

I. Article XII--Education Benefits is amended as follows:

- (a) All permanent Welfare Board employees shall be entitled to reimbursement for not more than (12) credit hours per calendar year to the extent of 75% of tuition in job-related areas, subject to Ruling 11. All employees must show proof of enrollment and upon completion of the course, must show proof of satisfactory completion to receive reimbursement.
- (b) Basic adult education programs and GED program tuition costs shall be reimbursable at a rate of 50%. All employees must show proof of satisfactory completion in order to receive reimbursement.
- (c) The method of the make-up time lost from work in order to attend classes shall be determined by the Education Committee as defined in this article.

II. Article XXIII--Compensation is amended as follows:

- (a) The salaries as reflected in Article XXIII shall be amended so that the respective titles and salary ranges shall be those in salary guidelines of Ruling 11, effective July 1, 1976, Appendix II, to be effective January 1, 1977.
- (b) If the state changes the salary ranges in Ruling 11 on or after July 1, 1977, this agreement shall be reopened for negotiation on salaries within 30 days following the date of final approval of the changes in Ruling 11. Any salary increase will be retroactive to July 1, 1977.
- (c) The merit increment system will remain in force.
- (d) Effective January 1, 1978 the county will implement the state minimum hiring rates: For range 3 the minimum will be Step 3, for Range 4 the minimum will be Step 2.
- (e) Salary differentials under Article XXIII, Section B4 shall terminate effective December 31, 1976.
- (f) Upon conclusion of the salary negotiations referred to Section B, this agreement shall be extended until July 1, 1978.

FOR THE BURLINGTON COUNTY WELFARE BOARD
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DATED: 7/28/77