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JUL 13 '88

AGREEMENT

BETWEEN

Linden, City of  
THE CITY OF LINDEN

And

FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION - LOCAL NO. 34

PREAMBLE

This Agreement, effective the first day of January 1988, and until December 31, 1990, between the City of Linden, New Jersey, hereafter referred to as the City, and local #34, Firemen's Mutual Benevolent Association, hereafter referred to as the F.M.B.A. is designed to maintain and promote a harmonious relationship between the City of Linden and such of its employees who are within the provisions of this agreement, through collective negotiations, in order that more efficient and progressive public service may be rendered.

ARTICLE I

RECOGNITION AND AREA OF NEGOTIATION

Section 1. Recognition:

The City hereby recognizes F.M.B.A. Local #34 as the exclusive representative and bargaining agent for the bargaining unit consisting of all members of the Fire Department with the rank of Firefighter.

Section 2. Areas of Negotiation:

a. The City, through the Mayor and Council, and the F.M.B.A hereby agree that the F.M.B.A. has the right to negotiate as to rates of pay, hours of work, as allowed by law, fringe benefits, working conditions, safety of equipment, procedures for adjustments of disputes and grievances. This contract shall supercede all previous Department rules and regulations that are in conflict with the provisions contained herein.

b. This Agreement constitutes the total agreement between the parties and no verbal or written statement by either party shall supercede any of its provisions.

A Term by 1, 1988 - Dec. 31, 1990

ARTICLE IIF.M.B.A. GOOD AND WELFARE COMMITTEE - ITS RIGHTS AND DUTIESSection 1.

a. Members of the F.M.B.A. Good and Welfare Committee are designated as the F.M.B.A. Negotiating Committee. These members, seven (7) in number, shall be granted leave from duty with full pay for all meetings between the City and the F.M.B.A. for the purpose of negotiating the terms of an Agreement, when such meetings take place at a time during which such members are scheduled to be on duty.

b. The F.M.B.A. Good and Welfare and Negotiating Committees will be permitted to hold their Committee meetings in the Firehouses designated by the City upon minimum forty-eight (48) hours advance notice, except if such meetings conflict with City scheduled departmental meetings or training activities.

c. Each F.M.B.A. Good and Welfare or Negotiating Committee meeting held in a Fire house will not be of more than three (3) hours duration.

Section 2.

The F.M.B.A. Grievance Committee, seven (7) in number, shall be granted leave with full pay for all meetings between the City and the F.M.B.A. for the purpose of processing grievances, when such meetings take place at a time during which such members are scheduled to be on duty.

Section 3.

a. The executive Delegate or the Alternate State Delegate of the F.M.B.A. shall be granted leave from duty with full pay for all meetings of the State F.M.B.A. and Regional F.M.B.A. meetings and all membership meetings of the State F.M.B.A. when such meetings take place at a time when such officer is scheduled to be on duty. The Alternate State Delegate will replace the State Delegate in case of personal sickness or death in the family.

b. The president of F.M.B.A. or the next member of the Executive Committee in line, should the president be unable to attend, shall be granted leave from duty with full pay to attend all State, Regional and Local F.M.B.A. meetings, provided recall of a Firefighter is not required to replace the president's absence from duty.

Section 4.

The President and Executive Delegate or the Alternate Executive Delegate of the F.M.B.A. shall be granted leave from duty with full pay to perform the duties of their respective offices.

Section 5.

The President, Executive Delegate and all Delegates elected to represent the F.M.B.A. at their annual Convention shall be granted leave from duty with full pay to attend said Convention.

Section 6.

The Secretary of the F.M.B.A. will be granted time off with pay to attend regular monthly and or special meetings of the F.M.B.A., provided recall of a Firefighter is not required to replace the Secretary's absence from duty.

ARTICLE III  
ACTING OFFICERS

Section 1.

a. All acting assignments to a Company Officer Classification will be filled by Firefighters having completed a minimum of three (3) years credited service in the Department and judged to be qualified by the Chief for such assignments.

b. Firefighters qualified to fill Acting Company Officer assignments will be selected in order of seniority.

c. The Chief will designate a Company Officer in each departmental group on each tour of duty to keep and maintain an individual roster of Firefighters, listed in order of their departmental seniority.

d. A Firefighter serving as an Acting Company Officer shall receive, for all time worked in that capacity, the authorized salary paid to the replaced Company Officer.

ARTICLE IV

Section 1. Hours of Work:

a. The work week for all employees who perform fire fighting duties shall be an average of not more than forty-two (42) hours per week, based on an eight (8) week cycle, computed on the work schedule cycle of two (2) days of eleven (11) hours each (7 A.M. to 6 P.M.) followed by forty-eight (48) hours off, followed by two (2) nights of thirteen (13) hours each (6 P.M. to 7 A.M.) followed by seventy-two (72) hours off.

b. Permission to be relieved one hour earlier prior to completion of each tour may be granted upon notification to the Captain in charge. Permission may also be granted to be relieved two hours earlier on all holidays. It is understood that anyone relieving at an earlier hour will not be entitled to additional compensation of any kind.

c. If a Firefighter reports for duty as assigned and is ordered by the Company Officer in charge to report for duty in another firehouse, the Firefighter will be, for the purpose of

City insurance coverage only, considered on duty from the time the order is given.

Section 2. Overtime:

a. Whenever an employee works in excess of his regularly assigned work week or work schedule, as provided for in Section 1 of Article IV, in addition to any other benefits to which he may be entitled, he shall be paid for such overtime work at one and one half ( $1\frac{1}{2}$ ) times his hourly rate of pay including any earned longevity pay for such assigned duty. An employee may in lieu of overtime payment, choose compensatory time-off provided he shall notify the Chief of the Department within five (5) days, and if in the opinion of the Chief, such time-off would not adversely affect the operation of the Fire Department.

b. Whenever an employee is held over beyond his regular tour of duty, he shall be paid at one and one half ( $1\frac{1}{2}$ ) times his hourly rate of pay including any earned longevity pay to the next one half ( $\frac{1}{2}$ ) hour time period.

c. Whenever an employee is called back to duty after completion of his regular tour of duty or at any time he is off duty, he shall be paid a minimum of two (2) hours pay at one and one half ( $1\frac{1}{2}$ ) times the hourly rate of pay for such assigned duty.

d. In the event the number of working Fire Officers reporting to a given tour of duty is fewer than six (6) but no less than four (4), a Firefighter on said given tour shall fill the vacancy or vacancies one (1) or two (2) on an Acting Fire Officer basis; provided the remaining number of working Firefighters on said tour of duty is no less than thirteen (13).

In the event the number of working Fire Officers reporting to a given tour of duty is fewer than four (4), or fewer than six (6) and the elevation of a Firefighter to acting Fire Officer would cause the remaining number of working Firefighters on said tour of duty to be less than thirteen (13), a Fire Officer shall fill such vacancy or vacancies through regular recall procedures.

e. If the number of Firefighters reporting to a given tour of duty is fewer than thirteen (13), a Firefighter shall fill the vacancy through regular recall procedures.

f. If the Fire Alarm Bureau Dispatcher fails to report to a given tour of duty and the number of working Firefighters on said given tour of duty is more than thirteen (13), a Firefighter shall fill the vacancy. If the Fire Alarm Bureau Dispatcher fails to report to a given tour of duty and the assignment of a Firefighter to the Alarm Bureau would cause the remaining number of working Firefighters to be less than thirteen (13), a Fire Alarm Bureau Dispatcher shall fill the vacancy through regular recall procedures.

g. The Fire Officer designated by the Chief on each tour shall establish a roster of the Firefighters in his group on a

seniority basis. Whenever overtime work is required, and it is not of an emergent nature as determined by the Chief or Deputy Chief, it shall be rotated among employees on the appropriate roster. If a Firefighter refuses an assignment to work overtime, he shall be considered as having worked such overtime assignment for the purpose of maintaining a proper order of rotation for future assignments.

h. For purposes of overtime work under this article, any employee when serving in an acting capacity in a higher rank or classification shall be considered as holding such rank and shall be compensated accordingly as per Article 3, Section 1-d.

ARTICLE V  
VACATION

Section 1.

a. Vacations are to be granted in accordance with the following scale based on the established annual salary pay rates.

LENGTH OF SERVICE

DAYS ANNUAL VACATION LEAVE  
SHIFT WORKERS

2 through 5 years	8 working days
6 through 9 years	10 working days
10 through 14 years	14 working days
15 through 19 years	16 working days
20 through 24 years	18 working days
25 years and over	22 working days

LENGTH OF SERVICE

DAYS ANNUAL VAC.-DAY WORKERS

2 through 5 years	13 working days
6 through 10 years	15 working days
11 through 15 years	19 working days
16 through 20 years	22 working days
21 through 25 years	24 working days
26 through 30 years	26 working days
31 years and over	31 working days

For less than one (1) year of service two (2) days vacation shall be granted for each quarter of a year worked.

b. The vacation period for each fiscal year shall be from January 1 to the 31st day of December. Earned vacation for less than one (1) year of service shall be granted during the first full fiscal year of employment.

c. During the second full fiscal year of employment and every year of employment thereafter, earned vacation shall be granted in accordance with the schedule listed.

d. After the first full year of employment, the amount of vacation shall be determined by the anniversary date of employment and said vacation shall be granted during the fiscal year of said anniversary date.

e. Firefighters shall be entitled to eight (8) working days vacation during the summer period from June 1st through September 30th of each calendar year, except in an official emergency declared by the Chief of the Department.

A lack of manpower will not constitute an official emergency if the City has not reasonably employed available Firefighter candidates from an official New Jersey Department of Personnel listing.

f. Vacation time shall not be carried over to the following year unless personal illness or accident prevents a Firefighter from so doing or special permission is granted by the Chief of the Department.

g. Vacation time will be paid or granted pro-rata for the year in which a Firefighter terminates his service in the Department for any reason whatsoever.

#### ARTICLE VI

For the purpose of this Agreement, active employment shall be defined as an employment that receives an authorized daily rate of pay.

##### Section 1. Holidays:

a. All Firefighters will receive ten (10) working days off in lieu of official holidays; all of which shall be the choice of the individual Firefighter, subject only to the approval of the individual dates by the Fire Chief. Six (6) of said ten (10) working days will be selected by March 15th and taken no later than June 15th of each year.

All days off granted in lieu of holidays must be taken in the current year.

b. Each Firefighter may work at his option seven (7) of the above stated paid holidays for which he is presently receiving time off, provided he gives written notice to the Chief no later than March 1st of any given year. Payment for holidays worked will be at the same rate of pay as presently in effect for the five (5) paid holidays granted annually to all Firefighters described in paragraph c.

c. All Firefighters shall receive annually twelve (12) hours base rate of pay in lieu of time off for each of five (5) additional holidays; two (2) holidays payable prior to July 1st and three (3) holidays payable prior to December 31st of each year.

d. Qualifications for payment in lieu of said five (5) additional holidays shall be active employment for a minimum of seven (7) calendar weeks in each ten (10) calendar week period of the first fifty (50) calendar weeks of the year.

e. For the purposes of this Agreement, active employment shall be defined as any employment that receives an authorized rate of pay.

#### Section 2. Personal Days:

a. Each Firefighter shall receive annually two (2) personal days off with pay equivalent to twelve (12) hours base rate of pay for each day.

b. A Firefighter, at his option, may work the annual personal days off and receive twelve (12) hours base rate of pay in lieu thereof, provided he gives written notice to the Chief's Office prior to June 1st of the current year.

c. One personal day shall be scheduled and taken no later than July 1st, and one personal day shall be scheduled and taken no later than December 1st of each year.

d. A Firefighter may take personal days whenever scheduled. However, with the exception of retirement or death, he shall be required to have six (6) months of credited service in the applicable calendar year to qualify for one (1) paid personal day off. He shall be required to have twelve (12) months of credited service in the applicable calendar year to qualify for two (2) paid personal days off.

#### Section 3. Fire Service Day:

Firefighters shall be granted one hundred fifty dollars (\$150.00) in lieu of a Fire Service Day payable prior to July 1st of each year.

### ARTICLE VII

#### Section 1. Sick Leave:

a. Sick leave shall mean paid leave that will be granted to an employee who, through sickness or injury becomes incapacitated to a degree that makes it impossible for him to perform the duties of his position, or who is quarantined by a physician because he has been exposed to a contagious disease.

b. A certificate from the employee's doctor or department physician shall be required as sufficient proof of the need for sick leave for each working day off. A Firefighter may return to work after an illness of one (1) working day without said doctor's certificate but shall be required to sign the duty roster to attest to the fact that he is physically able to perform his assigned duties. In no event shall a Firefighter be allowed to return to work without a doctor's certificate if he has reported off because of illness for a period of two (2) or more working days. If the department questions the Firefighter's physical ability to perform his assigned duties, it may require the Firefighter to be examined by its designated physician.

c. 1. All members of the Fire Department are entitled to fifteen (15) working days of sick leave per year cumulatively. In the case where cumulative sick leave has been exhausted, the City Council may, upon receiving request for extended sick leave from the office of the Chief, grant additional sick leave of one calendar year or less, as may be required, in accordance with N.J.S.A. 40A:14-16. The determination for the amount of additional sick leave to be granted shall be based solely on medical reports received by the City Council. The request for additional sick leave, as set forth herein, shall be made in ninety (90) day intervals during the first calendar year when such leave is applicable.

2. Additional sick leave will be considered only after all earned sick leave, earned vacation, paid holidays, personal days, and earned temporary disability benefits have been used by the Firefighter.

3. Any additional sick leave with pay granted a Firefighter shall be owed and returnable to the City, when sick leave days are again being earned by the Firefighter.

4. During additional unearned sick leave time granted, the accumulation of sick leave, vacation time, holidays paid, holidays time off and personal days will cease. Upon repayment of sick leave to the City, a Firefighter will receive all benefits lost during said additional unearned sick leave time.

d. Accumulated sick leave of no more than four (4) days annually may be used by a Firefighter to personally attend a member of his immediate family, who due to disabling illness or injury, pregnancy or quarantine restrictions requires such personal attendance. The Chief of the Department may, at his discretion, grant a Firefighter more than four (4) days accumulated sick leave for the purpose heretofore mentioned, upon request and presentation of just and valid reasons in the opinion of the Chief. A Firefighter off on family illness shall not be visited by the Deputy Chief for departmental business reasons.

For two (2) or more consecutive workdays off, evidence of need for an employee's personal attendance shall be provided in the form of a Doctor's certificate.

For the purpose of this paragraph immediate family shall mean spouse, unwed child, parent or unmarried brother or sister living under the same roof.

The four (4) days referred to in paragraph d. above may be used for excusable personal reasons at the Firefighter's option.

e. 1. Upon retirement or layoff, a Firefighter will receive one (1) day of base pay for each three (3) days of unused earned sick leave for the first two hundred and one (201) days of accumulated earned sick leave; and one (1) day of base pay for each two (2) days of unused earned sick leave over and above the first two hundred and one (201) days of accumulated earned sick leave.

2. In no event, however, will a Firefighter receive more than a ten thousand dollar (\$10,000.00) total unused sick leave payment.



3. In the event of death prior to retirement, the Firefighter's heirs or estate will receive the unused sick leave pay earned by the deceased.

4. Any Firefighter who chooses to leave the Department or any Firefighter terminated by the City for reasons other than retirement, illness, injury or layoff, will not be entitled to unused sick leave pay.

5. A day of unused sick leave pay will be calculated by dividing a Firefighters annual base salary by the number two hundred sixty (260).

f. Any Firefighter who has accumulated ninety (90) sick days may at his option sell back no more than five (5) of those days to the City. The Firefighter will inform the City Treasurer of this decision no later than October 15th of that year.

Section 2. Leave of Absence as a Result of Injury in Line of Duty:

a. When a Fireman is injured in the line of duty, the City Council shall pursuant to R.S. 40:11-9, pass a resolution giving the employee up to one year's leave of absence with pay; said leave shall be granted in units of thirty (30) days at one time. When such action is taken, the employee shall not be charged any sick leave for time lost to such injury.

Section 3. Leave Because of Death in Immediate Family:

a. Up to a maximum of three (3) working days leave with pay will be granted a Firefighter in the event of a death in the Firefighter's immediate family including brother-in-law and sister-in-law. Unless funeral leave is extended by the Chief, a Firefighter will return to duty the day after the funeral.

b. One (1) day off with pay will be granted to a Firefighter in the event of death of an aunt, uncle, niece, nephew and grandparent of the Firefighter or his spouse, provided said Firefighter attends the funeral.

c. For the purpose of this Section the day off for the funeral is defined as a twenty-four (24) hour day.

Section 4. Military Leave:

a. Any employee who is a member of the National Guard, Naval Militia, Air National Guard or a reserve component of any of the Armed Forces of the United States and is required to engage in field training, shall be granted leave for such training as is authorized by law. This paid leave of absence shall be in addition to his vacation.

b. Any Fireman who has been called to active duty or inducted into the military or naval forces of the United States, shall automatically be granted an indefinite leave of absence without pay for the duration of such active military service and the City shall make pension payments required during said leave. Each employee must be reinstated without loss of privileges or seniority pro-

vided he reports for duty with the City within sixty (60) days following his honorable discharge or separation from military service, and provided he has notified the City of his intent to report for duty thirty (30) days prior to his discharge from military service.

Section 5. Leave of Absence:

a. Leave of absence shall not be granted unless written request is made to the City Council by way of the Fire Chief's recommendation explaining the circumstances for the request, and shall not be granted unless the special circumstances warrant such action.

b. During any leave of absence granted without pay, a Firefighter's seniority will fail to accrue and all other benefits, considerations and entitlements will be suspended, unless superseded by New Jersey Department of Personnel rules or otherwise provided for by New Jersey Statutes.

ARTICLE VIII

WAGES

Section 1. Salary:

a. Salary for the purpose of this Agreement shall be the highest salary that a Firefighter is duly and properly authorized to receive at the beginning of each calendar year.

b. All Firefighters covered by this Agreement shall receive a salary adjustment of \$450.00. This adjustment shall be added to the Firefighter's salary in effect on December 31, 1987.

c. All Firefighters covered by this Agreement shall be paid in accordance with the following schedule:

<u>CLASSIFICATION</u>	<u>EFFECTIVE</u> <u>1/1/88</u>	<u>EFFECTIVE</u> <u>1/1/89</u>	<u>EFFECTIVE</u> <u>1/1/90</u>
Firefighter Class A	\$33,894.00	\$36,097.00	\$38,443.00
Firefighter Class B	\$32,873.00	\$35,010.00	\$37,286.00
Firefighter Class C	\$31,849.00	\$33,919.00	\$36,124.00
Firefighter Class D	\$30,828.00	\$32,832.00	\$34,966.00
Firefighter Class E	\$20,729.00	\$22,076.00	\$23,511.00

d. In the event of the death of a Firefighter, payment of salary shall be made up to and including the day of death, together with any accumulated time which the employee may be entitled for services rendered to the City including sick leave benefits.

e. All increments for employees entitled thereto between the period of January 1st and June 30th shall commence on the preceding January 1st. Increments for employees entitled thereto for the period July 1st to December 31st shall commence on the preceding July 1st.

Section 2. Salary Increments:

Any person employed in the capacity or the rank of Fire-fighter in the regular Fire Department or who shall receive appointment after final adoption of this Agreement shall be paid during the first year of such employment at the minimum of the salary range provided for his respective position as set forth in this Agreement. After having completed the first year of creditable salary service, he shall receive a salary increment, and each year thereafter, until he shall obtain the maximum salary for that position as set forth in the salary schedule contained herein.

ARTICLE IX  
LONGEVITY

Section 1.

a. All the employees of the Fire Department covered by the within agreement shall be entitled to and paid longevity pay provided they were appointed to the Fire Department prior to January 1, 1975. Anyone appointed to the Fire Department or employed in any work assignment connected with the Fire Department after December 31, 1974 shall not be entitled to longevity pay.

b. Each classified employee who shall have completed more than five (5) years but less than ten (10) years of consecutive service shall be entitled to a longevity payment of 2% of his salary.

More than 10 years but less than 15 years	4%
More than 15 years but less than 20 years	6%
More than 20 years but less than 25 years	8%
More than 25 years	10%

c. Longevity for employees entitled thereto between the period of January 1st and June 30th shall commence on the preceding January 1st. Longevity pay for employees entitled thereto for the period of July 1st to December 31st shall commence on the preceding July 1st. Longevity pay shall be calculated based on the salary as of December 31st of the preceding year.

d. There shall be a twelve hundred dollar (\$1,200.00) annual maximum on the amount of longevity pay received. Leaves of absence at the request of the employee shall not be included in determining length of service.

ARTICLE X  
GRIEVANCE PROCEDURE

No permanent employee shall be removed, dismissed, discharged, suspended, fined, reduced in rank, or disciplined in any other manner except for just cause. If any employee is disciplined and in the judgment of such employee this action is taken by the City without just cause, or if any employee or group of employees feels aggrieved concerning his or their wages, hours, or conditions which are controlled by this Agreement, or which are provided for in any statute, charter, provision, ordinance, rule, regulation or policy

which is not in conflict with this Agreement, or concerning any matter or condition arising out of the employee-employer relationship, including any claim of unjust discrimination and any matter or condition affecting his or their health and safety, adjustment shall be sought as follows:

a. STEP 1: Within three (3) working days of the occurrence of a grievance, the aggrieved employee, a representative of the F.M.B.A. upon the request of the aggrieved employee only and the aggrieved employee's immediate Commanding Officer shall attempt to resolve such grievance informally. If said grievance is not resolved satisfactorily within three (3) working days of the meeting, the F.M.B.A. shall formally notify the Chief of the Department in writing of the grievance and the desire to pursue said grievance through Step 2.

STEP 2: Within five (5) working days of the F.M.B.A.'s notification of the unsatisfactory resolution of the grievance under Step 1, the aggrieved employee, no more than two (2) members of the F.M.B.A., the aggrieved employee's immediate Commanding Officer and immediate shift Deputy Chief shall meet to resolve such grievance.

If said grievance is not resolved satisfactorily within three (3) working days of the meeting, the F.M.B.A. shall notify the Chief of the Department in writing of its desire to pursue said grievance through Step 3.

STEP 3: Within seven (7) working days of the F.M.B.A.'s notification of the unsatisfactory resolution of a grievance under Step 2, the aggrieved employee's immediate Commanding Officer, immediate shift Deputy Chief and the Chief of the Department shall meet to resolve the grievance.

If said grievance is not resolved within ten (10) days of the meeting, the F.M.B.A. shall notify the Chief of the Department in writing of its desire to pursue said grievance through Step 4.

STEP 4:

Within fifteen (15) working days of the F.M.B.A.'s notification of the unsatisfactory resolution of a grievance under Step 3, the aggrieved employee, the F.M.B.A. President, no more than six (6) members of the F.M.B.A., the aggrieved employee's immediate Commanding Officer and immediate Deputy Chief, the Chief of the Department, the City Council Fire Committee, City Attorney and City's Labor Relations Representative shall meet to resolve the grievance. The City Council Fire Committee shall within ten (10) working days of the meeting advise the F.M.B.A. in writing of its decision.

b. The F.M.B.A. may appeal any decision of the City Council Fire Committee to the New Jersey Public Employment Relations Commission (P.E.R.C.) for arbitration.

A P.E.R.C. appointed arbitrator shall be limited to the interpretation and or the application of the within agreement or any written attachment, amendment, addendum or modification to same, and shall have no power to enlarge upon, reduce, modify or delete any provision thereof.

The decision of P.E.R.C. or P.E.R.C.'s appointed arbitrator shall be final and binding upon the City and the F.M.B.A.

c. The cost of the arbitrator's fee shall be born equally by the parties hereto.

ARTICLE XI  
MISCELLANEOUS

Section 1. CLOTHING ALLOWANCE

a. As soon as possible, each new member of the Department shall on the date of his hire be outfitted with a complete seasonal uniform then being worn by department personnel. He shall also receive a full issue of standard turnout gear necessary to fight fires. The other seasonal uniform shall be furnished prior to April 15, or October 15, whichever is applicable.

b. A new member of the department shall be entitled to full clothing credit during the first full fiscal year of his employment in cash.

c. All Firefighters covered by this Agreement except those employees assigned to the Fire Prevention Bureau, shall be entitled to annual clothing allowance credit of \$450.00 in cash. Firefighters assigned to the Fire Prevention Bureau, shall be entitled to an annual clothing allowance credit of \$500.00 in cash. All clothing must meet standards and specifications established by the Department. Clothing allowance shall be paid on or before December 1st of each year.

Effective January 1, 1989 the annual clothing allowance credit for Firefighters shall be \$500.00 per year in cash. The annual clothing allowance credit for Firefighters assigned to the Fire Prevention Bureau shall be \$550.00 in cash.

d. In addition to the clothing allowance, turnout gear shall be replaced as needed by the City, except in the event of a Firefighter's negligence.

e. Evidence of need for replacement of all items of clothing or equipment requested by an employee shall be furnished upon demand of the Chief of the Department.

f. Any changes to the present Firefighter uniform will be paid for by the City.

Section 2. Clothing Maintenance Allowance:

a. All Firefighters except those employees assigned to the Fire Prevention Bureau shall receive a clothing issue maintenance allowance of \$400.00 annually in cash. Fire fighters assigned to the Fire Prevention Bureau shall receive a clothing issue maintenance allowance of \$520.00 annually in cash. Clothing issue maintenance shall be paid on or before December 1st of each year.

b. Effective January 1, 1989 all Firefighters except those employees assigned to the Fire Prevention Bureau shall receive a clothing issue maintenance allowance of \$450.00 annually in cash. Firefighters assigned to the Fire Prevention Bureau shall receive a clothing issue maintenance allowance of \$570.00 annually in cash. Clothing issue maintenance shall be paid on or before December 1st of each year.

c. Clothing maintenance allowances will be granted on a pro-rata basis in the event of termination, retirement, resignation or death.

Section 3. Emergency Meals:

The City agrees to feed employees of the Fire Department who are working emergency overtime for any period which exceeds four (4) hours. The cost of each overtime meal is not to exceed six dollars and fifty cents (\$6.50).

Section 4. Outside Employment:

Firemen may accept outside employment or engage in any outside business activities, providing that such outside employment will not interfere with the employee's performance of his duties, and that he will not enter into work contracts or submit bids on public jobs.

Section 5. In Case of Death of An Active Fireman:

In case of death of an active Fireman laid out in uniform, and on request of the family for an honor guard, it will be provided by the Fire Department.

Section 6. Duties:

Employees may be assigned to perform any duties related to firefighting, fire prevention, rescue, salvage, overhaul work, care and maintenance of firefighting equipment and apparatus, and minor maintenance and housekeeping of Fire House.

It is understood that this will not encompass construction, plumbing, electrical, painting, carpentry, masonry, or other such maintenance and mechanical work normally performed by other employees of the City or individual contractors.

Section 7. Immunization:

The Chief of the Fire Department and the F.M.B.A. shall decide what immunization program is to be undertaken, the cost of which shall be borne by the City.

Section 8. Fire Science Program:

a. After one year of continuous service, any Firefighter attending an accredited school to attain an Associate or Bachelor's

Degree in Fire Science, or a Firefighter required to take similar related courses as a result of his particular assigned position in the Department, shall in addition to his regular annual salary receive eleven (11) dollars per credit or credit equivalent to a maximum of \$1,452.00 annually, and be reimbursed for all tuition and text book costs, upon completing each course with a passing grade of C.

b. Academic course credits necessary to an Associate Fire Science Degree or similar related courses, shall not be compensated at the \$11.00 per credit rate unless and until a Firefighter has successfully completed a minimum of two (2) basic Fire Science courses.

c. All Firefighters attending mandatory classes required by the Department shall have the tuition and textbook cost reimbursed by the City upon enrollment.

Section 9. F.M.B.A. Dues Deduction:

a. The City agrees to deduct F.M.B.A. membership dues from the pay of each employee member of the F.M.B.A. once each month. Said membership dues shall be transmitted with a list of employee members to the F.M.B.A. within fifteen (15) calendar days of such deduction.

b. The F.M.B.A. agrees to furnish the City written authorization from each employee member of the F.M.B.A. to effect such dues deduction in a specific dollar amount.

c. The City agrees to deduct eighty-five percent (85%) of established F.M.B.A. membership dues from all non-F.M.B.A. member employees as provided for under New Jersey State Statute, and shall transmit said dues deduction in accordance with paragraph a. hereinabove.

d. The F.M.B.A. agrees to indemnify and hold the City harmless from and against any and all claims, legal suits, or liability of any kind whatsoever arising from the aforementioned deduction of dues.

Section 10. Building Code and Bureau of Fire Safety Certification:

a. All employees assigned to the Fire Prevention Bureau shall receive, in addition to their annual salary, one (1) percent of their annual base pay, provided they obtain and maintain certification for all three (3) levels of the construction code. Courses taken to obtain and maintain this certification shall not be applied to a Fire Science Degree Program salary credits. Any employee who fails to maintain or loses his certification shall not receive the additional one (1) percent.

b. All employees who received Bureau of Fire Safety certification shall receive \$100.00 each year. A separate check shall be issued no later than December 1st of each year. This amount shall not be added to base salary. Courses taken to obtain and maintain this certification shall not be applied to a Fire Science Degree Program salary credits. Any employee who fails to maintain or loses his certification shall not receive the \$100.00.

ARTICLE XII  
INSURANCE

Section 1. Health Insurance:

a. All Firefighters and their eligible dependents shall receive Blue Cross/Blue Shield Series 14/20, Rider J and Major Medical health insurance coverage through the New Jersey State Health Benefits Program.

b. All Firefighters and their eligible dependents shall also receive Dental, Vision and Prescription Plan health insurance selected and administered by the City or the City's designee.

c. The total cost of health insurance described in paragraph a. and b. hereinabove shall be borne by the City.

d. All eligible Firefighters under State Statute, Chapter 88, Public Laws of 1974 will receive certain health insurance coverage upon retirement as prescribed by said State Law.

Section 2. Life Insurance:

The City shall assume the full cost of life insurance for each employee of the Fire Department to a maximum coverage of \$15,000.00.

Section 3. Workmen's Compensation Insurance:

The City shall maintain in full force and effect, Workmen's Compensation Insurance for all employees of the Fire Department. Employees shall return to the City of Linden all temporary disability benefits which the said employees received for that period of time that the employee was receiving full pay from the City.

Section 4. Automobile Liability Insurance:

The City shall provide adequate automobile liability insurance for all vehicles of the Fire Department and shall keep same in effect at all times.

Section 5. Temporary Disability Insurance:

All Firefighters will receive New Jersey State Temporary Disability Insurance as provided for and administered by the New Jersey Division of Unemployment and Disability Insurance.

Premium payment of this insurance coverage, a portion paid by each Firefighter, will be programmed annually in accordance with the State Division of Temporary Disability directives.

ARTICLE XIII  
F.M.B.A. ACTIVITY PROTECTED

Section 1.

Except for the right to strike or to withhold services



which are hereby prohibited, all other F.M.B.A. activities are protected, except as such activities are restricted by or are in conflict with other provisions of this Agreement. Nothing shall abridge the right of any duly authorized representative of the F.M.B.A. to present the views of the F.M.B.A. to the citizens of issues which affect the welfare of its members, except by mutual agreement of the parties.

### Section 2.

The City will not condone or entertain any outside interference from any other union or employee group without the sanction of the F.M.B.A. as long as this contract is in force.

### Section 3.

Firefighters will not be subjected to hardship during any review, inspection or training period.

When the temperature is less than 32 degrees Fahrenheit, or over 90 degrees Fahrenheit, all outside activities will be suspended except recruit training, pre-planned industry training conducted by the Training Division and when members of the Department have been given the opportunity to attend outside demonstrations of Fire Department related functions.

In-service inspections may be held at temperatures between 32 degrees and 90 degrees Fahrenheit.

## ARTICLE XIV PRIOR PRACTICES

### Section 1.

All other rights, benefits, and privileges enjoyed by employees which are not specifically provided for or abridged in this Agreement are hereby protected by this Agreement, including but not limited to any rights, benefits and privileges bestowed on the employees by laws of the United States, laws of New Jersey, Civil Service laws of New Jersey or City Ordinances of Linden.

## ARTICLE XV MANAGEMENT RIGHTS

All powers, duties and responsibilities which the City had prior to the signing of this Agreement, including but not limited to the right to direct and operate the Fire Department, to hire, promote and discharge, and suspend or otherwise mete out discipline for good and just cause, and enforce reasonable rules and regulations; shall continue to be retained by the City except as may be provided for or modified in this Agreement.

## ARTICLE XVI DURATION


The duration of this Agreement shall extend through

December 31st, 1990. Either party wishing to terminate, amend, or modify such contract must so notify the other party in writing no more than ninety (90) days nor less than sixty (60) days prior to such expiration date. Within fifteen (15) days of the receipt of notification by either party, a conference shall be held between the City and the F.M.B.A. Negotiating Committee for the purpose of such Agreement, modification or termination.


In the event neither party serves such written notice of desire or intention to terminate, amend, or modify this Agreement on or before aforementioned sixty (60) days prior to expiration of this Agreement, then the duration of this Agreement shall continue for one (1) additional year.

BY:   
PAUL WERKMEISTER, MAYOR

ATTEST:

 12/6/88  
CITY CLERK, VAL D. IMBRIACO

FIREMEN'S MUTUAL BENEVOLENT ASSOCIATION

BY:   
PRESIDENT

ATTEST:

BY:   
SECRETARY