

3-0083

02-04

Pub Wks

GENERAL AGREEMENT

NUMBER I

EFFECTIVE JULY , 1972

7/72 - 73

BETWEEN

THE BOROUGH OF WALDWICK

THIS BOOK DOES
NOT CIRCULATE

AND

THE WALDWICK PUBLIC WORKS
EMPLOYEES ASSOCIATION

PREAMBLE

THIS AGREEMENT, made this day of July, 1972, between the BOROUGH OF WALDWICK, a municipal corporation of the State of New Jersey, hereinafter referred to as "BOROUGH", and WALDWICK PUBLIC WORKS EMPLOYEES ASSOCIATION, a representative of all the employees of the Department of Public Works of the BOROUGH, hereinafter referred to as "ASSOCIATION".

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

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

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

ARTICLE I

RECOGNITION

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

ARTICLE II

COLLECTIVE NEGOTIATING PROCEDURE

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

ARTICLE III

MISCELLANEOUS

1. Stand-by Time

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

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

2. Clothing Allowance

2.1 The BOROUGH shall pay to each employee represented by the ASSOCIATION \$25.00 per man, per year, for work shoes.

This provision shall take effect on January 1, 1973.

3. Other Employee Benefits

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

ARTICLE IV

WAGES

1. Effective January 1, 1972, and retroactive thereto, the salary schedule of all employees represented by the ASSOCIATION shall be as set forth in Schedule One (1) of this Agreement attached hereto and made a part hereof. Each employee represented by ASSOCIATION shall advance to the next salary stage, as indicated on Schedule One (1), until he reaches the maximum for his position title, on the anniversary date of his appointment to his position title.
2. There is attached hereto and made a part hereof, as Schedule Two (2), a list of all employees of BOROUGH represented by ASSOCIATION which sets forth each individual employee's salary effective January 1, 1972, and retroactive thereto. It is specifically understood by the parties that Schedule Two (2) is annexed hereto to show the individual increases in salary for each member of ASSOCIATION. Schedule Two (2) is also annexed to show the date of appointment to his position title of all the present employees of BOROUGH represented by ASSOCIATION.

3. Effective January 1, 1973, the salary schedule for all employees represented by the ASSOCIATION shall be increased by a percentage equivalent to any cost of living increase reflected by the Consumer Price Index for the New York Metropolitan area on ~~or~~ ^{for} December ~~2~~, 1972 as compared to said index ~~on~~ ^{for} December ~~2~~, 1971. All of the aforesaid per centage increases shall be based upon each employee's individual salary as reflected on Schedule One (1).

ARTICLE V

DURATION

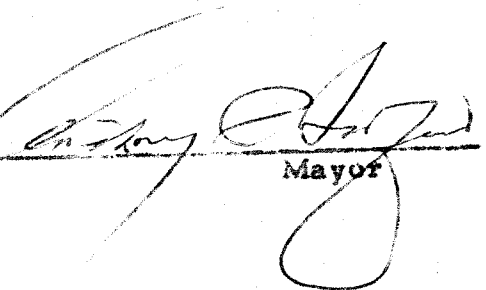
1. This Agreement shall become effective on July , 1972 but only if ratified by the membership of the ASSOCIATION and the Governing body of the BOROUGH, and when so effective, shall remain in full force and effect until midnight December 31, 1973.
2. Notices sent by the ASSOCIATION shall be served on the BOROUGH Clerk. Notices sent by the BOROUGH shall be served on the President of the ASSOCIATION or his designated representative.

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

Waldwick Public Works Association

Borough of Waldwick

BY: Clinton S. Hopper
President

BY: 
Mayor

ATTEST:

ATTEST:

Raymond J. Schmitt
Secretary


Borough Clerk

SCHEDULE 1

TITLE	MINIMUM 1st Year	2nd Year	3rd Year	MAXIMUM 4th Year
SUPERINTENDENT	\$15,200.00 Annually			
ASSISTANT SUPERINTENDENT	\$13,500.00 Annually			
WATER FOREMAN	\$11,200.00 Annually			
SEWER FOREMAN	\$11,200.00 Annually			
REPAIRMAN #1	\$ 7,200.00	\$ 8,200.00	\$ 9,200.00	\$10,200.00

SCHEDULE 2
DEPARTMENT OF PUBLIC WORKS
INCOME EQUALIZATION GUIDE

1972-73

NAME	TITLE	LENGTH OF SERVICE TO 3/1/72	ANNIVERSARY DATE FOR TITLE	INCOME EQUALIZATION FOR 1972
RALPH TEN EYCK	SUPERINTENDENT	22 YEARS 6 MONTHS	1 JANUARY 62	\$15,200
RAYMOND SCHMIDT	ASSISTANT SUPERINTENDENT	14 YEARS 11 MONTHS	1 JANUARY 71	\$13,500
MANUEL JOAQUIN	WATER FOREMAN	18 YEARS 1 MONTH	JULY-68 <i>5/68</i>	\$11,200
THOMAS DAWSON	SEWER FOREMAN	6 YEARS 6 MONTHS	1 JULY 71	\$11,200
ANTHONY GUSTA	REPAIRMAN #1	6 YEARS 6 MONTHS	1 JULY 65	\$10,200
GEORGE STORMS	REPAIRMAN #2	5 YEARS 4 MONTHS	1 JULY 66	\$10,200
EMIL KIRSCHBAUM	REPAIRMAN #3	4 YEARS 11 MONTHS	1 JANUARY 67	1/1/72 thru 12/31/72 1/1/73 - \$9,200 10,200
JOSEPH TAURONE	REPAIRMAN #4	4 YEARS 11 MONTHS	1 JANUARY 67	1/1/72 thru 12/31/72 1/1/73 \$9,200 10,200

SCHEDULE 2 CONT.
 DEPARTMENT OF PUBLIC WORKS
 INCOME EQUALIZATION GUIDE

1972-73

NAME	TITLE	LENGTH OF SERVICE TO 3/1/72	ANNIVERSARY DATE FOR TITLE	INCOME EQUALIZATION FOR 1972
CLINTON HOPPER	REPAIRMAN #5	4 YEARS 6 MONTHS	1 JULY 67	1/1/72 thru 12/31/72 1/1/73 - \$ 9, 20
JACK NORTH	REPAIRMAN #6	1 YEAR 6 MONTHS	1 JULY 70	1/1/72 thru 6/30/72 7/1/72 - \$ 8, 20
ALEX TEN EYCK	REPAIRMAN #7	1 YEAR 1 MONTH	1 JANUARY 71	\$8,200
JOHN MILANO	REPAIRMAN #8	4 MONTHS	1 JULY 71	1/1/72 thru 6/30/72 7/1/72 - \$ 7, 70
FRANK GILDESLIEVE	REPAIRMAN #9	5 MONTHS	1 JULY 71	1/1/72 thru 6/30/72 7/1/72 - \$ 7, 70
JOSEPH ROSELLI	REPAIRMAN #10	5 MONTHS	1 JULY 71	1/1/72 thru 6/30/72 7/1/72 - \$ 7, 70
CLARKSON HUDSON	REPAIRMAN #11	4 MONTHS	1 JULY 71	1/1/72 thru 6/30/72 7/1/72 - \$ 7, 70