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PREAMBLE

THIS AGREEMENT, entered into this 17th day of April 1985, by and between the CITY OF PASSAIC, in the State of New Jersey, (hereinafter referred to as the "City" or the "Employer"), and the PASSAIC CITY EMPLOYEES CIVIL SERVICE ASSOCIATION, (hereinafter referred to as the "Association").

ARTICLE I
RECOGNITION

A. The City hereby recognizes the Association as the exclusive representative for collective negotiations concerning the terms and conditions of employment for the full-time white collar employees of the City excluding managerial, supervisory and confidential employees, policemen, firemen, and temporary employees within the meaning of Chapter 303, as amended and other applicable law.

B. Unless otherwise indicated, the term "employee" or "employees" when used in this Agreement refer to all persons represented by the Association in the above defined negotiation unit.

C. The following managerial, supervisory and confidential employees have previously been and continued to be excluded from the bargaining unit:

- Business Administrator
- Director of Finance
- Assistant Director of Finance
- Director of Community Development
- Assistant Director of Community Development
- Director of Human Resources
- Assistant Director of Human Resources
- Secretary to Mayor
- Secretary to Business Administrator
- Secretary to Legal Department

D. The following designated titles shall at the option of the City be severed from the existing unit.

(Recognition continued)

Municipal Clerk

Assistant Municipal Clerk

Municipal Treasurer

Assistant Municipal Treasurer

Assessor

Assistant Assessor

Tax Collector

Assistant Tax Collector

Municipal Engineer

Superintendent of Public Works

Assistant Superintendent of Public Works

Superintendent of Housing

Director of Welfare

Superintendent of Recreation

Assistant Superintendent of Recreation

Municipal Court Clerk

Health Officer

Chief Field Representative-Relocation

Chief Sanitary Inspector

Purchasing Agent

Personnel Technician

Secretary to the Mayor

Secretary to the Business Administrator

Secretary to the Legal Department

ARTICLE II

DUES DEDUCTION AND AGENCY SHOP

A. The City agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Association. Such deductions shall be made in compliance with N.J.S.A. (R.S.) 52:14-15.9e, as amended.

B. A check-off shall commence for each employee who signs an authorization card, supplied by the Association and verified by the Business Administrator or his designee during the month following the filing of such card with the City.

C. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish the City written notice thirty (30) days prior to the effective date of such change and shall furnish to the City either new authorizations from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Association and signed by the President of the Association advising of such changed deduction.

D. The Association will provide the necessary "check-off" authorization forms and the Association will secure the signatures of its members on the forms and deliver the signed forms to the City's Business Administrator, or his designee.

E. Any such written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Business Administrator, or his designee. The filing of notice of withdrawal shall be effective to halt deductions in accordance with N.J.S.A. 52:14-15.9e as amended.

Dues Deduction and Agency Shop (continued):

F. The City agrees to deduct the fair share fee from the earnings of those employees hired on or after the signing of this Agreement who elect not to become members of the Association, or employees who are presently or subsequently become members of the Association and subsequently withdraw from the Association, and transmit the fee to the majority representative.

G. The deduction shall commence for each employee who elects not to become a member of the Association during the month following written notice from the Association of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission.

H. The fair share fee for services rendered by the Association shall be in an amount equal to the regular membership dues, initiation fees and assessments of the Association, less the cost of benefits financed through the dues and available only to members of the Association, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

I. The sum representing the fair share fee shall not reflect the costs of financial support of political causes or candidates, except to the extent that it is necessary for the Association to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the City.

Dues Deduction and Agency Shop (continued):

J. The Association shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Association. This appeal procedure shall in no way involve the City or require the City to take any action other than to hold the fee in escrow pending resolution of the appeal.

K. The Association shall indemnify, defend and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Association to the City or in reliance upon the official notification on the letterhead of the Association and signed by the President of the Association, advising of such changed deduction.

ARTICLE III

VISITATION

A. The duly authorized officers and/or business representatives of the Association shall be permitted on City premises during working hours for the purpose of adjusting complaints or ascertaining whether this Agreement is being performed; provided, however, that they are in no way interfering with the conduct of the City's business. The City, if it so chooses, shall have one of its representatives accompany the business representative while on the premises.

B. Prior to the time of entering the City's premises, the business representative shall secure prior authorization from a representative designated by the City. The business representative shall conduct himself properly while on City premises.

ARTICLE IV

A. The City recognizes the right of the Association to designate a reasonable number of Stewards and alternates and Grievance Committeemen to represent the Association and the employees covered by this Agreement. The Association shall furnish the City with the names of the Stewards and the alternates and the Grievance Committeemen and will notify the City of any changes.

B. The authority of the Stewards or alternates and Grievance Committeement so designated by the Association shall be limited to, and shall not exceed the following duties and activities:

1. The investigation and presentation of grievances in accordance with the provision of this Agreement. If both parties agree that it is necessary for a Steward or Grievance Committeeman to perform any of such duties during his working time, the Steward or Grievance Committeeman shall be released from work by his supervisor as soon as convenient to the City and only to the extent necessary to make this investigation and for conferring with the City's representative;

2. The transmission to the City's representative of messages and information which shall originate with and are authorized by the Association or its officers;

3. Otherwise the Steward or Grievance Committeemen shall be required to perform his duties in the same manner and to the same extent as other employees.

C. Any settlement of a question by the Steward or Grievance Committeeman and the supervisor of an employee involved in a dispute shall be reviewable by the City and the Association at the request of either, and no such settlement shall establish a precedent or conflict in any manner with the provisions of this Agreement.

ARTICLE V

GRIEVANCE PROCEDURE

A. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.

B. Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the department.

C. 1. With regard to employees, the term "grievance" as used herein means an appeal by an individual employee or the Association on behalf of an individual employee or group of employees, from the interpretation, application or violation of policies, agreements and administrative decisions affecting them. With regard to the City, the term "grievance" as used herein means a complaint or controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement.

2. With respect to employee grievances, no grievance may proceed beyond Step Three herein unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. Disputes concerning terms and conditions of employment controlled by statute or administrative regulation, incorporated by reference in this Agreement, either expressly or by operation of law, shall not be processed beyond Step Three herein.

Grievance and Arbitration Procedure (continued):

D. The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE: The aggrieved or the Association shall institute action in writing under the provisions herein within ten (10) working days after the event giving rise to the grievance. An earnest effort shall be made to settle the differences between aggrieved employees and the immediate Supervisor for the purpose of resolving the matter informally. Failure to act within said ten (10) working days shall be deemed to constitute an abandonment of the grievance.

STEP TWO: If no agreement can be reached within five (5) working days of the initial discussion with the Supervisor, the employee or the Association may present the grievance in writing within five (5) working days thereafter to the department director or his designated representative. The written grievance at this Step shall contain the relevant facts and a summary of the preceding oral discussion, the applicable Section of the contract violated, and the remedy requested by the grievant. The department director or his designated representative will answer the grievance in writing within five (5) working days of receipt of the written grievance.

STEP THREE: If the Association wishes to appeal the decision of the department director, such appeal shall be presented in writing to the Business Administrator within five (5) working days thereafter. This presentation shall include copies of all previous

Grievance and Arbitration Procedure (continued):

correspondence relating to the matter in dispute. The Business Administrator or his designee shall respond, in writing, to the grievance within ten (10) working days of the submission.

STEP FOUR: If the grievance is not settled through Steps One, Two and Three, either party shall have the right to submit the dispute to arbitration pursuant to the rules and regulations of the Public Employment Relations Commission. The costs for the services of the Arbitrator shall be borne equally by the City and the Association. Any other expense, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

E. 1. The parties direct the Arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.

2. The Arbitrator shall be bound by the provisions of this Agreement and the Constitution and laws of the State of New Jersey, and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the Arbitrator shall be final and binding.

F. In the event the aggrieved elects to pursue remedies available through Civil Service, the grievance shall be canceled and the matter withdrawn from this procedure. It is agreed between the parties that no arbitration hearing shall be held until after

Grievance and Arbitration Procedure (continued):

the expiration of at least thirty (30) calendar days after the decision rendered by the Business Administrator or his designee on the grievance. In the event the grievant pursues his remedies through Civil Service, the arbitration hearing, if any, shall be canceled and the filing fees and expenses incurred thereby shall be paid by the grievant or the Union.

G. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any step in the grievance procedure, then the grievance shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits for processing the grievance at any step in the grievance procedure.

H. The Association and the City shall be limited to placing one (1) issue before an Arbitrator at any one time. Arbitrators shall be prohibited from hearing more than one (1) grievance except by mutual agreement of the parties.

I. It is understood that employees shall, during and notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until such grievance has been fully determined.

ARTICLE VI

MANAGEMENT RIGHTS

A. The City 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 limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the City Government and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as determined from time to time by the City.

2. To make rules of procedure and conduct, to introduce new or improved methods and equipment, to contract out for goods and services, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

3. The right of management to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Department after advance notice thereof to the employees to require compliance by the employees is recognized.

4. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

5. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for good and just

Management Rights (continued):

cause according to law.

6. To layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate reasons.

7. The City reserves the right with regard to all other conditions of employment not reserved to make such changes as it deems desirable and necessary for the efficiency and effective operation of the Department.

B. In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the City, 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 to 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.

C. Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S. 40A, or any other national, state or local laws or regulation.

ARTICLE VII

SALARIES

A. Effective January 1, 1984, all employees in the Unit will receive an increase in their 1983 salary base in the amount of six (6%) percent.

B. Effective January 1, 1985, all employees in the Unit will receive an increase in their 1984 salary base in the amount of six (6%) percent.

C. The above-mentioned salary increases, as indicated in Paragraphs 1 and 2 above, shall apply to all full-time and part-time employees in the Unit, as of the above-mentioned dates.

D. The City reserves the right to determine salary ranges. It is understood that the present minimums and maximums will be increased by at least the aforesaid increases.

E. Employee salaries are predicated on varying work weeks depending upon the job assignment.

(a.) Unit employees assigned to positions under the Police Department or Municipal Court shall work a 35-hour week.

(b.) Unit employees whose responsibilities come under the purview of the Department of Public Works shall work a 40-hour week.

(c.) All other unit employees shall work a 32½ hour week.

ARTICLE VIII

SUPPLEMENTAL COMPENSATION

A. Each employee shall be entitled, upon retirement, for service and age or disability, from a state administered retirement system to receive a lump sum for earned and unused accumulated sick leave which is credited to him on the effective date of his retirement in the manner and to the extent provided for herein. Any employee who elects a deferred retirement benefit shall not be eligible for such supplemental compensation payment.

B. If any employee should die while in the employ of the City, or if any employee should die after the effective date of his/her retirement but before payment of supplemental compensation, such supplemental compensation shall be paid to his/her estate.

C. Such supplemental compensation payment shall be computed at the rate of one-half ($\frac{1}{2}$) of the eligible employee's daily rate of pay for each day earned and unused accumulated sick leave based upon the employee's average annual compensation received during the last year of his employment prior to the effective date of his retirement, provided, however, that no such lump sum supplemental compensation payment shall exceed a maximum of \$8,000., provided that the employee shall elect to collect such monies over a four (4) year period in the form of an annuity with the City paying seven (7%) percent interest on the unpaid balance. Such payment shall be in the amount of \$2,000. plus interest or the balance, whichever is lesser and will be made annually during the month of December, commencing the year of retirement. Upon death of the employee, the remaining unpaid annuity shall be tendered to his or her estate.

D. The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee.

E. An employee who incurs a separation in the service for any reason except that due to temporary lay-off shall have his accumulated sick leave computed only from the date of return to to employment.

ARTICLE IX

TEMPORARY LEAVES WITH PAY

A. PERSONAL BUSINESS

1. Permanent employees covered by this Agreement shall be entitled to receive two (2) days' leave of absence with pay during the contract year to attend to necessary personal business.

2. Requests for such leave must be filed within three (3) days in advance with the Department Head on a form prescribed by the City. All leaves are subject to the approval of the Department Head. No personal leave day with pay shall be granted immediately before or after any holiday, except for good and substantial reason, and the granting of any personal leave day shall be subject to scheduling requirements of the Department as determined by the Department Head. Requests for such leave will not be unreasonably denied.

B. DEATH IN THE FAMILY

1. In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay but in no event to exceed five (5) consecutive working days, one (1) of which shall be the day of death or day of funeral.

2. The term "member of the immediate family" utilized herein shall mean father, mother, spouse, child, foster-child, sister, brother, parents-in-law, brother-in-law, sister-in-law, grandparents or grandchildren of the employee or a relative of the employee residing in the employee's household.

3. Any personal leave days not used by any employee shall not accumulate from year to year, but shall be paid for by the City and included in the employee's final paycheck for the year.

(Temporary Leaves With Pay - continued):

C. Subject to prior approval by the Department Head and Business Administrator, the City agrees to allow temporary leave with pay to employees for the purpose of attending seminars and conventions. The decision of the Department Head and Business Administrator shall be final and shall not be subject to the grievance procedure.

D. None of the leaves referred to in this Article will be charged to the employee's sick leave.

RESERVED

ARTICLE X

LONGEVITY

A. The following shall be the longevity schedule:

Upon completion of 5 years	2% of base salary
Upon completion of 10 years	4% of base salary
Upon completion of 15 years	6% of base salary
Upon completion of 20 years	10% of base salary
Upon completion of 25 years	12% of base salary
Upon completion of 30 years	14% of base salary
and thereafter	

B. Longevity will be paid on the same basis and in the same fashion as heretofore.

ARTICLE XI

INSURANCE

A. HEALTH BENEFITS

1. All employees covered by this Agreement, and the eligible members of their immediate families, shall be covered by the following health benefits, the premiums of which shall be paid by the City:

1. Blue Cross
2. Blue Shield
3. Rider "J"
4. Major Medical
5. New Jersey Dental Service Plan
6. Vision Plan
7. Prescription Plan
8. Health nurse's liability insurance up to a total of \$475.00 premium.

2. The City agrees to offer to all employees and the eligible members of their immediate families Group Life Insurance, the employee to pay the cost of said premiums, subject to carrier's requirements and restrictions.

3. The prescription plan referred to in A-1 above shall be obtained from Paid Prescription Plan of Paramus (Plan 4 or equivalent or better), which includes a \$1.00 deductible, oral contraceptives and coverage to family members up to twenty-three (23) years of age.

B. HEALTH BENEFITS FOR RETIREES

1. Excluding the Dental Insurance Care, Prescription

(Insurance - continued:)

Plan, Vision Plan and Life Insurance Program mentioned above in Section A-1 the City agrees to pay the premiums for such health benefit insurance as shall be in effect at the time of retirement for all retired employees who have completed on retirement twenty-five (25) years of service to the Public Employee Retirement System, including the employees who retired on disability, pensions based on fewer years of service granted in such retirement systems.

2. It is further understood that the premium to be paid shall include the employee's spouse.

C. The City of Passaic shall have the right to undertake a self-insurance program which would cover medical and surgical benefits for employees covered by this Agreement. Any medical or surgical self-insurance plan or program which the City of Passaic may establish or join shall provide benefits which are equal to or better than the benefits available to employees covered by this Agreement under the Medical Surgical Program currently in effect.

1. Blue Cross 1420 Plan (or equal)
2. Blue Shield (or equal)
3. Rider "J" (or equal)
4. Major Medical (or equal)
5. Dental Insurance (or equal)
Family

In the event the City determines to change insurance carriers or to self-insure for any of the insurance programs, the Association shall have the right of consultation and discussion prior to adoption and implementation.

ARTICLE XII

OVERTIME

A. "Overtime" is defined as time worked by any employee in excess of his regular work day or regular work week. Overtime shall be compensated for as provided herein. An employee's current regular work day or current regular work week shall be utilized for the purpose of determining overtime payments throughout the period of this Contract.

1. NON-SUPERVISORY EMPLOYEES:

Work in excess of regular work day or regular work week - at one and one-half (1½) times the employee's regular hourly rate for the work done;

2. DEPARTMENT HEADS AND SUPERVISORY EMPLOYEES:

Department Heads and Supervisors shall not receive any reimbursement for overtime worked and each shall receive the sum of \$1,800. per year to be added to his base salary in lieu of overtime pay or compensatory time allowance for overtime worked. The Department Heads and Supervisors included within the coverage of this provision are listed on Schedule "A" of this Agreement.

B. At the option of the City, and subject to the approval of the City Council, compensatory time accumulated by any employee may be paid for by the City an an amount mutually agreed upon between the Business Administrator and the Employee.

ARTICLE XIII

CALL-IN TIME

A. An employee called in to work outside of his regularly scheduled hours shall be entitled to call-in pay in accordance with the following schedule:

1. Monday through Friday - Minimum of two (2) hours at time and one-half ($1\frac{1}{2}$)
2. Saturday and Holiday - Minimum of four (4) hours at time and one-half ($1\frac{1}{2}$).
3. Sunday - Four (4) hours at double time.

B. The call-in provisions shall not apply when an employee is called to report early for his regular shift and works into his regular shift, or when an employee is held over on duty after his regular shift.

ARTICLE XIV

LINE OF DUTY INJURY

A. An employee who is temporarily disabled through injury as a result of his employment may be allowed special leave with pay for a period of up to one (1) year commencing with the date of injury, upon request of the Department Director, the recommendation of the Business Administrator and the approval of the Governing Body. The Business Administrator may make such recommendation only after presentation of satisfactory evidence of the nature of the disability and of its severity and duration, and after considering factors showing good reasons for the granting of such special leave, including among other things, the length of service of the employee, the employee's performance on the job, and the absence of any continued prior abuse of sick leave on the part of the employee. The decision to recommend and grant such leave shall be in the sole discretion of the City.

B. Determination of the medical factors involved, including the issue of disability, the extent and duration of disability and whether the disability is work connected shall be made by a physician chosen by the City. Physical examinations may be made periodically, and as often as the physician shall determine as being required.

C. The special leave provided for herein shall not affect any sick leave accumulated by the employee receiving the special leave.

D. Any wages to which an employee may be entitled pursuant to this Article XIV shall be reduced by the amount of any Workmen's Compensation award made for temporary disability because of the injury requiring such leave.

(Line of Duty Injury - continued):

E. Neither this Article XIV nor the consideration of or granting of any special leave hereunder shall restrict the City from requesting at any time that the employee involved be retired for permanent disability pursuant to the applicable provisions of any Pension or Retirement Statute.

F. The employee shall immediately notify his supervisor of any on-job injury.

ARTICLE XV

VACATIONS

A. The vacation schedule shall be as follows:

1. Initial year of employment - one (1) working day for each month of paid service;
2. One (1) year to five years, inclusive - twelve (12) working days of vacation per year;
3. Six (6) years to seven (7) years, inclusive - thirteen (13) working days of vacation per year;
4. Eight (8) years to nine (9) years, inclusive - fourteen (14) working days of vacation per year;
5. Ten (10) years - fifteen (15) working days of vacation per year;
6. Eleven (11) years to twelve (12) years, inclusive - sixteen (16) working days of vacation per year;
7. Thirteen (13) years to fourteen (14) years, inclusive - seventeen (17) working days of vacation per year;
8. Fifteen (15) years - eighteen (18) working days of vacation per year;
9. Sixteen (16) years to eighteen (18) years, inclusive - nineteen (19) working days of vacation per year;
10. Nineteen (19) years - twenty (20) working days of vacation per year;
11. Twenty (20) years and over - one (1) additional working day of vacation shall be added for each additional year of service.

B. Vacations shall be taken at such times and for such terms as the responsible Department Head shall determine is in the best interests of the City.

(Vacations - continued):

C. All vacation time earned must be taken within each calendar year except in cases wherein the City, at its option, asks the employee to defer all or part of such vacation for cause. In such cases, carryover vacation time shall be taken in the first quarter of the ensuing year. At the employee's option, he/she may request payment in lieu of deferred time, such request to be made prior to the end of the calendar year in which the vacation time was earned and payment to be made in the first pay period of January of the following year. This provision applies only to persons requested by the City to defer vacation time. This provision is effective for the vacation year in which this contract is signed and subsequent thereto, but is not to be retroactively applied to any prior vacation year. (Effective date, January 1, 1985.)

ARTICLE XVI

WORK OF A HIGHER TITLE

A. In the event any employee is assigned temporarily for a period over one (1) week to a higher title and higher paying position, which position is at the time occupied, such employee will after such one (1) week be paid seventy-five (75%) percent of the difference between his base salary and base salary for the higher paying position.

B. In the event any employee is assigned temporarily for a period of over one (1) week to a higher title and higher paying position, which position is at that time not occupied, such employee will after such one (1) work week be paid the full difference between his base salary and the base salary for the higher paying position.

C. Any employee electing to receive pay for working in a higher title and higher paying position listed on Schedule "A" shall not be entitled to overtime pay or compensatory time allowance for overtime work.

ARTICLE XVII

UNIFORM ALLOWANCE

A. Effective January 1, 1984, any employee who is employed as a nurse or animal control officer shall receive an annual uniform allowance of \$225.00, which allowance is in lieu of any purchase by the City of uniforms, equipment, maintenance, etc. Said allowance is to be paid in equal installments of \$112.50, each as close to June 1st and December 1st as possible.

B. Effective January 1, 1984, a clothing allowance of \$100.00 shall be paid to the following employees:

Building Inspector

Senior Building Inspector

Plumbing Inspector

Electrical Inspector

Chief Field Representative

Three (3) members of the Police Records Bureau

Public Works Foremen and Supervisors who are covered by this contract.

Said allowance is to be paid in full each June.

ARTICLE XVIII

SUITS AGAINST EMPLOYEES

A. Whenever any legal proceeding is commenced against any employee for any act or omission arising out of and in the course of the performance of his duties, and the City is not the plaintiff or a charging party, the City will provide legal counsel for such employee or will, at the City's option, pay reasonable attorney's fees for the employee's defense, provided that such proceeding is thereafter dismissed or results in a final disposition in favor of the employee.

B. As a condition of the obligation of the City herein the employee must notify the Business Administrator promptly of any action imminent or pending, and matters such as the fee arrangements and the anticipated defense and its cost must be discussed with the Business Administrator and the City's Law Department.

ARTICLE XIX

HOLIDAYS

A. The following days shall be paid holidays to employees actively on the payroll at the time of the holiday:

New Years Day	Columbus Day
Martin Luther King's Birthday	Election Day
Lincoln's Birthday	Veteran's Day
Washington's Birthday	Thanksgiving Day
Good Friday	Christmas Day
Memorial Day	Friday after Thanksgiving
Independence Day	
Labor Day	

B. Should a paid holiday fall on a Saturday or a Sunday, the Mayor, at his discretion, may elect to celebrate said holiday on either the preceding Friday or the following Monday.

C. An employee shall be entitled to one (1) additional day of vacation for each paid holiday which occurs during such employee's vacation period, which additional day shall be taken either at the beginning or end of the authorized vacation period of such employee, and furthermore, said additional day of vacation may not be deferred under any circumstances.

ARTICLE XX

SICK LEAVE

A. Permanent employees covered under the terms of this Agreement shall be entitled to fifteen (15) sick days per year.

B. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time. Failure to so notify his supervisor may be cause to deny use of sick leave for that absence and constitute cause for disciplinary action.

C. Any employee who shall be absent from work for three (3) or more consecutive working days for sick leave, shall be required to submit acceptable medical evidence substantiating the illness.

D. Proof of illness of an employee on sick leave may be required whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

E. Absence without notice for five (5) consecutive days shall constitute a resignation.

ARTICLE XXI

TRAVEL ALLOWANCE

Employees required to use their personal vehicles for City business shall be reimbursed in accordance with the provisions of Resolution No. 1606-76 of the City of Passaic.

ARTICLE XXII

MISCELLANEOUS

A. The City and the Association understand and agree that all provisions of this Agreement are subject to law. In the event that any provision of this Agreement shall be rendered illegal or invalid under the applicable law or regulation, such illegality or invalidity shall affect only the particular provision concerned, which shall be deemed of no force and effect, but shall not affect the remaining provisions of this Agreement.

B. Maintenance of Operations

1. The Association hereby covenants and agrees that during the term of this Agreement neither it 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 willful absence of any employee from his/her position, or stoppage of work, or absence in whole or in part from the full, faithful, and proper performance of the employees' duties of employment), work stoppage, slow-down, walk-out, or other illegal job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.

2. In the event of a strike, slow-down, walk-out, or job action, it is covenanted and agreed that participation in any such activity by any Association member may be deemed grounds for disciplinary action of such employee or employees.

(Miscellaneous - continued):

3. The Association agrees that it will make a reasonable effort to prevent its members from participating in any strike, work stoppage, slow-down, or other activity aforementioned, or supporting any such activity by any other employee or group of employees of the City, and that the Association will publicly disavow such action and order all such members who participate in such activities to cease and desist from same immediately and to return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Association order.

4. Nothing contained in this Agreement shall be construed to limit or restrict the City 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.

5. The City agrees that it will not engage in the lock-out of any of its employees.

C. This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiations. During the term of this Agreement neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

D. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

SCHEDULE "A"

(EMPLOYEES WHO ARE NOT REIMBURSED FOR OVERTIME)

All Department Directors

Municipal Clerk

Asst. Municipal Treasurer

Assessor

Chief Assistant Assessor

Tax Collector

Superintendent of Recreation

Superintendent of Housing

Municipal Engineer

Superintendent of Public Works

Assistant Municipal Tax Collector

Superintendent of Shade Trees

Assistant Public Works Superintendent

Chief Field Representative and Relocation Officer

Chief Sanitary Inspector

Animal Control Officer

ARTICLE XXIII

TERM AND RENEWAL

A. This Agreement shall be in full force and effect as of January 1, 1984 and to remain in effect to and including December 31, 1985, without any re-opening date.

B. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, in accordance with state law of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Passaic, New Jersey, on this
17 day of April 1985.

PASSAIC CITY EMPLOYEES CIVIL SERVICE
ASSOCIATION

CITY OF PASSAIC, NEW JERSEY

Arthur S. DePinto
Sabatina Ferrellis
Thomas A. Alaimo
Ernest F. DeAngelis

BY

Joseph Yipson