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A G R E E M E N T

Between

THE CITY OF CAMDEN

And

LOCAL #3128, COUNCIL 71

AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO (AFSCME)

January 1, 1990 to December 31, 1992

INDEX

	Page
PREAMBLE	2
WITNESSETH	2
ARTICLE I UNION RECOGNITION	3
ARTICLE II CHECK OFF	4
ARTICLE III NON-DISCRIMINATION	6
ARTICLE IV UNION BUSINESS	7
ARTICLE V NOTIFICATION OF VACANCY	8
ARTICLE VI HOURS OF WORK	9
ARTICLE VII WAGES	10
ARTICLE VIII CLOTHING ALLOWANCE	12
ARTICLE IX GRIEVANCE PROCEDURES	13
ARTICLE X NO WAIVER	16
ARTICLE XI SAVINGS CLAUSE	17
ARTICLE XII RETENTION OF BENEFITS	18
ARTICLE XIII SICK LEAVE	19
ARTICLE XIV DURATION	20

PREAMBLE

THIS AGREEMENT made this *18th* day of *October* 1990, by and between the CITY OF CAMDEN, a municipality in the County of Camden, State of New Jersey, hereinafter referred to as "City" and "Employer", and Local #3128, Council 71 of the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO, hereinafter referred to as the "Union", represents the complete and final understanding by the parties on all bargainable issues.

WITNESSETH:

WHEREAS, it is the intent and purpose of the parties hereto to promote and improve the harmonious and economic relations between the Employer(s) and its employees and to establish a basic understanding relative to conditions of employment consistent with the law.

NOW, THEREFORE, in consideration of these premises and mutual covenants herein contained, the parties hereto agree with each other with respect to the employees of the Employer(s) recognized as being represented by the Union as follows.

ARTICLE I

UNION RECOGNITION

A. The Employer recognizes the Union, AFSCME Council 71, as the exclusive representative, as certified on June 5, 1979 by the New Jersey Public Employment Relations Commission for the purpose of collective negotiations with respect to the terms and conditions of employment of all school crossing guards employed by the City of Camden.

ARTICLE II

CHECK OFF

A. Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement, the Employer agrees to deduct membership dues.

B. The amount of monthly Union membership dues will be certified by the President or and International Representative of the Union in writing to the Employer by the Union. A certification which changes the amount of dues shall become effective on the first pay period from which dues are deducted following a twenty (20) day period after such certification is received by the Employer.

C. The Union dues deducted from employee's pay will be transmitted to the Office of Council #71 by check as soon as practicable after the first period in which the deductions were made and each month thereafter will be accompanied by a list showing the names of all employees for whom the deductions were made. A copy of this material will be sent to the Local Treasurer.

D. Any employee in the Bargaining Unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the Unit, and any employee previously employed within the Unit who does not join within ten (10) days of re-entry into employment within the Unit shall, as a condition of

employment, pay a Representation Fee to the Union by automatic payroll deduction. The Representation Fee shall be in an amount equal to eight-five percent (85%) of the regular Union membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the Representation Fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the Representation Fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the Unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer. For the purposes of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

ARTICLE III

NON-DISCRIMINATION

A. There shall be no discrimination, interference or coercion by the Employer or any of its agents, or the Union or any of its agents, against employees covered by this Agreement because of membership or non-membership or activity or inactivity in the Union.

B. Neither the Employer nor the Union shall discriminate against any employee because of race, creed, color, age, sex, marital status, religion, national origin or political affiliation.

C. All provisions of this contract and other work rules shall be equitably applied and enforced.

ARTICLE IV

UNION BUSINESS

A. Officers of the Local Union may, during working hours and without loss of pay,

- (a) Investigate and confer on grievances and disciplinary actions;
- (b) Post notices on the Union bulletin boards;
- (c) Meet and confer with representatives of Council 71.

B. Representatives of Council 71 may enter the employer's premises for the purpose of investigating and/or conferring on grievances and disciplinary actions.

C. Any and all union business or visitation shall be subject to the limitation that it shall not interfere with normal work operations.

D. A bulletin board will be provided by the Employer at a permanent work location for the use of the Union, for the sole purpose of posting Union notices.

ARTICLE V

NOTIFICATION OF VACANCY

A. The City shall post a notice of any vacancy occurring in a post at the office of the School Crossing Guards. Such notice shall state the location of the vacant post and shall remain posted for a period of two (2) weeks.

B. A copy of the notice shall be forwarded to Council #71, AFSCME, and to the Council President.

C. No permanent appointment to a vacancy shall be made until the notice of vacancy has remained posted for two (2) weeks.

D. Any school traffic guard, permanently assigned to a post, who requests transfer to a vacant post within two (2) weeks of the posting of the notice of the vacancy, shall be transferred unless valid reason exists for denying the transfer. If two or more school traffic guards, each of whom is permanently assigned to a post, request transfer to a vacant post, the guard whose residence is the least distance from the vacant post shall be transferred.

ARTICLE VI

HOURS OF WORK

A. The City shall establish and maintain school crossing guard posts as it deems necessary. All public school posts shall be manned for three and one half hour (3 1/2) hours per day at such times as are established by the City. The hours and times for all Parochial School posts and all posts which cover both Public and Parochial Schools shall be established by the City. The Union shall be given notice of these times and hours.

Where guards are assigned to dual Public Parochial posts and required to be off for less than 1/2 hour, they shall remain on the post and be paid.

B. The Normal work week shall consists of five (5) consecutive working days.

C. In the event that the City desires to change the normal working hours, post locations, or work days, prior notice shall be given to the employee and the Union.

ARTICLE VII

WAGES

A. Effective on the dates listed below all school crossing guards shall receive the following wages:

1. Effective January 1, 1990

Step 1 - \$5.94 per hour - employees with less than
1 year of service.

Step 2 - \$6.52 per hour - employees at first
anniversary.

Step 3 - \$6.99 per hour - employees after two
years of service.

2. Effective September 1, 1990

Step 1 - \$6.21 per hour - employees with less than
1 year of service

Step 2 - \$6.79 per hour - employees at first
anniversary

Step 3 - \$7.26 per hour - employees after two
years
of service

3. Effective January 1, 1991

Step 1 - \$6.44 per hour - employees with less than
1 year of service

Step 2 - \$7.02 per hour - employees at first
anniversary.

Step 3 - \$7.49 per hour - employees after two years
of service.

4. Effective September 1, 1991

Step 1 - \$6.74 per hour - employees with less than
1 year of service.

Step 2 - \$7.32 per hour - employees at first
anniversary

Step 3 - \$7.79 per hour - employees after two years
of service

5. Effective January 1, 1992

Step 1 - \$7.05 per hour - employees with less than
1 year of service.

Step 2 - \$7.63 per hour - employees at first
anniversary

Step 3 - \$8.10 per hour - employees after two years
of service

6. Effective September 1, 1992

Step 1 - \$7.37 per hour - employees with less than
1 year of service.

Step 2 - \$7.95 per hour - employees at first
anniversary

Step 3 - \$8.42 per hour - employees after two years
of service

ARTICLE VIII

CLOTHING ALLOWANCE

A. The City will provide all school crossing guards with equipment as statutorily required. In addition, the City will provide rain gear for all school crossing guards no later than September 1, 1988. All equipment will be upgraded as needed.

B. All employees assigned to regularly scheduled posts on a daily basis will receive a Clothing Allowance check on or about June 1, 1990, 1991, and 1992 in the amount of sixty (\$60.00) dollars.

C. All employees assigned to regularly scheduled posts on a daily basis will receive a Clothing Allowance check on or about January 1, 1990, 1991, and 1992 in the amount of ninety (\$90.00) dollars.

ARTICLE IX

GRIEVANCE PROCEDURE

A. The purpose of this Article is to provide for a peaceful and equitable means of resolving differences between the parties.

B. A grievance shall be defined as a claimed breach, misinterpretation or misapplication of any provision of this contract or other policy arising under it. This shall include the taking of disciplinary action without just cause.

C. The following procedure shall be used to resolve grievances.

Step 1: The grievant and/or his representative shall attempt to resolve the dispute orally with the grievant's immediate supervisor within fifteen (15) working days of the occurrence giving rise to the grievance. The supervisor should respond within five (5) working days of the presentation of the grievance.

Step 2: If the grievance is not resolved at Step 1, the grievant and/or his representative may appeal in writing to the Department Head within ten (10) working days after the answer in Step 1 is received or was due. The Department Head shall notify the grievant of a hearing date within ten (10) working days after submission of the grievance. The hearing shall take place no later than fifteen (15) working days after the date is set, and a written answer shall be provided to the grievant within five (5) working days of the hearing.

Step 3: If the grievance is not resolved at Step 2, the grievant and/or his representative may invoke binding arbitration of the grievance by notifying the City within thirty (30) working days after receipt of the answer from the Department Head or the time said answer was due.

ARTICLE X

NO WAIVER

Except as otherwise provided in this Agreement, the failure to enforce any provision of this Agreement shall not be deemed a waiver thereof. This Agreement is not intended and shall not be construed as a waiver of any right or benefit to which employees are entitled by law.

ARTICLE XI
SAVINGS CLAUSE

If any provisions of the Agreement are found to be invalid, such invalidity shall not impair the validity and enforceability of the remaining provisions of this Agreement.

ARTICLE XII

RETENTION OF BENEFITS

Except as otherwise herein provided, all benefits which the employees have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the "City" during the term of this Agreement.

ARTICLE XIII

SICK LEAVE

A. Any employee who worked the following schedule of work days in a calendar year shall be entitled to Sick Leave as noted in the succeeding form:

<u>YEAR WORK DAYS</u>	<u>YEAR SICK DAYS</u>
159 days	7 days
149 days	6 days
139 days	5 days
129 days	4 days
119 days	3 days

B. In calculating worked days in a calendar year for an employee, funeral days will be counted as time worked.

C. An employee who is ill must notify the office between 6:30 a.m. and 7:00 a.m. of his illness.

D. Employees are entitled to accrue sick leave from year to year if any portion is not used in the year earned.

E. Employees who leave after 10 years of service with the City shall be entitled to sell back one half (1/2) of their accrued sick leave at the then appropriate rate of pay.

ARTICLE XIV

FUNERAL LEAVE

Each employee shall be eligible for three (3) days funeral leave with pay for the death of a spouse, son, daughter, mother, father, sister or brother and one (1) day interment of that employee's grandparent, aunt or uncle.

ARTICLE XV

DURATION

This Agreement shall be in full force and effect from January 1, 1990 until December 31, 1992.

The parties agree that negotiations for a successor agreement shall commence in accordance with applicable laws.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals, this *12th* day of *October* 1990.

AFSCME, AFL-CIO

CITY OF CAMDEN

BY: *Robert C. Little*

BY: *PK*
Patrick J. Keating
Business Administrator

ATTEST: *Ella M. Brown*

ATTEST: *Sarahy A Handy*