

NOV 8 1977

AGREEMENT

RUTGERS UNIVERSITY

Between

Board of Chosen Freeholders of the County of Burlington,  
Burlington County Library Commission, Burlington County  
Mosquito Extermination Commission

and

New Jersey Civil Service Association, Burlington Council #16

Preamble

This Agreement, entered into by the Board of Chosen Freeholders of the County of Burlington, Burlington County Library Commission, and Burlington County Mosquito Extermination Commission, hereinafter referred to collectively as the "Employer", and New Jersey Civil Service Association, Burlington Council #16, hereinafter referred to as "Representative", has as its purposes the promotion of harmonious relations between the Employer and the Representative, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment.

I. Recognition

The Employer recognizes the Representative as the bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for the employees under the jurisdiction of this bargaining unit. This recognition, however, shall not be interpreted as in any way changing the rights of the employees established in Ch. 303, P.L. 1968, as amended from time to time.

II. General Rules

- A. The salaries set forth in this Agreement shall apply to all authorized classified positions, except for (1) positions and salaries which are set by statute, (2) positions of part-time employment and (3) positions involving professional services furnished on a specialized basis. Summer employees shall be employed on a daily basis and shall be paid only for days actually worked.
- B. The salary rate of each employee, if less than the minimum rate designated for the position involved, shall be adjusted to the minimum rate upon ratification and execution of this Agreement. In no instance shall a minimum annual rate be less than \$5,200.00.
- C. The minimum annual rate shall normally be used as the hiring rate for each title. In any case where a more qualified person is available, upon written request of the Department Head or Freeholder Director of the Department involved, the Board of Chosen Freeholders may make such adjustment in hiring rate or salary range as it deems necessary and appropriate to fill the position. A copy of the approved personnel action form relating to this action shall be submitted to the Representative.
- D. Whenever an employee is promoted or reclassified from one class or title to another, his salary shall be adjusted upward to the greater of (1) the minimum rate for the new class or title, or (2) a new rate arrived at by adding to the employee's previous annual rate an amount equal to one-half (1/2) of the annual merit increment specified in subparagraph A(1) of Article III of this Agreement.

- E. Rates of compensation provided for in this Agreement are fixed on the basis of full-time service for full-time positions. If any position is established upon a basis of less than full-time service, or if with the approval of the Board of Chosen Freeholders the occupant of any full-time position is accepted for employment on a part-time basis, the rate of compensation for part-time service shall be arrived at by proportionately reducing the rate of compensation for full-time service. Part-time employees shall work no more than 24 hours per week. The method for computing an employee's hourly rate is as follows: The employee's annual salary is first divided by the number of working days during the year in question, thereby producing the employee's daily rate; the employee's daily rate is then divided by 8 (the number of hours in a working day), thereby producing the employee's hourly rate.
- F. The salaries set forth in this Agreement shall be interpreted as exclusive of any bonus payments or longevity pay.
- G. During the term of this Agreement, pay scales will not be reduced unless by mutual agreement of all parties to the Agreement.
- H. Copies of resolutions creating new positions and abolishing old positions shall be sent to the Representative after adoption.
- I. An employee who performs work in a higher paid classification than his own for more than two weeks shall be entitled to the adjustment in pay provided for in paragraph D of Article II of this Agreement. In no event shall the procedure of up-grading an employee's classification be used in lieu of promotion of duly qualified employees when available.

### III. Salaries and Wages

- A. A merit increment in the amount of \$500.00 shall be given each year during the term of this Agreement to each employee recommended for the receipt of same by his Department Head. A list of those employees recommended for receipt of an increment shall be submitted to the Clerk/Administrator's Office by September 30th of each year. A list of those employees not recommended for receipt of an increment shall be submitted to the Clerk/Administrator's Office with documented reasons for the action by September 30th of each year. A list of those employees not recommended shall be submitted to the Representative, together with the reasons for this action, by December 31st of each year. No employee who shall have been hired after September 30th of any year shall be eligible for consideration for a merit increment during the year immediately following that in which the employee is hired. The provisions of this paragraph shall not apply to those employees who shall have left the County payroll prior to the date this Agreement is ratified by the Representative.
- B. A cost-of-living adjustment based upon that portion of an employee's salary, as of July 31st of the year of evaluation, up to and including \$12,000.00 shall be computed during the second quarter of each calendar year during the term of this Agreement. Thereafter,
  - (1) With regard to each employee whose salary is less than or equals but does not exceed \$12,000.00, the adjustment shall be added to the employee's base

salary, as the same shall be at the time of addition, during the month of November in 1977, and during the month of September in 1978 and 1979; and

- (2) With regard to each employee whose salary exceeds \$12,000.00, the adjustment shall not be added to the employee's base salary but rather shall be paid in the form of a lump sum check during the month of September in the year of evaluation, except for 1977 when the adjustment shall be paid during the month of November.

No cost-of-living adjustment shall be paid to any employee hired after July 31st of the year of evaluation. Cost-of-living adjustments shall be paid to employees hired between January 1 and July 31 of the year of evaluation on a pro-rated basis. No cost-of-living adjustment shall be paid to any employee on full maintenance.

- C. Longevity pay will be paid in a separate check each December 1st during the term of this Agreement to all classified permanent Civil Service employees with more than five years' continuous full-time service on that date, based upon date of permanent appointment.

Any person retiring or dying during the course of a year shall receive longevity pay pro-rated on a monthly basis.

The amount of longevity pay an employee shall receive shall be computed upon his full base salary in 1977 and 1978 and upon that portion of his base salary up to and including \$20,000.00 in 1979 in accordance with the following table:

<u>Length of continuous full-time service</u>	<u>Percent of base salary for 1977 and 1978</u>	<u>Percent of base salary for 1979</u>
5 years	1	1-1/2
10 years	2	2-1/2
15 years	3	3-1/2
20 years	4	4-1/2
25 years or more	5	5-1/2

- D. All employees involuntarily working the 3:00 P.M. to 11:30 P.M. or the 11:00 P.M. to 7:30 A.M. shifts shall be paid as additional compensation total annual shift differentials in the following amounts:

<u>3:00 P.M. to 11:30 P.M.</u>	<u>11:00 P.M. to 7:30 A.M.</u>
\$250.00	\$200.00

- E. Maintenance Schedule for institutional and juvenile detention center employees:

<u>Type of Maintenance</u>	<u>Symbol</u>	<u>Annual Rate</u>
1 meal per day for individual in institution dining room	1-M	\$ 165.00
2 meals per day for individual in institution dining room	2-M	250.00
3 meals per day for individual in institution dining room	3-M	330.00
3 meals per day, room, common bath, heat, light, laundry (1 or 2 persons to a room hereinafter designated as full maintenance)	LMA	660.00
3 meals per day, 2 rooms private bath and full maintenance	LMB	825.00
Completely furnished house, heat, light, food, laundry, housekeeping, maid service	SIH	2,600.00

#### IV. Work Schedules

All clerical employees shall work 35 hours per week. Clerical employees include and are limited to clerks, typists, stenographers, bookkeepers, administrative clerks, secretaries, analysts, assistants, bookkeeping machine operators, payroll supervisors, index machine operators and supervisors, microfilm operators and supervisors, appliance operators, receptionists, transcribers, telephone operators, library clerk drivers, junior and senior library assistants, and supervising library assistants. All other employees who are not on non-scheduled hours and who presently work less than 40 hours per week shall work 35 hours per week during 1977, 37-1/2 hours per week during 1978 and 40 hours per week during 1979. Appropriate adjustments in work schedules being increased hereby shall be made by Department Heads involved. All other employees shall work 40 hours per week, except those who are on non-scheduled hours, who shall work a minimum of 40 hours per week. Employees on non-scheduled hours include non-clerical employees in the Prosecutor's Office, Probation Department, Health Department, Office of Consumer Affairs, Weights and Measures, Work Release, and any other department as may be determined from time to time. All Department Heads shall work a minimum of 40 hours per week during the term of this Agreement. County offices shall be open from 8:30 A.M. to 5:00 P.M. The scheduling of employees shall be on the following basis: all clerical employees shall work either from 8:30 A.M. to 4:30 P.M. or from 9:00 A.M. to 5:00 P.M. Those employees working 40 hours per week shall work from 8:00 A.M. until 5:00 P.M., assuming one hour for lunch. In the event such employees shall have one-half hour for lunch, their hours shall then be from 8:00 A.M. until 4:30 P.M. All shift employees shall work 40 hours per week in accordance with the following schedule: 7:00 A.M. to 3:30 P.M.; 3:00 P.M. to 11:30 P.M.; 11:00 P.M. to 7:30 A.M., each with one-half hour for meal break. Those employees on non-scheduled hours shall work as required for the proper performance of their duties.

- A. The regular starting time of work shifts shall not be changed without reasonable notice to the employees affected and without first having discussed such changes and the needs for same with representatives of the Representative. In no event shall an employee's work week be increased or decreased without first notifying the Representative. Emergency circumstances shall preclude these procedures.

- B. Where the nature of the work involved requires continuous operations on a twenty-four hour per day, seven days per week basis, employees so assigned shall have their schedules arranged on a rotational basis which will insure that they have an equal number of Saturdays and Sundays off, distributed evenly throughout the year.
- C. Where there is more than one work shift per day, employees within a given classification will be given preference of shifts in accordance with their seniority. Emergency circumstances shall preclude this procedure.
- D. The following paid holidays will be observed: January 1, known as New Year's Day; January 15, known as Martin Luther King's Birthday; February 12, known as Lincoln's Birthday; the third Monday in February, known as Washington's Birthday; the day designated as Good Friday; the last Monday in May, known as Memorial Day; July 4, known as Independence Day; the first Monday in September, known as Labor Day; the second Monday in October, known as Columbus Day; general election day; November 11, known as Veterans' Day; the fourth Thursday in November, known as Thanksgiving Day; the day (Friday) after Thanksgiving Day; and December 25, known as Christmas Day. All of the foregoing holidays which fall on Saturday during the term of this Agreement shall be observed on the previous Friday, and those which fall on Sunday shall be observed on the following Monday. For facilities which operate more than five days per week, holidays shall be given to employees, but not necessarily on the specific days on which the holidays fall.
- E. Coffee Break - a ten minute coffee break in the morning and afternoon are permitted. The time of the break shall be determined by supervisor in charge.
- F. Overtime
1. No Department Head nor any employee working non-scheduled hours shall be eligible for overtime pay. Supervisory personnel shall be compensated for overtime worked only in emergency situations and not for routine administrative functions.
  2. If it becomes necessary for an employee to work overtime, compensatory time off must be taken within the immediately following 30 day period, unless priority of work makes an extension necessary. Overtime refers to any time worked beyond the regular hours of duty, and it may be approved only when the employee is ordered to work by a supervisor or Department Head. Overtime shall equal 1-1/2 times compensatory time off.
  3. If a Department Head feels that an employee should be compensated with overtime pay instead of compensatory time off, a letter describing the circumstances shall be addressed to the Personnel Committee. Overtime shall equal 1-1/2 times salary. The normal daily rate of pay shall be used in computing the amount due any employee who has worked a partial pay period. This shall apply to all departments, and there shall be no exceptions for emergency conditions.

4. If an employee wishes time off instead of money for overtime worked, he shall advise his Department Head before a letter is written to the Personnel Committee.
5. Overtime for employees of the Mosquito Commission may only be taken from October 1 through March 15 of any year during the term of this Agreement.
6. Absent a state of emergency, employees shall not be required to make themselves available for snow removal work during other than normal working hours. In addition, employees shall not be prejudiced because of their failure to volunteer for such snow removal work.
7. Absent a state of emergency, employees shall be accorded an opportunity and preference for snow removal work during other than normal working hours on the basis of a seniority roster within respective job titles to be maintained by the Highway Department.

G. Work Rules

The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

V. Seniority

- A. Seniority is defined as an employee's total length of service with the Employer, beginning with his permanent date of appointment.
- B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply: If hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records - first name, first preference, etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employee's last name. If permanent employee status is not affected, seniority shall be computed from hiring date.
- C. The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of permanent employment, classification and pay rate. Such records shall be available to the Representative upon request.
- D. Except where New Jersey Civil Service Statutes require otherwise, in all cases of promotions, demotions, layoff, recall, vacation schedules, and other situations where substantial employee advantages or disadvantages are concerned, employees shall be given preference in accordance with the amounts of seniority they have, provided they have the ability to perform the work involved.

VI. Fringe Benefits

- A. Hospital, Surgical, and Major Medical or Health Maintenance Organization (HMO) Benefits - Temporary and Permanent Employees, after 90 days' service, may enroll for benefits

for their entire families. The Employer will pay the same amount toward HMO coverage that is contributed toward the alternative coverage. Any and all additional cost shall be paid by the employees.

- B. Life Insurance - (Permanent employees eligible) - The Board of Chosen Freeholders has contracted with the Prudential Life Insurance Company so that the Board pays for the first \$1,000.00 of insurance coverage. Under that contract coverage must be carried as follows:

Earnings over	\$100.00 weekly - \$5,000 coverage	Rates to be Computed <u>Annually</u>
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- C. During the term of this Agreement, there shall be no change in the Group Hospital Medical Plan or any type of insurance presently maintained and paid for by the Employer on behalf of the employees as shown above. However, this shall not prevent the Employer from substituting new and equivalent or more beneficial plans for the ones now in effect.
- D. Dental Care - Basic Single Coverage, Indemnity Schedule B, N. J. Dental Service Plan, Inc., or its equivalent, together with additional dental coverage, shall be paid for by the Employer. Family coverage by means of a contributory program of payroll deductions shall be optional, depending upon there being a sufficient number of employees who elect to exercise this option.
- E. Auto and Homeowners - Payroll deduction.
- F. Mileage - 15¢ per mile.
- G. Annual Vacations
1. Permanent employees in the county service shall be entitled to the following annual vacations with pay, subject to the approval of the Department Head:  
  
Up to one year of service, one working day's vacation for each month of service; after one year and up to ten years of service, twelve working days' vacation; after ten years and up to fifteen years of service, fifteen working days' vacation; after fifteen and up to twenty years of service, twenty working days' vacation; and after twenty years of service, twenty-five days' vacation. Additional vacation days based on years of service are granted January 1st in the calendar year of the anniversary.  
  
When in any calendar year the vacation or any part thereof is not granted by reason of pressure of work, the part of the vacation period which is not granted shall accumulate and shall be granted only during the next succeeding calendar year.
  2. Temporary employees in the County service shall be entitled to the following annual vacation with pay:  
  
One working day's vacation for each month served during such temporary full-time employment.
  3. Part-time employees on daily or hourly basis are not eligible for vacation.

4. Any employees who are laid off, discharged, retired, or separated from the service of the Employer for any reason prior to taking their vacations, shall be compensated in money for their accumulated unused vacation at the time of separation. Deductions will be made from employees' final pay if more vacation has been taken than has been earned.

H. Sick Leave with Pay

1. Permanent employees in the County service shall be entitled to the following sick leave of absence with pay:

One working day's sick leave with pay for each month of service from the date of permanent appointment up to and including December 31st next following such date of appointment, and fifteen days' sick leave with pay for each calendar year thereafter, which may be taken only as earned. If an employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of sick leave not taken shall accumulate to his credit from year to year, and he shall be entitled to such accumulated sick leave with pay if and when needed. Sick leave for purposes herein is defined to mean absence of an employee from duty because of personal illness by reason of which the employee is unable to perform the usual duties of his position, exposure to contagious disease, 10 working days of emergency attendance upon a member of his family critically ill and requiring the presence of such employee, or death in the immediate family. A certificate is required from the physician of the family member.

If an employee is absent for five consecutive working days for any of the reasons set forth in the above rule, the appointing authority shall require acceptable medical evidence on the form prescribed. The nature of the illness shall be stated on the doctor's certificate unless it is confidential between doctor and patient.

If it is reasonably suspected that the employee is abusing the sick leave privilege, the Department Head may at that time require the employee seeking sick leave to submit proof of illness. If the sick leave is not approved, the employee will suffer loss of pay for such time. A copy of the Department Head's request with a copy of the medical evidence shall be sent to the Freeholders' Office.

An employee who does not expect to report for work because of personal illness or for any of the reasons included in the definition of sick leave set forth above shall notify his immediate supervisor, or some other person in his particular employment unit, by telephone or personal message, prior to the normal starting time, or follow policies determined by the various Department Heads, as long as it is not contrary to this rule. If an employee does not report prior to starting time, he shall suffer loss of pay.

Sick leave claimed by reason of quarantine or exposure to contagious diseases may be approved on the basis of a certificate of a municipal board of health. Sick leave



claimed by reason of death in the immediate family may be approved upon such reasonable proof as the Employer shall require.

The total years of service after permanent appointment of each such employee in the classified Civil Service shall be considered in computing accumulated sick leave due and available.

2. Temporary employees in the County service shall be entitled to the following sick leave of absence with pay:

One working day's sick leave with pay for each month served during such temporary full-time employment.

3. Part-time employees on daily or hourly basis shall not be eligible for sick leave.

#### I. Maternity Leave

1. Permanent employees in the County service who shall have completed their working test period will be granted leave during the time prior to the expected date of delivery and for six weeks after the actual date of delivery on presentation of a doctor's certificate and on approval of the Department Head. Additional time beyond the six weeks' period may be granted upon presentation of a doctor's certificate setting forth the necessity therefor.

Earned and accumulated sick leave and earned and accumulated vacation leave may be used for maternity leave.

#### J. Military Leave

1. A permanent or temporary employee who is a member of the national guard or naval militia or of a reserve component of any of the Armed Forces of the United States who is required to undergo annual field training or annual active duty for training shall be granted a leave of absence with pay for such period as provided by regulation. Such leave shall be in addition to regular vacation leave, provided the employee presents the official notice from his commanding officer and a copy of his orders prior to the effective date of such leave.

#### K. Jury Duty

1. If an employee is called to serve on a jury, the time will not be deducted from his vacation if his jury check is turned over to the County Treasurer's Office for the number of days absent from his employ. This time must be reported on the daily report forms.

#### L. Leave of Absence

1. A permanent employee holding a position in the classified service who is temporarily either mentally or physically incapacitated to perform his duties or who desires to engage in a course of study such as will increase his usefulness on his return to the service, or who for any reason considered good by the appointing authority and the

Board desires to secure leave from his regular duties may, with the approval of the appointing authority and the Board be granted special leave of absence without pay for a period not exceeding six months and with the approval of the appointing authority and the Board extend such leave for an additional period not exceeding six months. Any employee requesting special leave without pay shall submit his request in writing stating the reasons why, in his opinion, the request should be granted, the date when he desires the leave to begin, and the probable date of his return to duty. For each separate case of special leave without pay other than as herein provided under the statutes the appointing authority and the Board shall, at the time the leave is approved, determine whether the employee granted such leave shall be entitled to his former position on his return from such leave or whether his name shall be placed on the re-employment list for the class.

M. Personal Leave

1. Each employee shall be eligible for the number of days of personal leave indicated below which may be used for personal business and which may not be accumulated from year to year:

<u>Categories of Employees</u>	<u>Number of Days of Personal Leave to which entitled per year</u>
Employees hired on or after September 1 of the year in question	1 Day
Employees hired on or after May 1 but not later than August 31 of the year in question	2 Days
Employees hired on or before April 30 of the year in question	3 Days

2. Each employee desiring to take a personal leave day shall notify the employee's Department Head at least twenty-four hours in advance of his intent to do so.
3. No employee shall take a personal leave day on the business day immediately preceding or following a paid holiday.
4. No personal leave shall be taken during the month of December except with the prior permission of the employee's Department Head.

VII. Retirement

- A. N.J.S.A. 43:15A-47b states that each member of the Public Employees' Retirement System shall be retired on the first day of the calendar month following his attainment of age 70, or within 1 month thereafter. If it is the desire of the Department Head to recommend that the employment be continued, a recommendation to waive shall be presented to the Board of Freeholders annually prior to the employee's birthday.

- B. Each employee in the classified service who has been granted sick leave shall be entitled upon retirement to receive a lump sum payment as supplemental compensation for each full day of earned and unused accumulated sick leave which is credited to him on the effective date of his retirement.

The amount of the supplemental compensation payment shall be computed at the rate of one-half of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his employment prior to the effective date of his retirement, provided, however, that no lump sum supplemental compensation payment shall exceed \$12,000.00.

#### VIII. Workers' Compensation, Safety & Health

When an employee is injured on duty, he shall notify his Department Head immediately so that a report may be prepared. He will be placed on a leave of absence without pay unless he desires to use sick or vacation leave during this period of disability. If his case is approved he shall receive Worker's Compensation. The County shall not be responsible for the difference in salary.

The Employer shall at all times maintain safe and healthful working conditions, and shall provide employees with OSHA equipment once every two years, as necessary, and with any additional wearing apparel, tools or devices reasonably necessary in order to insure their safety and health. Coveralls shall be provided on the same basis for Highway Department bridge and paint crews and for day maintenance personnel in the Department of Buildings and Grounds.

The Employer and Representative shall each designate a safety committee member. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically, as necessary, to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee members representing the Representative shall be permitted a reasonable opportunity to visit work locations throughout the Employer's facilities where employees covered by this Agreement perform their duties for the purpose of investigating safety and health conditions during working hours with no loss in pay for periods not to exceed one (1) hour per day, unless additional time is authorized by the Superintendent or the Employer.

#### IX. Equal Treatment

The Employer agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political status, political affiliation, Representative membership or Representative activities.

#### X. Grievance and Arbitration Procedure

Any grievance or dispute which may arise between or among the parties, including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

Step 1. The employee shall take up the grievance or dispute with the appointed Committee Representative and shall state in writing the text of the grievance within five working days.

Step 2. The Committee Representative shall take up the grievance with the employee's immediate Supervisor and Department Head within five (5) working days.

Step 3. In the case of the Library and Mosquito Commissions, a meeting will be scheduled with the designated Commissioner within fifteen (15) days.

Step 4. If the grievance has not been settled, the Committee Representative shall turn the grievance over to the Civil Service Committee, which shall then set up a meeting with the Clerk/Administrator within fifteen (15) days.

Step 5. If the grievance is not settled, the Committee Representative shall make arrangements to meet with the Freeholder in charge of the department involved within fifteen (15) working days.

Step 6. The Civil Service Committee shall request to meet with the full Board of Chosen Freeholders in order to arbitrate the unsettled grievance within thirty (30) working days.

Step 7. If the grievance still remains unsettled, the employee or the Civil Service Committee shall arrange a hearing with the Civil Service Commission or Public Employment Relations Commission pursuant to rules and regulation established by P.E.R.C., under Ch. 303, P.L. 1968, as amended from time to time.

#### XI. Rights and Privileges of the Representative

Whenever any representative of the Representative or any employee is scheduled by the parties to participate during working hours in negotiations or grievance proceedings, he shall suffer no loss of pay, but he must notify his Department Head 48 hours in advance.

Representatives of the Representative, and the New Jersey Civil Service Association, shall be permitted to transact official business on the premises at all reasonable times, provided that this shall not interfere with or interrupt normal operations of the service. Office space for the Representative will be provided when available.

#### XII. Termination

This Agreement shall be effective as of January 1, 1977 and shall remain in full force and effect through December 31, 1979. This Agreement shall be automatically renewed thereafter, unless one or more of the parties hereto shall notify the other parties hereto in writing at least ninety (90) calendar days prior to the expiration date of this Agreement that it desires to modify or terminate this Agreement. In the event that such notice is given, negotiations for a new Agreement shall begin not later than sixty (60) days prior to the expiration date of this Agreement.

#### XIII. Legality of Contract

Any provisions of this Agreement found to be in violation of any existing or future Local, State or National Legislation shall be subject to renegotiation by the parties to the end of insuring that such provisions do not violate any such legislation. Only those provisions in dispute shall be affected, and all other terms and conditions of this Agreement shall remain unaffected.

It is agreed that any future legislation concerning the employees of the County of Burlington which liberalizes employee benefits beyond those contained herein, either by mandatory act or permissive act, shall be subject to immediate re-negotiation.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed by their Director, Chairpersons and President, respectively

attested by their Clerk and Secretaries, respectively, and their seals to be hereto affixed this 27<sup>th</sup> day of October, 1977.

ATTEST:

Charles Juliana  
Clerk/Administrator

BOARD OF CHOSEN FREEHOLDERS  
OF THE COUNTY OF BURLINGTON

Harold Metzger  
Director

ATTEST:

Stephen W. Waterling  
Secretary

BURLINGTON COUNTY LIBRARY  
COMMISSION

Robert H. Cole  
Chairperson

ATTEST:

Brian R. Gooley  
Secretary

BURLINGTON COUNTY MOSQUITO  
COMMISSION

Robert M. Allen  
Chairperson

ATTEST:

Ellen M. McPhillips  
Secretary

NEW JERSEY CIVIL SERVICE ASSOCIATION,  
BURLINGTON COUNCIL NO. 16

John Fitzgerald  
President

