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CAMDEN COUNTY COLLEGE
BLACKWOOD, NEW JERSEY

AGREEMENT

between

BOARD OF TRUSTEES
OF
CAMDEN COUNTY COLLEGE

Board of Trustees

AND

INTERNATIONAL UNION OF ELECTRICAL,
RADIO AND MACHINE WORKERS
AFL-CIO, LOCAL 440

(Secretaries, Clerks, Bookkeepers,
Graphic Arts and Switchboard Operators)

1981 - 1983

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Institute of Management and
Labor Relations

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RUTGERS UNIVERSITY

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1. ARTICLE I - PURPOSE

2. It is the intent and purpose of the parties hereto to
3. set forth herein the Agreement covering rates of pay, hours
4. of work, and conditions of employment to be observed by the
5. parties hereto and to secure closer and more harmonious
6. relations between said parties.

7. ARTICLE II - RECOGNITION

8. The College recognizes the Union as the exclusive
9. bargaining agent for all its employees for the purpose of
10. collective bargaining in respect to wages, hours and
11. working conditions.

12. The term "employees" as used in the Agreement shall
13. include all Secretaries, Clerks, Bookkeepers, Graphic Arts
14. and Switchboard Operators, full and part-time exclusive of
15. employees in the Office of the President, the Office of
16. Employee Relations, the Secretary to the Vice President of
17. Academic and Student Affairs and the Payroll Clerk.

18. ARTICLE III - RIGHT TO ORGANIZE

19. All present and newly hired employees, covered by this
20. Agreement, may on the thirtieth (30th) calendar day of their
21. employment, or thirty (30) days after the effective date of
22. this Agreement, whichever is the later, become members in good
23. standing of the Union and may maintain such membership in the
24. Union during the life of this Agreement.

25. ARTICLE IV - CHECKOFF

26. For the duration of this Agreement, the College shall
27. deduct from the first pay of each month, the monthly Union
28. dues and initiation fees, if payment is payable, for those
29. employees in the bargaining unit whose written and signed
30. authorizations are received by the College.

1. The College shall forward a check for the total of such
2. deductions to the Financial Secretary of the Union by the
3. fifteenth (15th) day of the month for which the deduction is
4. made. The following dues deduction authorization shall be in
5. the form as follows:

6. CHECKOFF AUTHORIZATION

7. IUE LOCAL 440

8. TO: _____

9. (Name of College and Location)

_____ (Effective Date)

10. I authorize and direct that you checkoff from my first pay
11. of each month an amount equal to IUE Local 440 membership dues,
12. including initiation fee (if payable) and to promptly remit
13. same to Local 440, International Union of Electrical Workers
14. (Affiliated with the AFL-CIO).

15. This checkoff is valid and is not revocable until:

16. (a) the Expiration of contract; or

17. (b) One year from signature.

18. Revocation shall be in effect only if I give you and
19. Local 440, International Union of Electrical, Radio and Machine
20. Workers written notice of individual certified mail, return
21. receipt requested.

22. _____
23. Date

_____ Employee's Signature

24. Initiation Dues: _____

25. ARTICLE V

26. Agency Shop Provision for Non-Members

27. A. The Union President shall submit to the College
28. Personnel Office a list of names of employees
29. covered by this contract who are not currently
30. dues paying members. The College in compliance

1. with State Law and this Agreement, will deduct
2. from non-union employees in this bargaining unit
3. a representation fee equal to eighty-five percent
4. (85%) of the amount set for union members (this
5. amount will be determined by the Union Treasurer
6. and is to be paid by payroll deduction).
7. B. It is agreed by the parties to this Agreement that
8. the Board shall have no other obligation or liability,
9. financial or otherwise (other than set forth herein)
10. because of actions arising out of the understandings
11. expressed in the language of the Article. It is
12. further understood that once the funds deducted are
13. remitted to the Union the disposition of such funds
14. thereafter shall be the sole and exclusive obligation
15. and responsibility of the Union.
16. C. The Union shall indemnify and save the Board (and
17. College) harmless against any and all claims, demands,
18. suits or other forms of liability including reasonable
19. legal and/or representation fees resulting from any
20. of the provisions of this Article or in reliance on
21. any list, notice or assignment furnished under this
22. Article.

23. ARTICLE VI - MANAGEMENT

24. Recognition of Rights and Functions of Management

25. I. Subject to the provision of this Agreement, the Union
26. agrees that supervision, management and control of the
27. Camden County College operations are exclusively the
28. function of the College and that the College has the
29. right to make such reasonable rules and regulations
30. as it considers necessary or advisable for the orderly

1. and efficient conduct of its operations.
2. II. It is the prerogative of the College from time to time
3. to modify, change, to select and determine all qualifi-
4. cations of new employees, and the methods by which
5. such qualifications are to be determined; to assign
6. Union members as the College shall in its judgment
7. determine proper; to fix all or any assignments as to
8. wages and hours which need be uniform.
9. III. Subject always to the right of the Union to bargain
10. collectively with the College with respect to salaries,
11. grievances, and other terms and conditions of employment,
12. the exercise by the College of any one or more of its
13. prerogatives, as set forth above, shall not at any time
14. be subject to collective bargaining as provided in this
15. Agreement.

16. ARTICLE VII - DISCRIMINATION

17. I. There shall be no discrimination, interference, restraint,
18. intimidation or coercion by the College and its representa-
19. tives or by the Union and its representatives on account
20. of any employee's sex, race, color, creed, national origin,
21. marital status, age, handicap, or veteran's status.
22. II. There shall be no discrimination against any employee on
23. account of membership in the Union or on account of
24. employees' participation in any Union activities, defined
25. to mean the fulfillment of steward functions.

26. ARTICLE VIII - HOURS AND OVERTIME

27. SECTION 1

28. The standard work week shall be thirty-five (35) hours per
29. week, seven (7) hours per day, five (5) days per week from
30. Monday through Friday.

1. SECTION 2
2. The Union shall be notified within a reasonable time of any
3. proposed changes in the above working schedule. Any differ-
4. ences or disputes concerning any such proposed changes shall
5. be handled through the grievance procedures.
6. SECTION 3
7. All work performed in excess of seven (7) hours in a single
8. day, in excess of thirty-five (35) hours in any given week
9. and all work performed on Saturday shall be paid for at one
10. and one-half ($1\frac{1}{2}$) times the regular straight time rate.
11. SECTION 4
12. Double time shall be paid for all work performed on Sunday.
13. Work performed on listed holidays shall be paid for at double
14. time and a half ($2\frac{1}{2}$) which shall include all remuneration
15. including pay for the holiday and overtime premium.
16. SECTION 5
17. No employee will be asked to work on holidays that are
18. observed by the College and listed in this Agreement.
19. If the College knows of its overtime requirements, it will
20. endeavor to give notice of three (3) days of overtime require-
21. ments and three (3) days notice of requested Saturday overtime.
22. SECTION 6
23. If requested to, employees will be expected to work reasonable
24. overtime.
25. SECTION 7
26. If any employee is injured during the course of the work day and
27. requires medical or surgical attention, she/he will be paid the
28. balance of the regular work day on which such injury occurs at
29. his/her regular hourly rate.
- 30.

1. SECTION 8

2. In the event that the Board of Trustees should institute
3. classes on Saturday during the college year, the work week
4. for this shift should then be from Tuesday through Saturday
5. inclusive. Employees placed on this as a weekly schedule
6. shall either be newly hired for this schedule or old employees
7. may select that as their regular work week.

8. SECTION 8A

9. In the event that the Board of Trustees should institute
10. classes on Sunday during the college year, the work week for
11. these shifts should then be Wednesday through Sunday inclusive.
12. Employees placed on this weekly schedule shall either be newly
13. hired for this schedule or old employees may select that as
14. their regular work week.

15. All work performed in excess of seven (7) hours in a single
16. day, or in excess of thirty-five (35) hours in a given week
17. and all work performed on a sixth day shall be compensated
18. at one and one-half times ($1\frac{1}{2}$) the regular straight time rate.
19. Double time shall be paid for all work performed on a seventh
20. day. Work performed on listed holidays shall be paid at double
21. time and one-half ($2\frac{1}{2}$) which shall include all remuneration
22. including pay for the holiday and overtime premium.

23. SECTION 9

24. Office Hours:

25. (1) Offices during the basic school year, September 1
26. through May 31 shall be open five (5) days per week
27. (Monday to Friday) 8:30 A.M. to 4:30 P.M. These
28. hours will also apply for the Tuesday through
29. Saturday and Wednesday through Sunday work week
30. (One (1) hour for lunch).

1. Regarding work shifts for secretarial personnel:
2. a. The college will attempt to mutually agree with the involved
3. employees regarding the filling of a second shift(s).
4. b. Thereafter, if no mutual agreement is reached the position
5. will be put up for bid and if not satisfactorily resolved
6. thereafter, if necessary, alternative measures regarding
7. new hires to fill positions, or transfers will be utilized
8. to complete implementation.
9. c. Such new second shift employees shall receive \$.25 additional
10. compensation for each hour of such shift(s).
11. d. If a Tuesday through Saturday schedule is initiated then
12. those employees affected shall receive an additional
13. \$250.00 per annum.
14. (2) Offices during the summer months (June 1 through
15. August 31) shall be open from 8:30 A.M. to 4:00 P.M.
16. (One (1) hour for lunch).
17. (3) Employees may be allowed time during the period from
18. Christmas to New Year's when granted such approval
19. by her immediate supervisor. Said time will be
20. either deducted from her salary on a daily prorated
21. basis for the days used or vacation entitlement.

22. ARTICLE IX - COLLEGE CLOSINGS

23. I. If roads and/or weather conditions are deemed unsafe for
24. travel by students and faculty and classes therefore
25. cancelled, this same policy shall also apply to employees.
26. II. When conditions at the College are such that personal
27. safety and personal property are in danger, employees
28. shall notify their immediate supervisor. At that point,
29. the President or his designee will determine the extent
30. of the conditions relating to the personal safety and

1. personal property of the employees and at that time
2. notify all concerned of this decision.

3. ARTICLE X - REPORTING TIME

4. Employees who report to work at their regular starting time
5. and have not been given at least one day's notice not to
6. report, shall be guaranteed at least four (4) hours work or
7. pay, except when the inability to provide four (4) hours
8. work is due to an "Act of God" beyond the control of the
9. College.

10. ARTICLE XI - SENIORITY

11. SECTION 1

12. Seniority shall be defined as the employee's length of
13. continuous service beginning with her/his original date of
14. hire.

15. SECTION 2

16. A. In the case of layoffs an employee up for disposition
17. shall have the option of displacing the least senior
18. employee within the same classification, providing
19. she/he is qualified to do the work. If the employee
20. up for disposition cannot do the work of the least
21. senior employee within the same classification she/he
22. may have the option of displacing the least senior
23. employee in any lower classification, provided she/he
24. is qualified to do the work.
25. B. In the event the employee up for disposition elects to
26. displace an employee in a lower classification she/he
27. shall receive the rate of pay of the employee displaced.
28. C. An employee up for disposition may elect to be laid
29. off rather than displace another employee.
30. D. In no event shall this article supersede affirmative

1. action or equal opportunity programs or rules or
2. regulations.

3. SECTION 3

4. Recall from layoff shall be accomplished in the inverse order
5. of the layoff. Employees shall be required to be able to
6. perform the work.

7. SECTION 4

8. All employees shall be notified by certified mail, directed to
9. the address of the employee as stated in College records, to
10. return to work and to be allowed five (5) work days in which
11. to report to work after such notice before any loss of seniority
12. occurs.

13. SECTION 5

14. Employees on lay off shall be recalled to work prior to the
15. College hiring new employees. Employees shall be eligible for
16. recall when on lay off for a period not to exceed the following:

17. Seniority up to three (3) years - not to exceed twelve (12)
18. months.

19. Seniority three (3) years and up to five (5) years - not
20. to exceed eighteen (18) months.

21. Seniority five (5) years and up to ten (10) years - not
22. to exceed twenty-four (24) months.

23. Seniority ten (10) years and up to fifteen (15) years -
24. not to exceed thirty (30) months.

25. Seniority fifteen (15) years and up to twenty (20) years -
26. not to exceed thirty-six (36) months.

27. Seniority twenty (20) years or more - not to exceed
28. forty-two (42) months.

29. SECTION 6

30. All elected union officials, up to a maximum of twelve (12),

1. shall have super seniority for the purpose of layoffs, during
2. the term of office to which they are elected. They will be
3. returned to their regular standing on the seniority list upon
4. termination of office.

5. SECTION 7

6. The College shall send notification to the Union each month
7. of new hires and terminations showing name, address, date of
8. hire, job title and salary.

9. SECTION 8

10. Seniority shall cease upon voluntary termination, discharge
11. for just cause, and failure to return to work when recalled.

12. SECTION 9

13. Any member being elected or delegated to any Union activities
14. necessitating a temporary leave of absence without pay shall be
15. granted same and at the end of such leave shall be returned to
16. their former job and rate, plus any increases granted in their
17. absence without loss of other benefits.

18. SECTION 10

19. All military leave shall be dealt with in accordance with
20. applicable Federal and Local Regulations.

21. ARTICLE XII - GRIEVANCE PROCEDURE

22. Any differences, disputes or grievances that may arise between
23. the Union and the College regarding interpretation of this
24. Agreement will be taken up as follows:

25. STEP 1

26. Between the aggrieved employec and the steward on the one
27. hand and the immediate supervisor on the other hand. If no
28. satisfactory agreement is reached between them in eight (8)
29. hours, the grievance shall he reduced to writing and referred
30. to:

1. STEP 2

2. The Union Chairman and the Steward, or their designees, on
3. the one hand, the College President and the supervisor, or
4. their designees, on the other hand. If no satisfactory
5. agreement is reached between them within five (5) days, the
6. matter will be referred to:

7. STEP 3

8. The Grievance Committee with the Union Representative on the
9. one hand and the College and its Representative on the other
10. hand. If no satisfactory agreement is reached between them
11. within five (5) days, the matter shall be dealt with as
12. hereinafter set forth.

13. STEP 4

14. All differences, disputes, or grievances between the parties
15. that are not satisfactorily settled after following the
16. grievance procedure set forth above, shall at the request of
17. either party, be submitted to arbitration within fifteen (15)
18. days to the American Arbitration Association.

19. (a) The decision of the arbitrator shall be final and
20. binding on both parties.

21. (b) All time spent in the adjustment of grievances, the
22. negotiating of the labor contract, and arbitration
23. will be paid for by the College at straight time.

24. (c) The time for meetings or for giving of decisions at
25. each step above set forth may be extended by mutual
26. agreement of the parties involved in the particular
27. or respective steps.

28. (d) The Union and the College shall share the cost of
29. arbitration.

30. (e) The Union and the College shall have the right to

1. bring in the aggrieved person(s) in any of the
2. above steps of the grievance procedure as outlined
3. above.
4. (f) A grievance must be filed in writing within
5. fifteen (15) calendar days from the date on which
6. the act which is the subject matter of the grievance
7. occurred or fifteen (15) calendar days from the date
8. on which grievant should reasonably have known of
9. its occurrence or thereafter be barred.
10. (g) Anything to the contrary notwithstanding, any
11. challenge to the propriety of a discharge must be
12. filed in writing to the College within five (5)
13. working days from the date of the discharge or the
14. same will be deemed to have been waived.
15. (h) Without limitation, the College shall have the right
16. to discharge employees within the first sixty (60)
17. calendar days of employment.

18. ARTICLE XIII - NOTICE OF DISCHARGE

19. SECTION 1

20. Employees shall be discharged only for just cause.

21. SECTION 2

22. The Shop Chairperson shall be notified immediately of all
23. discharges.

24. SECTION 3

25. It is agreed that a discharge grievance shall be processed
26. immediately with the College President or his designee.

27. SECTION 4

28. If any discharge is found to be unfair or discriminatory,
29. the employee shall be reinstated.

30.

1. SECTION 5

2. Any employee with at least one (1) year seniority will
3. receive thirty (30) days notice of layoff or in lieu of
4. notice two (2) weeks pay.

5. ARTICLE XIV - VACATIONS

6. The College agrees to grant to each employee on the payroll
7. as of July 1 of each year a vacation with pay, in accordance
8. with the following schedule, according to the length of
9. service of each individual:

10. (a) Employees who have worked one (1) year shall
11. receive two (2) weeks vacation.
12. (b) Employees hired after September 1 will receive
13. credit at the rate of one (1) day per month
14. for the time employed.
15. (c) Employees who have worked five (5) years shall
16. receive three (3) weeks vacation. Employees who
17. have worked six (6) years shall receive three (3)
18. weeks plus one (1) day vacation. Employees who
19. have worked seven (7) years shall receive three (3)
20. weeks plus two (2) days vacation. Employees who
21. have worked eight (8) years shall receive three (3)
22. weeks plus three (3) days vacation. Employees
23. who have worked nine (9) years shall receive three (3)
24. weeks plus four (4) days vacation.
25. (d) Employees who have worked ten (10) years shall receive
26. four (4) weeks vacation.
27. (e) Part-time employees shall have their vacation time
28. prorated and receive vacation pay accordingly.
29. (f) It is understood that vacation time will be used
30. within any two (2) year period. Vacation time should

1. be taken so that it is mutually satisfactory with
2. his/her immediate supervisor.
3. (g) An employee who retires at any age shall receive a
4. pro rata vacation pay as of the date he/she leaves
5. the employ of the College.
6. (h) The pro rata vacation pay of an employee who dies
7. while in the employ of the College shall be paid
8. to the beneficiary of his/her group life insurance
9. policy.
10. (i) Vacation time may be taken as it is earned.

11. ARTICLE XV - HOLIDAYS

12. SECTION 1

13. The College agrees to pay to each eligible employee seven (7)

14. hours pay for each of the following holidays:

15. 1. July 4th
16. 2. Labor Day
17. 3. Thanksgiving Day
18. 4. Day after Thanksgiving Day
19. 5. Christmas Eve Day
20. 6. Christmas Day
21. 7. New Year's Eve Day
22. 8. New Year's Day
23. 9. Martin Luther King's Birthday
24. 10. Good Friday
25. 11. Easter Monday
26. 12. Memorial Day
27. 13. Employee's Birthday (or an alternate day
28. mutually agreed upon by the employee and
29. the immediate supervisor)

30. ADDENDUM: Part-time employees shall receive pro rata pay for

1. holidays they would normally be scheduled to work.

2. SECTION 2

3. Eligible employees shall include all those who are at work
4. within the work week in which the holiday falls or absent
5. for bona fide reasons.

6. SECTION 3

7. Should a problem arise with a holiday because of scheduling,
8. both the Union and the College shall meet and resolve the
9. problem.

10. ARTICLE XVI - SICK LEAVE

11. All employees are entitled to take time off from work because
12. of personal illness in the immediate family (father, mother,
13. spouse, or children) without any loss of pay, according to the
14. following schedule:

15. (a) Employees are allowed twelve (12) days of
16. sick leave per year.
17. (b) Accumulated days of sick leave will be unlimited.
18. (c) A sick leave is subject to medical verification
19. if requested by the immediate supervisor.
20. (d) Part-time employees will have their sick leave
21. prorated based on time worked.
22. (e) Sick leave will be allocated from the time of
23. employment for those starting other than at the
24. start of the College school year.

25. ARTICLE XVII - MATERNITY

26. Maternity leave of up to six (6) months may be granted by the
27. College. If such leave is granted, the employee shall have
28. the right to return to her old position in the employment of
29. the College. Should an extension of six months be requested,
30. it will not be unreasonably denied.

1. ARTICLE XVIII - PERSONAL LEAVE

2. Employees will be granted a personal leave with pay not to
3. exceed five (5) days per year, for matters which cannot be
4. cared for in other ways. Personal leave may not be used for
5. vacation or work for pay for another employer. Unused personal
6. leave will be added to accumulated sick leave entitlement.
7. The employee requesting personal leave will give at least
8. twenty-four (24) hours advance notification to her/his
9. supervisor, except in case of emergency.

10. ARTICLE XIX - BEREAVEMENT LEAVE

11. In the event of a death in the immediate family, the College
12. may grant leave with pay not to exceed five (5) days. An
13. employee's immediate family shall be considered as husband,
14. wife, children, brother, sister, stepchildren, grandchildren,
15. father, mother, mother-in-law, father-in-law, grandfather and
16. grandmother. Additionally one (1) day off with pay may be
17. granted by the College in the event of a death of an employee's
18. Aunt, Uncle, Brother-in-law, Sister-in-law, Nephews, Nieces,
19. and Cousins.

20. ARTICLE XX - HOSPITALIZATION AND PRESCRIPTION PLAN

21. The College shall pay all premiums to provide for full Blue
22. Cross - Blue Shield coverage, with Rider J premiums for
23. employees and eligible dependents and Major-Medical.
24. The College will provide a prescription plan (\$1.00 per
25. prescription) for each employee, spouse, and her/his unmarried
26. eligible dependents.

27. ARTICLE XXI - JURY DUTY

28. An employee who is required to be absent from work in order to
29. serve jury duty shall receive from the College the difference
30. between the daily jury duty pay and the amount payable at

1. her/his regular straight time earnings for a normal work day.
2. ARTICLE XXII - WORKMEN'S COMPENSATION INSURANCE
3. All employees are covered by Workmen's Compensation Insurance.
4. SECTION 1
5. In the event of an accident, the employee shall immediately
6. notify her/his immediate supervisor.
7. SECTION 2
8. Time lost from work due to an injury occurring while at work
9. shall not be taken from the employee's allowed sick days until
10. clarified under the Workmen's Compensation Insurance Program.
11. SECTION 3
12. Employees shall be allowed time off from work, without loss of
13. pay, to attend compensation hearings which occur during their
14. regular work day.
15. ARTICLE XXIII - DISABILITY INSURANCE
16. If the Union secures a disability insurance program for the
17. employees covered by this agreement, the premium is to be fully
18. paid for by each covered employee. The College will act merely
19. as a conduit in withholding premiums from the employees' wages
20. and forwarding same to the Insurance Company designated by the
21. Union upon receipt of proper authorization from the Union and
22. the Employees.
23. ARTICLE XXIV - TUITION
24. Employees and their dependents (specifically spouse and
25. children) are to be granted tuition free entrance for credit
26. or audit to any class offered by the College.
27. ARTICLE XXV - REST PERIOD
28. Employees will be given a fifteen (15) minute rest period in
29. the morning and a fifteen (15) minute rest period in the
30. afternoon without loss of pay.

1. ARTICLE XXVI - WASHUP TIME

2. All employees shall receive five (5) minutes washup time
3. before the regular lunch period and before quitting time,
4. or supper time if working overtime.

5. ARTICLE XXVII - SAFETY CONDITIONS

6. The College President or his designee and the Union Chair-
7. woman or her designee shall comprise the Safety Committee.
8. They shall meet when deemed necessary to discuss and rectify
9. any safety condition they feel necessary to institute.

10. ARTICLE XXVIII - BULLETIN BOARDS

11. The College shall make available to the Union a bulletin
12. board for the purpose of posting official Union notices.

13. ARTICLE XXIX - UNION VISITATION

14. Officers or Representatives of the Union shall, upon request
15. of the Union, be admitted to the College during working hours
16. for the purpose of ascertaining whether or not this Agreement
17. is being observed by the parties or for assisting in the
18. adjustment of grievances upon permission of the College
19. President or his designee.

20. ARTICLE XXX - UPGRADING

21. The College agrees to establish appropriate skill criteria
22. for the upgrading of the administrative secretaries in the
23. "B" and "C" classifications. Present employees will not lose
24. any rank or grade. Qualifying tests will be established to
25. allow employees in the "B" and "C" categories to qualify for
26. the next higher level. Tests will be administered annually
27. (on a voluntary basis) in November and December. Of the total
28. in the "B" and "C" categories, a maximum of twenty-five percent
29. (25%) in each may be upgraded to the "A" and "B" category
30. annually on January 1st. The twenty-five percent (25%) will

1. be taken from those who qualify.

2. ARTICLE XXXI - MISCELLANEOUS

3. SECTION 1

4. On May 1 of each year the employees will receive a memorandum
5. from the Office of the Director of Employee Relations advising
6. them of the number of personal days, sick days, and vacation
7. days they have remaining.

8. SECTION 2

9. Effective July 1, 1978, all newly created jobs, within the
10. unit, which have not been posted will be discussed with the
11. President and/or Vice President of the local before posting.

12. SECTION 3

13. Employees working a minimum of two (2) hours of overtime will
14. receive a meal allowance compensation not to exceed \$3.50 for
15. meals eaten off campus, after submission of a receipt to the
16. Business Office. During add/drop and registration periods
17. however, employees who are in the aforesaid overtime status will
18. continue to secure a slip from the Business Office which will
19. entitle them to a meal at the College cafeteria.

20. ARTICLE XXXII - SALARY SCHEDULE

21. All full time, permanent Secretaries, Clerks, Bookkeepers,
22. Graphic Arts and Switchboard Operators on the College Payroll
23. as of July 1, 1981, shall receive an increase in their base
24. wages as follows:

25. 9% above their 1980-81 base salary

26. as of July 1, 1982:

27. 9% above their 1981-82 base salary

28. Permanent part time employees in the above listed classifica-
29. tions will receive a pro rated increase.

30.

1. ARTICLE XXXIII - TERMINATION OR MODIFICATION CHANGE TO:
2. This agreement shall remain in full force and effect to and
3. including June 30, 1983. Negotiations for the next subsequent
4. contract shall commence in April 1983.

BOARD OF TRUSTEES
CAMDEN COUNTY COLLEGE

INTERNATIONAL UNION OF ELECTRICAL
RADIO & MACHINE WORKERS, AFL-CIO,
LOCAL 440

BY: [Signature]
BY: [Signature]

BY: [Signature]
BY: [Signature]

BY: [Signature]
BY: [Signature]
BY: [Signature]
BY: [Signature]
BY: [Signature]
BY: [Signature]

DATE SIGNED: 08-12-81

DATE SIGNED: _____