

## MEMORANDUM OF AGREEMENT

This Agreement, made this                    day of                    ,  
1992, between the County of Essex (hereinafter referred to as  
the "COUNTY") and LOCAL 1158, INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS, A.F.L.-C.I.O., (hereinafter referred to as  
the "UNION").

### 1. YOUTH HOUSE

A. Effective January 1, 1992 the salary range  
for Supervising J.D.O. shall be \$14,178 - \$33,769.

B. Effective January 1, 1992 the J.D.O., Senior  
J.D.O. and Supervising J.D.O. will receive in lieu of the  
current uniform service, a yearly uniform allowance of \$250.00  
payable in two (2) installments of \$125.00 each in March and  
July.

C. Effective January 1, 1992, Nurses and Food  
Service Workers will receive a yearly uniform allowance of  
\$200.00 payable in two (2) installments of \$100.00 each in  
March and July.

D. The County shall require a supporting certificate from the employees attending physician when said employee is absent for five (5) consecutive days chargeable to sick leave. Employees whom management considers to have abused sick leave or engaged in hook-ups of sick days shall be verbally counselled two (2) times before being required to bring in a doctors written note for all absences under five (5) days.

2. MEDICAL EXAMINERS OFFICE

Effective January 1, 1992 Medical Investigators shall receive compensatory time at the straight time rate for all holidays falling on their scheduled day off.

3. UNION OFFICE

The County will provide the Union with an office in the Hall of Records Complex to conduct Union business.

IN WITNESS WHEREOF, the parties have, by their authorized representative, set their hands and seals this            day of            , 1992.

**INTERNATIONAL BROTHERHOOD  
OF ELECTRICAL WORKERS, LOCAL 1158**

*Michael Calabro*

**MICHAEL CALABRO  
BUSINESS MANAGER**

**COUNTY OF ESSEX**

*Donald V. Biase*

**DONALD V. BIASE  
A/COUNTY ADMINISTRATOR**

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