is a member of Delta Dental Plans Association, the nationwide association of not-for-profit dental plans.

FREE CHOICE OF DENTIST

You may choose any fully licensed dentist to render necessary services. Participating dentists will be paid directly by Delta to the extent that services are covered by the contract. Non-participating dentists will bill the patient directly, and Delta will make payment directly to the subscriber. *Maximum benefit can be derived by utilizing the services of a participating dentist.*

USUAL, CUSTOMARY and REASONABLE FEES

Payment for benefits under your usual, customary and reasonable fee program is based upon the prefiled fees of the participating dentist.

An important concept of Delta administration is to review:

- a. the fees charged by the participating dentist, ensuring that they do not exceed usual, customary and reasonable fees,
- b. the dental services to be provided, thus promoting a quality of dental care consistent with prevailing standards of dental practice.

DESCRIPTION OF COVERED SERVICES

Delta Dental Care Programs cover the following services when they are rendered by a licensed dentist and when necessary and customary, as determined by the standards of generally accepted dental practice:

I. PREVENTIVE & DIAGNOSTIC SERVICES

Diagnostic— Procedures such as examinations and x-rays, to assist the dentist in evaluating the existing conditions to determine the required dental treatment. Examinations are allowable twice in a twelve (12) month period.

Preventive— Procedures to assist in preventing oral disease including: Prophylaxis twice in a twelve (12) month period. Topical application of fluoride solutions to age 19; Space maintainers.

II. REMAINING BASIC SERVICES

Oral Surgery— Procedures for extractions and other oral surgery including pre- and post-operative care. General anesthesia when administered by a dentist in conjunction with oral surgery performed by a dentist.

Restorative— Procedures for treatment of carious lesions using amalgam, composite, porcelain or plastic restorations; sealants.

Endodontics— Procedures for pulpal therapy and root canal filling.

Periodontics— Procedures for treatment of the tissues supporting the teeth.

Emergency Care— Necessary palliative treatment for minor dental pain.

III. CROWNS, INLAYS & GOLD RESTORATIONS

Crowns, inlays and gold restorations will be provided when teeth cannot be restored with the above materials.

IV. PROSTHODONTIC BENEFITS

Procedures for construction of bridges, partial and complete dentures and repair of existing prosthetic appliances.

V. ORTHODONTIC BENEFITS

Procedures performed involving the use of an orthodontic appliance for treatment of malalignment of teeth and/or jaws which significantly interferes with their functions.

WHO IS ELIGIBLE?

All employees and their dependents eligible for this dental care program will be covered from the first day of the month following 2 months of continuous full time employment (minimum of 20 hours per week).

Dependents of employees are also eligible for benefits as described.

Dependents are your lawful spouse and unmarried children to age 19 or to age 23 if enrolled as full-time students in an accredited school, college or university. Children include step children, adopted children and foster children, provided such children are dependent upon the employee for support and maintenance.

WHEN DOES COVERAGE TERMINATE?

Coverage for employees and their eligible dependents shall cease on:

- 1) Termination of employee's employment
- 2) Death of employee

Coverage for dependent spouse shall terminate on divorce from the covered employee.

Coverage for a dependent child shall terminate upon attaining the limiting contract age (see eligibility section above).

CONTINUATION OF COVERAGE

Under Federal Regulations, an employee, spouse or dependent child has the right to continue dental coverage if certain qualifying events are met.

Contact your employer for additional details. The individual continuing coverage shall be responsible for payment of the required premiums.

BENEFITS

(Percentage of Delta's Allowable Charges)

Preventive & Diagnostic Services	100 %
Remaining Basic Services	80 %
Crowns	80 %
Prosthodontic Services	50 %
Orthodontic Services (for eligible dependent children only)	50 %

DEDUCTIBLE

Deductible per patient for each calendar year (applies to all services)	\$ 25
Deductible per family for each calendar year (applies to all services)	\$ 75

CALENDAR YEAR MAXIMUM

Calendar year maximum per patient for Preventive & Diagnostic, Basic, Crowns and Prosthodontic Services	\$ 1000
Lifetime maximum per patient for Orthodontic Services	\$ 500

SERVICES NOT COVERED

- Services for injuries or conditions which are compensable under Workers' Compensation or Employers' Liability Laws; services which are provided to the eligible patient by any Federal or State Government Agency or are provided without cost to the eligible patient by any municipality, county or other political subdivision.
- Services with respect to congenital or developmental malformations (including TMJ), cosmetic surgery and dentistry for purely cosmetic reasons.
- Prescribed drugs, analgesics
- Experimental procedures
- Oral hygiene instruction
- Services performed prior to effective date of coverage
- Services to correct minor tooth movement
- Charges for hospitalization, including hospital visits
- Broken appointments
- Laboratory tests

LIMITATIONS

Dental services are subject to the following limitations:

- (a) X-Rays: Complete mouth x-rays are provided only once in a three (3) year period, unless special need is shown. Supplementary bite-wing x-rays are provided not more than twice in a twelve (12) month period.
- (b) Crowns, Inlays and Gold Restorations: Replacement will be made only after five (5) years have elapsed following any prior provision of crowns, inlays or gold restorations under any Delta program.
- (c) Prosthodontics: Prosthodontic appliances will be replaced only after five (5) years have elapsed following any prior provision of such appliances under any Delta program. Replacement will be made of a prosthodontic appliance not provided under a Delta program only if it is unsatisfactory and cannot be made satisfactory.

OPTIONAL SERVICES

In all cases in which the patient selects a more expensive plan of treatment than is customarily provided, Delta will pay the applicable percentage of the lesser fee. The patient must pay the entire remainder of the dentist's fee.

- (1) Crowns, Inlays and Gold Restorations will be provided only when teeth cannot be restored adequately by using amalgam, porcelain, plastic or composite restorations.
- (2) Dentures: Delta will provide a standard cast chrome or acrylic denture. If, in the construction of the denture, the patient and the dentist decide on personalized restorations or employ specialized techniques as opposed to standard procedures, Delta will allow an appropriate amount for the standard denture toward such treatment, and the patient must bear the difference in cost.
- (3) Occlusions: Delta will allow the cost of restorations required to replace missing teeth. Procedures, appliances or restorations necessary to increase vertical dimension and/or restore or maintain the occlusion are considered optional, and the cost is the responsibility of the patient. Such procedures include, but are not limited to, equilibration, periodontal splinting, restoration of tooth structure lost from attrition and restoration for malalignment of the teeth.
- (4) Restorations: Composite restorations will be allowed on anterior teeth only. An allowance for amalgam restorations will be made on posterior teeth.

Delta shall not be obligated to make payment for treatment plans submitted more than one year after the date of rendition of the service.

METHOD OF PAYMENT

Delta's allowable charge for each procedure will be as follows:

A) Delta's participating dentists will be paid based upon the least of:

- 1) The Dentist's charged fee,
- 2) The Dentist's filed fee with Delta,
- 3) Delta's allowance for usual, customary and reasonable fees.

(When services are performed by participating dentists, payment is made to the Dentist.)

B) Non-participating dentists will be paid based upon the lesser of:

- 1) The Dentist's charged fee,
 - 2) Delta's allowance for the prevailing fee.
- (When services are performed by non-participating dentists, payment is made to the subscriber.)

C) Out-of-State dentists will be paid based upon the lesser of:

- 1) The Dentist's charged fee,
- 2) Delta's allowance for usual, customary and reasonable fees.

(When services are performed by out-of-state dentists, payment is made to the subscriber.)

HOW TO USE YOUR PROGRAM

Visit your own dentist. If you do not have a dentist, there is a directory available at the Benefits Department listing participating dentists.

During your FIRST appointment, tell your dentist that you are covered under this Delta Dental Program. Give him/her your Group's name, its Delta Group Number and your Social Security Number. Your dependents, if covered, should give YOUR SOCIAL SECURITY NUMBER.

Your dentist will perform an examination and submit a predetermination form to Delta, if necessary, to determine how much of the charge will be your responsibility. Before treatment is started be sure you discuss with your dentist the total amount of his/her fee.

COORDINATION OF BENEFITS

In order to avoid duplication of payment for the same services, the benefits of the dental program are coordinated with other plans which are not purchased by the employee and which provide dental benefits. Generally, if you are covered by more than one plan, your expenses will be shared between the plans, up to the full amount of the allowable charges.

CLAIMS AND APPEAL PROCEDURE

Delta will notify you if any services are denied, in whole or in part, stating the reason(s) for the denial on a copy of the Notification of Payment which will be sent to you. Within 60 days after receipt of a notice of denial, you may make a written request for review of such denial by addressing your request to Delta Dental Plan of New Jersey, Inc., Benefit Services Department, 959 Route 46, Parsippany, N.J. 07054. You must state the reason(s) you believe Delta should reconsider its determination of benefits. Before making a formal written request for review, you are encouraged to discuss your claim with your Benefits Department.

Delta shall make a full and fair review of your request for reevaluation and may require additional documents as it deems necessary or desirable in making such a review. Certain requests may be referred to one of Delta's regional consultants or to a Delta review committee. Unless referral to a review committee is required or other unusual circumstances arise, you should receive a decision on your request for review, in writing, within 30 days but no longer than 120 days after Delta receives your request.



Delta Dental Plan
of New Jersey, Inc.
959 Route 46 • P.O. Box 222
Parsippany, New Jersey 07054
Claim Inquiries: NJ (800) 452-9310
Out-of-State (800) 346-5377

The individual named hereon is enrolled in the dental program of the group identified below. This card is for identification purposes only and is not a guarantee of coverage. For information concerning benefits, you may contact Delta at the above address.

NAME _____ GROUP NO. 1572

SOC. SEC. NO. _____

Important Savings Tip — Request Generic Drugs

The generic name of a drug is its chemical name. The brand name is the trade name under which the drug is advertised and sold. By law, generic and brand-name drugs must meet the same standards for safety, purity, strength and effectiveness.

A generic prescription costs less than brand-name medication. So, ask your doctor to prescribe generics whenever possible.

Sometimes, your physician may prescribe a medication to be dispensed as written for which there is a formulary preferred brand or generic alternative drug. To help your benefits plan save money, the pharmacist may, on occasion, discuss with your physician whether an formulary alternative might be appropriate for you. Let your physician know if you have a question about a change in prescription or prefer the original prescription. In every case, your physician will make the final decision about the most appropriate medication for you.

Special Services

For the convenience of the hearing impaired who have special TTY equipment in their homes, PAHD Prescriptions has installed a special toll-free number for you to contact us using your equipment. The special number for the hearing impaired is 1-800-873-1230.

For the vision-impaired, upon special request with your order, PAHD Prescriptions will provide Braille labels for your medication vials.

Special Benefits for Seniors: Partners for Healthy Aging™

Your Prescription Drug Program includes a unique program called Partners for Healthy Aging. This special program helps improve the care retirees and individuals age 65 and older receive by optimizing drug therapy.

To take advantage of it, be sure to complete and return the enclosed Patient Health Profile Questionnaire to Merck-Medco Managed Care, Inc. The information you provide will be reviewed against specialized clinical information on drug effects in older adults (such as dosages that should be reduced or drugs that should not be taken) each time you fill a prescription. This process helps ensure that you get prescription medications that are appropriate for you.

Health and Prescription Information

Health and prescription information of members and dependents is used by Medco to administer your health benefits programs. As part of the administration, Medco generally reports that information to the administrator or sponsor of your benefits plan. Medco also uses that information and prescription data gathered from claims submitted nationwide for reporting and analysis without identifying individual patients.

For claim inquiries, contact Blue Cross and Blue Shield of New Jersey.
The phone number is on your ID card.

Managed Care, Inc.; Merck-Medco Managed Care, Inc.;
PAHD Prescriptions, Inc.; and National Rx Services pharmacies
are subsidiaries of Merck & Co., Inc.
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**How To
Use Your
Prescription
Drug Program**



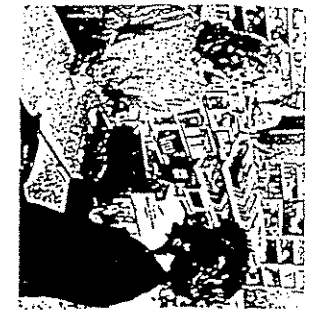
SCHEDULE B

BlueCross BlueShield
of New Jersey

An Independent Licensee of the Blue Cross and Blue Shield Association

Here's how to get the most from your Prescription Drug Benefit Program

For your prescription drug needs, use BCBSNJ/PAID pharmacies.



Your Blue Cross and Blue Shield of New Jersey Prescription Program is administered by PAID Prescriptions, Inc. The enclosed PAID Direct Card is your permanent card, which is to be used as long as you're covered by your plan.

How does the program work?

Use your PAID prescription drug identification card at any of the 50,000 pharmacies that participate nationwide. These pharmacies have agreed to provide prescription drugs at a discounted price to Blue Cross and Blue Shield of New Jersey subscribers. For more information about participating pharmacies, and to find a participating pharmacy near you, simply call Blue Cross and Blue Shield of New Jersey Customer Service. The phone number is shown on your ID card.

For added safety, all prescription claims are now reviewed for potentially dangerous interactions so that your physician can be contacted if necessary.

How much will you be reimbursed?

You need to refer to your Blue Cross and Blue Shield of New Jersey Benefits Booklet or certificate to determine your level of reimbursement. *Keep in mind ...* your reimbursement will be based on the discounted charge. So, if you go to a pharmacy that does not participate in the network, your out-of-pocket expense will usually be higher.

What about claim forms?

If you use your prescription drug card at a participating pharmacy you do not need to complete and file a prescription claim form.

Yet you will need to complete and file a prescription claim only if you purchase medication at a non-

participating pharmacy. You may submit a claim form for up to two years from the date you purchased your medication. Be sure to attach your detailed prescription receipts to the claim form. If your receipts are not attached, your claim will be returned to you. Your claim should be processed within 10-14 days from the day that your claim is received. To obtain additional forms, contact Blue Cross and Blue Shield of New Jersey at the number shown on your ID card.

What drugs are covered?

Most drugs that require a physician's written prescription and are medically necessary for the treatment of an injury or sickness as currently covered by your plan. **Note:** Some prescriptions subject to medical review may not be reimbursable.

How to use PAID Direct

At participating pharmacies ...

1. Present your enclosed PAID Direct Prescription Identification Card.
2. Pay the pharmacist the discounted price for your prescription.

At a non-participating pharmacy ...

1. Pay the full amount of the prescription.
2. Complete a PAID Prescriptions Direct Reimbursement form, attach your detailed prescription receipts, and send it to PAID Prescriptions. Your reimbursement will be based off the charges.

Please note that certain controlled substances and several other prescribed medications may be subject to other dispensing limitations and to the professional judgment of the pharmacist.

YOUR BLUE CROSS AND BLUE SHIELD OF NEW JERSEY PRESCRIPTION DRUG BENEFITS

Cost to You
Please refer to your BCBSNJ Benefits Booklet

Drug Deductible
Please refer to your BCBSNJ Benefits Booklet

Claim Form Required
NO, if you use your PAID Direct prescription card at a participating pharmacy

Blue Cross and Blue Shield of New Jersey customer service is available Monday through Friday from 8:30 A.M. to 4:30 P.M. (8:30 A.M. to 5:00 P.M. for Blue Choice Members). The phone number to call is located on the back of your ID card.

SAVE THIS OUTLINE AS A READY REFERENCE

See for yourself how easy it is to use this program

SETTLEMENT AGREEMENT

This agreement is reached between the **BOROUGH OF RAMSEY** and the **RAMSEY ROAD DEPARTMENT** and is subject to the approval by the Borough's Mayor and Council and ratification by the rank and file of the Road Department. The terms of this tentative settlement agreement are set forth as follows:

1. Four Year Contract; years 1999, 2000, 2001, and 2002;

2. Salary Increases: 1999 - 3%
 2000 - 3%
 2001 - 3%
 2002 - 3%

3. Sick time:

All new employees hired after January 1, 1997, shall receive ten (10) sick days per year. Should any other union receive an increase in sick time above what is presently provided for in its existing contract with the Borough, this benefit for sick time shall be renegotiated.

4. Prescription Program - MMRxP

Modified Discount Prescription Program as per brochure.

5. Dental Plan inclusive of HMO/NJ Dental Plan

(Need 5 to 7 employees to join).

6. Clothing allowance - \$850.00 per year
Laundering allowance - \$100.00 per year

7. Meal allowance:

	<u>1999</u>	<u>2000</u>	<u>2001</u>	<u>2002</u>
Lunch	\$9.00	\$10.00	\$11.00	\$12.00
Dinner	\$9.00	\$10.00	\$12.00	\$14.00

8. CDL Reimbursement
9. Coffee and beverages to be provided by the Borough of Ramsey during emergency operations.
10. Grievance Procedure. All time schedules to reflect work days.

ATTEST:

Nancy M. Eck

BOROUGH OF RAMSEY

John J. Eck

WITNESS;

Ann M. Davaris

RAMSEY ROAD DEPARTMENT

Dale J. B...

Dated:

June 6, 2000

Thomas C. Langley