



AGREEMENT

BETWEEN

TOWNSHIP OF OCEAN

AND

CONSTRUCTION AND GENERAL LABORERS

UNION LOCAL 172 OF SOUTH JERSEY

(PUBLIC WORKS AND UTILITY WORKERS)

JANUARY 1, 2018 - DECEMBER 31, 2022

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THIS AGREEMENT, made and entered into this day of by and between the Township of Ocean, Ocean County, New Jersey, hereinafter referred to as the "Employer" and CONSTRUCTION AND GENERAL LABORERS UNION, LOCAL 172 OF SOUTH JERSEY. hereinafter referred to as the "Union".

PREAMBLE

This Agreement represents the complete and final understanding on all bargainable issues between the Employer and the Union and is designed to maintain and promote a harmonious relationship between the Employer and such of its employees who are covered by Article I, Section I, Recognition.

ARTICLE I COLLECTIVE BARGAINING

SECTION I. RECOGNITION

The Employer recognizes the Union as the sole and/or exclusive bargaining agent for the purposes of establishing salaries, wages, hours, and other conditions of employment for all of its covered employees, whose titles are set forth in Appendix B - Salary Schedule.

SECTION II. FULLY BARGAINED

The parties agree that they have fully bargained and agreed upon all terms and conditions of this Agreement and that same incorporates the complete and final understanding, and settlement by the parties of all bargainable issues which were or could have been subject of negotiations.

ARTICLE II COLLECTIVE BARGAINING UNIT PROVISIONS

SECTION I. EQUAL TREATMENT

The Employer agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, union membership or union activities.

The Employer and the Union agree not to interfere with the right of employees to become or not to become members of the Union, and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

SECTION II. UNION REPRESENTATION AND ACCESS

A. Shop Steward: The Employer agrees to recognize a maximum of one (1) shop steward and one (1) alternate shop steward selected by the Union.

B. Access by Union Officials: Union officials and duly authorized Union representatives, whose names and identification have been previously submitted to and acknowledged by the Employer, shall be admitted to the premises of the Employer upon reasonable advanced notice and approval from the Employer or designee.

Nothing in this section shall be construed to limit the free flow of information between the Union and covered employees but is solely intended to allow for the orderly scheduling and progression of daily work requirements.

SECTION III. DUES AND DEDUCTIONS

A. Union Dues: Upon receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly Union dues of such employee from his paycheck, and remit such deduction by the tenth (10th) day of the succeeding month to the official designated by the Union, in writing, to receive such deductions. The Union will notify the Employer, in writing, of the exact amount of such regular membership dues to be deducted.

B. Termination of Union Membership: Any employee may, in writing, terminate his respective dues deduction authorization as of July 1st, or January 1st of the contract year.

C. Representation Fee: In accordance with the provisions of N.J.S.A. 34:13A-5.5, as amended, the Employer shall deduct and pay over to the Union a representation fee in lieu of dues by payroll deduction from the salaries of all employees covered by this Agreement who are not members of the Union. The said representation fee in lieu of dues, which shall not exceed 85% of the regular membership dues, shall be paid over to the Union treasurer within the same time limits as Section III, paragraph A.

The Union agrees to establish and maintain a "demand and return" system whereby employees who are required to pay the representation fee in lieu of dues may demand the return of the "pro-rata share", if any, subject to refund in accordance with the provisions of the N.J.S.A.34:13A-5.5, as amended. The demand and return system shall also provide that employees who pay the representation fee in lieu of

dues may obtain review of the amount paid through full and fair proceedings placing the burden of proof on the Union. Such proceedings shall provide for an appeal by either the Union or the employee to the review board established by such purposes by the Governor in accordance with N.J.S.A. 34:13A-5.5, as amended.

If during the term of this Agreement there shall be any change in the rate of membership dues which affects the amount of the representation fee in lieu of dues, Union shall furnish to the Employer written notice thirty (30) days prior to the effective date of such change.

ARTICLE III MANAGEMENT RIGHT

SECTION I. EMPLOYER RESPONSIBLE

It is recognized that the management of the Employer and the control of its properties and the maintenance of order and efficiency, is solely a responsibility of the Employer. Accordingly the Employer retains the rights including, but not limited to, select and direct the working forces including the right to hire suspend or discharge, for just cause, assign, promote or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work, decide the number of locations of its facilities. stations, etc., determine the work to be performed, maintenance and repair amount of supervision and training programs necessary, machinery and tool equipment, methods, schedules of work together with selection, procurement, designing, engineering and the control of equipment and materials, and purchase services of other, contract or otherwise.

SECTION II. CHANGES FOR MODIFICATIONS TO RULES AND REGULATIONS

Proposed modifications, changes, or new rules and regulations will be presented to the Union prior to formal adoption. The Union may make recommendations with regard to the aforementioned proposed modifications, changes or new rules and regulations.

SECTION III. CLASSIFICATION OF JOB DESCRIPTION

The classification for employees covered by this Agreement shall be established by the Employer and presented to the Union.

Within department structure, job title classifications are inclusive of all job titles subordinate of them in Appendix B. All duties and responsibilities for each title are to be determined by the Superintendent of the department.

If during the term of this Agreement the Employer determines that new job classifications be established or that changes be made in existing job classifications, the parties agree that they will consult with a view to arriving at a mutually acceptable determination, including the rate of pay thereof, prior to same being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure.

SECTION IV. DISCIPLINARY ACTIONS

An employee may be disciplined in accordance with general law and this Article by any of the following actions, which are stated in order of severity, for the causes stated in this section. No employee shall be suspended or dismissed without the written approval of the Township Committee within fourteen (14) days.

1. Informal, verbal reproof.
2. Written reproof.

3. Suspension from duty, without pay.

(a) First offense: One day

(b) Second offense: Three days

(c) Third offense: Five days

4. Transfer or demotion.

5. Dismissal.

Disciplinary action may be invoked under the following circumstances, but not limited to the Below:

1. Neglect of duty
2. Absence without leave or failure to report after authorized leave has expired, or after such leave has been disapproved or revoked.
3. Incompetence or inefficiency.
4. Insubordination or serious breach of discipline
5. Intoxication while on duty
6. Disobedience of a rule or regulation of the Township

Prior notices of reprimand and/or discipline/suspension contained in an employee's personnel file shall remain in the employee's file without alteration providing the employee has the right to insert rebuttal to the notice.

ARTICLE IV EMPLOYMENT AND SENIORITY

SECTION I. PROBATIONARY PERIOD

A. Probationary Employees: Newly hired employees shall be considered probationary employees until completing a working test (probationary) period of no less than ninety (90) calendar days. The employer reserves the right to extend the probationary period to a maximum of one hundred and eighty days (180). Probationary employees are not entitled to any benefits except as specifically set forth in this agreement. Probationary employees may be terminated at any time without recourse whatsoever.

B. Permanent Employees: All existing covered employees except for those existing covered employees hired during the ninety (90) calendar days immediately preceding the execution of this Agreement shall be considered permanent employees. Any covered employee hired subsequent to the execution of this Agreement or during the ninety (90) day period prior to the execution of this Agreement shall be deemed a permanent employee only upon completion of the requisite probationary period or extended probationary period, where applicable. Upon obtaining permanent employee status, a covered employee's seniority shall be computed based upon the employee's date of commencement of employment.

C. Covered Employee: All full-time probationary and permanent employees whose titles are set forth in Appendix B to this Agreement shall in the interpretation of this Agreement be classified as covered employees.

SECTION II. DEFINITION OF SENIORITY

A. Seniority is defined as the length of a covered employee's continuous service with the Employer. Length of continuous service shall be computed from the date the employee was first hired by the Employer except where, as provided below, seniority of any such employee shall be computed from the date on which he shall have been rehired.

B. In the event two (2) or more employees are hired on the same date, the order of placement on the seniority list shall be determined by the date of application. If the date of application is the same then the time of day application was filed will govern.

SECTION III. TERMINATION OF SENIORITY

Any employee's continuous service shall be broken so that no prior period or periods of employment shall be counted and his right to seniority shall cease upon any of the following:

1. Discharge
2. Voluntary quitting
3. Leave of absence or layoff for a period of more than six (6) months
4. Failure of an employee to return to work upon recall within two (2) weeks from the time the Employer has sent a notice to return to the employee's last known address appearing

on the Employer's records unless excused by the Employer by reason of illness or other reasonable cause.

5. Absence without notice for three (3) days.
6. Employer agrees seniority will not be terminated due to work related injury or non-work related injury.

SECTION IV. SENIORITY LISTS AND UPDATES

The Employer shall maintain an accurate, up-to-date seniority roster showing each covered employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request. The Public Works and Utility Units have a separate seniority list for overtime, layoffs, advancements and promotions.

SECTION V. SENIORITY TO PREVAIL

In all applications of seniority, where ability to perform work and physical fitness are equal, seniority shall be given preference in layoffs, and recall.

SECTION VI. LAYOFF

A. Seniority to prevail: In the event of layoff, seniority shall prevail, providing the employee has the necessary qualifications, skills and abilities to perform whatever work may be available.

B. Recall Order: Employees on layoff shall be recalled in the inverse order of layoff, providing the employee has the necessary qualifications and skills and abilities for the work available. The Employer will not hire new employees while there are employees on the recall list qualified to perform the duties of the vacant position, unless such employees on recall refuse to accept such employment verbally within one (1) week of notice or fails to return within two (2) weeks of issuance of notice to return.

C. Job Opening Bids:

1. Bids: In the event of a job opening or the establishment of a new job classification, the Employer agrees to post a notice of said vacancy.

2. Trial Period: Existing employees who bid shall be evaluated by the Employer and may be awarded the job upon consideration of such things as: seniority, job evaluation, physical fitness, skill and ability to perform the posted job. The parties recognize, however, that the award of any employment position is within the sole discretion of the Employer and is not subject to contest. An existing employee awarded the job shall be given a trial period on the job not to exceed sixty (60) calendar days. During this trial period, the employee shall retain his permanent employee status. Newly hired employees appointed to the position shall be considered probationary employees as provided for in this Article.

ARTICLE V. GENERAL PROVISION

SECTION I. UNION NOTICES AND POSTING

The Employer agrees to make available a bulletin board at the workplace. The said bulletin board shall be used for posting of the following notices: union meetings, union elections and returns, union appointments to office and union recreational or social affairs.

SECTION II. EMERGENCY RECALL

In an emergency, each and every employee shall be subject to call for overtime duty and it is each employee's responsibility to cooperate and accept such overtime work when required. All bargaining unit personnel will be called for overtime in emergency situations before calling for outside contractors. Emergency is hereby defined as that period of time when the health, safety, and general welfare of the public is in jeopardy. The determination as to what conditions constitute an emergency will be at the sole discretion of the Employer.

SECTION III. SAFETY AND HEALTH

The Employer will make a reasonable effort for the safety and health of its employees. **Physical Inoculations:** The employer shall provide shots for Hepatitis B, unless refused by the employee, at no cost, as per OSHA suggestions. Employee must sign an appropriate hold harmless release to the Township for refusing. Notwithstanding any provision in this article or this agreement contrary, the employee must obtain their Hepatitis B shot by one of the following methods: 1) By going to a doctor approved by the health plan offered by the Employer 2) By going to a doctor which is covered under the employee's spouse, town is responsible for co-pay 3) By receiving a free shot through O.C.B.H.4) By going to the Township approved doctor to obtain shots. Reimbursement for the co-pay is up to \$25.00 and must supply receipt of paid from doctor's office.

As of January 1, 2005 and each subsequent January, all members of Union Local 172 of South Jersey (Public Works and Utility Workers) must have an annual physical and drug test by the Township Physician. All Union Local 172 of South Jersey employees including all titles will be subject to the random drug-testing program that is to be performed throughout the year.

SECTION IV. ACCESS TO PERSONNEL FOLDER AND EVALUATIONS

An employee shall, within three (3) working days of written request to the Employer, have an opportunity to review the employee's personnel folder in the presence of an appropriate official of the Personnel Department to examine any criticism, recommendation or any performance evaluation or conduct evaluation prepared by the Employer during the term of this Agreement. The employee shall be allowed to respond in a reasonable length of time to anything therein and said response shall be placed in his file. Access to the employee's personnel folder shall be limited to personnel director, the Township Committee and the employee. The employee, at his request, will receive an updated copy of his personal record on a semi-annual basis. The employee records may be supplemented, sealed and deleted, providing the employee has the right to insert his/her objection in his/her file.

ARTICLE VI INSURANCE, RETIREMENT, SEPARATION AND DEATH BENEFIT

SECTION I. MEDICAL INSURANCE

The Employer shall provide medical and insurance enrollment for all employees and the employees' families covered by this Agreement. All employees shall make health care contribution according to Appendix A- Health Care Contribution Schedule (P.L. 2011, c. 78).

The Employer will provide, at no cost to the employee, life insurance in the amount of ten thousand (\$10,000.00) dollars to be paid to the employee's beneficiary at time of death, so long as the employee is in the employ of the Employer at such time.

The Employer shall have the option of checking other plans. The Employer may institute another plan as long as it provides for at least the same or superior coverage.

The Employer will provide an optical plan for the employee under terms agreed to under medical coverage.

The Employer agrees to provide the employee after 25 years of service with the municipality, military time included, with healthcare benefits for the employee and spouse upon retirement. However with the respect to any employee hired subsequent to July 1, 2018, the municipality shall only assume coverage for the employee only upon retirement.

SECTION II. RETIREMENT BENEFITS

The Employer agrees to provide retirement benefits (PERS) in accordance with applicable New Jersey statutes.

SECTION III. PAYMENT FOR UNUSED SICK LEAVE

Upon retirement or separation, subsequent to the date of the Agreement, an employee shall be reimbursed, at his/her regular base rate of pay, for accumulated, unused sick time provided, however, the maximum amount of said reimbursement shall not exceed a sum of equal to eighty-five (85) days of pay or Twelve thousand (\$12,000.00) dollars. A retiring employee shall notify the Employer of his intention to retire ninety (90) days before date of retirement. Payment shall be made within: ninety (90) days from the retirement date where proper notice has been given to the Employer.

An employee may sellback a maximum of ten (10) sick days per year in excess of forty (40) days, to be paid the first pay period in December. Request must be made by November 30, must be signed by department head.

Sick time shall be prorated upon separation and/or termination.

SECTION IV. PAYMENT OF ACCRUED VACATION TIME

An employee who is retiring or who has otherwise separated, except for cause or quit without proper notice, shall be entitled to the vacation allowance pro-rated for the current year in which the

separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

SECTION V. PAYMENT OF ACCRUED VACATION TIME AT DEATH

Whenever a permanent employee dies, having any earned vacation leave, there shall be calculated and paid to the employee's estate a sum of money equal to the product of the earned vacation, and employee's base rate of pay at the time of death. Payment of accrued time shall be prorated on an accumulated basis.

SECTION VI. UNEMPLOYMENT INSURANCE

It is mutually agreed that in order to protect an employee against loss of income during those periods when same is not working for the Employer through no fault of the employee, the Employer shall contribute to the state mandated unemployment insurance program on behalf of all employees.

ARTICLE VII WORK UNIFORMS

The Employer shall provide to each employee one-thousand five hundred (\$1,500.00) dollar clothing allowance each contract year, effective first pay in February of each contract year. The Employer shall approve all such clothing, shoes and foul weather gear which must meet state and federal requirements. The employee must be in required uniform or be subject to disciplinary actions. Uniform, Navy Blue Pants, Grey shirt, Steel or composite toe six (6) inch or higher boots. Clothing must be in presentable condition.

The Employer will pay a clothing allowance to new employee that is pro-rated by the number of months a new employee is employed before the annual payment and after the completion of the probationary period.

ARTICLE VIII HOURS OF WORK

SECTION I. WORKDAY

The normal work day shall be eight (8) hours- to be determined by management.

SECTION II. WORK WEEK

The normal work week shall be Thursday through Wednesday. The number of hours worked by employees in a normal work week shall be forty (40) hours per week.

SECTION III. REST PERIODS AND WASH- UP TIME

All employees shall receive a fifteen (15) minute rest period during every four (4) hour period worked. All employees shall be granted a fifteen (15) minute wash up time which shall be taken at the Township Garage immediately preceding lunch and the end of the work day.

SECTION IV. CALL OUT PROCEDURE

An employee calling out sick or using personal time must contact the department head to record day.

During a State of Emergency or snowstorm, personal and sick time cannot be used unless the employee presents a doctor's note upon his arrival back at work.

ARTICLE IX HOLIDAYS

SECTION I. ELIGIBILITY

A. Permanent Employees Only: Only full time permanent and probationary employees are eligible for holiday pay.

B. Qualifier Clause: In order to qualify for holiday pay, employee must work both their scheduled workdays immediately preceding and immediately following the holiday. An employee must have a minimum of five (5) days prior approval to use an excused absence (i.e. vacation, floating holiday or personal time for the days preceding and immediately following the holiday).

If the employee does not have an approved excused absence for the days preceding and immediately following, the employee will not be paid for the holiday and unexcused time.

SECTION II. RECOGNIZED HOLIDAYS

There shall be the following paid holidays during the term of this Agreement:

New Year's Day	Columbus Day
Martin Luther King Day	Veterans Day
President's Day	Thanksgiving Day
	Day after Thanksgiving
Good Friday	One Half (1/2) Day Christmas Eve
Memorial Day	Christmas Day
Independence Day	Floating Holiday (to be designated by the
Labor Day	employee)

Floating Holiday is scheduled by an employee and must have 5-day prior written approval. It must be used during the calendar year January 1 -December 31. Floating Holidays are non-cumulative. A permanent full-time employee is entitled to the one (1) Floating Holiday after their successful completion of their probationary period.

SECTION III. CELEBRATION OF SATURDAY AND SUNDAY HOLIDAYS

In the event a holiday falls on a Saturday it shall be celebrated on the preceding Friday. In the event a holiday falls on a Sunday it shall be celebrated on the following Monday.

SECTION IV. HOLIDAY DURING VACATION PERIOD

In the event a holiday falls within an employee's vacation period, the holiday shall be celebrated, and that day will not be charged against the employee's vacation time.

SECTION V. HOLIDAY DURING PAID SICK LEAVE

Whenever a holiday falls during the time an employee is on paid sick leave, the holiday will be celebrated and that day will not be charged against his sick leave.

SECTION VI. HOLIDAY DURING NON-PAID LEAVE

Employees who are on leave of absence without pay will not be eligible for holiday pay.

ARTICLE X PAID LEAVES OF ABSENCE

SECTION I. SICK LEAVE

A. Accrual: Employee shall receive fifteen (15) sick days per year effective January 1st of the contract year. During the first year of employment, employees shall earn one and one-quarter (1-1 4) sick days per month through December. Unused sick days shall accumulate for an unlimited amount of days subject to provisions of Article 6, Section III. Sick leave credits shall continue to accrue while an employee is on any leave with pay. Credits shall not accrue while an employee is on any leave without pay.

Employees who are unable to work for three (3) consecutive days or are ill and prohibited from working on the day before or after a holiday or scheduled vacation day, must present a doctor's note upon the arrival of the employees first day back at work verifying the illness and his/her inability to work during that time frame.

B. Carryover: Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

C. Usage for Approved Purposes Only: Sick leave may be utilized by employees only if they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease, not work connected. In addition, at the discretion of the employer, sick leave may be utilized by the employee to attend a member of the immediate family (if employee is absolutely needed) who is seriously ill and required the employees' care.

When an employee has no hours remaining of sick or personal time and calls in sick or personal time, if the employee has hours in vacation time available, vacation time will be charged for the time off.

SECTION II. PERSONAL DAYS

A. Usage: Effective January 1st of the contract year (3) personal days per year may be used on an as needed basis, unless requesting the day before or after a holiday. This must be submitted and approved five (5) days prior to the holiday for an excused absence.

An employee must submit a time out request slip upon their return to work stating the date the personal time was taken on an as needed basis, unless before or after a holiday or during a State of Emergency or snowstorm. The respective employee shall be paid their basic rate of pay for any such days of excused absence, which occur during their normal work week but in no event more than eight (8) hours for any one (1) day.

Personal Days shall be pro-rated upon separation and/or termination. Personal time is non-cumulative.

Personal Time cannot be used during a State of Emergency and/or snowstorm.

B. Funeral Leave: In the event of a death in the employee or the employee's spouse's immediate Family (spouse, child, father, mother, sister, brother, in-laws, grandparents, stepparents and stepchildren), the employee will be granted a leave of absence with pay not to exceed five (5) days. For death of grandchildren, the employee will be granted a leave of absence with pay not to exceed two (2) days. For death of first aunts or first uncles, and first cousins, the employee will be granted a leave of absence with pay not to exceed one (1) day.

ARTICLE XI NON-PAID LEAVES OF ABSENCE

SECTION I. EMPLOYER'S DISCRETION

All leaves of absence without pay shall be at the discretion of the Employer.

SECTION II. APPLICATION REQUIRED

The employer may grant its permanent employees a leave of absence without pay up to six (6) months. The employer may, at their discretion, extend a leave of absence at the request of an employee.

SECTION III. OCCUPATIONAL INJURY

An employee who is certified as absent on account of a disability or accident caused in the usual course of his/her employment shall not have such absence charged against his/her sick leave. All other provisions regarding absence on account of sickness or disability apply to employees suffering job disability or accident.

Workers Compensation- Any employee on sick leave and receiving his/her normal compensation, who in addition qualifies for payments under worker's compensation weekly benefits, shall during the period lie is receiving such weekly benefits, be entitled only to that portion of his/her regular salary which, with the worker's compensation payments, equal his/her normal salary.

Personal days shall not accrue while on worker's compensation/disability. Personal time shall remain non-cumulative on a yearly calendar schedule January 1 - December 31 (one year). Personal time will be reinstated upon the employees return to full-time work.

SECTION IV. MILITARY LEAVE

An employee (other than a temporary employee) who leaves a position with the Employer in order to be inducted in the armed forces of the United States, who completes his/her term of service satisfactorily and who applies for re-employment within ninety (90) days of the date of discharge will, if still qualified to do the job, be reinstated in employment in accordance with the re-employment rights provisions of the Vietnam Era Veterans Readjustment Assistance Act of 1974, 38 U.C.S.C. ss. 2021, et seq.

An employee who is called to extended field training as a member of the National Guard or a reserve component of the Army, Navy, Coast Guard, Marine Corps or Air Force may be granted up to a 2- week leave of absence from his or her position without loss of pay in a calendar year, provided he/she makes a written request for such leave and provides to the Employer a copy of his/ her military orders. Such leave may be extended for up to a total of fifteen (15) working days in a calendar year in the event such military leave is required and not voluntary on the part of the employee, and shall be approved only upon receipt of written military orders.

An employee who is called into a period of service in the National Guard or a reserve component of the Army, Navy, Coast Guard, Marine Corps or Air Force for longer than two (2) weeks will be placed on leave

without pay, provided the employee makes a written request for leave without pay and provides to the Employer a copy of his or her military orders. Upon completion of his or her period of service, the employee will be reinstated in accordance with the Vietnam Era Veterans Readjustment Assistance Act of 1974, 38 U.S.C. ss. 2021 et seq.

SECTION V. JURY DUTY

In the event an employee is called to jury duty, the employee will be granted time off as the court requires. Such absence from work will not be counted against the employee's regular vacation period or sick leave accumulation. The employee will be paid the difference in pay between jury pay and his/her regular pay only from the time required to serve on jury duty, and if there are times an employee is not scheduled for jury duty, then and in that case must report for work. All requests for jury duty leave must be filed with the Employer prior to the leave, subject to the Employer's right to verification.

ARTICLE XII VACATIONS

SECTION I. ELIGIBILITY

All permanent covered employees shall accrue vacation leave based upon their years of continuous service. Eligibility shall be granted commensurate to the hiring date of as reflected in the following schedules.

SECTION II. VACATION LEAVE ENTITLEMENT

Vacation pay will be calculated as 40 hours times' employee's hourly rate. The number of vacation days and when they may be taken depend on the employee's length of employment. The number of employees on vacation at any one time will be within Employer's discretion. Employer will grant leave on seniority basis. No employee shall take more than 10 consecutive vacation days at one time.

Vacation schedule from January 1, 2019 will be as followed:

Completion of one (1) year through completion of three (3) years	Eleven (11) working days
4 th year	Fourteen (14) working days
5 th to 6 th years	Eighteen (18) working days
7 th to 9 th years	Nineteen (19) working days
10 th to 15 th years	Twenty-one (21) working days
16 th to 19 th years	Twenty-two (22) working days
20 th year	Twenty-six (26) working days

Vacation schedule for 2018 contract year will be that of the same as 2017 contract year. The new vacation schedule will commence on January 1, 2019.

SECTION III. CARRYOVER

Vacation allowance must be taken during the current calendar year at such time as permitted (January 1 - December 31).

If any part of the annual vacation leave is not taken within the calendar year because the Employer has denied the request, after two (2) consecutive vacation request denials an employee may carry a maximum of five (5) days into the following year to be used during the time period of January 1 - January 31. An employee has the ability to sell back unused vacation time not used in the calendar year at a maximum of five (5) days.

An employee has the ability to sell back unused vacation time not used in the calendar year at a maximum of five (5) days. No denials are needed to sell time. Request must be made by November 30 and must be signed by department head. Payment is to be the first pay in December.

SECTION IV. VACATION ACCRUAL

Vacation leave credits shall continue to accrue while an employee is on leave with pay.

ARTICLE XIII WAGES AND PAY

SECTION I. PAYDAY

Payday shall be established on a bi-weekly basis by the Employer and presented to the employees for their information.

SECTION II. WAGES

All employees covered by this agreement shall receive wages as set forth in the attached Appendix B.

SECTION III. DEDUCTIONS

All legal, public employees' retirement system (PERS) and other authorized deductions shall be made from each employee's pay.

SECTION IV. VACATION AND PAID LEAVES

The rate of pay for all leave time shall be the employee's regular straight time base rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation period. An employee may receive his/her vacation check prior to taking said vacation as long as the authority is given a two (2) week notice.

SECTION V. EDUCATION REIMBURSEMENT

The Township of Ocean will pay upfront for courses and certifications approved by the Administrator and the Township Committee. A course for a license or certification must be approved prior to enrolling in the class. The Township will pay for the continuing education for classes for the employee for the approved license or certification. Overtime will not be paid for attendance to any class, a change in shift should be implemented. Reimbursement can occur with written approval from the Administrator, Township Committee Liaison of Department of Public Works.

SECTION VI. OUT OF TITLE COMPENSATION

An employee covering a position after 60 consecutive days will be entered into out of title pay. Once the employee has returned the employee who was covering will be returned to their title.

SECTION VII. LICENSURE STIPEND

Any employee who has/or obtain license stipend shall be entitled for each license an additional yearly stipend above their regular base rate which shall not be included in their base pay. Stipends will not exceed \$6,000 cap. Any employee hired prior to July 1, 2018 who receives more than the \$6,000 licensure stipend cap will continue to receive that amount and will be frozen at that amount upon receipt of license.

- | | |
|---------------|-----------------------------------|
| 1. W1-\$250 | 8. Insect Spraying-\$1,000 |
| 2. W2-\$500 | 9. Pesticide/Herbicide-\$1,000 |
| 3. W3-\$1,000 | 10. Irrigation Specialist-\$1,000 |
| 4. T1-\$500 | 11. Fertilizer Specialist-\$1,000 |
| 5. T2-\$1,000 | 12. Master ASE Mechanic-\$1,000 |
| 6. C1-\$500 | 13. On-Call Stipend-\$1,250 |
| 7. C2-\$1,000 | |

SECTION VIII. COMMERCIAL DRIVERS LICENSE

An employee will not be able to progress past entry level laborer position without obtaining a CDL.

SECTION IX. SNOW PLOWING AND TOWN WIDE EMERGENCY

Time periods for snow plowing and other emergency related work shall be determined by the mayor and/or township administrator. For snow removal and town wide emergency purposes, premium payment of time and on half (1.5x) shall be paid when the entire work force is assigned to the function during normal working hours. Any subsequent snow removal or town wide emergency shall be considered as part of the normal work day and shall be compensated at straight time. Snow removal or town wide emergency work performed on a township designated holiday or on a Sunday shall be compensated at double time (2x). During times of snow removal or other emergency related work, management has the right to assign work, including overtime, based on need and management shall have the discretion to assign any and all work based on their judgment.

ARTICLE XIV ADJUSTMENTS TO BASE WAGES

SECTION I. OVERTIME PAY RATES

Time and one-half, except as noted, the employee's regular base rate of pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hour (i.e., employees shall receive either their base rate of pay or overtime pay, not both):

A. Daily: All work performed in excess of eight (8) work hours.

B. Weekly: All work performed in excess of forty (40) work hours.

C. Sunday Overtime: Any employee assigned to work overtime on a Sunday shall be paid at the rate of double time for all hours worked, excluding on call utility worker that is scheduled to work on Saturday and Sunday will be compensated at time and one-half for the eight hour shift. Any additional time or emergency recall on Sunday will be compensated at double time.

D. Holiday Rate: All work performed on a holiday shall be paid for at eight hours pay for the holiday and one and one half (1.5) times the regular rate for hours worked. There shall be no compensatory time off for holidays worked.

E. Distribution: Overtime opportunities shall be distributed by seniority. It is understood that nothing in this clause shall require payment for overtime hours not worked.

F. Workday Defined: Sick, vacation and holiday leaves shall be construed as work days for the purpose of this section.

SECTION II. CALL-IN TIME PAY

Three (3) Hour Minimum, any employee who is required and returns to work during periods other than his regular scheduled shift, shall be guaranteed three (3) hours pay at the overtime rate. This section is applicable to all departments. If an employee is called into work within the fifteen (15) minutes of start time, the employee will receive overtime compensation for just the fifteen (15) minutes.

ARTICLE XV GRIEVANCE PROCEDURE

Any grievance or dispute which may arise between the parties, involving the application, meaning, interpretation or alleged violations of the terms and conditions of this Agreement, shall be settled in the following manner:

Step 1: The Union Steward, with the aggrieved employee, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days of the date of the occurrence of the grievance. The supervisor shall attempt to adjust the matter and shall respond to the steward within five (5) working days. If the grievance or dispute is not taken up in accordance with this provision within five (5) working days of its occurrence, it shall be deemed abandoned.

Step 2: If the grievance still remains unadjusted, it shall be presented by the President, or Union representative to the Township Administrator in writing within nine (9) days after the response of the supervisor is due. The Township Administrator shall meet with all parties involved within seven (7) days following such presentation.

Step 3: If the grievance still remains unadjusted, it shall be presented to the Township Committee at its next regularly scheduled meeting. The Township Committee will respond to the grievance within ten (10) working days.

Step 4: If the grievance still remains unadjusted, it shall be presented to the Public Employee Relations Commission for arbitration within seven (7) working days after the response of the Township Committee in Step 3 is due.

Should the Township require a meeting with an employee or when discipline may be imposed upon an employee, the employee shall be advised of his right to Union representation. If the employee requests representation, a Union representative will be present at the meeting.

Except by mutual agreement, all timeliness provisions of this Article must be complied with and failure to comply by either party will result in default by that party of its position unless either party can demonstrate justification of reasonable cause for failure to do so.

Arbitration expenses incurred will be shared equally by the parties.

A decision of the arbitrator shall be binding on both parties, unless appealed, and shall be rendered within thirty (30) days after hearing the dispute. Any appeal shall be sent to the Superior Court.

ARTICLE XVI TERM OF CONTRACT

SECTION I. TERM OF CONTRACT

This Agreement shall become effective January 1, 2018 and effect until midnight on December 31, 2022. Terms of this Contract shall be recognized by the parties after the termination date of this Contract until such time as a new Agreement can be reached.

SECTION II. SEVERABILITY AND SAVINGS

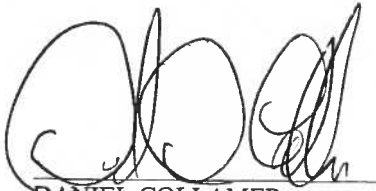
If any provision of this Agreement shall be held invalid by operation of law or by tribunal of competent jurisdiction or if compliance with or enforcement of any provisions should be restrained by such tribunal pending final determination as to its validity, such provision shall be inoperative but all other provisions of this Agreement shall not be affected thereby and shall continue in full force and effect.

SECTION III. REOPENER CLAUSE

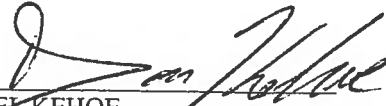
If any provision of this Agreement is subsequently declared by the legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect during the duration of this Agreement.

The parties agree immediately to negotiate a substitute for the invalidated portion thereof.

SIGNATORY PAGE



DANIEL COLLAMER
MAYOR



DANIEL KEHOE
DEPARTMENT OF PUBLIC WORKS
SHOP STEWARD



DIANE AMBROSIO, RMC
TOWNSHIP OF OCEAN CLERK
TOWNSHIP ADMINISTRATOR



SHANE GEDERBERG
UTILITY DEPARTMENT
ALTERNATIVE SHOP STEWARD



ANTHONY CAPACCIO
PRESIDENT AND BUSINESS MANAGER
CONSTRUCTION AND LABORERS UNION
LOCAL 172 OF SOUTH JERSEY

APPENDIX A -HEALTH BENEFIT CONTRIBUTION SCHEDULES (1 OF 3)

How to use these tables:

1. The following three tables are used to determine the percent of the health benefit cost an employee contributes towards during the phase-in period and the full payment requirement (4th year). The tables cover single, employee "plus" (children, spouse, or partner), and family coverage.
2. Use the table that reflects the type of coverage chosen by the employee; then find the employee's base salary within the given ranges. The percent of cost of the health care benefit is the percentage based on the implementation year (year one through four).
3. Regardless, the employee's contribution is the higher of 1.5% of base salary or the amount of health care costs based on the table calculation.
4. The tables are based on a 12 month salary.

SINGLE COVERAGE

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 20,000	1.13%	2.25%	3.38%	4.50%
20,000-24,999.99	1.38%	2.75%	4.13%	5.50%
25,000-29,999.99	1.88%	3.75%	5.63%	7.50%
30,000-34,999.99	2.50%	5.00%	7.50%	10.00%
35,000-39,999.99	2.75%	5.50%	8.25%	11.00%
40,000-44,999.99	3.00%	6.00%	9.00%	12.00%
45,000-49,999.99	3.50%	7.00%	10.50%	14.00%
50,000-54,999.99	5.00%	10.00%	15.00%	20.00%
55,000-59,999.99	5.75%	11.50%	17.25%	23.00%
60,000-64,999.99	6.75%	13.50%	20.25%	27.00%
65,000-69,999.99	7.25%	14.50%	21.75%	29.00%
70,000-74,999.99	8.00%	16.00%	24.00%	32.00%
75,000-79,999.99	8.25%	16.50%	24.75%	33.00%
80,000-94,999.99	8.50%	17.00%	25.50%	34.00%
95,000 And up	8.75%	17.50%	26.25%	35.00%

APPENDIX A - HEALTH BENEFIT CONTRIBUTION SCHEDULES (2 OF 3)

FAMILY COVERAGE

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 25,000	0.75%	1.50%	2.25%	3.00%
25,000-29,999.99	1.00%	2.00%	3.00%	4.00%
30,000-34,999.99	1.25%	2.50%	3.75%	5.00%
35,000-39,999.99	1.50%	3.00%	4.50%	6.00%
40,000-44,999.99	1.75%	3.50%	5.25%	7.00%
45,000-49,999.99	2.25%	4.50%	6.75%	9.00%
50,000-54,999.99	3.00%	6.00%	9.00%	12.00%
55,000-59,999.99	3.50%	7.00%	10.50%	14.00%
60,000-64,999.99	4.25%	8.50%	12.75%	17.00%
65,000-69,999.99	4.75%	9.50%	14.25%	19.00%
70,000-74,999.99	5.50%	11.00%	16.50%	22.00%
75,000-79,999.99	5.75%	11.50%	17.25%	23.00%
80,000-84,999.99	6.00%	12.00%	18.00%	24.00%
85,000-89,999.99	6.50%	13.00%	19.50%	26.00%
90,000-94,999.99	7.00%	14.00%	21.00%	28.00%
95,000-99,999.99	7.25%	14.50%	21.75%	29.00%
100,000-109,999.99	8.00%	16.00%	24.00%	32.00%
110,000 and over	8.75%	17.50%	26.25%	35.00%

APPENDIX A - HEALTH BENEFIT CONTRIBUTION SCHEDULES (3 OF 3)

MEMBER/SPOUSE/PARTNER OR PARENT/CHILDREN COVERAGE

Salary Range	Year 1	Year 2	Year 3	Year 4
less than 25,000	0.88%	1.75%	2.63%	3.50%
25,000-29,999.99	1.13%	2.25%	3.38%	4.50%
30,000-34,999.99	1.50%	3.00%	4.50%	6.00%
35,000-39,999.99	1.75%	3.50%	5.25%	7.00%
40,000-44,999.99	2.00%	4.00%	6.00%	8.00%
45,000-49,999.99	2.50%	5.00%	7.50%	10.00%
50,000-54,999.99	3.75%	7.50%	11.25%	15.00%
55,000-59,999.99	4.25%	8.50%	12.75%	17.00%
60,000-64,999.99	5.25%	10.50%	15.75%	21.00%
65,000-69,999.99	5.75%	11.50%	17.25%	23.00%
70,000-74,999.99	6.50%	13.00%	19.50%	26.00%
75,000-79,999.99	6.75%	13.50%	20.25%	27.00%
80,000-84,999.99	7.00%	14.00%	21.00%	28.00%
85,000-99,999.99	7.50%	15.00%	22.50%	30.00%
100,000 and over	8.75%	17.50%	26.25%	35.00%

APPENDIX B-SALARY SCHEDULE

<u>JOB TITLE</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>
<u>FOREMAN</u>	\$69,048	\$70,429	\$71,837	\$73,274	\$74,740
<u>ASSISTANT FOREMAN</u>	\$67,037	\$68,377	\$69,745	\$71,140	\$72,563
<u>HEAVY EQUIP OPER 2</u>	\$65,084	\$66,386	\$67,714	\$69,068	\$70,449
<u>HEAVY EQUIP OPER 1</u>	\$59,478	\$60,667	\$61,880	\$63,118	\$64,380
<u>OPERATOR 3</u>	\$65,084	\$66,386	\$67,714	\$69,068	\$70,449
<u>OPERATOR 2</u>	\$63,861	\$65,138	\$66,441	\$67,770	\$69,125
<u>OPERATOR 1</u>	\$55,697	\$56,811	\$57,947	\$59,106	\$60,288
<u>LEAD MECHANIC</u>	\$65,084	\$66,386	\$67,714	\$69,068	\$70,449
<u>MECHANIC 2</u>	\$55,697	\$56,811	\$57,947	\$59,106	\$60,288
<u>MECHANIC 1</u>	\$44,200	\$45,084	\$45,985	\$46,905	\$47,843
<u>LIGHT EQUIP OPER 2</u>	\$55,697	\$56,811	\$57,947	\$59,106	\$60,288
<u>LIGHT EQUIP OPER 1</u>	\$50,384	\$51,392	\$52,419	\$53,468	\$54,537
<u>PLUMBER/CARPENTAR/ELEC 2</u>	\$55,697	\$56,811	\$57,947	\$59,106	\$60,288
<u>PLUMBER/CARPENTAR/ELEC 1</u>	\$49,737	\$50,732	\$51,747	\$52,782	\$53,837
<u>OPERATOR TRAINEE 2</u>	\$48,057	\$49,018	\$49,999	\$50,999	\$52,019
<u>OPERATOR TRAINEE 1</u>	\$44,200	\$45,084	\$45,985	\$46,905	\$47,843
<u>TRUCK DRIVER 2</u>	\$46,824	\$47,760	\$48,716	\$49,690	\$50,684
<u>TRUCK DRIVER1</u>	\$44,200	\$45,084	\$45,985	\$46,905	\$47,843
<u>LABORER 2</u>	\$39,017	\$39,797	\$40,593	\$41,405	\$42,233
<u>LABORER/OPERATOR/MECHANIC ENTRY</u>	\$36,000	\$36,720	\$37,454	\$38,203	\$38,968

LONGEVITY

PUBLIC WORKS

Completion of 4 years-3% base salary

Completion of 9 years-4% base salary

Completion of 12 years-5% base salary

Completion of 14 years-6% base salary

Completion of 19 years-8% base salary

Completion of 24 years-10 base salary

UTILITIES DEPARTMENT

Completion of 4 years-\$700

Completion of 9 years-\$1200

Completion of 14 years-\$1,800

Employees hired subsequent to January 1, 2008 are not eligible for longevity pay. Longevity shall be paid as part of base salary.