

1984 ADDENDUM

TO THE LABOR AGREEMENT

Between

Middlesex County Board of Chosen Freeholders
COUNTY OF MIDDLESEX

-and-

RARITAN BAY MENTAL HEALTH CLINIC

N.U.H. & H.C.E. - 1199J

(Non-supervisory Professional Employees)

X January 1, 1984 - December 31, 1984

THIS AGREEMENT made the *17th* day of *May* 1984,
between the County of Middlesex, A Municipal Corporation, by its Board
of Chosen Freeholders and the District 1199J, National Union of Hospital
and Health Care Employees,

WHEREAS, the Union and the Employer have agreed upon certain
terms which amend the 1983-1984 Labor Agreement.

NOW, THEREFORE, the parties hereto do hereby establish the
following terms and conditions which amend the 1983-1984 Labor Agreement.

I(A). RECOGNITION

District 1199J, National Union of Hospitals and Health Care Employees, RWDSU, AFL-CIO, is hereby designated as the exclusive bargaining agent for all full-time and part-time nonsupervisory professional employees employed by the County of Middlesex at the Raritan Bay Mental Health Clinic, in the following job titles and salary ranges for 1984:

<u>Title</u>	<u>Salary Range</u>
Psychiatric Social Worker	\$14,000 - \$21,638
Sr. Psychiatric Social Worker	\$16,059 - \$27,621
Prin. Psychiatric Social Worker	\$16,862 - \$31,245
Clinical Psychologist	\$14,000 - \$21,638
Sr. Clinical Psychologist	\$19,457 - \$30,449
Principal Clinical Psychologist	\$21,521 - \$37,008
Head Nurse	\$14,700 - \$22,717
Sr. Public Health Nurse	\$12,582 - \$24,566
Graduate Nurse (Licensed-R.N.)	\$13,650 - \$22,829
Social Worker Institutions	\$11,983 - \$20,606
Program Coordinator-Mental Health	\$19,520 - \$33,565
Health Educator	\$12,582 - \$21,638
Rehabilitation Counselor	\$13,873 - \$23,854
Teacher-Special Education	\$13,873 - \$23,854
Psychologist Assistant	\$11,411 - \$18,696
Clinical Psychologist Intern	\$10,350 - \$17,805
Occupational Therapist	\$10,350 - \$16,954
Sr. Occupational Therapy Aide	\$ 8,515 - \$15,401
Research Assistant	\$10,869 - \$17,805

NOTE: Add One thousand dollars (\$1,000) if BI-LINGUAL, SPANISH/ ENGLISH to starting salary.

VIII. WAGES

A.1. All eligible employees in this bargaining unit, being carried on the County payroll, or on approved leaves of absence, will receive their 1984 wage increase, based upon their December 31, 1983 base salaries, in accord with the County wage submittal dated March 20, 1984 for the 1984 contract year, effective January 1, 1984.

A.2. All employees in this bargaining unit being carried on the County payroll will receive the wage increase negotiated in the following manner and with the following exceptions:

A.3. All employees hired in 1984 and thereafter will receive a pro-rata share of the Negotiated Wage Increase (N.W.I.) on the first January following their start of employment, i.e., commencing with the month the employee started employment and counting to December 31st, each month of service will represent one-twelfth (1/12) of the Negotiated Wage Increase (.0833 times number of months of service, times Negotiated Wage Increase equal percentage of raise to be applied). The month in which the employee is hired will be considered a full month for the purpose of computation of this wage increase. The second January and for each subsequent January, they will receive a full share of the Negotiated Wage Increase.

XXV. MEDICAL BENEFITS

A. All full-time and eligible part-time employees and employees' eligible family (as defined by Blue Cross-Blue Shield) shall be covered by Blue Cross-Blue Shield, and Rider J or equivalent, at the Employer's expense. Major Medical for the eligible employees and family shall be supplied at the Employer's expense. The Employer may change carrier or elect to become self-insured upon a prior notice to the employee organization so long as equivalent coverage is provided.

B. Health Maintenance Organization (H.M.O.) - Several Health Maintenance Organizations are available to the employee as an alternate to Blue Cross-Blue Shield, Rider J, and Major Medical. The County will contribute the same amount toward H.M.O. coverage as is contributed toward traditional coverage. In the event H.M.O. coverage is elected, the employee may be subject to a payroll deduction depending on the type of coverage.

C. Dental Plan - All full-time and eligible part-time employees shall be covered by the Great West Life Assurance Company Dental Plan, or a similar plan at the Employer's expense.

It is understood and agreed, for the 1984-1985-1986 contract years, that the Employer will contribute \$2.49 per month toward the dependent coverage of the employee in the Modified Plan. The employee will contribute \$6.91 per month. Total amount for dependent coverage in the Modified Plan, \$9.40 per month. In addition, the Employer will contribute \$10.32 per month toward the dependent coverage of the employee in the Family Plan. The employee will contribute \$28.62 per month. Total amount for dependent coverage in the Family Plan, \$38.94 per month.

Medical Benefits (Cont.)

D. Drug Prescription Plan - All eligible employees and eligible employees' family will be covered by a Drug Prescription Program at the Employer's expense. There will be a co-pay of \$1.25 per prescription by the employee.

E. Payment of Blue Cross-Blue Shield Premiums for Retirees - Pursuant to N.J.S.A. 40A:9-14.1 and N.J.S.A. 52:14-17.38, the County agrees to provide to a retired employee and his dependents, if any, if such employee has accrued twenty-five (25) years of credited service in a State or locally Administered Retirement System, the payment of Blue Cross-Blue Shield, Major Medical, and Rider J premiums.

F. Vision Care Program - All full-time employees of this bargaining unit, who have been employed for more than sixty (60) continuous days, shall be covered by the Vision Care Program. Eligible employees are entitled to one (1) reimbursement each during a two (2) year period. The reimbursement is limited to the following allowances:

Eye Examination - \$25.00

Lenses and Frames combined -or- Contact Lenses - \$35.00

It is understood and agreed that the Vision Care Program will apply to the employee only.

G. New Jersey State Temporary Disability Benefits Program - The County agrees to provide disability insurance through the New Jersey State Temporary Disability Benefits Program effective January 1, 1981, in accordance with P.L. 1980, Chapter 18, approved March 26, 1980. It is understood that said law requires contributions from the Employer and the employee.

1984 ADDENDUM

SIGNED, SEALED, AND DELIVERED

IN THE PRESENCE OF:

DISTRICT 1199J, NATIONAL UNION OF HOSPITAL
AND HEALTH CARE EMPLOYEES, RWDSU, AFL-CIO

ATTEST:

Martin L. Keen

R.B.M.H.C. Union Representative

Charles Paul

International Representative
1199J, N.U.H. & H.C.E.

MIDDLESEX COUNTY

ATTEST:

Marie J. MacWilliam

Marie J. MacWilliam,
Clerk of the Board

Stephen J. Capastro

Stephen J. Capastro, Director
Board of Chosen Freeholders