

This Agreement is made this 1st day of January 1999 between the Village of Ridgfield Park (hereinafter referred to as the Village), and the Association of RPDPW Employees (hereinafter referred to as the Association).

Article I- Association Recognition

The Village of Ridgfield Park agrees to recognize the Association of D.P.W. employees as the sole and exclusive bargaining representative of the Department of Public Works excluding the superintendent, ass't superintendent and office clerk of Public Works and Municipal Building Custodian.

Article II- Term of Agreement

This Agreement shall be enforced from January 1, 1999 to December 31, 2000.

Article III- Collective Bargaining Agreement

Collective bargaining with respect to rates of pay and matters which directly effect the work and welfare of the bargaining unit shall be conducted by the duty authorized bargaining agent of both parties. No more than two (2) additional representatives of each party shall participate in collective bargaining meeting, except by consent of both parties.

Collective bargaining for the contract period beginning January 1, 2001 shall commence on or about September 10, 2000.

Article IV- Hours

Hours for all employees covered by this Agreement shall be an eight (8) hour workday. The workday of all employees assigned to the Sanitation Department shall commence at 6:00 a.m. The workday for all other covered employees shall commence at 7:30 a.m. During the workday there should be a paid lunch period of at least thirty (30) minutes and a twenty (20) minute paid break. The total work week shall be forty (40) hours, commencing Monday and terminating Friday. Any work in excess of eight (8) hour workday shall be covered by the overtime.

(1)

CRP - 12-16-98
J. J. [Signature]
12-16-98

provision of this Agreement. All employees will punch the time clock when reporting for work, out for lunch break, return/ from lunch break and when departing from work. It is understood by all parties that the Commissioner of the Department of Public Works has the authority to change the eight (8) hour workday or forty (40) hour work week schedule, at his discretion.

ARTICLE V - HOLIDAYS

DEFINITION - Holidays referred to in this section are legal holidays as follows.

New Year,s Day	Martin Luther King
Lincoln,s Birthday	Washington,s Birthday
Labor Day	Columbus Day
Election Day	Good Friday
Memorial Day	Fourth of July
Veteran,s Day	Thanksgiving Day
Christmas Day	

In the event that any such day falls on a Saturday the preceding Friday shall become a designated holiday.

In the event that any such day falls on a Sunday the following Monday shall be designated the holiday.

GENERAL INFORMATION AS TO HOLIDAYS

A. If a holiday, as defined above, shall fall during the employee's vacation, such day shall not be charged against the employee's vacation time.

B. Holidays falling within a period of paid sick leave will entitle the employee to a day off at a later date. Periods of paid absence are sick leave and vacation leave.

C. Holidays will be posted prior to February 1, of each year.

D. Employees working on holidays shall receive the holiday rate of pay as set forth (hereafter) in Article XII.

E. In the event that two (2) holidays fall in one calendar week, each employee shall be entitled to a minimum of one (1) holiday not working. If any employee works the other holiday, the employee is entitled to holiday rate of pay plus the days pay or if both parties agree, the employee may take another day off at a later date. The Superintendent shall ask the employee two (2) weeks before the event to insure an uninterrupted work schedule. In no event shall the Garbage Crew or Road Crew be reduced to where they cannot be able to perform their normal duties.

F. With respect to holidays falling on Tuesday, Wednesday and Thursday, an employee must be present at work the day before and the day after. When a holiday falls on Monday or Friday, the employee must be at work the preceding Friday and the Tuesday after the Monday holiday and Thursday preceding the Friday holiday, and Monday thereafter, except on vacation or authorized sick leave in order to be paid for the holiday.

ARTICLE VI - SICK LEAVE

Sick leave may be granted for: (1) personal illness by reason of which the employee is unable to perform the duties of his position.



Definition - Sick leave shall mean paid leave that shall be granted to an employee who:

- a) through sickness or injury becomes incapacitated to a degree that makes it impossible for the employee to perform the duties of the employee's position;
- b) is quarantined by a physician because the employee has been exposed to a contagious disease;
- c) has need to visit a medical professional during municipal business hours.

Sick leave may be granted for: . . . Personal illness by reason of which the employee is unable to perform the duties of his position.

If an employee is unable to report to work due to illness, it is essential that said employee notify the superintendent or the foreman in charge according to Village procedure, as outlined below. Failure to follow such procedure will result in disapproval of his request for sick leave or be considered as an unscheduled absence.

Village procedure for sick leave is as follows:

A. Sick leave is earned and accumulated in the following manner:

1 (a) New employees during their first calendar year of employment shall earn sick leave for that year on a pro rata basis up to a maximum of ten (10) days per year in accordance with the following schedule:

Employees completing one month of employment receives one sick day.
" " two months " " " two " days
" " three " " " two " "
" " four " " " three " "
" " five " " " four " "
" " six " " " five " "
" " seven " " " six " "
" " eight " " " seven " "
" " nine " " " seven " "
" " ten " " " eight " "
" " eleven " " " nine " "
" " twelve " " " ten " "

1. (b) Sick leave that is unused as of December 31st of any given year shall be paid to each employee at the current rate of pay of each such employee for such given year. This payment for unused sick leave, will be made on the first payday of the New Year.

1. (c) An employee requesting sick leave time shall notify the Superintendent or the Foreman in charge prior to the employee's starting time.

1. (d) The cause of an employee's absence must be reported daily prior to commencement of employment unless he supplied adequate explanation and reason to cover several days. In any sick leave time of five (5) or more days, a doctor's certificate must be submitted.

Failure to Report - Failure to notify the employee's Superintendent as noted may be caused for denial of sick leave for that absence and may constitute cause for disciplinary action.

1. (e) If an employee is hired from the first to the fourteenth of the month, they shall be credited with a sick day for that month. If an employee is hired between the fifteenth and the end of the month they shall not be credited with a sick day from that month.

ARTICLE VII - JURY DUTY

A leave of absence shall be granted to an employee for jury duty, provided that proper notification has been given to the superintendent. This leave of absence shall not be charged against the employee's vacation sick leave privileges. For the time served on jury, full pay will be given according to the basic rate of pay usually received for a standard work period. In addition the employee shall turn over to the Village any and all compensation received during Jury Duty.

ARTICLE VIII - BEREAVEMENT LEAVE

An employee shall be entitled up to three (3) days leave with pay to attend or make arrangements for a funeral for a member of their immediate family. Immediate family is defined and limited to spouse, son, daughter, mother, father, brother, sister, grandparent and grandchildren. Such three (3) days bereavement leave shall commence with the day following the date of death and is granted if such funeral, wake and service falls between Monday through Friday. In the event that such wake or funeral service falls on Saturday or Sunday, or a paid holiday, then such days will be deducted from the three (3) days. Sick days may be used in addition to the bereavement leave in the event of additional need in the calendar year. Such extension of bereavement leave under this Article, may be at the employer's option, but only with the consent of the Superintendent and then such absence will be charged against available vacation or sick time. In unusual circumstances, bereavement leave shall be extended at the discretion of the Superintendent and Commissioner of the Department of Public Works.

ARTICLE IX - LEAVE OF ABSENCE

A. An employee shall make a request in writing to the superintendent for the purpose of a leave of absence without pay or service credits, setting forth all facts and circumstances relevant to the request to the Commissioner of the Department of Public Works, whose decision will be final and binding.

B. The decision of the Commissioner of Public Works related to the individual request shall be binding and final and not establish a precedent.

C. If such request is made for reason of illness, the employee must have exhausted his accumulated sick leave and vacation leave.

D. If the request is for reason other than illness, the employee must have exhausted his vacation leave.

E. While on leave of absence, the employee will continue to accumulate seniority rights.

F. All health; pension and insurance benefits shall continue through the period of leave of absence.

ARTICLE X - HEALTH BENEFITS

1. Hospital, Medical & Surgical

The employer shall provide to all covered employees and their dependents with basic Hospital, Medical and Surgical Coverage in addition to Major Medical Coverage presently provided by Self Retention Systems, Inc., of Palmyra NJ. administrator.

1A. Dental

The employer shall provide to the employee and pay for primary (Group A) Dental coverage for the employee and their family members and special orthodontic benefits for all.

2. The employer shall bear the cost of all premium increases during the term of this Agreement.

3. Effective May 1, 1984 the Village of Ridgefield Park will provide health coverage for all eligible present and future pensioners and their dependents which is provided under Chapter 88 Public Law 1974, Division of Pensions, N. J. State Health Benefits Program Act.

The conditions of this act provide that coverage will be provided to present and future pensioners and their dependents who retired, under the Public Employee Retirement System with twenty-five (25) or more years of service, as well as those employees who retired on disability pensions based on fewer years of service credited in the retirement system provided they are eligible for such coverage under the aforementioned law.

4. Effective January 1, 1986 the employer shall provide to the employee, and pay for, vision coverage for the employee and their family members which shall include examinations, glasses and frames.

5. Effective January 1, 1991 contact lenses shall be covered up to a maximum of \$100.00 per covered person every 12 month period.

6. Effective January 1, 1996 individual deductible per calendar year, increases from \$250.00 to \$325.00 and from \$250.00 to \$650.00 per family or 5% contribution of premium.

7. Effective 1-1-94, increase of lifetime maximum for retirees and their dependents from \$100,000.00 to \$500,000.00.

11-16-96
11/16/96

Effective January 1, 1999 all employees covered by this agreement shall receive an increase in pay as follows:

First year January 1, 1999 4%
Second year January 1, 2000 4%

All new employees hired will receive the following rate of pay:

First year \$10.46 per hour
Second year \$12.51 per hour
Third year \$13.77 per hour
Fourth year \$16.68 per hour

After the employee completes his/hers fourth year they will then get the percent increase agreed by the Village and the Association of the RPD PW Employees.

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[Signature]
D.H. 12-16-98

ARTICLE XII - OVERTIME RECALL HOLIDAY RATE

1. (a) OVERTIME

Any employee required to work in excess of the basic eight (8) hour workday, or the forty (40) hour workweek, or on holidays, shall be paid at the time and one-half rate. The Commissioner of the Department of Public Works has the right to set the involved forty (40) hour workweek schedule without any negotiations.

1. (b) OVERTIME RECALL

If an employee is called to work because of an emergency, the employer shall compensate the employee by paying a minimum of one (1) hour at time and one-half.

ARTICLE XIII - STANDBY

Employees shall not be required to stand by for recall. The superintendent shall be provided with the address and telephone number of each employee in order to facilitate recall.

ARTICLE XIV - LONGEVITY PAY INCREASE

1. Pay increases shall be granted to employees with unbroken continuous long-term service to the Village.

2. Commencing January 1, 1989 each employee completing his 36th consecutive month of employment shall receive a pay increase of one (1) per cent of his yearly base salary as determined as of the date he completed his 36th month of service. Time shall be computed from the day of employment. A limit or total of seven (7) per cent longevity for twenty one (21) years of continuous service is hereby agreed to.

1. Vacation leave must be earned before it can be taken. Vacation leave earned in one year can only be taken after January 1, of the next year; you cannot take your vacation leave in the year you earn it. An employee will be entitled to his vacation on the anniversary date in which he was hired. As an example, an employee who was hired on June 1 and who completes five (5) years of service will be entitled to fifteen work days on the June 1 of his sixth (6th) year and not the subsequent January 1 as before.

If you resign with proper notice, or plan to retire, you will be paid for your earned and unused vacation leave as of the effective date of your termination.

If you should die while employed, a sum of money equal to your earned and unused vacation leave will be paid to your estate.

The salary paid to you while on vacation leave will be the same amount you would have earned had you worked regular straight time hours during your vacation period.

If you are on a leave of absence without pay for more than two weeks in any month you do not earn vacation leave for that month, except in case of military leave.

An employee on approved vacation leave, sick leave, injury leave or military leave will continue to accrue vacation leave, according to his length of service and regular work schedule.

If a holiday, observed by the Village occurs during the period of your vacation leave, it is credited to the balance of your vacation leave and you will receive an equivalent day off.

Every effort is made to arrange vacation schedules to meet the individual desires of all employees. When there is a conflict in the dates of proposed vacation schedules, preference is given to employees with seniority. All requests for vacation leave must be approved by your Superintendent.

entitled to full vacation allowance for the calendar year of return and for the year preceding, provided the latter can be taken during the year of return.

An employee shall be entitled to a vacation leave on the following schedule:

A-1 New employees during their first calendar year of employment shall earn Vacation, which must be taken in the subsequent year on a pro rata basis up to a maximum of ten (10) days in the manner described below:

Employees completing one month of employment shall receive one vacation day.
" " two months " " " " two " days.
" " three " " " " " two " "
" " four " " " " " three " "
" " five " " " " " four " "
" " six " " " " " five " "
" " seven " " " " " six " "
" " eight " " " " " seven " "
" " nine " " " " " seven " "
" " ten " " " " " eight " "
" " eleven" " " " " " nine " "
" " twelve" " " " " " ten " "

A-2 If an employee is hired from the first to the fourteenth day of the month they shall be credited with a Vacation day for that month. If an employee is hired between the fifteenth and the end of the month, they shall not be credited with a Vacation day for that month.

B - Employees who have completed one (1) year of service shall be entitled to ten (10) working days per year.

C - Employees who completed five (5) years of services, shall be entitled to fifteen (15) workdays per year.

D - Employees who have completed eleven (11) years of service shall be entitled to twenty (20) workdays per year.

E - Employees who have completed nineteen (19) years of service shall be entitled to twenty five (25) workdays per year.

Employees shall be entitled to select the first two weeks of vacation leave on the base of seniority. After the selection of all employees, seniority shall be used to select a third and fourth week.

Employees may not carry over vacation leave to the following year.

A vacation request form shall be made available to the employee prior to April 1, and when properly completed, returned to the Superintendent by May 1.

The vacation schedule shall be completed by May 10 of each year. Any change in the vacation schedule after May 11 of each year shall require a conference between the Superintendent and all affected parties.

An employee hospitalized while on vacation leave may, at this option, have such time and post hospital recuperation time charged against available sick leave time rather than vacation time, upon the submission of a physician's certificate, and with the express approval of the Commissioner of the Department of Public Works.

In the event of the death of an employee, all accrued vacation leave for the calendar year shall be paid to the employee's estate.

All vacation time must be taken between May 1st and November 1st of the calendar year.

ARTICLE XVI - ON-DUTY INJURY

An employee suffering a work-connected injury or disability which prevents him from performing his usual work duties shall be continued at full pay during the period of his inability to work, up to a maximum period of time of one (1) year. Throughout that period all disability payments made under the Workman's Compensation coverage shall be paid over to the Village.

When a permanent employee of the Department of Public Works is injured or disabled resulting from or arising out of his employment, he shall be required to submit to the Superintendent a physician's certificate as to his inability to perform his usual duties. This must be submitted no later than forty-eight (48) hours after the injury has occurred. The Commissioner of the Department of Public Works may reasonably require additional certificates from time to time. In addition the Commissioner of the Department of Public Works may require the employee to be examined by a physician chosen by the Commissioner at the munic-

pality's expense.

An employee returning to work after having suffered a work connected injury or disability, shall be required to submit to his Superintendent a physician's certificate as to his ability to resume all his normal work duties. This must be submitted prior to his returning to work.

An employee may not work at another job while on sick leave from the Village. However, the Village reserves the right to recall the employee to perform light duty if possible.

ARTICLE XVII - SAFETY AND HEALTH

At all time, the employer shall maintain safe working conditions to insure maximum safety to all employees. The employer shall provide to the employees appropriate equipment, materials, devices, toward that end.

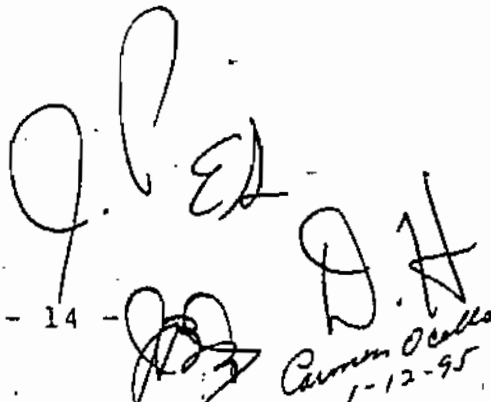
ARTICLE XVIII - UNIFORMS AND LAUNDRY

(1) The Village shall supply to the employees all necessary rain gear, boots and gloves and replace same as need arises. The Village will continue at it's own expense to provide laundry service for the uniforms required on the job.

(2) The Village shall supply to all employees with working shoes. The Superintendent shall arrange with a reputable firm in which arrangements will be made for all employees to obtain the appropriate safety shoes. Each year the Superintendent shall consult with all employees to determine if replacement shoes are needed. (SEE PAGE 14A),

ARTICLE XIX - MILITARY LEAVE

Employees shall receive military leave for training or service with the National Guard or Armed Forces of the United State in accordance with applicable statutes. This leave will not effect the continuity of seniority.

14 - 
Carmen O'Callaghan
1-12-95

I have been asked by your negotiating committee to clarify the work shoe policy which was recently agreed to.

The D.P.W. (Municipality) will allow each D.P.W. employee to receive a pair of work shoes.

Please understand that you will only get a replacement pair of work shoes each year if your shoes are worn and not safe. It is understood that some positions in the D.P.W. necessitates quicker wear and tear on work shoes. The Superintendent understands these situations and will take that into consideration, therefore if your replacement work shoes are too worn and you will require an additional pair during the year you will be allowed to purchase a second pair providing you follow the same procedure for replacing work shoes which is as follows:

1. Tell the Superintendent what shoe you want.
2. You must show the Superintendent that your present work shoes are worn and not safe, he will then authorize a replacement pair.
3. A voucher will be made out to the respective store.
4. You will have a choice between Timberland or Weinbrenner.
5. You will also have a choice of work shoes with or without steel tips.
6. You will have no other choice other than size.
7. Allowance for work shoes is up to \$110.00.

Note: (Timberland can be purchased at Model Shoes and Weinbrenner can be purchased at Bergen Orthopedics)

jp-84-74
10/27/94

14A

J. P. [unclear] D. H.
[unclear] CA? 1-12-95

ARTICLE XX - AGREEMENT PROCEDURE

A. Purpose - The purpose of this procedure is to secure at the lowest possible level an equitable solution to the problem which may arise affecting the conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate. Nothing herein contained shall be construed as limiting the right of any employer or employee having agreements to discuss the matter informally.

B. Definition - The term "grievance" used herein means complaint by any employee or employer alleging as to when there has been inequitable, improper, and unjust application or interpretation of this Agreement. Working conditions and practices covers the right of an appeal of any suspension, demotions, dismissals, promotions or layoffs.

C. Presentation of grievances - The employee shall have the right to present his own appeal individually or be a designated association representative, or by an attorney at law.

D. Steps in grievance procedure - the following constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement.

(1) A grieved employee shall institute action under the provisions hereof in writing and present it to the Superintendent within five (5) working days of its occurrence.

(2) The Superintendent shall render a decision with notice to the Commissioner of the Department of Public Works and complainant in writing, within five (5) working days after he has received the grievance.

(3) In the event a satisfactory result is not reached, employee shall, in writing, file his complaint with the Commissioner, either individual or through proper unit representative, or an attorney at law, within five (5) working days following determination of the Superintendent.

(4) The Commissioner of the Department of Public Works shall conduct a hearing within seven (7) working days from the receipt of the complaint as follows:

(1) The Commissioner of the Department of Public Works as designee, shall render the decision on non-disciplinary matters within ten (10) working days.

(2) On disciplinary actions, the Commissioner, as designee, shall submit his decision to the employee and the proper association representative within ten (10) working days following the hearing.

(3) Regardless of the terms and conditions of this Article the Commissioner of the Department of Public Works reserves the right to suspend or dismiss an employee after granting the above-referred to a hearing. Such decision shall be binding upon all parties.

E. The employer agrees to evaluate the employees performance annually. The Superintendent shall prepare an evaluation report in which he will meet personally with the employee. The Superintendent shall show this evaluation to the employee, discuss the comments contained in the report and give the employee the option to sign this report. This evaluation will then be made part of a permanent record in the employees personnel file.

ARTICLE XXI - MANAGEMENT RIGHTS

All rights, duties, powers, authority and responsibilities conveyed to and vested in the Village previous to the signing of this Agreement by the laws and Constitution of the State of New Jersey and the United States are hereby retained by the Village. These rights, duties, powers, authority and responsibilities shall be limited only by the terms of this Agreement.

ARTICLE XXII - SENIORITY

A. Seniority is defined to mean accumulated length of service to the Department. Such time shall commence as of the date of appointment. Such length of service shall not be reduced by the employee's use of sick leave or the loss of time due to work incurred injury or disability as same is defined hereunder.

B. Principles of seniority shall apply to the selection of vacations, longevity and layoffs.

C. Newly hired employees shall be considered on a probationary period of ninety (90) days from the date of hiring.

D. During the terms of the probationary period, such employee shall be entitled to all rights and privileges of this Agreement. Such employees may be terminated at any time during this period of ninety (90) days without any recourse whatsoever. After completion of this trial period, seniority shall be effective as of the original day of employment.

E. An employee shall lose all seniority rights for any one or more of the following reasons:

1. Voluntary resignation.
2. Discharge for just cause.
3. Failure to return to work within five (5) working days after being recalled by registered mail, return receipt requested, unless due to actual illness or accident. The employer may require substantiating proof of illness or accident.

4. Layoff for a period of more than two (2) years.

5. The employer agrees to furnish as part of this Agreement a seniority list, reflecting continuous service from the original employment date of each employee. It shall list all employees, covered by this Agreement who are on the payroll as of December 31, 1981.

It shall be considered the Employees Seniority List Schedule "A").

ARTICLE XXIII - RETIREMENT

The Village shall provide and pay its portion for participation of all employees in the applicable State Retirement Plan.

ARTICLE XXIV - TELEPHONE

All employees shall be required to provide their home telephone number to the Superintendent and advise him of any change in said number. Telephone number shall not be given to anyone outside of the employ of the Village of Ridgely Park without written authorization from the employee.

ARTICLE XXV - GENERAL INFORMATION

1. The Village recognizes the right of the Association to designate representatives and alternates in the conduct of business with the Village. Representatives shall be employees of the Department of Public Works or their attorneys. The Village shall receive written notice of the names of representatives and alternates. Representatives shall be appointed by resolution of the employees and their names shall be certified to the Village.

2. The Association representatives shall be authorized to:

(a) investigate and present grievances in accordance with the aforesaid grievance procedure.

(b) appear and speak on behalf of the Association or at appropriate meetings with the Superintendent and/or

the Commissioner of the Department of Public Works.

3. Neither the Association nor any employee represented by it shall engage in or support any strike, work stoppage, slow down of job action during the life of this Agreement. The Village shall not engage in any lockout or civil activity

4. The Village shall make available to the Association all data relevant to issues and collective bargaining, including but not limited to: (a) salary and benefits of other employee groups in the employ of the Village; (b) that for employee costs and the various benefits provided hereund or under any new proposal; (c) overtime, sick leave, on-duty injury and data of similar nature. The Village shall incur no additional expense providing this data to the Association. This provision shall not apply to the attorney client work product.

5. Collective bargaining for a new Agreement shall be initiated by the presentation of written proposal to the Commissioner of the Department of Public Works by the Association.

ARTICLE XXVI - EFFECTIVE LAWS

In the event that any provision of this Agreement shall be rendered illegal or invalid under any applicable law as determined by the Courts of the State of New Jersey, such illegality or invalidity shall effect only that particular provision which shall be deemed of no force and effect, but it shall not effect any of the remaining provisions of this Agreement.

ARTICLE XXVII - NO WAIVER

The failure to enforce any particular provision of this Agreement shall not be deemed to be a waiver of that provision of this Agreement. The Agreement shall not be construed as a waiver of any rights which the employee hereunder may be entitled to under any applicable statute, rule or regulation of appropriate authority.

ARTICLE XXVIII - ISSUES BARGAINED

The parties acknowledge that, during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

ARTICLE XXIX - DISCIPLINARY ACTION

Any of the following infractions, but not limited thereto, may be cause for removal, suspension, demotion or written reprimand, subject to the approval of the Commissioner of the Department of Public Works:

1. Neglect of duty.
2. Incompetency or inefficiency.
3. Incapacity due to mental or physical disability.
4. Insubordination or serious breach of discipline.
5. Intoxication while on duty.
6. Chronic or excessive absenteeism.
7. Disorderly or immoral conduct.
8. Wilful violation of any of the provisions of the statutes, rules or regulations relating to the employment of public employment.

9. Negligence of or willful damage to public property or waste of public supplies.
10. Conduct unbecoming an employee in the public service which adversely reflects on the Village.
11. The use or attempt to use one's authority or official influence to control or modify the political action of any activity during working hours.
12. Punching the time clock for another employee.

ARTICLE XXX - COMMERCIAL MOTOR VEHICLE SAFETY ACT

The Commercial Motor Vehicle Safety Act, adopted by the United States Congress on October 26, 1986, requires all Government and private motor vehicle drivers to secure a Commercial Drivers License, with endorsements, in order to operate certain type and class of vehicles.

By April 1992, all present Department of Public Works employees must have secured a Class B Commercial Drivers License, with required air brake endorsement, and all bus operators must secure a bus operator endorsement.

As of December 1, 1998, all new applicants for employment with the Department of Public Works in the Village of Ridgefield Park will be required to obtain a Commercial Drivers License Class B with air brake endorsement at a period of no longer than six months from the date of hire unless Motor Vehicle foresees a scheduling problem. Failure to do so will result in job termination.

OK - 12-16-98
[Signature] 12/16/98
D.H. 12-16-98

SENIORITY LIST
DEPARTMENT OF PUBLIC WORKS

<u>NAME</u>	<u>EMPLOYMENT DATE</u>
01-JOHN MEYERS	FEBRUARY 17, 1969
02-JOHN SCHMITT	JULY 15, 1974
03-ANTONIO DIVERITA	SEPTEMBER 16, 1974
04-JAMES ROSS	JULY 30, 1979
05-EDWARD SCHRECK	JULY 07, 1980
06-PETER DULISSE	MAY 31, 1982
07-CHARLES CUMELLO	JANUARY 03, 1983
08-JOESPH KENNEY	FEBRUARY 02, 1984
09-JOESPH POALACCI	OCTOBER 01, 1985
10-JAMES VANDERTULIP	MAY 01, 1987
11-DOMINIC DULISSE	JANUARY 03, 1989
12-RICHARD FLYNN	JANUARY 03, 1989
13-KEITH BASSANO	JANUARY 23, 1989
14-RAYMOND WISNESKI	FEBRUARY 21, 1989
15-STEVEN RUDERSDORF	DECEMBER 04, 1989
16-DAVID HENDERSON	JANUARY 18, 1990
17-RAYMOND MCCARROLL JR.	JANUARY 22, 1990
18-RAYMOND MCCARROLL SR.	MAY 18, 1992
19-KEITH SCHRAEDER	MAY 18, 1992
20-CHRISTIAN ADAMS	MAY 18, 1992
21-TOM WILSON	FEBRUARY 03, 1997
22-EDWARD SCARNEO	NOVEMBER 23, 1998
23-JOHN DIXON	DECEMBER 03, 1998

Therefore the Village and The Association For the Life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter whether or not referred to or covered in this Agreement, even though such subject matter may not have been within the knowledge or contemplation of either or both parties at the time they negotiated this agreement.

Village of Ridgefield Park

Carmen A. Ocello

Commissioner Carmen A. Ocello

John B. Davis

Commissioner John B. Davis

The Association of D.P.W. Employees

R.P. Henderson

