

2 1000

CAMDEN COUNTY COLLEGE
BLACKWOOD, NEW JERSEY

AGREEMENT

between

BOARD OF TRUSTEES
OF
CAMDEN COUNTY COLLEGE

AND

INTERNATIONAL UNION OF ELECTRONIC,
ELECTRICAL, TECHNICAL, SALARIED & MACHINE WORKERS,
AFL - CIO, LOCAL 440

(Permanent Security Guard)

1985 - 1988

TABLE OF CONTENTS

ARTICLE I	PURPOSE.	1
ARTICLE II	RECOGNITION.	1
ARTICLE III	DISCRIMINATION	1
ARTICLE IV	MANAGEMENT	2
ARTICLE V	RIGHT TO ORGANIZE.	3
ARTICLE VI	CHECKOFF	3
ARTICLE VII	AGENCY SHOP.	4
ARTICLE VIII	GROUP LEADERS.	5
ARTICLE IX	NIGHT SHIFT DIFFERENTIAL	5
ARTICLES X & XI	HOURS AND OVERTIME	5
ARTICLE XII	SENIORITY.	7
ARTICLE XIII	GRIEVANCE PROCEDURE.	9
ARTICLE XIV	NOTICE OF DISCHARGE.	11
ARTICLE XV	PROMOTIONS AND POSTING OF VACANCIES.	11
ARTICLE XVI	REPORTING TIME	12
ARTICLE XVII	BEREAVEMENT LEAVE.	12
ARTICLE XVIII	SICK LEAVE	13
ARTICLE XIX	PERSONAL LEAVE	13
ARTICLE XX	VACATIONS.	14
ARTICLE XXI	HOLIDAYS	15
ARTICLE XXII	HOSPITALIZATION AND PRESCRIPTION	16
ARTICLE XXIII	WORKMEN'S COMPENSATION INSURANCE	16
ARTICLE XXIV	DENTAL INSURANCE	17
ARTICLE XXV	DISABILITY INSURANCE	17
ARTICLE XXVI	BULLETIN BOARDS.	17
ARTICLE XXVII	UNION VISITATION	17
ARTICLE XXVIII	SAFETY CONDITIONS.	17
ARTICLE XXIX	REST PERIOD.	18
ARTICLE XXX	WASHUP TIME.	18
ARTICLE XXXI	JURY DUTY.	18
ARTICLE XXXII	TUITION TO COLLEGE COURSE.	18
ARTICLE XXXIII	PART-TIME TEMPORARY EMPLOYEES.	18
ARTICLE XXXIV	SALARY SCHEDULE.	18
ARTICLE XXXV	TERMINATION OR MODIFICATION.	21
ARTICLE XXXVI	UNIFORMS	21
ARTICLE XXXVII	MISCELLANEOUS.	21

1. AGREEMENT

2. THE BOARD OF TRUSTEES OF CAMDEN COUNTY COLLEGE operating
3. under the provision of Public Laws of 1968, Chapter 303 of the
4. State of New Jersey as amended by Chapter 123, Public Laws of
5. 1974 of the State of New Jersey and SECURITY GUARD LOCAL UNION
6. OF CAMDEN COUNTY COLLEGE.

7. THIS AGREEMENT entered into this first day of July 1981,
8. between the CAMDEN COUNTY COLLEGE, hereinafter called the
9. Board, and the INTERNATIONAL UNION OF ELECTRICAL, RADIO AND
10. MACHINE WORKERS, AFL-CIO, by and in conjunction with LOCAL 440,
11. hereinafter called the Union.

12. There shall be no strike or lockout during the term of
13. this agreement.

14. ARTICLE I - PURPOSE

15. It is the intent and purpose of the parties hereto to set
16. forth herein the Agreement covering rates of pay, hours of work
17. and conditions of employment to be observed by the parties
18. hereto, and to secure closer and more harmonious relations
19. between said parties.

20. ARTICLE II - RECOGNITION

21. The College recognizes the Union as the exclusive bargain-
22. ing agent for all its employees for the purpose of collective
23. bargaining in respect to wages, rates of pay, hours of employ-
24. ment and other conditions of employment.

25. The term "employees" as used in this Agreement shall
26. include all permanent security guards working twenty (20) or
27. more hours per week, but excludes all other employees of Camden
28. County College.

29. ARTICLE III - DISCRIMINATION

30. There shall be no discrimination, interference, restraint,

1. intimidation or coercion by the College and its representatives
2. or by the Union and its representatives on account of any
3. employee's sex, age, race, color, creed, or national origin,
4. handicap, or veteran's status.

5. There shall be no discrimination against any employee on
6. account of membership in the Union or on account of employee's
7. participation in any Union activities, defined to mean the
8. fulfillment of steward functions.

9. ARTICLE IV - MANAGEMENT

10. Recognition of Rights and Function of Management

11. I. Subject to the provisions of this Agreement, the Union
12. agrees that supervision, management and control of the
13. Camden County College operations are exclusively the
14. function of the College and that the College has the right
15. to make such reasonable rules and regulations as it
16. considers necessary or advisable for the orderly and
17. efficient conduct of its operations.

18. II. It is the prerogative of the College from time to time
19. to modify, change, to select and determine all qualifica-
20. tions of new employees, and the methods by which such
21. qualifications are to be determined; to assign Union
22. members as the College shall in its judgment determine
23. proper; to fix all or any assignments as to wages and
24. hours which need be uniform.

25. III. Subject always to the right of the Union to bargain
26. collectively with the College with respect to salaries,
27. grievances, and other terms and conditions of employment,
28. the exercise by the College of any one or more of its
29. prerogatives, as set forth above, shall not at any time
30. be subject to collective bargaining as provided in this

1. Agreement.

2. ARTICLE V - RIGHT TO ORGANIZE

3. All present and newly hired employees, covered by this
4. agreement, may on the thirtieth (30th) day of their employment
5. become members in good standing of the Union and may maintain
6. such membership in the Union during the life of this Agreement.

7. The College shall, upon hiring new employees, inform them
8. of their working conditions.

9. ARTICLE VI - CHECKOFF

10. For the duration of this Agreement, the College shall
11. deduct from each pay of each month, the semi-monthly Union dues
12. for those employees in the bargaining unit whose written and
13. signed authorizations are received by the College.

14. The College shall forward a check for the total of such
15. deduction to the Financial Secretary of the Union each pay day
16. for which the deduction is made. The following dues deduction
17. authorization shall be in the form as follows:

18. CHECKOFF AUTHORIZATION

19. I.U.E. LOCAL 440

20. TO: _____
21. (Name of College & Location) (Effective Date)

22. I authorize and direct that you checkoff from my pay
23. each month an amount equal to I.U.E. Local 440 Membership
24. dues and to promptly remit same to Local 440, International
25. Union of Electrical Workers (Affiliated with the AFL-CIO).

26. This checkoff is valid and is not revocable until:

27. (A) The expiration of contract; or

28. (B) One year from signature.

29. Revocation shall be in effect only if I give you and

30.

1. Local 440, International Union of Electrical, Radio and
2. Machine Workers written notice by individual certified mail,
3. return receipt requested.

4. _____

Date	Employee's Signature
------	----------------------

5. INITIATION DUES: _____

6. ARTICLE VII - AGENCY SHOP

7. Agency Shop Provision for Non-Members

9. A. The Union President shall submit to the College
10. Personnel Office a list of names of employees
11. covered by this contract who are not currently dues
12. paying members. The College in compliance with
13. State Law and this Agreement, will deduct from
14. non-union employees in this bargaining unit a
15. representation fee equal to eighty-five percent (85%)
16. of the amount set for union members (this amount
17. will be determined by the Union Treasurer and is to
18. be paid by payroll deduction).
19. B. It is agreed by the parties to this Agreement that
20. the Board shall have no other obligation or liability,
21. financial or otherwise (other than set forth herein)
22. because of actions arising out of the understanding
23. expressed in the language of the Article. It is
24. further understood that once the funds deducted are
25. remitted to the Union the disposition of such funds
26. thereafter shall be the sole and exclusive obligation
27. and responsibility of the Union.
28. C. The Union shall indemnify and save the Board (and
29. College) harmless against any and all claims, demands,
30. suits or other forms of liability including reasonable

1. legal and/or representation fees resulting from
2. any of the provisions of this Article or in re-
3. liance on any list, notice or assignment furnished
4. under this article.

5. ARTICLE VIII - GROUP LEADERS

6. Group Leaders shall be chosen by the College President or
7. his designee whenever he deems it necessary. In the selection
8. of a Group Leader, the College President or his designee will
9. give weight to seniority in his choice.

10. Group Leaders shall be paid an additional \$500.00 per
11. year over and above their regular salary.

12. ARTICLE IX - NIGHT SHIFT DIFFERENTIAL

13. Employees assigned to night shift work shall be paid an
14. additional \$750.00 per year over and above their regular salary.

15. ARTICLES X AND XI - HOURS AND OVERTIME

16. SECTION 1

17. The standard work week shall be forty (40) hours per week,
18. eight (8) hours per day, and five (5) days per week from
19. Monday through Friday.

20. SECTION 2

21. The Union shall be notified of any proposed changes in the
22. above working schedule. Any difference or disputes concerning
23. any such proposed changes shall be handled through the griev-
24. ance procedures.

25. SECTION 3

26. All work performed in excess of eight (8) hours in a single
27. day, in excess of forty (40) hours in any given week and all
28. work performed on Saturday shall be paid for at one and one-
29. half (1½) times the regular straight time rate.

30.

1. SECTION 4
2. Double time shall be paid for all work performed on Sunday.
3. Work performed on listed holidays shall be paid for at double
4. time and a half (2½) which shall include all remuneration
5. including pay for the holiday and overtime premium.
6. Any employee who is required to work on a Snow Day when the
7. College is officially closed will receive their regular days
8. pay and in addition will receive straight time for the hours
9. worked. Employees who are not required to work on a Snow Day
10. when the College is officially closed will receive their
11. regular days pay.
12. SECTION 5
13. There shall be no pyramiding of overtime.
14. SECTION 6
15. No employee will be asked to work on holidays that are observed
16. by the College and listed in this Agreement.
17. If the College knows of its overtime requirements, it will
18. endeavor to give notice of twenty-four (24) hours of overtime
19. requirements and forty-eight (48) hours notice of requested
20. Saturday overtime.
21. SECTION 7
22. Employees who are called in on an emergency basis are to
23. receive a minimum of four (4) hours pay.
24. SECTION 8
25. If any employee is injured during the course of the work day
26. and requires medical or surgical attention, he will be paid
27. the balance of the regular work day on which such injury occurs
28. at his regular hourly rate.
29. SECTION 9
30. In the event that the Board of Trustees should institute classes

1. on Sunday during the college year, the work week for these
2. shifts should then be Wednesday through Sunday inclusive.
3. Employees placed on this weekly schedule shall either be
4. newly hired for this schedule or old employees may select
5. this as their regular work week. All work performed in
6. excess of eight (8) hours in a single day, or in excess of
7. forty (40) hours in a given week and all work performed on
8. a sixth day shall be compensated at one and one-half times
9. (1½) the regular straight time rate.
10. Double time shall be paid for all work performed on a
11. seventh day. Work performed on listed holidays shall be paid
12. at double time and one-half (2½) which shall include all remun-
13. eration including pay for the holiday and overtime premium.
14. ARTICLE XII - SENIORITY
15. SECTION 1
16. Seniority shall be defined as the employee's length of con-
17. tinuous service beginning with his original date of hire.
18. SECTION 2
19. In the event of a layoff, the least senior employee in the
20. Security Guard Unit is to be laid off first.
21. SECTION 3
22. Recall from layoff shall be accomplished in the inverse order
23. of the layoff. Employees shall be required to be able to
24. perform the work.
25. SECTION 4
26. All employees shall be notified by certified mail, directed to
27. the address of the employee as stated in the College records,
28. to return to work and be allowed five (5) days in which to re-
29. port to work after such notice before any loss of seniority
30. occurs.

1. SECTION 5
2. Employee shall be eligible for recall when on layoff for a
3. period not to exceed the following:
4. Seniority up to three (3) years - twelve (12) months
5. Seniority three (3) years and up to five (5) years -
6. eighteen (18) months
7. Seniority five (5) years and up to ten (10) years -
8. twenty-four (24) months
9. Seniority ten (10) years and up to fifteen (15) years -
10. thirty (30) months
11. Seniority fifteen (15) years and up to twenty (20) years -
12. thirty-six (36) months
13. Seniority twenty (20) years or more - forty-two (42) months
14. SECTION 6
15. The Shop Steward and one (1) other elected officer shall have
16. super seniority for the purpose of layoffs, during the term
17. of office to which they are elected. They will be returned
18. to their regular standing on the seniority list upon termina-
19. tion of office.
20. SECTION 7
21. The College shall send notification to the Union each month
22. of all new hires and terminations showing name, address, date
23. of hire, job title and salary.
24. SECTION 8
25. Seniority shall cease upon voluntary termination, discharge
26. for just cause, failure to return to work when recalled,
27. expiration of time limit on recall rights.
28. SECTION 9
29. Any member being elected or delegated to any Union activities
30. necessitating a temporary leave of absence without pay shall

1. be granted same and at the end of such leave shall be rein-
2. stated to their former job and rate, plus any increases granted
3. in their absence without loss of other benefits.
4. SECTION 10
5. All military leaves shall be dealt with in accordance with
6. applicable Federal and Local regulations.
7. ARTICLE XIII - GRIEVANCE PROCEDURE
8. Any differences, disputes or grievances that may arise
9. between the Union and the College regarding interpretation
10. of this Agreement shall be taken up as follows:
11. STEP 1
12. Between the aggrieved employee and the steward on the one hand
13. and the immediate supervisor on the other hand. If no satis-
14. factory agreement is reached between them in eight (8) hours,
15. the grievance shall be reduced in writing and referred to:
16. STEP 2
17. The Union Chairman and the Steward, or their designees on the
18. one hand, the College President and the supervisor, or their
19. designees, on the other hand. If no satisfactory agreement is
20. reached between them within five (5) working days, the matter
21. will be referred to:
22. STEP 3
23. The Grievance Committee with the Union Representative on the
24. one hand and the College and its representative on the other
25. hand. If no satisfactory agreement is reached between them
26. within five (5) working days, the matter shall be dealt with
27. as hereinafter set forth.
28. STEP 4
29. All differences, disputes or grievances between the parties that
30. are not satisfactorily settled after following the grievance

1. procedure set forth above, shall at the request of either party,
2. be submitted to arbitration within fifteen (15) days to the
3. American Arbitration Association.
4. (A) The decision of the arbitrator shall be final
5. and binding on both parties.
6. (B) All time spent in the adjustment of grievances,
7. "the negotiating of the labor contract" and arbi-
8. tration will be paid for by the College at straight
9. time.
10. (C) The time for meetings or for giving of decisions
11. at each step above set forth may be extended by
12. mutual agreement of the parties involved in the
13. particular or respective steps.
14. (D) The Union and the College shall have the right to
15. bring in the aggrieved person(s) in any of the steps
17. of the grievance procedure as outlined above.
18. (E) A grievance must be filed in writing within fifteen
19. (15) calendar days from the date on which the act
20. which is the subject matter of the grievance occurred
21. or fifteen (15) calendar days from the date on which
22. grievant should reasonably have known of its occurrence
23. or thereafter be barred.
24. (F) Anything to the contrary notwithstanding, any
25. challenge to the propriety of a discharge must be
26. filed in writing to the College within five (5)
27. days from the date of discharge or the same will
28. be deemed to have been waived.
29. (G) Without limitation, the College shall have the
30. right to discharge employees within the first

1. ninety (90) calendar days of employment.
2. ARTICLE XIV - NOTICE OF DISCHARGE
3. SECTION 1
4. Employees shall be discharged only for just cause.
5. SECTION 2
6. The Shop Chairman shall be notified immediately of all
7. discharges.
8. SECTION 3
9. It is agreed that a discharge grievance shall be processed
10. immediately with the College President or his designee.
11. SECTION 4
12. If any discharge is found to be unfair or discriminatory,
13. the employee shall be reinstated.
14. SECTION 5
15. Any employee with at least one (1) year's seniority will
16. receive thirty (30) days notice of layoff or in lieu of
17. notice two (2) weeks' pay.
18. ARTICLE XV - PROMOTIONS AND POSTING OF VACANCIES
19. SECTION 1
20. It is the policy and intention of the College to upgrade its
21. employees. Job vacancies on permanent or new positions will
22. be posted for a period of not less than three (3), but not
23. more than five (5) working days exclusively within the
24. College for the information of the employees. The posting
25. will include, but not be limited to, a general summary of
26. the major duties expected of the position, as well as the
27. salary.
28. SECTION 2
29. Posted position will be filled, from those applying, by the
30. most senior employee who has the necessary ability and aptitude

1. to perform the required duties of the job. If an employee
2. of the College does not apply for the posted vacancy, or if an
3. employee's test results do not show evidence of the required
4. qualifications, the Personnel Office will then advertise the
5. position external to the College.

6. SECTION 3

7. The College recognizes that in making promotions, consider-
8. ation shall be given first to the ability and aptitude of
9. an employee to perform the job in question; and second, to
10. the length of the employee's continuous service. However,
11. it is understood that if all other variables are equal,
12. seniority shall prevail in the final selection process.

13. SECTION 4

14. Where possible and practical, the College may use tests to
15. assist in determining an employee's aptitude and abilities.
16. The final form and content of such test shall be mutually
17. agreed upon by a joint union-management committee. The
18. administration and grading of tests will be the responsibility
19. of the Personnel Office. Applicants may avail themselves of
20. the opportunity to examine their individual test after it has
21. been graded.

22. ARTICLE XVI - REPORTING TIME

23. Employees who report to work at their regular starting
24. time and have not been given at least one day's notice not
25. to report, shall be guaranteed at least four (4) hours work
26. or pay, except when the inability to provide four (4) hours
27. work is due to an "Act of God" beyond the control of the College.

28. ARTICLE XVII - BEREAVEMENT LEAVE

29. In the event of a death in the immediate family, the
30. College may grant leave with pay not to exceed five (5) days.

1. An employee's immediate family shall be considered as husband,
2. wife, children, brother, sister, stepchildren, grandchildren,
3. father, mother, mother-in-law, father-in-law, grandfather and
4. grandmother. Additionally one (1) day off with pay may be
5. granted by the College in the event of a death of an employee's
6. aunt, uncle, brother-in-law, sister-in-law, nephews, nieces
7. and cousins.

8. ARTICLE XVIII - SICK LEAVE

9. All full-time employees are entitled to take time off
10. from work because of personal illness in the immediate family
11. (father, mother, spouse, or children) without any loss of pay
12. according to the following schedule:

13. (a) Employees are allowed twelve (12) days of sick
14. leave per year.

15. (b) Accumulated days of sick leave will be unlimited.

16. (c) A sick leave is subject to medical verification
17. if requested by the immediate supervisor.

18. (d) Sick leave will be allocated from the time of
19. employment for those starting other than at the
20. start of the College school year.

21. ARTICLE XIX - PERSONAL LEAVE

22. Employees will be granted a personal leave with pay not
23. to exceed five (5) days per year for matters which cannot be
24. cared for in other ways. Personal leave may not be used for
25. vacation or work for pay for another employer. Unused personal
26. leave days will be added to accumulated sick leave entitlement.
27. The employee requesting personal leave will give at least
28. twenty-four (24) hours advance notification to his/her super-
29. visor except in case of emergency.

30.

1. ARTICLE XX - VACATIONS
2. SECTION 1
3. The College agrees to grant to each employee on the payroll as
4. of July 1 of each year a vacation with pay, in accordance with
5. the following schedule, according to the length of service of
6. each individual:
7. (a) Employees who have worked one (1) year shall
8. receive two (2) weeks vacation.
9. (b) Employees hired after September 1 will receive
10. credit at the rate of one (1) day per month for
11. the time employed.
12. (c) Employees who have worked five (5) years shall begin
13. to accrue three (3) weeks vacation. Employees who
14. have worked six (6) years shall begin to accrue three
15. (3) weeks plus one (1) day vacation. Employees who
16. have worked seven (7) years shall begin to accrue
17. three (3) weeks plus two (2) days vacation. Employees
18. who have worked eight (8) years shall begin to accrue
19. three (3) weeks plus three (3) days vacation. Employ-
20. ees who have worked nine (9) years shall begin to
21. accrue three (3) weeks plus four (4) days vacation.
22. (d) Employees who have worked ten (10) years shall begin
23. to accrue four (4) weeks vacation.
24. (e) Employees who have worked more than ten (10) years
25. shall begin to accrue twenty-two (22) vacation days.
26. (f) Part-time employees shall have their time prorated
27. and receive vacation time accordingly.
28. (g) It is understood that vacation time will be used
29. within any two (2) year period. Vacation time
30. should be taken so that it is mutually satisfactory

1. with his/her supervisor.
2. (h) An employee who retires at any age shall receive a
3. pro rata vacation pay as of the date he/she leaves
4. the employ of the College.
5. (i) The pro rata vacation pay of an employee who dies
6. while in the employ of the College shall be paid
7. to the beneficiary of his/her group life insurance
8. policy.
9. (j) Vacation time may be taken as it is earned.
10. SECTION 2
11. On July 15 of each year employees will receive a memorandum
12. from the Personnel Office advising them of the number of personal
13. days, sick days vacation days they have remaining. Addition-
14. ally, it is agreed that the Personnel Office will notify, in
15. writing, any employee who is in danger of losing time at least
16. sixty (60) days prior to the end of the fiscal year.
17. ARTICLE XXI - HOLIDAYS
18. The College agrees to pay to each eligible employee
19. eight (8) hours pay for each of the following holidays:
20. 1. July 4th
21. 2. Labor Day
22. 3. Thanksgiving Day
23. 4. Day after Thanksgiving Day
24. 5. Christmas Eve Day
25. 6. Christmas Day
26. 7. New Year's Eve Day
27. 8. New Year's Day
28. 9. Martin Luther King's Birthday
29. 10. Good Friday
30. 11. Easter Monday

1. 12. Memorial Day
2. 13. Employee's Birthday (or an alternate
3. day mutually agreed upon by the employee
4. and the immediate supervisor)
5. Part-time employees shall receive pro rata pay for holidays
6. they would normally be scheduled to work.
7. SECTION 2
8. Eligible employees shall include all those who are at work
9. within the work week in which the holiday falls or absent
10. for bonafide reasons.
11. SECTION 3
12. Should a problem arise with a holiday because of scheduling
13. both the Union and the College shall meet and resolve the
14. problem.
15. ARTICLE XXII - HOSPITALIZATION AND PRESCRIPTION
16. The Board of Trustees shall pay all premiums to provide
17. for full Blue Cross/Blue Shield coverage, with Rider J Premiums
18. for employees and eligible dependents and Major Medical. The
19. College will provide a prescription plan (\$1.00 per prescrip-
20. tion) for each employee and spouse, and his/her unmarried
21. eligible dependents.
22. ARTICLE XXIII - WORKMEN'S COMPENSATION INSURANCE
23. All employees are covered by Workmen's Compensation Insurance.
24. SECTION 1
25. In the event of an accident, the employee shall immediately
26. notify his immediate supervisor.
27. SECTION 2
28. Time lost from work due to an injury occurring while at work
29. shall not be taken from the employee's allowed sick days until
30. clarified under the Workmen's Compensation Insurance Program.

1. SECTION 3

2. Employees shall be allowed time off from work, without loss
3. of pay, to attend compensation hearings which occur during
4. their regular work day.

5. ARTICLE XXIV - DENTAL INSURANCE

6. All full-time employees and eligible dependents will be
7. covered by the New Jersey Dental Plan, premium to be paid by
8. the College. The terms and conditions of the dental benefit
9. package will be identical to coverage in existence for other
10. employees of the College as of July 1, 1983.

11. ARTICLE XXV - DISABILITY INSURANCE

12. The College agrees to pay all premiums to provide a
13. Disability Insurance Plan for employees who have completed
14. their probationary period.

15. ARTICLE XXVI - BULLETIN BOARDS

16. The College shall make available to the Union a bulletin
17. board for the purpose of posting official Union notices.

18. ARTICLE XXVII - UNION VISITATION

19. Officers or representatives of the Union shall, upon re-
20. quest of the Union, be admitted to the College during working
21. hours for the purpose of ascertaining whether or not this
22. agreement is being observed by the parties or for assisting
23. in the adjustment of grievances upon permission of the
24. College President or his designee.

25. ARTICLE XXVIII - SAFETY CONDITIONS

26. The College President or his designee and the Union
27. Chairman or his designee shall comprise the Safety Committee.
28. They shall meet when deemed necessary to discuss and rectify
29. any safety conditions which are brought to their attention or
30. any safety condition they feel necessary to institute.

1. ARTICLE XXIX - REST PERIOD

2. Employees will be given a fifteen (15) minute rest period
3. in the morning and a fifteen (15) minute rest period in the
4. afternoon without loss of pay.

5. ARTICLE XXX - WASHUP TIME

6. All employees shall receive five (5) minutes washup time
7. before the regular lunch period and before quitting time, or
8. supper time if working overtime.

9. ARTICLE XXI - JURY DUTY

10. An employee who is required to be absent from his scheduled
11. work in order to serve jury duty shall receive from the College
12. the difference between the daily jury duty pay and the amount
13. payable at his regular straight time earnings for a normal work
14. day.

15. ARTICLE XXXII - TUITION TO COLLEGE COURSES

16. All employees and their immediate family (spouse and
17. children) are eligible for enrollment in Camden County College
18. courses tuition free. The College will also pay any General
19. Service fees.

20. ARTICLE XXXIII - PART-TIME TEMPORARY EMPLOYEEES

21. It is understood and agreed that the College continues
22. to have the right to use part-time temporary employees for
23. Saturday, Sunday, and holiday coverage. For special occasion
24. coverage the College will first ask permanent full-time
25. security guards to work before assigning temporary or outside
26. employees.

27. ARTICLE XXXIV - SALARIES

28. 3 Year Contract

29. 1985-86 6% Increase for the period from
30. July 1, 1985 to June 30, 1986

- 1. 1986-87 5% Increase for the period from
- 2. July 1, 1986 to June 30, 1987
- 3.
- 4. 1987-88 5.5% Increase for the period from
- 5. July 1, 1987 to June 30, 1988
- 6.

7. The College and Local 440 reserve the right to request
8. a wage reopener prior to July 1, 1987 if the 1986 Consumer
9. Price Index for the Greater Philadelphia Area, as determined
10. by the United States Bureau of Labor Statistics, is greater
11. than 7.5% or less than 3.5%. It is understood that if in the
12. event there is a reopening of negotiations, said negotiations
13. will be restricted exclusively to salary.

- 14.
- 15.
- 16.
- 17.
- 18.
- 19.
- 20.
- 21.
- 22.
- 23.
- 24.
- 25.
- 26.
- 27.
- 28.
- 29.
- 30.

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1985 AND JUNE 30, 1988

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Security	\$16,249	\$16,806	\$17,496

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1984 AND JUNE 30, 1985

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Security	\$16,267	\$17,913	\$18,996

SALARIES FOR EMPLOYEES HIRED BETWEEN
JULY 1, 1983 AND JUNE 30, 1984

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Security	--	--	--

SALARIES FOR EMPLOYEES HIRED
PRIOR TO JULY 1, 1983

<u>POSITION</u>	<u>1985-1986</u>	<u>1986-1987</u>	<u>1987-1988</u>
Security	\$17,149	\$18,006	\$18,996

1. ARTICLE XXXV - TERMINATION OR MODIFICATION

2. This Agreement shall remain in full force and effect
3. to and including June 30, 1988. Negotiations for the next
4. subsequent contract shall commence in April 1988.

5. ARTICLE XXXVI - UNIFORMS

6. Security guards will surrender uniforms which are no
7. longer functional to the Director of the Physical Plant for
8. timely replacement on the following dates of each contract
9. year:

10. September 1

11. January 1

12. May 1

13. ARTICLE XXXVII - MISCELLANEOUS

14. SECTION 1

15. Employees working a minimum of two (2) hours of overtime
16. will receive a meal allowance compensation not to exceed \$4.00
17. for meals eaten off campus, after submission of a receipt to
18. the Business Office. During add/drop and registration periods
19. however, employees who are in the aforesaid overtime status
20. will continue to secure a slip from the Business Office which
21. will entitle them to a meal at the College cafeteria.

22.

23.

24.

25.

26.

27.

28.

29.

30.

BOARD OF TRUSTEES
CAMDEN COUNTY COLLEGE

BY: GE. Sanchez

BY: [Signature]

BY: [Signature]

BY: [Signature]

BY: W. Wilhelm

BY: Robert E. Smith

NOVEMBER 4, 1985

DATE SIGNED

INTERNATIONAL UNION OF ELECTRICAL
RADIO & MACHINE WORKERS, AFL-CIO
LOCAL 440

BY: Henry M. Albright

BY: [Signature]

BY: [Signature]

BY: Jim Head

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

BY: _____

OCTOBER 28, 1985

DATE SIGNED