

AGREEMENT

Between

BERGEN COUNTY UTILITIES AUTHORITY

And

**COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO
(Local 1040)**

January 1, 2011 through December 31, 2015



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PREAMBLE

This Agreement entered into by the Bergen County Utilities Authority, hereinafter referred to as the "Authority" and the Communication Workers of America, Local 1040, AFL-CIO, hereinafter referred to as the "Union", has as its purpose the promotion of harmonious relations between the Union and the Authority, and to provide for conduct of the Authority's business under methods that will further to the fullest extent possible the economy and efficiency of operations, elimination of waste, realization of maximum quantity and quality of productivity and service to the public, cleanliness and protection of property. It is the further intent and purpose of this Agreement to assure sound and mutually beneficial working and economic relations between the parties hereto, to provide an orderly and peaceful means of resolving any misunderstandings or differences which may arise, and to set forth herein agreements between the parties concerning rates of pay, hours of work and other conditions of employment.

The Authority and the Union agree that the working environment shall be characterized by mutual respect for the common dignity to which all individuals are entitled.

ARTICLE 1

DURATION

- A. The term of the Agreement shall be from January 1, 2011, to December 31, 2015, and it shall take effect upon execution by both parties.
- B. If the parties have not executed a successor agreement by December 31, 2015, then this Agreement shall continue in full force and effect until a successor agreement is agreed upon.
- C. At least ninety (90) days prior to the end of this agreement notice will be sent by either party of its intent to enter into negotiations.

ARTICLE 2

RECOGNITION

A. The Bergen County Utilities Authority hereby recognizes the Communications Workers of America, AFL-CIO (Local 1040) as the exclusive collective negotiating unit for all regularly employed persons in job titles covered by the Certification of Public Employment Relations Commission (Docket No.: RO-97-107 and CU 97-33) or through agreement conducted via contractual negotiations. Said job titles shall include:

- Solid & Special Waste Program Administrator
- Assistant Chief of Finance and Accounts
- Assistant Construction Coordinator
- Coordinator of Contractual Accounts/Operations
- Computer & Financial System Integrator
- Managerial Assistant IPP
- Manager Permits & Regulatory Affairs
- Principal Engineer
- Recycling Program Manager/Technical Assistance
- SCADA Engineer
- Senior Engineering Inspector
- Solid Waste Education & Technical Advisor

B. Titles defined shall include the plural as well as singular and include males as well as females.

ARTICLE 3

AGENCY SHOP AND DUES CHECK OFF

- A. Any employee in the bargaining unit on the effective date of this agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit or any employee who does not join within ten (10) days of re-entry into employment with the unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five (85%) percent of the regular Union membership dues, fees and assessments as certified to the Authority by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modifications is made in this provision by a successor agreement between the Union and the Authority.
- B. The Union agrees that it will indemnify and save harmless the Bergen County Utilities Authority against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the Bergen County Utilities Authority at the request of the Union under this Article.
- C. If any new employee is hired into one of the job titles covered by this Agreement or in the event that a present employee of the Bergen County Utilities Authority is promoted into or placed into one of the bargaining unit covered job titles then said personnel change shall be immediately transmitted to the Union in writing. The Authority shall

certify to the Union not less than every ninety (90) days the accurate employee list of bargaining unit job titles as well as any other information, which the employee organization may require to bargain collectively.

ARTICLE 4

CREATION OF NEW JOB TITLES

- A. If the Authority adds new or amended titles to the Authority population, it agrees that within thirty (30) days, it will:
1. Notify the Union of these new or amended titles;
 2. Give a copy of any job specification for the new or amended title to the Union;
 3. Advise the Union of the proposed hours of work, and other terms and conditions of employment established for the title.
- B. The parties agree that if requested by the Union within thirty (30) days after notification to the Union as provided above, to schedule a meeting to review whether or not the new or amended title should be included in the unit, and if it is so included, to negotiate any disputes which may exist concerning such negotiable issues as appropriate wage rates. Further, it is the intention of the parties to reach mutual agreement on inclusion of new or amended titles that appropriately belong in the unit without the necessity of instituting proceedings at PERC or elsewhere, and it is their further intention to use wage scales for existing titles as a basis to determine the appropriateness of the wage rate established for such new or amended titles.

ARTICLE 5

WAGES AND SALARIES

The parties agree to the wage scales prepared by the Authority as attached and as agreed to by the Union.

TITLES, GRADES AND WAGES

A. Wages shall be in accordance with the following salary guide schedule:

CWA January 1, 2011 GRADE AND STEP CHART @ 2.00% INCREASE								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
III	\$ 77,850	\$80,582	\$ 83,315	\$ 86,592	\$ 90,143	\$ 94,923	\$ 99,705	\$104,621
IIB	\$ 72,388	\$75,802	\$ 77,848	\$ 81,948	\$ 86,729	\$ 90,827	\$ 95,608	\$ 99,705
IIA	\$ 57,365	\$60,095	\$ 62,826	\$ 66,241	\$ 68,973	\$ 72,388	\$ 75,802	\$ 78,534
IB	\$ 57,365	\$60,095	\$ 62,826	\$ 66,241	\$ 68,973	\$ 72,388	\$ 75,802	\$ 78,534
IA	\$ 38,242	\$42,339	\$47,802	\$53,949	\$ 59,412	\$ 64,875	\$ 71,023	\$ 75,802

CWA 2012 GRADE AND STEP CHART @ 2.25 % INCREASE								
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
III	\$ 79,602	\$ 82,395	\$ 85,189	\$ 88,540	\$ 92,171	\$ 97,059	\$101,948	\$106,975
IIB	\$ 74,017	\$ 77,508	\$ 79,600	\$ 83,792	\$ 88,680	\$ 92,871	\$ 97,759	\$101,948
IIA	\$ 58,656	\$ 61,447	\$ 64,239	\$ 67,731	\$ 70,525	\$ 74,017	\$ 77,508	\$ 80,301
IB	\$ 58,656	\$ 61,447	\$ 64,239	\$ 67,731	\$ 70,525	\$ 74,017	\$ 77,508	\$ 80,301
IA	\$ 39,102	\$ 43,292	\$ 48,878	\$ 55,163	\$ 60,749	\$ 66,335	\$ 72,621	\$ 77,508

CWA 2013 GRADE AND STEP CHART @ 2.25% INCREASE

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
III	\$ 81,393	\$ 84,249	\$ 87,106	\$ 90,532	\$ 94,245	\$ 99,243	\$104,242	\$109,382
IIB	\$ 75,683	\$ 79,252	\$ 81,391	\$ 85,677	\$ 90,675	\$ 94,960	\$ 99,958	\$104,242
IIA	\$ 59,975	\$ 62,830	\$ 65,685	\$ 69,255	\$ 72,112	\$ 75,683	\$ 79,252	\$ 82,108
IB	\$ 59,975	\$ 62,830	\$ 65,685	\$ 69,255	\$ 72,112	\$ 75,683	\$ 79,252	\$ 82,108
IA	\$ 39,982	\$ 44,266	\$ 49,978	\$ 56,404	\$ 62,116	\$ 67,827	\$ 74,255	\$ 79,252

CWA 2014 GRADE AND STEP CHART @ 2.50% INCREASE

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
III	\$ 83,428	\$ 86,355	\$ 89,284	\$ 92,796	\$ 96,601	\$101,724	\$106,848	\$112,117
IIB	\$ 77,575	\$ 81,233	\$ 83,426	\$ 87,819	\$ 92,942	\$ 97,334	\$102,457	\$106,848
IIA	\$ 61,475	\$ 64,401	\$ 67,327	\$ 70,987	\$ 73,915	\$ 77,575	\$ 81,233	\$ 84,160
IB	\$ 61,475	\$ 64,401	\$ 67,327	\$ 70,987	\$ 73,915	\$ 77,575	\$ 81,233	\$ 84,160
IA	\$ 40,982	\$ 45,373	\$ 51,227	\$ 57,814	\$ 63,668	\$ 69,523	\$ 76,111	\$ 81,233

CWA 2015 GRADE AND STEP CHART @ 2.50% INCREASE

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
III	\$ 85,514	\$ 88,514	\$ 91,516	\$ 95,116	\$ 99,016	\$104,267	\$109,519	\$114,920
IIB	\$ 79,514	\$ 83,264	\$ 85,511	\$ 90,014	\$ 95,266	\$ 99,767	\$105,019	\$109,519
IIA	\$ 63,012	\$ 66,011	\$ 69,010	\$ 72,761	\$ 75,763	\$ 79,514	\$ 83,264	\$ 86,264
IB	\$ 63,012	\$ 66,011	\$ 69,010	\$ 72,761	\$ 75,763	\$ 79,514	\$ 83,264	\$ 86,264
IA	\$ 42,006	\$ 46,507	\$ 52,508	\$ 59,259	\$ 65,260	\$ 71,261	\$ 78,014	\$ 83,264

2. Titles are assigned to the grades as listed below:

Titles	Grades
Assistant Chief of Finance and Accounts	IIB
Coordinator of Contractual Accounts/Operations	IB
Manager Assistant IPP UAE	IB
Manager Permits and Regulatory Affairs	IIB
Principal Engineer	III
Recycling Program Manager/Technical Assistance	IIA
SCADA Engineer UAE	III
Senior Engineering Inspector	IIB
Solid & Special Waste Program Administrator	IIA
Solid Waste Education & Technical Advisor	IIA
Assistant Construction Coordinator	IIB
Computer & Financial System Integrator	IIB

3. As reflected in the Tables above, annual increases to the base salary for all employees shall be as follows:

- 2011 - 2.00 % of the hourly base wage for each title grade and step.
- 2012 - 2.25 % of the hourly base wage for each title grade and step.
- 2013 - 2.25 % of the hourly base wage for each title grade and step.
- 2014 - 2.50 % of the hourly base wage for each title grade and step.
- 2015 - 2.50 % of the hourly base wage for each title grade and step.

Tables are inclusive as to annual wage increases to the base salary for all employees. All eligible employees, including employees hired after the effective date of this Agreement will, receive step increases on January 1st. No additional annual wage increases will be given other than what is noted in the above Tables.

Advancement in steps shall be dependent upon a merit increase program based on employee evaluations.

ARTICLE 6

PROBATIONARY PERIOD

- A. Provisional employees shall be probationary for six (6) months and shall not be entitled to recourse under the grievance procedure of this Agreement.
- B. Permanent employees who have completed a three (3) month working test period and those provisional employees with six (6) months service may be represented by the Union under the grievance procedure.
- C. An employee who is provisionally promoted to a higher job title within the Bargaining Unit shall be on probation in the higher job title for a period of thirty (30) working days. During the probationary period he or she shall receive the annual rate to which he or she is promoted.
- D. If the employee does not successfully complete the probationary period he/she shall return to his/her former job title and shall be restored to his or her former seniority with whatever additional seniority was spent in the higher title and the employees former salary in the job title and in the department.

ARTICLE 7

HOURS AND COMPENSATORY TIME

- A. In lieu of overtime pay, an employee may request compensatory time off. Compensatory time shall be determined based on overtime calculations. It is solely within the discretion of the employee to choose payment through overtime or compensatory time. The employee's decision regarding the mode of payment shall be communicated to his/her superior at the time the overtime is accepted. Work in excess of the employee's normal schedule will be compensated by time and one-half in compensatory time or cash.

- B. The Authority shall have the right to fix a schedule for the use of earned compensatory time. Subject to the needs of the Authority, the Authority will endeavor to schedule such use in accordance with the convenience and request of the employee. The employee must request compensatory time usage at least forty-eight (48) hours in advance. The Authority will not unreasonably withhold approval.
- C. All accumulated compensatory time not used or scheduled as of November 30th, will be paid out to the employee on or before December 31st of each year.
- D. An employee required to work on a holiday shall be compensated at the rate of time and one-half (1 ½) in compensatory time or cash, plus the regular rate of pay for the hours worked with a guarantee of three (3) hours of pay at time and one-half (1 ½).
- E. Any employee called in to work shall be compensated at the rate of time and one-half (1 ½) for all hours worked with a guarantee of three (3) hours pay at time and one-half (1 ½).
- F. An employee who is laid-off, terminated or resigns shall be paid in cash for all unused compensatory time that has been earned.

ARTICLE 8

FLEX TIME

- A. The current schedules of the employees in the bargaining unit will only be changed subject to negotiations.

ARTICLE 9
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to provide an equitable method of answering questions or resolving problems arising from the terms and conditions of this Agreement.
2. Nothing contained herein shall be construed as limiting the right of any member of the bargaining unit to discuss any matter informally with an appropriate superior in order to resolve any issue.

B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation, application or violation of any provision of this agreement and may be raised by an individual or by the Union for an individual or group of individuals. This grievance procedure shall cover disciplinary matters where the penalty imposed is any suspension of five (5) or fewer days or any equivalent fine or any lesser penalty. Unclassified employees with five (5) or more years of service are entitled to use this procedure for disciplinary matter including suspensions of one day or more.

C. Steps of the Grievance Procedure

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

STEP ONE

1. An aggrieved employee shall, by written request to the department head, institute action under these provisions within ten (10) days of the occurrence of the grievance or knowledge of the incident constituting the grievance. An earnest effort shall be

made to settle the differences between the aggrieved employee and the department head or his designee. Failure to act within said ten (10) days shall be deemed to constitute abandonment of the grievance.

2. The department head or his designee shall render a written decision within ten (10) days after receipt of the grievance.

STEP TWO

The aggrieved employee may appeal the decision of the department head or his designee, in writing to the chief of personnel or a designated representative within five (5) days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The chief of personnel or delegated representative shall give the Union the opportunity to be heard and will give a decision in writing within ten (10) days of such meeting.

STEP THREE (ARBITRATION)

1. If the grievance is not settled through Steps one and two, either party may refer the matter to the Public Employment Relations Commission within ten (10) days after the determination by the chief of personnel. An arbitrator shall be selected pursuant to the rules of the Public Employment Relations Commission.
2. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be binding on the parties.
3. The costs for the services of the arbitrator shall be borne equally between the Authority

and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the incurring party.

4. The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, the grievance shall be deemed to have been waived. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed, the disposition of the grievance at the last proceeding step shall be deemed to be conclusive. Nothing herein shall prevent the parties from mutually agreeing to extend or reduce the time limits provided for processing the grievance at any step in the grievance procedure.
5. The use of the word day(s) shall be deemed to mean calendar days.

ARTICLE 10

DISCIPLINE

- A. An employee may be discharged or disciplined only upon just cause and the Authority shall notify the Union steward in the event such action is taken. Warning notices involving lateness or absenteeism will be deleted from the personnel file of an employee upon request provided the employee has received no such warning notice or a period of one year from the date of the last notice. If two or more warnings are received in one year for lateness or absenteeism, then both warnings will remain in the file for at least five (5) years.
- B. Other than an oral reprimand, the employees and the Union shall be furnished with a written copy of any disciplinary action taken with the reasons stated, within five (5) working days of the action.

ARTICLE 11

LONGEVITY

A. Employees shall receive, in addition to their regular pay, Longevity Pay as set forth below:

1. Upon completion of five (5) years of employment with the Authority, one and one-half (1.5%) percent of their regular rate of pay
2. Upon completion of ten (10) years of employment two and one half (2.5%) percent of the regular rate of pay.
3. Upon completion of fifteen (15) years of employment, four (4%) percent of the regular rate of pay.
4. Upon completion of twenty (20) years of employment, five (5%) percent of the regular rate of pay.
5. Upon completion of twenty-five (25) years of employment, six (6%) percent of the regular rate of pay.

B. In no event will an employee receive more than six (6%) percent longevity pay. Longevity is to be calculated in regular pensionable income pay rather than as premium pay. Longevity is to be calculated for overtime. Longevity payments are to be made in regular weekly pay. Accrual dates for longevity are referenced by dates of increase in salary and by dates of achieving a longevity anniversary plateau.

ARTICLE 12

SENIORITY

- A. Agency seniority is the accumulated period of service of a permanent employee of the agency.
- B. Job classification seniority is the accumulated period of service of a permanent employee in a particular job classification.

- C. Employees shall be considered to have agency seniority upon, successful completion of the probationary period for any permanent position, effective on the first day worked following the date of initial hire. Such agency seniority is accruable unless there is or had been a break in service.
- D. Employees shall be considered to have job classification seniority upon successful completion of a probationary period for the job classification effective on the first day worked following such successful completion, but computed from the date of initial hire or promotion to the particular job classification. Such job classification seniority in the job classification to which the employee is assigned is accumulable unless there is or has been a break in service as set forth below or where the employee is appointed to another job classification.
- E. A break in continuous service occurs when an employee resigns, is discharged for cause, retires or is laid off, however, employee's agency and job classification seniority accrued prior to layoff shall be continued upon recall and re-employment.
- F. The Agency agrees to supply current seniority lists to the Union on a semi-annual basis.
- G. This article shall not apply to the computation or explication of seniority in determination of individual rights administered by the Department of Personnel, such as layoff and promotional rights. In such circumstances, seniority determinations and applications shall be determined by the Department of Personnel. The terms and conditions of seniority pertaining to layoff and promotions are fully set forth statutes and in the Merit System Regulations and Agreement. The provisions above are not intended to vary the application of the seniority provisions under rule or law as they pertain to layoff and promotional matters.

ARTICLE 13

MEDICAL AND HOSPITALIZATION INSURANCE

- A. The Authority shall continue to provide all employees and members of their immediate family with hospitalization and other insurance at levels which are substantially similar to the levels now provided. In the event that the insurance carrier for the Bergen County Utilities Authority shall refuse to carry or continue said insurance coverage, then, Authority shall immediately apply to a new insurance company for substantially similar insurance levels to that now provided, provided that there shall be no interruption of coverage afforded. In the event that there is any interruption of coverage, the Authority shall be responsible for the period of said interruption and shall pay all medical bills incurred, as would have been paid had the policy remained in effect.
- B. The Authority shall provide a dental benefits insurance program at levels which are substantially similar. The entire premium shall be paid by the Bergen County Utilities Authority, it being understood and agreed that no employee shall be obliged to participate in the said program. Employees are offered a dental plan that includes 100% coverage for preventive and diagnostic dentistry, 80% remaining basic services; 70% prosthodontia; 70% orthodontic, using the usual and customary schedules. This plan may include a deductible figure if required by the eventual insurer not to exceed \$50.00 per person. The maximum annual benefit as applicable to this section is \$2,500.00 per year.
- C. The Authority shall provide a prescription drug plan for all employees covered by the contract and their families. This plan will provide a prescription drug plan with a co-pay by the employee in accordance with the following schedule for the term of this Agreement:

DRUG CATEGORY	CO-PAYMENT PARTICIPATING RETAIL PHARMACIES (34-DAY SUPPLY)	CO-PAYMENT HOME DELIVERY MEDCO BY MAIL (UP TO 90-DAY SUPPLY)
Generic	\$5.00	\$5.00
Preferred Name Brand (Formulary)	\$15.00	\$15.00
Non-preferred Name Brand	\$15.00	\$15.00

D. The Employer agrees to provide the employees with the following vision care program:

- | | |
|--|----------|
| 1. Eye Exam | \$ 45.00 |
| 2. Lenses, per pair | |
| Single Vision | \$ 40.00 |
| Bi-Focal | \$ 60.00 |
| Tri-Focal | \$ 70.00 |
| Lenticular | \$100.00 |
| 3. Frames | \$ 35.00 |
| 4. Contact Lenses, per pair, | |
| If prescribed in one of the following cases: | |
| (a) A covered person's vision cannot be corrected to 20/70 in the better eye except by the use of contact lenses. | |
| (b) A covered person needs contact lenses after cataract surgery. | |
| (c) A covered person is being treated for a condition such as Keratoconus or Anisometropia and contact lenses are routinely used as part of treatment. | \$350.00 |
| 5. Contact Lenses, per pair, if prescribed for any other reason | \$ 65.00 |

Important: A covered person will be paid one-half of the Maximum amount for a single lens.

The Plan pays for certain vision care expenses. These expenses must be charged to a Covered Person while covered. The expenses also must be recommended by a physician or optometrist.

A Covered Person will be paid the actual cost of the Usual and Reasonable Charges for the services and supplies shown in the vision Care Benefit, up to the Maximum Amount as shown in the Schedule of Benefits for each service or supply. The services and supplies shown in the Schedule of Benefits are the only ones covered.

In some cases, the amount shown in the Schedule of Benefits may be greater than the

amount a covered Person is charged. The excess will be added to the amount in the Schedule for any other service or supply which is charged within sixty (60) days after the first service is charged.

LIMITATIONS

- (a) One (1) complete eye exam per Covered Person in any twelve (12) consecutive months.
- (b) Two (2) lenses per Covered Person in any twelve (12) consecutive months.
- (c) One (1) set of frames per Covered Person in any twelve (12) consecutive months.

Each time period begins when the service or supply is first charged to the Covered Person. An eye exam is charged on the date it is performed. Lenses or frames are charged on the date they are ordered.

- E. Traditional health Plan deductible amounts are \$200.00 for an individual and \$400.00 for family coverage with an 80% payment of reasonable rate and a 20% employee payment.
- F. IDA Plus Health Plan deductible amounts are \$200.00 for an individual and \$400.00 for family coverage with a \$5.00 co-pay.
- G. The level of benefits agreed upon under this section shall not in any way be reduced or modified to provide less benefit coverage than that agreed to by the parties during the course of negotiations for this agreement.
- H. The employee and members of their immediate family shall be enrolled in a major medical plan which will cover non-compensatory illness as described in the policy. Each employee will be given a copy of the policy describing benefits, rules and regulations.
- I. The employer agrees to maintain the Disability Plan, which commenced on January 1,

1991 and to a review of health benefits programs with the goal of improvement of benefits.

- J. The Union recognizes the right of the BCUA to change the carrier for employee health and medical benefits if levels of existing coverage are substantially similar. The Authority shall notify the Union at least thirty (30) days prior to the introduction of a resolution by the BCUA Commissioners causing the change in carrier. At such time of notification, full details of the proposed change, along with the new carrier's plan document, shall be supplied to the Union.
- K. The employer shall maintain an employee assistance program which will seek to service the needs of employees. The cost of such program will be borne exclusively by the Authority. The employer will consult with Union representatives regarding the formulation, implementation, or modification of this program.
- L. The Authority will provide for the administration of tuberculosis testing on an annual basis. Those employees who test positive shall be required to consult the Authority's physician for further testing to obtain medical clearance for their continued employment. Optional Hepatitis B inoculations will be made available to all Authority employees as a preventative health measure.
- M. All employees who elect health care coverage with the Authority shall contribute one and a half percent (1.5%) of their base salary to the Authority toward such coverage.

ARTICLE 14

PERSONAL LEAVE OF ABSENCE

- A. Leave without pay — an employee, for reasons satisfactory to the Authority, may be granted a personal leave of absence without pay or services credit for time absent for

a period of up to six (6) months. In exceptional circumstances, such leave may be extended for an additional six (6) months, provided it is considered to be in the best interest of the Authority. Leave without pay granted to provisional employees may be rescinded at any time by the Authority.

- B. Ordinarily, a personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with another employer.
- C. Personal leaves of absence are granted with the understanding that the employee intends to return to the Authority. If an employee fails to return within five (5) working days after the expiration of the leave or excused absence, the employee may be considered to have resigned and will not be considered in good standing.
- D. Employees on leave without pay for more than two (2) weeks in any month will not receive paid health benefits, holiday pay, nor will they accrue sick and vacation time.
- E. Seniority shall be retained but shall not accumulate during such leaves pursuant to Civil Service Law for classified and unclassified employees.

ARTICLE 15

FAMILY LEAVE ACT

The authority agrees to abide by the provisions of the State and Federal government leave standards (N.J.S.A. 34:11B-1 et seq.) and recognize that it may allow alternative options regarding sick leave and personal leave. Employees may select those options.

ARTICLE 16

MATERNITY/PATERNITY LEAVE

- A. In addition to the other provision of this Article, the female employee shall be permitted

to use accumulated sick time, compensatory time off and any other accumulated time benefits which she may have during the period of her pregnancy and the period following childbirth.

- B. In addition, an employee with one (1) year or more years of service shall be granted, on thirty (30) days notice, maternity or paternity without pay, for up to twelve (12) months duration and shall be returned to work without loss of seniority or benefits.
- C. On the expiration of leave pursuant to this Article, the employee shall be restored to the title and position held when leave commenced, or to an equivalent position and title.
- D. The female employee shall be granted six (6) weeks paid leave.
- E. The infant's father is eligible for two weeks paid (full salary) leave for the care of the newborn child. Any additional leave which is required must be approved by the Department Director, and the employee shall use accrued sick and/or vacation leave.
- F. To be eligible to take maternity leave, employees must (1) have a minimum of one year of employment with the Authority; and (2) must continue employment with the authority for one year from the date of his/her return. Failure to comply with these requirements may result in the employee reimbursing the Authority for all or part of the cost of the maternity leave upon his/her resignation/termination.

ARTICLE 17

LEAVE FOR JURY DUTY/SUBPOENAS

- A. An employee summoned for jury duty shall receive his or her regular rate of pay less the amount of money received by him or her for serving on jury duty.
- B. If an employee is subpoenaed as a witness, her or she will be granted leave with pay and as provided above less the amount of money received by him or her for appearing

as a witness.

- C. The employee must produce the jury notice or subpoena in order to receive benefits under this article.
- D. If an employee is dismissed from jury duty prior to 12 noon, he or she shall be required to return to work at the Authority.

ARTICLE 18

MILITARY DUTY LEAVE

As provided in the Civil Service Regulations

ARTICLE 19

BEREAVEMENT LEAVE

- A. Every full time employee who has completed the initial probation period, upon the death of a member of the immediate family shall be granted, upon request, four (4) working days leave with pay to attend or make arrangements for the funeral. Immediate family is defined as and limited to spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, sister-in-law, brother-in-law, son-in-law, daughter-in-law, grandchildren, great grandchildren, grandparents and great grandparents, domiciled partner, civil union partner or any other relative resident in the employee's household. Additional leave with pay will be given to the employee based upon his or her unused sick leave.
- B. Bereavement leave will not be deducted from sick leave.
- C. In the event of more than one (1) death in a family per year, additional bereavement leave will be granted.
- D. An employee must produce proof of death and relationship to obtain the benefits under this article.

ARTICLE 20

UNSCHEDULED ABSENCES

If, for any reason, an employee is unable to report for duty, he/she must notify the Authority as soon as possible, and before scheduled starting time. Irregular or poor attendance may be cause for disciplinary action. An employee absent from work without notification for five consecutive days will be considered to have resigned from the position. Such resignation is not considered to be in good standing.

ARTICLE 21

SCHEDULED ABSENCES

When an employee is on a leave of absence without pay for a period in excess of three consecutive months in a calendar year, the annual Step increase shall not be paid upon return to active status, but shall be delayed for a period equal to the period of unpaid leave. The next year following the return to work the employee shall receive his/her annual increase in accordance with the contract provisions covering this year's wage increase.

ARTICLE 22

WORK INCURRED INJURY

- A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Authority shall continue such employee at full pay, during the continuance of such employee's inability to work, for a period of one (1) year. During this period of time, all temporary disability benefits accruing under the provision of the Workers' Compensation Act shall be paid over to the Bergen County Utilities Authority.
- B. The employee shall be required to present evidence by a certificate of a responsible physician that he is unable to work and the Director may reasonably require the said

employee to present such certificates from time to time.

- C. In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Bergen County Utilities Authority or by its insurance carrier, then, and in that event, the burden shall be upon the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation establishing such further period of disability and such findings by the division of Workers' Compensation, or by the final decision of the last reviewing Court which shall be binding upon the parties.
- D. For the purposes of this Article, injury or illness incurred while the employee is attending a Bergen County Utilities Authority sanctioned training program shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence shall be computed or designated sickness or as an injury on duty, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or, if there is an appeal from the final decision of the last reviewing Court.

ARTICLE 23

VACATION

- A. Employees earn vacation leave in the following manner:
 - 1. One working day of vacation for each month of service during the first calendar year of employment.
 - 2. Fifteen (15) working days vacation in each succeeding calendar year prior to the completion of five (5) years (sixty (60) months) continuous service.
 - 3. Twenty (20) working days vacation in each calendar year of service starting

with the beginning of the calendar year in which five (5) years (sixty (60) months) service are completed.

4. Twenty-five (25) working days vacation in each calendar year of service starting with the beginning of the calendar year in which twenty (20) years (240 months) service are completed.
5. Thirty (30) working days vacation in each calendar year of service starting with the beginning of the calendar year in which twenty-five years (300 months) service are completed.
6. Thirty-one (31) working days vacation in each calendar year of service starting with the beginning of the calendar year in which thirty (30) years (360 months) service are completed.
6. During the first calendar year of service, complete vacation allowance for the calendar year is available for use after six (6) months of service. In the second and succeeding calendar years of service, vacation allowances are available for use at the beginning of the calendar year.

B. Though calendar year vacation allowances are available as above described, complete vacation allowances have not been earned until the end of the calendar year. Employees are liable for vacation days used but not earned.

C. Vacation earning rates are:

1. As described above in the first calendar year of employment.
2. Fifteen (15) days per year — one and one-quarter workdays per full calendar month of employment.
3. Twenty (20) per year — one and two-thirds working days per full calendar month of employment.

4. Twenty-five (25) per year - two and one-tenth working days per full calendar month of employment.
 5. Thirty (30) per year - two and one-half days per full calendar month of employment.
- D. Vacation leave is taken during the calendar year in which it is earned except as follows:
Earned vacation leave for one (1) calendar year may be carried over and used during the following calendar year only. The employee will not be allowed to receive pay in place of taking his earned vacation leave.
- E. The Authority shall have the right to fix a vacation schedule and the date on which an employee is to be granted vacation subject to its needs, the Authority will endeavor to arrange said schedule in accordance with the convenience of the employee. Splitting of vacation will be allowed subject to the needs of the Authority. Seniority will be considered in arranging the vacation schedule.
- F. Terminated employees shall be paid for the vacation due him/her to a maximum of two (2) years of unused vacation allowance, or to his/her estate in the event of the death of an employee.
- G. Employees will be notified of their vacation time, which may be reported in hourly totals.
- H. Note that the definitions are:

Calendar Year — January 1 through December 31

Year — Period of twelve (12) months

Calendar Month — First through the last day of January, February, etc.

Working Days — One day equal to the number of hours regularly worked by an employee. All employees do not work an eight (8) hour day.

Month — First through the last day of each month.

ARTICLE 24

SICK LEAVE

- A. All full time employees covered by this Agreement who are unable to work because of the following reasons, shall be granted sick leave as provided herein.
1. Personal illness or non job related injury
 2. Exposure to contagious disease
 3. Care of a reasonable period of time, of a seriously ill member of the employee's immediate family: spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and other relatives resident in the employee's household.
- B. Any employee on sick leave must submit medical evidence or other relevant documentation substantiating the absence, if the employee is absent three (3) or more consecutive working days. The Authority reserves the right to withhold pay in a subsequent pay period for such absence if proof is insufficient on return to work the employee in such cases will be given up to three (3) days to produce the appropriate document.
- C. Abuse of sick leave provisions is cause for discipline. Where possible, supervisors or unit managers are required to forewarn an employee where an abuse is suspected. The employee may request an interview with the supervisor or unit Manager and may have a Union representative present. All disciplinary actions resulting from alleged abuse of sick time are grievable under the grievance procedure.

The duration of an absence or the number of paid or unpaid sick days claimed is not a measure of abuse. Patterns of absence and the number of occurrences may be suggestive of abuse. As specified in New Jersey Civil Service regulations, employees are subject to disciplinary action for chronic absenteeism or inability to perform the duties

of the job specification though no abuse of sick leave is demonstrated. Such actions are subject to the grievance procedure or to Civil Service appeal where indicated.

D. Employees are entitled to annual paid sick leave as follows:

1. In the first calendar month of employment, one sick day if employment begins by the eighth day of the calendar month; and one-half sick day if employment begins between the 9th and 23rd day of the calendar month.
2. In the first year of service, one sick day for each calendar month of employment following the first calendar month of service.
3. In each succeeding calendar year of service fifteen (15) sick days.

Unused sick days shall accumulate from year to year without limit. Sick days do not accrue during a leave of absence without pay or during the period of an employee's suspension. Employees who exhaust all paid sick days in any one year shall not be credited with additional sick days until the beginning of the next calendar year. Accrued sick leave is available for employee use at the beginning of the calendar year, however employees are responsible for leave but not earned in the basis of one and one quarter days per month, except in the first calendar year of employment as set forth in D1 above.

E. In the case of prolonged illness of an employee beyond his/her accumulated sick leave, the Authority, at its discretion, may continue the employee's medical insurance to a maximum of one year from the date sick leave was exhausted. The Union may request that the payments be continued. The parties agree to abide by Article 26.7 of the New Jersey Health Benefits Manual which related to payment during sickness or injury.

F. After prolonged illness beyond five (5) days, statements from the employee's doctor may be required, indicating the employee's ability to safely return to his/her position.

The employee may be required to undergo a physical examination by an Authority appointed physician.

G. Employees may maintain unlimited hours in accrued sick time. Each year, employees who have unused sick time for the present year may elect to receive equivalent pay in exchange for said unused sick time up to one hundred and twenty (120) hours. Payments made per this section are based on sick time earned as of each November 30, and will be paid out annually on or before December 31 of each year included in this agreement.

H. In the event of the death or retirement of an employee, the Authority will pay to the retiree and/or heirs of law of the deceased employee, supplemental compensation for accumulated unused sick leave in the amount accumulated by December 31, 2010 (minus any future days used) or an amount not to exceed \$15,000.00, whichever is greater.

I. Sick leave incentive reduction plan:

1. Employees taking no sick days during any individual contract year of this Agreement (all terminating on December 31 of the contract year), will receive \$1,000.00 in January of following year.
2. Employees taking five (5) or fewer sick days in each or any individual contract year of this agreement will receive \$750.00.

Example: Should an employee take no (0) sick days in any contract year, that employee will receive a payment of \$1,000.00 from the Authority during the following month of the next contract year.

ARTICLE 25

HOLIDAYS

- A. The holidays set forth below will be observed by the Authority. Each roll time employee covered by this Agreement shall receive his or her regular day's pay, eight (8) hours at straight time, without working on the following days:

New Year's Day

Memorial Day

Martin Luther King

Independence Day

Lincoln's Birthday

Labor Day

President's Day

Columbus Day

Good Friday

Election Day

Veterans Day

Thanksgiving Day

Christmas Day

Day after Thanksgiving

- B. Upon completion of three (3) months of service, each employee will be entitled to two (2) additional days designated as personal days. To be eligible for a personal day, the employee must request the day from his or her supervisor at least forty-eight (48) hours in advance. Approval will not be unreasonably withheld. The personal days must be taken during the calendar year.
- C. Holidays which fall on a Saturday or Sunday will be observed on the preceding Friday or following Monday respectively as mutually agreed by the parties or as established by the state or federal government.
- D. If an employee is not required to work on a holiday, he or she will be paid as set forth in Paragraph A above. Such hours shall be considered as time worked for the purpose of calculating overtime pay. If the holiday falls on an employee's normal day off, he or she shall be give another day at the convenience of the Authority or pay at the rate of

one and one-half (1 ½) times his or her normal hourly rate as may be chosen by the employee and approved by the Authority. The Authority will not unreasonably withhold approval.

- E. It is expressly agreed that the Authority may require any employee to work a holiday.

ARTICLE 26

EXISTING BENEFITS

Disability Plan

- A. The Authority pays the full cost for short and long-term sickness benefit plans, which pay a 70% of the basic weekly salary to a maximum of \$500.00 per week with a maximum of ten weeks for Short Term Disability. The employee must be out for thirty calendar days before being eligible due to sickness or accident.
- B. Long Term Disability pays 60% of the basic monthly earnings, up to a maximum of \$3,000 per month. No monthly benefit may be paid, or the monthly benefit may be reduced in accordance with the provisions below.
- C. The maximum benefit duration shall be the greater of:
 - 1. The benefit duration limit as shown in the table below; or
 - 2. Your normal retirement age as defined by the Social Security Amendments of 1983.

Age When Disability Begins	Benefit Duration
Less Than 60	To Age 65
61	48 Months
62	42 Months
63	36 Months
64	30 Months
65	24 Months
66	21 Months
67	18 Months
68	15 Months
69 and Over	12 Months

Dental Plan

Employees are offered a dental plan that includes 100% coverage for preventative and diagnostic dentistry; 80% remaining basic services; 70% prosthodontia; 70% orthodontic, using the usual and customary schedules. This plan may include a deductible figure if required by the eventual insurer not to exceed \$50.00. The maximum annual benefit as applicable to this section is \$2,500.00 per year.

Prescription Drug Plan

The Authority will provide a prescription drug plan with a co-pay by the employee in accordance with the following schedule for the term of this Agreement:

DRUG CATEGORY	CO-PAYMENT PARTICIPATING RETAIL PHARMACIES (34 DAY SUPPLY)	CO-PAYMENT HOME DELIVERY MEDCO BY MAIL (UP TO 90 DAY SUPPLY)
Generic	\$5.00	5.00
Preferred Name Brand (Formulary)	\$15.00	\$15.00
Non-Preferred Name Brand (Non-Formulary)	\$15.00	\$15.00

Safety Glasses

All employees will be entitled to an examination and to be fitted for safety glasses.

Vision Care Plan

The employer agrees to provide the employees with a vision care plan. The level of benefits agreed upon under this section shall not in any way be reduced or modified to provide less benefit coverage than was in effect at the time this Agreement was entered into.

Payroll Deductions

Payroll deductions are authorized by the employer for employees who desire to purchase U.S. Savings Bonds.

ARTICLE 27

TERMS AND CONDITIONS OF EMPLOYMENT; DISCRIMINATION AND COERCION

- A. There shall be no discrimination, interference or coercion by the Authority or any of its agents against any employee represented by the Union because of membership or activity in the Union. The Union or any of its agents shall not intimidate or coerce any employee into membership in the Union. Neither the Authority nor the Union shall discriminate against any employee because of race, creed, color, sex, age, national origin, disability or sexual orientation. The Authority and the Union believe that each employee is entitled to respectful treatment by every other employee, no matter his/her rank or station. Abusive language or actions among employees or between supervisory personnel and hourly employees will not be tolerated.

NON-DISCRIMINATION

There shall be no discrimination against any employee because of race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy), marital status, domestic partnership status, civil union status, affectional or sexual orientation status, atypical hereditary, cellular or blood trait, genetic information, liability for military service, mental or physical disability, perceived disability and AIDS and HIV status.

The Authority and the Union believe that each employee is entitled to respectful treatment by every other employee, no matter his rank or station. Abusive language or actions among employees or between supervisory personnel and hourly employees will not be tolerated.

ARTICLE 28

MANAGEMENT RIGHTS

Nothing in this Agreement shall interfere with the right of the Authority in accordance with the subjected to applicable law, rules and regulations to:

- A. Carry out statutory mandate and goals assigned to a utilities authority utilizing personnel, method and means in the most appropriate and efficient manner possible.
- B. Manage employees of the Authority, to hire, promote, transfer, assign or retain employees in positions with the Authority and in that regard establish work rules.
- C. Suspend, demote, discharge or take other appropriate disciplinary action against an employee for reasonable cause, or to lay-off employees subject to New Jersey Civil Service (Department of Personnel) Statutes and Rules.

ARTICLE 29

NO STRIKE

- A. There shall be no strikes, work stoppages, slowdowns or other interruptions of work, for any reason whether or not specified herein or contemplated by the parties or at the time this contract is subject to the grievance and arbitration provisions of this contract. Any such action shall be a violation of this Agreement. No officer or representative of the Union shall authorize, institute or condone any such activity. No employee shall participate in any such activity. The Authority shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article. Nothing contained in this Agreement shall be construed to limit or restrict the rights of any of the parties to this Agreement to pursue fully any and

all remedies available under law in the event of a violation of this Article, including the right to institute civil action for damages and injunctive relief.

- B. In consideration of the foregoing, the Authority agrees not to lock-out or cause to be locked out any employee covered under the provisions of this Agreement.

ARTICLE 30

JOB STEWARDS

- A. The Authority recognizes the right of the Union to designate job stewards and alternates.
- B. The authority of job stewards and alternates so designated by the Union shall include, but is not limited to the following duties and activities:
1. The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement.
 2. Meeting and conferring with employee's supervisors in pre-grievance meetings.
 3. Attend health and safety meetings, labor management meetings, and other authorized meetings.
 4. Attend to Union business with prior approval of the shop steward's supervisor. Such approval will not be unreasonably denied.
 5. Transmit communications authorized by the Local Union and its officers, to the Authority or its representatives, either written or oral.
 6. Employees engaged in Union activities who have been released for the day, shall be able to take such day as an unpaid day off.
- C. The Employer shall grant release time without pay up to five (5) days a year for members designated by the Union to attend Union functions with ten (10) working

days written notice to the Authority.

- D. The Authority agrees that Union Representatives of the Communications Workers of America, AFL-CIO, Local or International shall have the right to visit the premises during working hours so long as such visit shall not interfere with employer operations.

ARTICLE 31

MEETING WITH THE UNION

- A. Members of the Union may confer with shop stewards, local Union officers and/or designated Staff Representatives of the Union relative to grievances and other contract-related matters during working hours for a reasonable amount of time, providing permission has been granted by the respective supervisor and that the needs of the Authority are not unduly hindered. Permission shall not be unreasonably withheld, nor shall this provision be abused. Supervisors may not inquire as to the specific nature of the discussion.

ARTICLE 32

PERSONNEL FILES

- A.. A personnel file shall be established and maintained for each employee covered by this Agreement such files are confidential records and shall be maintained in the office of the chief of personnel.
- B. Upon advance notice and at reasonable times, any member of the Union may review his/her personnel file through appointment with the chief of personnel or his designee.

- C. Whenever a written complaint concerning an employee or his/her actions is to be placed in his/her personnel file, an employee shall be permitted to place a rebuttal in his/her file.
- D. Personnel files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed except as provided for in other Articles of this Agreement. Removal of any material from a personnel file by any member of the Union shall subject that member to appropriate disciplinary action.

ARTICLE 33

PAYROLL

Employees shall be paid every other Thursday. Should a holiday fall on a Friday, employees shall be paid on Wednesday. If a holiday falls on a Thursday, employees shall be paid on Tuesday.

ARTICLE 34

INCLEMENT WEATHER POLICY

The parties agree that in the event of inclement weather or a weather emergency, the policy adopted by the Commissioners shall become applicable. An early dismissal is permissible only if in the sole opinion of the management, the legitimate operational needs of the Authority are met.

ARTICLE 35

LAYOFFS

In the event layoffs become necessary, the provisions of the New Jersey Department of the

New Jersey Department of Personnel shall be followed.

LAYOFF AND RECALL FOR UNCLASSIFIED AND PROVISIONAL EMPLOYEES

1. In the event management determines that an agency-wide layoff due to financial exigencies must take place which will affect unclassified or provisional employees, the following procedure shall be observed:
 - a. The Union shall be notified of the layoff as far in advance as possible.
 - b. Affected employees shall be given a generalized notice of layoff at least forty-five (45) calendar days, prior to the reduction in force.
 - c. The BCUA will supply the Union with relevant data concerning the layoff
 - d. Employees serving in the same job classifications within the work unit affected who, in the judgment of management, have performed unsatisfactorily, shall at the option of management be laid off first. Due consideration shall be given to the concepts of affirmative action.
 - e. Where, in the judgment of management, the elements set forth in paragraph 4 above do not distinguish employees affected by the reduction in force such employees serving in the same job classification within the work unit shall be laid off in inverse order of job classification seniority. An employee's job classification seniority accrued prior to a layoff shall be continued and again start to accrue immediately upon the employee's return to full employment status in the same job title in which he had been serving prior to the layoff. Job classification seniority shall continue to accumulate until there is a break in service. Employees on unpaid leaves of absence except for medical, family leave and child leave, or layoff shall not accrue job classification seniority during the leave of absence or during the period of layoff. Employees who are reinstated due to improper application of this Article shall not suffer any loss of

seniority accrual.

- f. The BCUA shall create and maintain a recall list by title composed of those employees who were laid off. The list shall continue in existence for the duration of the contract following the date of layoff. Employees whose performance has been satisfactory shall be recalled in inverse order of layoff.
- g. The term job classifications as used in this contract shall encompass all titles within a title series. Hence, layoff will be based upon total seniority within a title series when applicable.

PROCEDURE

The BCUA shall simultaneously notify by regular mail or phone at least three (3) eligible employees of a vacancy in their particular title and a copy of such notice shall be forwarded to the Union. The most senior employee affirmatively and timely responding to the notice shall fill the position. The employee must respond within five (5) working days of the receipt of the notice or within ten (10) working days after the mailing. The letter of recall shall specify the latest date by which the employee may timely contact the appointing authority. Employees who do not respond in a timely manner may be permanently removed from the list. Each employee shall be responsible for keeping the appointing authority advised of their current address and phone number. The employee must report to work within a reasonably prompt period of time which in no case shall exceed twenty (20) calendar days. Failure to report within the time frame set forth above may result in forfeiture of the position to which the employee had been recalled and elimination from the recall list.

ARTICLE 36

RETIREMENT HEALTH BENEFITS

- A. Premiums for benefits in the Authority's Health Benefits program shall be paid by the Bergen County Utilities Authority for those employees who retire, pursuant to the definitions of the Public Employment Retirement Statutes and as consistent with the provisions promulgated in N.J.S.A. 52:14-17.38.
- B. The retired employee and his/her spouse shall receive full benefits as enjoyed by current Union members, including all upgrading to benefit packages which might take place. Said extension of benefits shall be in accordance with the resolution adopted by the Board of Commission on April 21, 1988.

ARTICLE 37

PRESERVATION OF STANDARDS

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

ARTICLE 38

EXISTING LAW

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

ARTICLE 39

SEPARABILITY AND SAVINGS

- A. It is understood and agreed that if any portion of the Agreement or the application of this Agreement to any person or circumstance shall be declared invalid by PERC, a court of competent jurisdiction or Civil Service, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected hereby.
- B. If any such provision(s) are declared invalid the Authority and the Union will meet for the purpose of negotiation changes made necessary by applicable law.

ARTICLE 40

LABOR CONVENTIONS

Union representatives or members of the Union may request a paid or unpaid leave of absence to attend to legitimate Union business and Union sponsored regional conferences and/or conventions.

ARTICLE 41

NEGOTIATING SESSIONS

Negotiating sessions shall begin at time which will permit at least five (5) consecutive hours of negotiations during the regular work day. The Union representatives on duty during the periods agreed upon for negotiations shall be permitted to attend negotiating sessions without loss of pay. No other payment will be made to Union representative for the negotiation sessions.

ARTICLE 42

BULLETIN BOARDS

- A. The Authority will provide one bulletin board of suitable size for exclusive use the Union at a place which is convenient for employees in the bargaining unit. Said bulletin board shall be used for union business.
- A. All material to be posted on the bulletin board shall be submitted to the Chief of Personnel prior to posting.

ARTICLE 43

LABOR/MANAGEMENT AND SAFETY COMMITTEE

Upon reasonable request of the Union or Management, meetings between Management and the Union shall be scheduled.

Safety Committee meetings shall be held regularly and a CWA member will be appointed to the committee.

ARTICLE 44

NOTICE

Any member of the Communication Workers of America, AFL-CIO, Local 1040 covered by this Agreement shall be entitled to a minimum fifteen (15) calendar days notice prior to any layoff dismissal or termination without cause. No notice shall be required for a termination for cause.

ARTICLE 45

GENERAL PROVISIONS

- A. The parties may discuss any contract issue during the last two (2) years of this contract if both parties agree to do so. The refusal of either party to discuss a contract issue prior to the expiration of this contract shall not be grievable or reviewable by any court or agency.
- B. Notwithstanding the above, both parties retain all their respective rights to challenge any action taken by the other party, by way of grievance or appeal to a court or agency of competent jurisdiction.

DEFINITIONS

For the purpose of this Agreement the following definitions are agreed upon:

Calendar Year

A period of time beginning on January 1 and ending on December 31.

Year

A period of time consisting of twelve months.

Anniversary Date

The annual reoccurrence of the date of hire or date in title.

Permanent Employee

An employee, serving in a title, who enjoys the benefit of permanent Civil Service status. An employee may be permanent in one title and serve provisionally in another.

Provisional Employee

An employee, serving in a title, who does not enjoy the benefit of permanent civil service status. An employee may hold permanence in one title and serve provisionally in another title.

Temporary Work Assignment

An out of title work assignment in excess of ten working days.

Probationary Employees

An employee serving in a working test period in a permanent or provisional title.

Sick Leave

Paid absence due to inability to work because of illness or injury of the employee or a member of the immediate family who is seriously ill and requires the attendance of the employee, and as further defined in New Jersey Statutes.

Inclement Weather

Includes weather conditions such as snow/sleet/ice storms and severe rains. Severe rains include northeasters. Hurricanes and other conditions that cause widespread flooding and/or power outages.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, or caused this Agreement to be signed by their duly authorized officers or representatives on the day and year first set forth above.

ATTEST




BERGEN COUNTY UTILITIES AUTHORITY

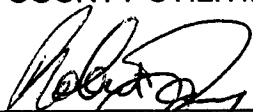


ANDREW VACCARO, CHAIRMAN

ATTEST



BERGEN COUNTY UTILITIES AUTHORITY

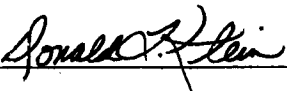


ROBERT E. LAUR, EXECUTIVE DIRECTOR

ATTEST

BERGEN COUNTY UTILITIES AUTHORITY

ATTEST



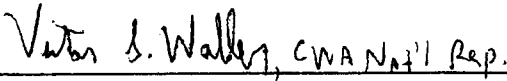
COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1040



COURTNEY L. WADE, Pres.

ATTEST

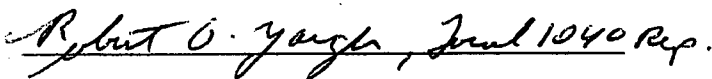
COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1040



VICTOR S. WALLER, CWA Nat'l Rep.

ATTEST

COMMUNICATIONS WORKERS OF AMERICA



ROBERT O. YANKE, Local 1040 Rep.