

New Jersey Public Employment Relations Commission  
**POLICE AND FIRE**  
**COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM**

Line #

**SECTION I: Parties and Term of Contracts**

1 Public Employer: County of Passaic County: County of Passaic  
 2 Employee Organization: International Brotherhood of Teamsters, Local 125 Number of Employees in Unit: \_\_\_\_\_  
 3 Base Year Contract Term: 01 / 01 / 2023  
 4 New Contract Term: 12 / 31 / 2027

**SECTION II: Type of Contract Settlement (please check only one)**

- 5  Contract settled without neutral assistance
- 6  Contract settled with assistance of mediator
- 7  Contract settled with assistance of fact-finder
- 8  Contract settled in Interest Arbitration

9 If contract was settled in Interest Arbitration, did the Arbitrator issue an Award? Yes  No

**SECTION III: Base Salary Calculation**

The "base year" refers to the final year of the expiring or expired agreement.

N.J.S.A. 34:13A-16.7(a) defines base salary as follows: "'Base salary' means the salary provided pursuant to a salary guide or table and any amount provided pursuant to a salary increment, including any amount for longevity or length of service. It shall also include any other item agreed to by the parties, or any other item that was included in the base salary as understood by the parties in the prior contract. Base salary shall not include non-salary economic issues, pension and health and medical insurance costs."

10 Salary Costs in base year \$ \_\_\_\_\_  
 11 Longevity Costs in base year \$ \_\_\_\_\_  
 12 Other base year salary costs  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 \_\_\_\_\_ \$ \_\_\_\_\_  
 Sum of "Other" Costs Listed in Line 12. \$ \_\_\_\_\_  
 13 Total Base Salary Cost: (sum of lines 10, 11, 12): \$ \_\_\_\_\_

**SECTION IV: Increase in Base Salary Cost (for each year of New CNA)**

14 Total Base Salary Cost from Line 13: \$

| Increases                                      | Year 1               | Year 2               | Year 3               | Year 4               | Year 5               | Year 6               |
|--|----------------------|----------------------|----------------------|----------------------|----------------------|----------------------|
| 15 Effective Date (month/day/year)             | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 16 Cost of Salary Increments (\$)              | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 17 Salary Increase Above Increments (\$)       | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 18 Longevity Increase (\$)                     | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 19 Total Increased Cost for "Other" Items (\$) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |
| 20 Total Increase (\$)<br>(sum of lines 16-19) | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> |

**SECTION V: Average Increase Over Term of New CNA**

- 21 Dollar Increase Over Life of Contract \$  [Take sum of all amounts listed on Line 20 above]
- 22 Percentage Increase Over Life of Contract  % [Divide amount on Line 21 by amount on Line 14]
- 23 Average Percentage Increase Per Year  % [Divide percentage on Line 22 by number of years of the contract]

Employer: \_\_\_\_\_

Employee Organization: \_\_\_\_\_

**SECTION VI: Other Economic Items Outside Base Salary and Increases**

| 24 | Item Description | Base Year Cost (\$) | ←Increases→ |        |        |        |        |        |
|----|------------------|---------------------|-------------|--------|--------|--------|--------|--------|
|    |                  |                     | Year 1      | Year 2 | Year 3 | Year 4 | Year 5 | Year 6 |
|    |                  |                     |             |        |        |        |        |        |
|    |                  |                     |             |        |        |        |        |        |
|    |                  |                     |             |        |        |        |        |        |
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|    |                  |                     |             |        |        |        |        |        |
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|    |                  |                     |             |        |        |        |        |        |
|    |                  |                     |             |        |        |        |        |        |
|    |                  |                     |             |        |        |        |        |        |
| 25 | Totals (\$):     |                     |             |        |        |        |        |        |

**SECTION VII: Medical Costs**

**Insurance Costs**

|    |                         | Base Year | Year 1   |
|----|-------------------------|-----------|----------|
| 26 | Health Plan Cost        | \$ _____  | \$ _____ |
| 27 | Prescription Plan Cost  | \$ _____  | \$ _____ |
| 28 | Dental Plan Cost        | \$ _____  | \$ _____ |
| 29 | Vision Plan Cost        | \$ _____  | \$ _____ |
| 30 | Total Cost of Insurance | \$ _____  | \$ _____ |

Employer: \_\_\_\_\_

Employee Organization: \_\_\_\_\_

**SECTION VII: Medical Costs (continued)**

- 31 Employee Insurance Contributions      \$ \_\_\_\_\_ \$ \_\_\_\_\_
- 32 Contributions as % of Total Insurance Cost      \_\_\_\_\_ %      \_\_\_\_\_ %

33 Identify any insurance changes that were included in this CNA.

**SECTION VIII: Certification and Signature**

34 The undersigned certifies that the foregoing figures are true:

Print Name: Nadege D. Allwaters

Position/Title: County of Passaic - Office of the County Counsel

Signature: *N. Allwaters*

Date: March 12, 2024

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: [contracts@perc.state.nj.us](mailto:contracts@perc.state.nj.us)

NJ Public Employment Relations Commission  
 Conciliation and Arbitration  
 PO Box 429  
 Trenton, NJ 08625  
 Phone: 609-292-9898

Revised 8/2016



**Agreement**

*between the*

**County of Passaic**

*and*

**International Brotherhood of Teamsters, Local 125**

*representing supervisory employees in various County Departments*

*for the period of*

**January 1, 2023 to December 31, 2027**

**Prepared by:**

**The Office of the Passaic County Counsel**

**401 Grand Street, Room 214**

**Paterson, New Jersey 07505**

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**THIS AGREEMENT** made and entered into on this 30th day of August, 2023 by and between the County of Passaic (hereafter "County" or "Employer") with its principal place of business located at 401 Grand Street, Room 205, Paterson, New Jersey 07505 and the International Brotherhood of Teamsters, Local 125 (hereafter "Union" "Unit" or "Local Union") with its principal place of business at 585 Hamburg Turnpike, 2nd Floor, Wayne, New Jersey 07470, labor organization representing all General Supervisors, Supervisors, and Assistant Supervisors in the Passaic County Buildings and Grounds Department, Camp Hope, Mosquito Division, Parks and Recreation Department, Preakness Valley Golf Course, and Road Department (collectively referred to as the "Parties").

### **ARTICLE 1. RECOGNITION**

The Passaic County Board of County Commissioners (hereafter "Board") hereby recognizes the Union as the exclusive bargaining agent for all General Supervisors, Supervisors, Assistant Supervisors, Golf Superintendent and Supervisor Water Management Mosquito Extermination in the County. Any employee in the bargaining unit who has not become a member of the Union will either have to become a member in good standing or pay a Representation Fee as provided in Article 3, Section 2 of the Agreement.

### **ARTICLE 2. UNION SECURITY**

**Section 1.** The Employer agrees it will give effect to the following form of Union Security:

- a. All present employees who are members of the Union on the effective date of this Agreement can remain members of the Union in good standing by payment of the regular monthly dues. All present employees who are not members of the Union will pay a Representation Fee as set forth herein.
- b. It is agreed that at time of hire, newly hired employees, who fall within the bargaining unit will be informed that they have the chance to join the Union thirty (30) days thereafter or pay to the Union a Representation Fee.
- c. Effective March 1, 1998, all new employees hired on a part-time basis shall be placed on a working test period twice that of regular full-time employees.

**Section 2.** The County will notify the Union of any newly hired employees within fifteen (15) days of their starting date.

### **ARTICLE 3. CHECK-OFF UNION DUES**

**Section 1. Payroll Deduction.**

- a. The Employer hereby agrees to deduct from the wages of employees by means of a check-off the dues uniformly required by the labor organization pursuant to the provisions of N.J.S.A. 52:14-15.9e. The Employer, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees their monthly dues and initiation fees. Such deductions shall be made from the 2nd salary paid to each employee during the month and such deduction made the 1st month shall be a double deduction and thereafter the regular deduction shall apply to dues owed for the following month.

- b. In making the deductions and transmittals as above specified, the Employer shall rely upon the most recent communication from the Union as to the amount of monthly dues and proper amount of initiation fee. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made.

## **Section 2. Representation Fee.**

### a. Membership Dues:

- i. Prior to the beginning of each membership year, the Union will notify the Employer in writing of the amount of the regular membership dues charged by the Union to its own members for that membership year.

### b. Employee Membership List:

- i. Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the Employer a list of those employees who have not become members of the Union for the then current membership year.
- ii. On or about the last day of each month, beginning with July 1, 1984, the employer will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.
- iii. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and N.J.S.A. 34:13A-5.6, and membership in Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Employer shall immediately cease making said deductions.
- iv. The Union shall save the Employer harmless from any claims raised against it by an employee as a result of fulfilling its obligations under this Article.

## **ARTICLE 4. MANAGEMENT RIGHTS**

Except as modified herein, the County shall have the right to determine all matters concerning the management and administration of the County, which rights shall include, but not be limited to the rights to (a) direct the work-force, (b) hire, promote, transfer, assign and retain employees, (c) suspend, demote, discharge, or take other disciplinary action against employees for cause, (d) relieve employees from duties because of lack of work, (e) maintain the efficiency of the operation, (f) determine methods, means and personnel by which such operations are to be conducted and (g) take any action necessary in conditions of emergency, regardless of prior commitments, to carry out the missions of the County.

## **ARTICLE 5. WORK WEEK**

The regular work week shall be five (5) consecutive days, eight (8) hours per day, as follows:

- Monday through Friday
- Tuesday through Saturday
- Wednesday through Sunday

The Tuesday through Saturday and Wednesday through Sunday workweek is for employees hired after January 1, 1990.

## ARTICLE 6. HOURS OF WORK

### Section 1. Buildings and Grounds Department.

|           |                     |
|-----------|---------------------|
| Shift "A" | 7:00 AM to 3:30 PM  |
| Shift "B" | 3:30 PM to 12:00 AM |
| Shift "C" | 11:00 PM to 7:00 AM |

### Section 2. Road Division.

|           |                     |
|-----------|---------------------|
| Shift "A" | 7:00 AM to 3:30 PM  |
| Shift "B" | 3:30 PM to 12:00 AM |
| Shift "C" | 11:00 PM to 7:00 AM |

### Section 3. Camp Hope.

7:00 AM to 3:30 PM

### Section 4. Parks and Recreation Department and Preakness Valley Golf Course.

|                                   |                    |
|-----------------------------------|--------------------|
| May 1st through September 14th    | 5:00 AM to 1:30 PM |
| September 15th through April 30th | 6:00 AM to 2:30 PM |

### Section 5. Mosquito Division.

6:00 AM to 2:30 PM

### Section 6. Lunch Period.

All employees are entitled to one half (1/2) hour lunch period.

### Section 7. Part-Time Employees.

In the event part-time hours may be needed, the County reserves the right to create the appropriate part-time hours needed to maintain the efficiency of operations.

## ARTICLE 7. RATES OF PAY

### Section 1. Salary.

- a. Effective January 1, 2023, each employee on the Salary Guide shall receive a one and one half percent (1.5%) cost of living adjustment (hereafter "COLA"). Effective July 1, 2023, each employee shall move one (1) increment on the Salary Guide. Effective January 1, 2023, all employees at max shall receive a two and one half percent (2.5%) COLA adjustment.



- b. Effective January 1, 2024, each employee on the Salary Guide shall receive a one and one quarter percent (1.25%) COLA. Effective July 1, 2024, each employee shall move one (1) increment on the Salary Guide. Effective January 1, 2024, all employees at max shall receive a two and one half percent (2.5%) COLA adjustment.
- c. Effective January 1, 2025, each employee on the Salary Guide shall receive a one and one half percent (1.5%) COLA. Effective July 1, 2025, each employee shall move one (1) increment on the Salary Guide. Effective January 1, 2025, all employees at max shall receive a two and one half percent (2.5%) COLA adjustment.
- d. Effective January 1, 2026, each employee on the Salary Guide shall receive a one and one quarter percent (1.25%) COLA. Effective July 1, 2026, each employee shall move one (1) increment on the Salary Guide. Effective January 1, 2026, all employees at max shall receive a two and one half percent (2.5%) COLA adjustment.
- e. Effective January 1, 2027, each employee on the Salary Guide shall receive a one half percent (1.5%) COLA. Effective July 1, 2027, each employee shall move one (1) increment on the Salary Guide. Effective January 1, 2027, all employees at max shall receive a two and one half percent (2.5%) COLA adjustment.
- f. Any employee who has attained, with prior written consent from the County, the "Certified Public Works Manager" certificate shall be entitled to a five thousand dollar (\$5,000.00) stipend on his/her base salary.

**Section 2. Overtime Rates.**

- a. Any employee who works more than eight (8) hours in any given day shall be paid at the rate of one and one-half (1 ½) times the employee's regular rate of pay.
- b. Monday through Friday. Any employee who works on Saturday shall be paid one and one-half (1 ½) times the employee's regular rate of pay. Any employee who works on Sunday shall be paid two (2) times the employees regular rate of pay. Any employee who works more than sixteen (16) hours consecutively shall receive double time for any additional work beginning with the seventeenth (17th) hour. On the twenty fifth (25th) hour, the employee gets compensated for the day at straight pay, plus time and a half (1 ½) for every hour worked, if the employee agrees to continue working or the employee can opt to leave work and get paid just straight pay for a normal shift.
- c. Tuesday through Saturday. Any employee who works on Sunday shall be paid one and one-half (1 ½) times the employee's regular rate of pay. Any employee who works on Monday shall be paid two (2) times the employees regular rate of pay.
- d. Sunday through Thursday. Any employee who works on Friday shall be paid one and one-half (1 ½) times the employee's regular rate of pay. Any employee who works on Saturday shall be paid two (2) times the employees regular rate of pay.
- e. Wednesday through Sunday. Any employee who works on Monday shall be paid one and one half (1 ½) times the employee's regular rate of pay. Any employee who works on Tuesday shall be paid two (2) times the employee's regular rate of pay.

- f. The Tuesday through Saturday and Sunday through Thursday workweek is for employees hired after January 1, 1990.
- g. No employee in the Local Union shall be assigned to take compensatory time off in lieu of pay without approval of the Union.
- h. All employees asked by the County to make night shift calls from home as required by emergencies will be compensated for making said calls at a rate of one and one half (1 ½) the employee's regular rate of pay.

**Section 3. Call-in Pay.**

- a. Employees called to work prior to the start of their regularly assigned shift shall be paid overtime at the rate of one and one-half (1 ½) times the regular rate for such hours worked prior to the beginning of the regular work day hours.
- b. Employees called back to work after the conclusion of the normal shift, shall be entitled to a minimum of three and one-half (3 ½) hours call back pay at the overtime rate of one and one-half (1 ½) times the regular hourly rate. The Employer will make every effort to call back employees within the needed classification(s) on overtime.

**Section 4. Equitable Distribution of Overtime.**

- a. Overtime shall be distributed as equitably as practical among the employees qualified by classification and/or otherwise capable of performing the work required, except that an employee shall not be removed from a job which the employee has been performing on that day, in order to provide such equitable distribution.
- b. Overtime distribution shall be within departmental lines only.
- c. No employee working under the jurisdiction of this Agreement shall work more than sixteen (16) hours in any given day that includes snow removal emergency work.

**Section 5. Meal Allowance.**

When an employee is required to work in excess of ten (10) hours or more, said employee shall be granted a second one-half (1/2) hour lunch period at no loss of pay for such lunch period and shall be granted an additional one-half (1/2) hour lunch period at no loss of pay for each five (5) hours over the above mentioned ten (10) hours. Effective July 25, 2013, the meal allowance is to be paid by the Employer as follows: eight dollars (\$8.00) plus one-half (1/2) hour paid lunch period.

**Section 6. Emergency Hours/Call-In.**

If an employee is called in on emergency work or snow removal and the said employee works until his regular starting shift the next day, 7:00 AM, the said employee shall be entitled to go home for one-half (1/2) hour and come back to work with no loss of pay.



**Section 7. Seasonal Employees.**

Except in case of vacation and/or emergency or in the event of performance on an assigned job, no seasonal or part-time employee shall perform in excess of forty (40) hours per week, the duties of employees in the Union, nor shall seasonal or part-time employees be hired or retained if regular permanent employees are on a temporary lay-off due to a reduction in force.

**Section 8. Higher Classification Pay.**

- a. In the event an employee is temporarily transferred to a higher rated position and performs the duties of that classification for eight (8) hours or more, the employee shall receive the next higher rate of pay for the higher classification for the entire day. It is understood that no employee shall receive a lower rate of pay to their own when transferred to a higher classification. In any event if an open higher rated position is filled for more than thirty (30) days by a temporary employee the County will then follow Article 21, Job Vacancies, New Jobs Created of the Agreement. Open positions as a result of family medical leave, workers' compensation, disability, or leaves of absence that are temporary in nature shall not apply to this Article.
- b. An employee temporarily transferred to a lower classification shall suffer no reduction in pay.
- c. The provisions in Article 7, Sections (a) and (b) are effective when such duty changes are made for the convenience of the Employer.

**Section 9. Longevity.**

- a. Longevity benefits for all newly hired County employees as of August 30, 1993 shall be calculated for County of Passaic time only with the exception of Saturday time (Military):

2% of base pay after 7 years of service  
4% of base pay after 10 years of service  
6% of base pay after 15 years of service  
8% of base pay after 20 years of service  
10% of base pay after 25 years of service

- b. Longevity benefits for all newly hired County employees as of March 1, 2004 shall be calculated for County of Passaic time only with the exception of Saturday time (Military). Employees hired after March 1, 2004 shall enjoy the following longevity schedule:

2% of base pay after 8 years of service  
4% of base pay after 12 years of service  
6% of base pay after 18 years of service  
8% of base pay after 22 years of service  
10% of base pay after 25 years of service

**ARTICLE 8. PAY FOR TIME NOT WORKED**

**Section 1. Holidays.**

Employees in the Union are entitled to the following paid holidays computed on the employee's regular straight time rate:

|                                   |                           |
|-----------------------------------|---------------------------|
| New Year's Day                    | Columbus Day              |
| Martin Luther King's Birthday     | Election Day              |
| President's Day                   | Veterans Day              |
| Good Friday                       | Thanksgiving Day          |
| Memorial Day                      | Friday after Thanksgiving |
| Juneteenth (third Friday in June) | ½ day Christmas Eve       |
| Independence Day                  | Christmas Day             |
| Labor Day                         | ½ day New Year's Eve      |
| Employee's Birthday               |                           |

Effective January 1, 2023, no new member of the Union shall receive Employee's Birthday as a paid holiday.

**Section 2. Eligibility.**

To be eligible for holiday pay, the employee must work the last regularly scheduled workday before and the first regularly scheduled workday after the holiday, unless the day is an excused day with pay. If an employee is using sick time before or after a holiday, medical verification is required.

**Section 3. Holidays Worked.**

Employees who work on any of the holidays as set forth herein shall be compensated for such work at three (3) times the employee's regular rate pay, which includes the holiday pay, for all hours worked. All employees who work Election Day and the day after Thanksgiving will receive time and one-half (1 ½) plus the holiday pay. Employees not regularly scheduled who are called in on a holiday shall receive time and one half (1 ½) the employee's regular rate, plus the holiday pay.

**Section 4. Saturday or Sunday Holiday.**

If a holiday falls on Saturday, it shall be celebrated on Friday. If a holiday falls on Sunday, it shall be celebrated on Monday.

**Section 5. Holiday during Vacation.**

If a holiday falls within the vacation period of an employee, the employee shall receive pay for same, or extend the vacation period by one (1) day. If the employee is required to forego such holding falling within the vacation period, said employee shall have the right, upon seven (7) calendar days' notice to the Employer, to refuse the holiday pay and to take a work day off.

**ARTICLE 9. VACATION**

**Section 1.** All employees in the Unit shall be entitled to vacation with pay in accordance with the following schedule:

|                   |   |
|-------------------|---|
| 1 – 5 years       | 12 working days during each year of service |
| 6 – 10 years      | 15 working days during each year of service |
| 11 – 15 years     | 18 working days during each year of service |
| 16 – 20 years     | 20 working days during each year of service |
| 20 years and over | 22 working days during each year of service |

In the event the employee voluntarily leaves the employ of the County before the vacation period, the employee shall be compensated for any accrued vacation time that may be due to said employee in accordance with the above schedule.

**Section 2.** The vacation schedule shall be posted on the bulletin board by the Employer no later than April 30th of each year. In preparing the vacation schedule, the Employer shall endeavor to grant vacation on the basis of departmental seniority and classification mix of its employees. Vacations shall be taken during the regular vacation period. Depending upon business needs of the department(s) under this Agreement, however, employees may request and the Employer may approve vacations at a period during which vacations are not normally granted. It is the policy of the County that employees may only carry one (1) year accumulated vacation time. Therefore, an employee must use one year's vacation benefit in a calendar year. If vacation time is used in advance, by an employee, that employee must reimburse the County for advanced time taken in the event the employee terminates employment or is placed on leave without pay status.

**Section 3.** Employees hired as of March 1, 2004 shall accrue zero point eighty three (0.83) vacation days per month in their first year of services and be entitled to vacation with pay in accordance with the following schedule:

|                   |   |
|-------------------|---|
| 1 – 5 years       | 10 working days during each year of service |
| 6 – 10 years      | 12 working days during each year of service |
| 11 – 15 years     | 15 working days during each year of service |
| 16 – 20 years     | 18 working days during each year of service |
| 20 years and over | 22 working days during each year of service |

**Section 4. Medical Verification.**

If an employee is denied a vacation day and calls out that same day to use sick time, medical verification is required. If the employee does not produce medical verification, his/her pay shall be docked for the unexcused absence.

**ARTICLE 10. PAID SICK LEAVE**

**Section 1.** Each employee shall earn fifteen (15) paid sick leave days for each full year of employment, accrued at one and one-quarter (1 ¼) days per month. Such earned sick leave shall be cumulative from year to year. Sick leave shall accrue as set forth in N.J.A.C. 4A:6-1.3. During an employee's ninety (90) day probationary period, no sick time is earned or available. Upon

completion of the probationary period, one day will be credited for each month worked (calculated back to the date of hire).

Sick leave is to be used only in cases where the employee is ill and unable to work, or in cases of the serious illness of a family member. Employees absent on sick leave for three (3) or more consecutive working days must submit a doctor's verification of illness or injury to their Department Head.

Employees absent on sick leave for five (5) or more consecutive working days must submit a doctor's verification of illness or injury and leave paper work must be completed by the Department and submitted to the Personnel Department. If an employee is attending to an immediate family member, including civil union partner, a doctor's verification of that individual is required.

At the end of each calendar year, an employee's unused sick time is added to the allotment for the following year. The accumulation continues indefinitely until the time of the employee's retirement.

**Section 2.** Should an employee use all their paid sick leave days and the County allows the employee to use paid sick leave days not yet earned, and the employee's employment with the County is terminated, the County reserves the right to deduct the unearned paid sick leave from any monies the employee may have due him.

**Section 3.** Employees who are absent are responsible to call in and indicate the reason for their absence within one half hour prior to their starting time. Calls from anyone other than the employee will not be accepted. The employees must call in each day unless a doctors' note is submitted. All employees absent from work for more than five (5) days should complete the medical leave of absence form and should request from their department head a PER100 form. The form should be returned to the department head within five (5) days. Employees who have exhausted their benefits, will be placed on a leave of absence without pay. The employee must contact the Personnel Department to inquire into disability benefits and COBRA benefits. All employees returning from a medical leave of absence must submit documentation from a physician indicating the employee is capable of performing their duties. All employees returning from a medical leave of absence must notify their Supervisor and the Personnel Office in writing upon return to work.

**Section 4.** Upon retirement from the County, employees shall be paid for unused sick leave at the rate of fifty percent (50%) for each day accumulated, to a maximum of twelve thousand dollars (\$12,000.00).

#### **ARTICLE 11. PERSONAL LEAVE**

**Section 1.** Each employee shall be entitled to three (3) personal leave days with pay for the transaction of personal business. Application for such leave must be in writing and submitted to the Employer at least three (3) days in advance unless of an emergency. Personal leave must be with the approval of the Employer. Employees shall accrue one (1) personal day every four (4) months.

**Section 2.** Approval for personal leave shall not be unreasonably withheld. However, the Employer maintains the right for operational reasons to deny personal leave for employees of the Road

Division between November 1st and February 15th. If personal days are granted from November through December, the employee may only use one each month, unless otherwise approved by the Supervisor.

**Section 3.** The County will contribute fifty (50%) percent of the Disability Plan premium and the employee will contribute fifty (50%) percent.

#### **ARTICLE 12. BEREAVEMENT**

Employees are entitled to four (4) consecutive days' leave of absence with pay for the death of an employee's immediate relative. Bereavement leave shall not be extended beyond four (4) consecutive calendar days immediately following the death of a family member unless approved by the County Administrator. "Immediate relative" includes spouse, civil union partner, child, parent, stepchild, stepparent, sibling, grandparents, mother in-law, father in-law, daughter in-law, son in-law, brother in-law, sister in-law, grandchildren, niece, nephew, uncle, aunt, or any person related by blood or marriage residing in an employee's household. Employees may be asked for proof at the discretion of the Personnel Department or Administration.<sup>1</sup>

#### **ARTICLE 13. JURY DUTY**

County employees are encouraged to fulfill their civic duty and serve as a juror when summoned by the courts. An employee required to render jury service shall be entitled to be absent from work during that service and will be paid their usual pay for each required day of jury service. If an employee is notified prior to the date of service that they are required to report to the court, that employee must report to work. Employees summoned to jury duty should notify their supervisor as soon as possible but not later than one (1) week of receiving notice.

Following completion of service, employees shall submit official confirmation of service provided by the vicinage. Employer agrees to provide free parking for anyone serving on jury duty at no cost to the employee.<sup>2</sup>

#### **ARTICLE 14. NON-CASH BENEFITS**

##### **Section 1. Health Benefits.**

- a. Employees in the Union, upon completion of a ninety (90) day probationary period, shall be eligible to receive health insurance, prescription insurance, and dental insurance as provided by the County. Co-pays and premiums shall be determined by the plan the employee chooses to join. The County may make several plans available to employees, and the employees can choose said plan during the open enrollment period. Unit employees shall make contributions toward the cost of their health

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<sup>1</sup> The language in Article 12 was amended to be consistent with the Passaic County Personnel Policies and Procedures Manual (hereafter "Employee Manual") adopted by the Passaic County Board of County Commissioners via Resolution R-10-659. In the event a benefit in the Agreement is richer than what is set forth in the Employee Manual, that benefit shall stand.

<sup>2</sup> The language in Article 13 was amended to be consistent with the Employee Manual adopted by the Passaic County Board of County Commissioners via Resolution R-10-659. In the event a benefit in the Agreement is richer than what is set forth in the Employee Manual, that benefit shall stand.



insurance coverage in an amount set forth pursuant to P.L. 2011 c. 78 and any amendments thereto.

- b. The County provides Hospitalization and Major Medical Insurance.
- c. The County provides Dental Insurance for all employees, excluding family coverage.
- d. If the County provides an Optical Plan, Family Dental, or any other health benefit to any other employees, then Local 125 employees shall receive those benefits without reopening the contract. In the event the County approves a voluntary family dental plan for the families of Passaic County employees, the cost difference between the current County dental plan and the family plan shall be paid by the employee. The County will make that plan available to the employees of this Unit. In the event the County does not approve such a plan the County will work with the Union to administer a family dental plan for Unit employees available through the Union. In the event the County covers the additional amount for family dental coverage for other units, Unit members shall receive such coverage.
- e. The County shall furnish at its own cost a prepaid prescription plan at five dollar (\$5.00) co-pay for generic drugs per prescription, a ten dollar (\$10.00) co-pay for brand name drugs per prescription, a ten dollar (\$10.00) co-pay for mail order generic drugs per prescription (3 month supply) and a twenty dollar (\$20.00) co-pay for mail order brand name drugs per prescription (3 month supply) at no cost to the employees. Coverage will include family members.
- f. The County will provide a four thousand dollar (\$4,000.00) life insurance policy to all employees in the Unit.
- g. In accordance with County policy, part-time employees, working twenty four hours (24) to thirty nine (39) hours, shall receive single coverage for health insurance, prescription and dental insurance. Benefit days shall be pro-rated on a monthly basis. Employees transferred from full-time to part-time shall receive benefits previously in place.
- h. Employee's hired after January 1, 2018 shall not be entitled to enroll in the County's Traditional Healthcare Plan.
- i. Employee's hired after January 1, 2018 shall not be entitled to lifetime benefits upon retirement.
- j. Effective on January 1, 2018, all out-of-network charges will be paid at one hundred and fifty percent (150%) of the Medicare Rate Schedule.

#### **ARTICLE 15. UNIFORM AND SAFETY EQUIPMENT**

##### **Section 1. Uniform.**

The County shall provide rental uniforms for all employees. The County will make every effort to ensure that the uniform vendor complies with all of the terms of its contract with the County, to provide clean, pressed, and serviceable uniforms. Lockers will be provided.

**Section 2. Safety Equipment.**

Work gloves shall be provided as required, weather gear, shields and goggles shall be provided as necessary. Upon prior written approval of the employee's director, the County shall reimburse employees for tools purchased by the employee pursuant to this section provided written approval is obtained and a receipt is submitted.

**Section 3. Dress Code Committee.**

The County will set up a committee with the Union Representative to establish a dress code.

**Section 4. Dress Code Policy.**

It shall be the responsibility of the employees to adhere to the dress code and wear the proper items of clothing. Employees who do not wear the dress code or appear on the job without the proper clothing may be sent home with loss of pay and shall be subject to disciplinary action.

**Section 5. Work Boots.**

Effective January 1, 2023, Unit employees will have the ability to choose work boots in an amount not to exceed two hundred and fifty dollars (\$250.00) from a County selected vendor, which will be accessible during work hours. Employees shall have the ability to select his/her work boots one time in each year that this Agreement is in place, but no later than April 1st of each year. If, after the first year, the Union decides to forego use of the County selected vendor, it shall notify the County in writing no later than June 1, 2023, and in subsequent years the Unit employees will receive a two hundred and fifty dollar (\$250.00) stipend for the purchase of work boots during the remaining years of the Agreement.

**Section 6.** The County is to provide plastic covers for golf course carts for the months of December through March.

**Section 7. Tool Allowance.**

The County shall reimburse employees in the Union with the job title Supervising Mechanic for the purchase of tools related to his/her job specifications at the following rates:

|      |            |
|------|------------|
| 2023 | \$900.00   |
| 2024 | \$900.00   |
| 2025 | \$950.00   |
| 2026 | \$950.00   |
| 2027 | \$1,000.00 |

The employees shall submit a receipt and be reimbursed for the amount of the tools.

## ARTICLE 16. MISCELLANEOUS BENEFITS

### Section 1. Leave of Absence without Pay.

- a. Such leave may also be granted to attend an approved school with a course of study designed to increase an employee's usefulness in the job to which the employee is assigned upon return to service. Management shall make the final disposition of such request.
- b. Consistent with N.J.A.C. 4A:6-1.10, employees may be granted a personal leave of absence for up to six (6) months, at the sole discretion of the County Administrator, if the leave does not cause undue operational disruption. The leave must include the use of any accrued vacation, sick and compensation leave time, regardless of the length of leave requested. The portion of the leave that runs beyond the exhaustion of vacation, sick and compensation leave will be without pay of longevity credit. In exceptional circumstances, the County Administrator may extend a leave of absence for an additional six (6) months, if such extension is considered in the best interest of the County.
- c. Personal leaves are not granted for the purpose of seeking or accepting employment with another employer or for extended vacation time. Employees on personal leave of absence for more than two (2) weeks in any month will not receive holiday pay and will not accrue personal leave, sick leave or vacation time for that month. Health benefits may also be impacted. Refer to the County Health Benefits policy. A personal leave is granted with the understanding that the employee intends to return to work for the County. If the employee fails to return within five (5) business days after the expiration of leave, the employee shall be considered to have resigned.
- d. Qualifying employees shall be entitled to leave pursuant to the Federal Family Medical Leave Act and/or the New Jersey Family Leave Act in accordance with County policy.

### Section 2. Work Related Illness or Injury.<sup>3</sup>

- a. Employees who suffer job related injuries and illnesses may be entitled to medical expenses, lost income and other compensation under the New Jersey Workers Compensation Act. The County covers workers compensation benefits through a self-insured plan. Any occupational injury or illness must be immediately reported to the supervisor or Department Head. All required medical treatment must be performed by a workers' compensation physician appointed by the County. Workers' Compensation is not a leave entitlement but only a wage replacement arrangement.

Payment for unauthorized medical treatment may not be covered pursuant to the Worker's Compensation Act.

No temporary Workers' Compensation benefits other than the payment of medical bills shall be paid until the employee has been disabled for a period of seven (7) calendar days from the work-related injury unless otherwise required by law.

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<sup>3</sup> The language in Article 16, Section 2 was amended to be consistent with the Employee Manual adopted by the Passaic County Board of County Commissioners via Resolution R-10-659. In the event a benefit in the Agreement is richer than what is set forth in the Employee Manual, that benefit shall stand.



While receiving workers' compensation benefits, the pension portion of an employee's benefits will still be paid by the County. If, however, an employee is receiving workers' compensation with pay, (which is defined as one hundred (100%) percent compensation of salary) the employee is responsible for all deductions including pension.

The County will not tolerate retaliation or discrimination against an individual because the individual has filed a claim for workers' compensation benefits. This prohibition includes denying or limiting any request for leave because an individual asserted a claim for workers' compensation benefits.

- b. Light Duty Policy. The County will endeavor to bring employees with temporary work-related injuries or illnesses back on the job as soon as possible. The County may recognize a special obligation arising out of the employment relationship and create a temporary light duty position for an employee when s/he has been injured while performing work for the Department and, as a consequence, is unable to perform his/her regular job duties.

The County will not treat an employee with a disability less favorably than an individual without a disability or screen out an individual on the basis of disability in granting such requests for light duty.

The County will grant such request, at its sole discretion, and on a case-by case basis in consideration of the medical report submitted by the workers' compensation physician, the recommendation of the insuring entity and Departmental staffing needs and requirements.

The County reserves the right to grant, refuse or terminate a light duty assignment at any time without cause unless it is in conflict with the mandates of the ADA, FMLA or NJFLA or other state or federal leave laws where applicable.

The employee and/or the Third Party Administrator (hereafter "TPA") are obligated to inform the County of the employee's medical progress and the County shall have the right to review same periodically.

Light duty assignments may be in any department and not just the employee's normal department.

Employees on light duty will receive their regular salaries. If light duty is approved, the employee or TPA must keep the County Administrator, Director of Personnel and Department Head informed of the medical progress. If at the end of light duty period the employee is not able to return to work without restrictions the employee should contact the Department of Personnel to discuss his or her options under state or federal law. This policy does not affect an employee's rights under the Americans with Disabilities Act, the Family and Medical Leave Act, the Fair Labor Standards Act, the Contagious or Life Threatening Illnesses Policy or other Federal or State law.

### **Section 3. Veterans Rights and Benefits.**

- a. The seniority rights of all employees who are serving pursuant to an appropriate law now in force or to be enacted, shall be maintained during such period of military

services. Each such employee shall have the right to reinstatement to the former position held or to a position of equal status, at the salary rate previously received by the employee at the time of said employee's induction into military service, together with all salary increases granted by the Employer to said employee's previous position during the period of such military service.

- b. Such reinstatement of veterans shall be in accordance with law in effect at the time of discharge.

#### **Section 4. Reserve Training.**

The Employer agrees to allow the necessary time, exclusive of weekend training, for any employee in the Reserves to perform the duties required when called on annual training without impairment of said employee's seniority rights or loss in pay for scheduled time lost.

### **ARTICLE 17. GRIEVANCE PROCEDURE**

#### **Section 1. Definition.**

A grievance shall be any difference of opinion, controversy, or dispute arising between the parties involving the interpretation or application of any provision of this Agreement.

#### **Section 2. Grievance in Writing.**

A grievance to be considered under this procedure must be initiated in writing within ten (10) calendar days from the time when the cause for the grievance occurred, and the procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance.

#### **Section 3. Procedure.**

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision.

#### **Section 4. Steps.**

- a. The grievance, when it first arises, shall be taken up orally between the employee, the shop steward, and the Department Head. The Department Head shall within ten (10) working days thereafter give an oral decision on the grievance.
- b. If no satisfactory settlement is reached during the first informal conference, then such grievance shall be reduced to writing and the shop steward shall serve the same upon the Director of Human Resources. Within ten (10) working days thereafter, the grievance shall be discussed between the Supervisor of the respective Department involved and a representative of the Union. A written decision shall be given to the Union within ten (10) working days thereafter.
- c. If the decision given by the Director of Human Resources to the Union does not satisfactorily settle the grievance, the Union shall notify the County Administrator

within ten (10) working days. The County Administrator shall either meet with the Union within ten (10) days to have the matter heard before the County's hearing officer. In either event, a written decision will be given to the Union within ten (10) working days thereafter.

- d. In the event the grievance is not satisfactorily settled by the meeting between the respective County Administrator and the representative of the Union, then both parties agree that within ten (10) calendar days either party may request the Public Employment Relations Commission (hereafter "PERC") to aid them in the selection of an Arbitrator, according to the rules and regulations of that Commission, who shall have full power to hear and determine the dispute and the Arbitrator's decision shall be final and binding, subject to the provisions of N.J.S.A. 2A:24-8. The grievance procedure shall comply with N.J.S.A. 34:13A-5.3.

#### **Section 5. Arbitrator's Powers.**

The arbitrator shall have no authority to change, modify, alter, substitute, add to or subtract from the provisions of this Agreement. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

#### **Section 6. Cost of Arbitration.**

The cost of the arbitration, other than the costs incurred individually by the parties in the preparation and presentation of their case to the arbitrator, shall be shared equally by the employer and the Union.

#### **Section 7. Designated Union Representative.**

The Union will notify the employer, in writing, of the names of its employees who are designated by the Union to represent employees under the grievance procedure.

### **ARTICLE 18. SENIORITY**

**Section 1.** The Employer shall establish and maintain a seniority list, by classification, of employees, names and dates of employment from date of last hire on a Department basis, with the employee with the longest length of continuous and uninterrupted classification service to be placed at the top of said seniority list. The name of all employees with shorter length of continuous service shall follow the name of such senior employee, in classification order, until the name of the employee with the shortest length of service appears at the foot of the list. The seniority of each employee shall commence from the employee's date of last hiring with the Employer.

**Section 2.** Other than seasonal and part-time employees, new employees retained beyond the ninety (90) days shall be considered regular employees and their length of service with the employer shall begin with the original date of their employment and their names placed on the "Seniority List". Such seniority list shall be kept up-to-date with additions and subtractions as required. New employees hired on a part-time basis shall be placed on a working test period twice that of regular employees.

**Section 3.** During the aforementioned probationary period, the Employer may discharge such employee for any reason whatsoever. An employee discharged during his probationary period shall not have recourse to the Grievance Procedure as set forth in this Agreement. The Employer shall have no responsibility for the re-employment of probationary employees if they are dismissed during the probationary period.

#### **ARTICLE 19. STAND-BY PAY**

**Section 1.** The County agrees that they will pay forty dollars (\$40.00) per weekday for each employee who is requested to be on stand-by and this shall work by seniority.

**Section 2.** The County agrees that they will pay fifty dollars (\$50.00) for Saturday, Sunday and holidays for each employee who is requested to be on stand-by and this shall work by seniority. If an employee on stand-by is called in, he shall receive stand-by pay plus all hours worked.

**Section 3.** On Christmas Eve, Christmas Day, New Year's Eve and New Year's Day, the employee who works the night shift will be on stand-by at home for those scheduled above, on a rotating basis.

**Section 4.** Any employee who is requested to be on stand-by must leave a phone number and must be at the number of he is subject to disciplinary action and will not be entitled to stand-by pay.

#### **ARTICLE 20. FEDERAL AND STATE FUNDED PROGRAM EMPLOYEES**

In accordance with PERC determination in re: Passaic County Board of County Commissioners, RO 7 152, 1977, such employees who are hired by the employer under specially funded programs, although supplement to the regular work force, are public employees within the meaning of the "Act".

The Union and the Employer agree that such supplement employees shall be folded into a seniority roster separate and apart from regular County employees for the purpose of layoff, transfer, promotion and demotion.

#### **ARTICLE 21. JOB VACANCIES & NEW JOBS CREATED**

**Section 1.** If new jobs are created or if permanent vacancies occur, in a higher-rated position, the employer shall determine the qualifications required for the position and shall determine which, if any, of the applicants meet the qualifications. The most senior of those determined to be qualified shall be deemed the successful bidder. If an employee is dissatisfied with the determination of the Employer, said employee may institute a meeting with the Department Head of the respective Department involved within three (3) calendar days after the notification of the selection is made, however, the decision of the Department Head of the respective Department involved may be made a subject for the grievance procedure.

**Section 2.** The Employer agrees to post a notice of such new jobs or vacancy on a bulletin board, in a visible area, for a period of five (5) working days. Such notice shall contain a description of the job, the rate, and when the job will be available. Departmental employees interested, in order to be eligible, must sign the notice. Preference will be granted on the basis of departmental seniority provided the applicant has the necessary skill and ability to perform the work required.

**Section 3.** If a bidder is a successful applicant, said employee will be notified by a notice placed on the bulletin board within five (5) working days after the expiration of the five (5) working days required under Section 2 above.

**Section 4.** Any employee so selected to fill such job shall be granted a trial period of up to ninety (90) calendar days. If it shall be determined by the Employer at any time after the first ninety (90) calendar days of the trial period that the promoted employee is not qualified to discharge the duties of the position to which said employee was promoted, the employee shall resume the former position held or a position equivalent thereto. The employee shall receive the rate for the job as of the day that person begins the trial period.

**Section 5.** The Employer shall establish the hourly rate for any new or materially changed job title and shall notify the Union in writing. If the Union files a written protest, the Union and the employer shall jointly study the new or changed job title and its relationship to the other job titles in the Employer's system on the basis of factors and procedures customarily used in job evaluation programs and shall determine the appropriate hourly wage rate accordingly.

#### **ARTICLE 22. FORCE REDUCTION**

**Section 1.** The Employer agrees that it will not engage any new employees unless all of the regular, full-time employees are working the scheduled hours noted in this Agreement, in accordance with job classification.

**Section 2.** In the reduction or restoration of the working force, the rule to be followed shall be by classification and the length of service with the Employer. In the event of staff reductions, the layoff procedures will be in accordance with Chapter 8 of the New Jersey Administrative Code. The employee with the least seniority shall be laid off first and in re-hiring, the reverse principle shall apply; namely, the last employee laid off shall be the first to be re-hired.

**Section 3.** In the event of a reduction in the number of persons in a job classification or of the abolishment of a job classification, the displaced employee may bump into a classification first which carries the same rate of pay.

**Section 4.** An employee's seniority shall cease under the following conditions:

- a. Resignation or termination of employment for cause;
- b. Failure to report for work for five consecutive days; or
- c. Lay-off of more than twelve (12) consecutive months.

#### **ARTICLE 23. DISCHARGE**

An employee shall not be discharged except for just and sufficient cause, except that newly engaged employees on probation shall be subject to dismissal for any cause whatsoever. The Union shall be notified of the discharge of any employee, except a probationary employee, at the time of such discharge and such notification shall set forth the reason for said discharge.

## ARTICLE 24. TERMINATIONS

**Section 1.** Separation from the service of the Employer may result from voluntary resignation of the employee, or by the involuntary termination of said employee's services.

**Section 2.** Employees who resign will tender their resignations in writing, if possible, at least two (2) weeks prior to the effective date of the resignation, in order to provide sufficient time for appointing and training the successor.

## ARTICLE 25. WORKING TEMPERATURE

**Section 1.** During the months of November, December, January and February the Employer under normal circumstances will endeavor to maintain the garage inside temperature at or above 58+2 degrees F.

**Section 2.** It is further understood that, if under normal circumstances, the Employer is unable to maintain temperature, and such condition persists for a period of four (4) or more hours in a given work shift, the Employer may re-assign the affected employees to other locations until the condition has been corrected.

## ARTICLE 26. GENERAL PROVISIONS

**Section 1.** The parties hereby agree to abide by all State and Federal Discrimination laws.

**Section 2.** No employee shall make or be requested to make any agreement or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

**Section 3.** The Employer shall provide reasonable bulletin board space for the posting of official Union notices. The Union shall provide a copy of all such notices to the Employer prior to posting.

**Section 4.** No clause in this Agreement shall be construed or interpreted as to imply any lowering of present wages or working conditions which are of benefit to all employees.

**Section 5.** The County shall provide a fifteen (15) minute rest period in the a.m. and a fifteen (15) minute rest period in the p.m.

**Section 6.** All previous benefits shall remain in effect.

**Section 7.** The County will be implementing an Alcohol and Drug Testing Policy. The Union recognizes the County's right to implement such a policy so long as the County agrees to negotiate certain aspects of this policy with the Union which may be negotiable.

**Section 8.** The County at its sole discretion can change from a bi-weekly payroll to a bi-monthly payroll.

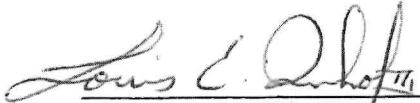
**ARTICLE 27. DURATION OF AGREEMENT**

This Agreement shall become effective on January 1, 2023 and shall continue in full force and effect until December 31, 2027. All terms and conditions set forth herein shall remain status quo until a new Agreement is bargained and ratified by the Parties. The Parties shall endeavor to negotiate a new Agreement at least ninety (90) days prior to the expiration date.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officials and duly considered officials, this 30th day of August 2023.

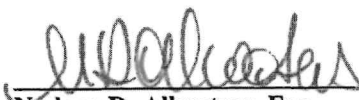
Attest:

COUNTY OF PASSAIC

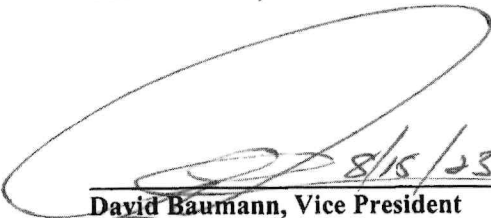
  
Louis E. Imhof III, Clerk  
Board of County Commissioners

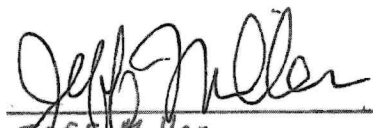
  
Bruce James, Director  
Passaic County Board of County Commissioners

AS TO FORM AND LEGALITY:

  
Nadege D. Allwaters, Esq.  
Passaic County Counsel

INTERNATIONAL BROTHERHOOD OF  
TEAMSTERS, LOCAL 125

  
8/15/23  
David Baumann, Vice President  
International Brotherhood of Teamsters,  
Local 125

  
Jeff Miller  
Shop Steward  
Local 125



LEVEL side bar TEAMSTERS LOCAL 125 SALARY GUIDE 1/1/2023  
 SUPERVISORS to  
 12/31/2027  
 1.5% for contract years 2023 thru 2027  
 2.5% COLA only if @ max

TITLES

| LEVEL | STEP 1   | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7                          |
|-------|----------|-----------|-----------|-----------|-----------|-----------|---------------------------------|
| 2022  | \$89,470 | \$93,760  | \$98,047  | \$102,333 | \$106,622 | \$110,910 | \$115,484 *for information only |
| 2023  | \$90,812 | \$95,166  | \$99,518  | \$103,868 | \$108,222 | \$112,574 | \$117,216                       |
| 2024  | \$92,174 | \$96,593  | \$101,011 | \$105,426 | \$109,845 | \$114,263 | \$118,974                       |
| 2025  | \$93,556 | \$98,042  | \$102,526 | \$107,008 | \$111,493 | \$115,976 | \$120,759                       |
| 2026  | \$94,960 | \$99,513  | \$104,064 | \$108,613 | \$113,165 | \$117,716 | \$122,570                       |
| 2026  | \$96,384 | \$101,006 | \$105,625 | \$110,242 | \$114,863 | \$119,482 | \$124,409                       |

| Max Bonus | 2023 | 2024 | 2025 | 2026 | 2027 |
|-----------|------|------|------|------|------|
|           | n/a  | n/a  | n/a  | n/a  | n/a  |

| LEVEL   | TEAMSTERS LOCAL 125 |             | SALARY GUIDE |          |          |          |          |          |          |          |          |          |          |          |          |         |         |  |
|---|---------------------|-------------|--------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|---------|--|
|   | RS6                 | SUPERVISORS | STEP 1       | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   | STEP 7   | STEP 8   | STEP 9   | STEP 10  | STEP 11  | STEP 12  | STEP 13  | STEP 14 | STEP 15 |  |
|   |                     |             |              |          |          |          |          |          |          |          |          |          |          |          |          |         |         |  |
| <b>TITLES</b>                                     |                     | None        |              |          |          |          |          |          |          |          |          |          |          |          |          |         |         |  |
| 16  |                     |             |              |          |          |          |          |          |          |          |          |          |          |          |          |         |         |  |
| 2022  | \$52,775            | \$54,653    | \$56,597     | \$58,614 | \$60,700 | \$62,868 | \$65,106 | \$67,425 | \$69,828 | \$71,106 | \$72,351 | \$73,617 | \$74,906 | \$76,216 | \$77,533 |         |         |  |
| 2023  | \$53,567            | \$55,473    | \$57,446     | \$59,493 | \$61,611 | \$63,811 | \$66,082 | \$68,436 | \$70,875 | \$72,172 | \$73,436 | \$74,721 | \$76,030 | \$77,360 | \$78,696 |         |         |  |
| 2024  | \$54,237            | \$56,166    | \$58,165     | \$60,236 | \$62,381 | \$64,608 | \$66,908 | \$69,291 | \$71,761 | \$73,075 | \$74,354 | \$75,655 | \$76,980 | \$78,327 | \$79,679 |         |         |  |
| 2025  | \$55,050            | \$57,009    | \$59,037     | \$61,140 | \$63,316 | \$65,577 | \$67,912 | \$70,331 | \$72,838 | \$74,171 | \$75,469 | \$76,790 | \$78,135 | \$79,502 | \$80,875 |         |         |  |
| 2026  | \$55,738            | \$57,721    | \$59,775     | \$61,904 | \$64,108 | \$66,397 | \$68,761 | \$71,210 | \$73,748 | \$75,098 | \$76,413 | \$77,750 | \$79,112 | \$80,495 | \$81,886 |         |         |  |
| 2027  | \$56,574            | \$58,587    | \$60,672     | \$62,833 | \$65,069 | \$67,393 | \$69,792 | \$72,278 | \$74,854 | \$76,224 | \$77,559 | \$78,916 | \$80,299 | \$81,703 | \$83,114 |         |         |  |
| *2022 is carry over salary from previous contract |                     |             |              |          |          |          |          |          |          |          |          |          |          |          |          |         |         |  |

| LEVEL  | 18  | TEAMSTERS LOCAL 125 SUPERVISORS  | SALARY GUIDE | 01/01/23 to 12/31/27 | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP |
|--------|---|--|--------------|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|------|
| TITLES |   |  |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 06601   | Assistant Supervising Carpenter (Carpenter Assistant Supervisor Supervising)             |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 06608   | Assistant Supervising Electrician (Electric Assistant Supervisor)                        |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 07337   | Assistant Supervising Maintenance Repairer (Maintenance Repairer Assistant Supervisor)   |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 07347   | Assistant Supervising Maintenance Repairer LPL   |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 07609   | Assistant Supervising Plumber (Plumbing Assistant Supervisor)                            |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 06440   | Assistant Supervisor Mosquito Extermination (Mosquito Exterminator Assistant Supervisor) |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 06732   | Maintenance Worker 3 Grounds (Parks Assistant Supervisor)                                |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
|        | 06466   | Supervisor Building Services   |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |
| LEVEL  | 18  | STEP   | STEP         | STEP                 | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP |
|        |   | 1  | 2            | 3                    | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |      |      |
|        | 2022  | \$54,879   | \$56,804     | \$58,790             | \$60,850 | \$62,975 | \$65,179 | \$67,462 | \$69,828 | \$72,274 | \$73,598 | \$74,886 | \$76,196 | \$77,528 | \$78,780 | \$80,268 |      |      |
|        | 2023  | \$55,702   | \$57,656     | \$59,671             | \$61,763 | \$63,920 | \$66,157 | \$68,474 | \$70,875 | \$73,358 | \$74,702 | \$76,010 | \$77,339 | \$78,691 | \$79,961 | \$81,472 |      |      |
|        | 2024  | \$56,398   | \$58,377     | \$60,417             | \$62,535 | \$64,719 | \$66,984 | \$69,330 | \$71,761 | \$74,275 | \$75,635 | \$76,960 | \$78,306 | \$79,675 | \$80,961 | \$82,490 |      |      |
|        | 2025  | \$57,244   | \$59,253     | \$61,324             | \$63,473 | \$65,690 | \$67,989 | \$70,370 | \$72,838 | \$75,389 | \$76,770 | \$78,114 | \$79,480 | \$80,870 | \$82,175 | \$83,728 |      |      |
|        | 2026  | \$57,960   | \$59,994     | \$62,090             | \$64,267 | \$66,511 | \$68,838 | \$71,249 | \$73,748 | \$76,331 | \$77,730 | \$79,090 | \$80,474 | \$81,881 | \$83,203 | \$84,774 |      |      |
|        | 2027  | \$58,829   | \$60,893     | \$63,021             | \$65,231 | \$67,509 | \$69,871 | \$72,318 | \$74,854 | \$77,476 | \$78,895 | \$80,277 | \$81,681 | \$83,109 | \$84,451 | \$86,046 |      |      |
|        | *2022 is carry over salary from previous contract |  |              |                      |          |          |          |          |          |          |          |          |          |          |          |          |      |      |



| LEVEL   | 19FA     | TEAMSTERS LOCAL 125 SUPERVISORS   | SALARY GUIDE | 01/01/23 to 12/31/27 | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP | STEP |
|---|----------|---|--------------|----------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|------|------|
|   | RS9      |   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| TITLES  |          |   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 03936   |          | Supervising Road Inspector  |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06731   |          | Maintenance Supervisor Grounds (Supervisor Parks)   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06654   |          | Road Repairer Supervisor (Road Supervisor)  |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06600   |          | Supervising Carpenter (Carpenter Supervisor)  |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06605   |          | Supervising Electrician (Electric Supervisor)   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06729   |          | Supervising Greenskeeper (Greenskeeper Supervisor)  |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 07328   |          | Supervising Plumber (Plumbing Supervisor)   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06441   |          | Supervisor Mosquito Extermination (Mosquito Exterminator Supervisor)                      |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 07960   |          | Supervisor Water Management Mosquito Extermination (added under contract 1/1/08-12/31/12) |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| 06482   |          | Tree Maintenance Supervisor (Tree Supervisor)   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |
| LEVEL   | STEP     | STEP  | STEP         | STEP                 | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP | STEP |
| 19FA  | 1        | 2   | 3            | 4                    | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |      |      |      |
| 2022  | \$59,361 | \$61,365  | \$63,434     | \$65,574             | \$67,793 | \$70,075 | \$72,441 | \$74,888 | \$77,410 | \$78,828 | \$80,207 | \$81,611 | \$83,039 | \$84,493 | \$85,970 |      |      |      |
| 2023  | \$60,252 | \$62,285  | \$64,386     | \$66,557             | \$68,809 | \$71,126 | \$73,528 | \$76,012 | \$78,571 | \$80,010 | \$81,410 | \$82,835 | \$84,285 | \$85,760 | \$87,260 |      |      |      |
| 2024  | \$61,005 | \$63,064  | \$65,190     | \$67,389             | \$69,670 | \$72,016 | \$74,447 | \$76,962 | \$79,553 | \$81,010 | \$82,428 | \$83,870 | \$85,338 | \$86,832 | \$88,351 |      |      |      |
| 2025  | \$61,920 | \$64,010  | \$66,168     | \$68,400             | \$70,715 | \$73,096 | \$75,564 | \$78,116 | \$80,747 | \$82,225 | \$83,664 | \$85,128 | \$86,618 | \$88,135 | \$89,676 |      |      |      |
| 2026  | \$62,694 | \$64,810  | \$66,995     | \$69,255             | \$71,599 | \$74,009 | \$76,508 | \$79,093 | \$81,756 | \$83,253 | \$84,710 | \$86,193 | \$87,701 | \$89,237 | \$90,797 |      |      |      |
| 2027  | \$63,634 | \$65,782  | \$68,000     | \$70,294             | \$72,673 | \$75,120 | \$77,656 | \$80,279 | \$82,982 | \$84,502 | \$85,981 | \$87,485 | \$89,017 | \$90,575 | \$92,159 |      |      |      |
| *2022 is carry over salary from previous contract |          |   |              |                      |          |          |          |          |          |          |          |          |          |          |          |      |      |      |

| LEVEL  | 20       | TEAMSTERS LOCAL 125 SALARY GUIDE |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
|--|----------|----------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|------|------|------|------|--|
|  |          | SUPERVISORS                      |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
| RSA  |          | 01/01/23                         |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
|  |          | to                               |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
|  |          | 12/31/27                         |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
| TITLES   |          |                                  |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
| 06654 Road Repairer Supervisor (Assistant General Supervisors Roads) |          |                                  |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |
| LEVEL  | STEP     | STEP                             | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP | STEP | STEP | STEP |  |
| 20   | 1        | 2                                | 3        | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |      |      |      |      |      |  |
| 2022   | \$61,732 | \$63,780                         | \$65,886 | \$68,080 | \$70,332 | \$72,660 | \$75,064 | \$77,560 | \$80,117 | \$81,586 | \$83,015 | \$84,467 | \$85,945 | \$87,448 | \$88,979 |      |      |      |      |      |  |
| 2023   | \$62,658 | \$64,736                         | \$66,875 | \$69,101 | \$71,387 | \$73,750 | \$76,190 | \$78,724 | \$81,319 | \$82,810 | \$84,260 | \$85,734 | \$87,234 | \$88,759 | \$90,313 |      |      |      |      |      |  |
| 2024   | \$63,441 | \$65,546                         | \$67,711 | \$69,964 | \$72,280 | \$74,672 | \$77,143 | \$79,708 | \$82,336 | \$83,845 | \$85,313 | \$86,806 | \$88,324 | \$89,869 | \$91,442 |      |      |      |      |      |  |
| 2025   | \$64,392 | \$66,529                         | \$68,726 | \$71,014 | \$73,364 | \$75,792 | \$78,300 | \$80,904 | \$83,571 | \$85,103 | \$86,593 | \$88,108 | \$89,649 | \$91,217 | \$92,814 |      |      |      |      |      |  |
| 2026   | \$65,197 | \$67,360                         | \$69,585 | \$71,902 | \$74,281 | \$76,739 | \$79,279 | \$81,915 | \$84,615 | \$86,167 | \$87,675 | \$89,210 | \$90,770 | \$92,357 | \$93,974 |      |      |      |      |      |  |
| 2027   | \$66,175 | \$68,371                         | \$70,629 | \$72,980 | \$75,395 | \$77,890 | \$80,468 | \$83,144 | \$85,884 | \$87,459 | \$88,990 | \$90,548 | \$92,131 | \$93,743 | \$95,384 |      |      |      |      |      |  |
| *2022 is carry over salary from previous contract                    |          |                                  |          |          |          |          |          |          |          |          |          |          |          |          |          |      |      |      |      |      |  |

| LEVEL   | 21       | TEAMSTERS LOCAL 125 SALARY GUIDE                           |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
|---|----------|--|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|------|----------------------------|------|------|
|   |          | RSB  | SUPERVISORS |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
| TITLES  |          |  |             |          |          |          |          |          |          |          |          |          |          |          |          |      | 01/01/23<br>to<br>12/31/27 |      |      |
| 01924@  |          | Golf Superintendent (added under contract 1/1/08-12/31/12) |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
| 01363@  |          | Coordinator of Maintenance Services                        |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
| 06724   |          | Supervising Mechanic                                       |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
| 06725   |          | Supervising Mechanic Diesel                                |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |
| LEVEL   | STEP     | STEP   | STEP        | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP     | STEP | STEP                       | STEP | STEP |
| 21  | 1        | 2  | 3           | 4        | 5        | 6        | 7        | 8        | 9        | 10       | 11       | 12       | 13       | 14       | 15       |      |                            |      |      |
| 2022  | \$64,203 | \$66,286   | \$68,443    | \$70,665 | \$72,967 | \$75,332 | \$77,786 | \$80,318 | \$82,923 | \$84,443 | \$85,919 | \$87,423 | \$88,954 | \$90,509 | \$92,094 |      |                            |      |      |
| 2023  | \$65,166 | \$67,281   | \$69,470    | \$71,725 | \$74,062 | \$76,462 | \$78,952 | \$81,523 | \$84,167 | \$85,710 | \$87,208 | \$88,735 | \$90,288 | \$91,867 | \$93,476 |      |                            |      |      |
| 2024  | \$65,981 | \$68,122   | \$70,338    | \$72,622 | \$74,987 | \$77,418 | \$79,939 | \$82,542 | \$85,219 | \$86,781 | \$88,298 | \$89,844 | \$91,417 | \$93,015 | \$94,644 |      |                            |      |      |
| 2025  | \$66,970 | \$69,144   | \$71,393    | \$73,711 | \$76,112 | \$78,579 | \$81,138 | \$83,780 | \$86,497 | \$88,083 | \$89,623 | \$91,191 | \$92,788 | \$94,410 | \$96,064 |      |                            |      |      |
| 2026  | \$67,808 | \$70,008   | \$72,286    | \$74,632 | \$77,064 | \$79,561 | \$82,153 | \$84,827 | \$87,578 | \$89,184 | \$90,743 | \$92,331 | \$93,948 | \$95,591 | \$97,265 |      |                            |      |      |
| 2027  | \$68,825 | \$71,058   | \$73,370    | \$75,752 | \$78,220 | \$80,755 | \$83,385 | \$86,099 | \$88,892 | \$90,521 | \$92,104 | \$93,716 | \$95,357 | \$97,024 | \$98,724 |      |                            |      |      |
| *2022 is carry over salary from previous contract |          |  |             |          |          |          |          |          |          |          |          |          |          |          |          |      |                            |      |      |



