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# Agreement 1992 - 1995

*between*  
THE BOARD OF TRUSTEES  
*of*  
GLOUCESTER COUNTY COLLEGE  
*and the paraprofessional*  
*members of* THE GLOUCESTER COUNTY COLLEGE  
FEDERATION OF TEACHERS  
WHICH IS AFFILIATED WITH  
AFT, AFL-CIO



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Gloucester  
County College

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1 **AGREEMENT**

2  
3 Between the Board of Trustees of Gloucester County College,  
4 operating under the provision of Public Laws of 1974, Chapter 123,  
5 of the State of New Jersey

6 and

7 The paraprofessional members of  
8 The Gloucester County College Federation of Teachers  
9 which is affiliated with AFT, AFL-CIO.

10 This Agreement entered into this January 8, 1992 by and  
11 between the Board of Trustees of Gloucester County College,  
12 hereinafter called the Board, and the Gloucester County College  
13 Federation of Teachers, which is affiliated with AFT, AFL-CIO,  
14 Local 2338, hereinafter called the Federation, represents a  
15 complete agreement between the parties, and provides that:

16 1.1 Board Recognition

17 The Board recognizes paraprofessionals including  
18 Media Technician  
19 Library Technicians  
20 Financial Aid Technician  
21 Computer Instruction Lab Technician

22 and any other newly hired paraprofessionals in the Library/media  
23 Center, but excluding those paraprofessionals in the offices of:

24  
25 Administrative Services  
26 Student Services

1 Personnel

2 Community Services

3 Health Services

4 Tutorial Services

5 and all other non-paraprofessional personnel. Newly hired  
6 paraprofessionals in areas other than those enumerated above  
7 will not be specifically included in, or excluded from, the  
8 bargaining unit. Such new positions will be dealt with on a  
9 case by case basis. To the extent required by statutes, there  
10 shall be no discrimination by either the Board or the  
11 Federation based on age, sex, race, color, creed, religion,  
12 handicaps, national origin, or political affiliation.

13 1.2 Contrary to Law

14 If any provision of this agreement or any application of the  
15 Agreement to any unit member or group of unit members shall be  
16 found contrary to law, then such provision or application  
17 shall be void, but all other provisions or applications of  
18 this agreement shall continue in full force and effect.

19 1.3 Amendment

20 Should the parties agree to an amendment of this Agreement  
21 such amendment shall be reduced to writing, submitted to  
22 ratification procedures of the Board and the Federation, and  
23 if ratified, become part of the Agreement.

24  
25 1.4 Released Time for Negotiations

26 When mutually determined negotiating meetings are planned

1 during the working day, one member of the bargaining unit will  
2 be granted released time.

3 1.5 Budget Information

4 The Board will make available to the Federation upon written  
5 request:

6 (1) The number of paraprofessionals within the unit and their  
7 respective titles and salaries.

8 (2) Other reports within the public domain.

9 1.6 Selection of Negotiators

10 Neither party in any negotiations shall have any control over  
11 the selection of the negotiating representatives of the other  
12 party. Maximum size of each negotiating team at any one  
13 session shall not exceed four (4) in number. The parties  
14 mutually pledge that their representatives shall be clothed  
15 with all necessary power and authority to make and consider  
16 proposals and make counter proposals.

17 1.7 Copies of Agreement

18 Copies of this agreement shall be reproduced by the Board and  
19 distributed to all members of the paraprofessional unit now  
20 employed, upon notice of appointment for the duration of this  
21 agreement. The Board will supply ten (10) copies to the  
22 Federation. Candidates for employment who have been offered  
23 a position by the Board will be furnished a copy of the  
24 Agreement between the College and the Paraprofessional Unit  
25 along with their contract of employment.

1 1.8 Continuing Consultation

2 The Paraprofessionals Group will meet with the President  
3 and appropriate administrators, once a year, to discuss  
4 administration of this Agreement and/or concerns of mutual  
5 interest.



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## ARTICLE II

### Rights of Parties

#### 2.1 Right to Organize

Nothing contained herein shall be construed to deny or restrict the rights of these employees under the New Jersey Statutes Annotated, Title 18A or other applicable laws and regulations. The rights granted and duties inferred herein shall be deemed to be in addition to those provided elsewhere. However, the Board retains all rights not specifically conferred upon the Federation.

#### 2.2 Right to Negotiate

Unit members as described in Article I have the right freely to organize, join and support the Federation for the purpose of engaging in collective negotiation and other concerted activities for mutual aid and protection or to refrain from same.

#### 2.3 Board's Authority

The Board hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and the Constitution of the State of New Jersey and of the United States.

1  
2 **ARTICLE III**

3 **Paraprofessional Assignments and Responsibilities**

4 3.1 **Holidays**

5 Holidays for the period of the agreement shall be determined  
6 by action of the Board.

7 3.2 **Working Hours**

8 The work week for Paraprofessionals shall be forty (40) hours  
9 over a five (5) consecutive day period, including a one (1)  
10 hour lunch period daily. Working hours for each employee are  
11 to be considered set as of the signing date of this Agreement.  
12 Any proposed changes of the working hours and days will be  
13 negotiated with the Federation concerning impact. In the  
14 event that campus-based classes are canceled for any  
15 emergency, no paraprofessional who is scheduled for on-campus  
16 assignment is required to work for the duration of said  
17 cancellation. In addition, in the event that any off-campus  
18 facility to which an employee is assigned is declared  
19 officially closed for any emergency, no unit member who is  
20 assigned to such facility will be required to work for the  
21 duration of said cancellation.

22 3.2b **Make-up Days**

23 Days of normal work which are proposed for closing (of the  
24 College) shall first be advised to the Union at least thirty  
25 (30) calendar days in advance and representatives of the Board  
26 and Union shall meet at a time of mutual convenience to  
resolve a method(s) to make up such time.

1     3.3 Overtime

2           All work required in excess of thirty-five (35) hours and  
3           through forty (40) hours in the work week shall be paid at the  
4           regular straight time rate.

5           All work required in excess of forty (40) hours per work week  
6           shall be paid at one and one-half (1 1/2) times the regular  
7           straight time rate.

8           All work required on Board approved holidays shall be paid at  
9           two and one-half (2 1/2) times the regular straight time rate.

10          If overtime is required, the administration will endeavor to  
11          give twenty-four (24) hours advance notice of overtime  
12          requirements. However, such notice shall be at least four (4)  
13          hours prior to the commencement of any overtime requirement  
14          unless agreed to by the employee.

15     3.4 Job Descriptions

16          All members of the bargaining unit shall have a current job  
17          description. If a change in the terms and conditions of  
18          employment of a unit member is proposed, or if a reduction in  
19          force is proposed, the Federation shall be notified and shall  
20          have the opportunity to negotiate concerning such changes or  
21          impact in accordance with Chapter 123, Public Laws of New  
22          Jersey, 1974.

23     3.5 Off-Campus Activities

24          (a) Off campus business shall be defined as an activity,  
25          approved by the President or his designee, which requires a  
26          unit member to leave campus.

1 (b) If a unit member is required or received approval to make  
2 a trip on college business, the unit member shall be  
3 reimbursed for the most convenient and economical mode of  
4 transportation or at the specified auto mileage reimbursement  
5 rate.

6 (c) A unit member will be compensated at twenty-two (22)  
7 cents per mile for travel to and from off-campus assignments  
8 in excess of the mileage required for a round trip to the  
9 college from his/her home.

10 3.6 Meal Allowance

11 Unit members who have completed a regular work day and are  
12 required to return to work for an evening assignment will be  
13 entitled to a \$7.50 dinner allowance.  
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1                                   **ARTICLE IV**

2                                   Personnel Files

3    4.1   (a)   The College shall maintain a personnel file on each  
4                   employee which shall include, but not be limited to, the  
5                   following:

- 6                   1.   Personnel information;
- 7                   2.   Information relating to the employee's  
8                    accomplishments submitted by the employee or  
9                    placed in the file at his request;
- 10                  3.   Records generated by the College;
- 11                  4.   Job description; and
- 12                  5.   Information indicating special achievements,  
13                  research, performance and contributions.

14           (b)   The employee may, upon request, examine the individual  
15           personnel file referred to in 4.1 (a) and photocopy material  
16           therein, within five (5) working days of the initial request,  
17           at a time mutually convenient to the administrator in charge  
18           and the unit member.

19           (c)   All material requested by the College or supplied by the  
20           employee in connection with the employee's original employment  
21           shall be maintained in a confidential pre-employment file,  
22           which shall not be available for examination by the employee.

23           (d)   The administrator in charge will be responsible for the  
24           safekeeping of the personnel files.

25           (e)   Unit members shall be shown material to be placed in  
26           their file and shall acknowledge by signature having seen

1 same. Such acknowledgment shall not necessarily indicate  
2 agreement with the material. Unit members shall have the  
3 right to respond to any material placed in the file within  
4 thirty (30) days after reviewing such material. Material not  
5 so treated shall be removed from the file at the unit member's  
6 request, or it shall have no force or effect.

7 (f) Material not in the file may not be used against the  
8 employee.

9 (g) Personnel files will be available to the appropriate  
10 administrative personnel and Board members when matters of  
11 promotion, retention and performance are under discussion.

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ARTICLE V

Notice of Appointment, Dismissals and Vacancies

- 5.1 All employees will be notified of their employment status for the following year no later than April 1st. Any employee receiving subsequent notice of appointment must sign and return such notice by April 15th or the employee shall be considered as having resigned. Any employee not offered subsequent notice of appointment may request reasons in writing, and a hearing in accordance with the dictates of the New Jersey Administrative Code Title 6. Such reasons, and hearing if required, shall be granted by the Board in accordance with said code's provisions.
- 5.2 Unit members will be advised of newly created administrative and supervisory positions before public announcement is made.

1 **ARTICLE VI**

2 **Group Health Insurance**

3 6.1 **Medical Insurance**

4 The Board shall provide for each employee, beginning the first  
5 of the month following the first two (2) months of employment,  
6 full family coverage under Hospital Service Plan of New Jersey  
7 (Blue Cross, U.C.R. Blue Shield, Rider "J" and Major Medical).

8 6.2 **Prescription Plan**

9 Each employee shall receive Board initiated and funded Blue  
10 Cross of New Jersey Prescription Plan (\$1.00 deductible,  
11 co-pay).

12 6.3 **Dental Insurance**

13 Full family dental insurance shall be provided to each  
14 paraprofessional member in accordance with the provisions of  
15 the current master policy (Delta Dental Plan of N.J.).

16 6.4 **Insurance Carrier(s)**

17 Upon written request of the Board, the parties agree to  
18 promptly enter into negotiations during the term of the  
19 Agreement concerning the change of insurance plan(s) and/or  
20 carriers and/or self insurance. In the event there is no  
21 agreement on a change(s) to provide substantially similar  
22 benefits, either party may invoke mediation and/or fact-  
23 finding through the Public Employment Relations Commission.  
24 The parties agree that any change through the aforementioned  
25 processes will not include compensation for a less expensive  
26 plan.



1     6.5   Retiree Coverage

2           All unit members and his/her spouse covered by this Agreement  
3           on their retirement from the College shall be eligible for all  
4           health insurance coverage currently in force at the unit  
5           member's (or spouse's) expense and at no cost to the College.  
6           In addition, effective July 1, 1987 future retirees (as  
7           defined in Article XII) shall be provided insurance coverage  
8           at the Board of Trustees expense, as stated hereinafter. Such  
9           retirement benefit shall be operative with the effective date  
10          of reception of N.J. retirement pension benefits or TIAA/CREF  
11          using the same standards.

- 12          (a)   July 1, 1987 - single coverage basic health insurance.  
13          (b)   July 1, 1987 - single coverage prescription insurance.  
14          (c)   July 1, 1988 - single coverage dental insurance.  
15          (d)   July 1, 1990 - retiree and spousal coverage for basic  
16          health insurance, prescription and dental.

1 **ARTICLE VII**

2 Salaries and Deductions

3 7.1 Salary

4 The salary of employees shall be paid on a bi-weekly basis.

5 7.2 Requests for Deductions

6 Unit members may, by executing the proper form as provided by  
7 the Board, have automatic self payroll deductions for any of  
8 the following purposes:

- 9 (a) Professional Dues  
10 (b) Government Bonds  
11 (c) Credit Union  
12 (d) Public Employees Retirement System  
13 (e) Dental Program  
14 (f) Any professional insurance programs  
15 (g) Such other as shall be mutually agreed upon by the  
16 Federation and the Board.

17 7.3 Representation Fee for Non-members

18 (a) The Federation President shall submit to the College  
19 personnel office a list of names of employees covered by this  
20 contract who are not currently dues paying members. The  
21 College, in compliance with State law and this agreement, will  
22 deduct from such employees' pay a representation fee equal to  
23 85% of the amount set for Federation members. (This amount  
24 will be determined by the Federation Treasurer, and is to be  
25 paid by payroll deduction.)  
26

1 (b) It is agreed by the parties to this Agreement that the  
2 Board shall have no other obligation or liability, financial  
3 or otherwise, (other than set forth herein) because of actions  
4 arising out of the understandings expressed in the language of  
5 this Article. It is further understood that once the funds  
6 deducted are remitted to the Federation, the disposition of  
7 such funds thereafter shall be the sole and exclusive  
8 obligation and responsibility of the Federation.

9 (c) The Federation agrees that it has established or will  
10 establish a procedure by which a non-member employee in the  
11 unit can challenge the representation fee in accordance with  
12 N.J.S.A. 34: 13A-5.6. In the event that a challenge is filed,  
13 the deductions of the representation fee shall be held in  
14 escrow by the Board pending a final resolution of the  
15 challenge.

16 (d) The Federation shall indemnify and save the Board (and  
17 College) harmless against any and all claims, demands, suits  
18 or other forms of liability including reasonable legal and/or  
19 representation fees resulting from any of the provisions of  
20 this Article or in reliance on any list, notice or assignment  
21 furnished under this Article.

1 **ARTICLE VIII**

2 **Paid Leaves of Absence**

3 **8.1 Sick Leave**

4 Employees shall receive twelve (12) days sick leave per year  
5 accumulative, i.e., one (1) day per month.

6 Sick leave is subject to medical verification if requested by  
7 the supervisor.

8 Sick leave will be credited to the employee on a pro-rated  
9 basis from the time of employment for those starting other  
10 than the start of the College fiscal year.

11 **8.2 Bereavement**

12 (a) A paid bereavement leave of four (4) days maximum will be  
13 allowed for each death in the immediate family. Family  
14 shall mean: father, mother, siblings, wife, husband,  
15 children, step-children, grandchildren, mother-in-law and  
16 father-in-law. Additional leave may be granted at the  
17 discretion of the President.

18 (b) In the event of the death of a member of his family other  
19 than those previously listed, a unit member shall be  
20 entitled to one (1) full day to attend the funeral.

21 **8.3 Personal Leave**

22 Employees may be granted one (1) day personal leave with  
23 pay for bona fide personal business which cannot be handled  
24 outside of regular working hours, such as:

25 (a) Real estate closing.

1 (b) Marriage of the unit member or a member of his/her  
2 immediate family.

3 (c) Graduation of a member of the immediate family.

4 (d) Required appearance in court wherein the employee is not  
5 party and suit with the College.

6 (e) In cases where there is a life threatening illness of a  
7 unit member's spouse or child a maximum of three (3)  
8 personal days may be utilized provided such illness is  
9 certified by an attending physician and further provided  
10 that the unit member has unused personal leave days from  
11 the prior three years.

12 Request for such leave shall be in writing not less than five  
13 (5) days in advance, except in the case of an emergency. In  
14 a personal emergency situation the employee shall notify the  
15 Supervisor as soon as possible.

1 **ARTICLE IX**

2 Unpaid Leaves of Absence

3 9.1 Applications for Unpaid Leave

4 Applications for unpaid leaves of absence, other than child  
5 rearing, must be made in writing no less than six (6) months  
6 prior to the effective date of such leave; notice to return  
7 must be made in writing not less than six (6) months prior to  
8 the date of return.

9 9.2 Child Rearing Leave

10 Unit members of either sex shall be granted unpaid leave of  
11 absence up to one (1) year for care of a newborn child under  
12 one-hundred-twenty (120) days of age at the time the leave  
13 commences (or for an adopted child less than five (5) years of  
14 age) provided that where possible at least sixty (60) days  
15 prior written notice is given the College. Employees granted  
16 such leave must return at the start of the next academic year.  
17 During such leave benefits shall be frozen.

18 9.3 Leave for Personal Reasons

19 A leave for personal reasons of up to one year may be granted  
20 by the Board to a unit member upon mutual consent.

21 9.4 Leave for Professional Services

22 Leave to serve with AFT or its affiliates will be granted for  
23 one (1) year.

24 9.5 Leave for Study

25 Leave for undergraduate or graduate study in the unit member's  
26 field will be granted for one (1) year.

1     9.6   Continuation of Benefits

2             If legal, and subject to the benefit plan, the Board shall  
3             permit unit members on unpaid leaves of absence to continue  
4             any and all benefits at their own expense.

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1 (c) Nothing herein precludes approval by the President or his  
2 designee of beneficial undergraduate courses.

3 10.4 Parking

4 Unit members may use designated reserved Faculty/Staff parking  
5 area.

6 10.5 Privileges During Leave

7 All privileges in Article 10 are continued in force during  
8 periods of both approved paid and unpaid leaves.

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1 **ARTICLE XI**

2 Vacation for Twelve Month Employees

3 11.1 Vacation

4 Each employee shall have a vacation of fifteen (15) working  
5 days per year of vacation for the first three years of  
6 completed employment. Vacation entitlement thereafter shall  
7 be:

8	After 3 completed years of service	17 days
9	After 6 completed years of service	18 days
10	After 10 completed years of service	19 days
11	After 12 completed years of service	20 days
12	After 14 completed years of service	21 days

13 Vacation days are earned pro rata for each month of  
14 employment. Vacation time may be carried into the subsequent  
15 year except that no more than ten (10) days may be carried  
16 beyond October 15th of such subsequent year.

17 11.2 Vacation Schedule

18 An employee's preference as to the period during which  
19 vacation is desired to be taken shall be given full  
20 consideration, but it must be recognized that vacations must  
21 be taken at such times as are consistent with the best  
22 interests of the college.

1  
2 **ARTICLE XII**

3 **Retirement "Bonus"**

4 12.1 A retirement "bonus" shall be \$45.00 based on an accumulated  
5 sick leave day provided that:

6 (a) The unit member had been employed actively by the College  
7 for twenty (20) years.

8 (b) The unit member must provide at least one year's prior  
9 written notice of intent to retire.

10 (c) The unit member retires under the New Jersey Public  
11 Employees Retirement System.

12 12.2 If the years of a unit member's active College service is less  
13 than 20 but at least 10 full years, then the retirement  
14 "bonus" shall be proportional i.e., 11/20, 12/20 etc. to the  
15 maximum as per above.

16 12.3 The unit member may elect to defer the retirement "bonus"  
17 compensation up to 12 months.

1 **ARTICLE XIII**

2 **Grievance Procedure**

3 13.1 A grievance is a claim or complaint by a unit member or a  
4 group of unit members or the Federation, hereinafter referred  
5 to as a Grievant, based upon an event which affects a  
6 condition of employment, discipline or discharge, and/or  
7 alleged violation of which constitutes a misrepresentation or  
8 misapplication of any provision of this Agreement or any  
9 existing rule, order or regulation of the Board of Trustees.  
10 In the event that a unit member or group of unit members or  
11 the Federation believes there is a basis for a grievance, it  
12 shall:

13 (a) Informally discuss the grievance with the immediate  
14 supervisor or the appropriate administrator.

15 (b) If, as a result of the informal discussion a grievance is  
16 unresolved, the Grievant may invoke the formal grievance  
17 procedure on the form required, signed by the Grievant.  
18 Every formal grievance shall be filed within twenty-eight  
19 (28) days of the occurrence or thereafter be barred. Two  
20 (2) copies of the grievance shall be filed with the  
21 President of the College or a representative designated  
22 by him.

23 (c) Within one week of date of filing, the President or his  
24 designee shall meet with the Grievant or his  
25 representative in an effort to resolve the grievance.  
26 The President or his designee shall indicate his

1 disposition of the grievance in writing within one week  
2 of said meeting.

3 (d) If the Grievant is not satisfied with the disposition of  
4 the grievance by the President or his designee or if no  
5 disposition has been made within the time limits in  
6 paragraph (c), the grievance shall be transmitted to the  
7 Board of Trustees by the Grievant by filing a written  
8 copy thereof with the Secretary of said Board. The Board  
9 shall, within five calendar weeks of the date of filing,  
10 either allow the grievance or hold a hearing on the  
11 grievance. No later than one calendar week thereafter,  
12 the Board of Trustees shall indicate its disposition of  
13 the grievance, in writing, to the Federation. A  
14 grievance based on lack of contract offer by the Board of  
15 Trustees for unit members shall be handled per Article V,  
16 Section 5.1.

17 (e) If the Federation is not satisfied with the disposition  
18 of the grievance by the Board of Trustees, or if no  
19 disposition has been made within the period provided in  
20 paragraph (d), the grievance may be submitted to  
21 arbitration before an impartial arbitrator. If the  
22 parties cannot agree on an arbitrator, he shall be  
23 selected pursuant to the rules and procedure of the  
24 American Arbitration Association, whose rules shall  
25 likewise govern the arbitration proceeding. Neither the  
26 Board nor the Federation shall be permitted to assert in

1 such arbitration proceeding any ground or to rely on any  
2 evidence not previously disclosed to the other party. No  
3 more than one (1) substantive issue may be submitted to  
4 the arbitrator in a case unless otherwise agreed to in  
5 writing by both parties. The arbitrator shall submit a  
6 written decision within thirty (30) days of the hearing  
7 setting forth his findings of fact, reasoning and  
8 conclusions on the issue submitted. The arbitrator shall  
9 have no power to alter, add to or subtract from the terms  
10 of the Agreement. Both parties agree to be bound by the  
11 decision of the arbitrator.

12 (f) Subject to (g) infra, the fees and expenses of the  
13 arbitrator shall be shared equally by the parties.

14 (g) No reprisals of any kind shall be taken against any unit  
15 member for participating in any grievance. If any unit  
16 member for whom a grievance is filed, processed or  
17 sustained shall be found to have been unjustly  
18 discharged, he shall be restored to his or her former  
19 position with full reimbursement of all compensation  
20 lost, and in addition the Board shall pay the entire cost  
21 of fees and expenses of the arbitrator. However, if the  
22 discharge is found to have been justified, the Federation  
23 shall pay the entire cost of fees and expenses of the  
24 arbitration.

25 (h) The number of days indicated at each level should be  
26 considered as maximum and every effort should be made to

1 expedite the process. However, the time limits may be  
2 extended by mutual consent.

3 (i) All documents, communications and records dealing with  
4 grievances shall be filed separately from the personnel  
5 file of the participants.

6 (j) It is agreed that each party shall furnish the other with  
7 any information in its possession necessary for the  
8 processing of any grievance or complaint.

9 (k) If a unit member or a supervisor has a matter which  
10 he wishes to discuss with the other, he is free to do so  
11 without recourse to the grievance procedure.

12 (l) No grievance shall be adjusted without prior notification  
13 to the Federation and an opportunity for a Federation  
14 representative to be present, nor shall any adjustment of  
15 a grievance be inconsistent with the terms of this  
16 Agreement.

17 (m) A grievance may be withdrawn at any level.  
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1 13.2 Formal Grievance Procedure Form

2

3 NAME \_\_\_\_\_

4

5 POSITION \_\_\_\_\_

6

7 DATE OF GRIEVANCE \_\_\_\_\_

8

9 DATE OF FILING \_\_\_\_\_

10

11 NATURE OF GRIEVANCE:

12

13

14

15

16 PREVIOUS ACTION, IF ANY, TAKEN BY GRIEVANT:

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19

20

21 SIGNATURE \_\_\_\_\_

22

23

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1  
2 DATE RECEIVED BY PRESIDENT \_\_\_\_\_  
3

4  
5 DATE OF MEETING WITH GRIEVANT \_\_\_\_\_  
6

7 DISPOSITION:  
8  
9

10  
11  
12 DATE: \_\_\_\_\_ SIGNATURE \_\_\_\_\_  
13

14 DATE RECEIVED BY SECRETARY OF BOARD OF TRUSTEES \_\_\_\_\_  
15

16 DATE GRIEVANCE ALLOWED \_\_\_\_\_  
17

18 DATE OF HEARING \_\_\_\_\_  
19

20 DISPOSITION:  
21  
22  
23  
24

25 DATE: \_\_\_\_\_ SIGNATURE \_\_\_\_\_  
26

1 **ARTICLE XIV**

2 Duration of Agreement

3 14.1 This Agreement incorporates the entire understanding of the  
4 parties on all matters which were or could have been the  
5 subject of negotiation and supersedes each and every provision  
6 of all prior contracts between the parties. Except as  
7 specified, neither party shall be required to negotiate with  
8 respect to any such matter whether or not covered by this  
9 Agreement and whether or not within the knowledge or  
10 contemplation of either or both of the parties at the time  
11 they negotiated or executed this Agreement.

12 14.2 This Agreement shall be effective starting July 1, 1992  
13 through June 30, 1995 subject to the following:

14 (a) During the month of October 1994 either party may notify  
15 the other in writing of its desire to reopen the  
16 Agreement for negotiations for the subsequent year.  
17 Within thirty days of such notice, the duly authorized  
18 representatives designated by the parties will meet.

19 (b) Each unit member shall receive the following salary  
20 increases: 5% in 1992/93; 6% in 1993/94; and 7% in  
21 1994/95.

22 14.3 At the conclusion of said period, this Agreement shall  
23 continue from year to year thereafter unless either party  
24 shall give written notice to the other of its intention to  
25 terminate, modify, or supplement this Agreement.  
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by Kenneth + D. Gyles  
Chairperson, Board of Trustees

by David R. Jorj  
Federation President

by Markin J. Scott  
Secretary, Board of Trustees

by Thomas J. McCracken  
Federation Representative

5/6/92  
Dated

1 APPENDIX A

2 GLOUCESTER COUNTY COLLEGE

3 SALARY SCHEDULE

4 1992-95

5 PARAPROFESSIONALS

6 TWELVE MONTH EMPLOYEES

7  
8  
9  
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	<u>1992-93</u>	<u>1993-94</u>	<u>1994-95</u>
	<u>Minimum</u>	<u>Minimum</u>	<u>Minimum</u>
Library Technician	\$18,481	\$19,035	\$19,701
Media Technician	17,545	18,071	18,703
Computer Instruction Lab Technician	18,131	18,675	19,329
Financial Aid Technician	18,131	18,675	19,329