

Contract # 2716
PASSAIC PUBLIC LIBRARY
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LIBRARY
INSTITUTE OF MANAGEMENT
AND LABOR RELATIONS

2742 New

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RUTGERS UNIVERSITY

WHEREAS, the Board of Trustees of the Passaic Free Public Library and the Staff Association of the Passaic Public Library (hereinafter known as "Library" and "Staff," respectively) have engaged in collective bargaining regarding renewal, amendment and extension of the collective bargaining agreement which expired December 31, 1992, and

WHEREAS, the Library and the Staff have reached accord on certain changes to the said agreement,

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Passaic Free Public Library and by the Staff Association of the Passaic Public Library, singularly and independently acting, that the following amendments to the collective bargaining agreement which expired on December 31, 1992, be and the same are hereby ratified and that the amended sections, together with those sections unchanged or undeleted shall constitute the collective bargaining agreement between the Library and the Staff for the period January 1, 1993 through June 30, 1995, inclusive.

SECTION 1: Article VI (Salaries) is amended in Sections A, B and C to read as follows:

A. Effective January 1, 1993, all salary guides for full-time covered employees shall be increased by \$600 across the board. Salary guides for part-time covered employees shall be increased by a pro rated portion of \$600 based upon the proportionate amount of time worked as opposed to a 35-hour week.

B. Effective July 1, 1993, all salary guides for all covered employees shall be increased by three and one-half percent (3.5%).

C. Effective July 1, 1994, all salary guides for all covered employees shall be increased by three and one-half percent (3.5%).

[All other sections of this Article shall remain unchanged.]

SECTION 2: Section E (Religious Observance) of Article VIII (Temporary Leaves With Pay) is deleted in its entirety.

[All other sections of this Article shall remain unchanged.]

SECTION 3: Article IX (Longevity) is changed to read as follows:

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Longevity payments shall be made to all employees hired prior to January 1, 1994, and who work a minimum of 30 hours per week. Such longevity shall be paid upon completion of five (5) years of service and increased with succeeding five-year anniversaries according to the following schedule:

Five Years	2 percent
Ten Years	4 percent
Fifteen Years	6 percent
Twenty Years	10 percent
Twenty-Five Years	12 percent
Thirty Years	14 percent

Longevity shall be paid for the full pay period in which employee's anniversary occurs. (I.e. If employee reaches five years of service on August 12, longevity will be applied for the full compensation due for the pay period including that date and in every pay period thereafter.)

No longevity shall be paid to any person employed by the Library on or after January 1, 1994, nor to any employee hired prior to January 1, 1994, unless such prior employment is continuous thereafter. Except that, a break in service resulting from a temporary layoff and leave of absence due to personal reasons will not count against continuous service provided that the employee returns to work upon the initial recall.

SECTION 4: Article XIII (Holidays) is hereby amended as to Section A to read as follows:

A. (1) Library employees shall be entitled to sixteen (16) paid holidays per year.

These holidays shall include thirteen (13) on which the Library shall be closed and the holiday shall be for all employees and three floating holidays which shall mark days on which the Library shall remain open and some staff members will be required to work. Such staff members may take the time off for the holiday at any mutually convenient time after the date of the holiday provided such time off shall be taken within six months of the said holiday.

(2) The Library shall be closed for the following observances:

New Year's Day	Veteran's Day
Martin Luther King Day	Thanksgiving Day
President's Day	Day after Thanksgiving
Good Friday	Christmas Eve
Memorial Day	Christmas Day
Independence Day	New Year's Eve
Labor Day	

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(3) The Library shall remain open on the following holidays:

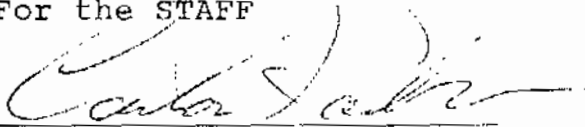
Lincoln's Birthday Election Day
Columbus Day

[All other sections of this article shall remain unchanged.]

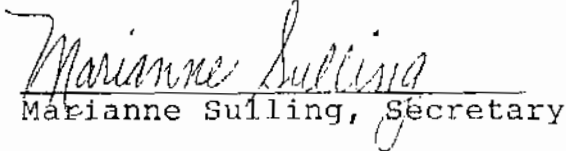
SECTION 5: Sections I, J and K of Article XIV (Sick Leave)
are deleted in their entirety. However, an employee who reports
to work and becomes ill and leaves work will be compensated
for hours worked.

[All other sections of this Article shall remain unchanged.]

For the STAFF



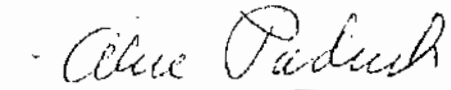
Carlos Rodriguez, President



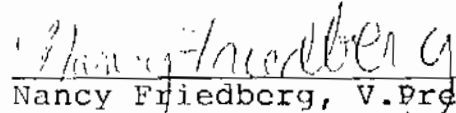
Marianne Sulling, Secretary

Dated: 3/22/94

For the LIBRARY



Alice Paduch, President



Nancy Friedberg, V. Pres.

Dated: 3/22/94