

3-0427 STORAGE

THIS BOOK DOES NOT CIRCULATE

1976-1977

12-21

AGREEMENT

THIS AGREEMENT made this 3 day of March, 1976 between the Borough of Spotswood, hereinafter called the "Employer" and the Spotswood Municipal Employees Association, hereinafter called "Employee."

ARTICLE I - UP-GRADING OF SALARIES

(a) All new employees will be on a trial basis for (1) one year.

(b) All employees within their department receiving a higher paid position will be on a (6) six month trial period and would receive 50% or $\frac{1}{2}$ of the top wages of that position.

On completion of (6) six month trial period his performance will then be reviewed by the Department Head or his superior officer of Public Works. If his performance is found satisfactory he shall be given the balance of total rate of pay in that position.

ARTICLE II - WAGES

An across the board salary increase of \$1,050.00 in 1976 would be granted to all full time employees of the Borough within the Utility, Road and Sanitation Departments.

ARTICLE III - EYE GLASSES

All employees in above mentioned departments who require corrective lenses to perform their duties will be allowed up to \$45.00 for eye examination and necessary eye glasses per year.

ARTICLE IV - CLOTHING ALLOWANCE

All employees in above mentioned departments will receive an annual clothing allowance of \$170.00 per year.

ARTICLE V - SAFETY SHOES

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32
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All employees in above mentioned departments will be provided with one pair of safety shoes paid for by the Borough per year. Maximum \$30.00.

ARTICLE VI - LONGEVITY

- 2% after 5 years of service
- 3% after 10 years of service
- 4% after 15 years of service

ARTICLE VII - VACTIONS

1. One to three years.....Ten working days vacatio during each year of service.
2. Four to ten years.....Fifteen working days vacation during each year of service.
3. Ten years to fifteen years.....Twenty working days vacation during each year of service.
4. Over fifteen years.....Twenty-five working days vacation during each year of service.

ARTICLE VIII - PERSONAL DAYS

All employees will be granted three (3) personal days on approval of Department Head on 24 hour notice.

ARTICLE IX. - HEALTH BENEFITS

Blue Cross and Blue Shield benefits will remain the same. Forms must be filed by the employee. Assistance will be given by the Borough Clerk after forms have been filed by the employee in emergency situations.

ARTICLE X - SANITATION TRUCK OVERTIME

All employee that have to fill in on the Sanitation Department on a Saturday will be compensated with no less than six hours pay at (1½) times the normal hourly rate.

ARTICLE XI - MEAL COMPENSATION

Any employee working six (6) consecutive hours without a meal will be given \$2.50 as compensation for the meal missed.

ARTICLE XII - STAND-BY PAY

Employees who are on week-end or holiday stand-by will be compensated based on the following schedule:

1. Eight (8) hours straight time pay for stand-by on weekends.
2. Four (4) hours stand-by pay for holidays.
3. All employees shall be given one and half ($1\frac{1}{2}$) times the normal hourly pay for each hour worked.

ARTICLE XIII - REVALUATION OF RATE STRUCTURE

A job revaluation will take place with the inception of the new form of government to determine changes and up-grades of all classifications.

THIS AGREEMENT shall be retroactive to January 1, 1976.

All of the above shall be in effect for a two year period effective January 1, 1976 and will not be opened for negotiation until December 31, 1977 except for ARTICLE II and ARTICLE VI which shall not be opened for renegotiation until December 31, 1976.

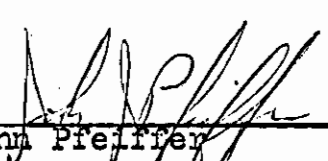
IN WITNESS WHEREOF, the parties hereto have set their hands on this day of March, 1976.

NEGOTIATING COMMITTEE FOR THE
MEMBERS OF SPOTSWOOD MUNICIPAL
EMPLOYEES ASSOCIATION.

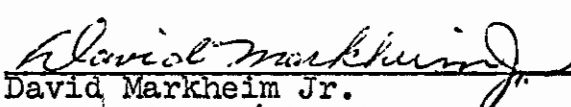
COMMISSIONERS
BOROUGH OF SPOTSWOOD


Richard Paprota

Wallace W. Myers, Jr.
Mayor


John Pfeiffer

Charles Ingulli
Commissioner


David Markheim Jr.
Commissioner/Director