

Ratified 10/18/82

PREAMBLE

Plainfield, City of
and
Plainfield Municipal Employees Association

This Agreement entered into the day and year set opposite the signatures of the parties, by and between the City of Plainfield, a municipal corporation of the State of New Jersey, hereinafter called the "City", and the Plainfield Municipal Employees Association, hereinafter called the "PMEA".

WITNESSETH:

WHEREAS, the City and PMEAS recognize and declare that the provision of quality service to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic decision-making powers over fiscal and management questions, although they are willing to consult with employee representatives on employee oriented matters, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 - RECOGNITION

The City hereby recognizes the PMEAS as the sole and exclusive collective bargaining representative for all white collar and clerical employees but excluding the following:

1. All seasonal, temporary, and hourly employees.
2. All clerical personnel assigned to the Division of Public Works.
3. All employees who are covered by other employee agreements (PBA, FMBA, FOA, Teamsters)
4. All Division and Department Heads, the Budget Officer, Senior Management Specialist, City Administrator and Unit Heads
5. All permanent part-time employees with less than five (5) years of service.
6. Due to the confidential nature of their duties, clerical personnel reporting to the Mayor, Admin-

X 1/1/82 - 12/31/83

istrator, Senior Management Specialist and Personnel Director shall be excluded from representation. Employees covered by this provision will number no more than four (4).

ARTICLE 2 - NEGOTIATION PROCEDURE

2-1. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13-1 et. seq. as amended in good-faith effort to reach agreement on all matters concerning the terms and conditions of employment.

2-2. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

Continuing Review of this Agreement

2-3. Representatives of the City and the PMEA negotiating committee shall meet once each month, if requested by either party, for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

2-4. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the City in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitments or agreement between the City and the PMEA or any individual employee covered by this Agreement is hereby superseded.

2-5. The City agrees not to negotiate concerning said employees in the negotiating unit as defined in Article 1 of this Agreement, with any organization other than the PMEA For the duration of this Agreement.

2-6. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

2-7. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 3 GRIEVANCE PROCEDURE

3-1. Definition

A grievance shall be defined as any dispute between the parties concerning:

- (a) the application or interpretation of this contract or
- (b) The City's policies or practices affecting an employee's terms and conditions or employment.

Grievances may be raised by the individual, the union, the union on behalf of the individual or the City.

3-2. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method of resolving grievances between the parties covered by this agreement. Grievance must be submitted within five (5) working days of the occurrence giving rise to the grievance or it shall be deemed waived.

Step 1

Whenever an employee or the union has a grievance as defined in the definition stated herein, he/she shall first present it verbally to his/her immediate supervisor. It shall be the responsibility of the supervisor to attempt to arrange a mutually satisfactory settlement of the grievance or advise the grieved employee, within three (3) working days of his/her inability to do so. An earnest effort shall be made to settle the differences between the grieved employee and the supervisor for the purpose of resolving the matter informally.

Step 2

When an employee is informed by his/her supervisor that he/she is unable, within the discretion permitted, to arrive at a mutually satisfactory solution to the grievance or the suggested solution is unacceptable to the employee, the employee must, if he/she wishes to present the grievance to a higher authority, forward a written account of the grievance to the Division Head with a copy to the Personnel Director and notify the immediate supervisor to whom the grievance was first submitted. Within two (2) working days, the immediate supervisor shall submit a written report to the Division Head containing the facts, circumstances and events leading to the grievance and an explanation as to why the grievant is unsatisfied with the solution suggested.

Within five (5) working days, the Division Head will attempt to find a mutually satisfactory solution to the grievance. The response shall be in writing to the grievant.

If the grievant's immediate supervisor is the Division Head, the attempt to informally resolve the grievance in Step 1 shall be conducted with the Division Head.

Step 3

If the grievant is unsatisfied with the answer to the grievance by the Division Head, the employee may forward the written grievance to the Department Head and the Personnel Director. The Department Head, in conjunction with the Personnel Director, will attempt to find a mutually satisfactory solution to the grievance within five (5) working days. The solution shall be in writing.

Step 4

If the grievant is unsatisfied with the answer to the grievance by the Department Head, the employee shall forward the written grievance to the City Administrator. The City Administrator will attempt to find a mutually satisfactory solution to the grievance within five (5) working days.

Step 5

Failing a solution, the grievant may forward the written grievance to the Mayor. The Mayor, having all inputs resulting from the sequential progression, will then consider and formally act on the complaint within five (5) working days.

3-3. Since it is intended that most, if not all, grievances can and should be settled without the necessity of reference to the Mayor, no grievance will be heard or considered by the Mayor, which has not first passed through the above described steps.

3-4. The time frames established for each of the steps of the grievance procedure shall be strictly adhered to. Failure by management to respond shall be deemed to be a no answer and shall permit the employee to proceed to the next step in the process.

3-5. Employee's grievances shall be presented to the Division Head on forms prepared by the PMEA. The employee's association representative shall accompany the employee through the steps of the grievance procedure. The procedure, as contained in this contract, shall be strictly adhered to. It is understood that employees must sign their individual grievances.

3-6. Grievances initiated by the City shall be filed directly with any authorized union officer, delegate or steward within five (5) working days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) working days after the filing of the grievance between the City and a representative of the union in an earnest effort to adjust the differences between the two parties.

ARTICLE 4 - EMPLOYEES' RIGHTS AND RESPONSIBILITIES

Employees' rights and responsibilities shall be in accordance with Section 11 of the Municipal Code of the City of Plainfield.

ARTICLE 5 - CITY'S RIGHTS AND PRIVILEGES

5-1. Management Responsibilities

It is recognized that the management of the City Government, the control of its properties and the maintenance of order and safety, is solely a responsibility of the City. Accordingly, the City hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees.

2. The selection and direction of the work forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer.

The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption of policies, rules, regulations and practices, in furtherance thereof, and the use of judgement and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States and the Ordinances of the City of Plainfield.

Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S. 40A and 11 or any other national, state, county or local laws or ordinances.

5-2. Maintenance of Operations

The PMEA covenants and agrees that during the term of the Agreement, neither the PMEA nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of an employee from his/her duties of employment), work stoppage, slowdown, walkout or other mass absenteeism against the City. The PMEA agrees that such action would constitute a material breach of this section of the Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that participation in any such activity by any PMEA member shall be deemed grounds for disciplinary action including possible termination of employment of such employee or employees.

Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by

the PMEA or its members. It is understood that the PMEA has the same legal rights outlined in this paragraph.

ARTICLE 6 - SALARIES

6-1. The salary guides for employees for 1982 and 1983 are set forth in attachments A and B of this Agreement. They reflect a seven and a half (7.5%) across the board increase for 1982 and four and a half (4.5%) increase for 1983.

6-2. In lieu of a drug prescription plan the City shall pay each employee who has been an employee for at least six (6) months prior to the payment date, \$100. The payment will be made in December but may be paid earlier if funds are available for the purpose.

6-3. The City shall provide a dental plan to substitute for the drug payment starting on January 1, 1983. The City's financial obligation for the dental plan shall not exceed \$18.05 per person per month. The difference between the cost of the dental plan and the City's obligation shall be paid by the employees. The plan shall be selected by a committee composed of two (2) representatives of the PMEA and two (2) representatives of the City. Any change in the carrier selected by the City to provide coverage under the plan selected by the committee, shall be placed before the committee for approval in the event use of an alternative carrier would change the level of coverage or the manner of administration of the plan. The foregoing language notwithstanding, the committee shall have the right to suggest changes in the terms of coverage but in no event shall such changes increase the City's financial obligation.

6-4. The City shall pay twenty-five (\$.25) per mile to employees who are required by the City to use their personal vehicles for conducting City business.

ARTICLE 7 - LONGEVITY

7-1. The City shall pay longevity, subject to the conditions of Section 11:41 of the Municipal Code to all employees having completed the following years of service in the following amounts:

	<u>1982</u>
10 years of service	- \$ 400.
15 years of service	- \$ 800.
20 years of service	- \$ 1,100.
25 years of service	- \$ 1,400.

1983

10 years of service - \$ 500.
15 years of service - \$ 900.
20 years of service - \$ 1,200.
25 years of service - \$ 1,500.

7-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for longevity pay through years of service on or before June 30 of the calendar year.

7-3. Any full-time employee who was a full-time employee on or before July 1, 1976, is eligible, notwithstanding Section 11:4-1 of the Municipal Code, to receive his/her first longevity payment after eight (8) years of service, according to the constraints of Section 7-2 and the pay schedule in Section 7-1 of this Agreement.

7-4. Employees, covered by this Agreement who leave the employ of the City and then return will, upon return, be given full credit for prior service beginning January, 1982. They must, however, complete five years of work on their return before service will be bridged.

ARTICLE 8 - INSURANCE PROTECTION

8-1. The City shall pay the entire cost of Blue Cross/Blue Shield, Major Medical Insurance and "Rider J", benefits, under the Blue Cross/Blue Shield 1420 series, for all employees covered by this Agreement. For those employees choosing to participate in the HMO option instead of Blue Cross/Blue Shield coverage, the City's financial obligation shall be no higher than the cost of corresponding Blue Cross/Blue Shield coverage. The City further agrees to provide at no cost to the employee a Disability Income Insurance Plan. Such a plan shall provide, when combined with other exiting benefits, at least 50% of the employee's salary. However, the plan will not become effective until such time as the employee has exhausted all of his sick leave, vacation, worker's compensation benefits and the 180 day waiting period, whichever coverage lasts the longest. In the event that an employee exhausts his or her accumulated sick and vacation leave prior to the expiration of the 180 days waiting period, the City agrees to pay 50% of the employee's salary up to the expiration of the 180 day waiting period. Such payment of 50% of salary will be provided following a determination by the City's Physician that the employee's illness or injury is of sufficient quality and duration

that could qualify the employee for a long-term disability coverage.

8-2. The City may allow, with the approval of the City Administrator, employees who experience a lengthy off-duty illness or injury to borrow up to two (2) years future sick and vacation time upon exhaustion of accumulated sick and vacation time. To be eligible the employee must have at least one (1) year of service and accept the obligation to pay back the time during future service. This obligation shall be accepted in writing if approval is granted by the City Administrator.

8-3. The City agrees that during the duration of this Agreement it will neither seek to nor negotiate changes that will result in the reduction of the coverage or benefits as provided by plans listed in this article. In the event the City wishes to substitute or change health insurance carriers while this Agreement is in effect, it agrees to discuss such a change with the employee group thirty (30) days before taking action.

ARTICLE 9 - VACATIONS AND HOLIDAYS

9-1. All employees covered by this Agreement will earn vacation in the manner detailed below. Vacation schedules shall be established by the City taking into account the needs of the municipality and the desires of the employees. The vacation schedule is as follows:

1 - 5 years of service	13 days
6 - 10 years of service	16 days
11 - 15 years of service	19 days
16 - 20 years of service	22 days
21 or more years of service	26 days

9-2. Employees may accumulate and bank up to fifteen (15) vacation days. At the end of five (5) years all banked time must be used. Those employees who presently have over fifteen (15) days in their bank must use up all accumulated vacation days in the next five (5) years. When banked vacation time is used it is paid at current rates. When accumulated time is cashed in upon termination or retirement it is paid at a rate earned.

9-3. The City agrees to grant the following official holidays with pay to the members of the PMEA in accordance with Section 11:82 of the Municipal Code of the City of Plainfield:

1. New Year's Day
2. Martin Luther King's Birthday
3. Washington's Birthday
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veterans Day
10. Thanksgiving Day
11. Friday after Thanksgiving
12. Half day Christmas Eve and half day New Year's Eve
13. Christmas

9-4. It is agreed that all holidays ordered by the Governor of the State of New Jersey shall accrue to the employees covered by this contract provided that the granting of such day is approved by the Mayor or Acting Mayor of the City of Plainfield. If the Mayor or Acting Mayor are not available, the City Administrator may grant such a day.

9-5. For the years 1982 and 1983, in accordance with Section 11:8-2(c) of the Municipal Code, the following Christmas and New Year holiday schedule will be observed:

1982

Half Day Christmas Eve	observed	December 23
Christmas Day	observed	December 24
Half Day New Year's Eve	observed	December 30
New Year's Day	observed	December 31

1983

Half Day Christmas Eve	observed	December 23
Christmas Day	observed	December 26
Half Day New Year's Eve	observed	December 30
New Year's Day	observed	January 2

ARTICLE 10 - SICK LEAVE

10-1. In the first calendar year of employment, employees shall be entitled to one (1) day of sick leave for each month of employment. In each year thereafter, employees earn fifteen (15) sick days per year.

10-2. Each employee is entitled to use two (2) personal days annually in lieu of sick days. Personal days must be used within the one year period and shall not be cumulative. If personal days are not used, they will convert to sick days.

10-3. All unused sick leave accumulated in 1982 or prior to 1982 will be paid out at retirement on the basis of one-third day (1/3) per full day accumulated or upon separation in good standing one-fourth (1/4) day per full day accumulated at salary rates earned in 1982. In subsequent years, accumulated time shall be paid at the salary rate earned during the year in which it is accumulated on the basis of one-third day per full day accumulated upon retirement and one-fourth (1/4) day per full day accumulated upon separation. When current or accumulated time is used for illness, they are paid at current rates. They shall be used on a first in, first out basis.

ARTICLE 11 - MISCELLANEOUS

11-1. This Agreement constitutes City policy for the term of said Agreement, and the City shall carry out the commitments herein and give them full force and effect as City policy.

11-2. The City and the PMEA agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees on the basis of race, creed, color, religion, national origin, marital status or sex. Nothing in this section will prohibit the City from complying with its affirmative action obligations with regards to Federal, State, and local laws. Any affirmative action obligations affecting the membership of the PMEA will be discussed with the PMEA before fulfilling such obligations.

11-3. Copies of this Agreement together with copies of the City Personnel Ordinance shall be available for review by members of the PMEA.

11-4. If there is any conflict between the terms of this Agreement and any ordinance hereafter enacted, the terms of this Agreement shall prevail. Reference to any ordinance shall mean those ordinances in effect at the time of the adoption of this Agreement. Amendments to such ordinances subsequent to the adoption of this Agreement referring to matters contained herein, shall have no effect upon this Agreement without consent of all parties hereto.

11-5. Any member working twenty (20) hours or more in the course of any work week in a higher classification shall receive the rate of pay of the higher classification as provided in Section 11:7-5. (c) of the Municipal Code of the City of Plainfield for all hours actually worked in that classification during the particular week, provided the individual is qualified to perform the duties of such classification and provided that the individual is authorized to perform the duties of the higher classification by his/her Department Director. Assignments to higher classifications should be made only when there is a direct career ladder relationship. Employees whose class title is that of "Deputy" or "Assistant" will not be paid at the higher rate when assigned to the higher functions since takeover for their immediate supervisor is considered as part of their regular duties.

11-6. Bereavement Time

The City agrees that the definition of immediate family under Section 11:9-8 of the Plainfield Municipal Code shall include grandparent and grand child. In addition, an employee covered by this contract shall be eligible for one (1) day of death leave with pay after death of a relative not a member of the immediate family as defined in Section 11:9-8 of the Plainfield Municipal Code. Death leave shall begin the day after the death of a relative.

11-7. The City agrees that the development of individual employees is to the advantage of both the employee and the City and therefore will provide employees the opportunity to request the Personnel Office to evaluate their present positions and to discuss and counsel the employee's educational and training opportunities which would personally develop the employee and thereby increase the employee's efficiency and effectiveness on the job with the possibility of advancement, due to the use of the gained skill. Financial assistance for educational courses will also be discussed at these meetings.

11-8. It is expressly understood that the provisions of this Agreement, as far as they are applicable to employees whose positions are primarily funded from non-City sources, will be applicable to such employees only to the extent of continued non-City funding and the level of such funding.

11-9. The City shall provide all employees covered by this Agreement with an Employee Handbook which will contain all pertinent employment information including information on the PMEA by

January of 1983.

11-10. The City wishes to recognize its concern for the safety of its employees. In doing so, the City shall provide identification badges for all employees, hold quarterly fire evacuation drills for all employees and conduct personal and office security training at least once per year starting in January, 1983.

11-11. When available space presents itself and when the City takes occupancy of the new building and arrangements can be made, the City shall establish an employee lounge in City Hall and in other City buildings where employees work.

11-12. The City is interested in establishing a suggestion award program. It agrees to join with the PMEA to study the matter.

11-13. The City and the PMEA agree to form a committee to study the working conditions in the Communications Division with the intent, where possible, of improving the work environment. The Committee will identify the concerns of the employees in the division and make recommendations of improvement to the City Administrator.

11-14. A leave of absence without pay and fringe benefits shall be granted for maternity purposes to female employees of the City as follows:

1. An employee shall submit a written request to her immediate supervisor no later than the fourth (4th) month of pregnancy stating the probable duration of the leave. Such leaves shall be granted for a period of time up to, but not exceeding six (6) months.

2. Upon request of the employee, with the approval of the appointing authority and governing body, maternity leave of absence without pay may be extended or renewed for an additional six (6) months.

3. An employee shall not be required to leave prior to childbirth unless she is no longer able to satisfactorily perform the duties of her position or her physician determines that she is unable to work.

4. Proof of pregnancy signed by a physician may be required at any time together with his/her estimate of the delivery date and his/her evaluation of the employee's physical abilities to continue performing the full duties and responsibilities of her position.

11-15. The normal workweek of the employees covered by this Agreement consists of a 35 hour, 5 day week. With the approval of the Division Head and provided it will not interfere with the normal operation of the City, the employee may choose to work eight (8) hour days for a nine (9) day work period (72 hour) with one day off every two weeks. Approval to make this choice will not be unreasonably withheld. When a request by an employee to work the 9 day 72 hour schedule has been denied, that employee may discuss the denial with an impartial committee made up of two (2) City and two (2) PMEA representatives. The intent of the committee will be to protect the interest of the public. The committee's recommendations will be forwarded to the City Administrator who shall have final authority.

This provision excludes employees performing in the titles of:

1. Communications Operators
2. Mail Clerk

Nothing in this provision shall be construed as an abrogation of the rights and privileges contained in Article 5 of the Agreement.

ARTICLE 12 - AGENCY SHOP

12-1. Any employee, covered by this agreement, who does not join the PMEA within thirty (30) days of the effective date of the agreement, any new employee, covered by this agreement, who does not join within thirty (30) days of initial employment and any employee previously employed in a unit covered by this agreement, who does not join within ten (10) days of reentry into employment shall, as a condition of employment pay a representation fee to the PMEA by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five (85%) percent of the regular PMEA membership dues, fees and assessments as certified to the Employer by the PMEA. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular union membership dues, fees and assessments. 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.

12-2. The City agrees to deduct membership dues in such amounts as shall be fixed pursuant to the By-Laws and Constitution of the PMEA during the full term of this Agreement and any extension or renewal thereof. The dues or representative fee shall be deducted twice per year on the 13th and 20th pay periods.

12-3. The PMEA will provide the necessary signed "check-off authorization" forms which will allow the City to automatically deduct dues or representation fees. Employees covered by this Agreement are required to sign these "checkoff authorizations" or pay the PMEA directly as a condition of employment.

12-4 The PMEA agrees that it will indemnify and save harmless the City against any and all actions, claims, demands, losses or expenses (including reasonable attorneys' fees) in any matter resulting from action taken by the City at the request of the PMEA under this Article.

ARTICLE 13 - CIVIL SERVICE RULES

As provided in the Civil Service code N.J.A.C. 4:1-1.1 through 23.7, it is understood that the employer and the employee's representative will adhere to and observe all the rules and regulations governed by the Civil Service Rules of the State of New Jersey.

ARTICLE 14 - DURATION OF AGREEMENT

This agreement shall be effective as of January 1st, 1982 and shall continue in effect until December 31st, 1983, subject to the PMEA'S and the City's right to negotiate over a successor agreement as provided in Article 2. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, the PMEA has caused this Agreement to be signed by its President and Secretary, and the City has caused this Agreement to be signed by the Mayor and City Clerk, and its corporate seal to be placed hereon.

PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION

By: David Miller Date 10/19/82

ATTEST:
Viola S. Pratt 10/19/82
Secretary Date

CITY OF PLAINFIELD
By: Everett Fallino 10/19/82
Mayor Date

ATTEST:
Emilia R. Stahura 10/19/82
City Clerk Date

Res #5310 10/15/82

Agreement Addendum

WHEREAS, the City and PMEA recognize and declare that there are certain aspects of the communications center operation which were not considered during contract negotiations; and

WHEREAS, Article 2, Section 2-7, of the 1982-1983 PMEA Contract requires modification by an instrument in writing duly executed by both parties; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement, in consideration of the following mutual covenants, the 1982-1983 PMEA contract is hereby amended as follows:

Article 9
Section 9-6.

For the year 1983, in accordance with Section 11:8-2(c) of the Municipal Code, the following Christmas and New Year holiday schedule will be observed by employees assigned to the Communications Center.

1983

Half Day Christmas Eve	-	Observed December 24
Christmas Day	-	Observed December 25
Half Day New Year's Eve	-	Observed December 31
New Year's Day	-	Observed January 1, 1984

Article 10
Section 10-2(a)

Employees of the communications center may not use personal days on holidays as listed in Article 9, Section 9-3 of the existing agreement, as well as those listed in Section 9-6 of this amendment.

IN WITNESS THEREOF, the PMEA has used this agreement addendum to be signed by its president and secretary, and the City has caused this agreement to be signed by the Mayor and City Clerk, and its corporate seal to be placed hereon.

PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION

By: David Miller Date 5-4-83
President

Attest:

Vivian S. Pratt 5-4-83
Secretary Date

Res # 5538
5/2/83

CITY OF PLAINFIELD
By: Evertt Lattinios May 9, 1983
Mayor Date

Attest:

Emilia R. Stahura 5/9/83
City Clerk Date

Res # 5538 5/2/83

Agreement Addendum

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By: David Miller Date 5-4-83
President

Attest:

Vivian Pratt 5-4-83
Secretary Date

Res # 5538
5/2/83

CITY OF PLAINFIELD
By: Everett Lathimos May 9, 1983
Mayor Date

Attest:

Emilia R. Stahura 5/9/83
City Clerk Date

Res # 5538 5/2/83