

COLLECTIVE NEGOTIATIONS AGREEMENT

between

BOROUGH OF PARAMUS

and

LOCAL 1158, IBEW

Effective

January 1, 2013

through

December 31, 2015

This Agreement between the Borough of Paramus, One Jockish Square, Paramus, New Jersey, herein after referred to as the "Borough" and the International Brotherhood of Electrical Workers, Local 1158, 1149 Bloomfield Avenue, Clifton, New Jersey, hereinafter referred to as the "Union" is designed and intended to maintain and promote a harmonious relationship between the Borough and its employees represented by the Union in order that a more efficient and progressive public service may be rendered.

ARTICLE 1. RECOGNITION

- Section 1. The Borough, in accordance with the Certification of Representative issued by the Public Employment Relations Commission on July 8, 2011, hereby recognizes the Union as the sole and exclusive bargaining agent for purposes of collective negotiations concerning salaries, benefits, hours of work and other terms and conditions of employment for all regularly employed full and part time emergency medical technicians, including crew leads, ambulance drivers and paramedics employed by the Borough but excluding managerial executives, confidential employees, supervisors within the meaning of the Act, professional employees, casual employees, employees represented by other bargaining units, police and all other employees employed by the Borough.
- Section 2. Unless otherwise noted, the terms "employee" or "employees" when used in this Agreement refer to all persons represented by the Union in the above defined negotiations unit. The use of any gender pronoun is intended and shall be read to be equally applicable to both female and male employees.
- Section 3. This Agreement shall be binding upon the successors and assigns of the parties hereto, and no provisions, terms or obligations herein contained shall be affected, modified, altered or changed in any respect whatsoever by consolidation, merger, annexation, transfer or assignment unless previously agreed to in writing by both parties.

ARTICLE 2. UNION SECURITY

- Section 1. As a condition of continued employment, all employees covered under this agreement shall be required to become and remain a member in good standing of the Union, by tender to the Union of the designated dues, and initiation fee if any, as uniformly required on or after the 30th day following the beginning of their employment or from the effective date of this Agreement, whichever is later. Those employees who do not wish to become members of the Union are not required to become members upon hire or as a condition of continued employment, but are required to pay to the Union an agency fee set annually by the Union but which shall not exceed 85% of the regular monthly Union dues and initiation fee, if any.

- A. Upon receipt of a valid and legal written authorization from each employee, the Employer hereby agrees to deduct from the eligible wages of employees by means of check-off the dues or agency fees as uniformly required. Such deductions shall be remitted to the Union on or about the fifteenth (15th) day of each month following the month of the deduction, by check payable to the Union. In addition, the Employer shall remit a report indicating the amount deducted from each employee and the amount of eligible wages earned.
- B. Subject to the provisions of said section 8 (a) (3) of the National Labor Relations Act, the Company will within five (5) working days after receipt of written notice from the Union, discharge any employee who is not in good standing in the Union as defined in the Act. Any such discharge shall not be subject to the parties' grievance and arbitration procedure. The Union shall hold the Employer harmless for any claims, actions, or proceedings which may arise from the implementation of this article. Once the funds are remitted to the Union, their disposition shall be the exclusive obligation of the Union.

- Section 2. The Borough agrees that it will institute a form of Union Security by which an employee who selects to not become a member of the Union shall pay a service fee equivalent to eighty five percent (85%) of the monthly dues and initiation fee, if any, payable to the Union by members. The implementation of this Union Security clause shall be in accordance with the rules and regulations promulgated in accordance with the law.
- Section 3. The Borough may institute a system of direct deposit for payment of wages. The Borough hereby agrees to deduct from the wages of employees by means of a check-off the dues or agency fees required by the Union pursuant to the provisions of N.J.S.A. 52:14-15. The Borough, after receipt of written authorization from each individual employee, agrees to deduct from the wages of said employees their monthly dues, agency fees and/or initiation fees, if any. Dues and agency fee deductions shall be made from the 2nd salary paid to each employee during the month; initiation fees shall be deducted from the 1st salary paid to each employee during the month.
- Section 4. In making the deductions and transmittal as above specified, the Borough shall rely upon the most recent communication from the Union as to the amount of monthly dues or agency fees and proper amount of initiation fee, if any. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made.
- Section 5. The Borough agrees to forward the full names and addresses for all new employees who become eligible for membership and for whom dues, agency fees, and/or initiation fees are deducted. The Borough further agrees to notify the Union in the

event dues for an employee cannot be deducted from the designated employee and the reason therefore.

ARTICLE 3. GRIEVANCE AND ARBITRATION

Section 1. A grievance shall be a claim by either the Union or the Borough that a party to this Agreement has been harmed by either interpretation or application of this Agreement and other conditions of employment.

Section 2. The following procedure shall be the sole means of handling the grievance unless agreed to in writing by both parties. While written in the context of a Union initiated grievance, the same procedure shall be used in the instance of a Borough initiated grievance, but with the roles reversed as far as is practical.

STEP 1. A grievance, to be considered under this procedure, must be initiated in writing within fifteen (15) calendar days from the time when the cause of the grievance was known. The written grievance must be given by a Shop Steward or the aggrieved employee, if applicable, to the employee's immediate supervisor, or if unavailable, the supervisor's supervisor. Within three (3) weekdays thereafter, the grievance shall be discussed between the supervisor and a Shop Steward, together with the grievant if the grievant desires. A written decision shall be given to the Shop Steward participating in the meeting within five (5) calendar days thereafter.

STEP 2. If the decision of the Borough at Step 1 does not resolve the grievance to the satisfaction of the Union, the Union shall submit the grievance to the Director of the Department within three (3) weekdays. Within five (5) weekdays thereafter a representative of the Union shall meet with the Director of the Department, together with the grievant if the grievant desires, to discuss the grievance. A written decision of the Director of the Department shall be given to the Union representative participating in the meeting within five (5) calendar days thereafter.

STEP 3. If the decision of the Borough at Step 2 does not resolve the grievance to the satisfaction of the Union, the Union shall submit the grievance to the Town Administrator within five (5) weekdays. Within five (5) weekdays thereafter a representative of the Union shall meet with the Town Administrator, together with the grievant if the grievant desires, to discuss the grievance. A written decision of the Town Administrator shall be given to the Union representative participating in the meeting within five (5) calendar days thereafter.

STEP 4. If the decision of the Borough at Step 3 does not resolve the grievance to the satisfaction of the Union, and if in the instance of discipline it involves a suspension of five (5) days or more, or involves an aggregate of five (5) days within a calendar year, or involves termination, within ten (10) calendar days thereafter, the Union may submit the grievance to binding arbitration before the New Jersey State Board of Mediation.

Section 3. Arbitration. Arbitrators shall be selected pursuant to the rules of the NJSBM. Arbitration hearings shall be conducted pursuant to the rules of the NISBM. Only one grievance may be heard at a single arbitration unless the parties agree in writing otherwise. The arbitration decision shall be final and binding on the parties. The arbitrator shall have no authority to change, modify, alter, substitute, add to, or subtract from the provisions of this Agreement. Each party shall bear their own costs, but the costs of the arbitrator shall be borne equally by both parties unless involving a cancellation fee unique to one party. Either party may create a stenographic record of the arbitration hearing, but the costs of the stenographic record shall be borne solely by the party requesting such stenographic record, and a copy of the transcript will not be provided to the other party, unless both parties desire a stenographic record. Any arbitration award involving back-pay must be satisfied within thirty (30) days time of issuance, even if appealed, otherwise interest of 1% compounded daily shall accrue from the first (1st) day following issuance of the Award.

ARTICLE 4. SENIORITY

Section 1. The Borough shall establish and maintain a seniority list of employees and it shall be brought up to date by the Borough on January 1st of each year and be posted immediately on the Union bulletin board. The Union shall also be provided with a copy of the seniority list by direct mail, fax or email.

Section 2. Seniority for purposes of this Agreement shall mean the length of service with the Borough with "service" being for those job duties commensurate with the Recognition Clause of this Agreement. Seniority shall first mean length of paid service and Paramus Volunteer Ambulance Corps ("PVAC") time with the Borough, only, with the employee with the longest paid service in the Borough being the most senior, the employee with the second longest paid service in the Borough being the second most senior, and so on. In the case of a tie in seniority, such as when the Borough went from volunteer to paid service, such ties shall be broken by length of paid service and PVAC time with the Borough, with the employee with greater volunteer and paid service being deemed more senior. In the instance of a tie after considering volunteer service, such tie shall broken by average number of numbers

of hours worked in paid service in the prior three (3) years, with the greater number of hours worked in the paid service being deemed more senior.

- Section 3. Seniority shall remain unbroken unless and until the following:
- a. Termination for cause;
 - b. Voluntary quit;
 - c. Retirement;
 - d. Failure to appear without calling or otherwise notifying the Borough after missing three (3) consecutive shifts assigned to the employee;
 - e. Layoff lasting more than twelve (12) months without any interim recall;
 - f. Failure to return to work or make adequate plans to return to work within 7 calendar days after receipt of a recall notice;
 - g. seniority shall be reduced by any unpaid suspensions.

In instances of military service, seniority shall be unbroken.

- Section 4. Probationary Period. The first year of employment with the Borough for all new employees shall be considered a probationary period. The first year of employment begins with date of appointment. During this probationary period the Borough may discharge any probationary employee for any reason whatsoever without the employee being able to access the parties' grievance and arbitration procedure. Seniority shall not accrue during the probationary period, but once an employee passes his or her probationary period they shall be credited with seniority back to the first day of work.

- Section 5. Crew Chiefs are selected by Borough rules, regulations and standard operating guidelines.

ARTICLE 5. LAYOFF AND RECALL

- Section 1. The Borough agrees that it will not hire any new employees while any bargaining unit member is on layoff status. Layoff status is the status of an employee on layoff.

- Section 2. In the event a reduction in the workforce becomes necessary, the Borough shall first notify the Union of the reasons for the layoff and the number of employees it expects to layoff. Next, the Borough shall post a layoff notice in the workplace at least two (2) weeks prior to the layoff date unless emergency situations exist. With regard to who is laid off, the Borough shall layoff employees by inverse seniority with the least senior employee being laid off first, then the second least senior employee being laid off next, and so on until the Borough's stated number of layoffs is reached.

- Section 3. In the event the Borough recalls employees, they shall be recalled in order of seniority, with the last employee laid off (being the most senior of those laid off)

being the first employee recalled for employment.

ARTICLE 6. HOURS OF WORK AND OVERTIME

- Section 1. For all employees, the normal work week shall be Sunday at Midnight to Saturday at 11:59:59 p.m.
- Section 2. The employees have a history of permanent shifts within the Borough which shall not be disturbed except for unique and temporary reasons; those shifts shall remain permanent. For any newly created shifts or permanently vacated shifts, Employees shall bid on shifts by seniority which shall then become permanent shifts to those employees who select same.
- Section 3. Any work performed beyond forty (40) hours in a week, shall be considered overtime which shall be compensated at time and one half times (1.5x) their regular rate of pay. For purposes of computing weekly overtime, but not daily overtime, any paid days off shall be counted as hours worked.
- Section 4. **Open Shifts.** An open shift is a permanent shift temporarily unfilled due to an absence such as an illness, sickness or the like. In order for any employee to be considered for an open shift, that employee must have provided the Borough EMS Coordinator with a valid text or email address which will constitute the open shift eligibility list. Whenever an open shift needs to be filled, if that open shift can be filled during the EMS Coordinator's working hours, the open shift will be offered to all employees on the open shift eligibility list by seniority on a rotating basis. However, if an open shift exists and needs to be filled before the EMS Coordinator returns to work, then the first employee to respond and able to fill the open shift shall get the open shift. The open shift bid process shall be open for a twenty-four (24) hour period unless circumstances dictate otherwise, but in no event less than one (1) hour before the end of the EMS Coordinator shift immediately preceding the start of the open shift. Officers cannot receive an open shift assignment unless a rank-and-file member cannot be obtained for that open shift.
- Due to the limitations of the When To Work software utilized by the Borough, the parties agree to a six (6) month trial period from full contract ratification in an effort to make the above clause of Section 4 work. If after six (6) months either party has an objection to its operation the parties will reopen negotiations on this Section 4 only.
- Section 5. Employees shall have the right to exchange shifts when the changes do not interfere with the operation of the Department. Any such exchanges must be made upon 24 hours notice to the EMS Coordinator of the affected shift, unless the EMS

Coordinator approves of a lesser notice period. However, under no circumstances shall the use of this option create any additional cost, through overtime or otherwise, to the Borough.

Section 6. An employee's normal workweek shall be restricted to 32 hours of work per workweek, not including any unscheduled hours worked.

ARTICLE 7. HOLIDAYS

Section 1. Work performed on any of the following holidays shall be paid at the rate of time and one half the employee's regular rate:

New Year's Day	Labor Day
Easter Sunday	Thanksgiving Day
Memorial Day	Christmas Eve (after 6:00 p.m.)
Independence Day	Christmas Day
	New Year's Eve (after 6:00 p.m.)

Section 2. All work performed on an overtime basis on a Holiday listed above will be paid at the rate of time and one half (1½) the employee's regular rate.

ARTICLE 8. VACATIONS

Section 1. The Borough agrees to grant all employees within the bargaining unit vacations without pay based on a six (6) hour day, in accordance with the following schedules in each year of this Agreement.

Length of Service With the Borough	Vacation In That Year
0-2 years	1 week
3-5 years	2 weeks
5+ years	3 weeks

Section 2. In order to attain vacation, an employee must actually work a minimum of 580 hours in an accrual year. Vacations will not be prorated for not meeting the 580 hour minimum.

Section 3. Vacations may not be carried over from one year to the next.

Section 4. The Borough shall maintain a vacation calendar in which vacations are logged based on seniority in the month of January of each year with employees picking vacation

based on anticipated vacations. However, employees are not required to select their all or any vacations at that time. In such instance, after picks are made, vacations will be offered only on a first come-first served basis. Vacations may be taken in one day increments or by several consecutive days, but not less than one day. The Employer may limit vacations to no more than 2 employees on any shift.

Section 5. The use of vacation time shall not require an employee to find his or her own replacement coverage unless the vacation is requested with less than two (2) weeks notice.

ARTICLE 9. LEAVES OF ABSENCE

Section 1. Those employees who qualify for federal or state mandated leaves, such as the Family Medical Leave Act, shall be entitled to same.

Section 2. Those employees who do not qualify for federal or state mandated leaves due to a lack of hours may be permitted an absence without pay for up to ninety (90) calendar days without loss of seniority for those leaves which would otherwise qualify for state or mandated leave. That 90 day period may be extended upon request of the employee and approval of the Borough, which approval shall not unreasonably be denied.

Section 3. The Borough shall be bound to all applicable laws or regulations concerning military service.

Section 4. All leaves shall be submitted in writing with a copy given to the Shop Steward. The request shall contain the basis for the leave request (medical reasons be generalized but not given specifically) and the expected date of return. Each employee on leave must reasonably notify the Borough of any change in the expected date of return.

Section 5. Jury Duty - employees may take off without pay, but without discipline or loss of their permanent shift, for Jury Duty.

Section 6. Bereavement Leave - employees may take off without pay, but without discipline or loss of their permanent shift, for a period not to exceed 3 days, unless unique circumstances warrant otherwise, for a death in their family. Family shall be defined as parents, step-parents, parents in law, siblings, step-siblings, siblings in law, children, step children, children in law, spouses, domestic partners, grandparents, step-grandparents, grandparents in law.

ARTICLE 10. SICK LEAVE AND PERSONAL DAYS

- Section 1. The Borough shall offer unpaid absences due to illness when necessary.
- Section 2. The Borough may request proof of illness if an employee misses more than three (3) consecutive work days or if a pattern of absence is evident.
- Section 3. Absences due to illness shall not require the employee to obtain her or his own replacement coverage.

ARTICLE 11. DISCIPLINE and PERSONNEL FILES

- Section 1. Employees who have completed their probationary period shall not be disciplined in any manner except for just cause. The Borough must issue notice of discipline, if at all, within 45 days of when it knew or should have known of an event giving rise to just cause discipline. The Union shall be notified of all discipline, and a Union Business Agent must be notified of all suspensions and terminations and the reasons for same.
- Section 2. The Borough recognizes and agrees to apply the concept of progressive discipline. The Union recognizes and accepts that certain egregious violations (e.g., cardinal sins) may result in a skipping of some or all of the steps of progressive discipline.
- Section 3. Personnel files are maintained in accordance with all laws and rules regarding maintenance of records.

ARTICLE 12. WAGES

- Section 1. The Borough will honor and implement, fully retroactive, the wage ordinance regarding EMT's from 2009 through December 31, 2012.
- Section 2. The following wage increases will occur thereafter

January 1, 2013 1.5% for all EMT's (with retroactivity)

Hire rate = \$13.20

After 1st year = \$15.22/hr.

After 2nd year = \$16.24/hr.

After 3rd year = \$17.22/hr.

After 4th year = \$18.27/hr.

All Crew Chiefs receive \$2.00/hr. above their normal rate

January 1, 2014 1.5% for all EMT's

January 1, 2015 1.5% for all EMT's

Section 3. No bargaining unit may lose/forfeit/be reduced any money in their wages once earned. E.g., once an EMT earns a higher rate, he or she keeps the higher rate.

ARTICLE 13. LICENSES, CERTIFICATIONS and TRAINING

Section 1. All employees are to have an emergency medical technician certification while employed by the Borough, as well as all other certifications mandated unit wide by the Borough. The Borough shall pay for all costs associated with maintaining such certifications required by federal state or municipal law, regulation or rule, for periodic training and attendance as well as text books, test fees, and similar. Enhanced or additional certifications or training not required by the Borough shall be by mutual agreement of the Borough and an employee volunteering or agreeing with same. All EMT's employed by the Borough must provide a signed, dated statement providing all EMT work they perform for any municipality, county, state or private agency, whether paid or unpaid. Failure to provide a statement results in an EMT forfeiting his or her ability to seek costs of certification/training from the Borough; false and untruthful statements may result in discipline against an EMT employed by the Borough. In the event an EMT employed by the Borough works as an EMT elsewhere (paid or unpaid) then the Borough will only be responsible for a pro rata share of the certification/licensing costs above.

Section 2. All employees are to have a drivers' license valid in New Jersey and any necessary endorsements to drive ambulances and similar motor vehicles used in the ordinary course of operation of the Department.

Section 3. Leaves for training related to an employee's work for the Borough shall be granted for so long as the training requires.

ARTICLE 14. UNIFORMS and EQUIPMENT

Section 1. The Borough shall provide each new employee with a complete work uniform as prescribed in the SOG's including shirts, trousers, jacket/parka, shoes and safety equipment.

Thereafter, each employee will receive a uniform allowance based upon the number of hours worked during the previous calendar year. The uniform allowance shall be

calculated from January to December. It shall be paid to each employee upon the annual adoption of the Borough's budget. Recipients of the uniform allowance must be currently employed by the borough when the payment is made.

5 Tier System

1. Less than the mandatory 6 hours per month	\$0.00
2. 6 hours per month up to 6 hours (1 tour) per week	\$100.00
3. 6 hours per week up to 12 hours per week	\$200.00
4. 12 hours per week up to 18 hours per week	\$300.00
5. At or more than 18 hours per week	\$500.00

Section 2. The Borough will pay for replacement or repair to any part of the uniform damaged in the line of duty. The Borough shall also pay for repair or replacement reasonable personal effects which may be damaged in the line of duty, such as watches or other time pieces, eyeglasses, hearing aids, cell phones, or similar. The repair or replacement cost for watches or other time pieces is limited to \$100.00 while all costs for all other items are not to exceed actual replacement costs. The Borough shall not be responsible for repair or replacement of items prohibited from the person of an employee on duty as outlined in its employee handbook unless unique to the employees covered herein.

Section 3. Any equipment which is malfunctioning, defective, or unsafe shall be repaired or replaced, at the option of the Borough, promptly after notice is given to the Borough.

Section 4. The Borough shall provide each employee with a unique, password protected email address accessible by the internet or other similarly convenient means for use in scheduling and other communication purposes.

ARTICLE 15. DUTIES OF EMTs

Section 1. Employees may be assigned to perform any duty related to the provision of emergency medical services, including but not limited to training, and care and limited, non-skilled maintenance of EMS equipment. Employees are also required to perform light housekeeping of the crew bay and washing of ambulances as part of normal EMT duties. Civilian personnel shall not be responsible for the direction or supervision of EMTs in the performance of their emergency medical service duties.

- Section 2. The Borough shall maintain normal crewing on EMS equipment of two EMTs and will not maintain a minimum crew of two EMTs if the equipment is to be used for emergency medical service.
- Section 3. One EMT shall be designated crew chief on EMS unit during each shift, with responsibility for the completion of required paperwork and coordination of delivery of services. When a crew chief is used as an EMT on any tour on which they were scheduled to be a crew chief, they shall not lose their premium pay.

ARTICLE 16. SAFETY AND HEALTH

- Section 1. The Borough, the Union and each employee acknowledges that safety is paramount and affirms their commitment to the safety of all employees. The Borough commits to provide a safe and healthy working environment in accordance with all local, state and federal guidelines, regulations and laws. The Borough shall name a person, or persons, to receive safety complaints, together with an email address so that employees working on shifts when that person(s) is not present may make a safety complaint.
- Section 2. The Borough also agrees to provide emergency care and/or medical services for treatment or exposure of any blood or bodily fluid borne illness, infection, or disease (e.g., post-exposure prophylaxis). The Borough follows federal and state exposure plan(s).
- Section 3. The Borough's health department shall be responsible for the inoculation and testing of all EMTs against Hepatitis, Tuberculosis, influenza, and all other communicable diseases referenced on the federal and/or state exposure plan(s). The Borough health department shall maintain all health records for EMTs.

ARTICLE 17. LEGAL DEFENSE and MUTUAL AID

- Section 1. Whenever an employee covered by this Agreement is a defendant or material witness in any legal proceedings arising out of the performance of the employee's duties, the Borough shall provide such employee with competent legal counsel. In the event the Borough refuses, the employee may seek reimburse at local market rates for all reasonable attorneys fees. The Borough shall further fully satisfy any Judgment or other damages against any employee for her or his actions directly resulting from their actions while on duty so long as those actions were reasonably consistent with their job duties and responsibilities.

Section 2. All EMT's are covered as part of the general liability insurance coverage obtained by the Borough.

Section 3. All coverages, insurances, indemnifications, contributions, benefits, wages and any other perquisite of the job shall not be diminished while, and regardless of, rendering aid to another community if directed while on duty.

ARTICLE 18. UNION BUSINESS

Section 1. The Union shall have the right to visit the EMS station at all reasonable hours for legitimate Union business upon notice to the Borough. Such visitation shall not interfere with the normal conduct of employees' work, or other employees, visitors, or events at the facility.

Section 2. A bulletin board shall be permitted to the Union in a conspicuous place where employees normally gather. That bulletin board may only contain information concerning Union matters or other information related to the bargaining unit. The Union agrees to remove or modify any offensive or unlawful content upon notice from the Borough. The Union agrees to indemnify the Borough for all information posted on such bulletin board by the Union or its authorized agents.

Section 3. The Union shall be permitted one chief steward and one assistant steward overall and one steward per shift. One Union steward shall be permitted, with pay, at each event of discipline and any grievance steps which may result. Shop Stewards are authorized to handle discipline and other disputes according to the grievance procedure contained in this Agreement; Shop Stewards are not authorized to amend, modify, cancel or otherwise alter this Agreement nor to call or authorize a strike or similar job action.

ARTICLE 19. DRUG and ALCOHOL TESTING

Section 1. Any employee may be tested in accordance with the Borough's Drug and Alcohol Testing policy as applicable to other first responders.

Section 2. All such testing must be compensated and done on work time, during a regular shift of the employee, or on overtime connected to a regular shift, as the case may be.

ARTICLE 20. SHARED, COMBINING or CONSOLIDATION of SERVICES

The sharing, combining or consolidation of services, if any, shall be made, if at all, consistent

with the Shared Services Act as enacted by the New Jersey Legislature.

ARTICLE 21. MISCELLANEOUS

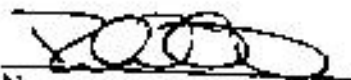
- Section 1. This Agreement shall be construed under the laws of New Jersey and the regulations of the Borough.
- Section 2. If any provision of this Agreement, or the application of any provision herein, shall be rendered or declared invalid by any court, agency, statute, regulation or similar, the remaining parts of this Agreement shall remain in full force and effect and to give as much meaning as lawful of the intent of the provision rendered unlawful until such time, not to be unreasonably delayed, as the parties may meet to negotiate a replacement provision as may be lawful consonant with the stricken provision.
- Section 3. This Agreement contains the full understanding and intent of the parties hereto. Both parties represent that there exist no promises, obligations, or other understandings not included herein.
- Section 4. This Agreement may be modified prior its expiration, but only upon Agreement of both parties and only if in writing duly signed and dated by authorized representatives of both parties.
- Section 5. If the Borough employs full-time EMTs, the parties agree to meet and re-open this collective negotiations agreement for purposes consistent with full-time employment.

ARTICLE 22. DURATION

This Agreement shall be effective from January 1, 2013, for a period of three years until December 31, 2015. It shall be automatically renewed thereafter from year to year unless either party shall notify the other, in writing, before ninety (90) calendar days prior to the expiration of this Agreement but no sooner than one hundred twenty (120) calendar days prior to the expiration of this Agreement.

For the Borough of Paramus

For Local 1158, IBEW



Name:

Date:



Name:

Date: