

LIBRARY
Institute of Management and
Labor Relations

MAY 21 1980
RUTGERS UNIVERSITY

AMENDMENT
TO
AGREEMENT

BETWEEN

THE NEWARK PUBLIC LIBRARY
NEWARK, NEW JERSEY

AND

THE NEWARK PUBLIC LIBRARY EMPLOYEES' UNION,
LOCAL 2298, COUNCIL 52 OF THE AMERICAN
FEDERATION OF STATE, COUNTY AND MUNICIPAL
EMPLOYEES, AFL-CIO.

1977 and 1978

AMENDMENT TO AGREEMENT

The Agreement between the parties which was effective January 1, 1976 through December 31, 1977 is hereby extended through December 31, 1978 with the following changes, which shall become effective January 1, 1977. Except for the specific revisions mentioned herein, all other Articles, Sections and Paragraphs of the above mentioned Agreement will remain unchanged.

ARTICLE XI

SALARIES AND INCREMENTS
(Title of this Article is Changed)

Section 1. Increments:

A. All employees on recommendation of their department heads or supervisors shall receive in 1976 a one-step salary increase at the time of their anniversary date.

B. If an employee is denied an annual salary increment, he may request the matter be taken up as a grievance.

Section 2. Salaries:

A. Each employee covered by this Agreement who is earning less than \$9100 on December 31, 1976, exclusive of the increment to be received January 1, 1977, will receive, effective January 1, 1977, a 7% increase added to his base salary inclusive of the increment of January 1, 1977.

B. Each employee covered by this Agreement who is earning more than \$9100 on December 31, 1976, exclusive of the increment to be received on January 1, 1977, will receive, effective January 1, 1977, a 5% increase added to his base salary inclusive of the increment of January 1, 1977.

C. Each employee covered by this Agreement who is earning less than \$9100 on December 31, 1977, exclusive of the increment to be received January 1, 1978, will receive, effective January 1, 1978, a 7% increase added to his base salary, inclusive of the increment of January 1, 1978.

D. Effective January 1, 1978, each employee covered by this Agreement who is earning more than \$9100 on December 31, 1977, exclusive of the increment to be received January 1, 1978, will receive, effective January 1, 1978, a 5% increase added to his base salary, inclusive of the increment of January 1, 1978.

Section 3. Parity:

If a general salary increase is granted to another bargaining unit representing City employees, Local 2298 shall be treated equitably with respect to an increase in compensation to its bargaining unit.

ARTICLE XIX

HEALTH AND LIFE INSURANCE
(Title of this Article is changed)

The Library agrees that it shall provide, no later than July 1, 1977, the same improved health and life insurance package that the City has agreed to give all City employees. This includes the following features:

- A. Blue Cross coverage for hospital rate will be maintained.
- B. Blue Shield will be replaced by Prudential Surgical. This benefit will be almost the same as the Blue Shield 750 Series plus Rider J.

- C. The equivalent of Rider J will be paid for by the Library.
- D. Prudential Major-Medical coverage will continue.
- E. A \$5,000 life insurance, at no cost to the employee, will be provided as long as the employee works and is under 65 years old. When employee reaches 65, whether or not he continues working, he receives \$1,500 life insurance free of charge but has the option of paying for the additional \$3,500.
- F. Each employee will be covered by a \$10,000 Accidental Death and Dismemberment Policy, paid for by the Library.

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ARTICLE XXXVIII
DURATION OF AGREEMENT

The provisions in this Agreement shall take effect on January 1, 1977, and shall continue in full force and effect up to and including midnight of the thirty-first day of December 1978.

IN WITNESS WHEREOF, the parties hereto have signed and executed this Agreement on this _____ day of _____, 1977.

FOR THE NEWARK PUBLIC LIBRARY

FOR THE NEWARK PUBLIC LIBRARY
EMPLOYEES' UNION, LOCAL 2298,
COUNCIL 52, AFSCME.

