

Expiration: December 31, 1986  
Effective: January 1, 1985

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(MERCER COUNTY AIRPORT SECURITY OFFICERS)

PBA Local 288

And

The County of Mercer

*Mercer County*

Between

AGREEMENT

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11-00

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2-0364

CONTENTS

Preamble

1. Recognition

2. Management Rights

3. Union Security

4. Work Schedules

5. Overtime

6. Pay Scales or Rates of Pay

7. Call-in Time

8. Required Work-Related Court Appearances

9. Insurance and Retirement Benefits

10. Paid Leaves of Absence

10.1 Bereavement Days

10.2 Union Business Days

10.3 Occupational Injury Leave

10.4 Sick Leave

10.5 Personal Leave

11. Absence Without Leave

12. Seniority

13. Holidays

14. Grievance Procedure

15. Discipline/Discharge

16. Safety and Health

17. Equal Treatment

18. Work Rules

19. Annual Vacation Leave

20. Shift Pay

21. Longevity

22. Work Uniforms

23. Uniform Allowance

24. Classifications and Job Descriptions

25. Strikes and Lockouts

26. Outside Employment

27. General Provisions

28. Separability and Savings

29. Termination

Appendix

2.1 The Employer retains and may exercise all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited, or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the Employer.

MANAGEMENT RIGHTS

2.

1.1 The Employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classifications listed under Appendix A hereto, and by reference made a part of this Agreement, and for such additional classification as the parties may later agree to include.

RECOGNITION

1.

**NOW, THEREFORE**, the parties agree with each other as follows:

**WHEREAS**, the Employer and the Union entered into an Agreement on June 11, 1985, which Agreement was approved by the Mercer County Board of Chosen Freeholders.

**WHEREAS**, it is the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

**WHEREAS**, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County of Mercer by the statutes of the State of New Jersey; and

**WHEREAS**, the County of Mercer has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and the citizens of Mercer County; and

This Agreement, dated, August 27, 1985, between the County of Mercer, hereinafter referred to as the "Employer", and PBA Local 288 (Mercer County Airport Security Officers), hereinafter referred to as the "Union".

PREAMBLE

UNION SECURITY

3.

3.1 Upon receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly union dues of such an employee from his pay and remit such deduction by the tenth 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. Such deductions shall be made in compliance with "Title 52 of the Revised Statutes" as amended. The authorization shall remain in effect unless terminated by the employee who must give written notice of such cancellation (notice of withdrawal) to the Employer and the Union.

3.2 Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit, or any temporary employee who does not join within the date of satisfactory completion of the probationary period or the completion of a three (3) month period following the beginning of employment, whichever is sooner, shall as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to 85 percent of the regular Union membership dues, fees, and assessments as certified by the Union to the Employer.

The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer.

The determination of the appropriate representation fees, those employees covered, payroll deduction provision, challenges to fair share fee assessments, time for fair share payments, and all other questions relating to the Agency Shop Law and its proper interpretation shall be made in accordance with Public Law 1979, Chapter 477, and N.J.S.A. 34:13A5.4, et. al.

3.3 Dues deduction for any employee covered by the terms and conditions of this Agreement shall be limited to PBA Local 288.

3.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action by the Employer under the provisions of this Article.

WORK SCHEDULES

4.

4.1 The normal work schedule for all employees covered by this agreement shall consist of four (4) consecutive work days followed by four (4) scheduled days off.

5.7 The Employer agrees to provide a meal allowance for officers working overtime through a regularly scheduled meal period with the stipulation that the officer has worked four (4) hours overtime or is called in on an emergency basis

appearances.

5.6 The provisions of this Article do not apply to officers who are off duty and not scheduled to work but who may be required to make work-related court

5.5 No employee covered by the provisions of this Agreement shall be allowed to receive compensatory time off in lieu of monies earned on overtime.

5.4 Overtime opportunities will be distributed as equally as possible among employees in the same job classification. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.3 Overtime pay shall be computed on the basis of the employee's base annual salary, minus any shift differential or longevity divided by 2184 hours.

paragraph(s) above.

5.2 To be eligible for the payment of overtime, all employees shall be required to work their normal work week schedule: Authorized sick leave, vacation leave, personal leave or any other authorized leave of absence with pay shall be considered work days for the computation of overtime payments in the

c. All work performed on a holiday plus eight (8) hours holiday pay.

b. All work performed on days scheduled as non-working days on the work schedule referred to in paragraph 4.1 above.

a. All work performed daily in excess of the regular work shift.

5.1 Time and one-half the employee's regular rate of pay shall be paid for work performed by full-time employees under any of the following conditions, but compensation shall not be paid twice for the same hours:

5. OVERTIME

4.3 Any exceptions to the work schedules/work shifts as outlined above can be made by the Chief, Airport Security upon reasonable notice to those employees so affected.

4.2 The starting time of work shifts shall be determined by the Chief, Airport Security on January 1 of each calendar year.

- a. Scheduled work day #1 - 10 hours
- b. Scheduled work day #2 - 10 hours
- c. Scheduled work day #3 - 14 hours
- d. Scheduled work day #4 - 14 hours

The four (4) consecutive working days shall be comprised of two (2), ten (10) hour shifts and two (2), fourteen (14) hour shifts as follows:

6.5 Those employees in this unit who receive a promotion to a higher classification shall go to the minimum of the new range or receive a salary increase of five (5) percent whichever is higher. The anniversary date for such employees shall not change.

6.4 Any employee who is designated by the Chief, Mercer County Airport Security to perform the work normally assigned to an Airport Security Sergeant and who performs said work in the absence of an Airport Security Sergeant on any shift for a period of four (4) hours or more shall have his salary adjusted to the minimum of the Airport Security Sergeant range or to an amount equal to five (5) percent above his present salary, whichever is higher, and shall receive this higher rate of pay for such work for the length of time it is performed.

d. Effective July 1, 1986, all employees in the Unit hired prior to 1/1/86 shall receive a four-hundred (\$400) salary increase.

c. Effective January 1, 1986, six-hundred (\$600) dollars across the board to all employees in the Unit. This salary increase shall not be in addition to the six-hundred (\$600) dollar increase in the minimum of the 1986 salary range.

b. Effective July 1, 1985, all employees in the Unit hired prior to 1/1/85 shall receive a four-hundred (\$400) dollar salary increase.

a. Effective January 1, 1985, six-hundred (\$600) dollars across the board to all employees in the Unit. This salary increase shall not be in addition to the six-hundred (\$600) dollar increase in the minimum of the 1985 salary range.

6.3 All employees covered by the terms and conditions of this Agreement shall have their annual base salaries increased during calendar years 1985 and 1986 in accordance with the following schedule.

6.2 During the term of this Agreement, the salary ranges shall not be changed unless by mutual consent of the Employer and the Union.

6.1 The 1985 and 1986 salary ranges for all employees covered by this Agreement shall be as set forth in Appendix A attached.

**PAY SCALES OR RATES OF PAY**

Officers working authorized, regularly scheduled overtime shall not be entitled to a meal allowance.

Officers so entitled, based on the above criteria, will be paid a meal allowance at the rate of \$4.50, \$6.50, or \$12.50 for breakfast, lunch, or dinner, respectively, before his normal starting time and works through his regular meal period.

7. CALL-IN TIME

7.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

In the event that an employee's call-in time work assignment and his/her regular shift overlap, said employee shall be paid in the following manner.

a. If the employee's call-in time work assignment commences more than two (2) hours prior to the start of his/her normal shift, said employee shall be paid time and one-half for all hours worked prior to the start of his normal shift. Effective as of the starting time of his/her normal shift, said employee shall then be paid at his/her normal straight time rate of pay.

b. If the employee's call-in time work assignment commences less than two (2) hours prior to the start of his/her normal shift, said employee shall be paid at the rate of time and one-half for the first two (2) hours worked and for the balance of this employee's regular shift, he/she shall be paid at their normal straight time rate of pay.

8. REQUIRED WORK-RELATED COURT APPEARANCES

8.1 Officers required to make court appearances during periods other than their regularly scheduled work shift shall be paid time-and-one-half for such court appearance. Officers required to make court appearances during periods other than their regularly scheduled work shift shall be paid time-and-one-half for such court appearance.

8.2 To qualify for overtime payments for required court appearances, all officers shall be required to adhere to the following requirements:

a. The Chief, Mercer County Airport Security, must be notified in writing, a minimum of two (2) days in advance, of any court appearance that an officer is required to attend. Included in such written notification must be the date and time of the court appearance, the court of record who will be hearing the case, and the nature of the offense requiring said appearance.

b. Upon completion of the court appearance, the officer shall be required to submit, in writing, verification from the court to the Chief, Mercer County Airport Security, attesting to the actual amount of time spent in making this required appearance.

10.1 Bereavement Days. In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, or any other relative living in the household of the employee, said employee shall be excused for a period beginning with the day of death or the day after the date of death to one (1) day after the funeral, but in no instance for more than five (5) consecutive days. In the event of the death of a grandparent or grandchild not living in the household of the employee, said employee shall be excused for a period not to exceed one (1) day. The employee will be paid his regular hourly rate for any such days of excused absence which occur during his normal work schedule. Proof of death and/or living arrangements may be required whenever such proof appears to be reasonable.

PAID LEAVES OF ABSENCE

10.

9.6 The Employer agrees to provide a Dental Insurance Program to eligible employees and their families, the premium costs for said program to be paid for by the Employer. Eligible employees, for the purposes of this Program, shall be defined as all full-time permanent employees only.

9.5 The Employer agrees to provide for the payment of accumulated unused sick leave at the time of retirement of an eligible Commission employee in accordance with the provisions established by Resolution Number 76-405, adopted September 14, 1976.

9.4 The Employer agrees to provide a \$3.00 co-payment Prescription Drug Program to eligible employees and their eligible dependents; the premium costs for said program to be paid by the Employer. Further, for the purposes of this Program, eligible employees shall be defined as all full-time permanent employees only.

9.3 The Employer agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employees' Retirement System.

9.2 The Employer agrees to provide Hospital/Medical insurance to eligible retired employees in accordance with the provisions of Chapter 88, Public Law of 1974. Said insurance will continue under any self-insurance program or independent carrier the Employer may choose.

9.1 The Employer agrees to provide eligible employees and their eligible dependents with Hospitalization, Medical and Major Medical Insurance through the New Jersey State Health Benefits Program or to provide equivalent or better health benefits coverage through a self-insurance program or independent insurance carrier. The premium costs for said programs shall be fully paid by the Employer except that in the election of the Health Maintenance Organization Program, an eligible employee shall continue to be required to pay, through payroll deductions, the difference in cost, if any, between standard Hospital/Medical coverage and HMO coverage.

INSURANCE AND RETIREMENT BENEFITS

9.



- 10.2 **Union Business Days.** An employer who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business. Union business shall be defined as attendance at seminars, State Delegate meetings, or any other meetings called by the PBA State Associations. The Union shall be authorized an aggregate of no more than Ten (10) days in any calendar year for the above purpose, provided a request for such days is made in writing and authorization granted by the Chief, Mercer County Airport Security. The Union President or his designee shall be allowed such time off as is necessary to conduct intra-county union business provided that prior approval is requested and authorization granted by the Chief, Mercer County Airport Security; such authorization shall not be unreasonably denied.
- 10.3 **Occupational Injury Leave.** Any employee who is disabled because of occupational injury or illness shall be covered by the provisions of the New Jersey Workers' Compensation Law from the day after the date of injury or illness and shall be eligible for a leave of absence for the entire period of disability.
- Employees on an authorized leave of absence shall be paid temporary workers' compensation benefits for the period of their disability in accordance with the eligibility criteria established by the New Jersey Workers' Compensation Law. Said employees shall also receive sick and vacation leave credits during the period of their disability. Personal leave and clothing allowance credits shall not accrue during this period of disability.
- Employees returning from authorized leave of absence as set forth above shall be restored to their original job classification and shift, at the then appropriate rate of pay with no loss of seniority or other employee rights and privileges.
- 10.4 **Sick Leave.** All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay.
- a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, maternity, accident, or exposure to contagious disease. Sick leave may also be utilized for short periods for the attendance by the employee upon a member of the immediate family who is seriously ill. Sick leave may be taken in one-half day units.
- b. The minimum sick leave with pay shall accrue to any full-time permanent employee on the basis of one, eight (8) hour working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15), eight (8) hour working days in every calendar year thereafter, said fifteen (15) days to be credited effective January 1 of each succeeding year. Fifteen (15) sick days annually equals 120 sick hours.
- c. The minimum sick leave with pay shall accrue to any full-time temporary, full-time provisional, or full-time CETA employee at the rate of one, eight (8) hour working day per month as earned.

10.5 Personal Leave. All full time permanent employees covered by the provisions of this Agreement shall be entitled to twenty-four (24) hours per year leave of absence with pay for personal business which may be taken in one-half day units. Said leave shall not be taken unless 48 hours notice thereof has been given to the employee's supervisor. In the event that 48 hours notice cannot be given, said leave may be taken only upon authorization of the Chief, Airport Security. The Chief, Airport Security reserves the right to deny requests for personal days as conditions warrant but authorization shall not be unreasonably withheld. Personal days shall not be taken in conjunction with vacation leave. Three (3) personal days annually equals twenty-four (24) personal hours.

i. Sick leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except active military leave.

h. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to sick leave.

(3) The Employer may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined by the County Medical Examiner or by a physician designated by the Medical Examiner. Such examination shall establish whether the employee is capable of performing his normal duties without limitations and that his return will not jeopardize the health of the other employees.

(2) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.

g. (1) The Employer may require proof of illness of an employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.

(2) Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.

(1) Failure to so notify his supervisor shall be cause for denial of the use of sick leave for that absence.

f. If an employee is absent for reasons that entitle him to sick leave, the employee's supervisor shall be notified promptly as of the employee's usual reporting time, except in those situations where notice must be made prior to the employee's starting time in compliance with specific department regulations.

e. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment excepting as provided under Article 9.5

d. 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.

14.1 A grievance is defined as a claimed breach, misinterpretation, or improper application of the terms of this Agreement.

GRIEVANCE PROCEDURE

14.

13.4 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to holiday pay.

13.3 In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked his full regularly scheduled workday before and after the holiday, unless such absence is authorized with pay or ordered.

13.2 Holidays enumerated in the paragraph above which fall on a Saturday or Sunday shall be considered the observed holiday for overtime and holiday pay purposes. Holidays which fall within an employee's vacation period shall not be charged against an employee's vacation leave.

- |                               |                        |
|-------------------------------|------------------------|
| Independence Day              | Christmas Day          |
| Memorial Day                  | Day After Thanksgiving |
| Good Friday                   | Thanksgiving Day       |
| Washington's Birthday         | Veteran's Day          |
| Lincoln's Birthday            | General Election Day   |
| Martin Luther King's Birthday | Columbus Day           |
| New Year's Day                | Labor Day              |

13.1 The following days are recognized paid holidays whether or not worked:

HOLIDAYS

13.

12.3 The Employer shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

12.2 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate and shall furnish copies of same to the Union upon request.

12.1 Seniority is defined as an employee's continuous length of service in the title of Airport Security Officer beginning with his initial date of hire.

SENIORITY

12.

11.2 Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be unauthorized absence and may be cause for disciplinary action.

11.1 Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

ABSENCE WITHOUT LEAVE

11.

A claimed grievance shall be discussed between the employee and his immediate supervisor and, if unresolved after discussion, shall be resolved in the following manner:

Step One: The Union steward or employee, or both, shall take up the grievance with the Airport Administrator within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) days after receipt of grievance, the Airport Administrator shall meet with the grievant to discuss the grievance. The Airport Administrator shall render a decision in writing within five (5) days after the meeting.

Step Two: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the Director, Department of Public Works, within five (5) days from receipt of the response from the Airport Administrator. No later than five (5) days after receipt of grievance, the Director shall meet with the grievant to discuss the grievance. The Director shall give an answer in writing no later than five (5) days after the meeting.

Step Three: If the grievance is still unsettled, the Union may within fifteen days after the reply of the Department Director is due, by written notice to the Department Director shall request the Public Employment Relations Commission to supply the parties with a panel of arbitrators. The arbitrator shall be selected by the parties in accordance with the rules promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties; it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning, or interpretation of this Agreement.

14.2 Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.

14.3 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. An employee so designated by the Union will be permitted to confer with other Union representatives, employees, and employment representatives regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

14.4 Representatives of the Union, who are not employees previously accredited to the Employer in writing by the Union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's department director or his designated representative, permission for which shall not be unreasonably withheld.

17.1 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.

17.2 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.

**EQUAL TREATMENT**

16.1 The Employer shall at all times maintain safe and healthful working conditions and will provide employees with wearing apparel, tools, or devices deemed necessary in order to ensure their safety and health. When such materials are issued, they shall be used. Failure to utilize said safety materials when issued shall be cause for disciplinary action.

**SAFETY AND HEALTH**

c. The Union, in behalf of a provisional or unclassified employee against whom any disciplinary action has been taken, shall have the right to appeal this disciplinary action to binding arbitration in accordance with Step III of the Grievance Procedure.

b. The Union, in behalf of a permanent employee against whom disciplinary action has been taken which does not result in a penalty enumerated in paragraph 16.2 (a) above, shall have the right to appeal this disciplinary action to binding arbitration in accordance with Step III of the Grievance Procedure.

a. A permanent employee against whom disciplinary action has been taken which resulted in a suspension or fine of more than five days at one time; suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; demotion, discharge or resignation not in good standing shall be required to exercise his statutory right of appeal to the Civil Service Commission and shall be precluded from having the Union move his appeal to binding arbitration.

15.2 Any employee who is disciplined or discharged shall have the right to appeal this disciplinary action. It is expressly understood that an employee shall only be entitled to one avenue of appeal and further, that these appeals shall be handled in accordance with the following procedure:

15.1 It is expressly understood that the Employer shall have the right to discipline or discharge any employee; however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of this Agreement without just cause.

**DISCIPLINE/DISCHARGE**

15.

19.6 Vacation allowance must be taken during the current calendar year unless the Director, Department of Public Works determines that it cannot be taken because of the pressure of work. Any vacation allowance so denied may be carried over into the next succeeding year. A maximum of ten (10) vacation days, at the option of the employee, may be carried over from one calendar year into the succeeding calendar year.

19.5 An employee who is called back to work while on authorized vacation shall be paid one day's pay in addition to regular day's pay and shall not lose vacation day or days.

19.4 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceding the employee's vacation period.

19.3 Annual vacation leave with pay for all full-time temporary, full-time provisional, and CETA employees shall be earned at the rate of eight (8) hours per month.

e. After completion of fifteenth year, two hundred (200) hours of vacation.

d. From beginning of eleventh year to completion of fifteenth year, one hundred sixty (160) hours of vacation.

c. From beginning of sixth year to completion of tenth year, one hundred twenty (120) hours of vacation.

b. After one (1) year and to completion of five (5) years, ninety-six (96) hours of vacation.

a. Eight (8) hours of vacation for each month of service during the remainder of the calendar year following the date of appointment.

19.2 Annual vacation leave with pay for all full-time permanent employees shall be earned as follows:  
vacation leave.

19.1 All full-time permanent employees shall be entitled to vacation leave based on their years of continuous service. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave.

ANNUAL VACATION LEAVE

19.

18.1 The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

WORK RULES

18.

19.7 A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, providing the latter can be taken during the year of return. 19.8 An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

Whenever a permanent employee dies, having to his credit any vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of death. 19.9 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to vacation leave. 19.10 Vacation leave credits shall continue to accrue while an employee is on leave with pay. Vacation credits shall not accrue while an employee is on leave without pay except military leave.

LONGEVITY

20. Every full-time employee shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in total with the salary for pension purposes. Employees having completed five (5) years of continuous full-time service will have added to their gross per annum pay an additional \$300, commencing with the first day of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of full-time continuous service calculated in the same manner using employee anniversary dates, shall have added to their gross per annum pay an additional \$400.

SHIFT PAY

20.1 Employees working the fourteen (14) hour night shift shall receive in addition to their regular hourly rate of pay, thirty-five (35) cents per hour for all hours worked on that shift.

21.

20.

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24.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made part of this Agreement.

CLASSIFICATIONS AND JOB DESCRIPTIONS

23.4 The County has the right to enforce dress standards and all replacement parts for uniforms shall adhere to specifications established by the County.

23.3 Employees who voluntarily terminate their employment or employees whose employment is terminated for cause shall not be entitled to payment of the annual uniform allowance or any prorated portion thereof.

23.2 New employees, retired employees, deceased employees or employees on an authorized Leave of Absence excepting educational leaves of absence shall be eligible for a prorated share of the annual uniform allowance for each calendar month in which the employee works at least one (1) day.

23.1 The County agrees to pay each full-time employee covered by the terms of this Agreement an annual uniform allowance in the amount of \$460 for calendar years 1985 and 1986. This uniform allowance shall be used by the employee for the replacement and/or maintenance of his uniform. Said allowance shall be earned on a monthly basis, provided the employee works a minimum of one (1) day in any calendar month and shall be paid in two equal installments during the months of June and December.

UNIFORM ALLOWANCE

22.2 All employees shall be required to return all uniform items to the County upon termination of their employment or retirement.

Any additional required uniform items shall initially be provided by the County.

- a. Two (2) winter uniforms (2 trousers, 2 shirts)
- b. Three (3) summer uniforms (3 trousers, 3 shirts)
- c. One (1) outer-wear jacket
- d. One (1) winter hat
- e. One (1) summer hat
- f. One (1) pair of shoes
- g. One (1) black garrison belt
- h. One (1) black tie

22.1 The County agrees to provide each full-time permanent employee covered by the terms of this Agreement an initial uniform issue consisting of the following:

WORK UNIFORMS

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.



27.4 The Employer agrees to compensate those Airport Security Officers whose personal property is damaged in the performance of their official duties to include eyeglasses and watches. Said compensation shall be reduced and mitigated by normal depreciation factors, and any insurance benefits payable to an Officer for his loss shall represent pay-in-full for the sustained loss.

27.3 For purposes of this Agreement, a permanent employee shall be defined as a Patrolman who has successfully completed a one (1) year probationary period, said probationary period to commence upon the completion of the Police Training Academy.

27.2 The provisions of this Agreement shall only apply to those employees in the Unit who are on the County payroll and actively at work on or after the date of the execution of this Agreement and those former employees whose employment was terminated by death or retirement prior to the date of the execution of this Agreement.

27.1 The Employer agrees to make available one (1) bulletin board at Airport Security Headquarters. Said bulletin board shall be used for posting of the following notices: Union meetings, Union elections, Union election returns, Union appointments to office, and Union recreational or social affairs. Such notices shall first be approved by the Chief, Airport Security.

GENERAL PROVISIONS

27.

26.1 Any employee covered by the provisions of this Agreement shall be entitled to hold outside employment, provided, however, that all relevant details regarding this employment shall be submitted to the Department Director in writing for his approval and, further, that said approval shall not be unreasonably withheld.

OUTSIDE EMPLOYMENT

26.

25.2 The Employer shall follow the grievance procedure for which provision is made herein, and the Employer shall not cause any lockout.

25.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the Employer's work.

STRIKES AND LOCKOUTS

25.

24.2 If during the term of this Agreement the Employer determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications, the parties agree that they will consult with a view toward arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective.

In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

In the event that such notice is given, negotiations shall begin not later than 120 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

This Agreement shall be effective as of the first day of January 1985 and shall remain in full force and effect until the 31st day of December 1986. It shall be renewed from year to year thereafter unless either party shall give written notice of its desire to modify the Agreement. Such notice shall be by certified mail by August 18 of any succeeding year.

Subject to the terms of this Agreement and the grievance procedure, the Employer has the right and responsibility to direct the affairs of the Airport, including the right to plan, control, and direct the operation of the equipment and work forces, to relieve employees due to lack of work, and to contract for and subcontract out services except that the Employer agrees there will be no subcontracting of work which can be done by the regular work forces.

29. TERMINATION

Upon request of either party, the parties agree to meet immediately and renegotiate any provision so affected.

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

28. SEPARABILITY AND SAVINGS

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officers and attested to on the day of

COUNTY OF MERCER

*Bill Mathesius*  
\_\_\_\_\_  
Bill Mathesius  
County Executive

PBA LOCAL 288

*Keith Burnett*  
\_\_\_\_\_  
Keith Burnett  
Vice-President

ATTEST:

*Joyce L. McDade*  
\_\_\_\_\_  
Joyce L. McDade, Clerk  
Board of Chosen Freeholders

ATTEST:

*James A. Donnell*  
\_\_\_\_\_  
James Donnell  
Negotiating Committee

<u>TITLE</u>	<u>SALARY</u>	<u>ANNUAL HOURS OF WORK</u>
Airport Security Officer	\$14,759 - 19,446	2184
<u>January 1, 1985 Salary Range</u>		
Airport Security Officer	\$14,759 - 19,446	2184
<u>July 1, 1985 Salary Range</u>		
Airport Security Officer	\$15,359 - 20,046	2184
<u>January 1, 1986 Salary Range</u>		
Airport Security Officer	\$15,359 - 20,446	2184
<u>July 1, 1986 Salary Range</u>		
Airport Security Officer	\$15,359 - 20,446	2184

APPENDIX A