

A G R E E M E N T

Between

Union, County of
COUNTY OF UNION

And

PARK MAINTENANCE, CRAFTSMEN
AND MECHANICS ASSOCIATION CORP.

X EFFECTIVE: JANUARY 1, 1987 through DECEMBER 31, 1988

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I N D E X

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NO.</u>
	PREAMBLE	1
1	RECOGNITION	1
2	MANAGEMENT FUNCTIONS AND RIGHTS	2
3	PAYROLL DEDUCTIONS OF UNION DUES	4
4	UNION BUSINESS	7
5	NO STRIKE-NO LOCKOUT	8
6	GRIEVANCE PROCEDURE	9
7	WORK SCHEDULES	13
8	MOVEMENT OF PERSONNEL	14
9	HOURS OF WORK AND PREMIUM PAY	15
10	LONGEVITY	20
11	VACATIONS	21
12	SICK LEAVE	24
13	PERSONAL BUSINESS AND RELIGIOUS LEAVE	28
14	DEATH IN FAMILY	29
15	JURY DUTY	29
16	HOLIDAYS	30
17	SALARIES	31
18	BULLETIN BOARDS	34
19	DISCRIMINATION OR COERCION	35
20	EQUAL EMPLOYMENT	35
21	MISCELLANEOUS	37
22	CLOTHING	39
23	TOOLS	42
24	ON THE JOB INJURY	43
25	DURATION	44

AGREEMENT

PREAMBLE

This Agreement made this 16th day of December, 1987, by and between the COUNTY OF UNION, hereinafter called the "Employer" and PARK MAINTENANCE, CRAFTSMEN AND MECHANICS ASSOCIATION CORP., hereinafter called the "Union" and its members who are employed by the County of Union.

Whereas, the parties have carried on collective negotiations for the purpose of developing a contract covering wages, hours of work and other conditions of employment;

Now, therefore, in consideration of the premises and mutual agreements herein contained, the parties hereto agree to and with each other as follows:

ARTICLE I
RECOGNITION

The Employer hereby recognizes the Park Maintenance, Craftsmen and Mechanics Association Corp. as the exclusive representative for the employees engaged as blue-collar employees including but not limited to golf courses, skating rinks, and other recreation facilities but excluding therefrom supervisory employees and foremen.

ARTICLE II
MANAGEMENT FUNCTIONS AND RIGHTS

Section 1.

The Union recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers, prerogatives and authority possessed by the Employer prior to the signing of this agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this agreement.

Section 2.

Whenever the term "Employer", "Department Head", or "Supervisor" shall be used throughout this agreement, it shall mean and include the County Board of Freeholders and/or the County Manager and/or their designees as specifically may be provided in N.J.S.A. 40:41A-45 et. seq. or the Administrative Code of the County of Union.

Section 3.

Except as modified, altered or amended by the within agreement the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of

New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America, including but without limitation the following rights, privileges and functions:

(a) The executive management and administrative control of the County of Union, a body politic, and its properties and facilities and the activities of its employees related to their employment.

(b) The right to hire all employees and subject to existing Civil Service rules and regulations to determine their qualifications and the conditions for their continued employment or their dismissal, or demotion, and to promote and transfer all such employees.

(c) The right to determine schedules of work and the duties, responsibilities and assignments of all employees with respect thereto. This right shall not be used as a form of discipline directed against any employee.

Section 4.

The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board of Freeholders, the County Manager or other designees, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection thereto shall be limited only by the extent such specific and expressed terms are in conformance with the laws of the State of New Jersey,

the Constitution of the State of New Jersey, and the Constitution and laws of the United States.

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders, the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other State laws or regulations as they pertain to County Manager form of government.

ARTICLE III
PAYROLL DEDUCTION FOR UNION DUES

Section 1.

The Employer agrees to deduct from the salaries of employees, dues for the Union when authorized in writing to do so by each employee.

An authorization for deduction of Union membership dues shall be terminated automatically when an employee is removed from the payroll of the County. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the County to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the County shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

Section 2.

The amount of monthly Union membership dues will be certified by the President of the Union in writing to the Employer, and the amount so certified will be uniform for all members of the Union.

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Union on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of his desire to withdraw.

Section 4.

(a) Effective the first of the month following thirty (30) days after the signing of these presents, if an employee does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.

(b) The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

(c) Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, in accordance with appropriate statutory provisions and Court Decision, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and condition of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share, subject to refund, shall not reflect, however, the cost of support of lobbying activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employee represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

(d) Any person who becomes an employee after January 1 of any calendar year, shall only be charged one-twelfth (1/12th) of the representation fee for each month for the balance of the year of the employee's first year of employment.

(e) The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

(f) Effective October 1, 1985, the Association will notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.

(g) The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE IV UNION BUSINESS

Section 1.

The Union shall advise the Employer in writing of the name of its representatives, the place of employment from which they are designated and the term for which they are to serve in a representative capacity.

Section 2.

Before any representative may leave his area or place of employment he shall be required to obtain approval in advance from his Department Head or a Department Head's designated representative.

The Union shall neither solicit members, nor conduct any business on Employer's property during Employer assigned working schedules of either the representative of the Union or the employee involved, except for the following:

(a) Collective negotiating.

(b) Time spent conferring with management or employees on specific grievances as specified in the Grievance Procedure, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict the work assignments shall have priority.

Section 3.

When an authorized representative is excused from his assigned duties, he shall:

(a) Notify the supervisor of any Employer facility visited on arrival.

(b) Notify his supervisor or designated representative upon return to the job.

(c) Record his time out and time in with his supervisor upon leaving and returning to his job.

ARTICLE V
NO STRIKE-NO LOCKOUT

Section 1.

There shall be no strikes, work stoppages, or slowdowns of any kind during the life of this Agreement. No officer or representative of the Union shall authorize, or institute any

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such activity. No employee shall participate in any such activity. The Employer shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article.

Section 2.

The Union will not schedule any membership meeting or demonstration which may have the same effect as a strike or work stoppage .

ARTICLE VI
GRIEVANCE PROCEDURE

Section 1.

A grievance is hereby defined as any dispute between the parties concerning the application or interpretation of this Agreement with respect to wages, hours or work or other conditions of employment.

Section 2.

The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances and to that end the following procedure shall be followed:

Step 1. An employee with a grievance shall first discuss it with his immediate supervisor either directly or through the Union's designated representative for the purpose of resolving the matter informally. A grievance must be presented at Step 1 within five (5) working days of the occurrence of the condition giving rise to the grievance. If it is not presented within

the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement, and shall be deemed waived.

Step 2. If the aggrieved party is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 1, he may file a grievance in writing with his Department Head or his designee. A hearing on the grievance shall be held between the Department Head or his designee and the aggrieved party and a designated representative of the Union. The Department Head or his designee will render a final decision in writing within five (5) working days.

Step 3. If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 2, he may file the grievance and all supporting papers with the County Manager or his designee for review. The County Manager shall not be obligated to conduct a hearing and ^{any event shall} in/ respond in writing to the grievant after his review within ten (10) work days after presentation of the grievance to him. However, if the County Manager conducts any hearing the Association shall be permitted to participate by either presenting the same at the request fo the grievant or to participate if the grievant has selected his own attorney..

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Step 4.

(a) In the event a grievance has not been resolved to the satisfaction of the employee or the Union at the County Manager level, then the employee and/or the Union within ten (10) work days of receipt of the answer given by the County Manager, to preserve a grievance for arbitration, must request the same in writing or the grievance shall be deemed waived. A request for arbitration must be submitted in writing to the American Arbitration Association, New York Region, located in New York City, New York, with a copy to be sent to the County Manager and the Director of Personnel, attaching copies of any statements or exhibits filed therein and the said written notice to the American Arbitration Association (AAA) should request that the AAA submit panels of arbitrators to each of the respective parties to this Agreement so that the said parties may choose independently their right of selection which may be filed directly with the AAA. Each of the parties shall have the right to reject and/or fail to agree to three (3) separate panels of arbitrators and upon exhausting three (3) panels, the parties shall so notify the AAA which shall thereafter select an arbitrator from among names not previously submitted to the parties.

(b) The fees and expenses of arbitration shall be borne equally by the County of Union and Park Maintenance Workers.

(c) It is understood and agreed that if either party uses the services of any attorney the expenses incurred will be borne by the party requesting such services.

(d) Expenses of outside witnesses for either side shall be borne by the parties producing such witnesses.

(e) The total costs of stenographers' records which may be made and transcripts thereof shall be paid for by the parties ordering the same.

(f) In the event of arbitration, the arbitrator shall have no power or authority to add to or subtract from or modify any terms of this Agreement.

(g) The arbitrator will be required to issue his/her decision within thirty (30) calendar days from the date of the closing of the hearing. The arbitrator's decision shall be in writing and will set forth his/her findings of fact and conclusions on the issues submitted. The decision of the arbitrator shall be final and binding upon the parties.

(h) All grievance meetings and/or hearings, as provided for herein, shall be conducted in private and shall include only the grievant and/or his representatives, the County Manager, the Director of Personnel and/or their representatives and designees.

Section 3.

The time limits specified in the grievance procedure will be construed as maximum. However, these may be extended upon

mutual agreement between the parties, which consent will not be unreasonably withheld.

Section 4.

Any employee may be represented at all stages of the grievance procedure by himself, or, at his option, by a representative selected by the Union. When an employee is not represented by the Union, the Union President and/or his designee shall be advised so that the Union may participate and state its views at all stages of the grievance procedure, and in no event may any employee make any settlement of his/her particular grievance which violates the collective negotiation agreement and/or past practice which has any binding effect upon the Union.

ARTICLE VII
WORK SCHEDULES

Notwithstanding the provisions of Article VII, hereof, the Employer shall have the right, for the efficient operation of its facilities, to make changes in the commencement and termination of the daily work schedules and to vary from the daily or weekly work schedules provided, however, upon making permanent changes the Employer shall give to the Union seven (7) calendar days' notice where practicable, and further provided that permanent changes in work schedules shall comply with existing Civil Service Rules. It is understood and agreed that the Employer will assign weekend summer work on a crew

basis provided it does not violate Civil Service Laws with respect to working out of classification, by assigning a member or members thereof in an inverse seniority basis, that is, by assigning the lowest senior person or persons first, and so on, on a rotating basis. The aforesaid provision shall not be applicable in cases of emergency.

ARTICLE VIII
MOVEMENT OF PERSONNEL

Section 1.

The Employer desires to maintain employment as near to a constant level as possible. Both parties recognize, however, that the needs of the Employer and its efficient operation may necessitate reassignment of personnel or the addition to or decrease in the work force.

Section 2.

The parties agree that all hirings, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with the Revised Civil Service Rules for the State of New Jersey, as applicable to the County Manager form of government.

Section 3.

The parties agree that the Employer has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The Employer will attempt to eliminate emergency situations promptly. In no

event shall a payroll classification be filled during an emergency situation in excess of that period of time permitted by law. The County Manager agrees to comply with Civil Service Rules, if the emergency condition is to extend beyond four (4) months.

ARTICLE IX
HOURS OF WORK AND PREMIUM PAY

Section 1.

The normal work week for bargaining unit employees on the payroll as of January 1, 1974, shall consist of five (5) consecutive days of eight (8) hours each commencing on Monday and ending on Friday. The work week for bargaining unit employees within the classifications of stable grooms, janitors, trailside attendants and head greensmen shall consist of five (5) consecutive days of eight (8) hours each during any seven (7) day period. The work week for any employee hired after January 1, 1974 or any bargaining unit employee who accepts a promotion to a higher rated classification shall consist of five (5) consecutive days of eight (8) hours each during any seven (7) day period. The County of Union shall have the right in the case of an emergency to schedule any bargaining unit employee to work a work week consisting of five (5) consecutive days of eight (8) hours each during any seven (7) day period.

Section 2.

Employees shall be entitled to two (2) consecutive days off during each seven (7) day period, provided however, that the County shall have the right to require employees to work on such days.

Section 3.

Any employee who is scheduled to work and who actually does work in excess of forty (40) hours in any work week shall receive additional compensation for each such hour worked at the rate of time and one-half (1-1/2) the employee's straight hourly rate.

(a) Scheduled overtime shall be awarded on a seniority basis as follows:

Projected overtime shall first be offered to the employees whose names appear at the top of the overtime seniority list according to classification and section, assuming the employee is qualified to perform the work. Upon being offered an overtime assignment, the employee's name shall go to the bottom of the list, regardless of whether the employee works the overtime assignment. Before an employee can be charged with having been offered overtime, an employee must be personally notified on the date that the overtime is posted. A separate overtime list shall be maintained for each section. In order for an employee to be eligible for projected overtime, the employee:

- (1) must not be scheduled for vacation that day;
- (2) must be scheduled to work for eight hours after returning from sick leave and prior to working the overtime.

(b) Where possible, the above mentioned rotation system shall also apply to unscheduled overtime. However, this shall not apply to continuous work which requires an employee to work beyond his/her regular shift.

(c) In accordance with the above, overtime shall be awarded on a reasonably equal basis.

(d) Where possible, the County will schedule weekend overtime on the preceeding Thursday.

Section 4.

For the purpose of this Article, "hours worked" shall include eight (8) hours on a scheduled holiday whether or not an employee is required to work on such holidays.

Section 5.

An employee shall not be entitled to receive overtime compensation unless such overtime has been scheduled and authorized by his or her department head or their designees prior to such overtime being worked.

Section 6.

If an employee shall be recalled for work at any time outside of his regular working hours, or on any day when he would normally be off duty, he shall receive at least three (3) hours' work at the applicable rate of pay.

Section 7.

Bargaining unit employees shall be entitled to a five (5) minute washup period immediately prior to such employee's scheduled lunch period. Bargaining unit employees, other than those in classifications regularly assigned to perform work in the Motor Shop and who actually perform work in the Motor Shop, shall be entitled to a five (5) minute washup period immediately prior to such employee's scheduled completion of work for the work day. Bargaining unit employees in classifications regularly assigned to perform work in the Motor Shop and who actually perform work in the Motor Shop shall be entitled to a ten (10) minute washup period immediately prior to such employee's scheduled completion of work for the work day. Bargaining unit employees who are assigned the function and actually use or apply pesticides shall be entitled to a twenty (20) minute shower period prior to such employee's scheduled completion of work for the work day (inclusive of the five (5) minute washup period) on days when such employees are assigned the function and actually use or apply pesticides. The Employer shall arrange for such employees to submit to blood tests for cholinesterase levels during the months of June and December of each year. Blood samples shall be taken during the employee's regularly scheduled working time where possible. Newly hired employee are to be tested for cholinesterase levels during their pre-employment physical.

Section 8.

Bargaining unit employees shall be entitled to one (1) ten (10) minute coffee break as may be scheduled in the morning before the lunch period and one (1) ten (10) minute coffee break as may be scheduled in the afternoon after the lunch period.

Section 9.

The Employer shall have the right to make temporary transfers of any employee covered by the terms of this Agreement and said transfers shall be made in accordance with Civil Service rules and regulations pertaining thereto.

Section 10.

There shall be no pyramiding of premium pay and whenever two (2) or more premium rates are applicable to particular hours worked only the highest rate shall be paid.

Section 11.

From November 1 to March 1 of each year, during the term hereof, Ice Rink Building Maintenance Workers shall be paid an additional ten (10¢) cents per hour over their base rate for working the afternoon shift.

Section 12.

Where possible, the County shall schedule all weekend overtime on the preceeding Thursday.

ARTICLE X
LONGEVITY

Section 1.

All employees covered by this Agreement and employed by the County prior to January 1, 1973, shall be entitled to and paid longevity payments and adjustments in accordance with the longevity policy adopted by Freeholder Resolution No. 163 in the year 1967 and amendments and supplements thereto.

Said longevity payments shall be calculated and paid in accordance with the practices as they existed prior to the effective date of this Agreement.

Any employee who was hired by the County subsequent to January 1, 1973, shall not be covered by the existing longevity program.

Section 2.

Anything herein stated to the contrary notwithstanding, it is understood and agreed that the Park Commission policy with respect to longevity, while based upon Freeholder Resolution 163, in the year 1967 was applied in an inaccurate manner. Therefore, any employees covered thereby who as of January 1, 1978 receive more longevity pay than County policy would allow shall continue to receive said longevity pay without reduction, provided, however, no additional longevity pay shall be credited to said employees until such time as the County policy would permit any increase when applied consistent with other County employees. Any employees covered by the terms of this

Agreement who receive the same or less longevity pay as of January 1, 1978, as applied by County policy, shall receive additional longevity pay when due in accordance with County policy.

ARTICLE XI
VACATIONS

Section 1.1 - 1987 Vacation Eligibility:

(a) During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.

(b) Employees with one to eight years of service shall be entitled to twelve (12) working days vacation each year.

(c) Employees with eight completed years to ten years of service will be entitled to thirteen (13) working days vacation each year.

(d) Employees with ten completed years to fifteen years of service will be entitled to sixteen (16) working days vacation each year.

(e) Employees with fifteen completed years to twenty years of service will be entitled to eighteen (18) working days vacation each year.

(f) Employees with twenty completed years to twenty-five years of service will be entitled to twenty (20) working days vacation each year.

(g) Employees with twenty-five or more completed years of service will be entitled to twenty-five (25) working days vacation each year.

Section 1.2 - 1988 Vacation Eligibility:

(a) During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.

(b) Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.

(c) Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.

(d) Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.

(e) Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.

(f) Employees with twenty completed years to twenty-five years of service will be entitled to twenty-one (21) working days vacation each year.

(g) Employees with twenty-five or more completed years of service will be entitled to twenty-six (26) working days vacation each year.

Section 2.

Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.

The Employer shall have the exclusive right to determine when an employee's vacation shall be scheduled. The Employer agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by seniority insofar as effective staffing requirements permit.

Section 4.

An employee who has resigned or who has otherwise separated from employment shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in a calendar year in which the separation becomes effective, in addition to any unused vacation due for the previous year.

Section 5.

An employee who is retiring on pension based on length of service, shall be entitled to the full vacation for the calendar year in which he retires.

Section 6.

Whenever an employee dies having to his credit any annual vacation leave, there shall be calculated and paid to his estate, a sum of money equal to the compensation figured on his salary rate at the time of his death.

Section 7.

If a holiday occurs during the vacation or sick leave, it is not counted as a day of vacation or sick leave.

Section 8.

Employees serving on a leave of absence without pay do not accrue vacation benefits.

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section 5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This now will be deducted from his final pay check.

Section 10.

Vacations must be taken during the current calendar year, unless the supervisor determines that it cannot be taken because of pressure of work, in which case, unused vacations may be carried forward into the next succeeding year only.

ARTICLE XII
SICK LEAVE

Section 1.

Sick leave is the absence of an employee from work because of illness, accident, exposure to contagious disease, or attendance for short periods of time upon a member of the employee's immediate family seriously ill requiring care or attendance of such employee.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action. Absences without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

(a) One (1) day for each full month of service with the Employer during the first calendar year of employment.

(b) One and one quarter (1-1/4) days for each full month of service with the Employer beginning with the second calendar year of employment.

(c) Part-time employees shall receive sick leave credits on a pro-rated basis.

(d) Sick leave credits shall not accrue while an employee is absent on a leave without pay.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The Employer may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the Employer.

Section 5.

(a) An employee who has been absent on sick leave for periods totaling more than fifteen (15) days in one calendar year consisting of periods of less than five (5) days shall have his or her sick leave record reviewed by the respective appointing authority and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one day or less, only one submission of such proof shall be necessary for a period of six months.

(b) The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

i. In case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required.

ii. In the case of death in the immediate family, reasonable proof shall be required.

iii. The appointing authority 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 agency, by a physician designated by the appointing authority. Such examination shall establish whether the employee is

capable of performing his normal duties and that his return will not jeopardize the health of other employees.

Section 6.

The Employer will post the sick time utilization of each employee twice a year, on or about January 15th and on or about July 15th.

Section 7.

Effective January 1, 1987, the County agrees to introduce a program of payment for unused sick leave upon retirement in accordance with the following requirements:

(a) Eligibility for payment under this program requires that an employee must retire with at least twenty-five (25) years of service solely with the County of Union, and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.

(b) Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit "C" and made part hereof.

(c) Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to a maximum of \$7,000.00.

ARTICLE XIII
PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

Employees who are employed less than one (1) year are entitled to be granted up to three (3) days off for personal business as hereinafter defined or for religious reasons in accordance with the schedule hereinafter set forth; employees who have been employed for more than one (1) year are entitled to be granted up to three (3) days per year without reference to any schedule. Employees must make application for such personal business or religious leave stating the reason for the requested leave as far in advance as possible. The request by the employee shall be directed to his or her Department Head. The leave may only be taken if the Department Head approves and grants said leave, and if for business reasons the applicant must demonstrate that the business purpose could not be scheduled after working hours. The following schedule shall only apply to employees with less than one (1) year of employment.

(a) One (1) day after four (4) months of employment.

(b) One (1) additional day after eight (8) months of employment.

(c) The third (3rd) day may be granted between the tenth (10th) and twelfth (12th) months of employment.

Section 2.

No personal leave shall be applied for, approved or granted, immediately before or after any vaction period, holiday period or weekend, except under extraordinary circumstances.

Section 3.

Leave days, as provided hereto, must be used in a one (1) year period and shall not be accumulative from year to year.

ARTICLE XIV
DEATH IN FAMILY

Section 1.

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at funeral of mother, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or other relatives residing at employee's household.

ARTICLE XV
JURY DUTY

Section 1.

An employee summoned for jury duty shall receive his regular pay from the Employer for such period. Such employee shall

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500 MORRIS AVENUE
SPRINGFIELD, N. J. 07081

report for his regular work while excused from such attendance in court unless it is impossible or unreasonable for him to do so.

Section 2.

Any payment received for jury duty must be returned to the Employer through the employee's department head less allowance for travel and meal expense.

ARTICLE XVI
HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 1987:

New Year's Day	-	Thursday, January 1, 1987
Martin Luther King's Birthday	-	Monday, January 19, 1987
Lincoln's Birthday	-	Thursday, February 12, 1987
Washington's Birthday	-	Monday, February 16, 1987
Good Friday	-	Friday, April 17, 1987
Memorial Day	-	Monday, May 25, 1987
Independence Day	-	Saturday, July 4, 1987
Labor Day	-	Monday, September 7, 1987
Columbus Day	-	Monday, October 12, 1987
General Election Day	-	Tuesday, November 3, 1987
Veteran's Day	-	Wednesday, November 11, 1987
Thanksgiving Day	-	Thursday, November 26, 1987
Day After Thanksgiving Day	-	Friday, November 27, 1987
Christmas Day	-	Friday, December 25, 1987

Section 2. The Employer has designated the following days as holidays for the year 1988:

New Year's Day	-	Friday, January 1, 1988
Martin Luther King's Birthday	-	Monday, January 18, 1988
Lincoln's Birthday	-	Friday, February 12, 1988
Washington's Birthday	-	Monday, February 15, 1988
Good Friday	-	Friday, April 1, 1988
Memorial Day	-	Monday, May 30, 1988
Independence Day	-	Monday, July 4, 1988
Labor Day	-	Monday, September 5, 1988
Columbus Day	-	Monday, October 10, 1988
General Election Day	-	Tuesday, November 8, 1988
Veteran's Day	-	Friday, November 11, 1988
Thanksgiving Day	-	Thursday, November 24, 1988
Day After Thanksgiving Day	-	Friday, November 25, 1988
Christmas Day	-	Sunday, December 25, 1988

Section 3.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked on the holiday, subject to the overtime provision set forth in this Agreement.

ARTICLE XVII
SALARIES

Section 1.

(a) Effective January 1, 1987, all of the personnel covered by the terms of the within Agreement shall receive a five (5%) percent wage increase on an individual basis, as set forth in Exhibit "A" attached hereto and incorporated as part of this Agreement.

(b) Effective July 1, 1987, all of the personnel covered by the terms of the within Agreement shall receive a two (2%) percent wage increase on an individual basis, as set forth in Exhibit "A" attached hereto and incorporated as part of this Agreement.

(c) Effective February 1, 1988, all of the personnel covered by the terms of the within Agreement shall receive a five (5%) percent wage increase on an individual basis, as set forth in Exhibit "A" attached hereto and incorporated as part of this Agreement.

(d) Effective August 1, 1988, all of the personnel covered by the terms of the within Agreement shall receive a two (2%) percent wage increase on an individual basis, as set forth in Exhibit "A" attached hereto and incorporated as part of this Agreement.

(e) The increments that are due each employee shall be as set forth in Exhibit "A" in each of the aforesaid years.

(f) Any employee who has not reached the maximum based on the schedule set forth in Exhibit "A" at the end of each year shall continue to receive increments until his/her maximum is reached even though in some cases this may extend th incremental years in effect prior to January 1, 1985.

Section 2.

The salaries set forth in Exhibit A shall consist of a hiring rate and four additional steps with the exception of the

Senior Mechanic, Senior Carpenter and Recreation Park Maintenance Work which shall consist of a hiring rate and five additional steps.

(a) Step progression is based on merit consideration.

(b) No employee shall be paid less than the hiring rate or more than the maximum rate (Step 4).

(c) The precise incremental increase provided for during the term of the Agreement terminating December 31, 1988 will be maintained for the term of the within Agreement, therefore, an employee may not reach the maximum salary at the final incremental step. In such case the odd amount necessary to reach maximum will be paid in the year following the old maximum step.

Section 3.

During the term of this Agreement, adjustments in rates of pay shall be as follows:

(a) Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee has completed one (1) year of service in the title hired for or promoted to.

(b) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1st and June 30th shall receive their salary increment as of January 1st.

(c) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1st and December 31st shall receive their salary increment as of July 1st.

Section 4.

Any employees, upon promotion, may receive a salary increase effective the date of promotion. Employees receiving promotions shall receive an increase at least equivalent to the highest increment applicable to the lesser classification.

Section 5.

Anything herein stated to the contrary notwithstanding, any one hired after the date of the signing of the agreement will start at the minimum rate.

ARTICLE XVIII
BULLETIN BOARDS

Section 1.

The Employer shall provide space on existing bulletin boards for use of the Union in posting notices restricted to the following types:

- (a) Notices of recreational and social affairs.
- (b) Notices of elections, appointments and results of elections.
- (c) Notices of Union meetings.
- (d) Other notices concerning Union affairs which are not political or controversial in nature.

Copies of all such notices, before they are posted, shall be submitted to the Personnel Department of the County of Union for approval.

ARTICLE XIX
DISCRIMINATION OR COERCION

Section 1.

There shall be no discrimination, interference, or coercion by the Employer or any of its agents against the employees represented by the Union because of any membership or activity in the Union. The Union or any of its agents shall not intimidate or coerce employees into membership.

ARTICLE XX
EQUAL EMPLOYMENT

Section 1.

The Employer and the Association hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State Statutes, Rules and Regulations.

Section 2.

Any pregnant employee who requests a maternity leave of absence shall be required to apply to the County Manager, in

writing, for such leave. The request shall be made as soon as the employee has received medical proof that she is pregnant and the request shall contain the date when the employee desires the maternity leave to commence and a return date which shall not exceed ninety (90) days from the date of the delivery of the child, provided, however, the period shall be extended if medical proof is submitted to support the grant of an extension beyond ninety (90) days. The request for the leave shall be accompanied by a written medical statement that the date of the requested commencement of the leave of absence will not be harmful to the health or well being of the employee. In the event that a doctor, designated by the employer, advises the Employer that the employee is incapable of continuing her duties, the Employer may then demand commencement of the leave at a time earlier than requested.

Section 3.

The Employer shall consider the employee's requested date of return, however, the Employer's determination shall be final and binding upon the employee. No employee shall be required to return in less than sixty (60) days from the date of delivery of the child, nor may a maternity leave exceed ninety (90) days in duration, provided, however, the period shall be extended if medical proof is submitted to support the grant of an extension beyond ninety (90) days. When the Employer approves any maternity leave it shall do so, in writing,

designating the term of the leave and a return date for the employee to return to work.

Section 4.

In the event that normal conditions attendant upon pregnancy and birth do not prevail, the employee may apply to the Employer for permission to return to her position prior to the termination of the period for which the leave is granted.

Section 5.

If an employee fails to return to work on the termination of the leave the employee will be considered as having resigned.

Section 6.

There shall be no extension of any maternity leave beyond the ninety (90) days provided for herein, provided, however, the period shall be extended if medical proof is submitted to support the grant of an extension beyond ninety (90) days.

Section 7.

While temporary employees may be granted a maternity leave as herein provided in accordance with Civil Service Rules and Regulations, the Employer shall not be responsible to hold a job for the employee.

ARTICLE XXI
MISCELLANEOUS

Section 1.

Neither parties hereto may add to or subtract from the provisions contained in the within Agreement during the

duration of the same. This Agreement contains the entire understanding between the parties hereto.

Section 2.

During the duration of this Agreement neither party will be required to negotiate with respect to any subject matter whether or not covered by this Agreement and whether or not within the contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

Section 3.

All of the employees covered by this Agreement shall also be subject to and abide by such policies in effect and as may be adopted by the Board of Freeholders and/or the County Manager of the County of Union.

Section 4.

In the event any Federal or State law conflicts with any provision of this Agreement, the provision or provisions so affected shall no longer be operative or binding upon the parties. However, all other Articles and Sections not so invalidated shall remain in full force and effect.

Section 5.

The Employer will provide a Drug Prescription Plan with a Two (\$2.00) Dollar deductible clause, capped at Eighty-five (\$85.00) Dollars premium for a family. If there is any increase in premiums over the Eighty-five (\$85.00) Dollars the same shall be paid by the employee.

Section 6.

The County of Union will provide a Basic Dental Plan at a cost not to exceed the sum of Fifty (\$50.00) Dollars on an annual basis for each said employee. The Fifty (\$50.00) Dollar premium herein referred to shall be on an annual basis running from August 1, 1982 to July 31, 1983.

Section 7.

When County policy permits a meal allowance, the allowance shall be Six (\$6.00) Dollars.

Section 8.

Any employee shall have the right to respond to any materials placed in the employee's departmental personnel file.

Section 9.

Effective January 1, 1987, the County agrees to implement a program of subsidization of health insurance cost for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth on Exhibit "D" which is attached hereto and made part hereof.

ARTICLE XXII
CLOTHING

Section 1.

The County shall provide such rain protective clothing and safety gear as the County deems necessary. The care and security of such protective clothing and safety gear shall be

the responsibility of the employee to whom such protective rain clothing and safety gear are issued. Rain gear for stable workers are being kept in a central area and not issued individually and supervisors will issue the rain gear as needed to stable workers. Hip boots will be added to the central area supplies and will be issued on an as needed basis and will not be issued individually.

Section 2.

The County shall provide, launder and maintain at least two (2) uniforms as designated by the County for use at work by employees in the classifications set forth in the Wage Schedules attached hereto. Where applicable, where three (3) uniforms are supplied, the County will supply three (3) uniforms. (The County reserves the right to purchase uniforms in such quantities as it deems appropriate and turn them over to the employees for their use during their regular work provided however, once uniforms are purchased and turned over to the employees and the employees shall have the obligation of maintenance and laundering of the same.) Where the County supplies two pairs of coveralls each year the County will supply coveralls every other year and in lieu thereof the year that it does not supply coveralls it will furnish a lightweight spring or summer jacket. The County will furnish one (1) pair of work shoes to each employee annually at a cost for said shoes not to exceed Fifty (\$50.00) Dollars. If the County

permits the employees to purchase their own shoes it will reimburse the said employees at a cost not to exceed Fifty (\$50.00) Dollars for a pair of shoes purchased in any year of the contract. In such case the employee must submit a voucher and a receipt to verify the purchase. Work shoes for which the County has made a contribution must be worn by employees during their work assignments. The County will furnish each employee two (2) T-shirts for summer use. Effective the date of execution of the contract, work gloves which are presently supplied to employees shall be replaced on an as needed basis.

Section 3.

The County shall reimburse an employee for the reasonable cost of repair and replacement of prescriptive eyeglasses which are broken or damaged during the normal performance of the employee's duties and where the repair or replacement of such eyeglasses are not otherwise covered by warranty. The maximum liability of the County under this provision shall be Thirty-five (\$35.00) Dollars per employee per year. An employee claiming reimbursement under this clause shall present the eyeglasses which need repair or replacement to the County for examination and shall submit proof that the item was damaged or destroyed during the normal performance of the employee's duty in form satisfactory to the County. Upon repair or replacement of the broken or damaged eyeglasses, the employee shall submit proof of payment and the County shall

reimburse the employee for the reasonable cost thereof as provided herein.

Section 4.

If, as, and when the County furnishes a Disability Insurance Plan to some of its employees it shall furnish the same to the employees covered by the terms of this Agreement with the same effective date covering both such groups of employees.

ARTICLE XXIII
TOOLS

Section 1.

All employees, other than auto-mechanics, masons, carpenters, plumbers, assistant master craftsmen and electricians, shall be provided such tools as the County deems necessary in order for the proper performance of their work. Auto-mechanics, masons, carpenters, plumbers, assistant master craftsmen and electricians, shall provide their own tools common to their respective trades.

Section 2.

Effective upon the execution of this Agreement, the Employer will supply tools at its cost and expense to employees set forth in Section 1, however, said tools shall remain the property of the County of Union.

ARTICLE XXIV
ON THE JOB INJURY

Section 1.

If an employee is injured or becomes ill arising out of and during the course of his employment the following procedure shall be applicable:

(a) The employee shall notify the Supervisor and the Personnel Office of the work related injury or illness.

(b) If the County's Workmen's Compensation Insurance carrier does not dispute the causal relationship between the employment and the injury or illness the employee shall receive his full pay for the first one hundred eighty (180) calendar days if there was an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment or for the first ninety (90) calendar days if the injury or illness arises out of the employee's employment when said injury is not one that has been inflicted by a third party. In either case no charge shall be made to the employee's sick leave accumulation provided, however, it is understood and agreed that when a employee receives a compensation check for temporary disability benefits, he or she shall turn over to the County any checks received from the County's Workmen's Compensation Insurance carrier.

(c) After the first one hundred eighty (180) or ninety (90) calendar days from the date of the injury, or illness, as

hereinabove defined, the employee shall have the option to retain his temporary disability Workmen's Compensation check and not receive any additional monies from the County and not have any charge made to his sick leave accumulation, or if the employee wishes to receive full pay and charge his sick leave accumulation he shall be permitted to do the same provided he turns over to the County any temporary disability check or checks received from the County Workmen's Compensation Insurance carrier.

(d) Failure to turn over temporary disability checks shall cause the employee's sick leave to be charged and shall further result in the County taking such disciplinary action as it deems appropriate to recover said monies.

(e) If any employee is absent from work for seven (7) days or less, arising out of an injury or illness, attributable to his employment so that the said employee is not entitled to receive temporary disability benefits the said employee shall not have any charge made against his sick leave accumulation so long as the employee substantially proves that his illness or injury arose out of his employment.

ARTICLE XXV
DURATION

Section 1.

Except as otherwise specifically provided, this Agreement shall be in effect from January 1, 1987 through December 31, 1988.

If either party desires to change this Agreement, it shall notify the other party in writing at least sixty (60) days before the expiration date of this Agreement. If notice is not given as herein required, this Agreement will automatically be renewed for another year.

IN WITNESS WHEREOF, the parties have caused same to be executed by its respective officers or agents on this 16th day of December, 1987.

WITNESSETH:

COUNTY OF UNION

James J. Carlin 12/16/87 By [Signature]
County Manager

ATTEST:

PARK MAINTENANCE, CRAFTSMEN AND MECHANICS ASSOCIATION CORP.

[Signature] By [Signature]
[Signature]
[Signature]

LAW OFFICES
APRUZZESE, McDERMOTT
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
INDEPENDENCE PLAZA
500 MORRIS AVENUE
SPRINGFIELD, N.J. 07081

Assistant Supervising Greenskeeper

1/1/87 Minimum \$23,081.00---1/1 Maximum \$25,058.00
 7/1/87 Minimum \$23,521.00---7/1 Maximum \$25,535.00
 2/1/88 Minimum \$24,697.00---2/1 Maximum \$26,812.00
 8/1/88 Minimum \$25,167.00---8/1 Maximum \$27,323.00

John M. Cyran	Effective 1/1/87	\$23,521.00
	Effective 7/1/87	\$24,417.00
	Effective 2/1/88	\$25,638.00
	Effective 7/1/88	\$26,117.00
	Effective 8/1/88	\$26,605.00
Joseph Addressa	Effective 1/1/87	\$25,058.00
	Effective 7/1/87	\$25,535.00
	Effective 2/1/88	\$26,812.00
	Effective 8/1/88	\$27,323.00
Peter McCoy	Effective 1/1/87	\$24,976.00
	Effective 7/1/87	\$25,535.00
	Effective 2/1/88	\$26,812.00
	Effective 8/1/88	\$27,323.00

Maintenance Repairer Electrician

(Hired or Promoted Prior to 1982)

Flat Rate	1/1/87	\$24,115.00
Flat Rate	7/1/87	\$24,574.00
Flat Rate	2/1/88	\$25,803.00
Flat Rate	8/1/88	\$26,294.00

Kenneth Reick	Effective 1/1/87	\$24,115.00
	Effective 7/1/87	\$24,574.00
	Effective 2/1/88	\$25,803.00
	Effective 8/1/88	\$26,294.00

Maintenance Repairer Electrician

(Hired or Promoted Since 1983)

1987 Minimum \$19,373.00---Maximum \$20,892.00
 2/1/1988 Minimum \$20,342.00---Maximum \$21,937.00
 8/1/1988 Minimum \$20,729.00---Maximum \$22,355.00

Increment Amounts 1988	2/1	\$398.00/\$398.00/\$398.00/\$401.00.
	8/1	\$406.00/\$406.00/\$406.00/\$408.00.

Horticulturist

1/1/87 Minimum \$21,768.00---1/1 Maximum \$23,930.00
 7/1/87 Minimum \$22,183.00---7/1 Maximum \$24,386.00
 2/1/88 Minimum \$23,292.00---2/1 Maximum \$25,605.00
 8/1/88 Minimum \$23,736.00---8/1 Maximum \$26,093.00

Theodore Edzek	Effective 1/1/87	\$23,930.00
	Effective 7/1/87	\$24,386.00
	Effective 2/1/88	\$25,605.00
	Effective 8/1/88	\$26,093.00

Assistant Supervisor Parks/Assistant Supervisor Recreation Maintenance.

1/1/87 Minimum \$21,768.00---Maximum \$23,930.00
 7/1/87 Minimum \$22,183.00---Maximum \$24,386.00
 2/1/88 Minimum \$23,292.00---Maximum \$25,605.00
 8/1/88 Minimum \$23,736.00---Maximum \$26,093.00

Paul Addressa	Effective 1/1/87	\$23,839.00
	Effective 7/1/87	\$24,386.00
	Effective 2/1/88	\$25,605.00
	Effective 8/1/88	\$26,093.00
Joseph Barone	Effective 1/1/87	\$23,930.00
	Effective 7/1/87	\$24,386.00
	Effective 2/1/88	\$25,605.00
	Effective 8/1/88	\$26,093.00
Isaac H. Johnston	Effective 1/1/87	\$23,930.00
	Effective 7/1/87	\$24,386.00
	Effective 2/1/88	\$25,605.00
	Effective 8/1/88	\$26,093.00
Peter Reimlinger	Effective 1/1/87	\$21,768.00
	Effective 7/1/87	\$22,183.00
	Effective 8/6/87	\$22,673.00
	Effective 2/1/88	\$23,807.00
	Effective 7/1/88	\$24,331.00
	Effective 8/1/88	\$24,784.00
Michael Stano	Effective 1/1/87	\$23,930.00
	Effective 7/1/87	\$24,386.00
	Effective 2/1/88	\$25,605.00
	Effective 8/1/88	\$26,093.00

Senior Carpenter

1/1/87 Minimum \$21,491.00---1/1 Maximum \$23,402.00
 7/1/87 Minimum \$21,900.00---7/1 Maximum \$23,848.00
 2/1/88 Minimum \$22,995.00---2/1 Maximum \$25,040.00
 8/1/88 Minimum \$23,433.00---8/1 Maximum \$25,517.00

Richard Felber	Effective 1/1/87	\$22,976.00
	Effective 7/1/87	\$23,760.00
	Effective 2/1/88	\$25,040.00
	Effective 8/1/88	\$25,517.00

Senior Mechanic

1/1/87 Minimum \$21,491.00---1/1 Maximum \$23,402.00
 7/1/87 Minimum \$21,900.00---7/1 Maximum \$23,848.00
 2/1/88 Minimum \$22,995.00---2/1 Maximum \$25,040.00
 8/1/88 Minimum \$23,433.00---8/1 Maximum \$25,517.00

James Cox	Effective 1/1/87	\$23,402.00
	Effective 7/1/87	\$23,848.00
	Effective 2/1/88	\$25,040.00
	Effective 8/1/88	\$25,517.00

William Graf	Effective 1/1/87	\$23,402.00
	Effective 7/1/87	\$23,848.00
	Effective 2/1/88	\$25,040.00
	Effective 8/1/88	\$25,517.00

Carpenter

1/1/87 Minimum \$20,888.00---1/1 Maximum \$22,468.00
 7/1/87 Minimum \$21,286.00---7/1 Maximum \$22,896.00
 2/1/88 Minimum \$22,350.00---2/1 Maximum \$24,041.00
 8/1/88 Minimum \$22,775.00---8/1 Maximum \$24,499.00

Carlo Adesso	Effective 1/1/87	\$22,468.00
	Effective 7/1/87	\$22,896.00
	Effective 2/1/88	\$24,041.00
	Effective 8/1/88	\$24,499.00

Desmond Hamilton	Effective 1/1/87	\$22,468.00
	Effective 7/1/87	\$22,896.00
	Effective 2/1/88	\$24,041.00
	Effective 8/1/88	\$24,499.00

Maintenance Repairer Carpenter

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

Steve Gozenik	Effective 1/1/87	\$21,906.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00
Gregg Gustofson	Effective 1/1/87	\$20,745.00
	Effective 7/1/87	\$21,497.00
	Effective 2/1/88	\$22,572.00
	Effective 7/1/88	\$22,954.00
	Effective 8/1/88	\$23,384.00
John Kauchak	Effective 1/1/87	\$21,906.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00
Joseph Petrosky	Effective 1/1/87	\$20,392.00
	Effective 7/1/87	\$20,780.00
	Effective 2/1/88	\$21,819.00
	Effective 6/4/88	\$22,201.00
	Effective 8/1/88	\$22,617.00

Mason

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

Frank Campanelli	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00
Dominick DePasquale	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Mechanic

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

James Federico	Effective 5/9/87	\$20,392.00
	Effective 7/1/87	\$20,780.00
	Effective 2/1/88	\$21,819.00
	Effective 5/7/88	\$22,203.00
	Effective 8/1/88	\$22,619.00
Albert Gwathney	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00
George Pfitzermeyer	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Welder

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

Peter Ortuso	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Plumber

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

George LaDomirak	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Mechanical Repairer Light Equipment (Hired or Promoted Prior to 1982)

Flat rate 1/1/87	\$21,971.00
Flat rate 7/1/87	\$22,390.00
Flat rate 2/1/88	\$23,510.00
Flat rate 8/1/88	\$23,958.00

Lawrence Meng	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Mechanical Repairer Light Equipment (Hired or Promoted Since 1983)

1987 Minimum \$19,491.00--- Maximum \$21,439.00
 1988 Minimum \$20,466.00--- Maximum \$22,511.00(2/1/88)
 1988 Minimum \$20,856.00--- Maximum \$22,940.00(8/1/88)

Increment Amounts 1988-- 2/1 \$511.00/511.00/\$511.00/\$512.00
 8/1 \$521.00/521.00/\$521.00/\$521.00

Maintenance Repairer Plumber

1/1/87 Minimum \$20,392.00---1/1 Maximum \$21,971.00
 7/1/87 Minimum \$20,780.00---7/1 Maximum \$22,390.00
 2/1/88 Minimum \$21,819.00---2/1 Maximum \$23,510.00
 8/1/88 Minimum \$22,235.00---8/1 Maximum \$23,958.00

Ronald Arrington	Effective 1/1/87	\$20,745.00
	Effective 7/1/87	\$21,497.00
	Effective 2/1/88	\$22,572.00
	Effective 7/1/88	\$22,954.00
	Effective 8/1/88	\$23,384.00

Tree Climber (Hired or Promoted Prior to 1982)

Flat rate 1/1/87	\$21,971.00
Flat rate 7/1/87	\$22,390.00
Flat rate 2/1/88	\$23,510.00
Flat rate 8/1/88	\$23,958.00

Manfred Burbach	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00
	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

George Marus	Effective 1/1/87	\$21,971.00
	Effective 7/1/87	\$22,390.00

(EXHIBIT A)-continued

George Marus(continued)	Effective 2/1/88	\$23,510.00
	Effective 8/1/88	\$23,958.00

Tree Climber (Hired or Promoted Since 1983)

1987 Minimum \$19,491.00---Maximum \$21,439.00
 1988 Minimum \$20,466.00---Maximum \$22,511.00(2/1/88)
 1988 Minimum \$20,856.00---Maximum \$22,940.00(8/1/88)

Increment amounts 1988 -- 2/1 \$511.00/\$511.00/\$511.00/\$512.00
 8/1 \$521.00/\$521.00/\$521.00/\$521.00

Greenskeeper

1/1/87 Minimum \$19,626.00---1/1 Maximum \$20,979.00
 7/1/87 Minimum \$20,000.00---7/1 Maximum \$21,379.00
 2/1/88 Minimum \$21,000.00---2/1 Maximum \$22,448.00
 8/1/88 Minimum \$21,420.00---8/1 Maximum \$22,876.00

Paul Anderson	Effective 1/1/87	\$20,546.00
	Effective 7/1/87	\$20,932.00
	Effective 1/1/88	\$21,254.00
	Effective 2/1/88	\$22,301.00
	Effective 8/1/88	\$22,720.00

Kurt Baudendistel

(Park Mt. Wkr. Rec. Mt. Wkr.)	Effective 1/1/87	\$20,193.00
	Effective 7/1/87	\$20,572.00

(Greenskeeper)	Effective 7/11/87	\$21,144.00
	Effective 2/1/88	\$22,201.00
	Effective 7/1/88	\$22,453.00
	Effective 8/1/88	\$22,876.00

Cormac Hamilton	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Robert Lackowitz	Effective 1/1/87	\$20,942.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Peter Mochun	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Lawrence Novak	Effective 1/1/87	\$20,640.00
	Effective 3/7/87	\$20,941.00
	Effective 7/1/87	\$21,334.00
	Effective 1/1/88	\$21,392.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Edward Stachelin	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Gardner

1/1/87 Minimum \$19,626.00---Maximum \$20,979.00
 7/1/87 Minimum \$20,000.00---Maximum \$21,379.00
 2/1/88 Minimum \$21,000.00---Maximum \$22,448.00
 8/1/88 Minimum \$21,420.00---Maximum \$22,876.00

Franklin Hector	Effective 1/1/87	\$20,970.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Keith Johnson	Effective 1/1/87	\$20,040.00
	Effective 7/1/87	\$20,729.00
	Effective 2/1/88	\$21,765.00
	Effective 7/1/88	\$22,093.00
	Effective 8/1/88	\$22,508.00
Kenneth Marciano	Effective 1/1/87	\$20,980.00
	Effective 7/1/87	\$21,370.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Richard Mullen	Effective 1/1/87	\$20,582.00
	Effective 7/1/87	\$21,281.00
	Effective 2/1/88	\$22,345.00
	Effective 7/1/88	\$22,450.00
	Effective 8/1/88	\$22,876.00
Michael Murphy (Laborer) (Pk.Mtn.Wkr./Rec.Mtn.Wkr)	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 10/13/87	\$20,401.00
	Effective 2/1/88	\$21,421.00
	Effective 8/1/88	\$21,829.00
	Effective 10/1/88	\$22,157.00
Stanley Pilecki	Effective 1/1/87	\$20,214.00
	Effective 7/1/87	\$20,593.00
	Effective 1/1/88	\$20,921.00
	Effective 2/1/88	\$21,951.00
	Effective 8/1/88	\$22,363.00
Richard Rhodes	Effective 1/1/87	\$20,263.00
	Effective 7/1/87	\$20,956.00
	Effective 2/1/88	\$22,004.00
	Effective 7/1/88	\$22,332.00
	Effective 8/1/88	\$22,751.00
Thomas Rutledge (Laborer) (Pk.Mtn.Wkr./Rec.Mtn.Wkr)	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 7/11/87	\$20,402.00
	Effective 2/1/88	\$21,422.00
	Effective 7/1/88	\$21,750.00
	Effective 8/1/88	\$22,158.00
Terrence Ryan	Effective 1/1/87	\$20,214.00
	Effective 7/1/87	\$20,593.00
	Effective 1/1/88	\$20,921.00
	Effective 2/1/88	\$21,951.00
	Effective 8/1/88	\$22,363.00
Bradley Sinclair	Effective 1/1/87	\$19,287.00
	Effective 3/7/87	\$19,504.00
	Effective 7/1/87	\$19,961.00
	Effective 1/1/88	\$20,280.00
	Effective 2/1/88	\$21,287.00
	Effective 8/1/88	\$21,686.00
Richard Sleeper	Effective 1/1/87	\$20,040.00
	Effective 7/1/87	\$20,729.00
	Effective 2/1/88	\$21,765.00
	Effective 7/1/88	\$22,093.00
	Effective 8/1/88	\$22,508.00

William Bujnowski, Jr.	Effective 1/1/87	\$20,980.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Timothy Burns	Effective 1/1/87	\$20,263.00
	Effective 7/1/87	\$20,956.00
	Effective 2/1/88	\$22,004.00
	Effective 7/1/88	\$22,332.00
	Effective 8/1/88	\$22,751.00
James Caravano	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Donald Cassett	Effective 1/1/87	\$19,616.00
	Effective 7/1/87	\$19,990.00
	Effective 9/5/87	\$20,297.00
	Effective 2/1/88	\$21,312.00
	Effective 7/1/88	\$21,640.00
	Effective 8/1/88	\$22,046.00
Joseph Corallo	Effective 1/1/87	\$20,551.00
	Effective 7/1/87	\$20,937.00
	Effective 2/1/88	\$21,984.00
	Effective 7/1/88	\$22,312.00
	Effective 8/1/88	\$22,731.00
Arthur Corson, Jr.	Effective 1/1/87	\$20,582.00
	Effective 7/1/87	\$21,281.00
	Effective 2/1/88	\$22,345.00
	Effective 7/1/88	\$22,451.00
	Effective 8/1/88	\$22,876.00
Michael Dusak	Effective 1/1/87	\$20,416.00
	Effective 7/1/87	\$21,112.00
	Effective 2/1/88	\$22,168.00
	Effective 7/1/88	\$22,454.00
	Effective 8/1/88	\$22,876.00
Howard Evans	Effective 1/1/87	\$20,922.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
James Fair	Effective 1/1/87	\$20,582.00
	Effective 7/1/87	\$21,281.00
	Effective 2/1/88	\$22,345.00
	Effective 7/1/88	\$22,451.00
	Effective 8/1/88	\$22,876.00
John Fisner	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Marc Garcia (Laborer) (Pk.Mtn.Wkr./Rec.Mtn.Wkr)	Effective 1/1/87	\$18,884.00
	Effective 7/1/87	\$19,602.00
	Effective 10/13/87	\$20,272.00
	Effective 2/1/88	\$21,286.00
	Effective 8/1/88	\$21,691.00
	Effective 10/1/88	\$22,019.00
John Gemek	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 3/1/88	\$22,876.00
Thomas Fela	Effective 1/1/87	\$20,582.00
	Effective 7/1/87	\$21,281.00
	Effective 2/1/88	\$22,345.00
	Effective 7/1/88	\$22,451.00
	Effective 8/1/88	\$22,876.00

Gardner (continued)

Alfred Cummins	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Gerardo Fredella	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Pasquale Marchione	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
George Urbanski	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Joseph MacDermant		
(Park Mt. Wkr. Rec. Mt. Wkr)	Effective 1/1/87	\$20,530.00
(Gardner)	Effective 6/27/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Equipment Operator

1/1/87 Minimum \$19,626.00---1/1 Maximum \$20,979.00
 7/1/87 Minimum \$20,000.00---7/1 Maximum \$21,379.00
 2/1/88 Minimum \$21,000.00---2/1 Maximum \$22,448.00
 8/1/88 Minimum \$21,420.00---8/1 Maximum \$22,876.00

Vincent Pezzuto	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Park Maintenance Worker/Recreation Maintenance Worker

1/1/87 Minimum \$18,908.00---1/1 Maximum \$20,979.00
 7/1/87 Minimum \$19,268.00---7/1 Maximum \$21,379.00
 2/1/88 Minimum \$20,231.00---2/1 Maximum \$22,448.00
 8/1/88 Minimum \$20,616.00---8/1 Maximum \$22,876.00

William Aker	Effective 1/1/87	\$19,579.00
	Effective 7/1/87	\$19,952.00
	Effective 9/5/87	\$20,259.00
	Effective 2/1/88	\$21,272.00
	Effective 7/1/88	\$21,600.00
	Effective 8/1/88	\$22,005.00

Miles Austin, Jr.	Effective 1/1/87	\$19,588.00
	Effective 7/1/87	\$20,268.00
	Effective 2/1/88	\$21,281.00
	Effective 7/1/88	\$21,609.00
	Effective 8/1/88	\$22,014.00

Thomas Barone	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00

Robert Bongiovi	Effective 1/1/87	\$19,594.00
	Effective 7/1/87	\$19,961.00
	Effective 1/1/88	\$20,289.00
	Effective 2/1/88	\$21,287.00
	Effective 8/1/88	\$21,686.00

Frank Smaldone	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Keith Stephens	Effective 1/1/87	\$20,214.00
	Effective 7/1/87	\$20,593.00
	Effective 1/1/88	\$20,921.00
	Effective 2/1/88	\$21,951.00
	Effective 8/1/88	\$22,363.00
David Stillman	Effective 1/1/87	\$19,907.00
	Effective 7/1/87	\$20,593.00
	Effective 2/1/88	\$21,623.00
	Effective 7/1/88	\$21,951.00
	Effective 8/1/88	\$22,363.00
Charles Thomas	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Michael Tomaszewski	Effective 1/1/87	\$19,588.00
	Effective 7/1/87	\$20,268.00
	Effective 2/1/88	\$21,281.00
	Effective 7/1/88	\$21,609.00
	Effective 8/1/88	\$22,014.00
Rufus Williamson	Effective 1/1/87	\$20,979.00
	Effective 7/1/87	\$21,379.00
	Effective 2/1/88	\$22,448.00
	Effective 8/1/88	\$22,876.00
Thomas Zych	Effective 1/1/87	\$19,287.00
	Effective 2/7/87	\$19,504.00
	Effective 7/1/87	\$19,961.00
	Effective 1/1/88	\$20,289.00
	Effective 2/1/88	\$21,287.00
	Effective 8/1/88	\$21,686.00

Stableworker

1/1/87 Minimum \$18,908---1/1 Maximum \$20,515.

7/1/87 Minimum \$19,268---7/1 Maximum \$20,906.

2/1/88 Minimum \$20,231---2/1 Maximum \$21,951.

8/1/88 Minimum \$20,616---8/1 Maximum \$22,369.

Marvin Connaway	Effective 10/24/87	\$19,268.00
	Effective 2/1/88	\$20,231.00
	Effective 8/1/88	\$20,616.00
	Effective 10/1/88	\$21,004.00
Mauro DeLaCruz	Effective 11/14/87	\$19,268.00
	Effective 2/1/88	\$20,231.00
	Effective 8/1/88	\$20,616.00
	Effective 11/5/88	\$21,004.00
Dawn Gaffney	Effective 6/27/87	\$18,908.00
	Effective 7/1/87	\$19,268.00
	Effective 2/1/88	\$20,231.00
	Effective 6/4/88	\$20,619.00
	Effective 8/1/88	\$21,004.00
Heather Holbrook	Effective 1/1/87	\$20,743.00
	Effective 7/1/87	\$20,788.00
	Effective 2/1/88	\$21,827.00
	Effective 7/1/88	\$21,953.00
	Effective 8/1/88	\$22,369.00

(EXHIBIT A)-continued

Jean Jacobus	Effective 1/1/87	\$18,908.00
	Effective 7/1/87	\$19,268.00
	Effective 9/5/87	\$19,631.00
	Effective 2/1/88	\$20,613.00
	Effective 7/1/88	\$21,003.00
	Effective 8/1/88	\$21,396.00
Elizabeth Kliesch	Effective 2/28/87	\$18,908.00
	Effective 7/1/87	\$19,268.00
	Effective 2/1/88	\$20,231.00
	Effective 2/6/88	\$20,619.00
	Effective 8/1/88	\$21,007.00
Matthias Smith	Effective 1/1/87	\$20,515.00
	Effective 7/1/87	\$20,906.00
	Effective 2/1/88	\$21,951.00
	Effective 8/1/88	\$22,369.00

Storekeeper

1987 Minimum \$17,997.00---Maximum \$19,608.00
1988 Minimum \$18,897.00---Maximum \$20,588.00(2/1/88)
1988 Minimum \$19,257.00---Maximum \$20,980.00(8/1/88)

Increment Amounts 1988: 2/1 \$423.00/\$423.00/\$423.00/\$422.00.
8/1 \$431.00/\$431.00/\$431.00/\$430.00.

Sr. Storekeeper

1/1/87 Minimum \$18,161.00---1/1 Maximum \$19,740.00
7/1/87 Minimum \$18,507.00---7/1 Maximum \$20,116.00
2/1/88 Minimum \$19,432.00---2/1 Maximum \$21,122.00
8/1/88 Minimum \$19,802.00---8/1 Maximum \$21,524.00

Joseph Barutt	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 2/1/88	\$21,122.00
	Effective 8/1/88	\$21,524.00

Laborer

1/1/87 Minimum \$18,161.00---1/1 Maximum \$19,740.00
7/1/87 Minimum \$18,507.00---7/1 Maximum \$20,116.00
2/1/88 Minimum \$19,432.00---2/1 Maximum \$21,122.00
8/1/88 Minimum \$19,802.00---8/1 Maximum \$21,524.00

Thomas Aherne	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 2/1/88	\$21,122.00
	Effective 8/1/88	\$21,524.00

Jeffrey Anderson	Effective 8/22/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 8/6/88	\$20,184.00

Peter Atamantyk	Effective 1/1/87	\$19,278.00
	Effective 7/1/87	\$20,003.00
	Effective 2/1/88	\$21,003.00
	Effective 7/1/88	\$21,124.00
	Effective 8/1/88	\$21,524.00

Lawrence Bastardi	Effective 1/1/87	\$19,636.00
	Effective 7/1/87	\$20,003.00
	Effective 1/1/88	\$20,124.00
	Effective 2/1/88	\$21,124.00
	Effective 8/1/88	\$21,524.00

Kevin Brennan	Effective 11/14/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 11/5/88	\$20,184.00
Freeman Brown	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 2/1/88	\$21,122.00
	Effective 8/1/88	\$21,524.00
Raymond Clark	Effective 1/1/87	\$18,555.00
	Effective 3/7/87	\$18,913.00
	Effective 7/1/87	\$19,266.00
	Effective 1/1/88	\$19,648.00
	Effective 2/1/88	\$20,611.00
	Effective 8/1/88	\$20,996.00
Charles Dance	Effective 1/1/87	\$19,278.00
	Effective 7/1/87	\$20,003.00
	Effective 2/1/88	\$21,003.00
	Effective 7/1/88	\$21,124.00
	Effective 8/1/88	\$21,524.00
Pedro Figueredo	Effective 1/1/87	\$18,161.00
	Effective 7/1/87	\$18,507.00
	Effective 12/5/87	\$18,865.00
	Effective 2/1/88	\$19,808.00
	Effective 7/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00
Don Gatti	Effective 8/8/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 8/6/88	\$20,184.00
Leroy Lee	Effective 7/25/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 7/1/88	\$19,814.00
	Effective 8/1/88	\$20,184.00
Matthew Linden	Effective 1/1/87	\$18,161.00
	Effective 7/1/87	\$18,507.00
	Effective 9/5/87	\$18,865.00
	Effective 2/1/88	\$19,808.00
	Effective 7/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00
Michael Mohwinkel	Effective 1/1/87	\$18,161.00
	Effective 7/1/87	\$18,507.00
	Effective 10/3/87	\$18,865.00
	Effective 2/1/88	\$19,808.00
	Effective 7/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00
Robert Moore	Effective 1/1/87	\$18,161.00
	Effective 7/1/87	\$18,507.00
	Effective 12/5/87	\$18,865.00
	Effective 2/1/88	\$19,808.00
	Effective 7/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00
Hiran Morales	Effective 1/1/87	\$18,512.00
	Effective 7/1/87	\$19,222.00
	Effective 2/1/88	\$20,183.00
	Effective 7/1/88	\$20,565.00
	Effective 8/1/88	\$20,949.00
Charles O'Brien	Effective 1/1/87	\$19,740.00
	Effective 7/1/87	\$20,116.00
	Effective 2/1/88	\$21,122.00
	Effective 8/1/88	\$21,524.00

Andrew Paulkowitz	Effective 1/1/87	\$18,161.00
	Effective 7/1/87	\$18,507.00
	Effective 10/3/87	\$18,865.00
	Effective 2/1/88	\$19,808.00
	Effective 7/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00
Feinaldo Rodriguez	Effective 1/1/87	\$19,264.00
	Effective 7/1/87	\$19,624.00
	Effective 1/1/88	\$20,008.00
	Effective 2/1/88	\$20,989.00
	Effective 8/1/88	\$21,381.00
Steve Sussko	Effective 10/24/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 10/1/88	\$20,184.00
George Tirpak	Effective 1/1/87	\$19,242.00
	Effective 7/1/87	\$19,602.00
	Effective 1/1/88	\$19,986.00
	Effective 2/1/88	\$20,966.00
	Effective 8/1/88	\$21,358.00
Charles Tullo	Effective 10/24/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 10/1/88	\$20,184.00
Henry Urban	Effective 10/13/87	\$18,507.00
	Effective 2/1/88	\$19,432.00
	Effective 8/1/88	\$19,802.00
	Effective 10/1/88	\$20,184.00
John Zamorski	Effective 1/1/87	\$18,519.00
	Effective 7/1/87	\$18,865.00
	Effective 1/1/88	\$19,248.00
	Effective 2/1/88	\$20,191.00
	Effective 8/1/88	\$20,568.00

Building Maintenance Worker (Hired or Promoted Since 1983)

1987 Minimum \$18,128.00--- Maximum \$19,426.00
 1988 Minimum \$19,034.00--- Maximum \$20,397.00(2/1/88)
 1988 Minimum \$19,397.00--- Maximum \$20,786.00(8/1/88)

Increment Amounts 1988: 2/1 \$341.00/\$341.00/\$341.00/\$340.00.
 8/1 \$347.00/\$347.00/\$347.00/\$348.00.

Building Maintenance Worker (Hired or Promoted Prior to 1982)

1/1/87 Flat rate \$19,241.00
 7/1/87 Flat rate \$19,608.00
 2/1/88 Flat rate \$20,588.00
 8/1/88 Flat rate \$20,980.00

Anthony Zelinsky	Effective 1/1/87	\$19,241.00
	Effective 7/1/87	\$19,608.00
	Effective 2/1/88	\$20,588.00
	Effective 8/1/88	\$20,980.00

Mechanic Addition

Vito Lombardi	Effective 10/17/87	\$20,780.00
	Effective 2/1/88	\$21,819.00
	Effective 8/1/88	\$22,235.00
	Effective 10/1/88	\$22,610.00

Tree Climber (Addition)

Mark Allen	Effective 11/14/87	\$19,491.00
	Effective 2/1/88	\$20,466.00
	Effective 8/1/88	\$20,856.00
	Effective 11/5/88	\$21,319.00

Maintenance Repairer Painter

1/1/87 Minimum \$18,908.00---1/1 Maximum \$20,515.00
7/1/87 Minimum \$19,268.00---7/1 Maximum \$20,906.00
2/1/88 Minimum \$20,231.00---2/1 Maximum \$21,951.00
8/1/88 Minimum \$20,616.00---8/1 Maximum \$22,369.00

Harry Benjamin	Effective 1/1/87	\$20,517.00
	Effective 7/1/87	\$20,906.00
	Effective 2/1/88	\$21,951.00
	Effective 8/1/88	\$22,369.00

Painter

1/1/87 Minimum \$18,908.00---1/1 Maximum \$20,515.00
7/1/87 Minimum \$19,268.00---7/1 Maximum \$20,906.00
2/1/88 Minimum \$20,231.00---2/1 Maximum \$21,951.00
8/1/88 Minimum \$20,616.00---8/1 Maximum \$22,369.00

Dominic LaBrutto	Effective 1/1/87	\$18,908.00
	Effective 6/6/87	\$19,271.00
	Effective 7/1/87	\$19,631.00
	Effective 1/1/88	\$20,021.00
	Effective 2/1/88	\$21,003.00
	Effective 8/1/88	\$21,396.00

COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT
REGULATIONS

1. EFFECT ON OTHER RETIREMENT BENEFITS:

The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.

2. LIMITATIONS:

a) no employee who elects a deferred retirement benefit shall be eligible.

b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.

3. ELIGIBILITY:

An employee must retire with at least twenty-five(25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred(100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit. !

4. DEATH OF AN EMPLOYEE:

In the event of an employee's death within one year after the effective date of retirement but before

payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is contingent upon the employee surviving 30 days after the effective date of retirement.

5. DISABILITY RETIREMENT:

County employees who retire as a result of an accidental or ordinary disability retirement, and who meet all of their applicable regulations will be considered eligible for lump sum sick leave reimbursement upon retirement for unused sick leave. If such employees receive lump sum payment and subsequently reenter County employment, they will not be eligible to have their unused sick leave reinstated to their records. Employees re-entering County service subsequent to an accidental or ordinary disability retirement will begin earning sick leave in a manner similar to a newly hired employee.

6. RETURN TO SERVICE AFTER RETIREMENT:

Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.

7. LEAVE WITHOUT PAY:

In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; Prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.

8. COMPUTATION:

- a) Sick leave credit shall be computed from the date of employment; or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.
- b) The amount shall be computed at the rate of 1/2 the employees daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year of the employee's active employment prior to the effective date of retirement. Overtime, shift differential, stipens or other supplemental pay shall not be included in the computation.

- c) In no event shall payment for unused accumulated sick leave exceed \$7,000.
- d) In computing the total amount of unused accumulated sick leave pay due, periods of leave of absence without pay shall be excluded in the computation.
- e) The lump sum supplemental compensation payment shall be made within 60 days after the date of retirement, if possible.
- f) A retiree must be officially off the County's payroll at the time of payment.

9. GENERAL PROCEDURES:

- a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and retire during calendar

year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

a) The eligibility of an employee will be determined by such class title held at any time during the the employee's employment with the County of Union. Eligibility of class title will not be approved unless the following standards and guidelines have been adhered to:

- 1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.
- 2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.
- 3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.
- 4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.
- 5) All sick leave was reportable and reported accordingly.
- 6) The time-keeping procedure required certification of the accuracy of the employees pay time.

- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and accrual.)
- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

HEALTH INSURANCE BENEFITS
FOR RETIREES

Effective January 1, 1987, there shall be a hospitalization insurance subsidy plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions:

1. Eligibility: Employees must have been actively employed for the County of Union on or after January 1, 1986; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have hospitalization insurance coverage from another source, and eligible retirees shall cooperate in good faith with the County to verify that no other source of insurance coverage is provided for them.

2. Description: This benefit shall be applied to the Hospital Insurance Plan which is provided to members of the bargaining unit. The County reserves the right to change or

modify plans at any time so long as the modified plan provides substantially similar coverage to that in effect at the time of this award.

3. Subsidy: Upon implementation of this benefit, the County shall be obligated to subsidize the cost of health insurance premiums for qualifying retirees, as follows:

<u>Category</u>	<u>County's Subsidy</u>
Single, Under 65	\$57.18 per month
Single, Over 65	\$14.39 per month
H/W Under 65	\$85.00 per month
H/W Spouse Over 65	
P/C Employee Under 65	
H/W Over 65	\$28.49 per month
H/W Employee Over 65	
P/C Employee Over 65	
Family Under 65	\$85.00 per month
Family Spouse Over 65	
Family Over 65	\$39.43 per month
Family Employee Over 65	

The remaining costs of the County's Hospital Insurance Plan shall be borne by the retiree.

4. Modification: In the event that the amount of the County's contribution is subsequently reduced or even eliminated, the change in practice shall to apply those persons already retired. Similarly, in the event that the Hospital Insurance Plan is changed or modified in any way, the new plan shall apply to the retirees.