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COLLECTIVE BARGAINING AGREEMENT

between

THE COUNTY OF BERGEN (operating BERGEN

PINES COUNTY HOSPITAL in Paramus, N. J.)

and COMMUNICATIONS WORKERS OF AMERICA, INC.

CWA, AFL-CIO, DISTRICT I

for the term

X January 1, 1980 to December 31, 1981

INDEX

		Page
Preamble		1
Article		
I.	RECOGNITION	1
II.	TERM OF AGREEMENT	2
III.	UNION DUES	2
IV.	GRIEVANCE PROCEDURE	3
V.	SPECIAL PROVISION FOR LABOR MANAGEMENT MEETINGS	8
VI.	DISCIPLINE & DISCHARGE, EXERCISE OF RIGHTS	8
VII.	EDUCATION & CONFERENCES	9
VIII.	MEDICAL BENEFITS	10
IX.	LIFE INSURANCE	11
X.	VACATIONS	12
XI.	UNPAID LEAVES OF ABSENCE	13
XII.	LEAVE FOR ILLNESS AND LEAVE FOR SERVICE CONNECTED INJURY	14
XIII.	MATERNITY LEAVE	17
XIV.	MISCELLANEOUS LEAVES OF ABSENCE	17
XV.	UNION LEAVE	18
XVI.	TERMINAL LEAVE	18
XVII.	HOLIDAYS	19
XVIII.	HOURS OF WORK AND OVERTIME	21
XIX.	SENIORITY	22
XX.	PROBATION PERIOD	25
XXI.	SENIOR TITLES	25
XXII.	LONGEVITY	25
XXIII.	NOTICE OF PERSONNEL CHANGES	26
XXIV.	MANAGEMENT RIGHTS	26

Article		Page
XXV.	NO STRIKE - NO LOCKOUT	28
XXVI.	SEPARABILITY CLAUSE	28
XXVII.	JOB DESCRIPTION	28
XXVIII.	LEAVE RELATIVE TO PROFESSIONAL LICENSURE	29
XXIX.	DENTAL INSURANCE BENEFIT	29
XXX.	SALARY	29
XXXI.	NOTICE OF EMPLOYER'S POLICY DECISIONS	30
XXXII.	TEMPORARY WORK ASSIGNMENTS	31
XXXIII.	WORK FORCE DEFINITIONS	32
XXXIV.	COMPENSATION UPON PROMOTION	32
XXXV.	COMPENSATION FOR WORK ON SATURDAY AND SUNDAY AND ON SHIFTS	33
XXXVI.	EMERGENCY CALL-IN PAY	33
XXXVII.	USE OF AUTOMOBILES	33
XXXVIII.	PETTY CASH FUND	34
XXXIX.	PERSONNEL FOLDERS	34
XL.	BULLETIN BOARDS	35
XLI.	COLLECTIVE BARGAINING PROCEDURES	35
XLII.	UNPAID LEAVE FOR UNION BUSINESS	35
XLIII.	NON-DISCRIMINATION CLAUSE	35
XLIV.	ANNUAL PHYSICAL	36
XLV.	GENERAL PROVISIONS	36
XLVI.	MAINTENANCE OF BENEFITS	37
XLVII.	UNION SECURITY	38
XLVIII.	RENEWAL CLAUSE	38
IL.	ENTIRE AGREEMENT	38
	SIGNATURE PAGE	39

PREAMBLE

This Agreement/with Appendices "A" and "B"
dated the _____ day of _____, 1980 between the
County of Bergen, operating the Bergen Pines County Hospital,
hereinafter referred to as the "Employer," and the Communication Workers
of America, AFL-CIO, District I, hereinafter referred to as the "Union,"
has as its purpose the promotion of harmonious relations between the
Employer and the Union, the establishment of an equitable and peaceful
procedure for the resolution of differences and the establishment of
rates of pay, hours of work and other conditions of employment.

ARTICLE I, RECOGNITION

The Employer recognizes the Union as the sole and exclusive
bargaining representative for the purpose of collective bargaining
concerning wages, hours, and working conditions for all
non-medical professional employees employed at the hospital and
excepting therefrom, managerial, confidential and supervisory
employees within the meaning of the New Jersey Public Employer-Employee
Relations Act of 1968, as amended. This unit includes the following
job titles:

Senior Clinical Psychologist, Senior
Psychiatric Social Worker, Senior Physical
Therapist, Senior Occupational Therapist,
Senior Medical Social Worker, Pharmacist,
Clinical Psychologist, Psychiatric Social
Worker, Medical Social Worker, Speech Pathologist,
Audiologist, Occupational
Therapist, Physical Therapist, Recreation
Therapist, Social Worker/Drug Abuse,
Teacher, Juvenile Facility, Learning
Disability Specialist, Rehabilitation Counselor.

It is agreed between the parties to this Agreement that
Bergen Pines County Hospital is an institution operated by the County
of Bergen. Whenever the word Hospital is set forth in this Agreement,
it is understood that the word Hospital is being used in place of
the word Employer for the purpose of clarity.

ARTICLE II, TERM OF AGREEMENT

The term of this Agreement shall be from January 1, 1980 until December 31, 1981 unless the term is renewed pursuant to Article XLVII.

ARTICLE III, UNION DUES

The Employer agrees to deduct uniform Union dues from the pay of each employee who files written authorization for such deduction. The deduction shall be made twice in each month. The amount of the deduction shall be the same amount as the Union shall certify in writing. The Employer shall remit the deductions to the Secretary/Treasurer, Communication Workers of America, AFL-CIO, 1925 "K" Street, N. W., Washington, D. C. 20006, by the 15th. day of the month following the month in which the deductions are made. The Employer shall also remit^{to} the Union a list of employees from whose pay such deductions were made. A copy of the list shall also be delivered to the President of the Union Local.

The Employer's remittance will be deemed correct if the Union does not give written notice to the Employer within 60 calendar days after receipt of the same of its good faith belief that the remittance is incorrect. The Union assumes full responsibility for the remittance upon receipt of the same. The Union agrees to indemnify and hold the Employer harmless from any claim or action commenced by an employee against the Employer arising out of the aforesaid deduction.

Payroll deductions for a Union sponsored and administered welfare fund will be made upon the following conditions:

1. The employee must file written authorization for such deductions.
2. The amount of the deduction will not be changed for a period of one year.

3. The Union agrees to hold the Employer harmless from any and all claims arising out of the deductions and to indemnify the Employer in the event a judgment is obtained by any person against the Employer as a result of such payroll deductions.

ARTICLE IV, GRIEVANCE PROCEDURE

Section 1. Grievance Procedure

(a) The purpose of this procedure is to secure promptly, and at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment.

(b) In wording of this statement of procedures, the term "aggrieved" shall be taken to include all those employees covered by this Agreement.

(c) Any employee shall have the right to present his or her grievance through the steps described in the following paragraphs without restraint, interference, coercion, discrimination or reprisal.

(d) If the Employer does not answer a grievance or an appeal thereof, within the specified time limits or any mutually agreed to extension the grievant shall proceed to the next step of the procedure.

(e) A grievance which affects a group of employees shall be defined as a class grievance; such class grievance shall not amend, modify or delete any provision of this Agreement.

(f) Nothing herein, shall prevent the employee from processing his or her own grievance, however, a Union steward may be present at any step on the individual's grievance.

(g) In the event any of the parties claim that a Civil Service rule or regulation has been violated, they shall be permitted to process a grievance or seek a remedy in accordance with the procedures provided by the New Jersey Department of Civil Service.

(h) When an employee has processed a grievance through the procedure described in Section 3, and the grievance has not been settled satisfactorily upon completing Step 3, then the employee may elect to seek a remedy in accordance with the procedures provided by the New Jersey Department of Civil Service.

(i) The term immediate supervisor is hereby defined as the representative of the Employer who is directly responsible for supervising the work of the employee. The parties acknowledge that in certain circumstances the immediate supervisor may also be a department head.

(j) The term working days as used in this Article shall not include Saturdays, Sundays, holidays or sick days.

(k) Time limitations provided for the settlement of disputes may be waived or modified by mutual agreement.

Section 2. Definition

A grievance shall be defined as a complaint by an employee or the Union that there has been a violation, misinterpretation, or inequitable application of any of the provisions of this Agreement; or an inequitable application of the Employer's administration policies, rules or regulations which directly affect the employee or the Union; or a disciplinary action affecting said employee.

Section 3. Settlement of Grievances

Grievances shall be settled in the following manner:

Step 1. An employee who has a grievance, may, within 10 working days of the occurrence of the grievance or within 10 working days from the time the employee should have reasonably discovered the grievance notify the immediate supervisor of the grievance. Grievances not taken within the 10 working days shall be conclusively deemed waived.

Step 2, the employee or the Union may within four (4) working days proceed to Step 3. If the employee or the Union does not proceed to Step 3 within four (4) working days further grievance proceedings will be conclusively deemed waived.

Step 3. In the event that the grievance has not been resolved at Step 2, the employee or the Union shall present the grievance in writing, to the Employer's personnel officer or his designee within four (4) working days of the failure to resolve the grievance. Within ten (10) working days a hearing will be held at a mutually convenient time and place between the personnel officer or his designee, and the Union grievance representative. A written reply shall be given to the Union within ten (10) working days of the hearing. Both parties may have testimony given by appropriate persons including, the aggrieved employee.

Step 4. In the event a grievance has not been resolved at Step 3, the employer, or the Union but not the employee, may within thirty (30) days give notice to the other party of its intention to submit the grievance to arbitration. Failure to give such notice shall be deemed a conclusive waiver of the right to arbitration.

The decision of the arbitrator shall be final and binding on the parties. However, the arbitrator shall have no power to add to, subtract from or change in any way, the terms of this Agreement and he shall be limited to consideration of only the terms expressed therein.

The expenses of arbitration and related services shall be shared equally by the parties. The parties shall cooperate to schedule a prompt hearing.

The parties have agreed upon Mr. Herbert Haber, Tenafly, N.J. to serve as the arbitrator during the term of this Agreement. All arbitrations shall be submitted to the agreed upon arbitrator.

The employee and the immediate supervisor shall attempt to resolve the grievance at the earliest mutually convenient time and place.

The employee has the right to the presence of the departmental steward during the attempt to resolve the grievance. In the absence of the departmental steward, the employee shall have the right to the presence of the alternate departmental steward.

A reply to a grievance at Step 1 may be oral or written at the request of the employee and shall be given within two (2) working days of receipt of the grievance. If the employee requests a written reply then the employee may be required to reduce the grievance to writing. If no reply is received within that period, the grievance shall be deemed denied.

If a grievance is not settled, or is rejected or, is deemed denied by a failure to reply by the employer at the Step 1 level, then the employee or the Union may within four (4) working days, proceed to Step 2. If the employee or the Union does not proceed to Step 2 within four (4) working days, further grievance proceedings will be conclusively deemed waived.

Step 2. In the event that the grievance has not been resolved at Step 1, the employee or the departmental steward or a designated Union grievance representative shall present the grievance, in writing, to the department head within four (4) working days.

Within four (4) working days a meeting will be held at a mutually convenient time and place between the department head, the employee and the departmental steward or the alternate department steward. The employee has the right to have the Union grievance representative present at the meeting. A written decision will be given within four (4) days, following the meeting. If the grievance has not been resolved or if the department head has not responded at

Section 4.

(a) The Employer will give written notification to the Union of grievance hearings or meetings beginning with Step 2 for all employees in the bargaining unit.

(b) The Union reserves the right to have non-employee representatives of the Union at all steps of the grievance procedure.

(c) To the extent necessary, grievance committee members (limited to the appropriate steward and the President of the union local or a designee) may upon obtaining approval from the immediate supervisor, investigate grievances during working hours without loss of pay, provided that such investigation of an already, formalized grievance shall not exceed two (2) hours. Approval for investigation time shall not be unreasonably denied.

(d) The names of officers and stewards of the Local who may represent the employees shall be certified, in writing, to the Employer by the Local. Individuals so certified shall constitute the union grievance committee.

(e) The officers of the Union and representatives of the grievance committee shall, when situations warrant, be free to bring to the immediate attention of the ^{Employer's} Personnel Officer any conditions which may be of concern to employees of the bargaining unit or the Union.

Section 5. Additional Provisions

An employee who believes he or she is not properly classified or who believes he or she is working outside his or her classification may file a grievance. However, if the grievance is not settled at Step 3, it may be referred to either the New Jersey Department of Civil Service or referred to the arbitration procedure set forth in Step 4 but not to both.

ARTICLE V, SPECIAL PROVISISION FOR
LABOR MANAGEMENT MEETINGS

Labor-Management meetings, to discuss matters considered important by either the Union or the Employer may be arranged by mutual agreement between the local president and the Employer's personnel officer or his designee. Meetings shall be attended by such representatives of the parties as they deem useful to the discussion. Arrangements for the time, date and place of such meetings shall be made in advance, and shall include, a proposed list of employees who will attend and an agenda of the matters to be discussed at the meeting. Matters discussed at the meetings shall be limited to those included on the agenda. The members of the Union attending such meetings shall not lose time or pay for time so spent, nor for up to one-half (1/2) hour spent in preparation preceding such meetings.

ARTICLE VI, DISCIPLINE &
DISCHARGE, EXERCISE OF RIGHTS

(a) The procedures for taking disciplinary action or measures against any employees covered by this Agreement shall be as set forth in the following sections.

(b) Disciplinary action or measures shall only include oral reprimand, written reprimand, suspension and discharge.

(c) Disciplinary action may be imposed upon an employee for failing to fulfill responsibilities as an employee. Where the Employer seeks the imposition of a suspension without pay, or dismissal from service, notice of such discipline shall be made, in writing, and served upon the employee. Discipline shall only be imposed for just cause. The conduct for which discipline is being imposed and the penalty proposed shall be specified in the notice. The writing served on the employee shall contain a full description of the specified acts and

conduct, including reference to dates, times and places, when relevant. The Union shall be notified, in writing, of such action within twenty-four (24) hours.

An employee shall not be disciplined for acts which occurred more than ninety (90) days prior to the imposition of the charges, or more than ninety (90) days after the Employer learns of a punishable act, or identifies the responsible person. A grievance filed as a result of suspension or termination may be initiated at the third step of the grievance procedure.

ARTICLE VII, EDUCATION & CONFERENCES

(a) Employees shall be entitled to time off with pay for attendance at the following:

(1) professional seminars and conferences;

(2) to attend courses, at an accredited university or college

(b) A total of 120 aggregate days per calendar year shall be allotted for the entire bargaining unit for the above purpose.

(c) An employee within the bargaining unit shall be entitled to use a maximum of 32 working hours for either attendance at seminars and conferences or attendance of accredited university and college courses. However, before this benefit is recognized an employee must obtain prior approval from her or his immediate supervisor and final approval must be obtained from the Executive Director of the Hospital. Permission for said attendance shall be granted to employees on a first come first serve basis until the 120 aggregate days are used up.

However, no employee shall use more than 32 working hours for these purposes. The improved benefit contained herein, shall be effective upon ratification.

(d) The Employer shall set aside a fund of \$5,000.00 per year, non-cumulative for the purpose of reimbursement of employee registration cost and fees at professional seminars and conferences. For each

conference and seminar, the registration costs and fees are reimbursable up to a maximum of \$150.00 per seminar and conference. Every employee shall receive reimbursement on a first come first serve basis until the funds set aside for the above purpose has been exhausted. The improved benefit contained herein, shall be effective upon ratification.

ARTICLE VIII, MEDICAL BENEFITS

Section 1. Blue Cross, Blue Shield, Major Medical

(a) Employees shall receive fully paid Blue Cross, Blue Shield, with Rider "J" and Major Medical health insurance coverage for themselves and their eligible dependents. This benefit shall be available for all employees covered by this Agreement, provided that they are regularly scheduled to work twenty (20) hours per week or more, and it shall become effective after three (3) months of employment at the Hospital. Employees working less than twenty (20) hours per week shall not be entitled to such benefit.

(b) The Employer shall also extend the above insurance coverage to all retired employees and their eligible dependents, at its expense, provided the employee has twenty-five (25) years or more of service with the Employer at the Hospital and is retired through the New Jersey Public Employees' Retirement System. The benefit to retired employees will cease upon the death of the employee.

(c) The Employer shall also extend the above insurance coverage to any employee who is on unpaid leave of absence during which there is an eligibility for Workmen's Compensation benefits.

(d) If an employee is on an unpaid leave of absence, except as provided in (c) above, he or she shall continue to have insurance coverage as set forth in paragraph (a) for a minimum period of one month following the last date of payment of salary. The employee shall then be offered opportunity to continue coverage at the employee's expense, through the Employer's group.

(e) Any insured employee who resigns or is terminated for any reason other than retirement or death, shall continue to be covered for a minimum period of one (1) month following the last date of payment of salary. The employee shall have the opportunity to continue coverage at the employee's own expense, by dealing directly with the insurance carrier.

Section 2. Prescriptions Ordered by Hospital Physician

When employees are under treatment by physicians employed at the Hospital either as in-patients, clinic patients or emergency room patients, any medications ordered by such physicians shall be provided to the employee by the Hospital Pharmacy operated by the Employer without charge.

Section 3. Other Medications

In all other situations, the Pharmacy, operated by the Employer at the Hospital, shall not be permitted to dispense medications to employees or members of their families.

Section 4. Major Medical Insurance

Under the terms of the Major Medical Insurance coverage provided by the Employer at its expense, the cost of medications for the employee or his or her eligible family is considered an eligible expense, and under the terms of the coverage, is reimbursable after any applicable deductible at 80% of actual cost.

ARTICLE IX, LIFE INSURANCE

The Employer will provide, at its expense, life insurance to all employees who are members of the New Jersey Public Employees' Retirement System, in the amount of one-and-one-half (1 1/2) times the employee's annual salary.

ARTICLE X, VACATIONS

Section 1. Choice of Vacation Leave

(a) When feasible, a vacation leave shall be granted at the time requested by the employee. However, if the nature of the work makes it necessary to limit the number of employees on vacation at the same time, the employee with the greater seniority shall be given the first choice for vacation leave. Unless preferences for vacation leave are submitted to the Employer within twenty-one (21) calendar days after distribution to the employees by the Employer, the employees shall forfeit the seniority rights with respect to vacation preferences.

(b) The maximum vacation benefit which may be unused and accrued is the benefit earned in two successive years of employment. Unused vacation benefits in excess of the maximum benefit which may be accrued shall be forfeited.

Section 2. Holiday Occuring During Vacation Leave

If a holiday occurs during vacation leave, the holiday will be recognized by the Employer. Such recognition shall not automatically extend the employee's vacation leave, however, the employee may request that the vacation leave be extended.

Section 3. Vacation Rights in Case of Layoff or Separation

(a) Any employee who is laid off, discharged, retired or separated from the service of the Employer for any reason prior to taking his or her vacation leave shall be paid for any unused vacation they have accumulated at the time of separation.

(b) In the case of the death of an employee, such payment shall be made to their estate.

Section 4. Vacation Schedule

All full-time employees covered by this Agreement shall be entitled to the following consecutive vacation leave benefit:

<u>Length of Service</u>	<u>Vacation Benefit</u>
Less than six (6) months	None
More than six (6) months but less than twelve (12) full months	One (1) work day per month, retroactive to date of hire
More than one (1) year but less than six (6) years	Fifteen (15) work days per year
More than six (6) years	Twenty (20) working days per year

ARTICLE XI, UNPAID LEAVES OF ABSENCE

Section 1. Eligibility and Duration

Permanent employees shall be eligible for leaves of absence after six (6) months service with the Employer. Permanent employees may be granted six (6) months leave of absence without pay and such leave is renewable for a period of an additional six (6) months. No leave of absence shall exceed more than one (1) year. A leave of absence may be used for educational purposes as well as other reasonable purposes.

Section 2. Application for Leave of Absence

A request for a leave of absence shall be submitted in advance, in writing, by the employee to his or her immediate supervisor. The request shall indicate the starting and ending date of the leave of absence and the reason therefore. A reply to the request for a leave of absence shall be furnished to the employee by the immediate supervisor, in writing, as promptly as possible. Approval by the Employer of requests for leaves of absence will be subject to the needs of the Hospital, however, approval will not be unreasonably denied.

Upon completing of a leave of absence, to the extend possible, employees shall be returned to the position they held at the time the leave of absence was approved.

ARTICLE XII, LEAVE FOR ILLNESS and
LEAVE FOR SERVICE CONNECTED INJURY

Section 1.

Sick leave may be granted for the following reasons:

(a) Absence from duty because of any non-service connected personal illness or injury by reason of which an employee is unable to perform usual duties.

(b) Exposure to contagious disease which results in quarantine by the Public Health Authorities.

(c) A period not to exceed three (3) working days for emergency attendance upon a member of the immediate family seriously ill and requiring the presence of such employee. Immediate family is defined as: parent, spouse, child, sister, brother, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandparents, grandchild or any other relative residing in the employee's household..

Section 2.

Sick leave shall not be used for:

(a) Visiting a doctor or dentist, except when such visit takes place during a period of disability illness or injury.

(b) Taking a family member to visit a doctor or dentist, except when such visit takes place as defined in Section 1 (c) of this Article.

(c) Eye examinations or having glasses made.

(d) Legal matters in connection with a deceased relative's affairs, except when such matters are handled during an approved funeral leave.

Section 3.

The following provisions shall be complied with by the employee:

(a) The Employer shall be notified of absence in advance or at the employee's scheduled reporting time. Failure to do so means automatic disqualification from sick pay.

(b) Employees must complete Form 183 "Absence Notification and Request for Approval of Leave" immediately upon return to work, or sooner in case of lengthy absence.

(c) Employees must submit a Doctor's Certificate which attests that he or she or an eligible family member was under the doctor's care and unable to work during the period of absence. Such certificate must be obtained for any absence of five (5) days or longer, or for shorter periods if requested. Waiver of such requirement for any period of less than five (5) days shall not constitute a waiver of the Employer's right to require such certificate for any period of paid sick leave. For a period of less than five (5) days, a Doctor's Certificate shall not be unreasonably requested.

Section 4.

Sick leave benefits shall accrue in the following manner:

(a) Employees shall earn sick leave at the rate of one (1) day of sick leave for each month of service for full-time employees, and proportionate amounts for part-time employees.

(b) At the end of the first year of employment, an additional three (3) sick days leave shall be allowed, to make a total of fifteen (15) days for the first year. Thereafter, full-time employees shall earn sick leave at the rate of ten (10) hours per month, or fifteen (15) days per year.

(c) Employees shall be eligible for sick leave after one (1) month service at the Hospital.

(d) Paid sick leave shall be considered as time worked, for purposes of overtime computation and benefit coverage.

(e) Sick leave shall be cumulative, without limit throughout employee's paid service at the Hospital.

Section 5.

Unused sick leave may be chosen by eligible employees as an option in the terminal leave benefit described in Article XVI.

Section 6.

(a) The Employer shall provide Workmen's Compensation Insurance benefits for all employees covered by this Agreement.

(b) Employees who are unable to perform their regular duties because of injuries received while on duty at the Hospital, and who are eligible to receive Workmen's Compensation benefits, shall receive full pay injury leave benefit in lieu of Workmen's Compensation benefit for a period of up to ninety (90) days. During any such period, a Doctor's Certificate shall be submitted to the Hospital every fourteen (14) days. The injury leave benefits are provided in lieu of, and not in addition to, Workmen's Compensation benefits. To be eligible for the injury benefit, employees must report the injuries promptly and formally, by notifying the immediate supervisor, and by reporting to the Employee Clinic or Emergency Room at the Hospital and must have a minimum of three (3) months service at the Hospital.

(c) No charge is made to the employee by the Employer for any in-patient or out-patient service provided at the Hospital, but where such service is covered by a health insurance policy, the Employer shall have the right to seek insurance company reimbursement for services rendered.

ARTICLE XIII, MATERNITY LEAVE

Maternity leave shall be granted at the request of the employee who is pregnant. Accrued unused sick leave may be used at the employee's request, for any portion of such leave. Where any portion of maternity leave is unpaid, the employee must be pregnant and the total period of unpaid leave shall not exceed one (1) year.

ARTICLE XIV, MISCELLANEOUS LEAVES

OF ABSENCE

Section (a) Jury Leave

Employees shall be granted leave of absence with pay when they are required to report for jury duty. Jury fees (but not meal or travel allowances) collected during such service shall be assigned to the Employer as partial reimbursement for salary paid and shall fulfill the employee's obligation hereunder.

During the period of jury duty, employees shall report for work at the Hospital on any days on which they are excused from jury service, including Saturdays, Sundays, and holidays, except when those days are regularly scheduled days off for the employee or when the employee has received permission to be off without pay.

Section (b) Personal Leave

Employees who have completed ninety (90) days of full-time employment at the Hospital shall be entitled to one (1) personal leave day each year, non-cumulative, to be used whenever needed. Arrangements for such leave must be made by the employee at least one (1) week in advance, except in case of emergency. Personal leave shall be granted with full pay, and may be taken in half-day periods.

Section (c) Funeral Leave

In the event of death in the family, employees shall be granted up to four (4) days funeral leave with full pay.

A family is defined as the relationship between an employee and his or her spouse, parents, children, sister, brother, grandparents, grandchildren, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or any other relative residing in the employee's household. To qualify, for the funeral benefit employees must notify the Employer in advance of absence from duty and not later than the time they are scheduled for duty. The Employer reserves the right to require proof of death of the family member.

Section (d) Leave for taking Civil Service Examinations

Employees shall be allowed time off with pay as needed to take competitive and promotional examinations held by the Civil Service Commission. Such time off must be requested in advance and in written form, and such privilege shall not be abused. The request must be approved by the Personnel Officer.

ARTICLE XV, UNION LEAVE

Members of the Union who are elected or designated by the Union to attend any meeting or educational conference of the Union or other body to which it is affiliated, shall be granted the necessary time off without loss of pay, provided that notification is given to the Employer, in writing, by the Union at least two (2) weeks in advance and also provided that such requests are not in excess of twenty (20) working days per year for all members. The Union may accrue Union leave as defined and limited above, during the first year of this Agreement for use in the following year.

ARTICLE XVI, TERMINAL LEAVE

Employees who resign after reaching age 60 and those who retire through the Public Employee's Retirement System, regardless of age,

may choose one of the following terminal leave options:

Option 1- Lump sum payment of one-half (1/2) of the employee's earned and unused accumulated sick leave, calculated at the average rate of pay earned during the year of employment immediately preceding the effective date of retirement, provided that such payment shall not exceed \$12,000.

Option 2- One (1) day of pay for each full year of service with the Hospital.

ARTICLE XVII, HOLIDAYS

Section 1. Holidays recognized and observed

(a) The following days shall be recognized and observed as paid holidays:

New Year's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Election Day, Thanksgiving Day, Friday after Thanksgiving and Christmas Day and Employee's own Birthday

Employees shall be granted any additional holiday time which is authorized by resolution of the Bergen County Board of Chosen Freeholders.

(b) Whenever any of the holidays listed above shall fall on Sunday, the next succeeding Monday shall be observed as the holiday. If a holiday falls on a Saturday, eligible employees shall receive credit for such holiday.

If a recognized holiday falls on an employee's scheduled day off, or while the employee is on vacation, or during any other previously approved absence with pay the employee shall receive full credit for that holiday, and may request an alternate day off.

Section 2. Eligibility for Holidays

(a) Employees regularly scheduled to work forty (40) or more hours per week shall receive eight (8) hours of holiday credit for each holiday, regardless of their assigned work schedule.

(b) Employees regularly scheduled to work more than forty (40) hours per week shall receive the same holiday benefit as any full-time employee.

(c) Employees regularly scheduled to work less than forty (40) hours per week shall receive holiday benefits on a pro-rata basis.

(d) To be eligible for any paid holiday, employees must be working on the last scheduled work day before the holiday, and on the first scheduled work day after the holiday, except when employees are absent on a previously-approved absence with pay. Any absence without pay, even for a part of a day, shall disqualify employees from such holiday pay.

(e) Employees who call in sick on the day immediately preceding or following a holiday shall be required in such cases to bring or mail a Doctor's Certificate to the Payroll Office within five (5) days of the notification, else the employees shall not be eligible for either sick pay or holiday pay.

(f) In those departments which operate on holidays, no holiday may be taken off without obtaining approval of the department head.

Section 3. Holiday Pay for Off-Duty Employees

(a) Employees who are authorized to be off duty on a holiday shall receive credit for that day in the pay period in which the holiday falls, and at their regular salary rate.

(b) Full-time eligible employees whose work day on a recognized holiday differs from the standard eight (8) hours, shall be paid eight (8) hours at their regular salary rate.

Section 4. Holiday pay for employees who work on holidays

(a) Employees who work on a recognized holiday shall receive holiday credit as set forth in Section 3, above. In addition employees shall receive pay at the regular salary rate, plus \$.50 per hour differential for any hours actually worked.

(b) Employees may request cash payment for time worked on a recognized holiday.

(c) In the absence of a request for cash payment for an eligible holiday, employees shall be credited with the appropriate number of hours worked and such hours shall be identified as "saved holiday hours" or "CTO hours." Such saved hours shall be shown on each employee's pay check stub every pay date, and they may be used by the employees to request an alternate day off, or pay in cash, if so requested, upon termination of employment.

(d) Any accrued holiday time which exceeds twenty-four (24) hours shall be automatically converted to cash payment by the Employer.

Section 5. Holiday hours and overtime hours

For the purpose of computing overtime, paid holiday time shall be counted as hours worked.

Section 6. Religious Holidays

Employees may be granted time off without pay, if requested, for religious holidays, or they may ask to have such time charged against earned vacation credits, personal leave or holiday time.

ARTICLE XVIII, HOURS OF WORK AND OVERTIME

1. The regular work week for full time employees shall consist of forty (40) hours per week.

2. Employees who work forty (40) hours and less than forty (40) hours may alter their work week if it is mutually agreed upon by both the employees and the Employer. Whenever an alternation in the work week schedule is agreed upon by these two parties, the Union shall be notified, in writing, of such altered work week.

3. All employees who work more than forty (40) hours per week shall be paid overtime for all such hours worked. Overtime shall be paid at the rate of time and one-half. All overtime worked shall be paid for as promptly as possible and no later than four (4) weeks after the hours worked.

4. The provisions of paragraph 2 are intended to continue an existing practice beneficial to Employer and employee and not to create any new rights or obligations.

ARTICLE XIX, SENIORITY

Section 1. Definition of Seniority

Seniority is defined as the period of continuous unbroken service with the Employer. Seniority shall be the controlling factor with respect to vacation scheduling, layoffs and recall and promotions.

Section 2. Seniority and Promotions

The Employer will endeavor to fill permanent job openings by promoting from the next lower rated job title of those employees who possess the requirements specified by the Department of Civil Service subject to subsequent certification by Civil Service.

If there are two or more employees with equal qualifications to perform the job, the employee with the greatest seniority will be given preference.

Section 3. Seniority List

Every three (3) months the Employer shall provide a seniority list to the local Union's recording secretary.

The seniority list shall show the name, job title and the date of hire of all employees in the bargaining unit.

Section 4. Definition of break in continuous service

Employees continuous service record shall be broken by voluntary resignation, discharge for just cause and retirement.

Section 5. Seniority and Layoffs

(a) In the event the Employer plans to layoff employees within the bargaining unit for any reason, the Employer shall meet with the Union whenever possible, at least ninety (90) days prior to the date of the anticipated layoff to discuss the layoff.

(b) Layoffs shall be accomplished by laying off temporary and probationary employees first. Should it be necessary to further reduce the work force, then regular employees shall be laid off in the inverse order of seniority. In such instances, the Employer reserves the right to re-assign employees as to shift and work location.

(c) The Employer shall forward a list of those employees being laid off to the Union on the same date the notices are sent to the employees.

(d) Employees to be laid off will have at least forty-five (45) calendar days notice to layoff.

(e) When an employee is laid off due to a reduction in the work force, the Employer will make reasonable effort to re-assign that employee to another job classification.

(f) An employee, notified of a layoff (or the Union acting on behalf of one or more such employees) may discuss the notice of layoff with the/^{Employer's} Personnel Officer if the employee believes an inequity exists with respect to an employee with less seniority who has not been laid off because the employee is in a different, but similar job classification of equal or lower rank. The Employer agrees to meet with

the employee or the Union to review such claimed inequity and to notify the employee (or the Union) promptly of its decision. If the decision does not satisfy the employee, the employee may file a grievance at Step 3.

(g) If an employee returns to work in any capacity after layoff, the employee shall retain credit for the time worked prior to the layoff.

Section 6.

When an employee changes ^{from a} full time (per diem) status to full time (non-per-diem) employee, then the seniority of such employee shall be retroactive to the date of hire as a full time (per diem) employee for the purposes set forth in Article XIX, Section 1.

Section 7. Recall after layoff

(a) Following a layoff, employees will be recalled according to seniority. Notice of recall shall be sent to the Union and to employees at their last known address by Registered Mail. If an employee fails to report for work within 15 days from the date of mailing of notice of recall, he or she shall be considered to have quit. Recall rights for individual employees shall expire after a period equal to his or her seniority, but in no case less than four (4) years from the date of layoff. Written notice of expiration of recall rights shall be sent to the employee at his or her last known address by Registered or Certified Mail.

(b) No new employee shall be hired until all employees on layoff status desiring to return to work in an appropriate title have been recalled or have been given notice of recall and failed to report to work.

ARTICLE XX, PROBATION PERIOD

All new employees hired shall be probationary employees for the first ninety (90) calendar days of their employment. Probationary employees shall have no rights under this Agreement. Upon completion of the probationary period all employees shall be eligible to become permanent employees.

Upon completion of the probationary period permanent employees shall be entered on the seniority list retroactive to the last date of hire and shall be given notice thereof.

ARTICLE XXI, SENIOR TITLES

The criteria to be used when a senior title is either to be filled or created are:

1. Seniority
2. Fulfilling the proper Civil Service rules and regulations.

ARTICLE XXII, LONGEVITY

Each full-time employee shall receive longevity pay starting with the sixth (6th.) anniversary of employment. An additional lump-sum payment shall be made on the completion of each anniversary as follows:

\$100.00 for service periods of from 6 to 8 years

\$200.00 for service periods of from 9 to 13 years

\$400.00 for service periods of from 14 to 18 years

\$600.00 for service periods of from 19 years or more.

Part-time employees who work 20 hours or more per week shall receive proportionate amounts of the above benefits. Employees who work less than twenty (20) hours per week shall not receive longevity benefit, regardless of length of service, or regardless of whether they worked more hours in prior years.

ARTICLE XXIII, NOTICE OF PERSONNEL
CHANGES

The Employer will give notice to the Union of the names, titles, starting salaries and date of hire of all new employees within the bargaining unit and the names of employees who are terminated or granted a leave of absence. The aforesaid notice shall be given within 30 days of hire, termination or granting of a leave of absence.

ARTICLE XXIV, MANAGEMENT RIGHTS

Subject to the terms of this Agreement, nothing herein, shall abrogate the management rights of the Hospital, its Board of Managers, or the Board of Chosen Freeholders of the County of Bergen, or prevent them from carrying out the ordinary and customary functions of management or otherwise limit the rights, power, duties, authority and responsibilities conferred upon them by law, or by an agency with regulatory powers or with authority to license or accredit health care agencies or their personnel.

The Union agrees that some of the activities over which Hospital management retains sole authority are the following:

1. The types of health care service to be provided by the Hospital, and the planning, direction and control of all operations.
2. The size and location of the Hospital, the members of specific units and changes therein.
3. The means of providing health care services consistent with the requirements of law, quality standards of care, the practice of the medical staff, and the welfare of patients.
4. Implementation of any program or technological change, and introduction of new or improved methods, programs or facilities.

5. The safety of patients and employees, and the protection of property.

6. Determination of charges for services and other relationships between patients and the administration or Board of Managers of the Hospital.

7. Selection of qualified employees for hire, scheduling, promotion, demotion, laying off, transfer, discipline and discharge for cause.

8. Maintenance of facilities or services, including performance standards, required by licensure, accreditation or the Hospital's standards of patient care.

9. The appointment and conduct of such technical, operational or professional advisory personnel and committees as are required for the information of the Board of Managers and its administration, or to meet the requirements of licensure, accreditation or other obligation.

10. The designation of supervisory employees as agents of Hospital management and the delegation of authority to them.

11. The right to promulgate and enforce reasonable rules and regulations except that this right is subject to the employees right to use the grievance procedure to grieve an inequitable application of a rule or regulation.

When the Hospital in the exercise of any management right, makes new rules or modifies existing rules governing those working conditions which are required by statute to be negotiated then, the effect of the action is negotiable and subject to grievance.

ARTICLE XXV, NO STRIKE - NO LOCKOUT

During the term of this Agreement or any automatic renewal and notwithstanding any change in the statutes of the State of New Jersey and case law of the courts of the State of New Jersey as it existed on the date of this Agreement, the Union and the employees shall not engage in any strike, sympathy strike or sympathy job action, slowdown, work stoppage or similar type of concerted action. The sole method for resolving any disputes or disagreements arising out of this Agreement shall be the grievance and arbitration procedure.

In the event of an unauthorized strike, sympathy strike, sympathy job action, slowdown, work stoppage or similar type of concerted action by the employees, then the Union will make its best efforts to persuade the employees to return to work.

The Employer agrees that it will not lock out the employees during the term of this Agreement or a renewal thereof.

ARTICLE XXVI, SEPARABILITY CLAUSE

If any provisions of this Agreement should be held invalid by operation of law or regulation by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal or appropriate administrative agency pending a final determination as to its validity, such provision shall be inoperative but all other provisions shall not be affected thereby, and shall continue in full force and effect.

ARTICLE XXVII, JOB DESCRIPTIONS

Job descriptions drafted pursuant to Civil Service Regulations are annexed hereto, as Appendix "C" and made a part hereof.

ARTICLE XXVIII, LEAVE RELATIVE
TO PROFESSIONAL LICENSURE

Professional employees who are required by law to take special courses or attend special seminars and conferences in order to maintain their professional licenses shall be granted time off with pay to take or attend such courses, seminars or conferences within the limits of paragraphs B and C, Article VII. Employees who take or attend such courses, seminars or conferences shall be reimbursed for the cost thereof, to a maximum of \$150.00 per employee. However, in no event shall the obligation of the Employer under this provision exceed a total amount of \$750.00 per year.

ARTICLE XXIX, DENTAL INSURANCE BENEFIT

All employees in the bargaining unit must belong to a group for the purposes of establishing a dental insurance benefit pursuant to this Agreement. The benefit, known as the "Delta Plan" is sponsored by the New Jersey Dental Service Plan, Inc. Effective October 1, 1980 through December 31, 1981, the Employer and the employee will contribute one half (1/2) the monthly premiums for payment of the insurance policy. The Employer's share of the monthly premiums for each employee is as set forth below: One party coverage, \$1.125; Two party coverage, \$3.820 and Three party coverage, \$6.255. If the premiums are increased during the term of this Agreement, then the Employer and the employee will each pay one half (1/2) of such increased premiums. It is the intention of the parties that the employees in the bargaining unit be covered by the same dental insurance plan as is provided to employees in the blue collar and technical bargaining unit.

ARTICLE XXX, SALARY

All employees covered by this Agreement shall be paid an annual salary rate pursuant to the provisions of this Article.

The parties have agreed upon a salary range for each job title within the bargaining unit as set forth in Appendix "A" annexed hereto, and made a part of this Agreement. The parties have agreed upon the annual salary rates to be paid to each of the employees in the bargaining unit during the years 1980 and 1981 as set forth in Appendix "B" annexed hereto, and made a part of this Agreement. Employees shall be paid not less than the minimum annual salary rate nor more than the maximum annual salary rate for their respective job titles. Effective January 1, 1980 employees will be paid the minimum annual salary rate for no more than two years.

Lump sum payments to certain employees as set forth in, Appendix "B" shall be paid in equal installments in each of the regular pay checks. All deductions required by law will be taken from the lump sum payments and all Employer contributions required by law will be made. The existence of lump sum payments shall not increase the maximum rates of pay for the job titles and shall not create any contractual rights to rates of pay in excess of the maximum rates of pay.

ARTICLE XXXI., NOTICE OF EMPLOYER'S
POLICY DECISIONS

Section 1.

(a) The Employer will notify the Union immediately, in writing, of any policy decisions involving a change in assignment or work conditions of employees covered under this Agreement, partial or total closure or, termination of any facilities or operations or a consolidation or a partial or total relocation or removal of any facilities or operations.

(b) Employees displaced by the elimination of jobs through job consolidation (combining the duties of two (2) or more jobs), the installation of new equipment or machinery, the curtailment or replacement of existing facilities, the development of new

facilities, or for any other reason, shall be permitted to exercise their seniority rights to transfer to another job for which they qualify in the service of the Hospital.

Section 2. Transfers

(a) Employees desiring to transfer to other jobs shall submit an application, in writing, to their immediate supervisor. The application shall state the reason for the requested transfer. Transfer will not be unreasonably denied.

(b) Employees requesting transfers for reasons other than the elimination of jobs shall be considered for transfer to equal or lower paying job classifications on the basis of qualification and seniority, provided a vacancy exists.

(c) Employees requesting transfers because of the elimination of their job shall be transferred to the same job or any other job of an equal classification on the basis of qualification and seniority, as soon as vacancies exist.

(d) Where an employees is subject to an involuntary transfer or relocation, the Employer shall give written notice of such transfer or relocation to the employee as soon as possible, with a copy furnished to the Union.

(e) If an employee feels such transfer or relocation is unreasonable, then the matter may be processed as a grievance under the Grievance and Arbitration Procedure of this Agreement.

ARTICLE XXXII, TEMPORARY

WORK ASSIGNMENTS

If an employee is assigned by a department head to perform the duties of a higher paying job title then effective in the sixth (6th.) consecutive work day of such performance the employee shall be compensated by receiving the minimum salary range for the higher paying

job title or the existing salary of the employee plus an additional five (5) percent of the salary whichever is greater. Such compensation shall continue for the duration of the assignment. No employee shall be assigned to perform the duties of a higher paying job title except upon written direction from the supervisor or the department head.

ARTICLE XXXIII, WORK FORCE DEFINITIONS

The following definitions are included in this Agreement:

(1) Temporary Civil Service Appointment - Employment during a period of emergency or for any interim period providing the position with an announced and definitive effective and termination date.

(2) Provisional Civil Service Appointment - The appointment of an individual to a specific vacancy pending the regular appointment of an eligible candidate from either a special re-employment, regular re-employment.

(3) Permanent Civil Service Appointment - A defined appointment for an individual who has acquired civil service permanent status by testing or waiver in a position, after satisfactory completion of a work test period.

(4) Probationary Civil Service Appointment - Defined as a work test period, which consists of a trial session (a period of three (3) months not to be extended) during which time the performance and conduct of the appointee is evaluated to determine if the employee shall not merit a permanent status.

ARTICLE XXXIV, COMPENSATION UPON PROMOTION

Effective upon the date of provisional appointment to a higher paying job title an employee shall receive an increase in annual salary. The increase shall be the greater of either the

minimum rate of pay for the higher paying job title or the salary of the employees before equipment plus 5% thereof. However, the employee shall not receive more than the maximum rate of pay for the higher paying job title. This benefit is effective upon ratification of the Agreement.

ARTICLE XXXV, COMPENSATION FOR WORK
ON SATURDAY AND SUNDAY AND ON SHIFTS

(a) Employees scheduled to work on a Saturday or Sunday shall receive additional compensation in the sum of \$.50 per hour for each hour actually worked. This additional compensation shall not be added to the base hourly rate of pay when computing overtime pay.

(b) Employees shall be paid a shift differential of \$.58 per hour effective January 1, 1980 and \$.68 per hour effective January 1, 1981. Pharmacist who begin work at 12:30 P. M. shall receive the shift differential for all hours after 3:00 P. M.

ARTICLE XXXVI, EMERGENCY CALL-IN PAY

Employees who are called by the Employer to return to work at their work location after the end of their regular hours of work, shall be compensated with a minimum of four (4) hours of pay at time and one half their regular rate of pay. This benefit shall be provided only if the employees have actually left the Hospital premises and not if the employees have merely left the work area and only if called by their immediate supervisor or department head.

ARTICLE XXXVII, USE OF AUTOMOBILES

When an automobile is needed by employees, to perform work duties, their employees will first request from their immediate supervisor, the use of automobile owned by the Employer. The supervisor

will immediately advise the employees whether an automobile is available for use. If an automobile is not available, then the supervisor shall authorize the employees to use their own automobiles. Whenever employees are required to use their own automobile to perform work duties they shall receive reimbursement at the rate of \$.17 per mile.

ARTICLE XXXVIII, PETTY CASH FUND

It is recognized that employees of this bargaining unit frequently have to spend personal monies for job-related purposes. For this purpose, a fund of \$1,000 per year for use of petty cash shall be established, \$500.00 of which shall be used by employees working the Children's Mental Health Clinic and the remainder which shall be used by the other employees of the bargaining unit which do not presently have such a fund in existence. None of the petty cash funds which are presently in existence shall be diminished as a result of this contract clause.

ARTICLE XXXIX, PERSONNEL FOLDERS

All employees shall have access to their own personnel files during reasonable working hours and upon written notification to the Personnel Officer. Such requests shall be reasonable as to frequency. All documents contained in the employee's file shall be initialed and dated by the employee at the time of examination. Such initialing shall not constitute agreement with its content. The employee shall have the right to respond, in writing, to any document in the file. Such response shall become part of the personnel file.

Disciplinary notices and other materials unfavorable to employees shall be removed from personnel files two (2) years after

the placing of such notices and materials in the files provided no additional notices and materials are received by the Personnel Officer within the aforesaid two (2) year period.

ARTICLE XL, BULLETIN BOARDS

The Employer will provide the Union with two (2) bulletin boards to be located in places which will not interfere with the operation of the Hospital or patient care and which shall be used only for Union business.

ARTICLE XLI, COLLECTIVE BARGAINING

PROCEDURES

A maximum of two (2) employees from the bargaining unit will receive their regular rate of pay for hours actually spent at the negotiation table subject to the following conditions. Payment will be made only for those hours which coincide with the employees regularly scheduled hours. Not more than one (1) employee from any work location may be released from his or her duty for participation in collective negotiations.

ARTICLE XLII, UNPAID LEAVE FOR UNION BUSINESS

Permanent employees may be granted a leave of absence without pay for a period not to exceed six (6) months when the Union notifies the Employer that such employee has been selected to perform duties on its behalf which require absence from the Hospital premises. Such leave may be extended by the Employer for an additional period of six (6) months. The total of such leave shall not exceed one (1) year.

ARTICLE XLIII, NON-DISCRIMINATION CLAUSE

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age,

sex, marital status, race, color, creed, national origin, union membership, union activity or political affiliation.

XLIV, ANNUAL PHYSICAL

The employees shall be examined annually by a medical doctor chosen by the Employer at a date and time to be determined by the Employer. The cost thereof, shall be the responsibility of the Employer.

XLV, GENERAL PROVISIONS

Section 1. Joint Safety Committee

The Employer and the Union agree to establish a joint safety committee consisting of two representatives of each party. The committee shall make recommendations to the Hospital administrators concerning the existence of physical conditions which are hazardous to employees patients or property of the Employer and recommendations for the improvement of the aforesaid conditions. The committee may review accident reports, receive and evaluate complaints involving safety, and investigate safety matters to the extent necessary to make recommendations. It shall conduct meetings at the Hospital as required from time to time for the sole purpose of discussing accident prevention and suggesting suitable corrective measures. When meetings are held during the regular working hours attendance shall be without loss of pay. A reasonable recommendation by the Joint Safety Committee which is not acted upon by the Hospital, may be resolved through the Grievance Procedure, initiated at Step 3.

Section 2. Parking

The Hospital shall provide adequate and safe parking facilities for its employees near work locations and it shall make available to employees without charge, decals to identify employee

vehicles. The Employer will not be responsible for loss or damage, or for summonses issued for cars parked improperly or without decals.

Section 3. Disabled Employees

The Employer shall make every effort to place employees, who through physical or other handicap, become disabled, to vacant positions which they are able to perform.

Section 4. Membership Packets

The Employer shall provide copies of this Agreement to all employees in the bargaining unit, and to all new employees represented by the Union.

Section 5. Safety

Employees shall not be required to perform work under conditions which are hazardous to their physical safety. Subject to the grievance procedure, compliance with safety regulations by law shall rest with Hospital administration. A protest by employees that they consider work hazardous, shall not warrant disciplinary action.

Section 6. Personal Damage

If an employee is attacked by a patient while carrying out the duties of a job, which results in damage to personal property, such as clothing or glasses, the Employer shall reimburse the employee for necessary repair or replacement. Damage due to accidents or unintentional actions are not within the scope of this provision.

ARTICLE XLVI, MAINTENANCE OF BENEFITS

Any benefit presently in effect for employees covered by this Agreement which has been recognized by the Employer shall be retained and remain in force, except where such benefit has been abridged by this Agreement, or where it has been otherwise mutually agreed upon in writing.

ARTICLE XLVII, UNION SECURITY

The parties will commence to negotiate the issue of an "Agency Shop" no later than June 1, 1980.

ARTICLE XLVIII, RENEWAL CLAUSE

This Agreement shall continue from year to year unless either party requests, in writing, ninety (90) days prior to its termination, a modification or revision of the terms and conditions set forth. Negotiations shall commence as required by law or sooner as mutually agreed upon.

ARTICLE IL, ENTIRE AGREEMENT

This Agreement constitutes the entire Agreement between the parties and it supercedes any and all rules and regulations in conflict therewith. All other rules and regulations intimately and directly affecting the work and welfare of the employees which were in effect at the time of signing of this Agreement, shall remain in effect and are made part of this Agreement. In the event that the Employer proposes to make new rules and regulations which intimately and directly affect the work and welfare of the employees and which negotiated agreement would not significantly interfere with the exercise of inherent management prerogatives pertaining to determination of governmental policy, then such rules and regulations shall be negotiated as is required by law.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals or caused this Agreement to be signed by their duly authorized officers or representatives on the day and year first set forth above.

ATTEST:

BERGEN COUNTY BOARD OF
CHOSEN FREEHOLDERS

LORETTA WEINBERG, CLERK

by

DORIS MAHALICK
Freeholder Director

COMMUNICATION WORKERS OF
AMERICA, AFL-CIO, DISTRICT I

by

EDWARD A. SCHULTZ
International Representative

by

RON SMITH, No. 1074
President, Local No.

WITNESS:

by

JOSEPH BORDO

by

VALARIE PINTO

JOB TITLE	1980 MIN. ANNUAL SALARY RATE	1981 MIN. ANNUAL SALARY RATE	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9 MAX. ANNUAL SALARY RATE	STEP 10 MAX. ANNUAL SALARY RATE
1. Senior Clinical Psychologist	16,820	16,820	17,741	18,662	19,583	20,504	21,425	22,364	23,267	24,188	25,116
2. Senior Psychiatric Social Worker	16,820	16,820	17,741	18,662	19,583	20,504	21,425	22,364	23,267	24,188	25,116
3. Senior Medical Social Worker	16,820	16,820	17,741	18,662	19,583	20,504	21,425	22,364	23,267	24,188	25,116
4. Senior Occupational Therapist	13,616	14,335	15,075	15,815	16,555	17,295	18,035	18,775	19,515	20,255	20,991
5. Senior Physical Therapist	13,616	14,335	15,075	15,815	16,555	17,295	18,035	18,775	19,515	20,255	20,991
6. Pharmacist	14,125	14,908	15,835	16,762	17,689	18,616	19,543	20,470	21,397	22,324	23,256
7. Clinical Psychologist	14,125	14,908	15,835	16,762	17,689	18,616	19,543	20,470	21,397	22,324	23,256
8. Speech Pathologist*	14,125	14,908	15,835	16,762	17,689	18,616	19,543	20,470	21,397	22,324	23,256
9. Audiologist*	14,125	14,908	15,835	16,762	17,689	18,616	19,543	20,470	21,397	22,324	23,256
10. Psychiatric Social Worker	13,342	14,125	14,908	15,691	16,474	17,257	18,040	18,823	19,609	21,432	23,256
11. Medical Social Worker*	13,342	14,125	14,908	15,691	16,474	17,257	18,040	18,823	19,609	21,432	23,256
12. Occupational Therapist*	12,968	13,652	14,294	14,936	15,578	16,220	16,862	17,504	18,146	18,788	19,436
13. Physical Therapist*	12,968	13,652	14,294	14,936	15,578	16,220	16,862	17,504	18,146	18,788	19,436
14. Learning Disability Specialist*	12,968	13,652	14,294	14,936	15,578	16,220	16,862	17,504	18,146	18,788	19,436
15. Recreational Therapist*	12,968	13,652	14,294	14,936	15,578	16,220	16,862	17,504	18,146	18,788	19,436
16. Social Worker/ Drug Abuse	11,340	11,996	12,676	13,356	14,036	14,716	15,396	16,076	16,756	17,436	18,119
17. Teacher, Juvenile Facility	11,340	11,996	12,676	13,356	14,036	14,716	15,396	16,076	16,756	17,436	18,119

*1980 minimum rates effective April 1, 1980

APPENDIX "A"

EMPLOYEESANNUAL SALARY
RATE JANUARY
1, 1980ANNUAL SALARY
RATE JANUARY
1, 1981Occupational Therapist

Rita Bernstein	\$12,968. *	\$13,652.
JoAnne DeGhetto (1,040. hrs.)	5,458.	6,826.
Diana Dilger	12,968. *	14,016.
Ruth Fast	12,968. *	13,758.
Judith Rubin	6,484. *	6,879.

Physical Therapist

Mary Barrett	\$14,873.	\$16,138.
Theresa Conboy	14,873.	16,138.
Barry Davidoff (1,040. hrs.)	7,826.	8,492.
Cheryl Hanser	16,235.	17,616.
Carolyn Mitchell (1,040 hrs.)	8,458.	9,177.

Recreational Therapist

Linda Bausinger	\$12,968. *	\$13,652.
Robert Day	12,968. *	13,652.
Robert Garofano	12,968. *	13,652.
Barbara Kropinack	12,968. *	13,652.
Kathleen Kulovitz	12,968. *	13,652.
Kenneth Lynch	12,968. *	13,652.
Carol Madden	12,968. *	13,652.
Nancy Moore	12,968. *	13,652.
Joanne Sall	12,968. *	13,652.
Marinanne Scelzo (1,040. hrs.)	6,484. *	6,826.
Maria Vincent	12,968. *	13,652.
Judith Witek	12,968. *	13,652.

Social Worker/Drug Abuse

Hubert Moran	\$13,803.	\$14,977.
Paul Pesenti	12,272.	13,316.
Randi Romaine	11,340.	11,996.
Naomi Sternberg	11,340.	11,996.

Teacher-Juvenile Facilities

Phyllis Burofsky	\$11,937.	\$12,952.
Margaret Colby	11,816.	12,821.
Elizabeth Huber	13,194.	14,316.
Nancy Wirt	13,022.	14,130.

* Effective April 1, 1980

EMPLOYEES

	<u>ANNUAL SALARY RATE JANUARY 1, 1980</u>	<u>ANNUAL SALARY RATE JANUARY 1, 1981</u>
<u>Senior Clinical Psychologist</u>		
Filomena Amendolara	\$24,188. (1)	\$25,116. (2)
Kalroy Eklof	24,174.	25,116. (3)
JoAnn Marchal	24,188. (4)	25,116. (5)
Fredericka Paine	19,223.	20,858.
<u>Senior Psychiatric Social Worker</u>		
Eugene Adelman	\$16,106.	\$17,477.
Amy Blanchard	20,189.	21,907.
Janice Morris (1,040 hrs.)	11,252.	12,210.
Rosemary Smith	20,494.	22,238.
Gail Sternitzke	18,674.	20,263.
<u>Senior Medical Social Worker</u>		
Diane McCafferty	\$16,820.	\$17,622.
<u>Senior Occupational Therapist</u>		
Judith Conrad	\$ 8,343.	\$ 9,053.
Mona Gold (1,248. hrs.)	9,668.	10,491.
<u>Senior Physical Therapist</u>		
Carol Davidoff	\$17,213.	\$18,677.
Kathleen Sutley	17,822.	19,338.
<u>Pharmacist</u>		
Martin Belinsky	\$19,464.	\$21,120.
Lawrence Bochiaro	15,439.	16,752.
Maria Burgio	15,565.	16,889.
Lorraine Fontana		
Mary Ellen Kaser	19,726.	21,404.
Martin Kurlan	14,688.	15,937.
R. Bruce Mullin	16,476.	17,878.
Frank Ponderlick	16,268.	17,652.
Irving Sharaga	18,657.	20,244.
Ronald Smith	19,362.	21,009.
Michael Vane	14,688.	15,937.
Cynthia Zabady	16,342.	17,732.
Robert Zyla	16,654.	18,071.

1. Plus A Lump Sum Payment of \$548. in 1980
2. Plus A Lump Sum Payment of \$1,726. in 1981
3. Plus A Lump Sum Payment of \$1,107. in 1981
4. Plus A Lump Sum Payment of \$982. in 1980
5. Plus A Lump Sum Payment of \$2,087. in 1981

EMPLOYEESANNUAL SALARY
RATE JANUARY
1, 1980ANNUAL SALARY
RATE JANUARY
1, 1981Clinical Psychologist

Carl Austrian, Jr.	\$17,978.	\$19,507.
David Blumenthal	15,588.	17,038.
Michael Friedman	17,077.	18,665.
Regina LaMotta	14,736.	15,990.
Eugene McBride	17,038.	18,487.
Samuel Mendelowitz	19,224.	20,859.
Jane Rollenhagen	18,665.	20,253.
John Tarpinian	17,816.	19,332.
Rosaria Ward	18,065.	19,602.

Psychiatric Social Worker

Robin Berke	\$14,583.	\$15,824.
Meene Bijlani	16,635.	18,050.
Susan Boggiz	14,736.	15,990.
Elaine Canning	14,583.	15,824.
Judith Ellman (1,664 hrs.)	11,666.	12,659.
William Gerber	17,490.	18,978.
Ruta Gudelis	16,674.	18,092.
Leo Kantrowitz	17,549.	19,042.
Grace Lanzo	14,583.	15,824.
Kathleen Lutz	14,583.	15,824.
Elizabeth Marshall (1,664 hrs.)	17,146.	18,605.
Phyllis Mincis	18,657.	20,244.
Maia Rahill	14,736.	15,990.
Grace Schumeyer	14,583.	15,824.
Doreen Wetzal	14,688.	15,937.

Medical Social Worker

Joseph Bordo	\$14,653.	\$15,900.
Barbara Bridy	13,342 *	14,125.
Lorraine Gordon	13,342 *	14,125.
Alice Harvey (hrs.)	10,019.	10,871.
JoAnn Rigoglioso	13,342.	14,583.
Robert Schreiber	16,698.	18,119.

Speech Pathologist

Nancy Ireland	\$14,125. *	\$14,908.
Evelyn-Feller Lambert	14,125. *	14,908.
Denise Tyrell	14,125. *	14,908.

Audiologist

Valerie Pinto	\$14,908. *	\$15,835.
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* Effective April 1, 1980