

10036  
THIS BOOK DOES  
NOT CIRCULATE

A G R E E M E N T

Between:

TOWNSHIP OF TEANLICK  
BERGEN COUNTY, NEW JERSEY

-and-

MUNICIPAL EMPLOYEES FOR  
EQUITABLE TREATMENT

JANUARY 1, 1977 THROUGH DECEMBER 31, 1978

LIBRARY  
Institute of Management and  
Labor Relations

JUL 1 3 1977

BUTGERS UNIVERSITY

INDEX TO AGREEMENT

<u>ARTICLE</u>		<u>PAGE</u>
	Preamble.....	A
I	Recognition.....	1
II	Collective Negotiating Procedure.....	2
III	Management Rights.....	3
IV	Conducting Association Business.....	4
V	Non-Discrimination.....	5
VI	Maintenance of Work Operations.....	6
VII	Grievance Procedure.....	7
VIII	Wages.....	10
IX	Longevity.....	12
X	Hours of Work.....	13
XI	Overtime.....	14
XII	Holidays.....	16
XIII	Vacations.....	17
XIV	Sick Leave.....	19
XV	Injured on Duty.....	21
XVI	Hospitalization.....	22
XVII	Life Insurance.....	23
XVIII	Jury Leave.....	24
XIX	Military Leave.....	25
XX	Leave of Absence.....	26
XXI	Posting.....	27
XXII	Terminal Leave.....	28
XXIII	Work Clothes.....	30
XXIV	Training.....	31
XXV	Miscellaneous.....	32
XXVI	Separability and Savings.....	33
XXVII	Fully Bargained Provisions.....	34
XXVIII	Term and Renewal.....	35
	Schedule No. 1 - 1977 Salaries.....	36
	Schedule No. 2 - 1978 Salaries.....	37

PREAMBLE

This Agreement, made this 20th day of June, 1977 between the Township of Teaneck, Bergen County, New Jersey, a municipal corporation of the State of New Jersey, hereinafter referred to as "Township", and Municipal Employees for Equitable Treatment, a representative of certain employees of the Township, hereinafter referred to as "Association".

ARTICLE I

RECOGNITION

- A. In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated May 24, 1976 (Docket No. RO-76-18), the Township recognizes the Association as the exclusive collective negotiations agent for all full-time and permanent part time white collar employees employed by the Township of Teaneck including Assistant Assessor, Assistant Building Inspector, Plumbing Inspector, Recreation Center Director, Assistant Court Clerk and Senior Engineer, but excluding all library employees, school traffic guards, teachers, department heads, managerial executive, supervisors, professionals, police, craft, confidentials, blue collar employees, non-clerical police and fire department employees and Assistant Superintendent of Recreation, Assistant Health Officer, Assistant Municipal Engineer, Administrative Analyst, Assistant Fiscal Officer, Assistant Tax Collector, Assistant Municipal Manager, and all other employees employed by the Township of Teaneck.
- B. Whenever the term "Employee or Employees" is used herein it shall be construed to mean those employees covered by this Agreement.
- C. Any new job classification that falls within the range of work presently performed by employees in the bargaining unit shall automatically be added to the unit.

ARTICLE II

COLLECTIVE NEGOTIATING PROCEDURE

- A. Collective negotiations with respect to rates of pay, hours of work or conditions of employment shall be conducted by the duly authorized negotiating agent of each of the parties. Ordinarily not more than three (3) additional representatives of each party shall participate in collective negotiating meetings.
  
- B. Collective negotiating meetings shall be held at time and places mutually convenient at the request of either the Township or the Association.
  
- C. In the event any negotiating meetings are scheduled during any part of the working day, employees of the Township may be designated by the Association to participate in such negotiating meetings. Up to a maximum of three (3), not more than one from each department, will be excused from their Township work assignments by the Township provided their absence will not seriously interfere with the Township's operations. Such employees would suffer no loss of regular straight time pay until a grand total of 45 hours duty time has been missed by the employees participating in such negotiating meetings inclusive of preparation and travel time in connection with such meetings.
  
- D. The duly authorized negotiating agent of either Township or the Association is not required to be an employee of the Township.

ARTICLE III  
MANAGEMENT RIGHTS

- A. The Township hereby retains and reserves unto itself, without limitations, 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. To the executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees while on duty.
  2. To hire all employees and subject to the provision of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
  3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.
- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in 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.
- C. Nothing contained herein shall be construed to deny or restrict the Township's powers, rights, authority, duties and responsibilities under R.S.40,40A and R.S.11 or any other national, state, county or local laws or ordinances.

ARTICLE IV

CONDUCTING ASSOCIATION BUSINESS

- A. No Association member or officer or authorized representative shall conduct any Association business on Township time except as specified in this Agreement.
  
- B. No Association meetings shall be held on Township time or using Township facilities unless specifically authorized by the Township.
  
- C. The Association will notify the Township of the one (1) Authorized Representative and two (2) Assistant Representatives selected from the bargaining unit: One Representative shall work in the Municipal Building and one shall work in Police Headquarters. Only the Authorized Representative or a pre-designated Assistant Representative in his/her absence may confer with management on grievances or other matters of mutual interest. The two (2) Assistant Representatives shall be restricted in their duties to relaying information regarding grievances to the Authorized Representative. It is understood and agreed that the two (2) Assistant Representatives shall not act as the Authorized Representative. The Township acknowledges the right of the Association to select a representative who is not an employee to participate in such conferences as may occur between the Township and the Authorized Representative on matters related to grievances.
  
- D. The Township agrees that it will permit the Authorized Representative, or a pre-designated assistant, but not both, to take a reasonable amount of time from the job to confer with management on, or to investigate grievances without loss of pay, provided prior arrangements to be excused are made with his/her supervisor.

ARTICLE V

NON - DISCRIMINATION

- A. There shall be no discrimination, interference, or coercion by the Township or any of its agents against the employees represented by the Association because of membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership. Neither the Township nor the Association shall discriminate against any employee because of race, creed, color, age, sex or national origin.
- B. It is hereby recognized and agreed that an employee shall have the right to withdraw from membership in the Association. In the exercise of that right, neither party, nor any of its agents shall discriminate, coerce or otherwise interfere with the employee.



ARTICLE VI

MAINTENANCE OF WORK OPERATIONS

- A. The parties agree that there shall be no lock-outs, strikes, work stoppages, job actions or slowdowns during the life of this Agreement. No Officer or representative of the Association shall authorize, instigate, or condone such activity, nor shall any employee participate in such activity.
- B. It is understood that violation of the provisions of this Article may subject any employee participating in or condoning such activity to disciplinary action by the Township. Such disciplinary action may include termination of employment, or any other appropriate lesser form of discipline.

ARTICLE VII

GRIEVANCE PROCEDURE

- A. To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to complaints occurring under this Agreement, the following procedures shall be used. For the purposes of this Agreement, the term "grievance" means any complaint, difference or dispute between the Township and any employee with respect to the interpretation, application or violation of any of the provisions of this agreement.
- B. Any complaint by an employee regarding township policies or administrative decisions may be grieved through step three (3) only. The decision of the Township Manager in these matters shall be final and binding upon both parties.
- C. The procedure for settlement of "grievances" as defined in A above shall be as follows:

1. STEP ONE

In the event that any employee covered by this Agreement has a grievance, within two (2) working days of the occurrence of the event being grieved, the employee shall discuss it informally with the immediate supervisor. The supervisor shall decide the grievance within two (2) working days after the grievance is first presented to him/her.

2. STEP TWO

If no agreement can be reached orally within two (2) working days of the initial discussion with the supervisor, it may be presented in writing within five working days to the Department Head or his/her designated representative. The written grievance at this step shall

contain the relevant facts and a summary of the preceding oral discussion, the particular section of the contract violated if applicable and the remedy requested by the grievant. The Department Head or his/her designated representative will give the Association the opportunity to be heard and will answer the "grievance" or complaint in writing within eight (8) working days of receipt of the written "grievance" or complaint.

3. STEP THREE

If the Association or individual wishes to appeal the decision of the Department Head, it shall be presented in writing to the Township Manager or his/her delegated representative within ten (10) working days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Township Manager or his/her authorized representative may give the Association the opportunity to be heard and will give his/her decision in writing within ten (10) working days of receipt of the written "grievance" or complaint.

4. STEP FOUR-ARBITRATION

(a) If no satisfactory resolution of the "grievance" is reached at Step Three, then within five (5) working days the "grievance" shall be referred to the State Board of Mediation for the selection of an Arbitrator. The decision of the Arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.

(b) The arbitrator shall have no authority to add to or subtract from the agreement.

(c) In no event shall a complaint as indicated in B above or any other matter not pertaining to the specific contents of this Agreement be submitted to or considered by an arbitrator.

(d) It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by the Township Manager on the "grievance". Further, it is the intent of the parties that no matter in dispute that is subject to review and/or the decision of the Civil Service Commission of the State of New Jersey may be submitted to arbitration. The parties herein direct the Arbitrator not to accept or to decide any matter in dispute that is subject to Civil Service Commission review and decision.

D. Any employee covered by this Agreement shall have the right to process his own "grievance" or complaint.

E. The time limits expressed herein shall be strictly adhered to. If any "grievance" or complaint has not been initiated within the time limits specified, then it shall be deemed to have been abandoned. If any "grievance" or complaint is not processed to the next succeeding step in the Grievance Procedure within the time limits prescribed therefor, then the disposition 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 it shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the "grievance" or complaint at any step in the Grievance

ARTICLE VIII

WAGES

- A. Effective January 1, 1977, the salary schedule for all employees represented by the Association shall be as shown in Schedule One (1) attached hereto and made a part hereof.
- B. A lump sum cost of living payment not affecting salary ranges will be made within thirty days of adoption of an enabling salary ordinance to all eligible employees as follows:
1. \$575.00 to all full time employees hired prior to July 1, 1976.
  2. \$287.50 to all full time employees hired between July 1, 1976 and December 31, 1976.
  3. \$287.50 to the Plumbing Inspector employed part time on an annual salary.
  4. \$143.75 to the Youth Guidance Council Clerk Stenographer employed part time on an annual salary.
  5. A pro-rata share of \$575.00 to permanent part time hourly rate employees based on a ratio of hours paid for in 1976 to 1,820 hours.
  6. Any employee who resigns, retires or is terminated effective prior to payment will not be eligible for the cost of living payment.
  7. Any employee who resigns effective after the date of payment and before December 31, 1977 will have \$50.00 for each full month of service not completed in 1977 deducted from his/her final paycheck.

C. Effective January 1, 1978, the salary schedule for all employees represented by the Association shall be as shown in Schedule Two (2) attached hereto and made a part hereof and shall represent the following increases:

1. \$500.00 for all full time employees
2. \$250.00 for the Part Time Plumbing Inspector on an annual salary
3. \$125.00 for the Part Time Youth Guidance Council Clerk Stenographer on an annual salary
4. Wage rates for permanent part time employees on an hourly basis will be calculated on the new minimum of the appropriate salary range.

D. Annual salary increments shall be provided only to those employees who have satisfactorily performed the duties of their position. The Township may withhold payment of an increment when in its discretion, the employment performance of the employee has not been satisfactory.

ARTICLE IX

LONGEVITY

A. Effective January 1, 1977, all full time employees still on the payroll when the salary ordinance is finally adopted, shall receive in addition to the salaries provided in the Salary Schedule a longevity payment in accordance with the following schedule:

<u>Years of Service</u>	<u>Amount</u>
5	\$ 275.00
10	550.00
15	825.00
20	1,100.00
25	1,375.00

B. For the purpose of determining the longevity payment, an eligible employee whose anniversary date of employment with the Township is on or before March 15th of a year shall be eligible for a longevity increment as of January 1st of that year. An eligible employee whose anniversary date of employment is after March 15th of a year shall be eligible for a longevity change as of January 1st of the next year. It is understood and agreed that the term "anniversary date of employment" refers to the beginning date of the employee's present full time employment with the Township.

C. Any employee who receives a higher amount of longevity pay under the heretofore existing percentage method of calculation shall not be subject to the provisions of paragraph A above until he/she reaches the next step in the schedule.

ARTICLE X  
HOURS OF WORK

- A. The standard weekly work schedule for all full time employees except the Animal Control Officer and Police Radio Dispatcher shall consist of five (5) daily tours of seven (7) hours each and shall be arranged by the Township.
  
- B. The standard weekly work schedule of the Animal Control Officer shall consist of five (5) daily tours of eight (8) hours each and shall be arranged by the Township.
  
- C. Police Radio Dispatchers will work six (6) daily tours of seven hours each over a period of six consecutive days followed by three consecutive days off and shall be arranged by the Township.
  
- D. The normal work week for all full time employees except Police Radio Dispatcher will be from Monday through Friday. However, the Township may schedule other work weeks provided that a reasonable amount of notice is given to the employee or employees involved, and the proposal is discussed with the Association in advance.
  
- E. Part time employees will work on such days and between such hours as may be arranged by the Township.
  
- F. During certain periods of the year the Township may assign a limited number of qualified employees, subject to twenty four hour advance notice, to a different starting and stopping schedule to provide required services to the Township.



ARTICLE XI

OVERTIME

- A. It is recognized that the needs of the Township may require overtime work beyond the employees standard daily or weekly schedule. The amount of and the schedule for working such overtime shall be established by the Township and employees shall work such overtime as scheduled unless excused by the Township.
- B. Extra time in excess of the standard thirty five (35) hour week in the discharge of such duties which are a regular function of the employee's position such as but not limited to time spent at the tax window in the evening and attendance at Council or official Board meetings shall be compensated as follows:
1. Straight time pay for the first five (5) hours of authorized overtime worked in excess of thirty five (35) hours in one week.
  2. Time and one half for authorized overtime worked in excess of forty (40) hours in one week.
- C. Occasional authorized extra work for any employee working the standard thirty five (35) hour week will be compensated by compensatory leave or extra pay at straight time rate for the first five (5) hours of such extra work in any week and compensatory leave or extra pay at a time and one half rate for hours in excess of forty (40) hours in one week. Compensatory leave will be granted within two months of the time the extra work was performed.

- D. Occasional authorized extra work for any employee working the standard forty (40) hour week will be compensated by compensatory leave or extra pay at a time and one half rate. Compensatory leave will be granted within two months of the time the extra work was performed.
- E. Occasional authorized extra work for employees who work the Six and Three schedule will be compensated by compensatory leave or extra pay at a straight time rate for the first five (5) hours of such extra work in any six day cycle and compensatory leave or extra pay at a time and one half rate for extra hours over five (5) in any six day cycle. Compensatory leave will be granted within two months of the time the extra work was performed.
- F. Time within the employees standard weekly work schedule for which he/she receives pay from the Township for approved absence shall be credited as time worked when calculating the overtime rate.

ARTICLE XII

HOLIDAYS

- A. The following days are designated as paid holidays for all full time employees except Police Radio Dispatchers:

New Years Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Fourth of July	Christmas Day

- B. When the holiday falls on a Saturday the preceding Friday shall be observed as the holiday. When the holiday falls on a Sunday, the following Monday shall be observed as the holiday.
- C. Holidays are automatically included in the Police Radio Dispatcher work plan and all employees working this assignment will have one of their scheduled days off each month charged as a holiday.
- D. Employees are required to work the last day prior to the holiday and the first workday following the holiday in order to be paid for the holiday, unless the employee is on an approved leave on such days.

ARTICLE XIII

VACAYTIONS

A. All full time employees shall earn annual leave for vacation purposes on a calendar year basis, with pay, in accordance with the following schedule:

To the end of the first calendar year	One (1) working day per full month of service
1 to 5 years service	13 working days
6 to 10 years service	15 working days
11 to 15 years service	17 working days
16 to 19 years service	19 working days
20 years of service and over	21 working days

B. Vacations shall be granted in accordance with the following conditions:

1. Assume an employee starts full time employment with the Township August 1, 1975. At the end of 1975 he is entitled to five (5) working days vacation which can be taken between January 1st and December 31, 1976. On January 1, 1977 he would be credited with thirteen (13) working days vacation based on a full year of full time employment in 1976, which vacation can be taken in 1977.
2. Employees hired prior to January 1, 1965 may take their vacation in the year in which earned.
3. Earned vacation may accumulate for no more than two (2) years of credit.

C. Vacation leave shall not be taken in less than one (1) day periods unless permission is granted prior thereto by the appropriate Department Head.

D. Employees separated in good standing and who have no more than two (2) years of accrued vacation leave to their credit at the time of separation shall be paid the salary equivalent of the accrued vacation leave.

- E. Vacation time accumulated is forfeited if at least (7) days notice of intention to terminate employment is not given in writing by the employee to the appropriate Department Head. All or part of this requirement may be waived by the Township in it's sole discretion upon approval of the appropriate Department Head and the Township Manager.
  
- F. An employee who has returned from extended Military Leave or other extended leave of absence without pay or has been re-employed or reinstated shall be considered a new employee for the purpose of determining vacation eligibility.
  
- G. Permanent part time employees on an hourly rate shall receive vacation leave on a pro-rata basis in accordance with the above conditions.

ARTICLE XIV

SICK LEAVE

- A. Sick leave is defined as an absence from duty because of illness or accident not arising out of an employee's course of employment, exposure to contagious diseases, attendance upon a member of the employee's household seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee.
1. The immediate family shall include spouse, children, mother, father, brother or sister of the employee.
  2. The immediate family shall include children, mother, father, brother or sister of the employee's spouse who live as permanent members of the employee's household.
- B. All full time employees shall be granted sick leave as hereinbefore defined, with pay to which eligible as follows:
1. During the first calendar year of employment, one working day for each full month of service.
  2. Thereafter, one and one quarter (1 $\frac{1}{4}$ ) working days per month or a total of fifteen (15) working days for each calendar year of service.
  3. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employees credit from year to year to be used if and when needed for such purpose.
- C. When an employee does not report for duty for a period of greater than three (3) days or totaling more than ten (10) days in one calendar year because of sick leave, the employee shall show proof of inability to work by submitting to the Township Treasurer upon resumption of duty, a certificate signed by a reputable physician in attendance, to the effect that the said employee was not on the date or dates leave is requested physically able to perform any duty connected with

- his/her job. In case the absence is due to a contagious disease, a certificate from the Department of Health shall be required. If requested, the employee shall submit to examination by a physician appointed by the Township to substantiate such illness.
- D. A sick day shall be charged for an absence of more than four (4) hours or one-half ( $\frac{1}{2}$ ) day for an absence of less than four (4) hours. No refund of vacation time shall be allowed due to illness incurred while on vacation time.
- E. In order to receive compensation while absent on sick leave, the employee shall notify his/her supervisor, within fifteen minutes after the time set for him/her to begin his/her daily schedule. An employee who is absent for five (5) consecutive days or more and does not notify his/her department head or some responsible representative of the Township on any of the first five (5) days will be subject to dismissal in accordance with the Civil Service rules.
- F. An employee may charge to his sick leave a maximum of three (3) days each year for personal obligations not elsewhere provided for in this article, provided prior approval is secured from the appropriate Department Head.
- G. Any employee who shall absent him/her self without leave in any month shall forfeit the accrual of sick leave for that month.
- H. Permanent part time employees on an hourly rate shall receive sick leave on a pro-rata basis in accordance with the above conditions.

ARTICLE XV

INJURED ON DUTY

- A. When an employee is disabled and unable to work because of an injury or illness arising out of the course of his/her employment, he/she shall be granted an injury leave with full pay for a period up to thirty (30) calendar days, provided such employee:
1. Presents evidence that he/she is unable to work in the form of a certificate from a reputable physician forwarded to the Township Treasurer within seventy-two hours of the injury or illness.
  2. Submits upon request to examination by a physician appointed by the Township or the insurance carrier of the Township.
- B. All injured on duty leaves shall terminate when the physician appointed by the Township reports in writing that the employee is fit for duty.
- C. Payments made as Worker's Compensation Insurance from any source to an employee while on injured on duty leave shall be deducted from the amount to be paid the employee by the Township during each period he is carried on the Township's payroll.



ARTICLE XVI

HOSPITALIZATION

A. Employees and their eligible dependents shall receive paid hospitalization major medical and Rider J coverage with the State Health Benefits Plan of New Jersey, or its equivalent at Township option.

ARTICLE XVII

LIFE INSURANCE

- A. The Township agrees to furnish to all employees working at least a thirty five hour week at no cost to such employees a \$5,000.00 life insurance policy.
  
- B. The Township reserves the right to change insurance carriers during the lifetime of this Agreement so long as substantially similar benefits and the same policy face value are provided by the new carrier.

ARTICLE XVIII

JURY LEAVE

- A. Any full time employee covered under this agreement shall be excused from his/her employment on all days he/she is required to be present in court in response to a summons for jury service.
  
- B. Any employee so excused shall receive his/her usual compensation for each day he/she is on jury service less the amount of per diem fee he/she receives as shown on a statement issued to the juror by the sheriff or other court officer making payment of juror fees.

ARTICLE XIX

MILITARY LEAVE

- A. Any full time employee covered under this agreement who is a member of the organized militia shall be entitled to a leave of absence without loss of pay or time on all days during which he/she shall be engaged in active duty, active duty for training or other duty ordered by the governor, provided, however that the leave of absence for active duty or active duty for training shall not exceed 90 days in the aggregate in any one year.
- B. This leave of absence without loss of pay shall not apply to weekend training.

ARTICLE XX

LEAVE OF ABSENCE

A. Any full time employee covered by this Agreement may take a leave of absence without pay from Township duties, if recommendation therefor is given by the appropriate Department Head, and approval is granted by the Township Council. The leave of absence shall not exceed thirty (30) calendar days within one (1) calendar year, and during the period of said leave, the Township shall be under no obligation to pay for the benefits provided in this Agreement. It is understood and agreed that no leave of absence shall be given if the employee has accumulated unused vacation time to his credit; nor shall any benefits accrue to the credit of the employee during the period of said leave. The date by which the employee shall be eligible to earn an increment shall be adjusted by the number of days of the leave. The employee shall sign an affidavit wherein he/she shall state that during the period of the leave of absence the employee shall engage in no remunerative employment.

ARTICLE XXI

POSTING

A. If and when requested in writing, the Township shall supply one (1) glass-enclosed, locked bulletin board for the exclusive use of the Association for the posting of notices and bulletins pertaining only to Association matters. All such bulletins may be posted only upon the authority of officially designated Association representatives. However, any bulletin deemed controversial must have the approval of the Township Manager or his delegated representative. The Association shall retain possession of the key to the bulletin board.

ARTICLE XXII

TERMINAL LEAVE

- A. Any employee who retires on a monthly pension payment from the Public Employees Retirement System after completing twenty five (25) years of service with the Township of Teaneck shall be eligible for a lump sum terminal leave payment based on 50% of his/her accumulated sick leave time.
- B. Any employee who retires on a monthly pension from the Public Employees' Retirement System before completion of twenty five (25) years of service with the Township of Teaneck shall be eligible for a lump sum terminal leave payment based on the ratio of his/her number of months of service to three hundred (300) months of service applied to 50% of his/her accumulated sick leave time.
- C. Any employee who vests his pension eligibility with the Public Employees Retirement System when resigning voluntarily or as a result of a layoff from Township service shall be eligible for a lump sum terminal leave payment based on the ratio of his/her months of service to five hundred forty (540) months of service applied to 50% of his/her accumulated sick leave time.
- D. The maximum benefit to be paid under section A & B of this article shall be limited to 50% of an employees base salary at the time of retirement, but in no case shall it exceed \$12,000.

F. The maximum benefit to be paid under section C of this article shall be limited to the difference between the minimum and maximum of the salary range for the employee vesting his/her pension eligibility.

F. Payment under this article shall not be made until certification of eligibility for retirement or vesting has been received from the Public Employees Retirement System.



ARTICLE XXIII

WORK CLOTHES

- A. The Township shall provide up to \$100.00 of work clothes in each calendar year for full time employees in the Police and Fire departments.
- B. The Township shall provide up to \$100.00 of work clothes in each calendar year for the Animal Control Officer.
- C. All new employees hired to fill eligible positions defined above shall be eligible for work clothes upon completion of three months of employment.

ARTICLE XXIV

TRAINING

- A. The Township may assume the tuition cost of training courses taken by employees of the Township, which in the opinion of the Township Manager, are of benefit to the employee and the Township. Such training courses shall be taken on the employees own time unless otherwise authorized by the Township Manager.
- B. Participation in and successful completion of special training courses may be considered in making advancements and promotions. Evidence of such activity shall be filed by the employee with his/her Department Head to be forwarded to the Township Treasurer's office.

ARTICLE XXV

MISCELLANEOUS

- A. Any employce presenting testimony as a witness for the Township of Teaneck during his/her working hours, in a matter directly involving the Township, shallnot be penalized by loss of benefits or pay for time spent in court. Such employee shall not receive extra compensation for time worked outside his standard work schedule.
  
- B. All full time employees covered by this agreement shall receive a fifteen (15) minute coffee break in mid-morning, without loss of pay. An employec may take a fifteen (15) minute coffee break in mid-afternoon subject to the prior approval of the Department Head, in the Department Head's absolute discretion.
  
- C. Any employee may submit in writing to his/her Department Head before October 1st. of any calendar year a request for items to be included in the following years budget. The Department Head will review such request to determine whether it will be included in the departmental request to be submitted to the Township Manager.

ARTICLE XXVI

SEPARABILITY AND SAVINGS

- A. 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 or competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and affect.

ARTICLE XXVII

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties. During the term of this Agreement, neither party will 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 and signed this Agreement. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.

ARTICLE XXVIII

TERM AND RENEWAL

- A. This Agreement shall be in full force and effect as of January 1, 1977 and shall remain in effect through December 31, 1978. It shall be reopened for discussion of 1978 salary ranges only if Chapter 68 of the Public Laws of 1976 is repealed prior to February 1, 1978.
  
- 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, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.
  
- C. Notice served by either party on the other stating an intention to change, terminate or modify this Agreement shall be by registered or certified mail.
  
- D. Notices sent by the Association shall be served on the Township Clerk. Notices sent by the Township shall be served on the President of the Association or his/her designated representative.

SCHEDULE I - 1977

TITLE	INC.	1	2	3	4	5	MAXIMUM
Accountant	\$925.	\$10,325.	\$10,650.	\$10,975.	\$11,300.	\$11,625.	\$11,950.
Animal Control Officer	348.	10,026.	10,374.	10,722.	11,070.	11,418.	11,766.
Assistant Assessor	443.	12,903.	13,346.	13,789.	14,232.	14,675.	15,118.
Asst. Building Inspector	382.	11,576.	11,958.	12,340.	12,722.	13,104.	13,486.
Asst. Court Clerk	348.	10,545.	10,894.	11,242.	11,590.	11,938.	12,286.
Asst. Zoning Officer	382.	11,576.	11,958.	12,340.	12,722.	13,104.	13,486.
Clerk Stenographer	301.	8,987.	9,288.	9,589.	9,890.	10,191.	10,492.
Clerk Stenographer YGC	-	-	-	-	-	-	2,580.
Clerk Typist	286.	8,673.	8,959.	9,245.	9,531.	9,817.	10,103.
Engineering Draftsman	382.	11,576.	11,958.	12,340.	12,722.	13,104.	13,486.
Health Educator	512.	14,438.	14,950.	15,462.	15,974.	16,485.	16,998.
Payroll Supervisor	382.	10,806.	11,188.	11,570.	11,952.	12,334.	12,716.
Plumbing Inspector	-	-	-	-	-	-	4,900.
Police Radio Dispatcher	301.	8,987.	9,288.	9,589.	9,890.	10,191.	10,492.
Princ. Account Clerk	364.	10,405.	10,769.	11,133.	11,497.	11,861.	12,225.
Princ. Clerk Stenographer	364.	10,405.	10,769.	11,133.	11,497.	11,861.	12,225.
Prin. Eng. Aide & Const. Insp.	403.	12,000.	12,403.	12,806.	13,209.	13,612.	14,015.
Prin. Tab Machine Operator	364.	10,405.	10,769.	11,133.	11,497.	11,861.	12,225.
Public Health Nurse	364.	11,175.	11,539.	11,903.	12,267.	12,631.	12,995.
Recreation Center Director	382.	11,576.	11,958.	12,340.	12,722.	13,104.	13,486.
Recreation Supervisor	382.	11,576.	11,958.	12,340.	12,722.	13,104.	13,486.
Registrar of Vital Stat.	364.	10,405.	10,769.	11,133.	11,497.	11,861.	12,225.
Sanitary Inspector	403.	12,000.	12,403.	12,806.	13,209.	13,612.	14,015.
Sanitary Inspector Trainee	250.	5,242.	5,492.	5,742.	5,992.	6,242.	6,492.
Senior Accountant	443.	12,903.	13,346.	13,789.	14,232.	14,675.	15,118.
Senior Account Clerk	330.	9,661.	9,991.	10,321.	10,651.	10,981.	11,311.
Senior Assessing Clerk	348.	10,026.	10,374.	10,722.	11,070.	11,418.	11,766.
Senior Clerk	330.	9,661.	9,991.	10,321.	10,651.	10,981.	11,311.
Senior Clerk Stenographer	330.	9,661.	9,991.	10,321.	10,651.	10,981.	11,311.
Senior Clerk Transcriber	330.	9,661.	9,991.	10,321.	10,651.	10,981.	11,311.
Senior Clerk Typist	301.	8,987.	9,288.	9,589.	9,890.	10,191.	10,492.
Senior Engineer	538.	15,002.	15,540.	16,078.	16,616.	17,154.	17,692.
Sr. Tab Machine Operator	330.	9,661.	9,991.	10,321.	10,651.	10,981.	11,311.
Street & Sewer Inspector	348.	10,796.	11,144.	11,492.	11,840.	12,188.	12,536.
Tab Machine Operator	301.	8,987.	9,288.	9,589.	9,890.	10,191.	10,492.
Tel. Operator-Receptionist	301.	8,987.	9,288.	9,589.	9,890.	10,191.	10,492.
Sr. Public Works Inspector	364.	11,175.	11,539.	11,903.	12,267.	12,631.	12,995.

SCHEDULE II - 1978

TITLE	MINIMUM	INC.	1	2	3	4	5	MAXIMUM
Accountant	\$10,500.	\$325.	\$10,825.	\$11,150.	\$11,475.	\$11,800.	\$12,125.	\$12,450.
Animal Control Officer	10,178.	349.	10,526.	10,874.	11,222.	11,570.	11,918.	12,266.
Assistant Assessor	12,950.	443.	13,403.	13,846.	14,289.	14,732.	15,175.	15,618.
Asst. Building Inspector	11,694.	382.	12,075.	12,448.	12,840.	13,222.	13,604.	13,986.
Asst. Court Clerk	10,698.	348.	11,046.	11,394.	11,742.	12,090.	12,438.	12,786.
Asst. Zoning Officer	11,694.	382.	12,076.	12,448.	12,840.	13,222.	13,604.	13,986.
Clerk Stenographer	9,186.	301.	9,487.	9,788.	10,089.	10,390.	10,691.	10,992.
Clerk Stenographer YGC	2,505.	-	-	-	-	-	-	2,505.
Clerk Typist	8,887.	286.	9,173.	9,459.	9,745.	10,031.	10,317.	10,603.
Engineering Draftsman	11,694.	382.	12,076.	12,458.	12,840.	13,222.	13,604.	13,986.
Health Educator	14,426.	512.	14,938.	15,450.	15,962.	16,474.	16,986.	17,498.
Payroll Supervisor	10,524.	332.	11,306.	11,688.	12,070.	12,452.	12,834.	13,216.
Plumbing Inspector	5,150.	-	-	-	-	-	-	5,150.
Police Radio Dispatcher	9,186.	301.	9,487.	9,788.	10,089.	10,390.	10,691.	10,992.
Princ. Account Clerk	10,541.	364.	10,905.	11,269.	11,633.	11,997.	12,361.	12,725.
Princ. Clerk Stenographer	10,541.	364.	10,905.	11,269.	11,633.	11,997.	12,361.	12,725.
Prin. Eng. Aide & Const. Insp.	12,097.	403.	12,500.	12,903.	13,306.	13,709.	14,112.	14,515.
Prin. Tab Machine Operator	10,541.	364.	10,905.	11,269.	11,633.	11,997.	12,361.	12,725.
Public Health Nurse	11,311.	364.	11,675.	12,039.	12,403.	12,767.	13,131.	13,495.
Recreation Center Director	11,594.	382.	12,076.	12,448.	12,840.	13,222.	13,604.	13,986.
Recreation Supervisor	11,694.	382.	12,076.	12,448.	12,840.	13,222.	13,604.	13,986.
Registrar of Vital Stat.	10,541.	364.	10,905.	11,269.	11,633.	11,997.	12,361.	12,725.
Sanitary Inspector	12,097.	403.	12,500.	12,903.	13,306.	13,709.	14,112.	14,515.
Sanitary Inspector Trainee	5,432.	250.	5,742.	5,992.	6,242.	6,492.	6,742.	6,992.
Senior Accountant	12,960.	443.	13,403.	13,846.	14,289.	14,732.	15,175.	15,618.
Senior Account Clerk	9,831.	320.	10,161.	10,491.	10,821.	11,151.	11,481.	11,811.
Senior Assessing Clerk	10,178.	348.	10,526.	10,874.	11,222.	11,570.	11,918.	12,266.
Senior Clerk	9,831.	330.	10,161.	10,491.	10,821.	11,151.	11,481.	11,811.
Senior Clerk Stenographer	9,831.	330.	10,161.	10,491.	10,821.	11,151.	11,481.	11,811.
Senior Clerk Transcriber	9,831.	330.	10,161.	10,491.	10,821.	11,151.	11,481.	11,811.
Senior Clerk Typist	9,186.	301.	9,487.	9,788.	10,089.	10,390.	10,691.	10,992.
Senior Engineer	14,964.	538.	15,502.	16,040.	16,578.	17,116.	17,654.	18,192.
Sr. Tab Machine Operator	9,831.	330.	10,161.	10,491.	10,821.	11,151.	11,481.	11,811.
Street & Sewer Inspector	10,948.	348.	11,296.	11,644.	11,992.	12,340.	12,688.	13,036.
Tab Machine Operator	9,186.	301.	9,487.	9,788.	10,089.	10,390.	10,691.	10,992.
Tel. Operator-Receptionist	9,186.	301.	9,487.	9,788.	10,089.	10,390.	10,691.	10,992.



IN WITNESS WHEREOF, the parties hereto have hereunto set their  
hands and seals at Teaneck, New Jersey on this 20th day of June, 1977

MUNICIPAL EMPLOYEES FOR  
EQUITABLE TREATMENT

TOWNSHIP OF TEANECK  
BERGEN COUNTY, NEW JERSEY

BY:

Joseph J. Corizzi

BY:

Thomas Schmid

ATTEST:

Angela Tomieri

ATTEST:

Resly Endrick