

Contract no. 1354

COLLECTIVE BARGAINING AGREEMENT
NEW JERSEY SPORTS AND EXPOSITION AUTHORITY
AND
LABORERS' LOCAL 472 - ARENA/STADIUM PARKING DEPARTMENT
DECEMBER 1, 1988 THRU NOVEMBER 30, 1991

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THIS AGREEMENT covering GIANTS STADIUM and the BRENDAN BYRNE MEADOWLANDS ARENA (and including non-racing related events at the Meadowlands Racetrack) at East Rutherford, New Jersey, made this *5th* day of *August 1989* by and between NEW JERSEY SPORTS AND EXPOSITION AUTHORITY, a body politic and corporate of the State of New Jersey, party of the first part, hereinafter designated as the "Employer", HEAVY AND GENERAL CONSTRUCTION LABORERS LOCAL UNION NO. 472 hereinafter referred to as the "Union", party of the second part;

WHEREAS, the Employer and the Union recognize that it will be to the benefit of both to promote mutual understanding and to foster a harmonious relationship between the parties to the end that continuous and efficient service will be rendered to and by the parties hereto:

NOW, THEREFORE, in consideration of the foregoing and of the mutual covenants hereinafter entered into for other good and valuable considerations, the parties hereto agree to the following:

ARTICLE 1.

UNION RECOGNITION

1. The Employer hereby recongnizes and acknowledges that the Union is the exclusive representative for all employees employed by the Employer in its' Parking Department at all existing and future installations which are or may be owned and operated by the Employer in the State of New Jersey, but excluding professional and supervisory employees and managerial executives for the purpose of collective negotiations.

2. Pursuant to Chapter 303, Public Laws 1968, as amended, the Employer hereby agrees that every employee shall have the right to organize, join and support the Union and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a body exercising governmental powers under the Laws of the State of New Jersey, the Employer undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, as amended or other laws of New Jersey or the Constitution of New Jersey and of the United States.

3. The Employer further agrees that it shall not discriminate against any employee with respect to hours, wages or any term or condition of employment by reasons of his membership in the Union and its affiliates, his participation in any activities of the Union and its affiliates, collective negotiations with the Employer or his institution, or any grievance complaint or proceeding under this Agreement or otherwise with respect to any terms or conditions of employment as prescribed by the Statutes of the State of New Jersey.

4. The Employer will not enter into any collective bargaining agreement with any other Union covering bargaining unit employees, nor will the Employer enter into any private agreement covering terms and conditions of employment with any member or members of the bargaining unit.

5. The provisions of this agreement shall be subject to and subordinate to, and shall not annul or modify existing applicable provisions of State or Federal Laws.

ARTICLE 2.

CHECK-OFF

The Employer hereby agrees to deduct from the wages of employees, by means of a check-off, those dues and assessments required by the Union pursuant to the provisions of N.J.S.A. 52:14-15.9e. The Employer, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees all sums as may be deducted by law. Such deductions shall be made from the first salary paid to each employee during the month.

The Employer hereby agrees to deduct from the wages of employees, by means of a check-off, those dues and representation fees required by the majority representative pursuant to the provisions of N.J.S.A. 34:13A-5.5. The Employer shall deduct such representation fees upon the majority representative satisfying all conditions set forth in N.J.S.A. 34:13A-5.6,5.7. Such deductions shall be made from the first salary paid to each employee during the month.

Each employee covered by this Agreement shall, as a condition of employment, be required to pay a fee equal to eighty-five percent (85%) of the normal dues, unless such employee is a member of the Union. Fees deducted from employee's salaries shall be transmitted in the same manner as dues.

In making the deductions and transmittals as above specified, the Employer shall rely upon the most recent communication from the Union as to the amount due on account of such deductions. The total

amount deducted shall be paid to the Local Union within fifteen (15) days after such deduction is made.

The Employer agrees to forward the full name and address of all new employees in the bargaining unit to the Union, within thirty (30) days of the date of employment. The Employer further agrees to notify the Union when unit employees are discharged, granted leaves of absence, absent due to illness or injury, or vacation or leave the employ of the Employer for any reason whatsoever, when submitting the dues deduction list to the Union office each month.

ARTICLE 3.

HOURS OF WORK AND OVERTIME

Section 1. The work week shall be Monday through Sunday both inclusive.

Section 2. All hours worked in excess of eight (8) hours per day or forty (40) hours in a work week shall be considered overtime and be paid for at the rate of one and one-half (1½) times the employee's regular rate of pay. The overtime rate for an event at Giants Stadium shall be determined by dividing the per diem pay rate by eight (8) hours and multiplying the resulting sum by 1.5.

Section 3. Employees assigned to an Arena event shall be compensated at the prevailing hourly pay rate on the basis of a minimum four (4) hour call.

Employees assigned to a Giants Stadium event shall be compensated at the prevailing per diem pay rate and shall not be entitled to additional compensation for such work unless such work is of more than eight (8) hours duration.

If an employee should work an Arena and a Stadium event on the same date, there shall be no pyramiding of overtime and overtime shall be applied to the highest rate earned that day.

Section 4. The Employer agrees that if an employee reports for work or is permitted to come to work, and is fit to work, without having been previously notified that there will be no work, the employee shall receive one (1) day's pay at his regular daily rate unless the lack

of work is due to an Act of God, in which case the employee, who has reported to work but has not begun work, shall receive two hours or one quarter ($\frac{1}{4}$) day's wages as appropriate.

Section 5. Overtime shall be equally distributed among all employees by rotation according to seniority.

Section 6. The Employer shall not be obligated to assign the same employee to work more than one (1) event on any date.

Section 7. In order to suit varying business conditions, starting times may be established or changed upon reasonable notice to the employees and timely notice to the Union but at the discretion of the Employer, based on a valid change in circumstances.

ARTICLE 4.

VACATIONS

Section 1. For paid vacation entitlement purposes, a regular employee is defined as an employee who has worked a minimum of 75% or 200 events of the Arena/Stadium events and/or work shifts, whichever is less, during the the previous calendar year. Employees who work 75% of the minimum requirements referred to above, shall be entitled to 75% of their applicable vacation benefit.

(a) Regular employees shall receive ten (10) days vacation at their regular hourly pay rate times six (6) hours per day during the year they become regular employees and during all subsequent years during which they maintain regular employee status except as noted in Sections (b) and (c) which follow and subsequent years during which they qualify as regular employees.

(b) Regular employees who have worked the required percentage or number of events and/or work shifts during five (5) previous years shall receive fifteen (15) days vacation at their regular hourly pay rate times six (6) hours per day. An employee must earn and take five (5) annual vacation periods of ten (10) days before earning fifteen (15) vacation days a year.

(c) Effective January 1, 1987, regular employees who have worked the required percentage or number of events and/or work shifts during the ten (10) previous years shall receive twenty (20) days vacation at their regular daily pay rate. An employee must earn and take five (5) annual periods of fifteen (15) days before earning twenty (20) vacation days a year.

Section 2. The final right in determination of the vacation

period of any employee is exclusively reserved to the Employer in order to insure continuous and maximum production. However, vacation will, so far as is possible and determined by the Employer, be granted at the time most desired by the employee. Vacation pay shall be paid prior to the employee's vacation period. Employees shall be entitled to take earned vacation in increments of five (5) consecutive working days.

Section 3. Vacations will be computed on the employee's anniversary date of hire. Earned vacation time must be taken during the year of entitlement and shall not be allowed to accumulate from year to year.

ARTICLE 5.

HOLIDAYS & SICK DAYS

Section 1. All regular employees as defined in Article 4, Section 1 of this Agreement, who work four (4) or more days a week on a regular basis shall receive one (1) day's pay for thirteen (13) holidays each year. Such employees shall be paid their regular hourly rate of pay, times six (6) hours although no work is performed on a holiday, provided the employee works his regular scheduled days preceding and following the holiday, unless their absence is excused or due to a reasonable circumstance. The final determination of what is a reasonable circumstance shall be the exclusive right of the Employer. The thirteen (13) official holidays for a given year shall be determined by the Authority in each December of the preceding year.

Section 2. All employees who work on an official holiday will be compensated for such work at two (2) times their normal straight time rate of pay which shall include the holiday pay.

Section 3. All employees who work their regular scheduled work day preceding and their regular scheduled work day following the holiday, or report their regular scheduled work day preceding and their regular scheduled work day following the holiday, but due to weather or conditions beyond the control of the Employer are not able to work, or are not put to work when they are fit to work, shall be paid straight time for the holiday.

Section 4. If a holiday falls within the vacation period of a regular employee, the employee shall receive pay for same as herein provided.

Section 5. Regular employees given reasonable notice to work on a holiday, and who do not report for work, will not be entitled to receive payment for said holiday, unless their absence is excused or due to a reasonable circumstance.

Section 6. Effective January 1, 1983, and thereafter, only regular employees are defined as employees who have worked a minimum of 75% or 200 of the Arena/Stadium events or shifts, whichever is less, during the previous calendar year, will receive holiday pay if no work is performed on a holiday.

Section 7. If a holiday should fall on a regular pay day during a work week, employees shall receive their pay on the day before the holiday.

Section 8. Effective January 1, 1983, all regular employees shall be entitled to three (3) annual sick leave days at full pay. All such days taken shall be considered as days worked for the purposes of calculating overtime and the maintenance of regular employee status only. Sick days not used shall be paid to the employee in November of each year. Sick days cannot be accumulated.

ARTICLE 6.

FORCE REDUCTION

Section 1. The Employer agrees that he will not engage any new employee in the bargaining unit unless all of the employees regularly employed on a full-time basis by the Employer are working at least five (5) events per week. This provision shall apply only if said employees are capable of performing the work assigned by the Employer.

Section 2. In case of a layoff, the shop steward and the employee shall be notified twenty-four (24) hours in advance.

ARTICLE 7.

SENIORITY

Section 1. The first forty-five (45) working days of employment for all new employees, except those employees who have been hired for a specified period of time such as seasonal employees, will be considered a probationary period and, if an employee proves unsatisfactory, he may be terminated at the discretion of the Employer during such period without appeal by the Union.

Section 2. All employees of the Employer, except those employees who have been hired for a specified period of time such as seasonal employees, shall, at the end of the probationary period, be considered regular employees and their names shall be compiled on a list to be known as the "Regular Arena/Stadium Parking Department Seniority List". Such list shall be conspicuously displayed by the Employer for the information of the employees with additions and deletions from month to month as required.

Section 3. In determining which employees shall be laid off and which rehired, due regard shall be had for the experience, skill and ability of the employees under consideration for layoff or rehire. When the factors of experience, skill and ability shall be equal or comparable between or among employees, seniority shall prevail. When seniority prevails, the employee with the least time of employment with the Employer shall be laid off first and rehired last.

Section 4. Seniority shall cease for any of the following reasons:

- a. When an employee quits or resigns his position.
- b. When an employee is discharged for just cause.
- c. When an employee is laid off and fails to return to work within five (5) days after receiving notice of recall by registered mail or telegram addressed to the last known address of the employee.
- d. When an employee is laid off for a period exceeding six (6) months.
- e. When an employee takes or continues employment elsewhere while on leave of absence.

Section 5. Employees who have been hired for a specified period of time such as seasonal employees shall not have any seniority rights under the terms of this Agreement. However, such seasonal employees shall be entitled to all other benefits of the Agreement as stated herein.

Section 6. All job vacancies shall be posted by the Employer for a period of three days, during which time employees may bid for such vacant positions. Any new job or vacancy will first be proposed by posted bid to employees employed in the bargaining unit at the time of the creation of the new job or the occurrence of the vacancy. The senior qualified bidder shall be given first consideration. However, appointment to the new job or vacancy shall be at the sole discretion of the Employer.

Section 7. Employees hired after June 6, 1986, shall not have any seniority rights under the terms and provisions of this Agreement.

ARTICLE 8.

TRANSFERS

Section 1. In the event an unforeseen emergency occurs, the Employer shall have the right to temporarily transfer employees to a non-traditional work assignment. Employees may not refuse to assist or work on such temporary emergency-related assignments if the business of the Employer so requires. Such transfers shall be temporary and only for the purpose of correcting an existing emergency which requires timely correction. Upon correction of the emergency condition, the employee shall be reassigned to normal work duties.

ARTICLE 9.

SAFETY AND HEALTH

Section 1. The Employer will maintain conditions on the job in accordance with the health and safety provision of both the Department of Health and the Department of Labor of the State of New Jersey.

Section 2. Suitable facilities shall be provided by the Employer for the changing and hanging of the employee's clothing. The Employer further agrees to provide adequate washstands, toilets, heat, light and ventilation facilities in these areas.

Section 3. Equipment to protect the health and safety of employees shall, as far as is practical and reasonable, be at all times furnished by the Employer, including a "First Aid Cabinet" at a convenient location of the job.

Section 4. Uniforms It is understood that the employees shall be required to wear a designated uniform and an identification button or emblem during all hours working in the presence of the public. The Employer shall supply the said required uniform, as well as other clothing and equipment, and the employee will be responsible for the safe-keeping of the uniform, and other material issued to the employee, reasonable wear and tear excepted. In the event any uniforms or other materials issued to the employee are lost or stolen, the employees will be responsible to replace the lost or stolen items.

Section 5. The Employer shall provide a safe place to store the employee's equipment and uniforms while the employee is not working. The Employer shall be liable for the loss of employee equipment and uniforms thru fire or theft occurring while the employee is not working.

ARTICLE 10.

VISITATION

Section 1. Union representatives shall be allowed to visit the Employer's premises during working hours to confer with the representatives of the Employer and employees represented by the Union provided such visit does not unreasonably interfere with normal operations of the Employer.

Section 2. The Employer agrees to make available to the representatives of the Union, for good cause shown and at a reasonable time, the time cards and payroll sheets showing an employee's total earnings up to the date of said visitation by the Union representative or pay checks of any employee governed by this Agreement. The Employer agrees to furnish to his employees each week at the time of the payment of the wages earned: a payroll envelope setting forth the name of the employee; dues deducted; the number of hours worked on straight time; the rate per hour; the total of same; the number of hour worked overtime; the rate per hour and the total of same; and the entire amount of the wages earned, all of which shall be enclosed in the payroll envelope.

ARTICLE 11.

WAGES

All employees covered by the terms of this Agreement who were in the employ of the Employer on June 6, 1986, shall receive the rates of wages as set forth in the following Wage Schedule:

Section 1. For all Arena events on the basis of a minimum four (4) hour call:

<u>Classification</u>	<u>Hourly Rate</u> <u>12/1/88</u>	<u>Hourly Rate</u> <u>12/1/89</u>	<u>Hourly Rate</u> <u>12/1/90</u>
Parking Attendant	\$8.45	\$8.90	\$9.40

Section 2. For all Stadium Events:

<u>Classification</u>	<u>Daily Rate</u> <u>Effective</u> <u>12/1/88</u>	<u>Daily Rate</u> <u>Effective</u> <u>12/1/89</u>	<u>Daily Rate</u> <u>Effective</u> <u>12/1/90</u>
Flat Lot Parker	\$53.25	\$55.75	\$58.00
Toll Collector	\$55.25	\$57.75	\$60.00

An employee who performs more than one (1) job function during an event shall be paid at the highest job classification for the work performed during said event.

Section 3. All employees covered by the terms of this Agreement who are employed by the Employer on June 7, 1986, and thereafter shall receive the rates of wages as set forth in the following Wage Schedule:

For all Arena Events:

<u>Classification</u>	<u>Hourly Rate</u> <u>12/1/88</u>	<u>Hourly Rate</u> <u>12/1/89</u>	<u>Hourly Rate</u> <u>12/1/90</u>
Parking Attendant	\$ 6.55	\$ 7.12	\$ 7.76

For all Stadium Events:

<u>Classification</u>	Daily Rate <u>12/1/88</u>	Daily Rate <u>12/1/89</u>	Daily Rate <u>12/1/90</u>
Flat Lot Parker	\$41.27	\$44.60	\$47.85
Toll Collector	\$42.82	\$46.20	\$49.50

ARTICLE 12.

PRODUCTION EFFICIENCY

The employees covered by the terms of this Agreement agree that they will perform their duties for the Employer loyally, efficiently and continuously under the terms of this Agreement. The Union and the employees covered by the terms of this Agreement will use their best efforts to protect the interest of the Employer, to conserve its property, and to give service of the highest productive quality.

ARTICLE 13.

DISCHARGES & DISCIPLINE

Section 1. No regular employee shall be discharged except for just cause. The Union shall have the right to challenge the discharge and, if it chooses to do so, may grieve the matter as set further elsewhere in this Agreement.

Section 2. The shop steward will be present at any formal hearing, interview or procedure which could lead to an employee's discipline, if the shop steward's presence is requested by the employee.

Section 3. If an employee is discharged, he shall be paid within seventy-two (72) hours, and, if compelled to wait for his wages, shall be paid at regular time for such waiting time, Saturdays, Sundays, and holidays excluded. If an employee quits of his own accord, the Employer may require him to wait until the next payday for his wages.

ARTICLE 14.

SHOP STEWARD

Section 1. The Union may appoint one of their accredited members to act as shop steward. It shall be his duty to receive complaints and dispose of them in the manner provided under the Grievance Procedure. The shop steward shall be appointed by the Business Manager and removed by him for cause. It is the intention of the parties hereto that the shop steward will, to the best of his ability, comply with the terms, provisions and intention of this Agreement and, to that end, will cooperate with the Employer to the fullest extent. It is understood and agreed, however, that the shop steward shall have no authority of any kind except that provided for under this Agreement. It is also agreed that in the event of a lay-off the shop steward will be the last man laid off, regardless of seniority ranking, and shall be subject to all other provisions of this Agreement.

Section 2. The shop steward shall not be discriminated against because of his performance of his duties.

ARTICLE 15.

GRIEVANCE PROCEDURE

For the purposes of providing expeditious and mutually satisfactory resolutions of problems arising under this Agreement, the parties adopt the following procedures which shall be kept as informal as may be appropriate. A grievance may be raised by an employee, group of employees or by the Union on behalf of an employee(s).

The grievance procedure shall cover issues of application or interpretation of this Agreement, and is meant to provide a means by which employees covered by this Agreement may appeal the interpretation, application or violation of policies, agreements, and administrative decisions affecting them, providing, however, that only grievances pertaining to the application or interpretations or violations of the expressed terms of this Agreement shall be arbitrable under provisions of Step 4 of this Article.

Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration. The Union's decision to move the grievance to any step or to terminate the grievance to any step shall be final as to the interests of the grievant and the Union.

The following constitutes the procedure for settlement of grievance and shall be followed in its entirety unless waived by the parties.

A. STEP ONE

An employee with a grievance shall within five (5) days (calendar days), in writing, of the occurrence of the event being grieved present the same to his immediate supervisor.

After full disclosure of the facts surrounding the event being grieved, the immediate supervisor must make every reasonable effort to reach a satisfactory settlement with the grievant. The immediate supervisor shall render a decision within three (3) calendar days of his receipt of the grievance.

B. STEP TWO

In the event the grievance is not resolved at Step One, the employee shall reduce the grievance and decisions respectively to writing and file same with the grievant's department head within ten (10) calendar days. The Department Head shall thereupon render his decision, in writing, within five (5) calendar days of his receipt of the matter and all respects related thereto.

C. STEP THREE

In the event the grievance is not resolved at Step Two, the matter and all reports shall be submitted to the Director of Labor Relations of the Employer within ten (10) calendar days. The Director of Labor Relations of the Employer shall respond within seven (7) calendar days. In the absence of the Director, the grievance shall be presented to the person in charge of the Labor Relations Office for determination.

D. STEP FOUR

1. If the grievance is not settled through the preceding steps either party may refer the matter to the New Jersey State Board of Mediation within fourteen (14) calendar days after the receipt of determination of the Step Three proceeding. The arbitrator shall be selected

in accordance with the rules of the said Association and the expense of the arbitrator shall be borne equally by the parties hereto, provided, however, that each party shall bear the expense of producing witnesses; testimony or evidence for his presentation.

2. The arbitrator or arbitators shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him and relevant to the grievance. He or they shall have no authority to modify or alter in any way the provisions of this Agreement or any amendment or supplement hereto. The decision of the arbitrator shall be final and binding.
3. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the grievance procedure. A failure to respond at any step within the provided time limits shall be deemed a denial.

ARTICLE 16.

MILITARY SERVICE

Section 1. Any employee entering military service in any branch of the United States Government must be rehired by the Employer and shall resume seniority when honorably discharged from such service. He shall be paid his vacation pay for the contract year provided the employee returns to his former job within sixty (60) days after discharge.

ARTICLE 17.
BENEFIT PLANS

Section 1. Effective December 1, 1985, the Employer shall contribute to Local 472's Heavy & General Laborers Welfare Fund of New Jersey \$6.00 per day for each day actually worked for all employees covered by this Agreement up to a maximum of \$30.00 per week for any employee covered by this Agreement.

Section 2. Effective December 1, 1988, the Employer shall contribute to Laborers' International Union of North America National (Industrial) Pension Fund \$2.16 per day for each day actually worked for all employees covered by this Agreement up to a maximum of \$10.80 per week for all employees covered by this Agreement.

Effective December 1, 1989, the Employer shall contribute to Laborers' International Union of North America National (Industrial) Pension Fund \$2.40 per day for each day actually worked for all employees covered by this Agreement up to a maximum of \$12.00 per week for all employees covered by this Agreement.

Effective December 1, 1990, the Employer shall contribute to Laborers' International Union of North America National (Industrial) Pension Fund \$2.64 per day for each day actually worked for all employees covered by this Agreement up to a maximum of \$13.20 per week for all employees covered by this Agreement.

Section 3. The Employer has no obligation to make any contribution to any Fund, referred to in this Article, on behalf of any employee covered by this Agreement for any time paid but not actually worked (such as holidays, sick days and vacation days) by any employee covered by this Agreement.

ARTICLE 18.

MISCELLANEOUS WORKING CONDITIONS

Section 1. The Employer shall protect the employees with Worker's Compensation Insurance, Unemployment Insurance, Temporary Disability Benefits and Social Security contributions as required by Federal and State Law.

Section 2. The Employer agrees that, if an employee is injured on the job, he will be transported to and from the doctor or hospital by the Employer on the day of accident only and, if the doctor recommends that the employee is unable to complete the day, he shall be paid for the normal work day. In the event a regular employee sustains a compensable injury or disease, any time lost while receiving worker's compensation benefits will be calculated toward fringe benefit entitlement provided the employee does not work any other job during the period of absence.

Section 3. The Employer shall provide a location for the employees to park their car at no charge.

Section 4. Effective upon the execution date of this Agreement, the Employer agrees that all regular employees who suffer the loss of death of father, mother, mother-in-law, father-in-law, spouse, children, brother or sister, shall be granted up to three (3) days off with pay, provided said days are scheduled work days and provided the employee attends the funeral of the deceased. Regular employees shall be granted one (1) day off with pay to attend the funeral services of a brother-in-law, sister-in-law, son-in-law or daughter-in-law.

Section 5. All regular employees who are called to State or Federal jury for any day during their regularly scheduled work week, shall receive the difference between the jury fee and their regularly daily pay rate. This payment shall be limited to ten (10) working days in any one contract year.

Section 6. The Employer shall allow the Union to provide a bulletin board to be placed on Employer's premises by the Union for posting of all notices pertaining to union matters.

Section 7. All consultations regarding grievances shall take place on the Employer's time provided they are held on the Employer's premises, unless mutually agreed otherwise. The Union committee for this purpose shall not exceed three (3) members.

Section 8. Whenever new jobs are created either on a permanent or temporary basis, the Employer shall first seek the assistance of the Union to provide such manpower as the Employer requires before other employees are hired. Applicants referred by the Union shall be afforded consideration equal to that given other applicants. In no event, however, shall the Employer be required to employ any applicant referred by the Union.

ARTICLE 19.

CERTIFICATES OF IDENTIFICATION

In the event an employee is issued a Certificate of Identification or license and loses same, the employee will bear the cost of a replacement.

In the event of termination of employment for any reason, the employee will not receive payment for final services rendered until all Identification Certificates or licenses issued by the New Jersey State Racing Commission or the Employer have been returned to the Employer by the employee.

The Employer is to pay the cost of any annual Certificate of Identification or license which may be required for an employee in accordance with racing regulations established by the New Jersey State Racing Commission.

ARTICLE 20.

LEAVE OF ABSENCE

Section 1. All applications for leave of absence will be submitted in writing to the Employer and the Union. Employees may be entitled to leaves of absence without pay for a period not exceeding six (6) months for urgent personal affairs and for up to nine (9) months for health and medical reasons verified by a doctor's certificate. Employees on an approved leave of absence shall continue to accumulate seniority for a period not to exceed nine (9) months. Any employee absent on such leave who engages in other employment, or who fails to report to work on the expiration of his or her leaves, shall be considered as having quit. The parties may agree to grant an employee on leave, as aforesaid, a further extension of time by mutual consent between the Employer and the Union and verified by a doctor's certificate, if appropriate.

Section 2. The Employer shall not unreasonably deny an employee's application for a leave of absence pursuant to this Article.

Section 3. Employees on leave of absence are obligated to give the Employer a minimum of seven (7) days advance notice of the date on which the employee is able to return to work.

Section 4. Any employee who is unable to work for thirty (30) consecutive days due to an accident or illness shall automatically be considered as being on medical leave of absence, provided the reason for their absence from work has been verified by a doctor's certificate. Such employees must apply to the Employer and the Union for a leave

of absence extension if they have not returned to work within nine (9) months of the date on which they last worked. Any such employee who fails to apply for a leave of absence extension shall be considered as having quit.

ARTICLE 21.

RIGHTS OF PARTIES

Section 1. The parties agree that all benefits, terms and conditions relating to present employees, which benefits, terms and conditions of employment are not specifically set forth in this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of the collective bargaining negotiations between the parties leading to the execution of this Agreement.

Section 2. Unless a contrary intent is expressed in this Agreement all existing benefits, rights, duties, obligations and conditions of employment applicable to any employee pursuant to any written rule, regulation, restriction, directive, memorandum, statute, or otherwise, shall not be limited, restricted, impaired, removed or abolished.

Section 3. Each party hereby retains and reserves unto itself without limitations all powers, duties and responsibilities conferred upon and vested in them arising out of the Laws and Constitution of the State of New Jersey and of the United States.

Section 4. In accordance with N.J.S.A. 34:13A-5.3 et seq., proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Union before they are established.

Section 5. In the event the Employer enters into an agreement with any other collective bargaining representative dealing with per diem paid employees, excluding those employed in the Pari-Mutuel, Admissions and Security Departments of the New Jersey Sports and

Exposition Authority, which agreement contains any terms and conditions of employment relating to the rate and standard for premium payments for work performed such as holiday pay, sick leave, jury duty, death in family or any other economical benefits, which are an improvement over those contained in this Agreement, then and in that event, the Employer shall immediately notify the Union of the Agreement with such other bargaining representative, and shall immediately forward to the union a copy of the specific terms and conditions as herein set forth. Further, the Employer agrees to reopen the Agreement forthwith; so as to permit the Union the right to collectively bargain to obtain such improvement in the items set forth above as may be contained in any other Agreement.

ARTICLE 22.

NO STRIKE - NO LOCKOUT AGREEMENT

Section 1. During the term of this Agreement or immediate extension thereof, the parties agree that neither the Union, nor any of its agents, nor any employees represented by it, will engage in or support any strike, work stoppage, slow down, or any job action and there shall be no lockout by the Employer.

ARTICLE 23.

NON-DISCRIMINATION

The provisions of this Agreement shall be applied equally to all employees. The Employer and the Union agree there shall not be any discrimination as to age, sex, martial status, race, color, creed, national origin, political affiliation, or union membership.

The Union also recognizes its responsibility as exclusive collective negotiations agent and agrees to represent all employees in the unit without discrimination.

ARTICLE 24.

MANAGEMENT RIGHTS

Section 1. Subject to law and except as specifically provided by this Agreement, the Authority hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limitation the generality of the foregoing, the following rights:

- (a) To the executive, management and administrative control of the Authority and its properties and facilities, and the activities of its employees.
- (b) To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment, and to promote and transfer employees. It is understood that the Union shall have the right to refer qualified job applicants to the Employer.
- (c) To suspend, demote, discharge or take other disciplinary action for just cause as set forth herein and providing same is not contrary to the provisions of this Agreement.
- (d) To enforce reasonable rules and regulations governing the conduct and activities of employees in accordance with the terms of this Agreement.

ARTICLE 25.

RULES AND REGULATIONS

Subject to law; the Employer shall have the right, from time to time, to make such reasonable rules and regulations promulgated in writing and distributed to the Union and to the employees, for the conduct of its business, not inconsistent with the provisions hereof, as it may deem necessary and advisable, and all employees shall be obligated to comply with such rules and regulations.

ARTICLE 26.

VALIDITY OF CONTRACT

Section 1. If any provisions of this Agreement or any application of this Agreement to any employee, member or group of employees or members is held to be invalid by operation of law, by any Court, administrative body or other tribunal of competent jurisdiction, then the parties agree to reopen negotiations with respect to the impact of such invalid provisions consistent with law; however, all other provisions and applications contained herein shall continue in full force and effect, and shall not be affected thereby.

ARTICLE 27.

SUCCESSOR CLAUSE

This Agreement shall be binding upon the parties, their assigns, successors or subsidiaries.

ARTICLE 28.

JURISDICTIONAL QUESTIONS

The Employer shall attempt to resolve any work jurisdictional disputes which may arise by meeting jointly with two (2) officials of each party in dispute. In the event a mutually satisfactory solution cannot be reached between the parties in dispute, at such meeting the Employer shall make the work assignment.

ARTICLE 29.

DURATION OF AGREEMENT

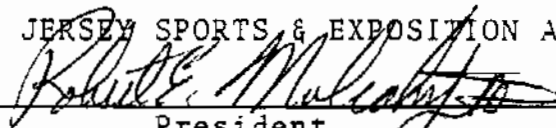
This Agreement shall become effective on the Date of Execution hereof, and shall continue in full force and effect until its expiration date on the 30th of November 1991.

This Agreement shall be automatically renewed from year to year thereafter unless either party gives notice in writing to the other at least sixty (60) days prior to the expiration date of this Agreement, or the expiration date of any renewal period, of its intention to change, modify or terminate this Agreement. Where such notice is given, then the parties shall endeavor during said sixty (60) day period, or for a longer period of time, at the option of the Union, negotiate for a new agreement.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the day and year first above written.

NEW JERSEY SPORTS & EXPOSITION AUTHORITY

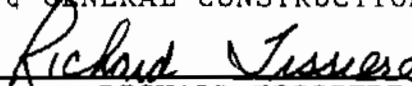
BY



President
and
Chief Executive Officer

HEAVY & GENERAL CONSTRUCTION LABORERS UNION

BY



RICHARD TISSIERE
Business Manager