

EVESHAM TOWNSHIP PUBLIC WORKS DEPARTMENT
TEAMSTERS LOCAL NO. 676

AND THE

TOWNSHIP OF EVESHAM

2019, 2020, 2021, 2022

January 2020

TABLE OF CONTENTS

	<u>PAGE</u>
ARTICLE I - RECOGNITION OF BARGAINING UNIT	04
ARTICLE II - APPLICABILITY CLASSIFICATIONS	
SECTION 2.1. – SCOPE.....	04
SECTION 2.2. - POSITIONS COVERED.....	04
ARTICLE III - DURATION OF AGREEMENT	
SECTION 3.1. - TERM.....	04
SECTION 3.2. – TERMINATION OF AGREEMENT.....	05
ARTICLE IV - UNION RIGHTS	
SECTION 4.1. –AGENCY SHOP.....	05
SECTION 4.2. – SHOP STEWARD.....	05
SECTION 4.3. - DUES CHECKOFF AND INDEMNIFICATION.....	06
SECTION 4.4. - UNION ACCESS TO PREMISES.....	06
SECTION 4.5. – UNION MEETING.....	06
ARTICLE V - MANAGEMENT RIGHTS	
SECTION 5.1. - TOWNSHIP MANAGEMENT RIGHTS.....	06
SECTION 5.2. - TOWNSHIP RULE MAKING.....	06
SECTION 5.3 – SCHEDULING.....	07
ARTICLE VI - WORK WEEK AND PAY PERIOD	
SECTION 6.1. - WORK WEEK.....	07
SECTION 6.2. - PAY PERIOD.....	07
SECTION 6.3. - PAY DAY.....	07
ARTICLE VII - SALARIES AND WAGES	
SECTION 7.1. - SALARIES AND WAGES.....	07
SECTION 7.2. – OVERTIME.....	07
ARTICLE VIII - WORK IN OTHER CLASSIFICATIONS	08
ARTICLE IX - BENEFITS	
SECTION 9.1. – HEALTH, DENTAL AND DISABILITY INSURANCE..	08
SECTION 9.2. –PRESCRIPTION PLAN.....	08
SECTION 9.3. –VISION PLAN.....	08
SECTION 9.4. –LIFE INSURANCE.....	09
ARTICLE X - LEAVE	
SECTION 10.1. - VACATIONS.....	09
SECTION 10.2. - HOLIDAYS.....	10
SECTION 10.3. - PERSONAL DAYS.....	10
SECTION 10.4. - SICK LEAVE.....	11
SECTION 10.5. – BENEFITS AFTER RETIREMENT.....	11
SECTION 10.6. - MILITARY LEAVE (REGULAR FULL-TIME).....	12
SECTION 10.7. - JURY DUTY LEAVE.....	12
SECTION 10.8. - BEREAVEMENT LEAVE.....	12
SECTION 10.9. - LEAVES OF ABSENCES.....	12
SECTION 10.10. – DELEGATE LEAVE.....	13
ARTICLE XI- SENIORITY	
SECTION 11.1. - DEFINITION OF SENIORITY.....	13
SECTION 11.2. - SENIORITY RANK AND POSTING.....	13

TABLE OF CONTENTS

	PAGE
ARTICLE XII- OCCUPATIONAL SAFETY	
SECTION 12.1. - CONDITIONS OF WORK SAFETY.....	14
SECTION 12.2. - REPORTS OF DEFECTIVE EQUIPMENT.....	14
SECTION 12.3. - REPORTING ACCIDENTS.....	14
ARTICLE XIII - DISCIPLINE, TERMINATION AND LAY-OFF	
SECTION 13.1. - DISMISSAL,SUSPENSION.....	14
SECTION 13.2. - IMMEDIATE DISMISSAL.....	15
SECTION 13.3. - LAY-OFF; NOTIFICATION; RECALL.....	15
ARTICLE XIV - GRIEVANCE PROCEDURE AND ARBITRATION	
SECTION 14.1. - GRIEVANCE PROCEDURE AND ARBITRATION.....	16
ARTICLE XV - EMERGENCY OPERATIONS	
SECTION 15.1. - EMERGENCY OPERATIONS.....	18
SECTION 15.2. – EMERGENCY CALL INS.....	18
ARTICLE XVI – HIRING PROCEDURES	
SECTION 16.1. - PART-TIME OR CASUAL EMPLOYEES.....	18
SECTION 16.2. -UNIFORMS.....	19
SECTION 16.3. –EMPLOYEE BAIL.....	19
SECTION 16.4. –DISCRIMINATION PROHIBITED.....	19
ARTICLE XVII - EMBODIMENT OF AGREEMENT	
SECTION 17.1. – EMBODIMENT.....	19
SECTION 17.2. – SEVERABILITY.....	19
APPENDIX A - SALARY SCALE	APPENDIX A

**ARTICLE I
RECOGNITION OF BARGAINING UNIT**

SECTION 1-1.

The Township of Evesham hereby recognizes Teamsters Local Union No. 676 affiliated with the International Brotherhood of Teamsters as the exclusive representative of the collective negotiations unit known as Department of Public Works.

SECTION 1-2.

It shall be the mutual objective of the Union of the Township to provide for uninterrupted services to the general public. The Union agrees that, during the term of this Agreement, neither the Union, nor anyone acting on its behalf will cause, authorize, support or take part in any threats, sick-outs, strikes, work stoppages, slowdowns, walkouts or other job action against the Township by anyone covered by this Agreement. The Union agrees that such action would constitute a material breach of Agreement. Participation in any of the above shall be deemed grounds for disciplinary action up to and including termination of employment.

**ARTICLE II
APPLICABILITY CLASSIFICATIONS**

SECTION 2-1. SCOPE

This Agreement applies to the collective bargaining unit classifications of employees of the Division of Roads and Sanitation, Department of Public Works. The Agreement supersedes all previous Agreements between the parties. Foremen and Supervisors are excluded from this Agreement.

SECTION 2-2. POSITIONS COVERED

The positions covered by this Agreement are as follows:

LABORER
TREE SPECIALIST
DRIVER/OPERATOR
CERTIFIED MECHANIC
MECHANIC
HEAVY EQUIPMENT OPERATOR

**ARTICLE III
DURATION OF AGREEMENT**

SECTION 3-1. TERM

- A. This Agreement shall bind all parties for the period of January 1, 2019 to December 31, 2022. Wage benefits and medical benefits affecting this period January 1, 2019, to the date of the execution of this Agreement are effective retroactively and shall be paid to the extent that present employees were in the employ of the Township during said retroactive period.
- B. All provisions of this Agreement shall be and continue in full force and effect after December 31, 2022, unless and until superseded by a subsequent agreement or terminated as provided in Section 15-9 of this Agreement.

SECTION 3-2. TERMINATION OF AGREEMENT

If any portion of this Agreement shall be declared invalid, it shall not affect the remaining portions of this Agreement, which shall remain in full force and effect; and, to this end, the provisions of this Agreement are hereby declared to be severable. The parties agree to begin renegotiations on the invalid portion within thirty (30) days. This document constitutes the sole and complete agreement between the parties and embodies the terms and conditions governing employment. The employees covered by this Agreement may terminate said Agreement in accordance with PERC regulations.

ARTICLE IV UNION RIGHTS

SECTION 4-1. AGENCY SHOP CLAUSE

The employees represented in this bargaining unit may not request payroll deductions or the payment deductions or the payment of dues to any labor organizations other than the duly certificated majority representative pursuant to N.J.S.A. 52:14-15.9e. The Township shall withhold dues from each Union member's pay in an amount authorized by the Union. The amounts to be deducted shall be certified to the Township by the Treasurer of the Union, and the aggregate deductions of all employees shall be remitted together with an itemized statement to the Treasurer of the Union monthly. Dues shall not be withheld from employees who are not members of the Union. The Union will deliver to the Township a request for payroll deduction signed by each Union member officer or any non-member who voluntarily requests to continue to pay dues. Any new employee who becomes a member of the Union will deliver to the Township a request for payroll deductions signed by that employee. Any new member may submit the form at the time of his/her original hiring.

Any written designation by an employee covered by this Agreement to revoke authorization for dues deductions must be received in writing by the Township and the Union and will be handled in accordance with N.J.S.A. 52:14-15.9e.

SECTION 4-2. SHOP STEWARD

The Township recognizes the right of the Union to designate a Shop Steward and an alternate from within the Department. The authority of Shop Stewards and alternates so designated by the Union shall be limited to and shall not exceed the following duties and activities:

- a. The union shall have the use of a bulletin board on the Township's premises for the posting of notices relating to union meetings and official business only. No other notices shall be posted until it has been submitted to and approved by the Township. Such approval shall not be unreasonably withheld.
- b. The Shop Steward or alternate shall, with the permission of management, not be unreasonably denied access to a telephone to call the Union Hall on official business.
- c. The designated shop steward shall have the top seniority within the department for purposes of lay-off and recall only. If the shop steward resigns or fails to hold his/her position, his/her seniority position will revert immediately to the seniority date which he/she would have had if he/she had not held the position of shop steward. Any change in the identity of designated shop steward shall be reported in writing by the Union to the Township within five (5) days of such change.

SECTION 4-3. DUES CHECKOFF AND INDEMNIFICATION

- A. The Union agrees to indemnify and hold harmless the Township from any causes of action, claim, loss or damages incurred as a result of this clause.

- B. Assignees shall have no right or interest whatsoever in any money authorized to be withheld until such money is actually paid over to them. The Township or any of its officers and employees shall not be liable for any delay in carrying out such deduction, and upon forwarding a check in payment of such deductions by mail to the assignee's last known address, the Township and its officers and employees shall be released from all liability to the employee-assignors and to the assignee under such assignments. The Union agrees that there shall be no discrimination, intimidation, restraint and coercion by it or its officers, agents or members against any employee who refuses to or fails to execute an authorization card.

SECTION 4-4. UNION ACCESS TO PREMISES

A duly authorized representative of the Union shall be admitted to the premises for the purpose of assisting in the adjustment of grievances, investigation or working conditions and for the investigation of complaints that the contract is being breached. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

SECTION 4-5. UNION MEETINGS

Whenever practicable, negotiation meetings or grievances between representatives of the Township and union representatives shall be scheduled during non-working times of affected employees.

**ARTICLE V
MANAGEMENT RIGHTS**

SECTION 5-1. MANAGEMENT RIGHTS

It is recognized that the management of the Department, the control of its properties and the maintenance of order and efficiency is solely the responsibility of the Township. Accordingly, the Township retains the right, including but not limited to, the following: select and direct the working forces, including the right to hire, suspend, or discharge for just cause, or otherwise discipline, assign, promote, or transfer; to determine the amount of overtime to be worked; to relieve employees from duty because of lack of work or for other legitimate reasons; to decide the number and locale of its facilities, stations, etc.; to determine the work to be performed within the unit, the amount of supervision necessary, methods, schedules of work, and work hours together with the selection, procurement, design, engineering and the control of equipment and materials; and to purchase services of others, contract or otherwise, except as they may be otherwise specifically limited in this Agreement and to make reasonable and binding rules in writing which shall not be inconsistent with this Agreement.

SECTION 5-2. TOWNSHIP RULE MAKING

The Township may establish such rules as it deems necessary or desirable provided that such rules are not in conflict with the terms of this Agreement. Such rules must be in writing and a copy of such rules must be sent promptly to the Union.

SECTION 5-3. SCHEDULING

- A. Wherever practicable, negotiations or the handling of grievances between the Township and the Union shall be scheduled during non-working hours. No union business will be conducted by employees during regular business hours.
- B. Any employee refusing an assignment will be dismissed for the day without pay. Refusal of an assignment shall be considered insubordination and will be subject to appropriate disciplinary action. Assignments shall be given immediately prior to the beginning of the workday. Any disagreement with the scheduling or assignment of duties shall not interrupt regular work schedules. If not immediately resolved, the employee may discuss this matter with the Shop Steward as soon as possible.

ARTICLE VI WORK WEEK AND PAY PERIOD

SECTION 6-1. WORK WEEK

The Township shall have the right to determine the hours of work, which include the starting time and ending time and the number of work hours. The work week shall consist of forty (40) paid hours exclusive of unpaid leave or unapproved sick time. Each employee shall be entitled two (2) fifteen (15) minute paid breaks.

SECTION 6-2. PAY PERIOD

Employees are paid on a bi-weekly pay period.

SECTION 6-3. PAY DAY

Paydays shall be every other Friday except when that day occurs on a holiday, in which case payroll shall be distributed on the regular workday immediately preceding the holiday.

ARTICLE VII SALARIES AND WAGES

SECTION 7-1. SALARIES AND WAGES

- A. Annual Wage Increase
 - 2019 – 1.5% (retroactive to 01/01/2019)
 - 2020 – 2.0%
 - 2021 – 2.0%
 - 2022 – 2.0%
- B. In addition to the annual cost of living raise in paragraph A, employees are entitled to the adjustments outlined in Appendix A (attached).

SECTION 7-2. OVERTIME

Overtime shall be granted on a strict seniority basis, according to Classification, and shall be paid at 1-½ times the employee's regular hourly rate. An employee will receive overtime pay for any hours worked over eight (8) hours in a day or forty (40) hours in a normal Monday through Friday workweek. A forty (40) hour workweek is exclusive of unscheduled, unexcused sick leave and unpaid leave. Unscheduled leave ("call-out") means leave not pre-scheduled and approved by a supervisor.

Unexcused sick leave means any leave either not previously approved by the Supervisor or a “call-out” not documented with an acceptable doctor’s certificate after three occurrences. It is the employee’s responsibility to promptly provide an acceptable doctor’s certificate after the third occurrence. Work performed on a holiday shall be paid at the premium rate equal to double time. Work performed on a Sunday shall be paid at the premium rate of one-and-three-fourth’s (1.75) times the employee’s regular hourly rate.

ARTICLE VIII WORK IN OTHER CLASSIFICATIONS

Employees called upon to work in a higher classification shall receive a minimum of one (1) hour pay at the specified rate. Such upgrade is for the entire time employee is in possession of equipment in upgrade.

A \$2.50 upgrade should apply to all employees hired after 1994 and authorized by management to work in any classification outside of the one they are normally in unless that classification is less than \$2.50 in which case they receive the actual difference.

The Township shall assign employees based upon qualifications and/or special skills. New Laborers shall be assigned to man trash trucks as the initial assignment and through qualification and special skills, and/or seniority, the employee may be called upon to perform other tasks.

ARTICLE IX BENEFITS

SECTION 9-1. HEALTH/DENTAL/DISABILITY BENEFITS

During the term of this contract, the Township shall continue to provide health insurance benefits, prescription plan, dental plan and disability income protection benefits to covered employees. Effective 01/01/2013, the base insurance plan provided by the employer will be either the Gold Plan or the Silver Plan at the employee’s discretion. An employee who wishes to have the Gold Plan Plus or the Platinum Plan may do so, but shall be responsible for paying the difference necessary to upgrade at their own expense via payroll deduction. The Township reserves the right to change the insurance carriers as long as equal or better benefits are provided. Current members shall contribute to medical, prescription and dental benefits in accordance with the Chapter 78, P.L. 2011 chart at the highest level (Year 4) specified percentage of the plan premiums for a salary range, but not less than 1.5% of salary. Employees who volunteer to participate in the Township’s “Opt-Out” program shall receive an amount consistent with the provisions of Chapter 2, P.L. 2010. All members are required to register with (but not necessarily utilize) “Teledoc” if this or a similar program is available through the health insurance program.

SECTION 9-2. PRESCRIPTION

Prescription co-pays and deductibles will coincide with the plan selected by the employee.

SECTION 9-3. VISION PLAN

The Township shall provide an annual reimbursement of \$75 for non-covered vision expenses. The Township will reimbursement bargaining unit employees for costs associated with the replacement of

damaged eyewear when such damage is caused during working hours in the regular course of the employee's duties. Such reimbursement shall not exceed \$200.00.

SECTION 9-4. LIFE INSURANCE

The Township shall continue to provide a program of life insurance in favor of all covered employees. Said life insurance shall have a death benefit payable to the beneficiary designated by the employee and shall be in the amount of twenty-five thousand dollars (\$25,000.00).

ARTICLE X LEAVE

SECTION 10-1. VACATION

- A. Employees hired after January 1, 1994 shall be entitled to vacation leave with pay according to the following schedule:
- a. Employees with 0-5 years of service shall earn eighty (80) hours (10 days) vacation per year.
 - b. Beginning the sixth (6th) year to the end of the tenth (10th) year, employees shall receive one hundred twenty (120) hours (15 days) vacation per year.
 - c. Beginning the eleventh (11th) year to the end of the nineteenth (19th) year, employees shall receive thirteen point thirty-three (13.33) hours per month (20 days per year).
 - d. Beginning the twentieth (20th) year and each year thereafter, employees shall receive two hundred (200) hours (25 days) vacation per year.
- B. Any employee covered by this Agreement had hired prior to January 1, 1994, shall be entitled to the following:
- a. Employees with 0-5 years of service shall earn ten (10) hours vacation for each month of services (15 days per year).
 - b. Beginning the sixth (6th) year to the end of the tenth (10th) year, employees shall receive twelve (12) hours per month (18 days).
 - c. Beginning the eleventh (11th) year to the end of the fifteenth (15th) year, employees shall receive thirteen point thirty-three (13.33) hours per month (20 days per year).
 - d. Beginning the sixteenth (16th) year and each year thereafter, employees shall receive sixteen point sixty-seven (16.67) hours per month (25 days per year).
- C. Vacation shall be requested and approved at least one week in advance by the respective Department Head giving preference to employee choice according to seniority, where practicable and where consistent with continue efficient operations. An employee can request vacation pay in advance if they meet two conditions:
- a. The Vacation is at least 2 weeks in duration.
 - b. The request is made at least 30 days in advance.
- D. Vacation days shall accrue on a monthly basis and are pro-rated for the years when an employee is hired and leaves the employment of the Township in good standing.
- E. An employee, at the time of retirement, is entitled to payment for all accrued, unused vacation leave. In the event that an employee is entitled to vacation leave at the time of his death, the

spouse or the estate of the employee shall receive the earned vacation time. Employees terminated by the Township will not be entitled to compensation for accumulated vacation time.

- F. Vacation leave shall not be granted during the orientation period. An employee who terminates employment during the orientation period shall not be paid for any vacation time accrued during that period.
- G. Payment for accumulated vacation days will not be made to employees whose employment is terminated as a result of discharge for just cause.

SECTION 10-2. HOLIDAYS

A. The following days are recognized as holidays for the purpose of this Agreement. Employees must work the day before and the day after said holiday to receive holiday pay:

New Years Day	Columbus Day
Presidents Day	Veterans Day
Good Friday	Thanksgiving Day
Easter Monday	Thanksgiving Friday
Memorial Day	Christmas Day
Independence Day	Martin Luther King Day
Labor Day	

- a. Any employee who is required to work on said paid holiday shall receive double (2.0) times his hourly rate of pay for all hours worked only if the employee worked both the day before and after said holiday. If both the day before and the day after said holiday are not worked by the employee, the employee will not be paid for the holiday unless such absence is approved leave or previously scheduled vacation.
- b. General Election shall be considered a floating holiday. The use of said floating holiday must be scheduled in advance in the same manner that applies to vacation days. The floating holiday cannot be carried into the following year.
- c. The employees shall receive additional leave time equivalent to the time Town Hall is closed due to a declared state of emergency or natural disaster (snow, flood, hurricane damage). This time does not extend to situations unique to the Municipal Building or site (example: HVAC or similar issues).

SECTION 10-3. PERSONAL DAYS

A. The Township shall allow employees to receive personal days off per year for pressing personal business in accordance with the following schedule:

During the first twelve (12) months of employment	- 1 personal day
During the second year of employment	- 2 personal days
During the third year of employment and each year thereafter	- 3 personal days

- B. Employees shall request personal days in writing, when possible, in accordance with the personnel policies established by the Township Manager. Upon receipt of such a request, the Township shall allow or deny same within three (3) days.
- C. Personal days do not accrue from year to year and are prorated for the year when the employee leaves the employment of the Township.

- C. Personal days shall not be used in succession or to extend vacation time.
- D. Personal days cannot be used during an employee's orientation period.
- E. In an emergency situation, an employee's request shall not be unreasonably denied and the three-day notice period shall not apply.

SECTION 10-4. SICK LEAVE

Employees shall be entitled to one and one-quarter (1-¼) days of sick leave for each month of employment (fifteen (15) days maximum).

Sick leave benefits shall be accumulated from the first day of the month following employment. Such sick leave benefits shall be paid with respect to workdays absent on the following basis:

- A. Sick leave pay shall be based upon the individual employee's regular, straight time daily rate, exclusive of shift premiums, for the day on which he is absent from work because of such accident or illness.
- B. Sick leave may not be granted to an employee until completion of the probationary period.
- C. In accordance with the formal Attendance Policy, the Township may require a physician's note verifying illness or injury in an instance where there is reason to believe that sick leave is being abused.
- D. In case of leave of absence due to exposure to contagious disease, a certificate from a medical doctor shall be required which shall certify that the employee may work around co-workers without danger to the spread of such disease prior to employee's return to work.
- E. 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 or that his return will not jeopardize the health of other employees.
- F. The township will pay one-half (1/2) of accrued sick days upon termination of employment with a maximum payment of sixty (60) days (480 hours) accrued sick leave. Township will pay only if employee retires, resigns, is laid off or leaves for disability reasons. No payment will be made if employee is terminated or leaves during the orientation period.
- G. Sick days shall accrue on a monthly basis and are pro-rated for the year the employee is hired and leaves the employment of the township in good standing.

SECTION 10-5. BENEFITS AFTER RETIREMENT

The Township will provide benefits (base Plan) after retirement (until eligible for Medicare coverage) to employees who are 55 years of age with twenty years in PERS in accordance with the following schedule:

Sick Hours To be <u>Exchanged</u>	Single Coverage Benefits to <u>Retired Employee</u>	or	Husband/Wife Coverage Benefits to Retired <u>Employee</u>
960	Medical Insurance	----	
1160	Medical & prescription	or	Medical Insurance
1360	Medical, Prescription & Dental	or	Medical & Prescription
1560	-----		Medical, Prescription & Dental

For all employees hired between January 1, 2009 and August 20, 2012, the following schedule applies:

Sick Hours	Single Coverage		Husband/Wife Coverage
To be	Benefits to		Benefits to Retired
<u>Exchanged</u>	<u>Retired Employee</u>		<u>Employee</u>
1800	Medical Insurance		----
2000	Medical & prescription	or	Medical Insurance
2200	Medical, Prescription & Dental	or	Medical & Prescription
2400	-----		Medical, Prescription & Dental

This is an option to the existing sick time trade-in policy (Section 10-4. F.). The Sick Hours to be exchanged may include unused vacation time accrued during the 12 months immediately preceding the retirement date.

Employees hired on or after August 21, 2012 will not be eligible for benefits after retirement.

SECTION 10-6. MILITARY LEAVE (REGULAR FULL TIME)

Township will abide by language in Federal and State Statutes.

SECTION 10-7. JURY DUTY LEAVE

A regular full-time employee only, who loses time from his job because of jury duty as certified by the Clerk of the court, shall be paid by the Township the difference between his daily job rate up to a maximum of eight (8) hours and the daily jury fee subject to the following conditions:

1. The employee must notify his supervisor immediately upon receipt of a summons for jury service.
2. This section does not apply where an employee voluntarily seeks jury service.
3. No reimbursement of wages will be made for jury service during holidays or vacations.
4. At the Township’s request, adequate proof must be presented of time served on jury and the amount received for such services.

SECTION 10-8. BEREAVEMENT LEAVE

A regular, full-time employee may be excused from work with pay because of a death in his/her immediate family as defined below:

1. Five (5) consecutive days, one of which shall be the day of the funeral, for death of spouse, children, stepchildren, legally adopted children and parents. If additional bereavement time is desired by the member for any relative listed above, the township will allow the member to utilize any accrued time for this purpose so long as it is contiguous to the bereavement leave.
2. Three (3) consecutive days, one of which shall be the day of the funeral for brother, sister, grandparents, grandchildren (or step-grandchildren), mother/father-in-law, daughter/son-in-law, brother/sister-in-law. Vacation or personal days will be used for all other relatives.
3. Employees requesting bereavement leave will sign a certification attesting to their relationship to the deceased and will provide a copy of the obituary.

SECTION 10-9. LEAVES OF ABSENCE

A. The Township shall abide by all federal and state laws and regulations pursuant to FMLA and NJFLA.

B. Workers’ Compensation – Employees receiving Workers’ Compensation are entitled to a leave of absence as follows:

1. Nine (9) months’ leave, inclusive of the twelve (12) weeks provided under FMLA;

2. Upon written request and appropriate medical documentation per Township procedures, this period may be extended once at the sole discretion of the Township Manager for up to six (6) additional weeks;
3. An employee unable to return to work after the leave time taken under paragraphs (1.) and (2.) above shall be permitted to utilize his/her accumulated sick days, personal days and vacation days thereafter.

The total leave time taken pursuant to paragraphs (1.), (2.) and (3.) above, shall not exceed twelve (12) months.

- C. The Township reserves the right to deny a request for a leave of absence without pay for any extension thereof.
- D. During the period of absence, the employee shall not engage in any full-time employment whatsoever. Failure to comply with this provision shall result in termination.
- E. Failure of an employee to return to work promptly upon the expiration of authorized leave shall be considered a voluntary resignation.

SECTION 10-10. DELEGATE LEAVE

Any employee serving as a Union Delegate may be granted permission to attend union conventions. Said leave shall be limited to one (1) employee for a period of one (1) week, during a calendar year.

ARTICLE XI SENIORITY

SECTION 11-1. SENIORITY

- A. Seniority is defined to mean an employee's accumulated length of continuous service with the Township. An employee's length of service shall not be reduced by time lost due to an absence for a bona fide illness or injury certified by a physician.
- B. New employees with special skills shall be assigned based on qualifications.
- C. Promotions: A member of this bargaining unit who accepts promotion or transfer to a municipal position outside of this bargaining unit shall have the right to return to a vacant position within this bargaining unit within one (1) year of the date he/she left such unit. He/she shall be given seniority credited at the time he/she left the bargaining unit, including all time accrued in the position prior to returning to the bargaining unit.

SECTION 11-2. SENIORITY RANK AND POSTING

- A. During the month of January, the Township shall post in a conspicuous place, a seniority list of employees from the regular payroll records.
- B. Any controversy over the seniority standing of any employee on the seniority list shall be submitted as a grievance within thirty (30) days after posting after which the list shall become binding.
- C. An employee who has satisfactorily completed his probationary period shall gain seniority status. Said employee's name shall be added to the list as of his first day of employment.

**ARTICLE XII
OCCUPATIONAL SAFETY**

SECTION 12-1. CONDITIONS OR WORK SAFETY

All Federal, State and Municipal laws and safety rules must be strictly adhered to by the employees and the Township. Under no circumstances will an employee be required or assigned to engage in any activity involving dangerous conditions of work, or danger to person or property, or in violation of any applicable statute or court order, in violation of a government regulation relating to safety of person or equipment. The term "dangerous condition of work" does not relate to the type of cargo which is hauled or handled.

The Township shall maintain in good repair a sanitary work environment for its employees. The Township shall not require any employee to engage in any activity or use any equipment which may create an unsafe working condition.

SECTION 12-2. DEFECTIVE EQUIPMENT

Employees are required to maintain all equipment and vehicles in a clean, safe condition. They are required to report all defects in equipment and vehicles to their Supervisor immediately. No employee will be required to operate any vehicle or equipment that is not in proper working condition. No employee shall be required to pay for loss or damage to said vehicles or equipment unless it shall first be proved that such loss or damage was caused entirely by the employee's gross negligence or improper act.

SECTION 12-3. REPORTING ACCIDENTS

Any employee involved in an accident (motor vehicle or otherwise) shall immediately report said accident and any physical injuries sustained. When required by the Township, the employee, before going off duty and before starting his next shift, shall make out an accident report in writing, on Township time, on forms furnished by the Township, and shall turn in all available names and addresses of witnesses to the accident.

**ARTICLE XIII
DISCIPLINE, TERMINATION AND LAY-OFF**

SECTION 13-1. DISMISSAL; SUSPENSION

No employee may be dismissed, suspended, disciplined, reprimanded or receive an adverse evaluation without just cause. Nothing shall prohibit the Union from investigating any dismissal or suspension and resorting to the grievance procedure provided in this Agreement. Except where the provisions of this Article provide for immediate dismissal, the Employer shall give the Union notice of said discharge or suspension.

A representative of the local union must be in personal touch with the Employer within forty-eight (48) hours after the Employer has sent notice of his intent. If there is no response by the Local Union representatives within forty-eight (48) hours, the Employer may take appropriate action subject to appeal through the grievance procedure.

The employee shall have the right to appeal said dismissal or suspension through the grievance procedure.

SECTION 13-2. IMMEDIATE DISMISSAL

The parties agree that any one of the following offenses shall constitute sufficient grounds for immediate dismissal:

- a. Calling or participating in any strike, work stoppage, slow down, strike threat, sick-out or walk-out.
- b. The Township may test an employee if there is reasonable suspicion to suspect said employee is drunk or under the influence of alcohol during working hours. Refusal to take a properly administered test shall be considered sufficient evidence of drunkenness or being under the influence of alcohol.
- c. Possession, use or consumption of any alcoholic beverage on Township property before, during and after working hours.
- d. Commission of an act prohibited by N.J.S.A., 2C, Chapter 11 through Chapter 40 inclusive, any violation of the provisions of this Code of the Township of Evesham, including but not limited to Section 22-13, or any other offense involving dishonesty.
- e. Carrying an unauthorized passenger in a Township vehicle or use of a Township vehicle for any unauthorized purpose.
- f. Possession or use of non-prescribed legend or narcotic drugs while on the job or being under the influence of such drugs while on the job. Drug testing of employees involved in a vehicle or equipment job-related accident, which results in a positive test, or refusal of employee to take a drug test after such employee was involved in a vehicle or equipment job-related accident.
- g. Being absent without authorization for three (3) consecutive days.
- h. Abusive language or assault on Township employees or Township representatives.
- i. Knowingly altering another employee's or employee's own time card.
- j. Walking off the job without authorization of his Supervisor.

SECTION 13-3. TEMPORARY LAY-OFFS, LAY-OFFS AND RECALL

The Township will give employees about to be temporarily laid off a five (5) workday notice of such layoff. A temporary layoff or temporary reduction in time shall not exceed five (5) workdays per calendar year per employee and no more than one (1) day in a two pay-period cycle. Temporary layoffs will be determined by the specific work requirements of the organization. However, the Township will, in good faith, attempt to equally distribute temporary layoffs in equal increments. Part-time employees performing bargaining unit work must be laid off before any full-time bargaining unit members are furloughed.

The procedure for indefinite layoffs is as follows:

- A. An employee will receive at least twenty (20) calendar days advance written notice prior to indefinite layoff;
- B. Should it become necessary to lay off employees, the last employee hired shall be the first employee laid off. When employees are recalled, the last employee laid off shall be the first employee recalled;
- C. A more senior member may elect to be laid off in lieu of a junior employee (bump). Should an employee desire to be laid off, he/she will sign a waiver attesting to same and subject to the

conditions outlined in the waiver, which can include duration of layoff. These conditions may vary from member to member;

- D. When employees are recalled, the last full-time employee laid off shall be the first full-time employee recalled, and the first part-time employee laid off shall be the first part-time employee recalled;
- E. An employee's rights to recall terminates when the employee either (1) accepts another similar position (percentage of time) with the Township; (2) refuses a job offer with the Township for a similar position (time not salary); or (3) refuses to be recalled to previous position
- F. The recall period shall be limited to the six-month period following layoff if the employee accepts the payout of sick time, or one year following layoff if the employee has agreed to delay the sick time payout. If employee is not recalled after one year, the employee will be paid all sick time due at the next regular payroll period and the obligation to recall is extinguished.
- G. An employee who has been laid off indefinitely shall have the option of severance pay in lieu of preference for reemployment and the right to recall. Severance pay shall be five (5) workdays salary for every year of employment not to exceed a maximum of four (4) weeks of base pay.

ARTICLE XIV GRIEVANCE PROCEDURE AND ARBITRATION

SECTION 14-1. GRIEVANCE PROCEDURE AND ARBITRATION

A. PURPOSE:

The purpose of this procedure is to secure, at the lowest possible level, an equitable and peaceful solution to any problems which arise affecting the terms and conditions of this Agreement.

B. DEFINITIONS:

The term "grievance" as used herein means the interpretation, application or alleged violation of this Agreement and may be raised by an individual or the Union at the request of an individual or individuals. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his rights hereunder shall be pursuant to the grievance and arbitration procedure provided.

C. PROCEDURE:

The following constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement except that nothing herein shall limit or infringe the right of any employee having a grievance to discuss the matter informally with the appropriate supervisor and having the grievance adjusted without the intervention of the Union.

The following steps shall be followed unless any step is waived, in writing, by mutual consent of the parties:

Step 1. - The aggrieved party shall institute action by filing a written statement to his/her immediate supervisor. This shall be done no later than five (5) working days after the event giving rise to grievance. An earnest effort shall be made to settle the differences between the aggrieved

party and the immediate supervisor for the purpose of resolving the matter informally. The resolution or non-resolution of differences shall be in writing by the immediate supervisor of the aggrieved party.

Step 2. -If the grievance is not settled at the first step within seven (7) working days and such grievance concerns the interpretation, application or alleged violation of this Agreement only, the aggrieved party may make written request to the Department Head for a second step meeting within five (5) working days after the answer is received from the aggrieved party's immediate supervisor as required in the first step. The Department Head shall set a meeting within ten (10) working days after the written request for such a second step meeting. Said second step shall be between the Department Head, the aggrieved party and a representative of the Union, if such representative is requested to be present by the aggrieved party. The answer, in writing by the Department Head, shall be given to the aggrieved party and a copy of the same shall be forwarded to the Union within ten (10) working days after the meeting. Such copy sent to the Union can only be sent in the event that a representative of the same was present at the second step meeting, pursuant to the request of the aggrieved party.

Step 3. - If the aggrieved party is not satisfied with the handling or the results of the grievance procedure at the second step, he may within five (5) working days notify, in writing, the Township Manager that he wishes to have the said Township Manager rule on the grievance in question. A meeting shall be established within twenty (20) calendar days after the Township Manager or his designee has received the request that the Township Manager rule on the matter. At such meeting, the aggrieved may appear with a representative of the Union present. The Township Manager's (or his designee's) response to the grievance in the third step shall be delivered to the aggrieved party with a copy to the Union within twenty (20) working days after the meeting. The representative of the Union shall only receive a copy of the response in the event that such representative was requested to be present in the third step meeting by the aggrieved party. Any extension of time requirements contained in this Grievance Procedure may be granted only by mutual consent of all parties.

Step 4. – If the grievance is not settled through Steps One, Two and Three, either party shall have the right to submit the dispute to arbitration within ten (10) working days pursuant to the rules and regulations of the Public Employment Relations Commission. The cost for the services of the arbitrator shall be borne equally by the Township and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

D. ARBITRATION PROCEDURE

1. The parties direct the arbitrator to decide, as a preliminary question, whether he has jurisdiction to hear and decide the matter in dispute.
2. The arbitrator shall be bound by the provisions of this Agreement and the Constitution and Laws of the State of New Jersey and be restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto. The decision of the arbitrator shall be final and binding.
3. The arbitrator's decision shall be in writing, with reasons.

4. The Union and the township shall be limited to placing one (1) issue before an arbitrator at any one time. Arbitrators shall be prohibited from hearing more than one (1) grievance except by mutual consent of the parties.

The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated with the time limits specified, then the grievance shall be deemed to have been abandoned. If any grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed there under, then the disposition of the grievance at the last preceding step shall be deemed conclusive. Nothing herein shall prevent the parties from mutually agreeing in writing to extend or contract the time limits for processing the grievance any step in the grievance procedure.

ARTICLE XV EMERGENCY OPERATIONS

SECTION 15-1. EMERGENCY OPERATIONS

- A. Every employee covered by this Agreement understands that responding to emergencies is a condition of employment. The employee will supply management with a telephone number at which he/she can be reached and an alternate telephone number. It is understood and agreed that no employee has the right to leave without the Director or designee's permission. Exceptions are approved vacation or approved leave.
- B. No employee shall work more than twelve (12) hours at a time beyond the regular shift. Each employee shall be eligible for one (1) 30 minute break every five (5) hours. The first break can come after two (2) hours worked past the normal shift. All breaks shall be approved and scheduled by the Superintendent of Public Works, or designee, prior to taking such break. Only establishments approved by the Township may be used unless such establishments are not open twenty-four (24) hours a day. The cost of meals shall not exceed \$12.00 per meal or \$30.00 in the twelve hour period.

SECTION 15-2. EMERGENCY CALL-INS

Whenever an employee is called in to work beyond the normal workday, the employee shall receive a minimum of three (3) hours work or pay at the overtime rate whichever is greater. Compensation will commence at the time the employee is called. Employees shall not be compensated for any response time in excess of thirty (30) minutes. Minimum call-in provisions do not apply if the employee is requested to report early for a regular shift or if the employee is held over at the end of a regular shift.

ARTICLE XVI HIRING PROCEDURES

SECTION 16-1. PART-TIME OR SEASONAL EMPLOYEE

The Township shall have the right to hire part-time, seasonal employees, as it deems necessary. No part-time or seasonal employee shall hold any seniority standing, but such employee shall be given an open and equal opportunity to compete for regular positions. In the event of hire, their seniority shall start from their first day of full-time regular employment. The present work force shall not be reduced through the use of part-time or seasonal employees.

SECTION 16-2. UNIFORMS

Township issued uniforms, work shoes and safety equipment must be worn at all times. Any employee who does not conform will be subject to disciplinary action.

Uniforms shall be maintained in the condition in which they were issued. Altering uniforms in any manner, such as cutting, is prohibited. Uniforms and shoes will be replaced on an as-needed basis with an annual limit of \$400.00 per employee towards these items (provision does not apply to mechanics). Subsequent to the annual \$400.00 limit, employees may exchange items on a “fair wear and tear” basis up to a maximum of \$200.00. Any “fair wear and tear” exceeding \$200.00 will be at the discretion of the Superintendent of DPW (or designee). Employees must present/return any items in order to receive a replacement. Any increase in cost to the township from the vendor of 5% or more in 2017 and/or 2018 will increase the above stated amounts by the same percentage.

Mechanics’ uniforms shall be supplied by the Township and shall be cleaned by a professional cleaning service on a weekly basis.

SECTION 16-3. EMPLOYEE’S BAIL

Employees, in the proper exercise of the municipal duty, and who have not broken any of the rules and regulations of the Township, shall be provided bail upon request. Township will provide bail to employees who need same resulting from official business.

SECTION 16-4. DISCRIMINATION PROHIBITED

Neither the Township nor the Union shall discriminate against any employee for race, creed, color, sex, age, or Union affiliation.

ARTICLE XVII

SECTION 17-1. EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete agreement between the parties and embodies the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is or may be subject to collective bargaining. Any prior commitment or agreement between the Township and Union or any individual employee covered by this Agreement is hereby superseded.

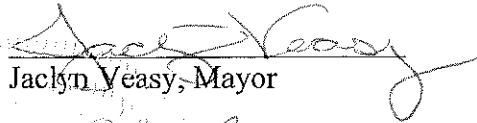
SECTION 17-2. SEVERABILITY

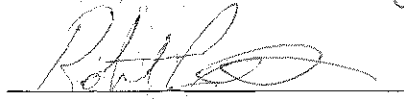
If any portion of this Agreement should be declared invalid for any reason whatsoever, the remaining portion of this Agreement shall remain in full force and effect. In the event any portion of this Agreement is declared invalid, the parties agree to begin renegotiations on the invalid portion within thirty (30) days.

IN WITNESS WHEREOF, the parties hereto have set their hands and seal

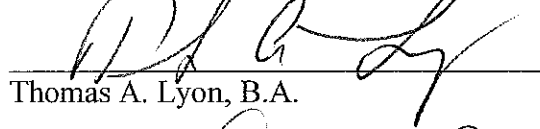
this 5 day of February 2020.

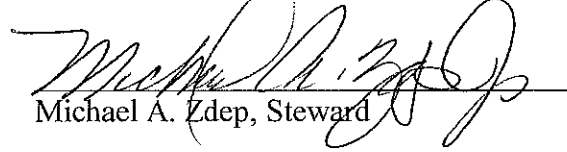
TOWNSHIP OF EVESHAM


Jacklyn Yeasy, Mayor


Robert Corrales
Township Manager

TEAMSTERS LOCAL UNION NO. 676


Thomas A. Lyon, B.A.


Michael A. Zdep, Steward

APPENDIX A SALARY SCALE

All laborers hired between Jan 1, 1994 and Dec 31, 2002, will be paid with the following wage guide:
COLAS for Wallace, Smith, Ross, McHugh & Babbe

	1.50%	2.00%	2.00%	2.00%
	2019	2020	2021	2022

All laborers hired after December 31, 2002 will be paid in accordance with the following wage guide:

	OLD - 2018	1.50%	2.00%	2.00%	2.00%
		2019	2020	2021	2022
Step 1	15.70	15.94	16.25	16.58	16.91
Step 2	16.68	16.93	17.27	17.61	17.97
Step 3	17.75	18.02	18.38	18.74	19.12
Step 4	18.84	19.12	19.51	19.90	20.29
Step 5	20.36	20.67	21.08	21.50	21.93
Step 6	21.15	21.47	21.90	22.33	22.78

All new Drivers, Tree Specialists, Heavy Equipment Operators, ASE Certified Mechanics and Non-Certified Mechanics will be paid in accordance with the following wage guide:

	OLD - 2018	1.50%	2.00%	2.00%	2.00%
		2019	2020	2021	2022
Driver	21.42	21.74	22.18	22.62	23.07
Tree Spec	22.15	22.48	22.93	23.39	23.86
Heavy Eq	22.15	22.48	22.93	23.39	23.86
ASE Cert	29.55	29.99	30.59	31.20	31.83
Non Cert		25.75	26.27	26.79	27.33

An employee promoted to a higher classification shall receive either the starting rate or 5% more than their currently hourly rate, whichever is greater.

Upgrade Rates

Employees hired before January 1, 1994 who are authorized to work outside of their normal classification shall receive an upgrade equal to the difference between their current hourly rate and the upgrade rate indicated in the chart that follows:

	OLD - 2018	1.50%	2.00%	2.00%	2.00%
		2019	2020	2021	2022
Driver	30.62	31.08	31.70	32.33	32.98
Tree Sp	31.85	32.33	32.97	33.63	34.31
Heavy Eq	31.93	32.41	33.06	33.72	34.39
ASE Cert	35.33	35.86	36.58	37.31	38.05
Non Cert	30.94	31.40	32.03	32.67	33.33
Laborer	29.29	29.73	30.32	30.93	31.55

Employees who drive the automated trash truck will receive \$1.25 an hour in addition to the hourly rate only for those hours spent in driving the automated vehicle.