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A G R E E M E N T

Between the

COMMUNICATIONS WORKERS OF AMERICA AFL-CIO

and

MAPLEWOOD MEMORIAL LIBRARY of Maplewood, N. J.

AMENDMENT TO CONTRACT

Entered into between the above parties,  
which covers the period from January 1st,  
1975, to December 31st, 1977.

1/1/79

LIBRARY

Maplewood Memorial and  
University

JAN 1, 1979

UNIVERSITY

CLERK

THIS AGREEMENT, made this 8<sup>th</sup> day of ~~December 1978,~~ <sup>JANUARY 1979,</sup>

between the Trustees of the Maplewood Memorial Library, hereinafter referred to as the "Employer; and

The Communications Workers of America AFL-CIA, hereinafter referred to as the "Union";

W I T N E S S E T H:

WHEREAS, the parties hereto had entered into a Contract covering the period from January 1st, 1975, to December 31st, 1977, and,

WHEREAS, the parties have carried on collective bargaining during the year 1978 for an Amendment to the above-referred Contract to cover the period from January 1st, 1978, to December 31st, 1979,

NOW THEREFORE, in consideration of the premises and mutual agreements herein contained, the parties hereto agree with each other in respect to the employees of the Employer recognized as being represented by the Union as follows:

I. ARTICLE IX. SICK LEAVE, is now amended to read as follows:

Employees shall earn sick leave at the rate of one and one quarter (1 1/4) days for each month of service for full time employees and proportionate amounts for part-time employees.

New Employees may use sick leave only as it is earned on the above basis. Employees who have worked consecutively through their second July first may account for sick leave as follows: on July 1st, fifteen (15) days sick leave allowance

for the twelve months to follow shall be added to the time sheet record of each employee and proportionate amounts for part time employees. In the event an employee leaves the employ of the Library, the Employer shall deduct from the employee's pay the unearned sick leave which may have been added to the time record under the provisions of this article.

Sick leave may be used by the employee and the same shall be included for the care and attendance of a sick member of an immediate family. This leave shall be limited to five (5) days and shall be charged against the allowable sick leave time of the employee. Whenever an employee is injured, ill or disabled other than in the line of duty, the Employer shall grant the employee a leave of absence which shall not exceed seventy-five (75) days.

Employees shall be allowed to accumulate a maximum of seventy-five (75) days of sick leave. The Employer may require a Doctor's certificate after a three-day absence.

II. ARTICLE XI. PERSONAL LEAVE, is now amended to read as follows:

All employees shall be entitled to three (3) personal leave days each year, which shall be non-cumulative. Arrangements for such leave must be made by the employee at least forty-eight (48) hours in advance of the requested leave, except in the case of emergency, said emergency to be determined by the Library Director. Personal leave shall be granted with full pay.

Employees who have not completed their first full year of employment will have personal leave pro-rated on the basis of one day for each four (4) months work completed. Probationary employees are not entitled to personal leave.

The length of a personal day for part time employees shall be proportional.

III. ARTICLE XXI. HOURS OF WORK, is now amended to read as follows:

The work week is 35 hours for full time regular employees. Employees who work Saturdays may vary the number of hours in a given week, this variation being acceptable within the terms of this contract provided the hours average to one hundred five (105) hours over a three week period for full time employees, and proportional for part time employees.

Employees may elect or be asked to work extra time, accruing up to eight (8) hours time with prior permission of the department head, which accrued time is to be taken as time off. Beyond eight (8) hours, extra time may be accrued on request of the department head or Director. In the case of department heads themselves, accrual beyond eight (8) hours must be by permission of the Library Director. The number of hours which may be accrued may not exceed thirty five (35) hours for full time employees, proportional for part time employees.

Accrued extra time must be taken off with permission of the department head, or in the case of a department head, with permission of the Library Director. Accrued extra time may not be taken off within sixty (60) days of termination of employment. The Employer is not liable for payment for unused accrued extra time.

IV. ARTICLE IV. SALARIES, shall be amended in accordance with Exhibit "A", "B" and "C", which are attached hereto.

V. The foregoing together with the original Contract in force from January 1st, 1975, to December 31st, 1977, constitute the entire Agreement between the parties and shall supersede any and all rules and regulations in conflict therewith which were previously in effect.

VI. This Agreement shall become effective retroactive to January 1st, 1978, and shall remain in full force and effect until December 31st, 1979, and is the full and complete agreement between the parties.

IN WITNESS WHEREOF, the parties hereto set their respective signatures.

Employer  
MAPLEWOOD MEMORIAL LIBRARY

BY Hubert P. Pisci

Union  
COMMUNICATIONS WORKERS OF  
AMERICA AFL-CIO

BY Jean Fawcett - CWA. Rep.

EXHIBIT A

	Start and First Year	Second Year	Third Year	Fourth Year	Fifth Year	Increment
Junior Clerk	\$5900	\$6230	\$6560	\$6890	\$7220	\$330
Senior Clerk	\$7600	\$8010	\$8420	\$8830	\$9240	\$410
Para- professional	\$8900	\$9365	\$9830	\$10,295	\$10,760	\$465
Junior Librarian	\$10,800	\$11,330	\$11,860	\$12,390	\$12,920	\$530
Senior Librarian	\$12,500	\$13,100	\$13,700	\$14,300	\$14,900	\$600
Department Head	\$15,000	\$15,700	\$16,400	\$17,100	\$17,800	\$700
						Step A \$14,300

E X H I B I T B

	Start and First Year	Second Year	Third Year	Fourth Year	Fifth Year	Increment
Junior Clerk	\$6100.64	\$6,441.76	\$6783.14	\$7124.26	\$7465.64	\$341.22 approx.
Senior Clerk	\$7858.50	\$8282.30	\$8706.36	\$9130.16	\$9554.22	\$423.94 approx.
Para- professional	\$9202.70	\$9683.44	\$10,164.18	\$10,645.18	\$11,125.92	\$480.81 approx.
Junior Librarian	\$11,167.26	\$11,715.34	\$12,263.16	\$12,811.24	\$13,359.32	\$548.02 approx.
Senior Librarian	\$12,925.12	\$13,545.48	\$14,165.84	\$14,786.20	\$15,406.56	\$620.40 approx.
Department Head	\$14,786.20	\$15,510.04	\$16,957.72	\$17,681.56	\$18,405.14	\$723.80 approx.

EXHIBIT "C"

Terms of Proposed Salary Package for 1978 and 1979

Communications Workers of America Local No. 1068 vs.  
Maplewood Memorial Library

1978: Place individuals on salary schedule (see exhibit A) at next higher dollar amount than present salary, except Krismann who is placed at step 2.

If, following the above procedure, any person receives less than a 3% salary gain, add the dollars to the base to raise all such individuals to 3%. This adjustment holds for the first six months of 1978 only.

Pay salaries as per above for Jan. 1, 1978 to June 30, 1978.

Recalculate the salary schedule (see exhibit B) adding that percentage necessary to raise the total remuneration of the negotiating group to 5.5% above what it would have been if figured in 1977 salary figures. This per cent figures out to be 3.4.

Pay salaries and longevity July 1, 1978-December 31, 1978 on this basis.

1979: Effective January 1, 1979, raise each employee one step on the schedule (B) except Matzen who remains at step one until January 1, 1980.