

2616

A G R E E M E N T

between

TOWNSHIP OF DEPTFORD

PUBLIC WORKS DEPARTMENT

and

TEAMSTERS LOCAL UNION NO. 676

affiliated with the International Brotherhood
of Teamsters, AFL/CIO

EFFECTIVE DATES:
JANUARY 1, 1994
up to and including
December 31, 1996

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ARTICLE 1 PREAMBLE

This Agreement by and between the Township of Deptford, a Municipal Corporation of the State of New Jersey, or its successors, together with such Township properties as may be acquired, hereinafter referred to as the Township and Teamsters Local Union No. 676, affiliated with the International Brotherhood of Teamsters, AFL/CIO, hereinafter referred to as the Union.

This Agreement is entered into in order to promote and ensure harmonious relations, cooperation, and understanding between the Township and its employees; and to provide for the resolution of legitimate grievances; all in order that the public service shall be expedited and effectuated in the best interest of the people of the Township of Deptford and its employees. It is the intent of the parties that this Agreement be construed in harmony with the laws of the State of New Jersey which govern public employment.

ARTICLE 2. RECOGNITION

The Township hereby recognizes the Union, pursuant to the New Jersey Public Employees Relations Commission Docket #RO-85-1050, as the exclusive representative for the purpose of collective bargaining negotiations for all nonsupervisory, blue collar employees of the Township of Deptford Department of Public Works.

This Agreement shall exclude all supervisors, managerial executives, confidential employees, professional employees

ARTICLE 5. MANAGEMENT RIGHTS

Section 1

It is recognized that the management of the Township, the control of its properties and the maintenance of order and efficiency, is a right and responsibility of the Township of Deptford. Accordingly, the Township of Deptford retains the rights, including but not limited, to select and direct the working forces, including the right to hire, suspend, demote or discharge for just cause, assign, promote, or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons; decide the number and location of its facilities, stations, etc., determine the work to be performed within the unit, maintenance and repair, amount of supervision necessary, machinery, tool equipment, methods, schedules of work, together with selection, procurement, designing, engineering and control of equipment and materials; purchase of services of others, contract or otherwise, except as they may be otherwise specifically limited in this Agreement, and to make reasonable and binding rules which shall not be inconsistent with this Agreement and State Law.

Section 2

The Township may suspend, discharge or demote a employee for sufficient and reasonable cause, but the employee or his representatives shall, upon request, be entitled to an

Township and the Union shall bear the responsibility for complying with this provision of this Agreement.

Section 3

All references to employees in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

Section 4

The Township agrees not to interfere with the rights of employees to become members of the Union. There shall be no discrimination, interference, restraint or coercion by the Township or any Township representative, against any employee because of union membership or because of any employee activity permissible under the New Jersey Employer-Employee Relations Act of 1968, as amended, or this agreement.

Section 5

The Union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint or coercion.

ARTICLE 7. MAINTENANCE OF WORK STANDARDS

NO STRIKE OR LOCKOUT

Section 1

The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support any strike (e.g. the concerted failure to report for duty or willful

ARTICLE 8. MAINTENANCE OF STANDARDS

Section 1

With respect to matters not covered by this Agreement, the Township will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without prior notice to the Union and, when appropriate, without negotiation with the Union, provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the Township by the Management Rights Clause of this Agreement.

Section 2

Employees shall retain all civil rights under the Jersey State and Federal Law.

ARTICLE 9. SHOP STEWARDS

The Township recognizes the right of the Union to designate Shop Stewards and alternates from the Employer's seniority list. The authority of Shop Stewards and alternates so designated by the Union shall be limited to and shall not exceed the following duties and activities;

1. The investigation and presentation of grievances to the Township or the Township's designated representative in accordance with the provisions of the Collective Bargaining Agreement.
2. The transmission of such messages and information which shall originate with and are authorized by the

Access of said Union Official shall be subject to reasonable time and place limitations, and shall in no case interfere with or impede Township business activities being conducted on or around municipally-owned facilities.

ARTICLE 11. ORDERS AND DECISIONS

Shop Stewards or alternates shall not give orders to employees nor countermand orders of management. Further, they shall not be the sole judge in determining whether there is unsafe conditions existing. However, the Business Agent shall have the right to investigate and determine along with management, disputes regarding unsafe conditions.

ARTICLE 12. INVESTIGATION OF GRIEVANCES

BY SHOP STEWARDS

Shop Steward shall, upon notice to the Department Head, be permitted to investigate, present and process grievances on the property of the Township without loss of time or pay. Such time spent in handling grievances shall not be considered working hours in computing daily and/or weekly overtime.

ARTICLE 13. AGENCY SHOP - CHECK OFF OF DUES

The Township, upon being authorized voluntarily and in writing by an employee subject to this Agreement, shall deduct from compensation paid to the employee dues for Union membership in compliance with N.J.S.A. 52: 14-15.9e, as amended.

filing of a notice of such withdrawal with the Department of Finance and deduction authorization cannot be effected for a period of three (3) months.

The Union shall indemnify, defend and save the Township harmless against any and all claims, demands, suits or other forms or liability that shall arise out of or by reason of any action taken in making deductions and remitting same to the Union.

ARTICLE 14. CONFLICTING REGULATIONS

Any specific or general provision of this Agreement notwithstanding wherever a provision of this contract is determined to be in conflict with the Civil Service Law of the State of New Jersey, or with rules, regulations or procedures thereunder, the Civil Service Law, regulations, rules and procedures shall be controlling, subject to review by normal grievance or judicial process.

ARTICLE 15. GRIEVANCE PROCEDURE AND ARBITRATION

Section 1

The purpose of this Article is to provide an orderly settlement of any grievance, as herein defined. The term "grievance as used herein means any controversy arising over the interpretations, application or alleged violation of policies or administrative decisions affecting terms and conditions of employment or of the express terms of this Agreement, and may be raised by an individual unit employee, a group or unit of employees, or the Union, at the request of any such individual or group.

STEP 4: A meeting between a Business Agent of the Union with the Steward in conference with the Township Manager or his designated representative(s) at a time to be fixed by mutual agreement between Township Manager or his designated representative and the Business Agent of the Union.

Should no acceptable agreement be reached within an additional ten (10) working days, then the matter may be referred to arbitration by the Township or the Union only. Either the Union or the Township may have witnesses whose testimony is relevant at Step Three meeting. A witness attendance will be limited, however, to the time required to present his testimony.

Section 2 ARBITRATION

1. If the grievance is not settled in the foregoing steps, then either party may, with written notice to the other, within thirty (30) working days after the answer to Step Four, submit said grievance to arbitration. The arbitrator shall be selected as follows:
 - a. The Union or the Township only shall request of the American Arbitration Association a list of five (5) impartial arbitrators.
 - b. When the list is received the Union shall strike two (2) names from the list and the Township shall then strike two (2) names. The person remaining shall be the Arbitrator.

thereafter have no responsibility for such arbitration or the cost thereof. If the employee proceeds to arbitration, he shall be responsible for all arbitration costs incurred by both parties.

ARTICLE 16. SENIORITY

- A. Seniority is defined to mean an accumulated length of continuous service with the Township, computed from the last date of hire.
- B. An employee's length of service shall not be reduced by time lost due to absence for bonafide illness or injury certified by a physician or approved leave of absence.
- C. Seniority shall be lost and employment terminated if any of the following occur:
 - 1. Discharge with cause;
 - 2. Resignation;
 - 3. Failure to return promptly upon expiration of authorized leave;
 - 4. Absence for five (5) consecutive working days without leave or notice;
 - 5. Engaging in any other employment during a period of leave; and
 - 6. Violation of Civil Service Rules and Regulations.
- D. If the Township establishes different starting times for employees in the same job classification, the senior person, if qualified in the classification, shall have the choice.

the minimum step of the higher classification or nearest step plus one additional step on the salary grade level. The Township Manager or his designee shall determine what is a promotion and whether the employee is entitled to the "Promotional Pay" provided for above. The Township Manager shall base his determination upon the increased responsibilities and complexities of the additional duties. Neither an increase in the volume of the same type of work now being performed or length of service in a classification will be considered as a basis for promotion. Furthermore, a change in job classification, per se, is not necessarily a promotion.

ARTICLE 18. TEMPORARY ASSIGNMENTS

An employee temporarily assigned to a classification having a higher grade level compensation shall be compensated at the higher classification as follows:

- A. An employee who is at the minimum step of the lower classification shall be compensated at the minimum step of the higher classification.
- B. An employee temporarily assigned to perform the duties of an employee holding higher classification shall be compensated at the same step of the higher classification. In no case shall the employee be compensated at a step higher than the step held by the employee holding the higher classification.
- C. Temporary assignments shall be defined as a time period of one (1) normal work-day unit or more

other source at his discretion. The employee disqualified or who voluntarily gives up the promotion or transfer shall be allowed to resume his/her former position without penalty.

ARTICLE 20. TRANSFERS

Transfers can be made from one position to another in the same job title in another organizational unit. Transfers will be made with the approval of the Township Manager, based on the recommendation of the Department Head wherein the employee resides.

ARTICLE 21. DISCHARGE OR SUSPENSION

No employee may be dismissed or suspended without just cause. Nothing shall prohibit the Union from investigating any dismissal or suspension and resorting to the Grievance Procedure provided in this Agreement. The Business Agent shall be notified of the action taken, or to be initiated by the Township, involving dismissal or suspension of an employee covered by this Agreement.

Dismissal and suspension shall be governed by Civil Service Rules and Regulations promulgated hereunder; the Code of the Township of Deptford and Rules and Regulations adopted thereunder.

Except when an emergency prevents it, grievances concerning dismissal or suspension shall be advanced over all matters pending for grievance hearings and shall be heard promptly.

Section 2

As far as practicable, nonrotating employees shall normally work five (5) consecutive days, Monday through Friday. It is understood and mutually agreed that because of the operating needs of various Township departments, other schedules of work weeks are also necessary outside of the normal work week defined above, and the Township shall not be limited in determining such schedules.

- A. The work schedule for employees covered by this Agreement shall consist of 40 hours per week in accordance with schedules as prepared by the Township Manager or his designee. The Township Manager or his designee may arrange reasonable hours for his employees so that employees covered by this Agreement shall be available to the public at all times.
- B. Employees shall receive a break period of fifteen (15) minutes the morning and fifteen (15) minutes in the afternoon so long as the employees' positions are covered.
- C. Employees required to work in excess of two (2) hours overtime in any one (1) day shall be afforded a fifteen (15) minute break period on Township time.
Any bargaining unit employee required to work in excess of twelve (12) hours in any one (1) day shall be entitled to an additional twenty (20) minute break on Township time.

- D. Overtime work shall be distributed as equally as possible among employees within the same classification.
- E. Overtime shall be paid currently.
- F. If an employee is called back to duty he/she shall be guaranteed two (2) hours work, at the discretion of the Supervisor, may be released early or work the full two (2) hours.

Section 3

All overtime must be approved by the Township Manager.

- A. Any employee who is requested by the Township to work overtime and refuses to do so by either failing to report to work or refusing to stay on the job for the required number of hours directed, unless absent due to a valid medical or other authorized reason, shall at the discretion of management be struck from the overtime rotation list.
- B. Notwithstanding the aforesaid provisions, the Township reserves its rights in accordance with Civil Service Rules and Regulations, to compel any employee to do overtime work and to require that employee to stay on the job for the number of hours directed absent a valid medical or other authorized reason. The Township further reserves its right to initiate any and all disciplinary action against any employee who fails to report or stay at work as directed.

ARTICLE 25. ADDENDUM

LONGEVITY COMPENSATION - ORDINANCE 47B-30G (1)

<u>Year of Service</u>	<u>Percent of Base Pay</u>
During 5th year	2%
During 6th year	3%
During 7th year	4%
During 8th year	5%
During 9th year	6%
During 10th year	7%
During 15th year	8%

ARTICLE 26. HOLIDAYS AND PERSONAL LEAVE DAYS

- a. The legal paid holidays which are recognized for the purpose of this Agreement are as follows:

New Year's Day	Independence Day (7/4)
Martin Luther King Day	Labor Day
Washington's Birthday	Columbus Day
Good Friday	General Election Day
Memorial Day	Thanksgiving Day
Veteran's Day	Day After Thanksgiving
	Christmas Day

- b. When an employee is called upon to work on such designated holiday, he shall be paid, in addition to his regular straight time, one and one-half ($1\frac{1}{2}$) times his regular rate of pay for all hours worked on such holiday.
- c. Holiday pay shall not be allowed an employee unless he is working during the week in which the holiday falls, and is on the job and available for work his last full scheduled workday before and his first full scheduled

granted without interference with the proper conduct of the Department. In the event special, extraordinary circumstances exist, the five (5) day written notice provisions hereof may be waived at the discretion of the Department Head or his designee. Personal leave days shall not accumulate. If an emergency requires calling into work of an employee from a scheduled and approved personal leave day, or if the employee voluntarily makes himself available for work during an emergency on a scheduled and approved personal leave day, then in that event, his personal leave day shall be re-scheduled.

b. Personal leave days are administered in the following manner:

1. Anyone on the payroll between January 1, and April 30, will earn one day;
2. Continued employment May 1, through August 31, will earn an additional day;
3. Continued employment September 1 through December 31st will earn another day.

Notwithstanding the above, any personal day allowed but not earned under the four month criteria will be deducted from the employee's final paycheck.

c. The above applies to new employees, except that they may not use these earned days until the completion of ninety (90) days employment with the Township. In the

the Township's business, as determined and approved by the Township Manager or his designees, such vacation periods or parts thereof not granted shall accumulate and shall be granted and may be taken during the next succeeding calendar year only.

Section 3

An employee's rate of vacation pay shall be based on the employee's regular rate of pay.

Section 4

All vacations shall be granted, so far as practicable, in accordance with the desires of the employee. Employees shall submit vacation requests at least one (1) month in advance. Preference for vacation time shall be given in order of seniority.

Section 5

Vacation pay will be granted to employees terminating their employment. The number of vacation days to be granted will be the proportional number as accrued and earned during the year of termination.

Section 6

An employee who commences employment during the first fifteen (15) days of the month, shall be credited with having worked a full month for the purposes of vacation computation. An employee who commences employment on the sixteenth (16th) day of the month or thereafter shall not be credited with working said month for the purpose of vacation computation.

immediately arrange a meeting to determine the exact procedure to be followed.

ARTICLE 29. TOOL ALLOWANCE

Section 1

All Mechanics covered by this Agreement shall prepare and submit to the Township Manager an itemized inventory of all Township-owned tools and equipment utilized in fulfilling the duties and responsibilities of their job classifications.

All tools and equipment currently owned by the Township and purchased by the Township shall be segregated and maintained in a separate inventory from personally-owned tools.

Section 2

The Township shall provide each employee classified as a Mechanic a maximum tool allowance of \$550.00 per year upon documentation indicating that personal tools used in the performance of their duties have been broken or worn out and require replacement.

ARTICLE 30. SICK LEAVE

Section 1

As used in this section, the term "sick leave" means paid leave that may be granted to each full-time classified and full-time unclassified Township employee who through sickness or injury becomes incapacitated to a degree that makes it impossible for him to perform the duties of his position or who is quarantined by a physician because he

Section 5

The Township Manager may schedule medical examinations for all Township employees annually, or more frequently if required.

ARTICLE 31. ADDENDUM

47B-39 Requests for Leave

A request for any type of leave shall be made on a form prescribed by the Municipal Administrator. Such request, whenever possible, shall be made far enough in advance to permit approval, and at the same time, permit coverage for the particular employment so that municipal services shall not suffer. In the case of sick leave, the employee shall notify his department head immediately within first hour of the shift if he is unable to report for work. When an employee is absent from work because of illness for more than three (3) days, the department head shall require the employee to submit a certificate from his physician relating to his illness. The Municipal Administrator, in his discretion, may require the employee to submit a physician's certificate for absences of two (2) or three (3) days. In a case of illness of a chronic or recurring nature causing an employee's periodic or repeated absence of one (1) day or less, the Municipal Administrator may require one (1) medical certificate for every six (6) month period.

Section 3

The resolution shall contain specific provision requiring that the Township of Deptford shall be subjugated to the extent of any recovery received by the employee as a result of this injury from a third party (excepting therefrom workmen's compensation award for permanent disability) or other policies of insurance, of any nature whatsoever, which in effect duplicate any payments made by the Township of Deptford to said employee during the period of this injury.

Section 4

Prior to the passage or a resolution referred to in Section 1 hereof, contract shall be executed between the employee and the Township, setting forth that the employee shall reimburse the Township from monies he may receive in the form of workmen's compensation temporary benefits for a period of time which the Township of Deptford may have already compensated him for, or from possible legal settlement from a judgment against the person or persons responsible for the injury, and for any other recovery as outlined in Sections 2 and 3 hereof.

ARTICLE 33. PAYMENT FOR ACCUMULATED SICK LEAVE

Section 1

Full-time employees covered by this Agreement having documented, accumulated sick leave from their date of hire through December 31, 1985, shall have said sick leave frozen. The employee, upon retirement or separation from

eligible to use accrued, earned sick leave BANKED in accordance with Section 2 of this Article.

Section 5

Employees covered by this Agreement terminated for cause shall not be entitled to the provisions of this Article.

ARTICLE 34. MILITARY LEAVE

All employees shall be subject to all Federal, State and Civil Service Laws.

ARTICLE 35. LEAVES OF ABSENCE

General Leave Any permanent employee desiring leave without pay for personal reasons shall make a request in writing to the Director or the Department in which he is employed, not less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reasons for the leave and the time requested. Leaves may be granted or denied at the discretion of the Township Manager who shall review all recommendations for leaves of absence as submitted by the Department Director.

Employees may not be gainfully employed during the period of such leave. Falsification of the reason for leave, or failure to return promptly at the expiration of the leave, shall be considered reason for summary discharge. Leaves shall be granted or denied in writing.

date of childbirth. In extenuating circumstances, additional leave of absence without pay not to exceed two (2) months may be granted upon presentation of a doctor's statement setting forth the necessity therefor.

3. Employees may not be gainfully employed during the period of such leave. Falsification of the reason for leave, or failure to return promptly at the expiration of a leave shall be considered reason for summary discharge. Leaves shall be granted or denied in writing.

4. Notwithstanding, the Township will comply with Federal and State requirements effective 1990 pertaining to leaves of absence and maternity leaves of absence.

ARTICLE 36. JURY DUTY

A regular employee who loses time from his job because of jury duty, as certified by the Clerk of the Court, shall be paid by the Township the difference between his job rate for eight (8) hours and the daily jury fee, subject to the following conditions:

- a. When jury service is completed prior to 1 p.m., the employee is required to telephone the management's office and report to work if requested.
- b. Time lost because of jury service will not be considered time worked for purposes of computing overtime.
- c. The employee must notify his supervisor immediately upon receipt of any communication regarding jury service.

Deptford, participate during working hour in conferences and meetings with the Township which involve or derive from its collective bargaining agreement, shall suffer thereby no loss of pay. Members of the bargaining unit shall be allowed fifteen (15) minutes prior to and fifteen (15) minutes after the conference is over as excused time from their work assignment. They shall give their supervisor reasonable notice in advance of their desire to attend such meetings. It is understood, however, that, except for the foregoing, nothing shall be done which shall interfere with the work of any Township employee and/or department.

Vacation days will be rescheduled if they coincide with Township-authorized meetings. The Union agrees to take all steps necessary to insure that this time is within reasonable limits.

Excused time to attend meetings as set forth above shall not be construed as work time utilized and shall not be included for the purposes of computing overtime.

ARTICLE 39. HEALTH BENEFITS

Section 1

The Township agrees to provide each employee with health insurance coverage equal to that which is provided in the Township. This coverage shall be fully paid by the Township for all employees and their families. The type of benefits being provided for and explained in the brochure entitled "Medi-Cam", Medical Care Management Systems.

due, shall be able to receive their paychecks after the end of their shift at 7:00 a.m., Friday morning.

- C. One (1) week's pay may be held by the Township. Where less than one (1) week's pay is now held, the Township may not increase the amount held until the change has been discussed with the Union.
- D. When the regular payday occurs on a holiday, the Township shall pay the employees on the regular work day immediately preceding the holiday.
- E. With each paycheck, employee shall be provided with a statement of gross earnings and an itemized statement of all deductions made for any purpose.

Section 2 - Yearly Increases

All employees shall receive a wage increase as follows - based on the previous year base salary for their position:

Effective: 1/1/93 - 5%

Effective: 1/1/94 - 4%

Effective: 1/1/95 - 3.5%

Effective: 1/1/96 - 3.25%

ARTICLE 42. INSPECTION OF PAYROLL RECORDS

Whenever a complaint is made concerning the wages, vacations and/or holidays of an employee, an authorized representative of the Union shall have the right to inspect Township payroll and time cards of the employee during the Grievance Procedure.

the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's social security number and the amount deducted from the employee's paycheck.

Agreement shall be manned by said employee at pay rates according to Township ordinance.

ARTICLE 46. CLOTHING ALLOWANCE

Section 1

The Township shall provide, maintain and clean uniforms for all employees. This shall be accomplished via a Uniform Service providing 11 sets of uniforms plus one winter and one spring jacket and pick-up and delivery cleaning service with individual lockers for each employee. All items shall be replaced with new items when damaged. Shirts and pants made of 100% cotton shall be available to each employee without cost to the employee.

Section 2

The Township shall provide at its expense, one (1) pair of safety shoes each year to each employee.

ARTICLE 47. SAFETY

The Township shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state and local laws. To that end, a Safety Committee composed of three (3) representatives each from Management and the Union shall be created which shall meet quarterly for the purpose of reviewing safety conditions and making recommendations for their improvement.

Failure by employees to abide by safety regulations will result in disciplinary action.

Upon successful completion of the Probationary Period, the employee's seniority status only shall then be determined by using the employee's date of hire.

A Provisional Employee shall not be entitled to Permanent Employment status defined as an employee who has attained tenure and rights resulting from Regular Appointment and successful completion of the working test period.

All newly hired full-time employees shall not be entitled to health benefits provisions of the Township during the first three (3) months of employment and successful completion of a working test period and/or Probationary Period as defined in this Article.

Grievance

Defined as any claim by an employee based upon and limited to an alleged violation of the express terms and conditions of this Agreement.

Arbitration

Defined as the hearing and settlement of a dispute between two parties by the decision of a third party or court to which the matter is referred.

Regular Re-employment List

Defined as a list of names of persons who had been permanent employees who resigned and are entitled to be certified for re-employment.

Removal

Defined as separation from employment for cause.

Sick Leave

because of illness,

Defined as the absence of an employee exposure to contagious disease, attendance upon a member of his/her immediate family who is seriously ill and requires the care or attendance of such employee, or death in his/her immediate family.

Special Re-employment List

Defined as a list of names of persons who had been permanent employees but were laid off for reasons of economy or otherwise and not because of any misconduct or delinquency on their part; or whose office or position has been abolished and who are entitled to be certified for re-employment. These lists shall take precedence over promotion lists for the same organization unit, regular re-employment list and open competitive employment lists.

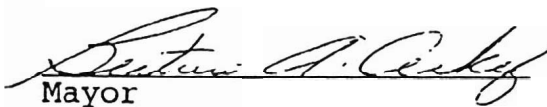
ARTICLE 50. DURATION

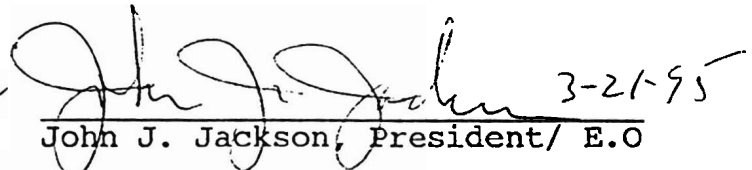
A. This Agreement shall be in full force and effect as of January 1, 1994 up to and including December 31, 1996 This Agreement contains the entire understanding of the parties and for all purposes shall be deemed the full and final settlement of all bargainable issues between the Township and the Union. All the provisions of this Agreement will continue in full force and effect beyond the day of expiration set forth herein until the successor Agreement has been executed and becomes effective between the parties.

B. IN WITNESS WHEREOF, the parties have hereunto caused this to be signed and attested by the proper corporate officers and the corporate seal affixed and have hereunto set their hands and seals this _____ day of _____ 19__.

TOWNSHIP OF DEPTFORD
GLOUCESTER COUNTY

TEAMSTERS LOCAL UNION 676


Mayor

 3-21-95
John J. Jackson, President/ E.O

Attest: _____

Attest: _____

EXHIBIT B-1

DEPARTMENT OF PUBLIC WORKS

1994- 4 %

SALARY GUIDE

Grade Level	Minimum	1	2	3	4	5	6	Maximum
1.	\$11,411	\$11,982	\$12,581	\$13,210	\$13,870	\$14,564	\$15,292	\$16,057
2.	14,627	15,358	16,125	16,931	17,778	18,667	19,600	20,580
3.	15,467	16,241	17,053	17,906	18,801	19,741	20,728	21,765
4.	16,356	17,174	18,033	18,934	19,881	20,875	21,919	23,015
5.	18,387	19,307	20,272	21,286	22,350	23,468	24,641	25,873
6.	19,155	20,113	21,118	22,174	23,282	24,446	25,668	26,952
7.	21,778	22,866	24,009	25,210	26,470	27,794	29,183	30,643
8.	22,916	24,062	25,266	26,529	27,855	29,248	30,710	32,245
9.	24,852	26,095	27,400	28,770	30,208	31,718	33,304	34,969

EXHIBIT B-3

DEPARTMENT OF PUBLIC WORKS

1996- 3.25 %

SALARY GUIDE

Grade

Level	Minimum	1	2	3	4	5	6	Maximum
1.	\$12,194	\$12,804	\$13,444	\$14,117	\$14,823	\$15,564	\$16,342	\$17,159
2.	15,630	16,412	17,232	18,093	18,998	19,948	20,945	21,992
3.	16,528	17,355	18,223	19,135	20,092	21,096	22,151	23,259
4.	17,479	18,352	19,270	20,234	21,245	22,308	23,424	24,595
5.	19,649	20,632	21,663	22,747	23,884	24,230	26,332	27,649
6.	20,469	21,493	22,568	23,696	24,881	25,241	27,430	28,801
7.	23,272	24,436	25,657	29,640	28,287	29,702	31,187	32,746
8.	24,489	25,714	27,000	28,722	29,767	31,255	32,200	34,458
9.	27,886	29,280	30,744	32,281	33,895	33,895	35,590	37,369