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THIS BOOK DOES
NOT CIRCULATE

THIS AGREEMENT MADE AND ENTERED INTO BY AND BETWEEN THE MAYOR AND COUNCIL OF THE CITY OF PERTH AMBOY, A MUNICIPAL CORPORATION OF THE STATE OF NEW JERSEY, HEREINAFTER REFERRED TO AS THE "EMPLOYER"

AND

THE PERTH AMBOY UNIFORMED FIRE FIGHTERS ASSOCIATION, LOCAL #286, AFFILIATED WITH THE I.A.F.F., A.F.L.-C.I.O., HEREINAFTER REFERRED TO AS THE "UNION", WHICH PARTIES HEREBY AGREE TO BE BOUND BY THE TERMS AND PROVISIONS OF THIS AGREEMENT.

ARTICLE 1 - PREAMBLE

IT IS THE PURPOSE OF THIS AGREEMENT TO ACHIEVE AND MAINTAIN HARMONIOUS RELATIONS BETWEEN THE EMPLOYER AND THE UNION; TO PROVIDE FOR EQUITABLE AND PEACEFUL ADJUSTMENT OF DIFFERENCES WHICH MAY ARISE AND TO ESTABLISH PROPER STANDARDS OF WAGES, HOURS AND OTHER CONDITIONS OF EMPLOYMENT.

ARTICLE II - RECOGNITION

THE EMPLOYER RECOGNIZES THE UNION AS THE EXCLUSIVE BARGAINING AGENT FOR ALL EMPLOYEES OF THE FIRE DEPARTMENT EXCEPT CAPTAIN AND LIEUTENANT.

ARTICLE III - SCOPE OF AGREEMENT

SECTION 1. THIS CONTRACT SHALL GOVERN ALL WAGES, HOURS, GRIEVANCES AND OTHER CONDITIONS OF EMPLOYMENT HEREIN SET FORTH.

SECTION 2. THIS AGREEMENT SHALL BE BINDING UPON THE PARTIES HERETO, THEIR SUCCESSORS, AND ASSIGNS, TO THE EXTENT THAT SAME IS NOW OR MAY BE HEREAFTER PERMITTED BY LAW.

SECTION 3. IF THERE IS A CONFLICT BETWEEN THE GENERAL RULES AND REGULATIONS OF THE DEPARTMENT, AND THIS AGREEMENT, THE TERMS AND PROVISIONS OF THIS AGREEMENT SHALL APPLY TO THE EXTENT THAT THE SAME IS PERMITTED BY LAW.

ARTICLE IV - UNION SECURITY

SECTION 1. CHECK OFF - THE EMPLOYER AGREES TO DEDUCT, ONCE EACH MONTH, DUES IN AN AMOUNT CERTIFIED TO BE CURRENT BY THE SECRETARY TREASURER OF THE LOCAL UNION FROM THE PAY OF THOSE EMPLOYEES WHO INDIVIDUALLY REQUEST IN WRITING THAT SUCH DEDUCTIONS BE MADE. THE TOTAL AMOUNT OF DEDUCTIONS SHALL BE REMITTED BY THE EMPLOYER TO THE TREASURER OF THE UNION. THIS AUTHORIZATION SHALL REMAIN IN FULL FORCE AND EFFECT DURING THE TERM OF THIS AGREEMENT.

ARTICLE V - UNION ACTIVITY

SECTION 1. DISCRIMINATION - ANY EMPLOYEE WHO IS A MEMBER OF THE UNION, ACTING IN ANY OFFICIAL CAPACITY WHATSOEVER, SHALL NOT BE DISCRIMINATED AGAINST FOR HIS ACTS AS SUCH OFFICIAL OF THE UNION, NOR SHALL THERE BE ANY DISCRIMINATION AGAINST ANY EMPLOYEE BECAUSE OF UNION MEMBERSHIP ACTIVITIES.

SECTION 2. NOTIFICATION - THE UNION IS TO BE NOTIFIED OF ANY CHANGES IN DEPARTMENT PROCEDURES AND REGULATIONS AT LEAST ONE (1) CALENDER WEEK PRIOR TO THEIR INTRODUCTION, EXCEPT IN CASES OF EMERGENCY.

SECTION 3. BULLETIN BOARDS - THE EMPLOYER WILL MAINTAIN SUITABLE BULLETIN BOARDS IN EACH STATION AND WORK AREA WHICH MAY BE USED BY THE UNION FOR INFORMATION CONCERNING UNION ACTIVITIES.

SECTION 4. TIME OFF FOR UNION ACTIVITIES - THE EMPLOYER AGREES TO GRANT THE NECESSARY TIME OFF WITH PAY AND WITHOUT DISCRIMINATION TO ANY EMPLOYEE DESIGNATED BY THE UNION TO ATTEND STATE AND INTERNATIONAL MEETINGS, INCLUDING FIRE-FIGHTERS CONVENTIONS, (PROVIDED SEVENTY-TWO (72) HOUR WRITTEN NOTICE IS GIVEN TO THE EMPLOYER BY THE UNION).

SECTION 5. AUTHORIZED REPRESENTATIVES TO BE GRANTED TIME OFF SHALL BE LIMITED TO TWO (2) AT ANY ONE TIME.

SECTION 6. AUTHORIZED REPRESENTATIVES OF THE UNION SHALL BE ALLOWED TO VISIT THE CENTRAL STATION, SUB-STATIONS, OR CITY HALL FOR THE PURPOSE OF ASCERTAINING WHETHER OR NOT THIS AGREEMENT IS BEING OBSERVED. THE RIGHT SHALL BE EXERCISED REASONABLY. BEFORE ENTERING THE PREMISES THE AUTHORIZED REPRESENTATIVE (s) SHALL NOTIFY THE DEPARTMENT HEAD TWENTY FOUR (24) HOURS PRIOR TO ARRIVAL OR IN HIS ABSENCE A SUBORDINATE. HE SHALL NOT INTERFERE WITH NORMAL CONDUCT OF WORK WITHIN THE DEPARTMENT. ANY EMPLOYEE DESIGNATED BY THE UNION TO BE PRESENT DURING GRIEVANCE PROCEDURE SHALL DO SO WITHOUT LOSS OF BENEFITS.

ARTICLE VI - WEARING OF UNIFORMS

THE WORK UNIFORMS SHALL BE WORN AT ALL TIMES WHILE THE EMPLOYEE IS ON DUTY. THE DRESS UNIFORM SHALL BE WORN ON DETAILS FOR PARADES AND FUNERALS. IT SHALL NOT BE ESSENTIAL TO WEAR THE DRESS UNIFORM COMING TO OR GOING FROM THE ASSIGNED FIREHOUSE WHEN REPORTING FOR OR BEING RELIEVED FROM DUTY.

ARTICLE VII - OVERTIME

SECTION 1. A ROSTER WILL BE PREPARED EVERY TWO MONTHS BASED ON A STATEMENT FROM EACH EMPLOYEE WILLING TO WORK OVERTIME FOR THE FOLLOWING TWO MONTHS. THE ROSTER, TO BE PREPARED BY THE 25TH DAY OF THE MONTH PRECEDING THE FIRST MONTH FOR WHICH IT SHALL APPLY, WILL BE MADE UP IN ORDER OF SENIORITY FROM THOSE VOLUNTEERING. ANY INDIVIDUAL ON THE ROSTER DECLINING THREE CALLS FOR OVERTIME SHALL BE DROPPED FROM THE ROSTER FOR THE BALANCE OF THE PERIOD.

SECTION 2. OVERTIME SHALL BE PAID AT THE RATE OF TIME AND ONE HALF ON AN HOURLY BASIS.

SECTION 3. ANY FRACTION OF AN HOUR IN EXCESS OF TWENTY NINE (29) MINUTES WILL CONSTITUTE ONE (1) HOUR.

ARTICLE VIII - CALL BACK

SECTION 1. MEMBERS RECALLED TO DUTY FOR ANY EMERGENCY SHALL BE PAID DURING SUCH EMERGENCY IN EXCESS OF REGULAR TOUR OF DUTY AT A MINIMUM OF FOUR (4) HOURS PAY.

SECTION 2. ANY FRACTION OF AN HOUR IN EXCESS OF 29 MINUTES WILL CONSTITUTE ONE (1) HOUR.

ARTICLE IX - PROBATIONARY PERIOD

ALL EMPLOYEES SHALL SERVE A PROBATIONARY PERIOD OF THREE (3) MONTHS AND SHALL HAVE NO SENIORITY DURING THIS PERIOD BUT SHALL BE SUBJECT TO ALL OTHER PROVISIONS OF THIS AGREEMENT. THE PROBATIONARY PERIOD SHALL BE CONSIDERED PART OF THE SENIORITY TIME.

ARTICLE X - SENIORITY LIST

THE EMPLOYER SHALL ESTABLISH A SENIORITY LIST OF THE PERMANENT UNIFORMED FIRE DEPARTMENT AND IT SHALL BE BROUGHT UP TO DATE BY THE EMPLOYER ON JANUARY 1ST OF EACH YEAR AND IMMEDIATELY POSTED THEREAFTER ON THE CENTRAL FIRE STATION AND SUB-STATION'S BULLETIN BOARDS FOR A PERIOD OF NOT LESS THAN THIRTY (30) DAYS, AND A COPY OF SAME MAILED TO THE SECRETARY OF THE UNION. UNLESS AN OBJECTION TO THE SENIORITY LIST AS POSTED IS MADE TO THE EMPLOYER BY AN EMPLOYEE WITHIN TEN (10) DAYS FROM THE DATE SUCH LIST IS POSTED, THE LIST WILL BE FINAL.

ARTICLE XI - VACANCIES

SECTION 1. WHEN A VACANCY OCCURS IN ANY PERMANENT POSITION, THE EMPLOYEE AT THE TOP OF THE SENIORITY LIST SHALL BE GIVEN THE FIRST OPPORTUNITY TO FILL THE VACANCY, PROVIDED HE HAS THE SKILL AND ABILITY AS DETERMINED BY THE DIRECTOR OF THE DEPARTMENT. PROMOTIONS SHALL FOLLOW CIVIL SERVICE EXAMINATION PROCEDURES. IF SAID EMPLOYEE DOES NOT AVAIL HIMSELF OF THE OPPORTUNITY, THE NEXT SUCCEEDING EMPLOYEE ON THE SENIORITY LIST SHALL FILL THE VACANCY.

ARTICLE XII - WORK DAY AND WORK WEEK

SECTION 1. THE WORK WEEK SHALL CONSIST OF FORTY-EIGHT (48) HOURS. THE WORK DAY SHALL CONSIST OF TWENTY-FOUR (24) HOURS, CONSECUTIVE. THE WORK DAY SHALL COMMENCE ON 8 A.M. O'CLOCK AND TERMINATE ON 8 A.M. O'CLOCK OF THE FOLLOWING DAY.

SECTION 2. THE FORTY-EIGHT (48) HOUR WORK WEEK SHALL BE COMPUTED OVER A SEVEN (7) WEEK CYCLE.

SECTION 3. THE ABOVE WORK WEEK SHALL BECOME EFFECTIVE APRIL 1, 1973.

SECTION 4. EMPLOYEES SHALL HAVE THE RIGHT TO EXCHANGE WORK DAYS WITH THE PRIOR APPROVAL OF THE DIRECTOR OF THE DEPARTMENT.

ARTICLE XIII - WAGES

SECTION 1.

	EFFECTIVE JANUARY 1, 1972	EFFECTIVE JANUARY 1, 1973
0 - 1 years	$ 6,999.00	$ 8,200.00
1 - 2 years	8,066.00	9,100.00
2 - 3 years	9,133.00	10,000.00
more than 3 years	10,200.00	11,000.00

SECTION 2. THE PAY SCALE IN SECTION 1 ABOVE SHALL APPLY ONLY TO EMPLOYEES WHO ARE IN THE EMPLOY OF THE CITY OF PERTH AMBOY ON THE DATE THIS AGREEMENT IS SIGNED.

ARTICLE XIV - LONGEVITY

SECTION 1. 1-1/2% EVERY FIVE (5) YEARS TO A MAXIMUM OF 7-1/2%.

SECTION 2. THIS LONGEVITY SHALL BE PAID BI-WEEKLY AS PART OF THE EMPLOYEE'S SALARY.

SECTION 3. PAYMENT FOR LONGEVITY SHALL COMMENCE ON THE EMPLOYEE'S ANNIVERSARY DATE.

ARTICLE XV - HOLIDAYS

EACH EMPLOYEE SHALL BE PAID TWELVE (12) PAID HOLIDAYS PER YEAR PAYABLE ON THE FIRST PAY-DAY OF DECEMBER. FOR THOSE WHOSE EMPLOYMENT IS TERMINATED BEFORE THE COMPLETION OF THE YEAR, PAYMENT SHALL BE MADE ON A PRORATED BASIS.

ARTICLE XVI - VACATION AND VACATION PAY

SECTION 1.

0 - 3 years	3 working days	(a day defined as one 24 hr. shift)
4 -19 years	6 working days	(a day defined as one 24 hr. shift)
20 years + over	7 working days	(a day defined as one 24 hr. shift)

SECTION 2. SELECTION OF VACATION PERIODS SHALL BE ON A SHIFT BASIS AND SENIORITY GOVERNS CHOICE OF VACATION PERIOD.

SECTION 3. VACATION LEAVE MAY BE ACCUMULATED UP TO A MAXIMUM OF 10 WORKING DAYS FOR EMPLOYEES WITH LESS THAN 20 YEARS OF SERVICE AND 14 DAYS FOR EMPLOYEES WITH 20 YEAR OF SERVICE AND MORE.

SECTION 4. VACATION LEAVE MAY BE APPORTIONED DURING THE YEAR IF SCHEDULING PERMITS.

SECTION 5. VACATION CREDITS ARE EARNED ON A MONTHLY BASIS AS FOLLOWS:

0 - 3 years	1/4 working day as defined above
4 -19 years	6/12 working day as defined above
20 years and over	7/12 working day as defined above

SECTION 6. THE EMPLOYER AGREES THAT AN EMPLOYEE ON SICK LEAVE SHALL NOT BE PUT ON THE VACATION ROSTER IF SUCH AN EMPLOYEE'S SICK LEAVE AND VACATION PERIOD COINCIDE, AND HIS VACATION SHALL BE GRANTED AT A LATER DATE.

SECTION 7. IN CASE OF THE DEATH OF AN EMPLOYEE, ALL VACATION PAY DUE THE EMPLOYEE SHALL BE PAID TO THE EMPLOYEE'S ESTATE.

ARTICLE XVII - INJURY LEAVE

AN EMPLOYEE WHO INCURS AN INJURY WHILE ON DUTY SHALL BE ENTITLED UP TO NINETY (90) CALENDAR DAYS INJURY LEAVE AT FULL PAY. THIS NINETY (90) DAY PERIOD MAY BE EXTENDED UPON APPROVAL BY THE MAYOR AND CITY COUNCIL OF AN EXTENSION REQUEST BY THE EMPLOYEE. THIS IN NO WAY AFFECTS THE EMPLOYEE'S WORKMEN'S COMPENSATION RIGHTS.

ARTICLE XVIII - SICK LEAVE

SECTION 1. ALL EMPLOYEES SHALL BE CREDITED WITH ONE (1) DAY OF SICK LEAVE FOR EACH FULL MONTH OF SERVICE FOR THE FIRST TWELVE (12) MONTHS OF SERVICE. AFTER TWELVE (12) MONTHS ALL EMPLOYEES SHALL BE CREDITED WITH 1-1/4 DAYS PER FULL MONTH. SICK LEAVE SHALL BE ACCUMULATIVE WITHOUT LIMIT IN ACCORDANCE WITH THE CITY'S SICK LEAVE PLAN.

ARTICLE XIX - DEATH LEAVE

SECTION 1. ALL EMPLOYEES SHALL BE GRANTED (1) ONE WORK DAY OFF WITH PAY WHEN A DEATH OCCURS IN THE EMPLOYEE'S FAMILY. THE FAMILY IS DEFINED AS HUSBAND, WIFE, CHILD, PARENT, BROTHER OR SISTER, GRANDPARENT, GRANDCHILD, IN LAW, AUNT, UNCLE, NIECE OR NEPHEW. ADDITIONAL TIME OFF IN EXCESS OF THESE ALLOWANCES WILL BE CHARGED TO VACATION LEAVE AND SICK LEAVE WILL NOT BE USED FOR THIS PURPOSE.

ARTICLE XX - CLOTHING ALLOWANCES

SECTION 1. EACH FIREMAN SHALL RECEIVE A CLOTHING ALLOWANCE NOT TO EXCEED $200.00. PAYMENT SHALL BE MADE EITHER BY THE CITY TO THE VENDOR UPON RECEIPT OF A PROPER BILL OR BY REIMBURSEMENT TO THE FIREMAN UPON PRESENTATION OF A PAID BILL AND VOUCHER FOR AUTHORIZED UNIFORM ITEMS.

ARTICLE XXI - DEDUCTIONS

EMPLOYEES MAY AUTHORIZE DEDUCTIONS IN THEIR PAY CHECKS FOR THE PERTH AMBOY AND FIREMAN'S CREDIT UNION. THE TOTAL AMOUNT OF DEDUCTIONS SHALL BE REMITTED BY THE EMPLOYER TO THE TREASURER OF THE CREDIT UNION.

THIS ARTICLE WILL GO INTO EFFECT WHEN THE CITY ACQUIRES COMPUTER MACHINES.

ARTICLE XXII - EDUCATION

SECTION 1. EMPLOYEES WHO RECEIVE A DEGREE IN FIRE SCIENCE FROM AN ACCREDITED COLLEGE, SHALL HAVE THEIR NORMAL YEARLY SALARY INCREASED BY $250.00, EFFECTIVE JANUARY 1ST OF THE YEAR FOLLOWING THE AWARDING OF THE DEGREE.

ARTICLE XXIII - MILEAGE ALLOWANCE

EMPLOYEES REQUIRED TO USE PERSONALLY OWNED VEHICLES FOR FIRE DEPARTMENT BUSINESS WHILE ASSIGNED TO THE FIRE PREVENTION BUREAU, SHALL BE COMPENSATED AT THE RATE OF TWELVE ($.012) CENTS A MILE.

ARTICLE XXIV - GRIEVANCE PROCEDURES

GRIEVANCE OR DISPUTES WHICH MAY ARISE, INCLUDING THE INTERPRETATION OF THIS AGREEMENT SHALL BE SETTLED IN THE FOLLOWING MANNER:

STEP 1. - THE UNION GRIEVANCE COMMITTEE, UPON RECEIVING A WRITTEN SIGNED PETITION, SHALL DETERMINE IF A GRIEVANCE EXISTS. IF IN THEIR OPINION NO GRIEVANCE EXISTS, NO FURTHER ACTION IS NECESSARY.

STEP 2.- IF A GRIEVANCE DOES EXIST, THEY SHALL, WITH OR WITHOUT THE PHYSICAL PRESENCE OF THE AGGRIEVED EMPLOYEE, PRESENT THE GRIEVANCE TO THE HEAD OF THE FIRE DEPARTMENT FOR ADJUSTMENT.

STEP 3. - IF WITHIN FIVE (5) BUSINESS DAYS THE GRIEVANCE HAS NOT BEEN SETTLED, IT SHALL BE SUBMITTED TO THE BUSINESS ADMINISTRATOR FOR ADJUSTMENT.

STEP 4. - IF WITHIN FIVE (5) BUSINESS DAYS OF SUBMISSION TO THE BUSINESS ADMINISTRATOR THE GRIEVANCE HAS NOT BEEN SETTLED, IT THEN SHALL BE SUBMITTED TO THE COUNCIL FOR ADJUSTMENT.

STEP 5. - IF WITHIN FIVE (5) BUSINESS DAYS THE GRIEVANCE HAS NOT BEEN SETTLED, IT SHALL THEN BE SUBMITTED TO THE PUBLIC EMPLOYEES RELATIONS COMMISSION TO PROVIDE ARBITRATION SERVICE. THE AUTHORITY OF THE ARBITRATOR SHALL BE LIMITED TO THE INTERPRETATION AND APPLICATION OF THE AGREEMENT. HE SHALL HAVE NO RIGHT TO ADD TO, OR SUBTRACT FROM THE AGREEMENT.

THE DECISION OF THE ARBITRATOR SHALL BE ADVISORY AND NOT BINDING UPON EITHER PARTY. THE COST FOR THE SERVICE OF ARBITRATORS SHALL BE SHARED EQUALLY BY BOTH PARTIES TO THE ARBITRATION. EITHER PARTY TO THIS AGREEMENT DESIRING A TRANSCRIPT OF THE ARBITRATION HEARING SHALL BE RESPONSIBLE FOR THE COSTS OF SUCH TRANSCRIPT.

ARTICLE XXV - HOSPITALIZATION

SECTION 1. THE EMPLOYER'S HOSPITALIZATION AND MEDICAL INSURANCE COVERAGE SHALL APPLY TO THE MEMBERS OF THE FIRE DEPARTMENT. EACH MEMBER SHALL RECEIVE A COPY OF THE POLICY AND A BULLETIN ADVISING THEM OF THE BENEFITS TO WHICH THEY ARE ENTITLED.

ARTICLE XXVI - POLICE DUTIES

FIRE FIGHTERS SHALL NOT BE REQUIRED TO PERFORM THOSE DUTIES WHICH ARE PERFORMED BY POLICEMEN.

ARTICLE XXVII - SAFETY AND HEALTH

THE EMPLOYER AND THE UNION AGREE TO COOPERATE TO THE FULLEST EXTENT IN THE PROMOTION OF SAFETY.

TWO (2) EMPLOYEES REPRESENTING THE UNION SELECTED BY THE UNION AND TWO (2) EMPLOYEES REPRESENTING THE EMPLOYER SELECTED BY THE MAYOR SHALL COMPRISE THE SAFETY COMMITTEE.

THE COMMITTEE WILL MEET THREE TIMES YEARLY AND DISCUSS SAFETY AND HEALTH CONDITIONS OF THE DEPARTMENT.

ALL RECOMMENDATIONS SHALL BE IN WRITING AND COPIES SUBMITTED TO THE EMPLOYER AND THE UNION.

ARTICLE XXVIII - IDENTIFICATION CARDS

EMPLOYEES SHALL BE PROVIDED WITH A VALID UNIFORMED FIRE DEPARTMENT IDENTIFICATION CARD. THE COST INVOLVED FOR THE MAKING OF THESE CARDS TO BE BORNE BY EMPLOYER.

ARTICLE XXIX - LEAVE OF ABSENCE

ANY EMPLOYEE DESIRING A LEAVE OF ABSENCE FROM HIS EMPLOYMENT SHALL SECURE WRITTEN PERMISSION FROM THE EMPLOYER.

ALL LEAVES OF ABSENCE SHALL BE GRANTED IN CONFORMITY WITH THE RULES AND REGULATIONS OF THE DEPARTMENT OF CIVIL SERVICE. APPLICATION FOR LEAVE OF ABSENCE SHALL BE MADE IN WRITING AT LEAST TWO WEEKS PRIOR TO THE DATE ON WHICH THE REQUESTED LEAVE IS TO COMMENCE, EXCEPT IN CASE OF EMERGENCY.

ARTICLE XXX - SAVINGS CLAUSE

IF ANY PROVISION OF THIS AGREEMENT, OR THE APPLICATION OF ANY SUCH PROVISION, SHALL BE RENDERED OR DECLARED INVALID BY ANY COURT ACTION OR BY REASON OF ANY EXISTING OR SUBSEQUENTLY ENACTED LEGISLATION, THE REMAINING PARTS OR PORTIONS OF THIS AGREEMENT SHALL REMAIN IN FULL FORCE AND EFFECT. IN THE EVENT ANY PROVISION IS DECLARED INVALID AS AFORESAID, THE PARTIES AGREE TO NEGOTIATE A NEW PROVISION TO REPLACE SAID INVALID PROVISION.

ARTICLE XXXI - DURATION

SECTION 1. THIS AGREEMENT SHALL BE RETROACTIVE TO JANUARY 1, 1972 FOR WAGES ONLY, AND SHALL REMAIN IN FULL FORCE AND EFFECT UNTIL DECEMBER 31, 1973.

IT SHALL AUTOMATICALLY BE RENEWED FROM YEAR TO YEAR THEREAFTER, UNLESS EITHER PARTY TO THIS AGREEMENT SHALL HAVE NOTIFIED THE OTHER, IN WRITING AT LEAST SEVENTY FIVE (75) DAYS PRIOR TO THE ANNUAL ANNIVERSARY DATE THAT IT DESIRES TO RE-NEGOTIATE THE AGREEMENT.

IN THE EVENT THAT SUCH NOTICES ARE GIVEN, NEGOTIATIONS SHALL BEGIN NO LATER THAN SIXTY (60) DAYS PRIOR TO THE ANNIVERSARY DATE. IF THE PRESENT AGREEMENT EXPIRES BEFORE A NEW AGREEMENT IS REACHED, THE TERMS OF THIS PRESENT AGREEMENT SHALL REMAIN IN EFFECT UNTIL THE EMPLOYEES ARE COVERED BY A SUBSEQUENT AGREEMENT.

IN WITNESS WHEREOF, THE PARTIES HERETO SET THEIR HANDS AND SEALS THIS 30th DAY OF April 1973.

FOR THE EMPLOYER:

THE MAYOR AND COUNCIL OF THE CITY OF PERTH AMBOY

ATTEST:

BY:

Harold E. Augustine
HAROLD E. AUGUSTINE
CITY CLERK

Alexander Jankowski
ALEXANDER JANKOWSKI
MAYOR

FOR THE UNION:

PERTH AMBOY UNIFORMED FIRE FIGHTERS LOCAL NO. 286:

ATTEST:

BY:

Francis X. Tiewski
SECRETARY

John J. Sibley
PRESIDENT