

AGREEMENT

Between

TOWNSHIP OF ROCKAWAY  
MORRIS COUNTY, NEW JERSEY

and

MORRIS COUNCIL VI, N.J.C.S.A.  
**(Superintendents)**

January 1, 2004 through December 31, 2008

**SUPERINTENDENT - TABLE OF CONTENTS**

ARTICLE		PAGE NO.
I.	RECOGNITION	S-1
II.	NEGOTIATION PROCEDURES	S-2
III.	ASSOCIATION REPRESENTATIVES	S-4
IV.	GRIEVANCE PROCEDURES	S-5
V.	NO-STRIKE PLEDGE	S-8
VI.	NON-DISCRIMINATION	S-10
VII.	DEDUCTION FROM SALARY	S-11
VIII.	MANAGEMENT RIGHTS	S-12
IX.	SALARIES AND WAGES	S-13
X.	EDUCATIONAL REIMBURSEMENT	S-14
XI.	TRAVEL REIMBURSEMENT	S-15
XII.	HOURS AND OVERTIME	S-16
XIII.	HOLIDAYS AND PERSONAL DAYS	S-18
XIV.	HEALTH, MEDICAL AND LIFE INSURANCE	S-19
XV.	SICK LEAVE	S-22
XVI.	BEREAVEMENT LEAVE	S-26
XVII.	VACATION LEAVE	S-27
XVIII.	UNIFORMS	S-28
XIX.	FULLY BARGAINED PROVISION	S-29
XX.	SEPARABILITY AND SAVINGS	S-29
XXI.	CIVIL SERVICE PROVISION	S-29
XXII.	DURATION OF AGREEMENT	S-30

**PREAMBLE**

This agreement entered into this                    day of                    ,  
2004, by and between the TOWNSHIP OF ROCKAWAY, in the County of  
Morris, New Jersey, a municipal corporation of the State of New Jersey,  
(hereinafter called the "Township"), and Morris Council No. 6,  
N.J.C.S.A., (hereinafter called the "Association"), represents the complete and  
final understanding on all bargainable issues between the Township and the  
Association.

**ARTICLE I**

**RECOGNITION**

The Township hereby recognizes the Association as the exclusive  
negotiating agent for all full-time and permanent part-time Water & Sewer  
Superintendent, Road Superintendent and Parks & Recreation Maintenance  
Superintendent employees of the Township.

## **ARTICLE II**

### **NEGOTIATION PROCEDURES**

1. The parties agree to enter into collective negotiation over a successor agreement in accordance with Chapter 303, Public Laws of 1968, in a good faith effort to reach agreement on all matters concerning the terms and conditions of employment for all personnel in the negotiating unit for whom the Association is authorized to negotiate in accordance with Article I, Recognition, of this Agreement. Any agreement so negotiated shall be applicable to the aforementioned personnel, shall be reduced to writing, shall be adopted by appropriate resolution of the Township, and shall be signed by the Township and the Association. The signature by the Association of the contract shall be pursuant to authorization received from the membership and the Township reserves the right to request proof of authorization of the membership before appending its signature to any agreement.

2. The Association shall submit its total contract proposals to the Township not later than October 15<sup>th</sup> and the Township shall submit its proposals to the Association not later than December 1<sup>st</sup> of the calendar year preceding the expiration of this Agreement. Such submissions of proposals shall constitute the opening of formal negotiations. In the event proposals are not received by the Township by the aforementioned date, the then current agreement shall continue in full force and effect until a new contract is negotiated.

The Township reserves the right to present proposals of its own as well as counter proposals to those presented by the Association; such proposals shall be presented to the Association in writing.

3. All meetings between the parties for the purpose of negotiations shall be scheduled based on the availability of the parties and when the parties mutually determine that a meeting shall be scheduled during the work day, the employees involved shall be excused from their duties and shall suffer no loss of pay.

4. It is agreed by and between the parties that in order to facilitate the expeditious resolution of matter in dispute without undue delay, each side shall normally limit its negotiating committee to not more than (2) members but not including counsel to either party.

5. The Township agrees to furnish the Association, in response to reasonable requests made by the Association from time to time, all available public information and data concerning the Township which the Association may require in connection with negotiations.

6. The parties agree that during the period of negotiations and prior to reaching an agreement, the proceedings of the negotiations shall remain confidential and releases to news media shall be made only as agreed upon jointly, at least until either party declares impasse.

**ARTICLE III**

**ASSOCIATION REPRESENTATIVES**

1. Accredited representatives of the Association may enter the Township facilities or premises at reasonable hours for the purpose of observing working conditions or assisting in the adjustment of grievances. When the Association decides to have its representatives enter the Township facilities or premises, it will request such permission from the appropriate Township representative and such permission will not be unreasonably withheld, provided there should be no interference with the normal operations of the Business of Township government or normal duties of the employees.

2. One (1) Shop Steward and one (1) Alternate Shop Steward may be appointed to represent the Association in grievances with the Township.

3. The Shop Steward or the Alternate Shop Steward of the Association will have the right during the business day to investigate any problems with working conditions or contract violations and/or contract related issues without said time being deducted from his/her working time.

**ARTICLE IV**  
**GRIEVANCE PROCEDURE**

**Definitions**

1. The term “grievance” means a complaint by an employee that, as to him/her, there has been inequitable, improper, or unjust application, interpretation, or violation of this agreement.
2. An “aggrieved person” is the person or persons making the claim.
3. A “party in interest” is the person or persons making the claim and any person(s) who might be required to take action or against whom action might be taken in order to resolve the claim.
4. “Employee” is defined as a full-time or permanent part-time employee represented by the Association.
5. New Jersey Civil Service Association Morris Council No. 6 Grievance Committee is the Association’s Committee on Professional Rights and Responsibilities.

**Purpose**

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may, from time to time, arise affecting employees of the Township, solely restricted to the terms and conditions of this agreement and Civil Service Rules and Regulations. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

The procedure shall be as follows:

1. An aggrieved person shall notify the Department Head in writing of the nature of the grievance within ten (10) days of the event giving rise to the grievance. Within five (5) days of receipt of the notice, the Department Head shall meet with the aggrieved person and attempt to adjust or resolve such grievance. The Department Head shall render his decision, in writing, within five (5) days after such meeting.

2. If the grievance is not resolved to the satisfaction of the aggrieved person, he/she may present the grievance to the Business Administrator, in writing, within ten (10) days after receipt of the decision of the Department Head. The notice shall set forth the nature of the grievance and the reasons he/she is dissatisfied with the decision of the Department Head. In the case of disciplinary action grievances, the written notice to the Business Administrator shall be presented within ten (10) days after receipt of the decision of the Department Head. The Business Administrator shall arrange to meet with the aggrieved person and attempt to adjust or resolve such grievance. The Business Administrator shall render his decision, in writing, within ten (10) days after such meeting.

3. If such grievance is not resolved to the satisfaction of the aggrieved person, the Association may, within fifteen (15) days after receipt of the Business Administrator's decision, notify the Business Administrator, in writing, that the Association wishes to take the matter to binding arbitration.

A. Within ten (10) days after service of such written notice of submission to arbitration, the Business Administrator and the Association shall select a mutually acceptable arbitrator according to the rules and procedures of the New Jersey State Board of Mediation. However, no arbitration shall commence within thirty (30) days of the Business Administrator's decision. If during such time the grievant elects to pursue the Civil Service appellate remedies, the matter shall be withdrawn from arbitration and no arbitration hearing shall be held.

B. The arbitrator selected shall hold hearings promptly and shall issue his decision not later than twenty (20) days from the date of the close of the hearing or, if oral hearings have been waived, then from the date the final statements and proofs on the issues are submitted to him/her. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. The decision of the arbitrator shall be submitted to the Business Administrator and the Association and shall be binding on the parties.

C. All the cost of the arbitration, including the costs of services of the arbitrator, but not including any attorney's fees, shall be borne equally by the Township and the Association.

**ARTICLE V**

**NO-STRIKE PLEDGE**

1. The Association covenants and agrees that during the term of this agreement, neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his/her position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Township. The Association agrees that such action would constitute a material breach of this agreement.

2. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any Association member shall entitle the Township to invoke any of the following alternatives:

- (a) Withdrawal of dues deduction privileges.
- (b) Such activity shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the Civil Service Law.

3. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the Township.

4. Nothing contained in this agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

**ARTICLE VI**

**NON-DISCRIMINATION**

1. There shall be no discrimination by the Township or the Association against an employee on account of race, color, creed, sex, age, national origin, ancestry, marital status, handicap, political affiliation or association activity.

2. There shall be no discrimination, interference, restraint, or coercion by the Township or any of its representatives against any of the employees covered under this agreement because of his or her membership or non-membership in the Association or because of any lawful activities by such employee on behalf of the Association. The Association, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Association.

**ARTICLE VII**

**DEDUCTION FROM SALARY**

1. The Township agrees to deduct from the salaries of its employees subject to this Agreement dues for the Association. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9 (e), as amended. Said monies together with records of any corrections shall be transmitted to the Association treasurer on the tenth (10<sup>th</sup>) working day after the last payroll paid for the prior month.

2. If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the Township written notice thirty (30) days prior to the effective date of such change.

3. The Association will provide the necessary check-off authorization form and the Association will secure the signature of its members on the forms and deliver the signed forms to designated Township officials. The Association shall indemnify, defend and save the Township harmless against any and all such claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the Township in reliance upon the salary deduction authorization cards submitted by the Association to the Township.

4. The Township agrees to the continuation of a Agency Shop in accordance with N.J.S.A. 34:13A-5.5.

**ARTICLE VIII**

**MANAGEMENT RIGHTS**

1. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including but not without limiting the generality of the foregoing, the following rights:

(a) To the executive management and administrative control of the Township government and its properties and facilities and the activities of its employees.

(b) To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.

[c] To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

2. Nothing contained herein shall be construed to deny or restrict the Township of its powers, rights, authority, duties and responsibilities under R.S. 40 and R.S. 11 or any other national, state, county, or local laws or ordinances.

3. Management will post a notice on all municipal bulletin boards whenever a vacancy in an existing position occurs or whenever a new position is established. In addition, this same notification shall be forwarded to each Shop Steward in each unit. Such notice is intended to alert employees of an available position within the Township.

**ARTICLE IX**

**SALARIES AND WAGES**

1. **T There will be a 3.90% (three and nine tenths percent) across-the-board increase on base salaries, retroactive to January 1, 2004. Effective January 1, 2005, there shall be a 3.85% (three and eighty-five hundredths percent) across-the-board increase on base salaries, compounded. Effective January 1, 2006 there shall be a 3.85% (three and eighty-five hundredths percent) across-the-board increase in base salaries, again compounded. Effective January 1, 2007 there shall be a 3.85% (three and eighty-five hundredths percent) across-the-board increase in base salaries, again compounded. Effective January 1, 2008 there shall be a 3.75% (three and three quarter percent) across-the-board increase in base salaries, again compounded.**

2. Any alleged salary inequities which may result from inaccurate Civil Service job descriptions will be dealt with on an individual employee basis through desk audits.

**ARTICLE X**

**EDUCATIONAL REIMBURSEMENT**

The Township shall reimburse employees for educational costs provided:

1. The employee receives prior approval from the Township, which shall not unreasonably be denied;
2. The educational course is related to the employee's job;
3. For non-academic educational programs, the issuance of CEU's a Certificate of Completion, or a Pass Certificate is required for Municipal Reimbursement.
4. For college courses, an employee must receive a grade equivalent to a "B" or better.

Reimbursement shall include tuition and ancillary costs such as registration fees, books and any other charges by the institution providing the education. Commutation, meals and other personal costs are the responsibility of the employee.

**ARTICLE XI**

**TRAVEL REIMBURSEMENT**

1. The Township shall reimburse employees for traveling costs requiring use of employee's automobile for Township business at the rate of \$0.25 per mile. Employees may use their personal automobiles only if a Township vehicle is unavailable. Mileage computation will be determined from the Municipal Building or the employee's home, whichever is less. Receipted tolls and parking expenses will be reimbursed.

## **ARTICLE XII**

### **HOURS AND OVERTIME**

1. The current work week of forty (40) hours shall continue for the life of this Agreement.

2. The current hours of Superintendents shall be between 7:00am to 3:30pm, with one-half ( $\frac{1}{2}$ ) hour for lunch, subject to the right of the Administration changing these hours upon two (2) weeks notice or immediately in the event of an emergency. Except provided herein, the Township cannot unilaterally change these employees' hours of employment without first fulfilling its obligation to collectively negotiate over this term and condition of employment.

3. Paid status for the purpose of this contract shall include any absence from work by an employee for which the employee receives monetary compensation from the Township, as though the employee actually worked. It includes Sick, Holiday, Vacation, Bereavement, Personal or leave of absence with pay.

4. All Superintendents covered under this agreement shall receive a stipend in the form of one lump sum payment in the following amounts per year as compensation in lieu of overtime and compensation for on-call time. This one lump sum payment shall be included in the last pay period of November of each year for that year. Effective January 1, 2001 and every year after, the stipend will be Two Thousand Six Hundred Dollars (\$2,600.00)

5. **Meal money will be increased from Eight Dollars (\$8.00) per meal to Ten Dollars (\$10.00)** and shall be paid to any Supervisor working two (2) or more consecutive hours of overtime, before or after completing eight (8) consecutive hours, and once again every eight (8) consecutive hours of overtime worked thereafter. Meal money allowance shall be submitted by the Supervisor within that pay period and reimbursement is to be included in the Employee's next regular pay schedule. **The meal money increase shall be retroactive to January 1, 2004.**

6. Any employee covered under this agreement, that is required to possess a Commercial Drivers License (CDL), shall receive two (2) hours off from work to renew the (CDL). This shall be granted without being charged time off.

**ARTICLE XIII**

**HOLIDAYS AND PERSONAL DAYS**

1. There shall be twelve (12) paid holidays accorded to each employee in this bargaining unit. The following shall be observed by the Township as official holidays:

New Year's Day	Martin Luther King Day
President's Day	Good Friday
Memorial Day	Independence Day
Labor Day	Columbus Day
Veteran's Day	Thanksgiving Day
Day After Thanksgiving	Christmas Day

If a holiday falls on a Saturday, it shall be observed on the preceding Friday.

If a holiday falls on a Sunday, it shall be observed on the following Monday.

2. In addition to receiving pay for the above holidays, employees shall be granted five (5) personal days with pay during each year of this three (3) year contract. Personal days may be carried over from year to year in accordance with the procedures established for the carry over of vacation time as set forth in Article XVII, Vacation.

3. In addition to the enumerated holidays, the employees shall receive any special unscheduled federal, state, or local holidays declared by The President, the Governor or the Mayor on a one-time basis.

**ARTICLE XIV**

**HEALTH, MEDICAL, LIFE INSURANCE, AND OTHER BENEFITS**

1. The following is a list of those health, medical, dental, vision, disability, prescription and life insurance benefits provided by the Township under the collective bargaining agreement:

A. The Township, at its expense shall provide for all employees, their spouses and eligible dependents enrollment in the New Jersey State Health Benefits Program effective April 1, 1998, including major medical and Rider J coverage and the Township shall continue to provide the existing, dental, vision, disability, prescription and life insurance presently in existence. The foregoing benefits and enrollment in the NJ State Health Benefits Plan shall remain in effect without change except through written agreement of the Association.

B. Effective the first full month following full authorization of this agreement by both parties, Morris Council VI members shall continue to contribute a co-payment of \$15.00 per month, not taxable, toward the New Jersey State Health Benefits premium for spouse and/or dependent coverage, provided all Township employees covered under the same Health Benefits and receiving the same coverage, pay the same amount at the same date which is no less than coverage provided by the existing coverage. **The co-pay for State Health Benefits Program (for dependent coverage only) will increase from \$15.00 to \$35.00 per month payroll deduction, provided it is concurrently implemented and agreed by both Morris Council VI and the FOP #31. There will be no retroactive charge to employees.**

2. Health benefits shall continue upon retirement and the employer will assume the entire cost, including all of the benefits referred to in this Article XIV, Section A, for retirees who meet one of the three following criteria:

(a). One must have at least twenty-five (25) years in the State Pension Plan and must be at least fifty-five (55) years of age.

(b). One must have fifteen (15) years of service with the Township of Rockaway and be at least sixty two (62) years of age.

(c). One must be retired on disability within a state administered pension plan or any retirement covered in Chapter 88 Laws of 1974.

Present practices shall continue concerning the foregoing payment.

3. A surviving spouse and/or eligible dependents, at the expense of the Township shall continue to receive all of the benefits referred to in this Article XIV if the Retired employee dies. (See attached Side Bar Agreement).

4. Employees enrolled in the Medicare Program will be reimbursed for the cost of Medicare Part B, by the Township upon presentation of proof that such cost has been paid by the employee.

5. Should the State of New Jersey enact into a Law an "Opt-Out" provision for those Municipalities Adopting a Flexible Spending Account Program, all Employees and Retirees will be entitled to participate in the Program without regard to any pre-existing conditions.

6. The comprehensive health, medical, life insurance and other benefit programs currently in existence will continue without change except through written agreement of the Association.
7. New Employees hired after January 1, 1999 will be required to co-pay for health benefits upon retirement if they desire continuation of such benefits at the same rate as active employees.
- 8. New employees hired after December 31, 2003 shall co-pay 50% (fifty percent) for ancillary medical package (vision, prescription, dental) through payroll deduction. Administration agrees not to retroactively charge employees hired prior to the signing of this Contract. Effective at the signing of this Contract, payroll deductions for the ancillary medical benefits will commence.**
- 9. Effective January 1, 2005, the Prescription Plan for active employees will increase to: Mail Order = \$2.00; Generic = \$3.00; Brand Name = \$5.00.**
- 10. All employees requiring prescription safety glasses shall be reimbursed up to \$75.00 for said prescription upon submission of receipts, which is effective upon execution of contract.**

**ARTICLE XV**

**SICK LEAVE**

1. Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee. A certificate from a qualified physician in attendance shall be required as sufficient proof of need of leave of absence of the employee or the need of the employee's attendance upon a member of the employee's immediate family. In case of leave of absence due to contagious disease, a certificate from a qualified physician shall be required.

2. All employees covered under this Agreement will receive one (1) day of sick leave day per month during the first calendar year of service following the end probationary period and Fifteen (15) days in the second and all subsequent years service. All unused sick leave will be accumulative for length of service.

3. If an employee, in the line of duty, is incapacitated and unable to work because of an injury, he shall be entitled to injury leave with full pay during the period in which he is unable to perform his duties, as certified by the physician designated by the Township. Such payments shall be discontinued when an employee is placed on disability leave or pension, and reduced by any payment received by Workers' Compensation.

4. An employee who is ill for an extended period of time or is incapacitated and unable to work due to non-work related injury must use all of his accrued sick time before he is entitled to use the temporary disability insurance provided in Article XIV of this Agreement. Employees are not

required to use up their accrued vacation days, personal days, holidays or other paid time off from work before they can avail themselves of this disability benefit.

5. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified prior to the employee's starting time. The Township shall prepare a procedure for notification that should be followed in the event of the non-availability of the supervisor.

A. Failure to so notify his supervisor may be cause for denial of the use of sick leave for that absence and constitute cause for disciplinary action.

B. Absence without notice for five (5) consecutive working days shall constitute a resignation.

6. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. (The Township may require proof of illness of an employee on sick leave. Abuse of sick leave shall be cause for disciplinary action).

A. In case of leave of absence due to exposure to contagious disease, a certificate from a qualified Physician shall be required.

B. The Township may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the Township, by a physician designated

by the Township. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

7. Upon cessation of employment with the Township of Rockaway, employees with twenty-five (25) or more years of service shall receive full payment for all unused sick time. Any employee with less than twenty-five (25) years of service shall receive one-half (1/2) pay for all unused sick time. These provisions are subject to the limitations of Paragraph 7A herein.

A. Employees shall continue to be compensated for a maximum of 1,500 hours of unused Sick Time that has been accumulated by the employee, while additional Sick hours may be accumulated the employee will not be compensated for these additional hours in accordance with Paragraph 7, above. The employee will be able to sell back additional hours as stated below in paragraph 8. Current employees with more than 1,500 hours of unused Sick Time accumulated through 1998, will be permitted to cap their Sick Time at the level they will reach as of December 31, 1998.

8. The Township agrees to continue a deferred compensation plan, wherein excessive sick, vacation, and/or personal time may be applied thereto or reimbursed to the employee. An employee may not sell back more than a total of twenty five (25) accumulated days per year. The total may include any combination of sick, vacation and/or personal time. The employee must notify the Business Administrator, in writing, no later than November 1<sup>st</sup> of the prior year as to how many days will sold back. Reimbursed time will be payable within

ninety (90) days after the budget is adopted by the Rockaway Township Council.

A sick leave bank of sixty (60) days must be maintained by each employee to receive benefits cited above.

9. All new employees hired after January 1, 1999 will be allowed to accumulate Sick Time as described in Article XV. However, no payments for unused Sick Time will be paid to the employee upon resignation or retirement from employment.

**ARTICLE XVI**

**BEREAVEMENT LEAVE**

1. Employees shall be granted four (4) days off without deduction from pay for a death in the immediate family.

2. "Immediate family" means father, mother stepfather, stepmother, spouse, child, foster child, stepchild, sister, brother, , mother-in-law, father-in-law, or grandparent of the employee or employee's spouse. It shall also include relatives of the employee residing in the employee's household.

3. One day shall be granted for aunts, uncles, nieces, nephews, grandchild, sister-in-law, brother-in-law or active co-worker. This one day shall not be charged to Sick Leave.

4. The scheduling of bereavement leave, whether before or after the day of the funeral, shall be made in accordance with the individual needs of the employee.

**ARTICLE XVII**

**VACATION**

1. The following vacation schedule will be in effect for the length of this Agreement.

First Year of Service	-	One (1) day per month of service
One to Five Years	-	Twelve days per year
Sixth Anniversary to Tenth Anniv.	-	Fifteen days per year
Eleventh Anniversary	-	Sixteen day per year
Twelfth Anniversary	-	Seventeen days per year
Thirteenth Anniversary	-	Eighteen days per year
Fourteenth Anniversary	-	Nineteen days per year
Fifteenth Anniv. to Twentieth Anniv.	-	Twenty days per year
Twenty-first Anniversary	-	Twenty-one days per year
Twenty-second Anniversary	-	Twenty-two days per year
Twenty-third Anniversary	-	Twenty-three days per year
Twenty-fourth Anniversary	-	Twenty-four days per year
Twenty-fifth Anniversary or greater	-	Maximum of Twenty-five days per year

2. Ten (10) Vacation days per year must be used by all employees.

Employees will be allowed to carry over a maximum of seventy-five (75) unused vacation days from year to year.

Employees with more than seventy-five (75) unused Vacation days saved through December 31, 1998 will be permitted to cap their vacation day levels at their 1998 year end level. The sell back of vacation days does not constitute the utilization of ten (10) vacation days per year.

**ARTICLE XVIII**

**UNIFORMS**

1. Superintendents will receive a Three Hundred and Fifty Dollar (\$350.00) Clothing Allowance per year. Said yearly allowance shall be included in the Superintendents regular scheduled pay check in the second pay period of June of each year.

**ARTICLE XIX**

**FULLY BARGAINED PROVISION**

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

**ARTICLE XX**

**SEPARABILITY AND SAVINGS**

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

**ARTICLE XXI**

**CIVIL SERVICE PROVISION**

Nothing herein shall be construed to deny any individual his rights under Civil Service Law and Regulation, Title 11A, and the revised Civil Service Rules, Title IV.

**ARTICLE XXII**

**DURATION OF AGREEMENT**

1. The Agreement shall be for three (3) years commencing January 1, 2004 and terminating on December 31, 2008.

2. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred fifty (150) days nor later than seventy-seven (77) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Rockaway, New Jersey, on the \_\_\_\_\_ day of \_\_\_\_\_, 2004.

TOWNSHIP OF ROCKAWAY  
MORRIS COUNTY, NEW JERSEY

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_

MORRIS COUNCIL NO.6, N.J.C.S.A.  
(SUPERINTENDENTS)

WITNESS:

\_\_\_\_\_

By:\_\_\_\_\_   
Betty Lisovsky, President