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MAR 10 1982

RUTGERS UNIVERSITY

ADDENDUM TO 1981 - 1982 LABOR AGREEMENT

BETWEEN  
Middlesex County Board of Chosen Freeholders  
COUNTY OF MIDDLESEX

AND

DISTRICT 1199-J, NATIONAL UNION OF HOSPITAL  
AND HEALTH CARE EMPLOYEES, RWDSU/AFL-CIO,

REPRESENTING THE (NON-SUPERVISORY PROFESSIONAL  
EMPLOYEES EMPLOYED AT THE RARITAN BAY MENTAL  
HEALTH CLINIC.)

XX COVERING THE 1982 REOPENER CLAUSE  
FOR THE CONTRACT YEAR 1982

X JANUARY 27, 1982,

AMEND PAGES 2(A), 2(B), 10, 21(A), 30, 46  
TO READ AS FOLLOWS:

I.(A) RECOGNITION

District 1199-J, National Union of Hospital & Health Care Employees, RWDSU, AFL-CIO, is hereby designated as the exclusive bargaining agent for all full-time and part-time nonsupervisory professional employees employed by the County of Middlesex at the Raritan Bay Mental Health Clinic, in the following job titles:

Psychiatric Social Worker	\$11,983 - \$20,222	H.R. \$13,298
Sr. Psychiatric Social Worker	\$15,294 - \$25,814	
Principal Psychiatric Social Wrkr	\$16,059 - \$27,099	
Clinical Psychologist	\$11,983 - \$20,222	H.R. \$13,298
Sr. Clinical Psychologist	\$16,862 - \$28,457	H.R. \$18,530
Prin. Clinical Psychologist	\$20,496 - \$34,587	
Head Nurse	\$12,583 - \$21,231	H.R. \$14,000
Sr. Public Health Nurse	\$11,983 - \$20,222	
Graduate Nurse (Licensed-R.N.)	\$11,412 - \$19,258	H.R. \$13,000
Social Worker Institutions	\$11,412 - \$19,258	
Program Coord. - Mental Health	\$18,591 - \$31,370	
Health Educator	\$11,983 - \$20,222	
Rehabilitation Counselor	\$13,212 - \$22,293	
Teacher-Special Education	\$13,212 - \$22,293	
Psychologist Assistant	\$10,351 - \$17,473	H.R. \$10,868
Clinical Psychologist Intern	\$ 9,858 - \$16,640	

Occupational Therapist	\$ 9,388 - \$15,845	H.R. \$9,858
Sr. Occupational Therapy Aide	\$ 8,110 - \$13,685	
Research Assistant	\$ 9,858 - \$16,640	H.R. \$10,351

Add \$1,000.00 if BI-LINGUAL/SPANISH STARTING SALARY

Excluded are supervisory employees, nonprofessional employees, managerial executives, confidential employees, craft employees, and police within the meaning of the Act.

Any new title authorized for use by the Clinic will be negotiated for inclusion or exclusion from this bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Union, or the Employer, will pursue statutory procedures under the New Jersey Public Employment Relations Act.

VIII. A. WAGES

All eligible employees in this bargaining unit, being carried on the County payroll, or on approved leaves of absence, will receive their 1982 wage increases, based upon their December 31, 1981 base salaries, in accord with the County wage submittal dated January 27, 1982 for the 1982 contract year, effective January 1, 1982.

All employees in this bargaining unit being carried on the County payroll will receive the wage increase negotiated in the following manner and with the following exceptions:

a. All employees hired in 1980 and hereafter will receive a pro-rata share of the Negotiated Wage Increase (N.W.I.) on the first January following their start of employment, i.e., commencing with the month the employee started employment and counting to December 31st, each month of service will represent one-twelfth (1/12) of the Negotiated Wage Increase (.0833 times number of months of service, time Negotiated Wage Increase equal percentage of raise to be applied). The month in which the employee is hired will be considered a full month for the purpose of computation of this wage increase. The second January and for each subsequent January, they will receive a full share of the Negotiated Wage Increase.

XVII. (A) PERSONAL DAYS

All employees shall have four (4) personal holidays in addition to those above for any personal purpose. Personal holidays may not be carried over to the following year. Personal holidays may be taken on separate days or consecutively; however, the employee will give the employer three (3) days notice for each personal holiday to be taken, except in emergency situations. New employees shall accrue one (1) personal holiday at the end of each third (3rd) month of employment and severance pay shall be calculated considering personal holidays on the basis of one (1) accrued holiday per third month of employment completed in the year said employment is terminated.

E. Vision Care Program

All full-time employees and part-time employees who work twenty (20) hours or more each work week who have been employed for more than sixty (60) continuous days shall be covered by the Vision Care Program. Eligible employees are entitled to one (1) reimbursement each during a two (2) year period. The reimbursement is limited to the following allowances:

Eye Examination - \$20.00

Lenses and Frames combined -or- Contact Lenses - \$30.00

This program is as set forth by resolution authorizing these payments adopted by the Board of Chosen Freeholders on March 20, 1980 and as amended.

F. Payment of Blue Cross-Blue Shield Premiums for Retirees

Pursuant to N.J.S.A. 40A:9-14.1 and N.J.S.A. 52:14-17.38 the County agrees to provide to a retired employee and his dependents, if any, if such employee has accrued twenty-five (25) years of credited service in a State or locally Administered Retirement System, the payment of Blue Cross-Blue Shield, Major Medical, and Rider J premiums. This policy is to be based upon the resolution authorizing these payments adopted by the employer on November 16, 1978 and amended December 21, 1978.

XXXV. MILEAGE ALLOWANCE

Whenever an employee shall be required to use his personal vehicle in any job connected capacity, he shall be entitled to an allowance of twenty cents (\$.20) per mile. Additional expenses such as parking tolls, etc., shall be paid upon submission of a receipt and voucher.

THIS 1982 ADDENDUM MADE 4<sup>th</sup> DAY OF March 1982.

SIGNED, SEALED, AND DELIVERED

IN THE PRESENCE OF:

District 1199-J, National Union of  
Hospital and Health Care Employees,  
RWDSU/AFL-CIO.



ATTEST:

Martin L. Keen

Chief Shop Steward

William G. Lombardi  
Union Representative

Deputy Chief Shop Steward

Middlesex County

ATTEST:

Marie J. MacWilliam  
Marie J. MacWilliam, Assistant Clerk

Stephen J. Capestro  
Stephen J. Capestro, Director



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RUTGERS UNIVERSITY

AUTHORIZE EXECUTION OF ADDENDUM TO 1981-82 CONTRACT - RARITAN BAY MENTAL HEALTH CLINIC, NON-SUPERVISORY PROFESSIONAL EMPLOYEES - DISTRICT 1199-J, NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES, RWDSU/AFLCIO 1982 NEGOTIATED WAGE INCREASE

WHEREAS, District 1199-J, National Union of Hospital and Health Care Employees, RWDSU, is the exclusive bargaining agent for the non-supervisory professional employees employed at Raritan Bay Mental Health Clinic; and

WHEREAS, said District 1199-J and the County of Middlesex did on October 1, 1981, enter into a labor agreement for 1981 - 1982; and

WHEREAS, an addendum to said agreement concerning certain items of employment, including the 1982 negotiated wage increase has been agreed upon which addendum is attached hereto; and

WHEREAS, it is the opinion of the Board of Chosen Freeholders that said addendum is in the best interest of the County of Middlesex;

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Middlesex that an addendum to the 1981-82 Agreement between District 1199-J, National Union of Hospital and Health Care Employees, RWDSU and the County of Middlesex shall be and is hereby approved;

BE IT FURTHER RESOLVED that the Director of this Board shall be and is hereby authorized to execute said addendum on behalf of the County of Middlesex and the Clerk of this Board shall be and is hereby directed to attest said addendum and to affix thereto the corporate seal of the County of Middlesex; and

BE IT FURTHER RESOLVED that the County Comptroller prepare the necessary requests for amendments to the salary schedules, as required; and

BE IT FURTHER RESOLVED that this resolution shall take effect immediately and be retroactive to January 1, 1982; and

BE IT FURTHER RESOLVED that a certified copy of this resolution be forwarded to the County Personnel Director, County Treasurer, County Comptroller, Raritan Bay Mental Health Clinic, District 1199-J, RWDSU, and the New Jersey Department of Civil Service.

STEPHEN J. CAPESTRO, CHAIRMAN  
DEPT. OF HEALTH AND SOCIAL SERVICES

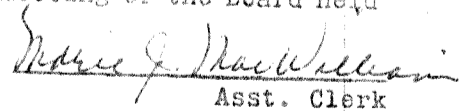
DATED: March 4, 1982

Approved as to form and legality:

*Good*

  
County Counsel

I, Marie J. MacWilliam Assistant Clerk of the Board of Chosen Freeholders of the County of Middlesex and State of New Jersey, do hereby certify that the above is a true copy of a resolution adopted at a meeting of the Board held on MAR 4 1982

  
Asst. Clerk