

Contract no. 884

**A G R E E M E N T**

**Between**

**CITY OF BAYONNE**

**and**

**THE BAYONNE MUNICIPAL SUPERVISORY ASSOCIATION  
HUDSON COUNCIL NO. 2**

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**EFFECTIVE: January 1, 1989 through December 31, 1991**

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LAW OFFICES  
APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
25 INDEPENDENCE BOULEVARD  
P.O. Box 112  
LIBERTY CORNER, N.J. 07938  
(908) 580-1776

APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A Professional Corporation  
25 Independence Boulevard  
P.O. Box 112  
Liberty Corner, New Jersey 07938  
(201) 580-1776

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A G R E E M E N T

PREAMBLE

This Agreement made this 26<sup>th</sup> of APRIL 1991,  
by and between the City of Bayonne, New Jersey ("City") and The  
Bayonne Municipal Supervisory Association, an affiliate of  
Hudson Council No. 2, CSA ("Union").

WITNESSETH:

WHEREAS, it is the desire, intent and purpose of the  
parties hereto that this Agreement shall promote and improve  
their relations and make them harmonious, and to provide for  
the conduct of the City's business under methods which will  
further to the fullest extent possible service to the public,  
economy and efficiency of operations, and the avoidance of  
interruption of City services, and;

It is also the intent of the parties that this Agreement  
shall make provision for salaries, hours, working conditions  
and the adjustment of grievances so that at all times there  
shall be an orderly and expeditious consideration and  
settlement thereof;

NOW, THEREFORE, in consideration of the premises,  
covenants, undertakings, terms and conditions herein contained,  
it is hereby mutually agreed by and between the parties hereto  
as follows:

ARTICLE 1

RECOGNITION

Section 1. The City recognizes the Union as the sole and  
exclusive collective negotiating representative for all full

time and regular part-time, nonuniformed supervisory employees employed by the City, pursuant to Title 11 of the New Jersey statutes (and regulations thereunder), in the following titles as set forth in Schedules B - D.

Section 2. The City agrees that it will not, during the entire term of this Agreement, recognize, negotiate collectively with, or enter into contractual relations, either written or oral, with any other labor organization, with respect to the negotiating unit covered by this Agreement.

Section 3. The Union further recognizes its responsibilities as bargaining agent for supervisors and the duties and responsibilities imposed upon its members under Civil Service Law.

## ARTICLE 2

### PRINCIPAL RESPONSIBILITY OF SUPERVISORS

The parties recognize that within the bargaining unit covered by this Agreement there are different levels of supervision so that as a result some employees covered by this Agreement are responsible to, take directions from and/or are evaluated by other employees who are also covered by this Agreement. Recognizing the potential conflict inherent in the above fact, the parties agree that a supervisory employee's primary responsibility is to serve the interests of the City as his/her employer.

ARTICLE 3

NO STRIKE

Section 1. During the term of this Agreement, the Union, its officers and members will not engage in, sanction or encourage any strikes, walkouts, sympathy strikes, refusal to cross picket lines either at or away from the City's facilities, slow-downs, picketing, mass resignations or mass absenteeism, or other similar action which would involve suspension of work that may disturb or interfere with the orderly operation of the City's Departments or affect service to the public. Any such action shall be a violation of this agreement.

ARTICLE 4

MANAGEMENT RIGHTS

Section 1. It is recognized that there are certain functions, responsibilities and management rights exclusively reserved to the City, among which are, but without limitation, the direction and operation of the City, the determination of the number and location of its facilities, the curtailment of services, the partial or complete closing of facilities, the number and size of departments, the services to be offered, the types of work to be performed (within Civil Service job descriptions), the schedules of services, shift schedules and hours of work, consistent with this Agreement, the work assignments of employees (within Civil Service job

descriptions), the methods, processes and means of providing services and support operations, the equipment to be used, and the making and enforcing of rules and regulations for the City's operations and the discipline and safety of employees. None of the rules and regulations so formulated, or as changed from time to time, shall be inconsistent with this Agreement. All such rules and regulations shall be observed by the employees.

Section 2. When the City intends to implement a new rule or regulation, it will give the Union notice of its intention, together with a copy of the text of the proposed rule. The City will, at the Union's request, meet and negotiate with the Union concerning the proposed rule. If, after a reasonable time for negotiations, disagreement regarding the rule exists, the City may nevertheless implement the rule, and the Union, if aggrieved, may pursue whatever redress available to it. The period for negotiations may be shortened or disregarded if emergency conditions require. The duty to negotiate assumes the negotiability of the subject matter or impact of the rule.

Section 3. The City shall have the exclusive right to hire its employees from any direct source it desires consistent with Civil Service requirements. The appointment, assignment, promotion, demotion, transfer, discharge or discipline for cause and temporary and/or permanent layoff of employees are the sole function of the City, except as may herein otherwise

be provided or limited by any applicable provision of this Agreement or by law.

Section 4. The City retains and may exercise all rights, powers, duties, authorities and responsibilities conferred upon and vested in it by the laws and Constitutions of the State of New Jersey and the United States of America.

Section 5. The City reserves the right to manage and control all of its facilities and to observe and obey all referenda, statutes enacted by the Legislature, and decisions rendered by the Courts of the State of New Jersey.

#### ARTICLE 5

#### EQUAL OPPORTUNITY

Section 1. The City and the Union agree to continue their policies of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age or sex, or because the employee/applicant is or is not a member of the Union.

#### ARTICLE 6

#### GRIEVANCE AND ARBITRATION PROCEDURES

Section 1. The Union on behalf of any aggrieved employee having a dispute as defined in Section 2 below and who seeks redress must elect with finality either to pursue the claim under Civil Service procedures where those procedures are mandated by statute, or in the alternative to pursue the claim under the arbitration procedure set forth below, where Civil

Service procedures are not available. The Union's election shall be binding and conclusive on the Union. An employee who has elected to pursue his Civil Service remedy is foreclosed from arbitration.

Section 2. A grievance means a dispute between the parties concerning the interpretation, application, or violation of policies, agreements and administrative decisions affecting employee terms and conditions of employment. The grievance must be initiated within twenty (20) working days of the event giving rise to the grievance or within twenty (20) working days of its discovery through due diligence. Unless filed within the time provided, such grievance shall be deemed abandoned.

STEP 1. The grievance shall be in writing, signed by the grievant and shall state the provisions of the contract, policy or administrative decision allegedly involved. The grievance shall be discussed between a Union representative and the City's designated first step representative or representatives. A written answer to the Union shall be made by the City's first step representative within five (5) working days from the presentation of the grievance.

STEP 2. If the grievance is not settled at Step 1 the same shall be submitted in writing, signed by the grievant. It shall set forth the facts supporting the grievance and shall be submitted, within five (5) working days after the answer in Step 1, to the Business Administrator or any person designated



by him. The answer to such grievance shall be made in writing, to the Union, within five (5) working days of its submission.

Section 3. Since adequate grievance procedures are provided in this Agreement, the Union agrees that it will observe the law of the State of New Jersey regarding concerted employee activity. The parties recognize that the City is obliged and entitled to pursue its functions in an orderly manner, free from interference.

Section 4. In any grievance or dispute involving the construction of Statutes, either party may proceed in the appropriate court for a judicial determination of such statutory construction and shall not submit the same to arbitration.

Section 5. If the grievance concerning the interpretation or application of this Agreement is not settled at the conclusion of Step 2, then it may be submitted to Civil Service or arbitration by either party provided notice in writing of the intent to do so is given to the other party within five (5) working days of the decision in Step 2. No later than ten (10) working days after giving written notice of an intention to arbitrate, or to proceed to Civil Service, which choice shall constitute an election of remedies, the moving party must submit a written request to PERC for the appointment of an arbitrator pursuant to agency procedures, or to Civil Service to invoke its procedures. A copy of the moving party's written

request must be simultaneously served on the Business Administrator.

Section 6. If the matter proceeds to arbitration, then the following shall pertain: The arbitrator shall have full power to hear the dispute and he shall make a written determination on the grievance and solely on the meaning and interpretation of the particular provision of the contract which gave rise to the dispute. The decision of the arbitrator shall be final and binding on the City, the Union and the employee(s) involved. The cost of arbitration shall be borne by the City and the Union equally. Arbitration shall be equally available to the City.

Section 7. Each grievance will be arbitrated separately except, pursuant to mutual agreement, those of a similar nature. The arbitrator shall have no power to add to, subtract from or modify this Agreement.

Section 8. Failure to comply with the provisions of this Article shall make the last decision of the City final and conclusive on said grievance. All steps of the grievance procedure must be followed faithfully by the Union as a pre-condition to arbitration.

Section 9. Reference to "working days" in this Article shall exclude Saturdays, Sundays and paid holidays.

Section 10. If the matter proceeds to Civil Service, the parties are bound by Civil Service rules and regulations.

ARTICLE 7

UNION REPRESENTATIVES

Section 1. Members of the bargaining unit may designate two of their number as Union delegates. After such selection is made, the Employer shall be notified in writing by the Union of the delegates' names. No employee shall act as a delegate until his name has been certified in writing by the Union to the Business Administrator.

Section 2. Union delegates are not normally expected to conduct Union business on working time or in working areas. In those unusual circumstances when it is necessary to conduct Union business on working time or in working areas, such shall not interfere with the normal operations of the City. A Union delegate may meet with the designated representative(s) of the Employer at mutually convenient times to discuss matters pertinent to the administration of this Agreement.

ARTICLE 8

CHECK-OFF

Section 1. The City agrees to deduct the monthly dues for Union Membership from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the City by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement listing the names of the employees to the Treasurer by the 15th of the current month, after such deductions are made.

Section 2. Any written designation to terminate authorization for check-off must be received in writing by certified mail by the City and the Union by July 1st or January 1st, and filing of notice of withdrawal shall be effective to halt deductions as of July 1st or January 1st next succeeding the date on which notice of withdrawal is filed.

Section 3. The Union agrees that it will indemnify and save harmless the City against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the City at the request of the Union under this Article.

#### ARTICLE 9

#### HOLIDAY CALENDAR

Section 1. The following shall be recognized as paid holidays:

- |                          |  |
|--------------------------|--|
| 1. New Year's Day        | 8. Columbus Day                                  |
| 2. Lincoln's Birthday    | 9. General Election (November)                   |
| 3. Washington's Birthday | 10. Thanksgiving Day                             |
| 4. Good Friday           | 11. Christmas Eve (1/2 day) per Section 2 below  |
| 5. Memorial Day          | 12. Christmas Day                                |
| 6. Independence Day      | 13. New Year's Eve (1/2 day) per Section 2 below |
| 7. Labor Day             | 14. Veteran's Day                                |

Section 2. The City reserves the right to schedule all employees to work four hours on Christmas Eve and four hours on New Year's Eve.

Section 3. Eligible employees shall receive one day's pay for each holiday listed above (except Christmas Eve and New Year's Eve for which they will receive 1/2 day's pay) on which they perform no work. Employees who are required to work on a holiday shall receive, in addition to his regular pay, time and one-half for the hours worked, except as to Christmas Eve and New Year's Eve in which cases premium pay is allowed only for work performed in excess of the regular schedules described in Section 2 above.

Section 4. If a full holiday (i.e., any one of the above except Christmas Eve and New Year's Eve) falls on a Saturday, it will be celebrated and compensated accordingly on the preceding Friday. If a full holiday falls on a Sunday, it will be celebrated and compensated accordingly on the succeeding Monday.

Section 5. In order to qualify for holiday pay, the employee must work the immediately preceding and immediately succeeding scheduled work days unless his absence on either day has been excused.

#### ARTICLE 10

#### VACATIONS

Section 1. Vacations shall be based on continuous service. Employees shall be entitled to the following vacation:

LAW OFFICES  
APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
25 INDEPENDENCE BOULEVARD  
P.O. Box 112  
LIBERTY CORNER, N.J. 07938  
(908) 580-1778

<u>AMOUNT OF SERVICE</u>	<u>VACATION DAYS</u>
Up to end of first calendar year	1 working day for each calendar month worked
1 through 5 years	12 working days
After 5 through 10 years	15 working days
After 10 through 15 years	20 working days
After 15 years	25 working days
After 25 years	30 working days

Section 2. For any employee entitled to a vacation of more than two weeks, the additional vacation time due such employee may, for good reason, be assigned other than on a consecutive basis. Vacation preferences must be submitted to the City by March 15 of the calendar year in which the vacation is to be taken. The City will attempt to honor an employee's preference but the needs of the individual departments will control.

Section 3. Vacation accrued but not used at the end of a service year may be carried over into the next service year during which time the portion carried must be taken or else it is forfeited. If the prospect of forfeiture is attributable to the City's refusal to honor the employee's request to take the carried over portion of his vacation, the City will compensate the employee for such unused portion, payable at the employee's regular rate of pay. Effective January 1, 1987, vacation entitlement shall be prorated upon termination of employment with the City based upon months of service performed during the year of termination.

ARTICLE 11

SICK LEAVE

Section 1.

Sick leave is the absence of an employee from work because of illness, accident, exposure to contagious disease, or attendance for short periods of time upon a member of the employee's immediate family seriously ill requiring care or attendance of such employee.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action. Absences without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

(a) One (1) day for each full month of service with the Employer during the first calendar year of employment.

(b) Fifteen (15) days for each year of service with the Employer beginning with the second calendar year of employment.

(c) Sick leave credits shall not accrue while an employee is absent on a leave without pay.

(d) Sick leave credits shall be prorated in the year of termination of employment at the rate of one and one-quarter days for each full month of service, and the Employer may deduct the

value of sick time taken in excess of pro rata entitlement from the employee's pay check.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The City may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the City.

Section 5.

Any employee who has been absent on sick leave for a period totalling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic recurring nature causing an employee's periodic or repeated absence from duty for one day or less in which event only one medical certificate in a six (6) month period may be required which must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6. Effective upon signing of this contract by the parties, employees covered hereunder shall be entitled to participate in an unused sick leave reimbursement plan upon retirement in accordance with the following terms and requirements:

LAW OFFICES  
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MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
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(a) Eligibility - To be eligible for the unused sick leave reimbursement program, an employee must retire with 25 or more years of service with the City of Bayonne, or retire as permitted at age 62; and such employee must also have at least 100 unused sick leave days to his or her credit at the time of retirement.

(b) Benefit - An employee who is eligible for unused sick leave reimbursement upon retirement as herein defined shall be entitled to receive one (1) day's pay at the rate paid when the employee retires for every three (3) days of unused sick leave to a maximum of \$7,500.00.

## ARTICLE 12

### LEAVES OF ABSENCE

Funeral Leave: Time off for death in the immediate family shall be given from the day of death until the day after the funeral, not to exceed five working days. Immediate family shall be defined as follows: mother, current mother-in-law, father, current father-in-law, son, daughter, sister, brother, husband, wife, grandparents, grandchildren. Employees of the Jewish faith shall receive leave of the same maximum duration.

Military Leave: Any employee called into the Armed Forces of the United States during national emergency, or drafted, shall be given all the protection of applicable laws and an unpaid leave of absence shall be granted to the extent required by law.

Unpaid Leave of Absence: A leave of absence without pay may be granted to any permanent employee per N.J.A.C. 4:1-17.2.

Special Leaves of Absence. The City shall establish regulations which authorize the granting of special leaves of absence with pay or part pay to employees disabled either through injury or illness as a result of, or arising from their respective employment. During such period of disability, employees may elect, if they so desire, to first utilize all or any part of the sick leave accumulated under Section 3 of the N.J.S.A. 11:24A-1 et seq. In the absence of such election, leaves of absence provided by this section shall not affect in any manner whatsoever the accumulated sick leave provided under Section 3 of N.J.S.A. 11:24A-4.

Any amount of salary or wages paid or payable to employees because of leave granted pursuant to N.J.S.A. 11:24A-1 et seq. shall be reduced by the amount of any Workmen's Compensation award under N.J.S.A. 34:15-1 et seq. made for temporary disability because of the same injury or illness requiring such leave.

### ARTICLE 13

#### PERSONAL LEAVE

All employees in the negotiating unit shall be entitled to two (2) personal leave days after one (1) year of service. Such leave shall be for the personal use of the eligible

employee, and shall not be charged against sick leave with pay nor vacation leave, nor substituted therefor. Personal leave days must be applied for no less than five (5) days in advance, except in an emergency, of their requested use, and shall not accumulate from year to year. Each employee, however, will be given every opportunity to utilize personal leave during his credit year.

The granting of such personal leave shall not adversely affect the working efficiency of the employee's department or the City. The City, in its discretion, shall determine the number of personal leaves to be granted for any particular day. Such requests will not be arbitrarily denied.

#### ARTICLE 14

##### CALL-IN AND REPORTING PAY

Section 1. An employee who is called in for work outside of his regular schedule, shall be guaranteed a minimum of four (4) hours pay at time and one-half (1-1/2). Where such duty extends beyond four (4) hours, the employee will be paid for time actually worked at the rate of time and one-half (1-1/2). When an employee is notified to report early for his regular shift or is held over at the end of a shift, such work shall not be considered as a "call-in".

Section 2. The Director shall have the right to place on standby employees in the Department of Public Works, Parks and Recreation who will be required to remain at home Saturday and

Sunday for the convenience of the City and shall receive fifteen dollars (\$15.00) for each Saturday and fifteen dollars (\$15.00) for each Sunday which they stand by. Effective January 1, 1991 this standby pay shall be increased from \$15.00 to \$20.00 for each Saturday and Sunday that the employee stands by. This shall be done on a rotating basis in accordance with seniority. Failure to report while on standby will result in the loss of the standby pay and may result in removal from the standby list.

Employees in the negotiating unit involved in the maintenance, repair, installation, and servicing of police and fire signal systems and water maintenance who are required to remain at home on Saturdays and Sundays for the convenience of the City shall receive fifteen dollars (\$15.00) for each Saturday and fifteen dollars (\$15.00) for each Sunday on which they stand by. Effective January 1, 1991, this standby pay shall also be increased from \$15.00 to \$20.00 for each Saturday and Sunday that the employee stands by.

Employees in the Public Works, Parks and Recreation Department, participating in the snow and/or ice removal operation will be designated in writing when possible during normal working hours by the Director or his representative(s) and placed on a standby basis. Employees not designated in writing to be on standby may also be placed on standby and called to duty by the Director if, within the sole discretion

of the Director, such additional employees are required to cope with the emergency. Employees designated to be on standby will remain at home on standby for one full eight (8) hour shift and receive fifteen dollars (\$15.00) per day if they are notified and then not required to come into work. Should an employee be required for additional standby, he will be paid fifteen dollars (\$15.00) for each additional eight (8) hour shift or portion thereof. Effective January 1, 1991, this standby pay shall also be increased from \$15.00 to \$20.00.

When notified to report to work, the employee will report within one-half (1/2) hour. If called into work, the employee will receive pay as per the contract requirements in addition to the standby pay.

While involved in snow removal operations, the employee will receive a five dollar (\$5.00) payment for meals after four (4) hours of work. This five dollar (\$5.00) payment will only be paid once during the call-back period. Effective January 1, 1991, this meal allowance shall be increased from \$5.00 to \$10.00. Failure to report after accepting standby notification will result in forfeiture of the standby rate. After the available personnel in the centralized garage have been utilized, the Director in the exercise of his own discretion can call in other personnel or avail himself of any outside service. Employees in Water Maintenance and Sewer Maintenance who are called in to work outside their regular shift shall

LAW OFFICES  
APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
25 INDEPENDENCE BOULEVARD  
P.O. BOX 112  
LIBERTY CORNER, N.J. 07938  
(908) 580-1776

receive a \$5.00 payment for meals after four (4) hours of work. Effective January 1, 1991, this meal allowance shall be increased from \$5.00 to \$10.00.

ARTICLE 15

SALARIES AND LONGEVITY

Section 1. The salary ranges for titles covered by this Agreement are as set forth on Schedules B thru D which are attached hereto and made part of this contract.

These salary ranges reflect the wage settlement agreed upon by the parties which is set forth as follows:

a. Effective with the first pay in 1989 - Three and one-half (3 1/2%) per cent increase to maximum rates in effect December 31, 1988 for all titles covered by the Agreement.

b. Effective with first pay in 1990 - Three (3%) per cent increase to maximum rates in effect December 31, 1989 for all titles covered by this Agreement.

c. Effective with first pay in July 1990 - Three (3%) per cent increase to maximum rates in effect June 30, 1990 for all titles covered by this Agreement.

d. Effective with the first pay in 1991 - Three (3%) percent increase to maximum rates in effect December 31, 1990.

e. Effective with the first pay July 1991 - Three (3%) percent increase to maximum rates in effect on June 30, 1991.

f. Salary ranges for all titles covered under this Agreement shall be established with the minimum being

LAW OFFICES  
APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
25 INDEPENDENCE BOULEVARD  
P. O. Box 112  
LIBERTY CORNER, N.J. 07938  
(908) 860-1778

seventy-five (75%) per cent of the maximum rate for each title, and the difference between minimum and maximum being equally divided by the current five step progression.

Section 2. In addition to base pay, a longevity increment based on continuous service will be paid to each regular full time employee according to the following schedule:

<u>YEARS OF SERVICE</u>	<u>INCREMENT</u>
Upon completion of 15 years of service:	\$600.00
Upon completion of 20 years of service:	\$800.00

Starting December 30, 1991, the full family dental plan previously implemented for employees covered under the labor agreement between the City and AFSCME shall also be implemented in behalf of the employees covered by this agreement. The parties anticipate that the approximate cost of this plan to the City for the term of this Agreement shall be in the amount of \$288.00 per year per employee and family, and the dental plan shall in all respects comply with the law, including the obligation to provide employees with the option of obtaining dental services from any licensed dentist.

Effective December 30, 1991, the family prescription plan previously implemented for all employees covered under the labor contract between the City and AFSCME shall also be implemented in behalf of the employees covered by this agreement. The cost of this plan to the City for the term of this Agreement shall not exceed the sum of \$202.00 per family, per year. If the cost of such prescription plan exceeds the

aforementioned sum of \$202.00 per year, per family, the extra cost shall be deducted from the general wage increase provided for any fiscal year of this contract in which the cost exceeds \$202.00 per year per family.

Effective December 30, 1991, the disability plan as negotiated between the parties will be instituted with the cost to the City being limited to \$88.50 per employee per year.

#### ARTICLE 16

##### SENIORITY

Section 1. Seniority is defined as an employee's total length of continuous service with the City within this bargaining unit. It is agreed that any employee who voluntarily resigns, is discharged for cause, fails to return from layoff after being recalled, or fails to return to work at the expiration of a leave of absence, shall lose all seniority rights, and shall have his/her employment relationship with the City terminated. If an employee is reinstated, the seniority rights earned by such employee shall also be reinstated.

Section 2. An employee who is on a leave of absence, without pay, shall not have the period of time that he is on such a leave, credited to his seniority.

Section 3. Seniority shall be used to provide preferential treatment for the most senior employee in the selection of vacations, consistent with the efficient operation of the department.



Section 4. Employees will be considered on the basis of skill, ability and qualifications to perform the work, together with seniority, with respect to shift assignments, building assignments, promotions, non-disciplinary demotions, layoffs and recalls. Where skill, ability and qualifications are relatively equal, seniority will prevail.

Section 5. It shall be the exclusive responsibility of the employer to determine the qualifications of the employees and the criteria necessary to fill any position. If an affected employee or this Association is of a view that the determination by the City of an employee's qualifications is improper, or that the criteria for filling a position as established by the City are not being followed, such dispute may be the subject of a grievance at the option of the Association. Any grievance initiated under this section (Section 5 of Article 14) may be processed by the Union to advisory arbitration. Disputes pertaining to any other section of this article which are otherwise subject to grievance and arbitration may be submitted to binding arbitration in accordance with the appropriate provisions of this contract.

#### ARTICLE 17

#### SEPARABILITY

Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the Court shall apply only to the specific portion of the Agreement affected by such decision whereupon the

parties agree immediately to negotiate a substitute for the invalidated portion thereof.

This Agreement is subject to approval by the City Council of the City of Bayonne.

ARTICLE 18

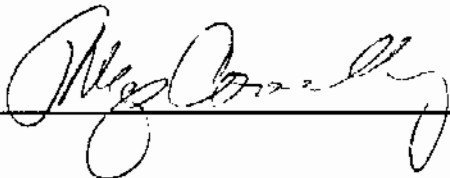
DURATION OF AGREEMENT

The provisions of this Agreement shall become effective on January 1, 1989 and shall continue in full force and effect until December 31, 1991, both dates inclusive. Unless one party hereto gives notice to the other party in writing no sooner than one hundred twenty (120) days, nor less than ninety (90) days prior to December 31, 1991, this Agreement shall continue in full force and effect from year to year until either party terminates.

IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its duly authorized officer this 26<sup>th</sup> day of APRIL, 1991 .

ATTEST:

CITY OF BAYONNE, NEW JERSEY

  
\_\_\_\_\_


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

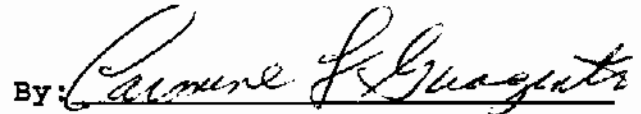
By: \_\_\_\_\_

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

ATTEST:

THE BAYONNE MUNICIPAL  
SUPERVISORY ASSOCIATION, an  
affiliate of Hudson Council  
No. 2, CSA

  
\_\_\_\_\_

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

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

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

LAW OFFICES  
APRUZZESE, McDERMOTT,  
MASTRO & MURPHY  
A PROFESSIONAL CORPORATION  
25 INDEPENDENCE BOULEVARD  
P.O. BOX 112  
LIBERTY CORNER, N.J. 07938  
(908) 580-1770

SCHEDULE A

40 HOUR WEEK

7:30/3:30      Ass't. Maintenance Superintendent

7:00/3:00      Maintenance Superintendent (Library)

8:00/4:00      Assistant Parks Superintendent  
Assistant Police & Fire Signal System Sup't.  
Garage Attendant Foreman M/W  
Garage Superintendent  
General Sanitation and Street Foreman M/W  
Maintenance Superintendent  
Mechanic Foreman  
Park Foreman M/W  
Park Superintendent  
Police & Fire Signal System Superintendent  
Public Works Superintendent  
Sanitation Foreman M/W  
Street Foreman  
Tree Foreman M/W  
Tree Superintendent M/W

9:00/5:00      Assistant Library Director  
Principal Librarian  
Supervising Librarian  
Supervising Librarian Assistant

35 HOUR WEEK

9:00/4:00      Assistant Municipal Tax Collector  
Assistant Purchasing Agent  
Assistant Sewage Plant Superintendent  
Assistant Superintendent of Recreation  
Assistant Welfare Director  
Chief Housing Inspector  
Chief Loan Advisor Property Improvement  
Chief Plumbing Inspector  
Chief Sanitary Inspector  
General Water Foreman M/W  
Maintenance Repairer Foreman M/W  
Municipal Court Clerk  
Municipal Superintendent of Weights and Measurer  
Parking Meter Collector & Repairer Foreman M/W  
Sewage Plant Foreman M/W  
Sewer Foreman M/W  
Superintendent of Recreation  
Violations Clerk

35 HOUR WEEK (cont.)

9:00/4:00      Supervising Bookkeeping Machine Operator  
Supervising Water & Sewage Billing & Collections  
Supervisor of Water Meter Repairs  
Water Foreman M/W  
Water Gatehouse Foreman M/W  
Water Meter Reader Foreman M/W  
Welfare Investigator Supervisor  
Senior Loan Advisor  
Recreation Supervisor Handicapped Children  
Recreation Supervisor Senior Citizens

Effective December 30, 1991, all employees covered under the terms of this Agreement who are working a thirty-five hour work week will work forty hours per week and this Schedule A will be deemed adjusted accordingly.