

CAMDEN COUNTY COLLEGE  
BLACKWOOD, NEW JERSEY

AGREEMENT

between

BOARD OF TRUSTEES  
OF  
CAMDEN COUNTY COLLEGE Bd. of Trustees

AND

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

(Custodial, Maintenance and Grounds Department)

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1. AGREEMENT

2. THE BOARD OF TRUSTEES OF CAMDEN COUNTY COLLEGE operating  
3. under the provision of Public Laws of 1968, Chapter 303 of  
4. the State of New Jersey as amended by Chapter 123, Public Laws  
5. of 1974 of the State of New Jersey and THE MAINTENANCE AND  
6. CUSTODIAL LOCAL UNION 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. ARTICLE I - PURPOSE

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

18. ARTICLE II - RECOGNITION

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

23. The term "employees" as used in this Agreement shall  
24. include all custodians, maintenance employees, including part-  
25. time workers, groundskeepers, firemen-maintenance employees,  
26. drivers and receiver.

27. ARTICLE III - DISCRIMINATION

28. There shall be no discrimination, interference, restraint,  
29. intimidation or coercion by the College and its representatives  
30. or by the Union and its representatives on account of any

1. employee's sex, race, color, creed, national origin, age,  
2. handicap, or veteran's status.

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

7. ARTICLE IV - MANAGEMENT

8. Recognition of Rights and Function of Management

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

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

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

30.

1. ARTICLE V - RIGHT TO ORGANIZE

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

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

8. ARTICLE VI - CHECKOFF

9. For the duration of this Agreement, the College shall  
10. deduct from the first pay of each month, the monthly Union  
11. dues and initiation fees, if payment is payable, for those  
12. employees in the bargaining unit whose written and signed  
13. authorizations are received by the College.

14. The College shall forward a check for the total of such  
15. deductions to the Financial Secretary of the Union by the  
16. fifteenth (15th) day of the month for which the deduction is  
17. made. The following dues deduction authorization shall be in  
18. the form as follows:

19. CHECKOFF AUTHORIZATION

20. IUE LOCAL 440

21. TO: \_\_\_\_\_

22. (Name of College & Location)

\_\_\_\_\_  
(Effective Date)

23. I authorize and direct that you checkoff from my first  
24. pay each month an amount equal to IUE Local 440 membership  
25. dues, including initiation fee (if payable) and to promptly  
26. remit same to Local 440, International Union of Electrical  
27. Workers (Affiliated with the AFL-CIO).

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

29. (a) The expiration of contract; or

30. (b) One year from signature.

1. Revocation shall be in effect only if I give you and  
2. Local 440, International Union of Electrical, Radio and  
3. Machine Workers written notice by individual certified mail,  
4. return receipt requested.

5. \_\_\_\_\_  
6. Date Employee's Signature  
7. Initiation Dues: \_\_\_\_\_

8. ARTICLE VII - AGENCY SHOP

9. Agency Shop Provision for Non-Members

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

1. suits or other forms of liability including  
2. reasonable legal and/or representation fees  
3. resulting from any of the provisions of this  
4. Article or in reliance on any list, notice or  
5. assignment furnished under this Article.

6. ARTICLE VIII - GROUP LEADERS

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

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

13. ARTICLE IX - NIGHT SHIFT DIFFERENTIAL

14. Employees assigned to night shift work shall be paid an  
15. additional \$650.00 per year over and above their regular  
16. salary.

17. ARTICLES X AND XI - HOURS AND OVERTIME

18. SECTION 1

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

22. SECTION 2

23. The Union shall be notified of any proposed changes in the  
24. above working schedule. Any difference or disputes concerning  
25. any such proposed changes shall be handled through the  
26. grievance procedures.

27. SECTION 3

28. All work performed in excess of eight (8) hours in a single  
29. day, in excess of forty (40) hours in any given week and all  
30. work performed on Saturday shall be paid for at one and

1. one-half (1½) times the regular straight time rate.
2. SECTION 4
3. Double time shall be paid for all work performed on Sunday,
4. except for firemen-maintenance employees working on their
5. regular schedule. Work performed on listed holidays shall be
6. paid for at double time and a half (2½) which shall include
7. all remuneration including pay for the holiday and overtime
8. premium.
9. Any employee who is required to work on a Snow Day when the
10. College is officially closed will receive their regular days
11. pay and in addition will receive straight time for the hours
12. worked. Employees who are not required to work on a Snow Day
13. when the College is officially closed will receive their
14. regular days pay.
15. SECTION 5
16. No employee will be asked to work on holidays that are
17. observed by the College and listed in this Agreement.
18. If the College knows of its overtime requirements, it will
19. endeavor to give notice of twenty-four (24) hours of overtime
20. requirements and forty-eight (48) hours notice of requested
21. Saturday overtime.
22. SECTION 6
23. The College may require the services of employees in the
24. bargaining unit in the case of an emergency such as snow
25. removal, flood or other act of God to protect the property
26. of the College and to permit the College to function. Employees
27. who are called in on an emergency basis are to receive a
28. minimum of four (4) hours pay.
29. SECTION 7
30. If any employee is injured during the course of the work day



1. and requires medical or surgical attention, he will be paid  
2. the balance of the regular work day on which such injury  
3. occurs at his regular hourly rate.

4. SECTION 8

5. In the event that the Board of Trustees should institute  
6. classes on Saturday during the College year, the work week for  
7. custodians on this shift shall then be from Tuesday through  
8. Saturday inclusive. Employees placed on this as a weekly  
9. schedule will be newly hired for this schedule or old employees  
10. may select that as their regular work week.

11. It is understood that in the event the change of work  
12. week becomes necessary and permanent, then all work performed  
13. on Saturday shall be paid at the custodian's straight time  
14. rate and not at the rate of time and one-half.

15. SECTION 8A

16. In the event that the Board of Trustees should institute  
17. classes on Sunday during the college year, the work week for  
18. these shifts should then be Wednesday through Sunday inclusive.  
19. Employees placed on this weekly schedule shall either be newly  
20. hired for this schedule or old employees may select this as  
21. their regular work week.

22. All work performed in excess of eight (8) hours in a  
23. single day, or in excess of forty (40) hours in a given week  
24. and all work performed on a sixth day shall be compensated at  
25. one and one-half ( $1\frac{1}{2}$ ) times the regular straight time rate.

26. Double time shall be paid for all work performed on a  
27. seventh day. Work performed on listed holidays shall be  
28. paid at double time and one-half ( $2\frac{1}{2}$ ) which shall include  
29. all remuneration including pay for the holiday and overtime  
30. premium.

1. SECTION 9 - SHIFT DETERMINATION
2. Where more than one work shift per day within a given occupa-
3. tion is in effect, employees within the occupation will be
4. given preference of shifts, in line with seniority. Such
5. preference will be exercised only when vacancies occur, or
6. where there is a decrease in work force on a given shift.
7. ARTICLE XII - SENIORITY
8. SECTION 1
9. Seniority shall be defined as the employee's length of
10. continuous service beginning with his original date of hire.
11. SECTION 2
12. For the purposes of seniority and layoffs, Custodian employees,
13. Maintenance employees, Firemen-Maintenance employees,
14. Groundskeepers, Drivers and Receiver shall be six separate
15. units.
16. SECTION 3
17. In the event of a layoff, the least senior employee in the
18. Custodian unit is to be laid off first.
19. SECTION 4
20. In the event of a layoff, the least senior employee in the
21. Maintenance unit is to be laid off first.
22. SECTION 5
23. In the event of a layoff, the least senior employee in the
24. Firemen-Maintenance unit is to be laid off first.
25. SECTION 6
26. In the event of a layoff, the least senior employee in the
27. Groundskeeper unit is to be laid off first.
28. SECTION 7
29. In the event of a layoff, the least senior employee in the
30. Drivers' unit is to be laid off first.

1. SECTION 8

2. In the event of a layoff, the least senior employee in the  
3. Receiver unit is to be laid off first.

4. SECTION 9

5. Recall from layoff shall be accomplished in the inverse order  
6. of the layoff. Employees shall be required to be able to  
7. perform the work.

8. SECTION 10

9. All employees shall be notified by certified mail, directed  
10. to the address of the employee as stated in the College  
11. records, to return to work and be allowed five (5) days in  
12. which to report to work after such notice before any loss of  
13. seniority occurs.

14. SECTION 11

15. Employees shall be eligible for recall when on layoff for a  
16. period not to exceed the following:

17. Seniority up to three (3) years - twelve (12) months

18. Seniority three (3) years and up to five (5) years -  
19. eighteen (18) months

20. Seniority five (5) years and up to ten (10) years -  
21. twenty-four (24) months

22. Seniority ten (10) years and up to fifteen (15) years -  
23. thirty (30) months

24. Seniority fifteen (15) years and up to twenty (20) years -  
25. thirty-six (36) months

26. Seniority twenty (20) years or more - forty-two (42) months

27. SECTION 12

28. All elected union officials, up to a maximum of twelve (12)  
29. shall have super seniority for the purpose of layoffs, during  
30. the term of office to which they are elected. They will be

1. returned to their regular standing on the seniority list
2. upon termination of office.
3. SECTION 13
4. The College shall send notification to the Union each month
5. of all new hires and terminations showing name, address,
6. date of hire, job title, and salary.
7. SECTION 14
8. Seniority shall cease upon voluntary termination, discharge
9. for just cause, and failure to return to work when recalled.
10. SECTION 15
11. Any member being elected or delegated to any Union activities
12. necessitating a temporary leave of absence without pay shall
13. be granted same and at the end of such leave shall be reinstated
14. to their former job and rate, plus any increases granted in
15. their absence without loss of other benefits.
16. SECTION 16
17. All military leaves shall be dealt with in accordance with
18. applicable Federal and Local regulations.
19. ARTICLE XIII - GRIEVANCE PROCEDURE
20. Any differences, disputes or grievances that may arise between
21. the Union and the College regarding interpretation of this
22. Agreement shall be taken up as follows:
23. STEP 1
24. Between the aggrieved employee and the steward on the one hand
25. and the immediate supervisor on the other hand. If no satis-
26. factory agreement is reached between them in eight (8) hours,
27. the grievance shall be reduced in writing and referred to:
28. STEP 2
29. The Union Chairman and the Steward, or their designees on the
30. one hand, the College President and the supervisor, or their

1. designees, on the other hand. If no satisfactory agreement
2. is reached between them within five (5) working days, the
3. matter will be referred to:
4. STEP 3
5. The Grievance Committee with the Union Representative on the
6. one hand and the College and its Representative on the other
7. hand. If no satisfactory agreement is reached between them
8. within five (5) working days, the matter shall be dealt with
9. as hereinafter set forth.
10. STEP 4
11. All differences, disputes, or grievances between the parties
12. that are not satisfactorily settled after following the
13. grievance procedure set forth above, shall at the request of
14. either party, be submitted to arbitration within fifteen (15)
15. days to the American Arbitration Association.
16. (a) The decision of the arbitrator shall be final and
17. binding on both parties.
18. (b) All time spent in the adjustment of grievances,
19. "the negotiating of the labor contract" and
20. arbitration will be paid for by the College at
21. straight time.
22. (c) The time for meetings or for giving of decisions at
23. each step above set forth may be extended by mutual
24. agreement of the parties involved in the particular
25. or respective steps.
26. (d) The Union and the College shall have the right to
27. bring in the aggrieved person(s) in any of the steps
28. of the grievance procedure as outlined above.
29. (e) A grievance must be filed in writing within fifteen
30. (15) calendar days from the date on which the act

1. which is the subject matter of the grievance occurred
2. or fifteen (15) calendar days from the date on which
3. grievant should reasonably have known of its occur-
4. rence or thereafter be barred.
5. (f) Anything to the contrary notwithstanding, any
6. challenge to the propriety of a discharge must be
7. filed in writing to the College within five (5)
8. days from the date of the discharge or the same will
9. be deemed to have been waived.
10. (g) Without limitation, the College shall have the right
11. to discharge employees within the first sixty (60)
12. calendar days of employment.

13. ARTICLE XIV - NOTICE OF DISCHARGE

14. SECTION 1

15. Employees shall be discharged only for just cause.

16. SECTION 2

17. The Shop Chairman shall be notified immediately of all  
18. discharges.

19. SECTION 3

20. It is agreed that a discharge grievance shall be processed  
21. immediately with the College President or his designee.

22. SECTION 4

23. If any discharge is found to be unfair or discriminatory,  
24. the employee shall be reinstated.

25. SECTION 5

26. Any employee with at least one (1) year's seniority will  
27. receive thirty (30) days notice of layoff or in lieu of  
28. notice two (2) weeks pay.

- 29.
- 30.

1. ARTICLE XV - POSTING OF VACANCIES

2. SECTION 1

3. All vacancies in the Camden County College shall be posted  
4. at a place acceptable to the Union.

5. SECTION 2

6. Bargaining unit employees shall have the opportunity to apply  
7. and fill the vacancy posted, based on seniority and ability  
8. to perform the position. The Union representative may be  
9. present at the qualifying interview.

10. SECTION 3

11. Vacancies will be posted for a period not to exceed one (1)  
12. week.

13. ARTICLE XVI - REPORTING TIME

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

19. ARTICLE XVII - BEREAVEMENT LEAVE

20. In the event of a death in the immediate family, the  
21. College may grant leave with pay not to exceed five (5) days.  
22. An employee's immediate family shall be considered as husband,  
23. wife, children, brother, sister, stepchildren, grandchildren,  
24. father, mother, mother-in-law, father-in-law, grandfather  
25. and grandmother.

26. Additionally one (1) day off with pay may be granted by  
27. the College in the event of a death of an employee's Aunt,  
28. Uncle, Brother-in-law, Sister-in-law, Nephews, Nieces, and  
29. Cousins.

30.

1. ARTICLE XVIII - SICK LEAVE

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

6. (a) Employees are allowed twelve (12) days of sick  
7. leave per year.  
8. (b) Accumulated days of sick leave will be unlimited.  
9. (c) A sick leave is subject to medical verification if  
10. requested by the immediate supervisor.  
11. (d) Part-time employees will have their sick leave  
12. prorated based on time worked.  
13. (e) Sick leave will be allocated from the time of  
14. employment for those starting other than at the  
15. start of the College school year.

16. ARTICLE XIX - PERSONAL LEAVE

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

25. ARTICLE XX - VACATIONS

26. The College agrees to grant to each employee on the payroll as  
27. of July 1 of each year a vacation with pay, in accordance with  
28. the following schedule, according to the length of service of  
29. each individual:

30. (a) Employees who have worked one (1) year shall receive



1. two (2) weeks vacation.
2. (b) Employees hired after September 1 will receive
3. credit at the rate of one (1) day per month for
4. the time employed.
5. (c) Employees who have worked five (5) years shall
6. receive three (3) weeks vacation. Employees who
7. have worked six (6) years shall receive three (3)
8. weeks plus one (1) day vacation. Employees who
9. have worked seven (7) years shall receive three (3)
10. weeks plus two (2) days vacation. Employees who
11. have worked eight (8) years shall receive three (3)
12. weeks plus three (3) days vacation. Employees who
13. have worked nine (9) years shall receive three (3)
14. weeks plus four (4) days vacation.
15. (d) Employees who have worked ten (10) years shall
16. receive four (4) weeks vacation.
17. (e) Part-time employees shall have their time prorated
18. and receive vacation time accordingly.
19. (f) It is understood that vacation time will be used
20. within any two (2) year period. Vacation time should
21. be taken so that it is mutually satisfactory with
22. his/her supervisor.
23. (g) An employee who retires at any age shall receive a
24. pro rata vacation pay as of the date he/she leaves
25. the employ of the College.
26. (h) The pro rata vacation pay of an employee who dies
27. while in the employ of the College shall be paid to
28. the beneficiary of his/her group life insurance
29. policy.
30. (i) Vacation time may be taken as it is earned.

1. ARTICLE XXI - HOLIDAYS
2. SECTION 1
3. The College agrees to pay to each eligible employee eight (8)
4. hours pay for each of the following holidays:
5.                   1. July 4th
6.                   2. Labor Day
7.                   3. Thanksgiving Day
8.                   4. Day after Thanksgiving Day
9.                   5. Christmas Eve Day
10.                  6. Christmas Day
11.                  7. New Year's Eve Day
12.                  8. New Year's Day
13.                  9. Martin Luther King's Birthday
14.                  10. Good Friday
15.                  11. Easter Monday
16.                  12. Memorial Day
17.                  13. Employee's Birthday (or an alternate day
18.                      mutually agreed upon by the employee and
19.                      the immediate supervisor)
20. ADDENDUM: Part-time employees shall receive pro-rata pay for
21.                      holidays they would normally be scheduled to work.
22. SECTION 2
23. Eligible employees shall include all those who are at work
24. within the work week in which the holiday falls or absent for
25. bonafide reasons.
26. SECTION 3
27. Should a problem arise with a holiday because of scheduling
28. both the Union and the College shall meet and resolve the
29. problem.
- 30.

1. ARTICLE XXII - HOSPITALIZATION AND PRESCRIPTION PLAN
2. The Board of Trustees shall pay all premiums to provide for
3. full Blue Cross/Blue Shield coverage, with Rider J premiums
4. for employees and eligible dependents and Major Medical.
5. The College will provide a prescription plan (\$1.00 per
6. prescription) for each employee and spouse, and her/his
7. unmarried eligible dependents.
8. ARTICLE XXIII - WORKMEN'S COMPENSATION INSURANCE
9. All employees are covered by Workmen's Compensation Insurance.
10. SECTION 1
11. In the event of an accident, the employee shall immediately
12. notify her/his immediate supervisor.
13. SECTION 2
14. Time lost from work due to an injury occurring while at work
15. shall not be taken from the employee's allowed sick days until
16. clarified under the Workmen's Compensation Insurance Program.
17. SECTION 3
18. Employees shall be allowed time off from work, without loss of
19. pay, to attend compensation hearings which occur during their
20. regular work day.
21. ARTICLE XXIV - DISABILITY INSURANCE
22. If the Union secures a disability insurance program for the
23. employees covered by this agreement, the premium is to be
24. fully paid for by each covered employee. The College will act
25. merely as a conduit in withholding premiums from the employees'
26. wages and forwarding same to the Insurance Company designated
27. by the Union upon receipt of proper authorization from the
28. Union and the Employee.
29. ARTICLE XXV - BULLETIN BOARDS
30. The College shall make available to the Union a bulletin board

1. for the purpose of posting official Union notices.
2. ARTICLE XXVI - UNION VISITATION
3. Officers or representatives of the Union shall, upon request
4. of the Union, be admitted to the College during working hours
5. for the purpose of ascertaining whether or not this Agreement
6. is being observed by the parties or for assisting in the
7. adjustment of grievances upon permission of the College
8. President or his designee.
9. ARTICLE XXVII - SAFETY CONDITIONS
10. The College President or his designee and the Union Chairman
11. or his designee shall comprise the Safety Committee. They
12. shall meet when deemed necessary to discuss and rectify any
13. safety conditions which are brought to their attention or any
14. safety condition they feel necessary to institute.
15. ARTICLE XXVIII - REST PERIOD
16. Employees will be given a fifteen (15) minute rest period in
17. the morning and a fifteen (15) minute rest period in the
18. afternoon without loss of pay.
19. ARTICLE XXIX - WASHUP TIME
20. All employees shall receive five (5) minutes washup time
21. before the regular lunch period and before quitting time, or
22. supper time if working overtime.
23. ARTICLE XXX - JURY DUTY
24. An employee who is required to be absent from his scheduled
25. work in order to serve jury duty shall receive from the Colleg
26. the difference between the daily jury duty pay and the amount
27. payable at his regular straight time earnings for a normal
28. work day.
29. ARTICLE XXXI - TUITION TO COLLEGE COURSES
30. All employees and their immediate family (spouse and children

1. are eligible for enrollment in Camden County College courses  
2. tuition free.

3. ARTICLE XXXII - JOB DESCRIPTIONS

4. 1. Job duties and job classifications will be established  
5. by Management by October 1, 1978.

6. 2. Any new or revised job descriptions will be presented  
7. to the local five (5) working days before they are  
8. made effective.

9. 3. Effective job descriptions may be reviewed at any time  
10. to take into consideration changes that have been made  
11. in job duties or equipment (additions or deletions)  
12. to determine that they are properly classified.

13. ARTICLE XXXIII - SALARY SCHEDULE

14. All employees of the Custodial, Maintenance, Firemen-  
15. Maintenance, Groundskeepers, Driver, and Receiver Units on the  
16. College payroll as of July 1, 1981, shall receive an increase  
17. in their base wages as follows:

18. 9% above their 1980-81 base salary

19. as of July 1, 1982:

20. 9% above their 1981-82 base salary

21. ARTICLE XXXIV - TERMINATION OR MODIFICATION

22. This Agreement shall remain in full force and effect to and  
23. including June 30, 1983. Negotiations for the next subsequent  
24. contract shall commence in April 1983.

25.  
26.  
27.  
28.  
29.  
30.

BOARD OF TRUSTEES  
CAMDEN COUNTY COLLEGE

BY: Harry Bean  
BY: David Mann  
BY: \_\_\_\_\_  
BY: W. Wilhelm  
BY: \_\_\_\_\_  
BY: \_\_\_\_\_

DATE SIGNED: 08-12-81

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

BY: Andrew M. Sals  
BY: Noreen Crossen  
BY: Mary Flannery  
BY: John M. Albright  
BY: Sandra M. Flynn  
Donald L. ...  
Donald Wilson  
Raymond B. Morton

DATE SIGNED: \_\_\_\_\_