

Contract # 1507

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**SMLR LIBRARY**  
Rutgers University  
Ryders Lane and Clifton Avenue  
New Brunswick, NJ 08901

AGREEMENT BY AND BETWEEN  
THE BOARD OF TRUSTEES OF THE  
*Now* DENVILLE FREE PUBLIC LIBRARY  
AND  
THE DENVILLE PUBLIC LIBRARY ASSOCIATION

JANUARY 1, 1994 THROUGH DECEMBER 31, 1995

This agreement, made and entered into the 10th day of November 1994, by and between the Board of Trustees of the Denville Free Public Library and the Denville Public Library Association is the final and complete understanding between the library and the Association on all bargainable issues for the term of two years, commencing January 1, 1994 and ending on December 31, 1995.

The library hereby recognizes, pursuant to the New Jersey Employer/Employee Relation Act (NJSA 34:13A-1 ex seq), the Association as the sole and exclusive representative and bargaining agent for the purpose of collective negotiations concerning salary, hours, and other terms and conditions of employment of regularly employed full-time and part-time professional and non-professional employees except those excluded by law.

#### ARTICLE I: SALARIES

Each employee covered under the terms of the Agreement shall receive, for 1994, a 4% salary increase or a minimum \$.57 per hour increase, whichever is greater, retroactive to January 1, 1994. For 1995, Association members shall receive a 3.5% across the board increase, effective January 1, 1995.

#### ARTICLE II: HOLIDAYS

All employees covered under the terms of this Agreement shall be entitled to 13 paid holidays per calendar year, prorated according to the number of hours worked. Effective January 1, 1995, the Library will close for 10 holidays: New Year's Day, Presidents' Day, Memorial Day, July 4th, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, the Friday after Thanksgiving, and Christmas Day. When said closed holidays fall on Saturday or Sunday, such holiday falling on Saturday shall be observed the preceding Friday and such holiday falling on Sunday shall be observed on Monday. In addition, Association members shall be entitled to 3 floating holidays to be used as they choose but with the approval of the Director. The library shall close at 3 pm on December 24th and December 31st.

ARTICLE III: SICK LEAVE/SICK LEAVE PAYOUT

The existing policy of 18 sick days per calendar year for all Association members (prorated for part-time employees according to personnel policy) shall remain in effect for 1994 and 1995. Sick leave can be accumulated indefinitely and upon formal retirement (P.E.R.S.), sick leave payout of up to 120 days will be made under the terms of this contract.

ARTICLE IV: PERSONAL DAYS

The existing policy of 3 personal days shall remain in effect for this contract period.

ARTICLE V: BEREAVEMENT

The existing policy of 4 days of bereavement leave shall remain in effect for this contract period.

ARTICLE VI: VACATION

Full-time Association members earn 10 days of paid vacation time for the first full year of employment. Each year thereafter, one additional day of vacation time will be added, with a maximum paid vacation of 25 days following 15 years of service. Vacation time is prorated per personnel policy for part-time employees.

ARTICLE VII: WORK HOURS

For regular, full-time (35 hours per week) professional and paraprofessional salaried employees, the standard work week shall consist of a 5 day week, Monday through Friday. Professional and paraprofessional salaried employees who work 30-34 hours a week are considered regular part-time employees. Employees working less than 20 hours a week are considered part-time staff, and work on a per hour basis.

Evening and Weekend Work: Evening and Saturday work is a condition of employment. Evening hours shall consist of the hours between 5 and 9 pm, and Saturday hours shall consist of the Library's regular business day. To meet the scheduling needs of the Library, these hours shall be assigned first, on a rotating basis, to all non-administrative staff members. Any remaining Saturday and evening hours will be assigned, on a rotating basis, to the administrative staff.

When full-time or regular part-time staff are scheduled for a Saturday, comparable hours off at a straight time rate are

given during the week. Part-time hourly employees will be paid at a straight time rate for additional hours when working a Saturday. Time off for working a Saturday must be taken in the week preceding that Saturday.

Meal Time: The staff will receive one unpaid hour for lunch/dinner in an 8 hour period. Part-time staff working 5 hours or more, but less than 7, will receive an unpaid half-hour lunch/dinner.

Rest Periods: Each employee is allowed to take one 15 minute break per 4 hour work period. Breaks may not be used to extend a lunch or dinner hour or to shorten the work day.

**ARTICLE VIII: HEALTH BENEFITS**

The present level of non-contributory health benefits which include health insurance, prescription plan, dental plan, and vision plan shall remain in effect for the period of this contract.

**ARTICLE X: GRIEVANCE PROCEDURES**


The present grievance procedure shall remain in effect for the period of this contract.

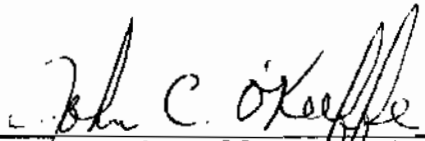
**ARTICLE XI: FUTURE CONTRACT NEGOTIATIONS**

In order to expedite the completion of the next contractual agreement between the Library and the Association, both parties agree to initiate 1996 contract negotiations by April 1, 1995.

This Agreement shall become effective the 10th day of November 1994 and shall expire on the 31st day of December 1995 with salary adjustments and benefits retroactive to January 1, 1994 unless otherwise stated.

In witness whereof, the two parties have caused this Agreement to be executed by their duly authorized agents.

  
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Vita L. Ferlanti, President  
Denville Public Library  
Association

  
\_\_\_\_\_  
John C. O'Keefe, President  
Board of Trustees  
Denville Free Public Library

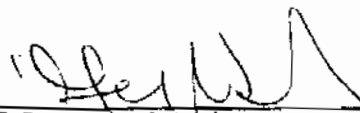


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FREE PUBLIC LIBRARY**

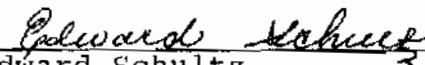
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The Board of Trustees of the Denville Free Public Library and the Denville Public Library Staff Association have agreed upon the following, effective January 1, 1993:

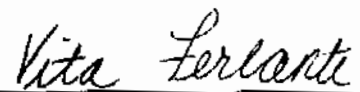
A 5% across the board salary increase for 1993.

  
\_\_\_\_\_  
Alfred Schneier, Jr., President  
Board of Trustees

Date: 8-12-92

  
\_\_\_\_\_  
Edward Schultz  
Director

Date: 8-12-92

  
\_\_\_\_\_  
Vita Ferlanti, President  
Denville Library Staff Assoc.

Date: 8/12/92