

1975 SALARY AND WAGE PROPOSAL
FOR
HACKETTSTOWN POLICE OFFICERS
BY
SUSSEX COUNTY LOCAL P.B.A. #138

PREAMBLE

This Agreement entered into this 24th day of March 1975, by and between the Town of Hackettstown in the County of Warren, State of New Jersey, hereinafter called the "Town" and Sussex County Local P.B.A. #138 representing the Hackettstown Police Department, hereinafter called "Policemen", represents the complete and final understanding on all bargainable issues between the Town and the Policemen.

ARTICLE I

The term of this Agreement shall be for the period commencing January 1, 1975 and ending December 31, 1975.

ARTICLE II

The provisions of this Agreement shall apply only to full-time Patrolmen, Sergeants and Detectives (hereinafter referred to as "Policemen") of the Hackettstown Police Department.

ARTICLE III

The Town hereby recognizes Sussex County Local P.B.A.#138 representing Hackettstown Police Department as the sole and exclusive negotiating unit for Policemen in the Hackettstown Police Department, under the New Jersey Employer - Employee Relations Act of 1968 and the Public Employment Relations Commission for New Jersey established under such law. This agreement shall govern all wages, rights and working conditions of the Hackettstown Police Department subject to Article V "Management Prerogatives" which rights are retained by the Town.

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ARTICLE IV

EMPLOYEES' RIGHTS

A. The employee will have the right to take a grievance on any issue in accordance with the grievance procedure outlined in Article XVI.

B. The State delegate, or alternate, shall be given time off to attend the annual P.B.A. convention. Said time will not exceed three days and said time will be compensated at the delegate's regular rate of pay.

C. Time off while on duty to meet with the management without loss of pay will be granted to the representatives of the P.B.A. for any grievance within the Hackettstown Police Department that may be taken by another member of the Hackettstown Police Department

ARTICLE V

MANAGEMENT PREROGATIVES

Nothing in this Agreement shall be deemed to limit or restrict the Town as Employer in any way in the exercise of the functions of management, including the right to manage, control and operate its facilities; direct the work forces; hire; promote; transfer; suspend; discipline or discharge employees for just cause subject to Civil Service regulations; determine the amount of overtime to work; or lay off employees for lack of work or for other proper reasons; the right to schedule work subject to terms of this contract, the right to require employees to observe the Town's rules and regulations or the Town's rights to make rules and regulations relating to the operation of its facilities not inconsistent with the terms of this Agreement; the Town's right to introduce new and improved methods of operation, install new facilities, change existing methods or facilities; all of which rights are vested exclusively in the Town subject to the Law of the United States, State of New Jersey and this Agreement.