

3-0429

THIS DOES NOT  
CIRCULATE

A G R E E M E N T

Between:

VILLAGE OF RIDGEWOOD,

BERGEN COUNTY, NEW JERSEY,

- and -

SERVICE EMPLOYEES INTERNATIONAL UNION

LOCAL 550

---

January 1, 1978 through December 31, 1980

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P R E A M B L E

This Agreement entered into this 21st day of December 1978, by and between the VILLAGE OF RIDGEWOOD, in the County of Bergen, New Jersey, a municipal Corporation of the State of New Jersey, hereinafter called the "Village," and SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 550, hereinafter called the "Union".

ARTICLE I

RECOGNITION

The Village recognizes the Union as the exclusive collective negotiations agent for all employees of the Village of Ridgewood in the Divisions of Property Maintenance, Parks, Street Services, Parking and Traffic, Central Garage, Water Pollution Control, Solid Waste and Water Utility, excluding therefrom clerical employees, managerial executives, professional and craft employees and supervisors within the meaning of the Act.

ARTICLE II

MANAGEMENT RIGHTS

A. The Village hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States.

### ARTICLE III

#### GRIEVANCE PROCEDURE

##### A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of his departmental supervisory staff.

##### B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation, application or violation of policies, agreements and administrative decisions affecting any employee covered by this Agreement and may be raised by an individual, the Union or the Village.

##### C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

###### Step One:

(a) An aggrieved employee or the Union on behalf of an aggrieved employee or employees shall institute action under the provisions hereof within five (5) working days of the

occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said five (5) working days shall be deemed to constitute an abandonment of the grievance on behalf of that individual or individuals.

(b) The supervisor shall render a decision within five (5) working days after receipt of the grievance.

Step Two:

(a) In the event a satisfactory settlement has not been reached, the employee or the Union shall, in writing and signed, file his grievance with the department head (or his representative) within five (5) working days following the determination by the supervisor.

(b) The department head, or his representative, shall render a decision in writing within five (5) working days from the receipt of the grievance.

Step Three:

(a) In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the department head the matter may be submitted to the Village Manager.

(b) The Village Manager, or his representative, shall review the matter and make a determination within ten (10) working days from the receipt of the grievance.

Step Four - Arbitration

(a) In the event the grievance has not been resolved at Step Three, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with

the Rules of the American Arbitration Association.

(b) However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the filed decision by the Village Manager. If the aggrieved elects to pursue Civil Service Procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration and the Union shall pay whatever costs may have been incurred in processing the case to arbitration.

(c) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.

(d) The cost of the services of the arbitrator shall be borne equally between the Village and the Union. An aggrieved employee shall suffer no loss in pay as a result of time spent appearing on his own behalf in an arbitration proceeding. Any other expense incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

(e) The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) calendar days after conclusion of the arbitration hearing unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the parties.

D. Village Grievances

Grievances initiated by the Village shall be filed directly with the Union within ten (10) calendar days after the



event giving rise to the grievance has occurred. Failure to act within said ten (10) calendar days shall be deemed to constitute abandonment of the grievance on the part of the Village. A meeting shall be held within ten (10) calendar days after filing a grievance between the representatives of the Village and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made within twenty (20) calendar days after such meeting, either party may within ten (10) calendar days thereafter file for arbitration in accordance with Step Four above. In no event shall the exercise of this provision or the fact of its availability to the Village be deemed a waiver of any right under appropriate circumstances to injunctive relief.

E. Union Representative

A Union representative shall be party to all steps of the grievance procedure and both the employee and the Union shall receive promptly full particulars of all charges, reprimands and warnings when made.

F. Civil Service Jurisdiction

Notwithstanding any foregoing provisions to the contrary it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the Civil Service Commission of the State of New Jersey may be submitted to arbitration. The parties hereby direct the arbitrator not to accept or to decide any matter in dispute that is subject to Civil Service Commission Review and Decision.

ARTICLE IV

SENIORITY

A. Seniority, which is defined as continuous employment with the Village from date of last hire, will be given due consideration by the Village under the following circumstances:

1. The most senior employees shall be given preference in the selection of vacations provided that there is no interruption of the normal operations of the Village.

ARTICLE V

UNION REPRESENTATIVES

A. Accredited representatives of the Union may enter the Village facilities or premises at reasonable hours for the purpose of observing conditions and assisting in the adjustments of grievances. When the Union decides to have its representatives enter the Village facilities or premises it shall give prior notice thereof to the appropriate Village representative and the Union representative shall not be denied access to the premises. There shall be no interference with the normal operations of the business of Village government or the normal duties of employees. There shall be no Union business transacted nor meetings held on Village time. The Union may conduct meetings on Village property outside of working hours provided permission is secured from the appropriate Village representative.

B. The Union shall notify the Village of the officers and stewards representing the Union in connection with the terms and provisions of this agreement. A steward, upon prior notice to his immediate superior may investigate a grievance during working hours without loss of pay. The Village shall not interfere or restrain the Union from the election of officers and stewards or in any other matter interfere in the internal affairs of the Union.

C. Members of the Union negotiating committee shall not exceed four (4) in number. Such committee members who are on duty at the time negotiating sessions are being held shall suffer no loss of regular straight time pay for time spent on such negotiations.

ARTICLE VI

HOURS AND OVERTIME

A. The normal working week shall consist of forty (40) hours per week, eight (8) hours per day, five (5) days per week. The Village shall not alter the size, makeup, or work assignment of any employees subject to this Agreement whose assignment makes them part of a crew or team doing any assigned task without prior consultation with the Union. Notwithstanding the foregoing, the Village shall continue the present practice of allowing early completion of the work day for solid waste division employees in accordance with the job-task definition hereinafter provided.

B. All work performed in excess of the specified hours in any work day or any work week shall be considered overtime and shall be paid for on the basis of time and one-half.

C. Overtime shall be distributed by department as equitably as possible provided the employee has the ability to do the work and all employees shall be expected to work only a reasonable amount of overtime when requested by the Village.

D. Employees called in to work on their off-days or called back to work after they have left the premises on a regularly scheduled work day shall receive a minimum of two (2) hours of pay in accordance with Section B above for all work performed under such circumstances.

ARTICLE VII

HOLIDAYS

A. The following holidays shall be recognized:

- |                          |                                |
|--------------------------|--------------------------------|
| 1. New Year's Day        | 7. Labor Day                   |
| 2. Lincoln's Birthday    | 8. Columbus Day                |
| 3. Washington's Birthday | 9. Veterans' Day               |
| 4. Good Friday           | 10. General Election Day       |
| 5. Memorial Day          | 11. Thanksgiving Day           |
| 6. Independence Day      | 12. Day after Thanksgiving Day |
|                          | 13. Christmas                  |

B. Employees who are scheduled to work on the recognized holidays noted in this Article shall be paid at the rate of time and one-half for the actual hours worked on the holiday except where required to work as the result of an emergency call-in, in which event they shall be paid at the rate of double time for the actual hours worked on said holiday. In either event, in addition to the foregoing, employees shall receive a day's wages paid at straight time for the holiday as such. Notwithstanding the foregoing, an employee of the Division of Solid Waste Control required to work on the day after Thanksgiving shall be compensated by compensatory time at straight time on a day mutually agreed between such employee and his supervisor.

C. A recognized holiday falling on a Saturday shall be celebrated on the preceding Friday and a recognized holiday falling on a Sunday shall be celebrated on the following Monday.

D. Half holidays shall be given on Christmas and New Year's eves when the same fall on Monday through Thursday. This provision shall not, however, apply to shift positions nor to Division of Solid Waste Control personnel.

ARTICLE VIII

VACATIONS

A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the vacation year following the date of appointment; twelve (12) working days' vacation thereafter for every year through five (5) years of service; thirteen (13) working days' vacation after the completion of five (5) years and through ten (10) years of service; sixteen (16) working days' vacation after the completion of ten (10) years and through fifteen (15) years of service; commencing with fifteen (15) years of service an additional working day of vacation shall be added for each year of service.

B. For the purpose of this Article the vacation year shall be defined as January 1 through December 31 inclusive. An employee must request a vacation in advance and such vacation shall not be unreasonably denied.

C. Vacation allowance must be taken during the current vacation year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.

ARTICLE IX

HOSPITALIZATION INSURANCE

A. The Village shall continue to provide the current hospitalization insurance program for all permanent and provisional employees who have been on the payroll for three (3) months, at the beginning of the fourth (4th) month of employment.

B. The Village shall have the right to change insurance carriers so long as equivalent but not necessarily identical benefits are provided.

ARTICLE X

SICK LEAVE

A. Service Credit for Sick Leave

1. All permanent employees, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.

2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease; for the attendance by the employee upon a member of the immediate family who is seriously ill or as otherwise provided in this contract.

3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.

B. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of fifteen (15) working days in every calendar year.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. Each employee shall be entitled to terminal leave upon retirement equivalent to one-half of his or her accumulated sick leave up to but not exceeding six (6) months in duration. In the event termination of employment occurs by reason of death of an active employee



his or her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of one-half of his or her accumulated sick leave not exceeding six (6) months in duration.

C. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.

(a) Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

(b) Absence without notice for five (5) consecutive work days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

(a) An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring repeated absences of one (1) days or less in which case only one (1) certificate shall be necessary for a period of six (6) months. Abuse of sick leave shall be cause for disciplinary action.

2. In case of leave of absence due to exposure to contagious disease a certificate from the Department of Health shall be required.

3. In case of death in the immediate family, reasonable proof shall be required.

4. The Village may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the Village, by a physician designated by the Village. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

ARTICLE XI  
INJURY ON DUTY

A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Village shall continue such employee at full pay, during the continuance of such employee's inability to work. During this period of time, all temporary disability benefits accruing under the provisions of the Worker's Compensation Act shall be paid over to the Village.

B. The employee shall be required to present evidence by a certificate of a responsible physician that he is unable to work and the Village may reasonably require the said employee to present such certificates from time to time.

C. In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Village or by its insurance carrier, then, and in that event, the burden shall be on the employee to establish such additional period of disability by obtaining a judgment in the Division of Worker's Compensation, or by the final decision of the last reviewing court shall be binding upon the parties.

D. For the purpose of this Article, injury or illness incurred while the employee is acting in any Village authorized activity shall be considered in the line of duty.

E. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as an injury on duty, or as to the extent of temporary disability, the parties

agree to be bound by the decision of an appropriate Worker's Compensation judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.

F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

ARTICLE XII

SALARIES AND COMPENSATION

A. 1978 Salary

See Schedule "B"

B. 1979 Salary

See Schedule "C"

C. 1980 Salary

See Schedule "D"

D. Salary Increments

Salary increments shall not be automatic but shall be subject to review each year and may be withheld for just cause. Each employee shall be evaluated a minimum of two (2) times each year and will be advised of such evaluation. Based upon these evaluations and other established criteria an increment may be withheld from an employee. Such employee shall have the right to grieve the withholding of the increment through the grievance procedure. Salary increments withheld in one (1) year may, at the discretion of the Village, be restored in subsequent years together with any other increment due.

ARTICLE XIII

LONGEVITY

A. The present longevity plan based upon the employee's length of continuous service with the Village and more specifically noted below shall be continued for the life of this Agreement:

1. After four (4) years of service ----- 2% longevity pay based upon employee's base salary.
2. After eight (8) years of service ----- 4%.
3. After twelve (12) years of service ----- 6%.
4. After sixteen (16) years of service ----- 8%.
5. After twenty (20) or more years of service ----- 10%.

B. Payments under the Longevity Plan will commence on the first of the month following the month in which the service requirements are achieved and shall be made with the regular salary payments.

ARTICLE XIV

SHIFT DIFFERENTIAL

A. Commencing January 1, 1978 the following shift differentials shall be paid to employees who are permanently assigned to a shift other than the first shift:

1. Second Shift-----ten (10¢)cents over the first shift rate.
2. Third Shift-----fifteen (15¢)cents over the first shift rate.

B. For the purpose of this Article the shifts are defined as follows:

1. Second Shift-----a shift commencing on or after 12.00 Noon
2. Third Shift -----a shift commencing on or after 8:00 P M

ARTICLE XV

BULLETIN BOARD

A. One (1) bulletin board shall be made available by the Village at each department location and one (1) additional location for a total of six (6) bulletin boards.

B. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The department head or his representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.

C. All bargaining unit promotional opportunities and vacancies will be posted on the aforementioned bulletin boards. However, no liability will attach to the Village for any neglect in this regard nor will this matter be subject to the Grievance Procedure.



ARTICLE XVI

WORK RULES

A. In accordance with the provisions of applicable law, the Village may adopt and post or otherwise disseminate rules and regulations.

ARTICLE XVII

NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Village. The Union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, work stoppage, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall entitle the Village to take appropriate disciplinary action, including but not limited to discharge in accordance with applicable law.

C. The Union will actively discourage and will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Village.

D. Nothing contained in this Agreement shall be construed to limit or restrict the Village in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

ARTICLE XVIII

NON-DISCRIMINATION

A. There shall be no discrimination by the Village or the Union against an employee on account of race, color, creed, sex or national origin.

B. There shall be no discrimination, interference, restraint, or coercion by the Village or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employee on behalf of the Union. The Union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

ARTICLE XIX

DEDUCTIONS FROM SALARY

A. The Village agrees to deduct from the salaries of its employees subject to this Agreement dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9(e), as amended. Said monies together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Village written notice prior to the effective date of such change and shall furnish to the Village new authorizations from its members showing the authorized deduction for each employee.

C. The Union will provide the necessary "check-off authorization" form and deliver the signed forms to the Village Director of Finance. The Union shall indemnify, defend and save the Village harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Village in reliance upon salary deduction authorization cards submitted by the Union to the Village.

ARTICLE XX

JOB DESCRIPTIONS

A. Job descriptions for the employees covered by this Agreement shall be as set forth in the "Report of the Reclassification and Salary Survey" for the Village of Ridgewood, conducted by the State of New Jersey, Department of Civil Service, a copy of which is available in the office of the Village Clerk.

ARTICLE XXI

SAFETY COMMITTEE

In accordance with present and past practices, all safety regulations shall be strictly enforced. Each Division shall establish a safety committee with equal representation by representatives of the employees covered hereby and non-covered employees who shall meet from time to time to inspect, discuss, and correct any safety problem. It shall be the responsibility of the employees covered hereby to see to it that all locker rooms, washrooms and dressing room facilities are maintained in a clean and healthy condition.

ARTICLE XXII

INDEMNIFICATION OF LICENSED VEHICLE OPERATORS

Any employee covered hereby required to operate a motor vehicle in the course of his or her duties shall be indemnified against any fines levied by appropriate authority by reason of faulty equipment or lack of equipment required by law.

ARTICLE XXIII

PERSONNEL FILE

Employees covered by this Agreement shall be entitled to full access to inspect their personnel files or records kept by the Village reflecting their history of employment within the Village. Commencing from and after the date hereof, each employee covered by this Agreement shall be entitled to receive notice of any new information to be inserted in his or her personnel file, as well as the right to insert any responding and/or mitigating statement as he or she may desire.



ARTICLE XXIV

LEAVES OF ABSENCE

A. Employees subject to this Agreement may be granted a leave of absence according to the applicable Civil Service Rules for the State of New Jersey, revised April 15, 1971.

ARTICLE XXV

REPLACEMENT OF TOOLS

Employees covered by this Agreement and holding the position of senior mechanic, mechanic, and mechanic's helper shall be entitled to a tool allowance of \$100.00 per year payable semi-annually.

ARTICLE XXVI

JURY DUTY

Employees who are required to participate in jury duty service shall be granted a leave for the purpose of such jury duty service. The Village shall continue to pay to the employee his regular straight time pay less payment received for jury duty service.

ARTICLE XXVII

MILITARY LEAVE

Any employee covered under this Agreement who is a member of the National Guard or Naval Militia of the State or of the Military or Naval Forces of the United States and is required to undergo annual active duty field training, shall be entitled to such additional leave as is provided for by State law.

ARTICLE XXVIII

PERSONAL LEAVE

Each employee covered by this Agreement shall be entitled to one (1) personal leave day per year, which shall be non-cumulative. Any employee desiring to take his personal leave day must make request for such leave through his supervisor at least three (3) working days in advance of the leave except in cases of emergency.

ARTICLE XXIX

TERMINAL LEAVE

The present terminal leave policy, as expressed in Article X, B.3., shall be continued during the life of this Agreement.

ARTICLE XXX

BEREAVEMENT LEAVE

All employees covered by this Agreement shall be granted up to a maximum of three (3) calendar days leave of absence with pay, which shall be charged against the employee's accrued sick leave in the event of death in the immediate family of such employee. The immediate family is defined for purposes of this Article to be spouse, children, mother, father, brother, sister, mother-in-law, father-in-law, or other person living as a permanent member of the employee's household. This special leave of absence shall commence immediately following the death of such person and is for the sole purpose of arranging and attending the funeral services. For purposes of calculating unused sick time, funeral leave will be charged against accrued sick leave.

ARTICLE XXXI

ON-CALL

A. On-call opportunity shall be distributed as equitably as possible. Employees who are unable to accept an on-call assignment may, with the concurrence of the appropriate supervisor arrange for a qualified replacement provided in the judgment of the supervisor said replacement has the ability to do the work.

B. Employees covered by this Agreement shall be entitled to straight time on-call pay of twelve hours for those weeks during which they are on call.

C. Employees who are on-call during a week in which each recognized holiday falls shall receive an additional four (4) hours of straight time pay.

ARTICLE XXXII

COFFEE BREAKS

Employees will be granted two (2) fifteen minute coffee breaks daily, one (1) such coffee break shall be in the morning and the other in the afternoon, at times designated by the foreman or supervisor.

ARTICLE XXXIII

LUNCH TIME

Employees covered by this agreement will be permitted to take a daily lunch period between the 4th and 6th hours after the commencement of their employment. Unless a lunch period is taken between said hours such employees will receive three-fourth (3/4) hour's pay additionally. This provision with respect to additional pay, shall apply to non-shift personnel only. In addition to the foregoing, it is agreed that employees covered by this Agreement will be entitled to one meal period between the 4th and 6th hours of consecutive overtime with pay.

ARTICLE XXXIV

WASH-UP TIME

Employees will be granted a fifteen (15) minute wash-up period daily during the fifteen (15) minute period immediately preceding the conclusion of their work.

ARTICLE XXXV

UNIFORMS

In addition to those uniforms currently provided, for each employee whose duties require, the Village will issue a shoe allowance on proof of purchase, said shoe allowance not to exceed \$26.00 per year. The Village will provide two additional uniforms, including a light-weight jacket, during the calendar year 1979. The existing three uniforms, including a heavy jacket, will be replaced in 1980. Said uniforms so issued shall remain the property of the Village at all times and shall be used only while on duty. Each employee assigned a uniform shall be responsible for its cleanliness and maintenance. The Village reserves the right to enforce this obligation by appropriate sanction. Uniforms rendered unuseable by reason other than the abuse or neglect of the employee shall be replaced by the Village at no cost to the employee.



ARTICLE XXXVI

TERM AND RENEWAL

This Agreement shall remain in full force and effect for the term commencing January 1, 1978 and terminating December 31, 1980.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals on this 21st day of December, 1978.

VILLAGE OF RIDGEWOOD

by [Signature]  
Mayor

ATTEST:

by [Signature]  
Village Manager

by [Signature]  
Deputy Village Clerk

(seal)

SERVICE EMPLOYEES INTERNATIONAL UNIO  
LOCAL 550

by [Signature]  
Jim S. Ruffe  
William A. Montecchi  
Stan P. Moore