

THIS BOOK DOES
NOT CIRCULATE

Bergen County

GENERAL AGREEMENT

NUMBER II

EFFECTIVE JAN. 1st 1974 - Dec. 31, 1976

BETWEEN

THE BOROUGH OF WALDWICK

AND

**THE WALDWICK PUBLIC WORKS
EMPLOYEES ASSOCIATION**

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Institute of Management and
Labor Relations

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PREAMBLE

THIS AGREEMENT, made this 15 day of July, 1974 between the BOROUGH OF WALDWICK, a municipal corporation of the State of New Jersey, hereinafter referred to as "BOROUGH", and WALDWICK PUBLIC WORKS EMPLOYEES ASSOCIATION, a representative of all the employees of the Department of Public Works of the BOROUGH, hereinafter referred to as "ASSOCIATION".

WHEREAS, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them and to enter into a complete Agreement covering rates of pay, hours of work and conditions of employment, and

WHEREAS, the parties do hereby acknowledge that this Agreement is the result of collective negotiations:

NOW, THEREFORE, it is hereby agreed by and between the parties hereto as follows:

ARTICLE I

RECOGNITION

1. The BOROUGH recognizes the ASSOCIATION as the sole and exclusive representative for all employees, including retired personnell, in the BOROUGH'S Public Works Department.
- 1.1 Any new job classifications that fall within the range of work presently performed by employees in the bargaining unit shall automatically be included within the ASSOCIATION'S jurisdiction.

ARTICLE II

COLLECTIVE NEGOTIATING

1. Collective negotiation with respect to rates of pay, hours of work or conditions of employment shall be conducted by the duly authorized bargaining agent of each of the parties. Ordinarily, not more than three (3) additional representatives of each party shall participate in collective negotiating meetings.
2. Collective negotiating meetings shall be held at times and places mutually convenient at the request of either the BOROUGH or the ASSOCIATION.
3. Employees of the BOROUGH who may be designated by the ASSOCIATION to participate in collective negotiating meetings will be excused from their BOROUGH work assignments with compensation by the BOROUGH, provided their absence would not seriously interfere with the BOROUGH'S operations.
4. The duly authorized negotiating agent of either the BOROUGH or the ASSOCIATION is not required to be an employee of or connected with the BOROUGH.

ARTICLE III

MISCELLANEOUS

1. Stand-by Time

1.1 Stand-by shall be defined as being available for any emergency which may arise over and beyond the employee's normal weekly working period from Friday 3:30 P.M. to the following Friday at 3:30 P.M.

1.2 Employees assigned to stand-by shall be given extra compensation in the amount of \$50.00 per week while on stand-by.

2. Clothing Allowance

2.1 The BOROUGH shall pay to each employee represented by the ASSOCIATION \$35.00 per man, per year, for work shoes.

3. Other Employee Benefits

3.1 All employee benefits set forth in the Personnel Policy Program of the Borough of Waldwick, dated March 15, 1971, Revised to August 6, 1973, shall remain in full force and effect, and shall be applicable to all members of the ASSOCIATION except as explicitly modified, changed or supplemented by this contract.

3.1a Overtime - Effective January 1, 1974, payment shall be doubled for the Holidays as shown in the Personnel Policy at page 4 paragraph .02.

3.1b Personal Business - Absence from work for short periods due

ARTICLE V

DURATION

1. This Agreement shall be effective as of January 1, 1974, but only if ratified by the membership of the ASSOCIATION and the Governing body of the BOROUGH, and when so effective, shall remain in full force and effect until midnight December 31st, 1976.
2. Notices sent by the ASSOCIATION shall be served on the President, (Joseph Taurone, for the year 1974) of the ASSOCIATION or his representative, designated in writing, or any member of the executive committee which, for the year 1974, shall consist of Raymond Schmidt, Thomas Dawson and Jack Korth.

IN WITNESS WHEREOF, the parties have executed this Agreement
the first day and year herein mentioned.

ATTEST:

William Longan
Borough Clerk

BOROUGH OF WALDWICK

By Ralph W. Cook
Mayor

ATTEST:

Thomas J. Dawson
Secretary

THE WALDWICK PUBLIC WORKS
EMPLOYEES ASSOCIATION

By Joseph Tafrone
Joseph Tafrone, President