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C O N T R A C T

Between

Madison Borough

BOROUGH OF MADISON, MADISON, NEW JERSEY

and

LOCAL UNION NO. 866, AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS
OF AMERICA

LIBRARY
Institute of Management and Labor Relations for

MAY 6 1982

ALL ~~EMPLOYEES~~ EMPLOYED BY THE BOROUGH OF MADISON,
MADISON, NEW JERSEY, IN THE WATER, SANITATION, ROADS
AND PARKS, MECHANICAL SERVICE, ENGINEERING, AND
ELECTRIC DEPARTMENTS CLASSIFIED AS:

TRUCK DRIVERS, EQUIPMENT OPERATORS, FOREMAN, ASSISTANT
FOREMAN, MECHANICS, ENGINEERING ASSISTANTS, METER READER,
CUSTOMER SERVICEMAN, STATION OPERATOR, LINE FOREMAN,
LINEMEN, GROUNDSKEEPER, BUILDING CUSTODIAN, METER TESTER,
BUT EXCLUDING OFFICE CLERICAL, CRAFT AND PROFESSIONAL
EMPLOYEES, MANAGERIAL EXECUTIVES, FIREMEN, POLICEMEN AND
SUPERVISORS WITHIN THE MEANING OF THE ACT.

R
FOR THE TERM COMMENCING JANUARY 1, 1982

AND ENDING DECEMBER 31, 1983

A R T I C L E I

RECOGNITION

The Borough of Madison, New Jersey, recognizes Local Union 866 I.B.T. as the sole and exclusive bargaining agency for all employees covered by the Agreement in all matters pertaining to rates of pay, wages, hours of work, benefits and other terms and conditions of employment.

A R T I C L E II

SCOPE OF BARGAINING UNIT

This Agreement covers all employees employed by the Borough of Madison, Madison, New Jersey in: WATER, SANITATION ROADS AND PARKS, MECHANICAL SERVICE, ENGINEERING, AND ELECTRIC DEPARTMENTS CLASSIFIED AS: TRUCK DRIVERS, EQUIPMENT OPERATORS, FOREMAN, ASSISTANT FOREMAN, ENGINEERING ASSISTANT, METER READER, CUSTOMER SERVICEMAN, STATION OPERATOR, LINE FOREMAN, LINEMEN, GROUNDSKEEPER, METER TESTER, BUILDING CUSTODIAN, BUT EXCLUDING OFFICE CLERICAL, CRAFT AND PROFESSIONAL EMPLOYEES, MANAGERIAL EXECUTIVES, POLICEMEN, FIREMEN AND SUPERVISORS WITHIN THE MEANING OF THE ACT.

Supervisors and other excluded personnel shall not be permitted to perform any work normally performed by employees covered by this Agreement except under emergency conditions.

The Borough shall not employ any contractor(s) while any employee is on lay-off, nor shall any employee be laid off if any contractor(s) is performing work associated to the bargaining unit.

A R T I C L E III

DUES CHECK-OFF

1. The Borough agrees that it will, on the first payroll in each month, deduct the Union dues or service fees from the pay of each employee who has authorized such deduction, and transmit the same with a list of such employees to the Secretary-Treasurer of Local 866, I.B.T. within ten (10) days after the dues are deducted.

2. The Union agrees to furnish written authorization, in accordance with the law, from each employee authorizing dues deductions.

3. The Union will furnish the Borough a written statement of the dues to be deducted.

4. The Union agrees to indemnify and hold the Borough harmless from and against any and all claims arising under this provision.

ARTICLE IV

RATES OF PAY

1. Each employee will be classified in accordance with skills used and shall be paid not less than the rate for such classification in accordance with the table of job classification and Rate of Pay in the Schedules which are attached hereto and made part of this Agreement. Foreman shall not perform work of any other classification except as follows:

- (a) Under emergency conditions, or
- (b) According to present practice in the Mechanical Service Department, or
- (c) In the absence from work of regular employees.

2. Longevity Pay shall be considered as part of base wages, for the purpose of computing overtime, holiday pay, vacation pay, sick pay, retirement and any other benefits.

Entitlement of longevity is based on the employee's initial date of hire as follows:

After 5 full years of service...\$100/Year
After 10 full years of service..\$200/Year
After 15 full years of service..\$300/Year
After 20 full years of service..\$400/Year
After 25 full years of service..\$500/Year
After 30 full years of service..\$600/Year

3. Any position not covered by the attached Schedules or any positions which may be established during the life of this Agreement shall be subject to negotiations between the Borough and the Union. The employer maintains the right to create a new classification and rate of pay for that position, after which, in the event of dispute between the Union and the employer regarding such classification and rate of pay, such dispute shall be submitted to grievance procedure for settlement, and if the parties cannot agree, to arbitration.

4. The Borough agrees to pay wages earned on a bi-weekly basis which will include wages for overtime hours. Payday shall be Friday in accordance with the following Schedule:

The work week shall commence at 12:01 a.m. Monday and end 12:00 midnight the following Sunday. Wages will be calculated bi-weekly for all straight and overtime hours indicated on time cards to be presented not later than Monday a.m., following the bi-weekly period. Payment of wages earned in that bi-weekly period will be paid on Friday following the bi-weekly period reported. Employees will be paid during a.m. work hours. When payday falls on a Holiday, then the preceding day will be payday.

5. The past practice of allowing employees to cash pay checks during working hours will be continued.

RATES OF PAY (contd)

6. The schedules annexed hereto and made a part hereof contain the adjustments for promotion to be effected during the calendar years 1982 and 1983 except as otherwise provided in this Agreement.

7. The following wage adjustments are to be applied to all classifications and are reflected in the attached schedules:

Effective date January 1, 1982, 8% increase above the rates in effect on December 31, 1981.

Effective date January 1, 1983, 7-1/2% increase above the rates in effect on December 31, 1982.

8. This contract shall be retroactive from the date of ratification to January 1, 1982 insofar as the salaries and wages set forth in this section of the Agreement. For other changes or revisions the effective date shall be as specifically provided.

A R T I C L E V

HOURS OF WORK

All employees in the Public Works Departments and in the Electric Department (classified as Line Foreman, Chief Lineman, Linemen and Meter Tester) shall be scheduled for eight (8) hours each day, Monday through Friday. Unless otherwise specified herein, the work day shall start at 8:00 a.m. and end at 4:30 p.m. The Borough shall allow, without pay, a one-half (1/2) hour lunch period each day between 11:30 a.m. and 1:00 p.m.

OTHER SCHEDULES:

SWEEPER: 5:00 a.m. to 1:00 p.m. (no lunch period)
Monday through Friday.

CUSTOMER SERVICE MAN, METER READERS: 8:00 a.m. to 4:30 p.m. (with one-half (1/2) hour lunch period, without pay) Monday through Friday.

BUILDING CUSTODIANS (HARTLEY DODGE MEMORIAL)

Head Building Custodian - 7:30 a.m. to 4:30 p.m. (with one hour lunch period without pay) Monday through Friday.

Building Custodian - 3:30 p.m. to 12:00 midnight (with one half hour lunch period without pay) Monday through Friday.

It is understood that these working hours are subject to change if operating conditions make this necessary.

STATION OPERATOR: Station Operators will work a daily

OTHER SCHEDULES (contd.)

schedule of 8:00 a.m. to 4:30 p.m., Monday through Friday, with a one-half (1/2) hour staggered lunch period (without pay):

One man - 12:00 a.m. to 12:30 p.m.

One man - 12:30 p.m. to 1:00 p.m.

Saturday: One man from 8:00 a.m. to 10:00 a.m., at one and one-half (1-1/2) times the regular rate.

Sunday: One man from 8:00 a.m. to 10:00 a.m., at two (2) times the regular rate. Minimum Sunday callout provisions of Article VI do not apply.

Holidays: One man each Holiday from 8:00 a.m. to 10:00 a.m. The Station Operator who works on a Holiday shall receive, in addition to Holiday pay, one and one half (1-1/2) times his straight time hourly rate for a minimum of four hours except for Christmas and New Years when all hours worked shall be at double time. All hours worked in excess of four hours shall be paid at one and one half (1-1/2) times the rate for actual hours worked except on Christmas and New Years when pay shall be at double time.

SPECIAL SUMMER WORK SCHEDULE

The hours of work for the Electric Department from June 1st through September 30th will be 7:00 a.m. to 3:30 p.m. with one-half (1/2) hour for lunch.

The hours of work for the Public Works Department from June 1st through September 30th will be 7:30 a.m. to 4:00 p.m. with one-half (1/2) hour for lunch.

The following additional conditions shall apply to all employees covered by this Agreement:

1. The Borough shall allow a paid one-half (1/2) hour lunch period whenever an employee is required to work ten (10) or more hours and additional paid one-half (1/2) hour lunch period for each subsequent four (4) hours of work.

The Borough shall allow employees sufficient time to return to the Garage or to the Water and Electric Plant to eat their lunches.

The Borough shall also allow a paid coffee break once during each four (4) hour period.

Employees on active payroll who report to work shall be guaranteed a minimum of eight (8) hours work or straight time pay in lieu thereof.

2. The Borough shall grant employees, for each over-time lunch period, a meal allowance not to exceed three dollars

SPECIAL SUMMER WORK SCHEDULE (contd.)

and fifty cents (\$3.50). An allowance of up to two dollars and fifty cents (\$2.50) for breakfast will be allowed to an individual called out one hour or more before the normal morning starting time.

3. Employees performing emergency work for more than four (4) consecutive hours outside their normal work day may take a rest period of one (1) hour after the fourth consecutive hour of such work.

OTHER

1. The Borough shall not require any employee to take time off to compensate for time worked in excess of eight (8) hours in a work day or forty hours in the work week.

2. If, because of severe weather conditions, the Governor or Mayor orders closing of the Municipal offices, those essential employees who come to work shall be given a compensating day off at a time mutually convenient to the employee and his department head.

A R T I C L E VI

PREMIUM PAY

One and one-half (1-1/2) the straight time rate of pay shall be paid for all work:

- (a) performed in excess of eight (8) hours in any twenty-four (24) hour period.
- (b) performed prior to starting time (as defined in Article V).
- (c) performed after quitting time (as defined in Article V).
- (d) performed on Saturday.

In addition to Holiday pay, an employee who works on the Holiday (except for Christmas and New Years, when all hours worked shall be paid at double time), will be paid one and one-half (1-1/2) times his straight time hourly rate for a minimum of four (4) hours. All hours worked in excess of four (4) hours shall be paid for at one and one-half (1-1/2) times rate for actual hours worked.

Employees called in to work on Sunday shall be given a minimum pay of four (4) hours at double their regular hourly rate of pay. For all hours worked on Sunday beyond the four (4) hours minimum the employee shall receive double his regular straight time rate for all hours worked.

PREMIUM PAY (contd.)

Two (2) times the straight time hourly rate of pay shall be paid for all hours worked after the normal quitting time as defined in Article V on Christmas and New Years eves.

Employees called in to work on Saturday, or following the regular scheduled day's work Monday through Friday, shall be guaranteed a minimum pay of two (2) hours at one and one half (1-1/2) times the straight time hourly rate of pay. The minimum call-in guarantee of two (2) hours does not apply when early start hours are scheduled.

Opportunity to earn premium pay shall be rotated with the intention to achieve equalization of premium pay earnings within each class of work.

Standby pay shall be paid each week to Utility and Public Works employees scheduled for standby, which shall be equal to twelve (12) hours pay at the employee's straight time rate. Standby pay shall be paid each week to the Station Operator employee scheduled for Standby, which shall be equal to twelve (12) hours pay at the employee's straight time rate.

Employees on Standby need not remain at home, however, they shall leave a telephone number whereby on callout they can readily be reached so that they can arrive at the destination within one-half (1/2) hour. This Standby provision applies to all departments.

There shall be two employees only from the Electric Department selected to serve on Standby each week. The First Class Lineman or Foreman on Standby will be the first man called out on all calls listed below:

1. Poles hit by vehicles.
2. Wires burning in trees.
3. Any wire that has fallen to ground.
4. Traffic lights, lamp replacement.
5. Check out calls when one customer is without power.

There shall be one Station Operator from the Water Utility Department on Standby each week. The Station Operator on Standby will be called out on all Electrical and Water calls listed below:

1. When five or more customers are without power.
2. When alarms at Kings Road or James Park Sub-stations go off.
3. When alarms for High Water and Low Water go off.
4. Bad water main leaks, hydrants and water meter leaks.

There shall likewise be two (2) employees only from the Public Works Department (Roads and Parks, Sanitation and Water, Mechanical Service Sections) selected to serve on Standby each week.

PREMIUM PAY (contd.)

The period of Standby shall be from the end of the regular work day as defined by Article V on Friday through seven (7) days ending at the end of the regular work day on Friday.

There shall be no pyramiding of overtime and/or premium pay provisions.

A R T I C L E VII

HOLIDAYS

Each of the following Holidays are recognized by the Borough and shall be paid for as eight (8) hours at the straight time hourly rate without performing work:

- | | |
|--------------------------|----------------------------|
| 1. New Years Day | 7. Labor Day |
| 2. Washington's Birthday | 8. Columbus Day |
| 3. Lincoln's Birthday | 9. Veteran's Day |
| 4. Good Friday | 10. Thanksgiving Day |
| 5. Memorial Day | 11. Day after Thanksgiving |
| 6. Independence Day | 12. Christmas Day |

A paid Holiday shall be considered as a day worked for the purpose of computing overtime.

Should any of the listed Holidays fall on Saturday, the preceding Friday shall be considered the Holiday and paid accordingly.

Should any of the listed Holidays fall on Sunday, the following Monday shall be considered the Holiday and paid accordingly.

A R T I C L E VIII

VACATIONS

Vacation entitlement shall be based on the employee's date of hire according to the following schedule:

<u>Period of Employment</u>	<u>Vacation</u>
0-1 year service	One day for each full month worked up to a maximum of ten (10) work days.
1 year service	2 weeks
6 years service	3 weeks
13 years service	4 weeks
20 years service	21 days

VACATIONS (contd.)

<u>Period of Employment</u>	<u>Vacation</u>
21 years service	22 days
22 years service	23 days
23 years service	24 days
24 years service	5 weeks

In the matter of five (5) weeks vacation allowance, it is agreed that in an emergency an employee entitled to five (5) weeks vacation may be requested, at the option of the Borough, to work one week of his vacation period if the need for his service demands it and he must accede to such a request unless he has a compelling personal reason for not doing so. (Examples of possible compelling personal reasons are an extended pre-planned vacation trip, serious illness in his family, or a legal matter or a matter of personal business requiring his presence.) In such cases the employee shall receive vacation pay as well as his regular pay for the week in which he works and shall be granted four (4) consecutive weeks vacation whenever possible.

In the matter of four (4) weeks vacation allowance, it is agreed that in an emergency an employee entitled to four (4) weeks vacation may be requested, at the option of the Borough, to work one week of his vacation period if the need for his service demands it and he must accede to such a request unless he has a compelling personal reason for not doing so. (Examples of possible compelling personal reasons are an extended pre-planned vacation trip, serious illness in his family, or a legal matter or a matter of personal business requiring his presence.) In such cases the employee shall receive vacation pay as well as his regular pay for the week in which he works and shall be granted three (3) consecutive weeks vacation whenever possible.

In the matter of three (3) weeks vacation allowance, it is agreed that in an emergency an employee entitled to three (3) weeks vacation may be requested, at the option of the Borough, to work one week of his vacation period if the need for his service demands it and he must accede to such a request unless he has a compelling personal reason for not doing so. (Examples of possible compelling personal reasons are an extended pre-planned vacation trip, serious illness in his family, or a legal matter or a matter of personal business requiring his presence.) In such cases the employee shall receive vacation pay as well as his regular pay for the week in which he works and shall be granted two (2) consecutive weeks vacation whenever possible.

In such cases where the Borough makes a request for an employee to work one week of his vacation, the Borough will be neither unreasonable nor arbitrary.

Vacation may be taken at any time during the year subject

to the approval of the Department Head. Vacations shall be selected and scheduled by April 15th of each year. Employees shall be given preference in the selection of vacation periods within each department on the basis of bargaining unit seniority.

In the event a Holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation.

The vacation entitlement of each employee will be determined according to the anniversary date of hire.

Vacation benefits will be paid on the basis of a forty (40) hour week. Vacation pay will be paid, upon request, on the pay day prior to the start of the vacation period.

A discharged employee will not be entitled to vacation benefits.

There shall be posted in each department an open schedule on which employees shall indicate their vacation preferences, thus making it possible for individual employees to discuss with each other their individual preferences and make any mutually agreeable exchanges of vacation times. Employees shall have the right to move their vacation preferences to a period in which a vacancy exists provided reasonable prior notice is given. There shall be no seniority "bumping" privileges once the scheduling of vacations has been completed.

The Borough will indicate on the schedule the number of men in each classification it can spare at any one time during the vacation season. The number of men allowed to take a vacation in any particular week in each classification within a department is subject to review and discussion between the Job Steward and the Department Head.

If while on vacation an employee is hospitalized, at the employee's option the vacation may be cancelled in place of sick benefits. The remaining vacation period will be rescheduled upon return to work by agreement with the Department Head.

A R T I C L E IX

FUNERAL LEAVE

In the event of a death in the immediate family of an employee or the death of a relative who resides with the employee, the Council, represented by the Borough Administrator, will grant a three day leave of absence, with pay, to the employee.

Immediate family shall be construed as meaning and including wife, husband, child, father, father-in-law, mother, mother-in-law, sister or brother. For all other relatives, a one day leave, with pay, will be granted.

A R T I C L E X

JURY DUTY

An employee called for jury duty will be excused from work for the period actually in attendance at Court and he will be paid his regular daily earnings for such times as he is required to be in attendance in Court.

A R T I C L E XI

MILITARY LEAVE

Employees enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto, shall be granted all rights and privileges provided by the Act.

An employee called to serve ANACDUTRA (Annual Active Duty Training) will be excused from work for this period and will be paid his regular daily earnings for such time he is required to be in ANACDUTRA attendance.

A R T I C L E XII

SICK LEAVE

Each employee shall be entitled to thirteen (13) sick leave days at the beginning of each calendar year.

Unused sick leave days shall be cumulative from year to year with the maximum accumulation of 250 days. The maximum accumulation of unused sick days as of December 31, 1974 is 136 days.

An employee on sick leave more than four (4) consecutive days shall submit acceptable medical evidence substantiating the illness.

For a maximum of one (1) year following injuries sustained in the service of the Borough, an employee unable to work because of such injuries will be reimbursed for the difference between any Workmen's Compensation payments he may receive and the amount he would have earned in straight time wages working a regular forty (40) hour week. Sick days shall not be used for this purpose.

Employees requiring sick leave in excess of that provided for above will be granted sick leave without pay up to six (6) months with consideration by Council through the Borough Administrator of extension beyond six months.

Employees on sick leave will continue to accrue seniority.

Each employee reaching retirement age will be entitled

to time off with pay prior to retirement date of one-half of his accumulated sick leave days not to exceed sixty (60) working days. There will be no additional compensation if the employee elects to continue working during that interval.

A R T I C L E XIII

LEAVE OF ABSENCE

A recognized official of the Union will be granted a leave of absence without pay for the purpose of attending to Union business outside the premises of the Borough.

In case of necessity, an employee may request permission from the Council, through the Borough Administrator, for leave of absence without loss of pay. Approval by the Administrator must be in writing fixing the duration of absence.

A R T I C L E XIV

HEALTH CARE INSURANCE PROGRAM

All employees represented by Teamsters Local 866 will be eligible to participate in the State Health Benefits Program.

The Borough shall bear the cost of full coverage for each employee, together with his applicable dependents, in the bargaining unit.

A R T I C L E XV

PENSION PROGRAM

The Pension Program will be in accordance with the State of New Jersey Public Employees Retirement System Program.

A R T I C L E XVI

SENIORITY

1. The first sixty (60) calendar days of employment shall constitute a trial period. The Borough shall have the right to discharge a newly hired employee during the trial period without assigning any reason for the discharge and such employee shall not have any recourse whatsoever under the Grievance Procedure.

2. Seniority for the purpose of this Agreement is defined as follows:

(a) Bargaining unit seniority is the employee's total employment service within the bargaining unit and is determined by the date the employee enters the bargaining unit.

SENIORITY (contd.)

(b) Classification Seniority is the employee's employment service within a particular classification. Classification seniority is determined by the date the employee enters the classification.

(c) Departmental Seniority is the employee's employment service within a particular department. Departmental seniority is determined by the date the employee enters the department.

Employees shall have preference to employment, recall from lay-off, transfer, promotions, bidding, vacation selection in accordance with their applicable seniority position.

Seniority shall prevail in all matters where a preference of selection involves two or more employees.

A R T I C L E XVII

NOTIFICATION TO THE UNION

1. The Borough will notify the Union, in writing, of any promotions, demotions, transfers.
2. The Borough will notify the Union, in writing, of a lay-off or termination of employment.
3. The Borough will provide the Union with an updated list of covered employees which shall be a copy of the salary and wage ordinance.

4. All written notification shall be made to:

Secretary-Treasurer
Teamsters Local Union 866
743 Main Avenue
Passaic, New Jersey 07055

with copies to Shop Stewards.

A R T I C L E XVIII

PROMOTION, DEMOTIONS AND TRANSFERS

1. It is the intention of the Borough to fill job vacancies with qualified personnel from within the bargaining unit before hiring new employees.

2. Promotion is hereby defined as a move from a lower pay grade to a higher pay grade.

3. Notice of all job vacancies shall be posted on the bulletin board. This notice will remain on the bulletin board for forty-eight (48) hours and will include job title, labor

PROMOTION, DEMOTIONS AND TRANSFERS (contd.)

grade and a brief description of the job duties including qualifications and necessary skills. Only those employees who make application during the posting period will be considered for the job.

4. Promotions shall first be offered to the most senior qualified employee within the department where the vacancy occurs, if he has bid for the job. If no such employee bids then the job shall be offered to the most senior qualified employee who bids from within the bargaining unit. If no such employee exists, then the Borough may hire outside for the job.

5. An employee who is promoted to a higher position shall receive the rate of the new job classification. All employees so promoted shall be placed on the higher rated job for a limited trial period up to thirty (30) days. In the event the employee does not perform satisfactorily at any time during the trial period, such employee shall be given his former position without any loss of seniority or pay.

A R T I C L E X I X

LAY OFFS AND RECALL

The Borough may lay off employees only due to a permanent lack of work.

In such event employees may be laid off in the order of least bargaining unit seniority within their respective department and classification.

Notice of such lay offs shall be given one (1) month before the scheduled lay off.

Any employee laid off shall be placed on the recall list for a period of one (1) year.

The Borough, upon rehiring, shall do so in the inverse order of seniority. The Borough shall rehire the last employee laid off. Notice shall be made by registered mail to the last known address of such employee. Failure to report for work within five (5) days following the posting will disqualify the employee for recall.

The Borough shall not hire from the open market while employees on the recall list are capable to perform the duties of the vacant position and are ready, willing and able to be re-employed.

A R T I C L E X X

DISCHARGE AND DISCIPLINE

1. The Borough shall not discharge, discipline or

DISCHARGE AND DISCIPLINE (contd.)

suspend any employee without just cause.

2. Before an employee is disciplined or suspended, the appropriate Union Steward shall be notified and may be present when the action is taken. In the case of a suspension, the Union shall be notified at its office at the earliest possible time after the action has been taken.

3. The Union shall be notified not less than twenty-four (24) hours prior to the discharge of any employee; a Union representative may meet with the Borough representative to review and discuss the matter within said twenty-four (24) hour period.

4. When warnings are given in writing, a copy of such warning shall be given to the employee, the Union at its office, and the Shop Stewards.

A R T I C L E XX I

PICKET LINES

It shall not be a violation of this Agreement and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any picket line.

A R T I C L E XXII

SAFETY AND PROTECTIVE CLOTHING

1. The Borough shall establish, promote and enforce a Safety Program to safeguard the health, life and limb of its employees and to properly maintain its equipment in such a manner which will ensure safety operation.

Employees will not be assigned to operate unsafe equipment. Refusal to operate unsafe equipment shall not be cause for discipline. Employees are to report to their immediate supervisor any defects or unsafe conditions discovered on any equipment. The supervisor shall thereupon call the shop mechanic foreman to inspect the equipment in question and in case of defect order the equipment into the shop for correction.

The Borough shall provide each employee on a fair wear and tear basis safety glasses, safety hats, gloves, galoshes, boots, raingear and other protective clothing or equipment necessary in the performance of his duties.

2. The Borough shall further provide and maintain the following uniforms for each employee:

SAFETY AND PROTECTIVE CLOTHING (contd.)

SUMMER

3 Pants and 3 Shirts
(2 changes per week)

WINTER

3 Pants and 3 Shirts
2 Jackets
1 Hat
(2 changes per week)

The uniforms will be made from 100% cotton material.

In addition to the above uniforms, the Borough will supply each member of the Water, Light and Sewer Departments with one pair of coveralls.

Employees in the Mechanical Service Department will receive four (4) pants and four (4) shirts in summer and in winter, permitting three changes a week.

Employees will not be required to wear uniforms other than their own.

Safety flashing lights shall be conspicuously mounted on all motorized equipment.

The Borough shall make available clean and adequate wash, toilet and locker facilities.

3. Effective January 1, 1981, the Borough will reimburse each employee up to a maximum of \$35.00 per year toward the purchase of a pair of safety shoes, (non-skid shoes or shoes with steel toes) subject to the following conditions:

- (a) A determination by the Borough that new shoes are needed.
- (b) Presentation by the employee of a receipt evidencing purchase of the shoes by the employee.

A R T I C L E XXIII

OTHER CONDITIONS

Truck drivers and equipment operators shall continue present practices related to changing tires, fixing flats, lubrication of and changing the oil on any vehicle.

Borough employees shall not be required to perform work on contractor's equipment.

Volunteer Firemen shall be allowed to attend to emergency duties without loss of pay.

A R T I C L E XXIV

GRIEVANCE AND ARBITRATION PROCEDURE

1. A grievance within the meaning of this Agreement shall be any dispute between the parties involving interpretation or application of any provisions of this Agreement.

2. An aggrieved employee shall present his grievance within five (5) working days of its occurrence or such grievance shall be deemed waived.

3. In the event of such grievance, the steps hereafter set forth shall be followed:

STEP 1. The employee and the Steward or the employee individually, but in the presence of a Steward, shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily settled within two (2) working days, the employee or the Steward shall forward the grievance to the next step in the procedure within two (2) working days.

STEP 2. The Steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within two (2) working days, the grievance will be heard at the next step.

STEP 3. The Union representative and the Borough's Labor Relations representative, or any such designated person, shall meet to discuss the grievance within three (3) working days at the completion of the previous step. In the event of failure to reach a satisfactory adjustment of the grievance within five (5) working days, the grievance may be taken to arbitration by either parties upon notice to the other party.

STEP 4. If, in any of the foregoing steps, either party fails to carry out the procedures involved in these steps, the other party may take the dispute to arbitration.

STEP 5. ARBITRATION: Either party may apply directly to the New Jersey State Board of Mediation for the appointment of an arbitrator. The expense of arbitration shall be borne equally by the parties.

The award of the Arbitrator shall be final and binding on the Employer, the Union, and the Employee or Employees involved, and the parties agree to promptly comply therewith. The impartial Arbitrator shall only have the authority and power to interpret and apply the provisions of this Agreement to the grievance presented and his decision shall apply only to the issue arising out of the facts of such grievance. The Arbitrator may not alter or add to the provisions of this Agreement by his decision.

A R T I C L E XXV

NO STRIKE - NO LOCKOUT

During the life of this Agreement, the Union agrees that there shall be no strike of any kind, slowdown, sit-down, stay-in, boycott, picketing, work stoppage or any other type of organized interference, coercive or otherwise with the Borough's business, and further that the Union will take every reasonable step to prevent its members from participating in any such activity, including but not limited to ordering all members who participate in such unauthorized activity to cease and desist from same immediately and to return to work. In cases of unauthorized activity described herein, the Employer may impose disciplinary measures or discharge the employees directly or indirectly involved. In consideration of the foregoing, the Employer agrees not to lockout or cause to be locked out any employee covered under the provisions of this Agreement.

If the above procedure is followed, the Union, its officers and agents shall not be held liable for any such unauthorized acts.

A R T I C L E XXVI

MANAGEMENT FUNCTIONS AND RESPONSIBILITIES

Except as modified by this Agreement, the Borough of Madison shall retain all of the rights and functions of management, including the right to manage and operate its facilities; to sub-contract; direct the working forces; hire, transfer, suspend, discipline or discharge employees for cause; or lay off employees for lack of work; the right to introduce new and improved methods of operation, install new facilities and change existing methods or facilities.

A R T I C L E XXVII

SHOP STEWARDS

1. The Borough recognizes the right of the Union to designate two (2) Shop Stewards or alternates.
2. The authority of Shop Stewards or alternates so designated by the Union, shall be limited to and shall not exceed the following duties and activities:
 - (a) The investigation and presentation of grievances.
 - (b) The collection of dues and initiation fees when authorized by appropriate Local Union action.
 - (c) The transmission of such messages and information which shall originate with and are authorized by the Local Union or its officers.

SHOP STEWARDS (contd.)

3. Shop Stewards or alternates have no authority to take strike action or any other action interrupting the Borough's business.

4. Shop Stewards or alternates after notifying supervisor prior to leaving job shall be permitted to investigate, present and process grievances without loss of time or pay. Such time spent in handling grievances during the normal work day shall be considered working hours in computing daily and/or weekly overtime.

5. The Borough will be advised in writing of the names of the Shop Stewards and alternates who have been authorized to act on behalf of the Union. The Stewards shall enjoy super seniority for all purposes.

A R T I C L E XXVIII

VISITATION RIGHTS

A representative or representatives of the Union shall have access during working hours to all facilities, buildings, grounds and other places in which employees covered by this Agreement work for the purpose of adjusting grievances, negotiation the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions and aims of this Agreement.

The Union shall act reasonably in the exercise of this privilege.

A R T I C L E XXIX

BULLETIN BOARDS

The Borough agrees to provide a suitable bulletin board for the exclusive use by the Union to post official notices relating to meetings and other Union affairs.

A R T I C L E XXX

NON-DISCRIMINATION

Neither the Borough nor the Union will discriminate against any employee or those seeking employment because of race, creed, color, sex or national origin, nor because of membership or non-membership in any church, society, fraternity.

A R T I C L E XXXI

POLYGRAPH TESTS

The Borough shall not require an employee or applicant

POLYGRAPH TESTS (contd.)

for employment to take a polygraph or any other form of lie detector test.

A R T I C L E XXXII

SEPARABILITY

In the event that any provision of this Agreement shall at any time be declared invalid by any court competent jurisdiction or through Government regulations or decree, this entire Agreement shall not thereby be invalidated, but the effect thereof shall be limited to the provisions thus affected.

A R T I C L E XXXIII

MAINTENANCE OF STANDARDS

The agreed to minimum manning schedule is shown below:

Snow Plowing	2 men per truck
Air Compressors	2 men
Leaf Vacuum Pickup	3 men in gang
Snow Loader	2 men
Snow Payloading	2 men
Sewer Cleaning Machine (Sewer Rodder)	3 men
Road Salter, Sander	2 men
Bucket Truck, when bucket is being used	2 men

Meter Readers: Hazardous conditions should be inspected and reported to department head. Removal or correction of hazardous conditions must be ordered by the department head.

A R T I C L E XXXIV

TERM OF AGREEMENT

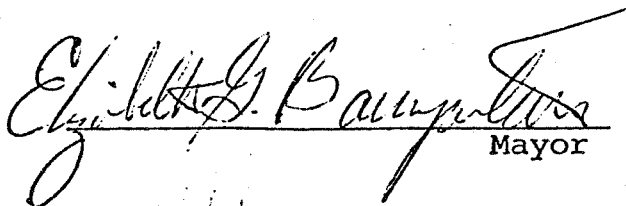
Except as otherwise provided herein, this Agreement shall become effective January 1, 1982 and remain in full force and effect until midnight, December 31, 1983.

Negotiations for a successor Agreement will commence before the final date specified by the regulations of the Public Employment Relations Commission of New Jersey.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the eleventh day of March, 1982.

BOROUGH OF MADISON

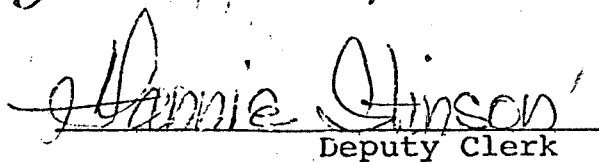
LOCAL UNION NO. 866, Affiliated
with International Brotherhood of
Teamsters, Cahuffeurs, Warehousemen
and Helpers of America



Mayor



VICE PRESIDENT



Deputy Clerk



SHOP STEWARD

(Final approval of this Agreement is subject to ratification by the Council of the Borough of Madison at the public hearing of the Ordinance scheduled on March 8, 1982, and after final publication in accordance with law.)

PAY SCHEDULE

Local Union No. 866 Bargaining Unit Employees

Progression Schedules

Job Title	Entrance Rate/Yr.	After One Full Year Service/Yr.	After Two Full Years Service/Yr.	After Three Full Years Service/Yr.	After Four Full Years Service/Yr.
<u>Effective January 1, 1982</u>					
Custodian	11,535	12,208	12,880	13,554	14,228
Head Custodian	12,817	13,500	14,183	14,866	15,547
Truck Driver	15,300	15,857	16,411	16,966	17,521
Equipment Operator	17,760	18,686	19,612	20,539	21,465
Assistant	13,874	14,045	14,217	14,389	14,561
Mechanic	18,761	19,438	20,114	20,790	21,780
Working Foreman-Mechanical Service and Sanitation	23,228	24,545	25,861		

<u>Effective January 1, 1983</u>					
Custodian	12,400	13,124	13,846	14,571	15,295
Head Custodian	13,778	14,513	15,247	15,981	16,713
Truck Driver	16,448	17,046	17,642	18,238	18,835
Equipment Operator	19,092	20,087	21,083	22,079	23,075
Assistant	14,914	15,098	15,283	15,468	15,653
Mechanic	20,168	20,896	21,622	22,349	23,414
Working Foreman-Mechanical Service and Sanitation	24,970	26,386	27,801		

<u>Lineman-Electric Utility</u>	<u>Effective January 1, 1982</u>	<u>Effective January 1, 1983</u>
Starting-Lineman 2nd Class	15,547	16,713
After one year	16,533	17,773
After two years	17,521	18,835
After three years	18,506	19,894
After four years	19,806	21,291
After five years	20,793	22,352
After six years	21,780	23,414
After seven years-Lineman 1st Class	22,765	24,472

Note: There are no progression schedules for the following positions:

Water Treatment Operator, Water Utility Operator, Station Operator, Chief Lineman, Meter Reader, Customer Serviceman, Foreman (not working), Assistant Foreman.



Name	Job Title as of 1/1/82	Date of Employment	Salary Base 1/1/82	Longevity	Total	Salary Base 1/1/83	Longevity	Total
<u>ROADS</u>								
Piano, R.	Foreman	04/30/51	26,160	600	26,760	28,122	600	28,722
Lepre, V.	Ass't Foreman	06/01/55	22,649	500	23,149	24,348	500	24,848
Allocca, A.	Truck Driver	01/04/72	17,521	200	17,721	18,835	200	19,035
Allocca, T.	Truck Driver	06/18/73	17,521	100	17,621	18,835	200 (6/18/83)	19,035
Doherty, J.P.	Equipment Operator	06/09/58	21,465	400	21,865	23,075	500 (6/9/83)	23,575
Esposito Anthony	Truck Driver	01/08/62	17,521	400	17,921	18,835	400	19,235
Losavio, N.	Equipment Operator	12/10/73	21,465	100	21,565	23,075	200 (12/10/83)	23,275
Maiello, J.	Equipment Operator	02/11/57	21,465	500	21,965	23,075	500	23,575
Marano, J.	Equipment Operator	04/14/52	21,465	600	22,065	23,075	600	23,675
Spriggs, A.	Truck Driver	01/04/72	17,521	200	17,721	18,835	200	19,035
Sodano, J.	Truck Driver	10/14/80	15,857		16,411	17,642		18,238
					effective			effecti
					10/14/82			10/14/8:
<u>PARKS</u>								
Barretti, E.	Truck Driver	06/11/62	17,521	400	17,921	18,835	400	19,235
Esposito, Alfred	Truck Driver	04/14/58	17,521	400	17,921	18,835	500 (4/14/83)	19,335
Frattali, R.	Truck Driver	06/26/67	17,521	300	17,821	18,835	300	19,135
Mains, D.	Truck Driver	05/14/74	17,521	100	17,621	18,835	100	18,935
McLaughlin, P.	Truck Driver	04/18/66	17,521	300	17,821	18,835	300	19,135
Ziegenfuss, E.	Equipment Operator	05/14/62	21,465	400	21,865	23,075	400	23,475
Blair, W.J.	Truck Driver	04/18/66	17,521	300	17,821	18,835	300	19,135
Rocco, S.	Truck Driver	10/27/80	15,857		16,411	17,642		18,238
					effective			effecti
					10/27/82			10/27/8:

Name	Job Title as of 1/1/82	Date of Employment	Salary Base 1/1/82	Longevity	Total	Salary Base 1/1/83	Longevity	Total
<u>SANITATION</u>								
Blair, J.J.	Working Foreman	12/08/58	25,861	400	26,261	27,801	500 effective 12/8/83	28,301
Bernardo, F.	Truck Driver	07/27/70	17,521	200	17,721	18,835	200	19,035
DeBiasse, T.	Truck Driver	01/22/79	16,411		16,966 effective 12/27/82	18,238		18,835 effective 12/27/83
Price, G.	Truck Driver	06/16/80	15,857		16,411 effective 10/20/82	17,642		18,238 effective 10/20/83
<u>BUILDINGS</u>								
Spencer, K.	Head Custodian	10/15/80	12,208*		*12,817 promotion effective 3/11/82	13,778		14,513 effective 3/11/83
Love, D	Custodian	03/11/82	11,535		11,535	12,400		12,400
<u>MECHANICAL SERVICE</u>								
Thonebe, F	Working Foreman	01/01/58	25,861	400	26,261	27,801	500	28,301
Finelli, M.	Mechanic	04/23/73	21,780	100	21,880	23,414	200 (4/23/83)	23,614
Serillo, M.	Mechanic	05/17/71	21,780	200	21,980	23,414	200	23,614

Name	Job Title as of 1/1/82	Date of Employment	Salary Base 1/1/82	Longevity	Total	Salary Base 1/1/83	Longevity	Total
UTILITIES								
Stefanek, R.	Foreman	01/03/62	26,160	400	26,560	28,122	400	28,522
Doherty, J.F.	Lineman-1st Class	06/18/73	22,765	100	22,865	24,472	200 (6/18/83)	24,672
Irving, C.	Meter Reader	02/10/69	19,477	200	19,677	20,938	200	21,138
Piano, M.	Lineman-1st Class	12/07/81	20,793		20,793	22,352		22,352
Vito, R.	Truck Driver	04/01/79	15,857		16,411	17,642		18,238
					effective 5/12/82			effective 5/12/83
Mason, R.	Lineman-1st Class	01/01/71	22,765	200	22,965	24,472	200	24,672
Melvin, H.	Chief Lineman	12/02/63	23,514	300	23,814	25,278	400 (12/2/83)	25,678
O'Brien, V.	Customer Serviceman	06/01/55	18,820	500	19,320	20,232	500	20,732
Serillo, R.	Lineman-1st Class	06/18/73	22,765	100	22,865	24,472	200 effective 6/18/73	24,672
A. DeBiase, S.	Water Utility Man	01/24/77	19,612	100	19,712	21,083	100	21,183
				effective 1/24/82				
LoSapio, P.	Station Operator	07/27/70	17,521	200	17,721	18,835	200	19,035

A. Not a member of the bargaining unit;
salary shown does not include salary
as Water Treatment Operator

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