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1975 City Clerks' ²⁰⁻⁰⁹
AGREEMENT *copy*

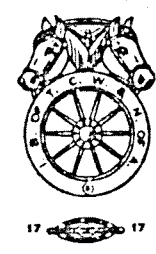
BETWEEN

COPY

Union

TEAMSTERS

LOCAL UNION NO. 866



AND

CITY OF LINDEN, N.J.

DEPARTMENT OF PUBLIC WORKS

75-76
EXP 12-31-76

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Labor Relations

RUTGERS UNIVERSITY

COLLECTIVE BARGAINING AGREEMENT

AGREEMENT is entered into this 1st day of January 1975, by and between the City of LINDEN NEW JERSEY, hereinafter referred to as the "CITY", and LOCAL 866 affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFERUS, WAREHOUSEMEN AND HELPERS OF AMERICA, hereinafter referred to as the "UNION". The effective date of this Agreement is January 1, 1975

WITNESSETH:

WHEREAS, the parties hereto have resolved their differences as raised in their negotiations, The CITY and the UNION agrees as follows:

1. RECOGNITION

The CITY OF LINDEN recognizes LOCAL UNION 866, I.B.T. as the sole and exclusive bargaining agency for all employees covered by the Agreement in all matters pertaining to rates of pay, wages, hours of work, benefits and other terms and conditions of employment.

2. SCOPE OF BARGAINING UNIT

This Agreement covers all employees of the Department of Public Works including: TRUCK DRIVERS, HEAVY EQUIPMENT OPERATORS, LABORERS MECHANICAL REPAIRMEN, MECHANICAL REPAIRMEN HELPERS AND GARAGE ATTENDENTS, employed by the City of Linden, N.J. excluding managerial executives, professional employees, supervisors within the meaning of the Act, Clerical employees, craft employee and policemen.

1.

Supervisors and other excluded personnel shall not be permitted to perform work normally performed by employees covered by this Agreement except for purposes of instruction or in cases of emergency.

The City agrees that it will not contract out or assign substitutes to any work if such work can be done by the employees in the bargaining unit within the time such work is required to be completed.

The City shall not employ any contractor (s) while employee(s) are on lay-off, nor shall employee(s) be laid off if any contractor(s) are performing work associated to the bargaining unit so long as the laid off employee(s) are qualified to perform this work.

3. UNION SECURITY - MAINTENANCE OF MEMBERSHIP

The Union shall furnish the City with a complete list of all employees who are members in good standing of the Union as of the date of this Agreement and such persons shall continue as members in good standing of the Union for the duration of this Agreement. Employees who in the future elect to join the Union shall continue as members in good standing for the duration of the Agreement, therefore:-

The City agrees that Dues Deduction Authorization shall be irrevocable for the term of the current Agreement, after which such authorization shall continue in full force and effect for each

succeeding term of Agreement unless written notification is given to the City by the employee to cancel authorization to deduct dues.

4. DUES CHECK-OFF

A. The City agrees that it will deduct the Union dues or service fees from the pay of each employee once each month and transmit the same with a list of such employees to the Secretary-Treasurer of Local 866, I.B.T. within ten (10) days after the dues are deducted.

B. The Union agrees to furnish written authorization, in accordance with the law, from each employee authorizing these deductions.

C. The Union will furnish to the City a written statement of the dues or service fees to be deducted.

D. The Union agrees to indemnify and hold the City harmless from and against any and all claims arising under this provision.

5. RATES OF PAY

A. Each employee shall be paid not less than the rate for his classification for all time spent in the service of the City in accordance with the table of job classification and rates of pay in Schedule "A" which is attached hereto and made part of this Agreement.

B. LONGEVITY

For each completed five years employment the City will pay an amount equal to two (2%) percent of annual base pay, but not to exceed ten (10%) percent or one thousand two hundred (\$1,200.00) dollars per year.

Total longevity adjustment will be calculated by multiplying the current annual salary by total longevity entitlement.

Longevity Pay shall be considered as part of base wages, for the purpose of computing Holiday Pay, Vacation Pay, Sick Pay and Retirement Entitlement of Longevity is based on the employee initial date of hire.

Employees hired after January 1, 1975 will not be entitled to longevity pay. The longevity provisions contained herein will continue in full force and effect for all employees hired prior to January 1, 1975.

C. Any position not covered Schedule "A" or any positions which may be established during the life of this Agreement shall be subject to rate of pay negotiations between the City and the Union.

D. The City agrees to pay wages earned on a bi-weekly basis which will include wages for overtime hours.

Employee will be paid by check every other Friday.

Employees will be paid during working hours. When payday falls on a Holiday, then the preceding day will be pay day.

6. HOURS OF WORK

Public works employees shall be scheduled for eight (8) hours work each day, Monday thru Friday. The work day shall start at 7:00 A.M. and end at 3:30 P.M.

The City shall allow an unpaid one half ($\frac{1}{2}$)

hour lunch period each day between 11:30 A.M. and 1:00 P.M.

Garage employee shall be scheduled for eight (8) hours work each day, Monday thru Friday. The work day shall be from 8:00 A.M. to 5:00 P.M., which shall include a one (1) hour unpaid lunch period.

1. The City shall allow a paid one half ($\frac{1}{2}$) lunch period whenever an employee is required to work in excess of ten (10) or more hours and additional paid one ($\frac{1}{2}$) hour lunch periods for each subsequent four (4) hours of work. The City shall also allow a paid fifteen (15) minute coffee break once during each four (4) hour period.

Employees shall be guaranteed a minimum of eight (8) hours work or pay in lieu thereof, each day, Monday thru Friday.

2. The City shall grant employee for each overtime lunch period a meal allowance of \$2.50.

OTHER

1. The City shall guarantee a minimum of two (2) hours work or pay at applicable premium rate of pay in lieu thereof in addition to his regular days pay if he is required to return to work after quitting time.

The City shall not require any employee to take time off to compensate for time worked in excess of eight (8) hours in a work day or forty (40) hours in the work week.

7. PREMIUM PAY

One and one half ($1\frac{1}{2}$) the straight time rate of pay shall be paid for all work:

(A) Performed in excess of eight hours in any twenty four (24) hour period.

(B) Performed prior to starting time.

(C) Performed after quitting time.

(D) Performed on Saturday.

One and one half (1½) the straight time hourly rate of pay shall be paid for work performed on a Holiday in addition to Holiday pay.

Two (2) times the straight time hourly rate of pay shall be paid for all work performed on a Sunday.

Longevity pay shall be considered as part of the employees straight time hourly rate of pay when computing premium pay.

Opportunity to earn premium pay shall be rotated with the intention to achieve equalization of premium pay earnings within each class of work, provided the employee is qualified to perform the overtime assignment.

Actual overtime hours either worked or refused by a specific employee shall be posted on the bulletin board each day.

8. HOLIDAYS

Each of the following Holidays are recognized by the City and shall be paid as eight (8) hours at the straight time hourly rate without performing work:

1. New Year's Day
2. Washington's Birthday
3. Lincoln's Birthday
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veteran's Day
10. Thanksgiving Day
11. General Election Day
12. Christmas Day
13. One (1) Personal Day*

*An employee shall make his request to take such personal day in advance of such date. The Employer shall grant the personal day requested provided operations permit.

Should any of the listed Holidays fall on a Saturday, the preceding Friday shall be considered the Holiday and paid accordingly. Should any of the listed Holidays fall on a Sunday, the following Monday shall be considered the Holiday and paid accordingly.

The City may deny an employee Holiday pay if he is absent from work without authorization either the work day immediately preceding or following a Holiday. In cases of illness the City may require a doctor's certificate.

9. VACATIONS

Vacation entitlement shall be based upon the following schedule:

PERIOD OF EMPLOYMENT

VACATION

0-1 year service	One day for each month
1 year thru 5 years	Twelve days
6 years thru 10 years	Fifteen days
11 years thru 20 years	Twenty days
21 years and over	Twenty-five days

Vacation may be scheduled any time during the year to the extent it is practicable to do so.

In the event a Holiday named in this Agreement falls during an employee's vacation period, such employee shall receive an additional day's vacation.

Vacations shall be selected and scheduled by April 15th of each year.

Senior employees shall be given preference in the selection of vacation periods, within their particular classification.

Vacation pay will be paid on the pay day prior to the start of the vacation period, upon request of the individual employee.

10. FUNERAL LEAVE

In the event of a death in an employee's immediate family namely: spouse, children, brothers, sisters, parents, parents-in-law, brother-in-law, sister-in-law, grandparents and grandchildren of employee or spouse an employee shall be paid in full for time lost not to exceed three (3) work days to attend to arrangements, services or funeral.

This three (3) day funeral leave provision also applies in the event of a death of any other relative if such relative resides with the employee.

The City may request submission of proof.

11. JURY DUTY

An employee called for jury duty will be excused from work for the period actually in attendance at Court and he will be paid the difference between jury duty fees received and his regular daily earnings for such time he is required to be in attendance in Court.

12. MILITARY LEAVE

Employee enlisting or entering the Military or Naval Service of the United States, pursuant to the provisions of the Universal Military Training and Service Act and amendments thereto, shall be granted all rights and privileges provided by the Act.

An employee called to serve ANACDUTRA (Annual Active Duty Training) will be excused from work for this period and will be paid his regular daily earnings for such time he is required to be in ANACDUTRA attendance.

13. SICK LEAVE

Each employee shall be entitled to fifteen (15) sick leave days at the beginning of each calendar year.

Unused sick leave days shall be cumulative from year to year without limit.

An employee on sick leave five (5) or more consecutive days shall submit acceptable medical evidence substantiating the illness.

Employees requiring sick leave in excess of that provided for above will be considered for additional sick leave.

An employee who has been absent on sick leave for periods totalling ten (10) days in one calendar year consisting of period 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 or recurring nature requiring recurring absences at one (1) day or less in which case only one certificate shall be necessary for a period of six (6) months.

14. LEAVE OF ABSENCE

Any recognized official of the Union will be granted a leave of absence without pay for the purpose of attending to Union business off the job.

The Union will give at least twenty-four (24) hours notice for such a request.

15. HEALTH CARE INSURANCE PROGRAM

The City shall provide each employee the following Health Care Insurance with dependent coverage:

- A. Comprehensive Blue-Cross Hospital Insurance
- B. Blue Shield Surgical Insurance
- C. Rider J
- D. Major Medical
 - 1. \$100.00 deductable
 - 2. 80-20 Co. Ins.
 - 3. \$20,000 maximum

16. GROUP INSURANCE AND PENSIONS

Each employee shall be enrolled for all benefit entitlements provided within the Public Employee Retirement System.

17. UNIFORMS

Each employee shall be provided uniforms consisting of two (2) shirts and two (2) pair of pants. Uniforms shall be replaced at no cost to the employee(s) on a fair, wear and tear basis

18. SENIORITY

A. Seniority for the purpose of this Agreement is defined as follows:

1. Seniority is the employee's total employment service and is determined by his initial date of hire by the City.
2. Classification Seniority is the employee's employment service within a particular classification. Classification seniority is determined by the date the employee is permanently assigned the classification.

Employees shall have preference to employment, recall from lay-off, transfer, promotions, and vacation selection in accordance with their applicable seniority entitlement.

19. NOTIFICATION TO THE UNION

A. The City will notify the Union in writing of any promotions, demotions, transfers, lay-offs, termination and of newly hired employees.

B. The City will provide the Union with an updated list of covered employees showing name, address, classification, rate of pay, date of

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B. The City will provide the Union with an updated list of covered employees showing name, address, classification, rate of pay, date of

hire, date of entry in classification and social security number each six (6) months period commencing with the effective date of this Agreement.

C. All written notification shall be made to:

Secretary-Treasurer
Teamsters Local Union 866
743 Main Ave
Passaic, N.J. 07055
with copies to Shop Stewards

20. PROMOTION, DEMOTIONS AND TRANSFERS

A. It is the intention of the City to fill job vacancies from within the bargaining unit before hiring new employees.

B. Promotion is hereby defined as a move from a lower pay grade to a higher pay grade.

C. Notice of all job vacancies shall be posted on the bulletin board and will include job title, labor grade and a brief description of job duties including qualifications and necessary skills. Those employees who make application during the posting period will be considered for the job. The posting period shall be eleven (11) work days.

D. Temporary promotions shall be offered to the eligible most senior qualified employee who bids for the job in accordance with the attached promotional chart.

E. An employee who is promoted to a higher position shall receive the rate of the new job classification. All employees so promoted shall be placed on the higher rated job for a trail

period of three (3) months. In the event the employee does not successfully pass this three (3) month trial period, such employee shall be given his former position without any loss of seniority or pay.

21. LAY-OFFS AND RECALL

The City may reduce the working force by lay-off only due to a permanent lack of work.

In such event employees may be laid off in the order of least Department of Public Works seniority.

Notice of such layoffs shall be given forty-five (45) days before the scheduled layoff.

Laid off employees with five (5) or more years of employment service will be granted four (4) weeks severance pay.

Any employee laid off shall be placed on the recall list for life.

The City, upon rehiring, shall do so in the order of seniority entitlement. Under no circumstances shall the City, hire from the open market while employees on the recall list are capable to perform the duties of the vacant position are ready, willing and able to be reemployed.

Any notice of reemployment to an employee who has been laid off shall be made by registered mail to the last known address of such employee.

22. DISCHARGE AND DISCIPLINE

A. The City shall not discharge or suspend any employee without just cause.

B. Before any employee is disciplined, suspended or discharged, there shall be a conference held between the Union and the City, whenever possible to do so.

C. All disciplinary actions must be reduced to writing, and a copy of such letter shall be given to the employee, the Union at its office, and the Shop Stewards.

23. PICKET LINES

It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action in the event an employee refuses to enter upon any property involved in a primary labor dispute, or refuses to go through or work behind any picket line.

24. SAFETY AND PROTECTIVE CLOTHING

The City shall establish, promote and enforce a Safety Program to safeguard the Health, Life and Limb of its employees and to properly Maintain its equipment in such manner which will insure safe operation. There shall be a joint Union-Management Safety Committee comprised of two (2) employees designated by the Union and two (2) management employees. The purpose of the committee is to review items relating to safety and to make recommendations to promote safety.

The Safety Committee shall determine replacement of uniforms and safety shoes on a fair, wear and tear basis.

Employees will not be assigned to operate unsafe equipment. Refusal to operate unsafe equipment shall not be cause for discipline.

The City shall provide each employee on a fair wear and tear basis safety glasses, safety hats, gloves, boots, raingear, and other protective clothing or equipment necessary in the performance of their duties. Effective January 1, 1974 Safety Shoes shall be provided to those employees as determined by the Joint Safety Committee. Loss of personal issue shall be replaced by the individual.

Safety flashing lights shall be conspicuously mounted on all motorized equipment.

The City shall make available clean and adequate wash, toilet facilities .

Employees assigned to collect garbage shall not be required to lift receptacles which weigh in excess of fifty (50) pounds

25. OTHER CONDITIONS

Vacancies for lateral assignments within a particular classification to Sanitation, Sewer, Sweeper, Road and Parks shall be posted.

The City will assign to such vacancy the most senior qualified employee who bids for the lateral assignment.

The City agrees that it will not be unreasonable or arbitrary in making a determination as to whether or not such employee is qualified for the lateral assignment, and is subject to the first three steps of the Grievance Procedure. A grievance which arises from this provision is not arbitrable.

The City agrees not to deduct wages for time spent by an employee during regular work hours

to receive medical treatments arising from an on-the-job injury. Such employee shall return to work upon completion of medical treatment whenever it is possible to do so.

The City agrees to provide annually at no cost to employees Flu shots, providing the administration of shots is done on the employee's own time. The Union shall provide the City with a list of the employees requesting the shots and the City shall determine the doctor, place and time.

26. GRIEVANCE AND ARBITRATION PROCEDURE

A. A grievance within the meaning of this Agreement shall be any difference of opinion, controversy or dispute arising between the parties involving interpretation or application of any provisions of this Agreement.

B. An aggrieved employee shall present his grievance in writing within twenty (20) days of its occurrence or such grievance will be deemed waived.

C. In the event of such grievance, the steps hereafter set forth shall be followed:

Step 1. The employee and the steward or the employee individually but in the presence of a steward shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily settled within three (3) working days the employee or the steward may forward the grievance to the next step in the procedure.

Step. 2 The Steward will discuss the

ance with the head of the department or his
see. In the event the grievance is not sat-
isfactorily adjusted within three (3) working
days, the grievance may be appealed at the next

STEP 3. The Union Representative and the
Labor Relations representative, or any
designated person, shall meet to discuss
the grievance within seven (7) working days at
the completion of the previous step. In the
event of failure to reach a satisfactory adjust-
ment of the grievance within five (5) working
days, the grievance may be taken to arbitration
by either party upon notice to the other party.

D. If, at any time the aggrieved employee
presents his grievance before the Civil Service
Commission then, from that point in time, the
grievance and arbitration procedure can no longer
be utilized to adjust the subject grievance.

E. If, in any of the foregoing steps, either
party fails to carry out the procedure involved
in these steps, the other party may take the dis-
pute to arbitration.

F. ARBITRATION: Either party may apply
directly to the N.J. State Board of Mediation
for the appointment of an arbitrator.

(1) The decision of the Arbitrator shall
be final and binding upon the parties hereto and
the Arbitrator's fees shall be borne equally by
the parties.

It is agreed that no arbitrator may in any
manner change, modify, add to, or delete any prov-
ision of this Agreement or any signed supplementa-
ry agreement.

(2) It is intended that all difference's between the City and the Union shall be settled through the grievance and arbitration provisions of this Agreement. Therefore, the City agrees that it will not lock out its employees and the Union agrees that it will not sanction a strike, slow down, or work stoppage during the life of this Agreement.

27. SHOP STEWARDS

A. The City recognizes the right of the Union to designate shop stewards and alternates.

B. The authority of shop steward and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

(1) the investigation and presentation of grievances

(2) the collection fo dues when authorized by appropriate Local Union action

(3) the transmission of such messages and information which shall originate with, and are authorized by the Local Union or its officers

C. Shop Stewards and alternates have no authority to take strike action, or any other action interrupting the City's business.

D. Shop Stewards and alternates shall be permitted to investigate, present, and process grievances without loss of time or pay. Such time spent in handling grievances shall be within reasonable limits and shall be considered working hours in computing daily and/or weekly overtime.

E. The Shop Steward or alternates shall obtain permission to leave his job assignment from his supervisor. The supervisor shall give such Shop Steward or Alternates on "off-the-job" slip. It is not the intent of the City to prevent the Shop Steward or Alternates from carrying out his duties, or responsibilities.

F. The City will be advised in writing of the names of the Steward and alternates who have authorized to act on behalf of the Union.

28. VISITATION RIGHTS

A. Providing proper advance notice is given a representative or representatives of the Union shall have access during working hours to all facilities, building, ground and other places in which employees covered by this Agreement work for the purpose of adjusting grievances, negotiating the settlement of disputes, investigating working conditions and generally for the purpose of carrying into effect the provisions and aims of this Agreement.

29. BULLETIN BOARDS

The City agrees to provide a suitable bulletin board for the exclusive use by the Union to post official notices relating to meetings and other Union affairs.

30. NON-DISCRIMINATION

Neither the City nor the Union will discriminate against any employee or those seeking employment because of race, creed, color, sex, or national origin, nor because of membership or non-membership in any church, society or fraternity.

31. MANAGEMENT RIGHTS

Except as may be otherwise provided for or modified within this Agreement, it is recognized that there are certain functions, responsibilities and rights reserved to the Employer, among which are the direction and operation of the department of Public Works, the types of work to be performed, the work assignments of employees, the machinery, tools and equipment to be used, hours of work, the right to hire, promote, transfer, discipline, or discharge employees for just cause and the making and enforcing of reasonable rules and regulations for discipline and safety of its employees.

32. SEPARABILITY

In the event that any provision of this Agreement shall at any time be declared invalid by any court of competent jurisdiction or through Government regulations or decree, this entire Agreement shall not thereby be invalidated, but the effect thereof shall be limited to the provisions thus affected.

It is further provided that nothing herein shall be construed to deny to any individual employee his rights under Civil Service, State or Federal Laws.

33. MAINTENANCE OF STANDARDS

A. Protection of conditions--The Employer agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.

It is agreed that the provisions of this section shall not apply to inadvertent or bona fide error by the Employer or the Union in applying the terms and conditions of this Agreement if such error is corrected within ninety (90) days from the date of error.

This provision does not give the Employer the right to impose or continue wages, hours, and working conditions less than those contained in this Agreement.

34. TERM OF AGREEMENT

This Agreement shall be effective from Jan. 1, 1975 to December 31, 1976 inclusive and thereafter until terminated or amended by either party giving the other party sixty (60) days prior written notice of its intent to terminate or amend. The party giving such notice shall, submit it in writing, any proposed amendments its desires.

This Agreement shall be reopened on the subject of wages, and safety prescription glasse on November 1, 1975.

The effective date of any changes negotiate shall be effective January 1, 1976.

DUES DEDUCTION AUTHORIZATION

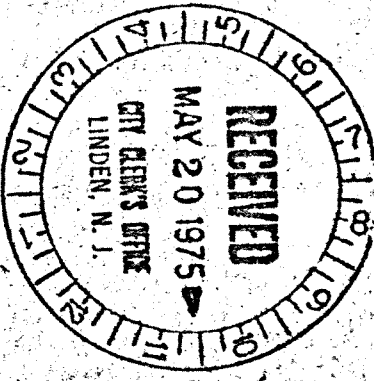
I, the undersigned, an employee of the City of Linden, New Jersey do hereby authorize my employer to deduct from my wages each month the sum of Eight Dollars (\$8.00) as Union Dues (and, also, any and all initiation fees), and to transmit same forthwith to the Secretary-Treasurer of my Local Union No. 866, affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, located at 743 Main Ave. Passaic, N.J. This authorization is to take effect immediately, and to continue as irrevocable for a period of one (1) year thereafter, or during the lifetime of the current contract-whichever is shorter, after which it shall continue in full force and effect until written notification by the undersigned is given to the employer as to its cancellation.

Date: _____

Signature of Employee

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ICS IPMTZZ CSP
2017781341 TDNT PASSAIC NJ 121 05-19 0249P EST
PMS JAMES 10Z21, REPORT DELIVERY, DLR
1836 INGALLS AVE
LINDEN NJ 07036



AUTHORIZATION IS HEREBY GRANTED TO MAKE THE FOLLOWING CHANGES IN THE SIGNED AGREEMENT BETWEEN TEAMSTER LOCAL UNION 866 AND THE DEPARTMENT OF PUBLIC WORKS OF THE CITY OF LINDEN FOR THE PERIOD JANUARY 1 THROUGH DECEMBER 31 1975. ARTICLE 9 VACATIONS, SUBPARAGRAPH FIVE SHOULD READ, (VACATIONS SHALL BE SELECTED AND SCHEDULED BY JANUARY 1 OF EACH YEAR.) SCHEDULE A. ADD THE FOLLOWING (SENIOR MECHANICS-START \$5.58, FIRST YEAR \$5.63, SECOND YEAR \$5.68, AND THIRD YEAR \$5.73.) CHANGE MECHANICAL REPAIRMAN TO MECHANICS. CHANGE MECHANICAL REPAIRMAN HELPER TO MECHANIC HELPER, CHANGE TREE CLIMBER TO SENIOR TREE TRIMMER, CHANGE TRUCK DRIVER FIRST YEAR HOURLY RATE FROM \$4.70

TO \$4.72. CORRECTED SHEETS WILL BE FORWARDED.
LEONARD P CONTE, SECRETARY-TREASURER TEAMSTERS LOCAL UNION
866, 743 MAIN AVE PASSAIC NJ 07055
NNNN

AMENDMENT NO. 1

AGREEMENT is entered into this 1st day of Jan. 1976, by and between the CITY OF LINDEN, NEW JERSEY, hereinafter referred to as the "CITY", and LOCAL 866 affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, hereinafter referred to as the "UNION".

The effective date of this Agreement is January 1, 1976.

WITNESSETH:

WHEREAS the parties hereto have resolved the issues raised in their negotiations with respect to the reopener provisions outlined in Section 34 of the existing labor Agreement dated January 1, 1975 and which expires December 31, 1976, the City and the Union agree as follows:

1. Schedule "A" Classifications and Wages shall be changed to read as follows:

ANNUAL INCREMENTS

<u>CLASSIFICATIONS</u>	<u>START</u>	<u>1st YEAR</u>	<u>2nd YEAR</u>	<u>3rd YEAR</u>
SENIOR MECHANIC	\$5.87	\$5.92	\$5.97	\$6.02
MECHANIC	\$5.12	\$5.32	\$5.52	\$5.72
MECHANIC HELPER	\$4.58	\$4.77	\$4.95	\$5.14
GARAGE ATTENDANT	\$4.27	\$4.44	\$4.61	\$4.78
HEAVY EQUIPMENT OPERATOR	\$5.12	\$5.32	\$5.52	\$5.72
Equipment Operator				
SWEEPER	\$4.92	\$5.11	\$5.30	\$5.49
TRUCK DRIVER	\$4.82	\$5.01	\$5.20	\$5.38
SENIOR TREE TRIMMER	\$4.92	\$5.11	\$5.30	\$5.55
LABORER	\$4.48	\$4.68	\$4.88	\$5.08

2. All other terms and conditions shall remain in full force and effect for the term of the Agreement.

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed by their duly authorized representatives.

LOCAL UNION 866, affiliated with the INTERNATIONAL BROTHERHOOD OF TEAMSTERS CHAUFFEURS AND WAREHOUSEMEN and HELPERS OF AMERICA

CITY OF LINDEN
LINDEN, NEW JERSEY

BY [Signature]

BY [Signature] Mayor

BY [Signature]

BY [Signature] City Cler

BY [Signature]

BY _____

BY [Signature]

BY _____

BY [Signature]

BY _____

BY [Signature]

BY _____