

A G R E E M E N T

made between

*William W. Boardman, Jr. Vice President*

COUNTY OF MIDDLESEX

and

ROOSEVELT HOSPITAL - NON PROFESSIONAL EMPLOYEES,

COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO LOCAL #1065

*July 1967 June 20 1967*

I N D E X  
.....

	<u>PAGE</u>
ACCUMULATED SICK TIME PAYOFF UPON RETIREMENT.....	27
ADHERENCE TO CIVIL SERVICE RULES.....	33
ARBITRATION.....	31
BEREAVEMENT.....	20
COMPUTATION ERRORS.....	56
CONTRACT NEGOTIATIONS REPRESENTATIVES.....	32
DUES CHECKOFF.....	4-5
DURATION OF CONTRACT.....	58
ECONOMY LAYOFFS.....	34
FRINGE BENEFITS.....	57
GRIEVANCE PROCEDURE.....	29-30
HOLIDAYS.....	17-18
HOURS OF WORK.....	6-7B
INJURY LEAVE.....	25
JOB VACANCY - JOB BIDDING.....	35
JURY DUTY.....	26
JUST CAUSE.....	54
LATERAL TRANSFERS.....	51
LONGEVITY.....	11

	<u>PAGE</u>
MANAGEMENT RIGHTS	
Management Labor Committee .....	53
Licensures.....	53
MEDICAL BENEFITS	15-16
Extended Medical Benefits	16
Rutgers Community Health Plan (H.M.O.) .....	15
Dental Plan .....	15
Drug Prescription Plan .....	15
Vision Care Program .....	16
NJ State Temporary Disability Benefits Program .....	16
MERIT INCREASES .....	10-11
MILEAGE .....	49
NEW EMPLOYEES .....	11
NO STRIKE OR LOCK-OUT .....	55
NON-DISCRIMINATION .....	28
OVERTIME .....	13-14
PART-TIME EMPLOYEES .....	45
PERSONAL DAYS .....	19
PERSONNEL FILES .....	40
PREAMBLE .....	1
PROMOTIONS .....	36-38
RECLASSIFICATION SURVEY .....	33
RECOGNITION .....	2-2T
RIGHTS & PRIVILEGES OF THE UNION .....	39
RULES OF EMPLOYER .....	47
SAFETY AND HEALTH .....	44
SAVINGS CLAUSE .....	52

	<u>PAGE</u>
SEASONAL EMPLOYEES (SUMMER HELP) .....	46
SHIFT DIFFERENTIAL .....	11
SICK LEAVE .....	23-24
SUPPER .....	48
TUITION AID .....	51
UNIFORMS .....	41-43
UNION CONFERENCE DAYS .....	50
UNION REPRESENTATIVES .....	3
VACATIONS .....	21-22
WAGE INCREASE ELIGIBILITY .....	10
WAGES .....	8-10
WEEKEND HOURS .....	7A
YEARLY SICK TIME BUY OUT .....	27A

THIS AGREEMENT made this                    day of                    ,  
between the COUNTY OF MIDDLESEX, a Municipal Corporation, by its  
Board of Chosen Freeholders (hereinafter referred to as the Employer)  
and the COMMUNICATIONS WORKERS OF AMERICA, AFL-CIO, (hereinafter  
referred to as the Union):

WHEREAS, the Union has been selected as the exclusive bargaining  
agent by the employees hereinafter to be defined, in accordance with  
Chapter 303 of the Laws of 1968, recognized by Resolution of the  
Employer dated October 15, 1970, and certified as such by the Public  
Employment Relations Commission; and

WHEREAS, the parties are engaged in the operation of a hospital  
serving the general public and are genuinely concerned with the maint-  
enance of high standards of service and care; and

WHEREAS, said Union has been in negotiation with the Employer  
pursuant to Chapter 303 of the Laws of 1968; and

WHEREAS, the Union and the Employer have agreed upon certain  
terms of employment as a result of the negotiations carried on  
pursuant to Law;

NOW, THEREFORE, subject to Law herein provided, the parties  
hereto, in consideration of the following mutual promises, covenants,  
and agreements contained herein, do hereby establish the following terms  
and conditions which shall govern the activities of the parties and  
all affected employees.

## I. RECOGNITION

The Employer hereby recognizes the Union as the sole and exclusive bargaining agent for all non-professional employees at Roosevelt Hospital employed by Middlesex County in the job titles and salary ranges specified in Pages 2A through 2E.

Any new title authorized for use by the Hospital will be negotiated for inclusion or exclusion from this bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Union or the Employer will pursue statutory procedures under the New Jersey Public Employment Relations Act.

" C W A - Local #1065"

7-1-85

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
00001	Account Clerk	\$ 7,341 - \$12,506	\$ 8,268
00003	Account Clerk Typing	\$ 7,535 - \$12,659	\$ 8,769
00066	Administrative Clerk - Hospital	\$13,935 - \$24,033	\$14,255
00112	Administrative Secretary	\$12,583 - \$22,738	\$14,255
04651	Agency Aide	\$ 8,825 - \$13,374	\$ 9,002
00422	Asst. Chief Stationary Engineer	\$16,029 - \$26,241	\$16,350
00584	Asst. Laundry Worker Foreman M/W	\$ 9,008 - \$14,747	\$ 9,688
00709	Asst. Storekeeper	\$ 8,825 - \$13,374	\$ 9,002
00835	Attendant Non Emergency Medical Transportation	\$ 7,730 - \$13,293	\$ 9,002
00855	Barber	\$ 8,660 - \$12,378	\$ 8,833
00929	Building Maintenance Worker	\$ 7,730 - \$13,293	\$ 9,002
00938	Building Service Worker	\$ 7,730 - \$13,293	\$ 9,002
00976	Cashier	\$ 8,110 - \$14,657	\$ 9,188
00985	Central Supply Aide	\$ 8,419 - \$15,257	\$ 8,587
00993	Chauffeur	\$ 7,783 - \$14,083	\$ 9,064
01215	Chief Stationary Engineer	\$17,529 - \$28,241	\$17,880
01245	Clerk	\$ 7,227 - \$11,482	\$ 8,268
01257	Clerk Driver	\$ 8,941 - \$16,160	\$10,129
01260	Clerk Stenographer	\$ 7,535 - \$12,659	\$ 8,403
01268	Clerk Typist	\$ 7,341 - \$12,056	\$ 8,268
01338	Construction Inspector	\$11,412 - \$20,625	\$11,640

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
01347	Cook	\$ 8,110 - \$14,657	\$11,022* 9,064**
01465	Dark Room Aide	\$ 8,825 - \$13,374	\$ 9,002
04649	Data Entry Machine Operator	\$ 7,783 - \$13,959	\$ 9,002
01483	Dental Assistant	\$10,428 - \$17,073	\$10,637
01706	Electrician	\$ 9,558 - \$17,821	\$14,459
01864	Food Service Worker	\$ 7,535 - \$12,659	\$ 9,269
01942	Groundskeeper Foreman M/W	\$12,583 - \$22,738	\$12,835
00864	Hairdresser	\$ 8,660 - \$12,378	\$ 8,833
01998	Heating and Air Conditioning Mechanic	\$15,000 - \$24,000	\$15,300
02046	Hospital Attendant	\$ 8,825 - \$14,779	\$ 9,502
04956	Laundry Foreman M/W	\$ 9,930 - \$16,260	\$10,629
02261	Laundry Worker	\$ 7,730 - \$13,293	\$ 9,502
02320	Mail Clerk	\$ 7,341 - \$12,056	\$ 9,002
04869	Mail Clerk/Offset Machine Operator	\$ 9,459 - \$15,486	\$ 9,648
02328	Maintenance Repairer	\$ 8,941 - \$16,160	\$10,129
02340	Maintenance Repairer Foreman M/W	\$10,350 - \$18,714	\$11,727
02470	Medical Record Clerk Typing	\$ 8,825 - \$13,374	\$ 9,002
02476	Medical Stenographer	\$ 9,008 - \$14,747	\$ 9,188
02567	Occupational Therapy Aide	\$ 8,825 - \$13,374	\$ 9,002
	Omnibus Operator	\$ 9,000 - \$16,700	\$ 9,180
02589	Painter	\$ 9,388 - \$16,970	\$10,129



7-1-85

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
02590	Painter Foreman M/W	\$11,497 - \$18,966	\$11,727
02634	Payroll Clerk Typing	\$ 7,535 - \$12,659	\$ 8,539
02661	Pharmacists Aide	\$ 9,930 - \$16,260	\$10,129
02673	Physical Therapy Aide	\$ 8,825 - \$13,374	\$ 9,002
02693	Plumber	\$10,868 - \$19,647	\$12,314
02755	Prin. Account Clerk	\$ 8,941 - \$16,160	\$ 9,648
02757	Prin. Account Clerk Typing	\$ 9,388 - \$16,970	\$10,129
02766	Prin. Bookkeeping Machine Oper.	\$ 9,930 - \$16,260	\$10,129
02773	Prin. Clerk	\$ 9,388 - \$16,970	\$10,129
02777	Prin. Clerk Stenographer	\$ 9,858 - \$17,821	\$10,637
02781	Prin. Clerk Typist	\$ 9,388 - \$16,970	\$10,129
04936	Prin. Employee Benefits Clerk	\$ 9,388 - \$16,970	\$10,129
02825	Prin. Medical Stenographer	\$ 9,858 - \$17,821	\$11,168
02831	Prin. Payroll Clerk	\$ 9,388 - \$16,970	\$10,637
02834	Prin. Personnel Clerk Steno.	\$ 9,858 - \$17,821	\$11,168
05091	Prin. Personnel Clerk Typing	\$ 8,941 - \$16,160	\$10,637
02852	Prin. Storekeeper	\$10,868 - \$19,647	\$12,314
02976	Receptionist	\$ 7,341 - \$12,056	\$ 8,539
02981	Receptionist Typing	\$ 7,535 - \$12,659	\$ 8,769
03042	Recreation Therapy Aide	\$ 7,730 - \$12,500	\$ 9,002
03126	Seamstress	\$ 8,372 - \$12,131	\$ 8,539
03127	Secretarial Assistant	\$10,868 - \$19,647	\$12,314

7-1-85

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03128	Secretarial Asst. Stenographer	\$10,868 - \$19,647	\$12,314
03165	Sr. Account Clerk	\$ 8,110 - \$14,657	\$ 8,769
03168	Sr. Account Clerk Typing	\$ 8,515 - \$15,390	\$ 9,002
03176	Sr. Admitting Clerk	\$ 9,281 - \$16,260	\$ 9,467
03227	Sr. Building Maintenance Worker	\$ 8,941 - \$16,160	\$ 9,188
03229	Sr. Building Service Worker	\$ 8,941 - \$16,160	\$ 9,188
03247	Sr. Clerk	\$ 7,730 - \$13,293	\$ 8,769
03253	Sr. Clerk Stenographer	\$ 8,515 - \$15,390	\$ 9,064
03256	Sr. Clerk Typist	\$ 8,110 - \$14,657	\$ 8,769
03274	Sr. Cook	\$ 8,515 - \$15,390	\$ 9,648
03296	Sr. Dental Assistant	\$10,802 - \$17,100	\$11,018
03338	Sr. Food Service Worker	\$ 7,783 - \$13,959	\$ 9,564
03362	Sr. Hospital Attendant	\$ 9,008 - \$15,257	\$ 9,688
03404	Sr. Laundry Worker	\$ 8,825 - \$14,691	\$ 9,502
03425	Sr. Maintenance Repairer	\$ 9,388 - \$16,970	\$10,637
03426	Sr. Maintenance Repairer Carpenter	\$ 9,868 - \$17,821	\$11,168
03467	Sr. Medical Record Clerk	\$ 9,008 - \$14,747	\$ 9,188
03470	Sr. Medical Stenographer	\$ 9,459 - \$15,486	\$ 9,648
03477	Sr. Microfilm Machine Operator	\$ 8,110 - \$14,657	\$ 9,188
03484	Sr. Occupational Therapy Aide	\$ 8,110 - \$14,657	\$ 9,188
03497	Sr. Payroll Clerk Typing	\$ 8,525 - \$15,390	\$ 9,648
04615	Sr. Personnel Clerk Typing	\$ 8,941 - \$16,160	\$10,129

7-1-85

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03508	Sr. Physical Therapy Aide	\$ 9,008 - \$14,715	\$ 9,188
03547	Sr. Purchasing Assistant	\$12,583 - \$22,738	\$14,255
03552	Sr. Receptionist	\$ 8,515 - \$15,390	\$ 9,188
03554	Sr. Receptionist Typing	\$ 8,515 - \$15,390	\$ 9,188
03560	Sr. Recreation Therapy Aide	\$ 9,008 - \$14,747	\$ 9,188
03612	Sr. Telephone Operator	\$ 9,008 - \$15,257	\$ 9,188
03766	Stationary Engineer	\$15,265 - \$24,990	\$15,570
03767	Stationary Fireman M/W	\$ 9,930 - \$16,260	\$10,129
03777	Stock Clerk	\$ 7,341 - \$12,056	\$ 8,539
03779	Storekeeper	\$ 9,388 - \$16,970	\$10,637
03848	Supervising Account Clerk	\$10,351 - \$18,714	\$11,727
03862	Supervising Clerk Stenographer	\$10,868 - \$19,647	\$11,085
03969	Supervisor of Accounts	\$13,212 - \$23,876	\$13,476
04145	Telephone Operator	\$ 7,535 - \$12,659	\$ 8,769
04222	Truck Driver	\$ 9,858 - \$17,821	\$10,129
04250	Ward Clerk	\$ 8,886 - \$14,044	\$ 9,064

\*Hiring Rate with two (2) years of experience.

\*\* Hiring Rate with less than two (2) years of experience.

" C W A - Local #1065 "

1-1-86

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
00001	Account Clerk	\$ 7,341 - \$12,506	\$ 8,768
00003	Account Clerk Typing	\$ 7,535 - \$12,659	\$ 9,269
00066	Administrative Clerk - Hospital	\$13,935 - \$24,033	\$14,755
00112	Administrative Secretary	\$12,583 - \$22,738	\$14,755
04651	Agency Aide	\$ 8,825 - \$13,374	\$ 9,502
00422	Asst. Chief Stationary Engineer	\$16,029 - \$26,241	\$16,850
00584	Asst. Laundry Worker Foreman M/W	\$ 9,008 - \$14,747	\$10,188
00709	Asst. Storkeeper	\$ 8,825 - \$13,374	\$ 9,502
00836	Attendant Non Emergency Medical Transportation	\$ 7,730 - \$13,293	\$ 9,502
00856	Barber	\$ 8,660 - \$13,293	\$ 9,333
00929	Building Maintenance Worker	\$ 7,730 - \$12,378	\$ 9,502
00938	Building Service Worker	\$ 7,730 - \$13,293	\$ 9,502
00976	Cashier	\$ 8,110 - \$14,657	\$ 9,688
00985	Central Supply Aide	\$ 8,419 - \$15,257	\$ 9,087
00993	Chauffeur	\$ 7,783 - \$14,083	\$ 9,564
01215	Chief Stationary Engineer	\$17,529 - \$28,241	\$18,380
01245	Clerk	\$ 7,227 - \$11,482	\$ 8,768
01257	Clerk Driver	\$ 8,941 - \$16,160	\$10,629
01260	Clerk Stenographer	\$ 7,535 - \$12,659	\$ 8,903
01268	Clerk Typist	\$ 7,341 - \$12,056	\$ 8,768
01333	Construction Inspector	\$11,412 - \$20,625	\$12,140

1-1-86

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
01347	Cook	\$ 8,110 - \$14,657	\$ 11,522 9,564
01465	Dark Room Aide	\$ 8,825 - \$13,374	\$ 9,502
04649	Data Entry Machine Operator	\$ 7,783 - \$13,959	\$ 9,502
01483	Dental Assistant	\$10,428 - \$17,073	\$ 11,137
01706	Electrician	\$ 9,558 - \$17,821	\$ 14,959
01864	Food Service Worker	\$ 7,535 - \$12,659	\$ 9,769
01942	Groundskeeper Foreman M/W	\$12,583 - \$22,738	\$ 13,335
00364	Hairdresser	\$ 8,660 - \$12,378	\$ 9,333
01288	Heating and Air Conditioning Mechanic	\$15,000 - \$24,000	\$ 15,800
02016	Hospital Attendant	\$ 8,825 - \$14,779	\$ 10,002
04956	Laundry Foreman M/W	\$ 9,930 - \$16,260	\$ 11,129
02261	Laundry Worker	\$ 7,730 - \$13,293	\$ 10,002
02320	Mail Clerk	\$ 7,341 - \$12,056	\$ 9,502
04860	Mail Clerk/Offset Machine Operator	\$ 9,459 - \$15,486	\$ 10,148
02328	Maintenance Repairer	\$ 8,941 - \$16,160	\$ 10,629
02340	Maintenance Repairer Foreman M/W	\$10,350 - \$18,714	\$ 12,227
02470	Medical Record Clerk Typing	\$ 8,825 - \$13,374	\$ 9,502
02476	Medical Stenographer	\$ 9,008 - \$14,747	\$ 9,688
02567	Occupational Therapy Aide	\$ 8,825 - \$13,374	\$ 9,502
	Omnibus Operator	\$ 9,000 - \$16,700	\$ 9,680
02589	Painter	\$ 9,388 - \$16,970	\$ 10,629

1-1-86

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
02590	Painter Foreman M/W	\$ 11,497 - \$ 18,966	\$ 12,227
02634	Payroll Clerk Typing	\$ 7,535 - \$ 12,659	\$ 9,039
02661	Pharmacists Aide	\$ 9,930 - \$ 16,260	\$ 10,629
02673	Physical Therapy Aide	\$ 8,825 - \$ 13,374	\$ 9,502
02693	Plumber	\$ 10,868 - \$ 19,647	\$ 12,814
02755	Prin. Account Clerk	\$ 8,941 - \$ 16,160	\$ 10,148
02757	Prin. Account Clerk Typing	\$ 9,388 - \$ 16,970	\$ 10,629
02766	Prin. Bookkeeping Machine Oper.	\$ 9,930 - \$ 16,260	\$ 10,629
02773	Prin. Clerk	\$ 9,388 - \$ 16,970	\$ 10,629
02777	Prin. Clerk Stenographer	\$ 9,858 - \$ 17,821	\$ 11,137
02781	Prin. Clerk Typist	\$ 9,388 - \$ 16,970	\$ 10,629
04936	Prin. Employee Benefits Clerk	\$ 9,388 - \$ 16,970	\$ 10,629
02825	Prin. Medical Stenographer	\$ 9,858 - \$ 17,821	\$ 11,668
02831	Prin. Payroll Clerk	\$ 9,388 - \$ 16,970	\$ 11,137
02834	Prin. Personnel Clerk Steno.	\$ 9,858 - \$ 17,821	\$ 11,668
05091	Prin. Personnel Clerk Typing	\$ 8,941 - \$ 16,160	\$ 11,137
02852	Prin. Storekeeper	\$ 10,868 - \$ 19,647	\$ 12,814
02976	Receptionist	\$ 7,341 - \$ 12,056	\$ 9,039
02981	Receptionist Typing	\$ 7,535 - \$ 12,659	\$ 9,269
03042	Recreation Therapy Aide	\$ 7,730 - \$ 12,500	\$ 9,502
03126	Seamstress	\$ 8,372 - \$ 12,131	\$ 9,039
03127	Secretarial Assistant	\$ 10,868 - \$ 19,647	\$ 12,814

1-1-86

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03128	Secretarial Asst. Stenographer	\$10,868 - \$19,647	\$12,814
03165	Sr. Account Clerk	\$ 8,110 - \$14,657	\$ 9,269
03168	Sr. Account Clerk Typing	\$ 8,515 - \$15,390	\$ 9,502
03176	Sr. Admitting Clerk	\$ 9,281 - \$16,260	\$ 9,967
03227	Sr. Building Maintenance Worker	\$ 8,941 - \$16,160	\$ 9,688
03229	Sr. Building Service Worker	\$ 8,941 - \$16,160	\$ 9,688
03247	Sr. Clerk	\$ 7,730 - \$13,293	\$ 9,269
03253	Sr. Clerk Stenographer	\$ 8,515 - \$15,390	\$ 9,564
03256	Sr. Clerk Typist	\$ 8,110 - \$14,657	\$ 9,269
03274	Sr. Cook	\$ 8,515 - \$15,390	\$10,148
03296	Sr. Dental Assistant	\$10,802 - \$17,100	\$11,518
03338	Sr. Food Service Worker	\$ 7,783 - \$13,959	\$10,064
03362	Sr. Hospital Attendant	\$ 9,008 - \$15,257	\$10,188
03404	Sr. Laundry Worker	\$ 8,825 - \$14,691	\$10,002
03425	Sr. Maintenance Repairer	\$ 9,388 - \$16,970	\$11,137
03426	Sr. Maintenance Repairer Carpenter	\$ 9,868 - \$17,821	\$11,668
03467	Sr. Medical Record Clerk	\$ 9,008 - \$14,747	\$ 9,688
03470	Sr. Medical Stenographer	\$ 9,450 - \$15,486	\$10,148
03477	Sr. Microfilm Machine Operator	\$ 8,110 - \$14,657	\$ 9,688
03484	Sr. Occupational Therapy Aide	\$ 8,110 - \$14,657	\$ 9,688
03497	Sr. Payroll Clerk Typing	\$ 8,525 - \$15,390	\$10,148
04615	Sr. Personnel Clerk Typing	\$ 8,941 - \$16,160	\$10,629

1-1-86

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03508	Sr. Physical Therapy Aide	\$ 9,008 - \$14,715	\$ 9,688
03547	Sr. Purchasing Assistant	\$12,583 - \$22,738	\$14,755
03552	Sr. Receptionist	\$ 8,515 - \$15,390	\$ 9,688
03554	Sr. Receptionist Typing	\$ 8,515 - \$15,390	\$ 9,688
03560	Sr. Recreation Therapy Aide	\$ 9,008 - \$14,747	\$ 9,688
03612	Sr. Telephone Operator	\$ 9,008 - \$15,257	\$ 9,688
03766	Stationary Engineer	\$15,265 - \$24,990	\$16,070
03767	Stationary Fireman M/W	\$ 9,930 - \$16,260	\$10,629
03777	Stock Clerk	\$ 7,341 - \$12,056	\$ 9,039
03779	Storekeeper	\$ 9,388 - \$16,970	\$11,137
03843	Supervising Account Clerk	\$10,351 - \$18,714	\$12,227
03862	Supervising Clerk Stenographer	\$10,868 - \$19,647	\$11,585
03969	Supervisor of Accounts	\$13,212 - \$23,876	\$13,976
04145	Telephone Operator	\$ 7,535 - \$12,659	\$ 9,269
04222	Truck Driver	\$ 9,858 - \$17,821	\$10,629
04250	Ward Clerk	\$ 8,886 - \$14,044	\$ 9,564

\*Hiring Rate with two (2) years of experience.

\*\* Hiring Rate with less than two (2) years of experience.



" C W A - Local #1065 "

7-1-86

<u>Title</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
01001	Account Clerk	\$ 7,341 - \$12,506	\$ 9,068
01003	Account Clerk Typing	\$ 7,525 - \$12,650	\$ 9,569
01006	Administrative Clerk - Hospital	\$13,935 - \$24,033	\$15,055
01010	Administrative Secretary	\$12,580 - \$22,738	\$15,055
01011	Adm. Aide	\$ 8,826 - \$13,374	\$ 9,802
01012	Adm. Clerk - Stenographer Typewriter	\$10,013 - \$13,241	\$17,150
01014	Adm. Laundry Worker - Hospital M/W	\$ 9,108 - \$14,117	\$10,438
01014	Adm. Stenographer	\$ 8,325 - \$13,374	\$ 9,502
01015	Attendant Non-Emergency Medical Transportation	\$ 7,730 - \$13,293	\$ 9,802
01016	Broer	\$ 8,660 - \$13,293	\$ 9,633
01017	Building Maintenance Worker	\$ 7,700 - \$12,678	\$ 9,802
01018	Building Service Worker	\$ 7,700 - \$12,293	\$ 9,802
01019	Cashier	\$ 8,110 - \$14,657	\$ 9,988
01020	Central Supply Aide	\$ 9,419 - \$15,257	\$ 9,387
01021	Chauffeur	\$ 7,783 - \$14,033	\$ 9,864
01025	Chief Stationary Engineer	\$17,529 - \$29,241	\$18,680
01026	Clerk	\$ 7,237 - \$11,492	\$ 9,068
01027	Clerk Driver	\$ 8,941 - \$16,160	\$10,929
01029	Clerk Stenographer	\$ 7,535 - \$12,650	\$ 9,203
01033	Clerk Typist	\$ 7,341 - \$12,055	\$ 9,068
01039	Construction Inspector	\$11,412 - \$20,625	\$12,440

7-1-86

Re: Admission (Cont.)

<u>Title</u>	<u>Title</u>	<u>Salary range:</u>	<u>Hiring Rate</u>
01347	Cook	\$ 8,110 - \$14,057	\$11,822 9,864
01489	Cook Room Aide	\$ 8,815 - \$13,374	\$ 9,802
01511	Ental Laundry Machine Operator	\$ 7,733 - \$13,959	\$ 9,802
01514	General Assistant	\$10,401 - \$17,073	\$11,437
01517	Electrician	\$ 9,543 - \$17,821	\$15,259
01518	Electrician Worker	\$ 7,535 - \$13,659	\$10,069
01519	Food Service Person M/W	\$12,511 - \$22,705	\$13,635
01520	Food Service Person	\$ 8,669 - \$13,313	\$ 9,633
01521	Heating and Air Conditioning Technician	\$15,000 - \$24,000	\$16,100
01526	Hospital Consultant	\$ 8,825 - \$14,779	\$10,302
01527	Food Service Person M/W	\$ 9,112 - \$16,300	\$11,429
01528	Food Service Person	\$ 7,721 - \$13,213	\$10,302
01529	Mail Clerk	\$ 7,341 - \$12,064	\$ 9,802
01531	Mail Room Mail Feed Machine Operator	\$ 9,151 - \$15,485	\$10,448
01532	Maintenance Operator	\$ 8,941 - \$15,169	\$10,929
01533	Food Service Person M/W	\$10,350 - \$18,714	\$12,527
01534	Mail Room Record Clerk Typing	\$ 8,825 - \$13,374	\$ 9,802
01535	Medical Scentigrapher	\$ 9,008 - \$14,747	\$ 9,988
01567	Occupational Therapy Aide	\$ 8,825 - \$13,374	\$ 9,802
01568	Operator Operator	\$ 9,008 - \$16,700	\$ 9,980
01569	Operator	\$ 9,288 - \$16,979	\$10,929

7-1-86

Recognition (Cont.)

<u>Grade</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
2590	Painter Foreman M/W	\$11,497 - \$18,066	\$12,527
2534	Payroll Clerk Typing	\$ 7,535 - \$12,053	\$ 9,339
2561	Pharmacists Aide	\$ 9,930 - \$15,260	\$10,929
2573	Physical Therapy Aide	\$ 8,823 - \$13,374	\$ 9,802
2593	Plumber	\$10,868 - \$19,647	\$13,114
2701	Prim. Account Clerk	\$ 8,541 - \$16,169	\$10,448
2707	Prim. Account Clerk Typing	\$ 9,304 - \$16,313	\$10,929
2741	Prim. Bookkeeping Machine Oper.	\$ 9,950 - \$16,200	\$10,929
2743	Prim. Clerk	\$ 9,333 - \$16,410	\$10,929
2747	Prim. Clerk Stenographer	\$ 9,558 - \$17,321	\$11,437
2751	Prim. Clerk Typist	\$ 9,343 - \$16,179	\$10,929
2753	Prim. Employee Benefits Clerk	\$ 9,357 - \$16,979	\$10,929
2757	Prim. Medical Stenographer	\$ 9,353 - \$17,801	\$11,968
2801	Prim. Payroll Clerk	\$ 9,586 - \$16,970	\$11,437
2807	Prim. Personnel Clerk Senior	\$ 9,559 - \$17,321	\$11,968
2809	Prim. Personnel Clerk Typing	\$ 8,911 - \$16,169	\$11,437
2832	Prim. Storekeeper	\$10,868 - \$19,647	\$13,114
2876	Receptionist	\$ 7,341 - \$12,056	\$ 9,339
2901	Receptionist Typing	\$ 7,535 - \$12,559	\$ 9,569
2942	Recreation Therapy Aide	\$ 7,730 - \$12,500	\$ 9,802
3026	Stenstress	\$ 8,372 - \$12,131	\$ 9,339
3127	Secretarial Assistant	\$10,868 - \$19,647	\$13,114

7-1-86

Position (Cont.)

<u>Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
02123	Secretarial Asst. Stenographer	\$10,268 - \$19,547	\$13,114
03103	Sr. Account Clerk	\$ 8,110 - \$14,657	\$ 9,569
03108	Sr. Account Clerk Typing	\$ 8,515 - \$15,390	\$ 9,602
03125	Sr. Admitting Clerk	\$ 9,091 - \$16,250	\$10,267
03127	Senior Dining Maintenance Worker	\$ 9,941 - \$16,150	\$ 9,988
03128	Sr. Building Service Worker	\$ 8,241 - \$16,150	\$ 9,988
03131	Sr. Clerk	\$ 7,710 - \$13,213	\$ 9,569
03132	Sr. Clerk Stenographer	\$ 8,515 - \$15,390	\$ 9,864
03133	Sr. Clerk Typing	\$ 8,110 - \$14,657	\$ 9,569
03134	Sr. Clerk Typing	\$ 8,515 - \$16,390	\$10,448
03135	Sr. Dental Assistant	\$10,262 - \$17,150	\$11,818
03136	Sr. Dining Service Worker	\$ 7,781 - \$16,359	\$10,364
03137	Sr. Hospital Attendant	\$ 9,098 - \$15,257	\$10,488
03138	Sr. Laundry Worker	\$ 3,805 - \$14,691	\$10,302
03139	Sr. Maintenance Repairer	\$ 9,368 - \$16,979	\$11,437
03140	Sr. Maintenance Repairer Carpenter	\$ 9,869 - \$17,821	\$11,968
03141	Sr. Medical Record Clerk	\$ 9,098 - \$14,747	\$ 9,988
03142	Sr. Medical Stenographer	\$ 9,452 - \$15,485	\$10,448
03143	Sr. Microfilm Machine Operator	\$ 8,110 - \$14,657	\$ 9,988
03144	Sr. Occupational Therapy Aide	\$ 8,110 - \$14,657	\$ 9,988
03145	Sr. Payroll Clerk Typing	\$ 8,525 - \$15,390	\$10,448
03146	Sr. Personnel Clerk Typing	\$ 8,941 - \$16,150	\$10,929

7-1-86

Recognition (Cont.)

<u>Title</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03508	Sr. Physical Therapy Aide	\$ 9,008 - \$14,715	\$ 9,988
03547	Sr. Purchasing Assistant	\$12,533 - \$22,738	\$15,055
03552	Sr. Receptionist	\$ 8,515 - \$16,390	\$ 9,988
03554	Sr. Receptionist Typing	\$ 8,515 - \$16,390	\$ 9,988
03619	Sr. Reception Therapist Aide	\$ 9,008 - \$14,747	\$ 9,988
03620	Sr. Telephone Operator	\$ 9,008 - \$16,257	\$ 9,988
03664	Stationary Engineer	\$16,201 - \$24,293	\$16,370
03667	Stationary Fireman Mkt	\$ 9,936 - \$16,261	\$10,929
03671	Truck Mkt	\$ 7,341 - \$12,055	\$ 9,339
03674	Storekeeper	\$ 9,393 - \$16,970	\$11,437
03677	Supervising Account Clerk	\$10,351 - \$18,714	\$12,527
03682	Supervising Clerk Stenographer	\$10,868 - \$16,647	\$11,985
03684	Supervisor of Accounts	\$13,212 - \$23,876	\$14,276
03688	Telephone Operator	\$ 7,535 - \$12,659	\$ 9,569
03711	Truck Driver	\$ 9,859 - \$17,821	\$10,929
03859	Ward Clerk	\$ 8,826 - \$14,044	\$ 9,864

Hiring Rate with two (2) years of experience.

\* Hiring Rate with less than two (2) years of experience.

" C W A - Local #1065 "

1-1-87

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
00001	Account Clerk	\$ 7,341 - \$12,506	\$ 10,000
00003	Account Clerk Typing	\$ 7,535 - \$12,659	\$ 10,000
00065	Administrative Clerk - Hospital	\$13,935 - \$24,033	\$ 15,055
00112	Administrative Secretary	\$12,583 - \$22,738	\$ 15,055
00651	Agency Aide	\$ 8,825 - \$13,374	\$ 10,000
00422	Asst. Chief Stationary Engineer	\$16,029 - \$26,241	\$ 17,150
00584	Asst. Laundry Worker Foreman M/W	\$ 9,008 - \$14,747	\$ 10,488
00709	Asst. Storekeeper	\$ 8,825 - \$13,374	\$ 10,000
00835	Attendant Non Emergency Medical Transportation	\$ 7,730 - \$13,293	\$ 10,000
00855	Barber	\$ 8,660 - \$13,293	\$ 10,000
00929	Building Maintenance Worker	\$ 7,730 - \$12,378	\$ 10,000
00938	Building Service Worker	\$ 7,730 - \$13,293	\$ 10,000
00976	Cashier	\$ 8,110 - \$14,657	\$ 10,000
00085	Central Supply Aide	\$ 8,419 - \$15,257	\$ 10,000
00993	Chauffeur	\$ 7,783 - \$14,083	\$ 10,000
01215	Chief Stationary Engineer	\$17,529 - \$28,241	\$ 18,680
01245	Clerk	\$ 7,227 - \$11,482	\$ 10,000
01257	Clerk Driver	\$ 8,941 - \$16,160	\$ 10,929
01260	Clerk Stenographer	\$ 7,535 - \$12,659	\$ 10,000
01268	Clerk Typist	\$ 7,341 - \$12,056	\$ 10,000
01338	Construction Inspector	\$11,412 - \$20,625	\$ 12,440

1-1-87

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
01347	Cook	\$ 8,110 - \$14,657	\$ 11,822 10,000
01465	Dark Room Aide	\$ 8,825 - \$13,374	\$ 10,000
04649	Data Entry Machine Operator	\$ 7,783 - \$13,959	\$ 10,000
01483	Dental Assistant	\$10,428 - \$17,073	\$ 11,437
01705	Electrician	\$ 9,558 - \$17,821	\$ 15,259
01864	Food Service Worker	\$ 7,535 - \$12,659	\$ 10,069
01942	Groundskeeper Foreman M/W	\$12,583 - \$22,738	\$ 13,635
00864	Hairdresser	\$ 8,660 - \$12,378	\$ 10,000
01398	Heating and Air Conditioning Mechanic	\$15,000 - \$24,000	\$ 16,100
02046	Hospital Attendant	\$ 8,825 - \$14,779	\$ 10,302
04356	Laundry Foreman M/W	\$ 9,930 - \$16,260	\$ 11,429
02261	Laundry Worker	\$ 7,730 - \$13,293	\$ 10,302
02320	Mail Clerk	\$ 7,341 - \$12,056	\$ 10,000
04869	Mail Clerk/Offset Machine Operator	\$ 9,459 - \$15,486	\$ 10,448
02328	Maintenance Repairer	\$ 8,941 - \$16,160	\$ 10,929
02340	Maintenance Repairer Foreman M/W	\$10,350 - \$18,714	\$ 12,527
02470	Medical Record Clerk Typing	\$ 8,825 - \$13,374	\$ 10,000
02476	Medical Stenographer	\$ 9,008 - \$14,747	\$ 10,000
02567	Occupational Therapy Aide	\$ 8,825 - \$13,374	\$ 10,000
	Omnibus Operator	\$ 9,000 - \$16,700	\$ 10,000
02589	Painter	\$ 9,388 - \$16,970	\$ 10,929

1-1-87

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
02590	Painter Foreman M/W	\$11,497 - \$18,966	\$ 12,527
02634	Payroll Clerk Typing	\$ 7,535 - \$12,659	\$ 10,000
02661	Pharmacists Aide	\$ 9,930 - \$16,260	\$ 10,929
02673	Physical Therapy Aide	\$ 8,825 - \$13,374	\$ 10,000
02693	Plumber	\$10,868 - \$19,647	\$ 13,114
02755	Prin. Account Clerk	\$ 8,941 - \$16,160	\$ 10,448
02757	Prin. Account Clerk Typing	\$ 9,388 - \$16,970	\$ 10,929
02766	Prin. Bookkeeping Machine Oper.	\$ 9,930 - \$16,260	\$ 10,929
02773	Prin. Clerk	\$ 9,388 - \$16,970	\$ 10,929
02777	Prin. Clerk Stenographer	\$ 9,858 - \$17,821	\$ 11,437
02781	Prin. Clerk Typist	\$ 9,388 - \$16,970	\$ 10,929
04936	Prin. Employee Benefits Clerk	\$ 9,388 - \$16,970	\$ 10,929
02825	Prin. Medical Stenographer	\$ 9,858 - \$17,821	\$ 11,968
02831	Prin. Payroll Clerk	\$ 9,388 - \$16,970	\$ 11,437
02834	Prin. Personnel Clerk Steno.	\$ 9,858 - \$17,821	\$ 11,968
05091	Prin. Personnel Clerk Typing	\$ 8,941 - \$16,160	\$ 11,437
02852	Prin. Storekeeper	\$10,868 - \$19,647	\$ 13,114
02975	Receptionist	\$ 7,341 - \$12,056	\$ 10,000
02981	Receptionist Typing	\$ 7,535 - \$12,659	\$ 10,000
03042	Recreation Therapy Aide	\$ 7,730 - \$12,500	\$ 10,000
03126	Seamstress	\$ 8,372 - \$12,131	\$ 10,000
03127	Secretarial Assistant	\$10,868 - \$19,647	\$ 13,114



1-1-87

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03129	Secretarial Asst. Stenographer	\$10,868 - \$19,647	\$ 13,114
03165	Sr. Account Clerk	\$ 8,110 - \$14,657	\$ 10,000
03169	Sr. Account Clerk Typing	\$ 8,515 - \$15,390	\$ 10,000
03176	Sr. Admitting Clerk	\$ 9,281 - \$16,260	\$ 10,267
03227	Sr. Building Maintenance Worker	\$ 8,941 - \$16,160	\$ 10,000
03229	Sr. Building Service Worker	\$ 8,941 - \$16,160	\$ 10,000
03247	Sr. Clerk	\$ 7,730 - \$13,293	\$ 10,000
03253	Sr. Clerk Stenographer	\$ 8,515 - \$15,390	\$ 10,000
03256	Sr. Clerk Typist	\$ 8,110 - \$14,657	\$ 10,000
03274	Sr. Cook	\$ 8,515 - \$15,390	\$ 10,448
03296	Sr. Dental Assistant	\$10,902 - \$17,100	\$ 11,818
03339	Sr. Food Service Worker	\$ 7,783 - \$13,959	\$ 10,364
03362	Sr. Hospital Attendant	\$ 9,008 - \$15,257	\$ 10,488
03404	Sr. Laundry Worker	\$ 8,825 - \$14,691	\$ 10,302
03425	Sr. Maintenance Repairer	\$ 9,388 - \$16,970	\$ 11,437
03426	Sr. Maintenance Repairer Carpenter	\$ 9,868 - \$17,821	\$ 11,968
03467	Sr. Medical Record Clerk	\$ 9,008 - \$14,747	\$ 10,000
03470	Sr. Medical Stenographer	\$ 9,459 - \$15,486	\$ 10,448
03477	Sr. Microfilm Machine Operator	\$ 8,110 - \$14,657	\$ 10,000
03484	Sr. Occupational Therapy Aide	\$ 8,110 - \$14,657	\$ 10,000
03497	Sr. Payroll Clerk Typing	\$ 8,525 - \$15,390	\$ 10,448
04615	Sr. Personnel Clerk Typing	\$ 8,941 - \$16,160	\$ 10,929

1-1-87

Recognition (Cont.)

<u>Title Code</u>	<u>Title</u>	<u>Salary Range</u>	<u>Hiring Rate</u>
03508	Sr. Physical Therapy Aide	\$ 9,008 - \$14,715	\$ 10,000
03547	Sr. Purchasing Assistant	\$12,583 - \$22,738	\$ 15,055
03552	Sr. Receptionist	\$ 8,515 - \$15,390	\$ 10,000
03554	Sr. Receptionist Typing	\$ 8,515 - \$15,390	\$ 10,000
03560	Sr. Recreation Therapy Aide	\$ 9,008 - \$14,747	\$ 10,000
03612	Sr. Telephone Operator	\$ 9,008 - \$15,257	\$ 10,000
03766	Stationary Engineer	\$15,265 - \$24,990	\$ 16,370
03767	Stationary Fireman M/W	\$ 9,930 - \$16,260	\$ 10,929
03777	Stock Clerk	\$ 7,341 - \$12,056	\$ 10,000
03779	Storekeeper	\$ 9,388 - \$16,970	\$ 11,437
03848	Supervising Account Clerk	\$10,351 - \$18,714	\$ 12,527
03962	Supervising Clerk Stenographer	\$10,868 - \$19,647	\$ 11,885
03969	Supervisor of Accounts	\$13,212 - \$23,876	\$ 14,276
04145	Telephone Operator	\$ 7,535 - \$12,659	\$ 10,000
04222	Truck Driver	\$ 9,858 - \$17,321	\$ 10,929
04251	Ward Clerk	\$ 8,886 - \$14,044	\$ 10,000

\*Hiring Rate with two (2) years of experience.

\*\* Hiring Rate with less than two (2) years of experience.

## II. UNION REPRESENTATIVES

The Union shall have the right to designate such members of the Union as representatives and they shall not be discriminated against due to their legitimate Union activities.

Authorized representatives of the Union shall have the right to enter upon the premises of the Employer during working hours for the purpose of conducting normal duties relative to the enforcement and policing of the final agreement reached, so long as such visits do not interfere with proper service to the public.

Two shop stewards on the 3:00 p.m. to 11:00 p.m. shift will be excused from their normal work duties, with pay, for a period not to exceed three (3) hours, six times per calendar year for the purpose of attending Union meetings.

### III. DUES CHECKOFF

(A) The County Comptroller and the County Treasurer agrees to deduct from the pay of each employee who furnishes a written authorization for such pay deduction in a form acceptable to the Employer during each calendar month, the amount of monthly Union dues. Dues shall be two (2) hours pay per month or such other amount as may be certified to the Employer by the Union at least thirty (30) days prior to the month in which the deduction of Union dues is to be made.

Deduction of Union dues pursuant hereto shall be remitted by the County to the Union, c/o Secretary-Treasurer, Communications Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, D.C. 20006, by the tenth (10th) day of the month following the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the local Union President.

(B) Any member of the Union desiring to resign from the Union will be permitted to do so only on two specific occasions during the calendar year, i.e. on or before January 1st or July 1st. This request must be in writing to the President of the Union and the County Comptroller.

(C) The Employer agrees to forward the full name and address of all new employees, and employees who are discharged, granted leaves of absence, absence due to illness or injury, on vacation, or who leave

employment for any reason whatsoever, when submitting the dues deduction list to the Union.

(D) Dues deduction for any employee in this bargaining unit shall be limited to the Communications Workers of America, the duly certified majority representative.

(E) The County further agrees to deduct from the pay of each employee covered by this Agreement who does not furnish a written authorization for deduction of Union dues, an amount equal to eighty-five percent (85%) of the month Union dues, during each calendar month, commencing with the third (3rd) month of employment of such employee, together with a list of employees from whose pay such deductions were made. A copy of such list shall also be delivered to the local Union President.

Deductions of Union dues made pursuant hereto shall be remitted by the County to the Union, c/o Secretary-Treasurer, Communications Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, D.C. 20006, by the tenth (10th) day of the month following the calendar month in which such deductions were made.

#### IV. HOURS OF WORK

The hours of work for employees covered by this agreement shall be as follows:

A. 40-hour week

Monday - Friday  
8:00 a.m. - 4:00 p.m.  
Building Maintenance Repairmen

Building Maintenance Repairers hired subsequent to March 31, 1981, because of the nature of their work, may be required to work different work schedules including weekends as assigned by management in order to maintain a proper and efficient operation of the Hospital.

Monday - Friday  
8:00 a.m. - 4:00 p.m.  
Painters, masons, carpenter, groundskeepers  
(June, July, August 7:00 a.m. - 3:00 p.m.)

Monday - Friday  
7:00 a.m. - 3:00 p.m.  
Seamstresses

Monday - Friday  
8:30 a.m. - 4:15 p.m.  
Clericals, Technicians, Therapy Aids

B. 80-hour week: The work hours for Eighty Hour employees are ten (10) eight-hour work days in each fourteen day period on a shift basis. The employees and shifts worked out as follows:

7 - 3  
Building Housekeeping Workers, Laundry Workers

7 - 3 1st Shift      3 - 11 2nd Shift      11 - 7 3rd Shift  
Switchboard Operators, Boiler Room, Hospital Attendants

Chauffeur

5:00 a.m. - 1:00 p.m.	1st Shift
7:00 a.m. - 3:00 p.m.	1st Shift
8:00 a.m. - 4:00 p.m.	1st Shift
9:00 a.m. - 5:00 p.m.	1st Shift
1:00 p.m. - 9:00 p.m.	2nd Shift
4:00 p.m. - 12:00 a.m.	2nd Shift

Part-Time

9:00 a.m. - 12:00 p.m.	1st Shift
------------------------	-----------

Employees who are scheduled and work Saturday and Sunday as a part of their normal work week shall receive forty cents (40¢) per hour in addition to regular hourly rate for the hours worked.

It is further understood and agreed that the additional forty cents (40¢) per hour will be paid at a straight time rate of pay for the hours worked.

Dietary

6:30 a.m. - 2:30 p.m.	1st Shift
11:00 a.m. - 7:00 p.m.	2nd Shift
6:00 a.m. - 2:00 p.m.	1st Shift
5:00 a.m. - 1:00 p.m.	1st Shift
5:30 a.m. - 1:30 p.m.	1st Shift
9:00 a.m. - 5:00 p.m.	1st Shift
2:00 p.m. - 10:00 p.m.	2nd Shift

Part-Time

8:00 p.m. - 12:00 p.m.	2nd Shift
------------------------	-----------

C. Notwithstanding the preceeding, the Hospital has the right to create new shifts different from those above. Current employees mandated to work a new shift shall not do so for a period to exceed six months.

D. All employees shall receive sixty (60) minutes for lunch plus fifteen (15) minutes for a break for each half ( $\frac{1}{2}$ ) day period of work (morning and afternoon) and equivalent shift periods shall each be considered a half-day period of work.

E. The hours of work are to remain in effect until mutually changed. Either party has the right to request a change, and such a request is to be subject for negotiations. It is further agreed that employees working in the field or on the road traveling shall compute their hours of work on a portal-to-portal basis.

F. Weekend Hours: All employees subject to work weekends will do so. However, it is fully understood and agreed that employees will work no more than 24 Saturdays and Sundays in a contract year. Employees with thirteen years' service shall work no more than 22 weekends in a contract year. Employees with 21 years of service shall work no more than 20 weekends in a contract year.

Additionally, weekend work shall be scheduled no more than every other weekend.

G. Schedules: The Hospital Director or his/her designee will post one (1) month in advance a working schedule which will assign employees every other weekend off. However, it is understood and agreed that the (every other weekend off) schedule is subject to change, depending on proper employee staffing in order to keep the Hospital operating in a proper, safe, and efficient required manner, as decided by the Hospital Administration.

H. Snow Removal: Employees called out for snow removal after their normal work day shall receive payment for work performed at the rate of one and one-half ( $1\frac{1}{2}$ ) times their normal hourly rate. If snow removal continues



without interruption after 8:00 a.m. of the following day, premium time will be paid only to those employees who normally do not work on snow removal.

V. WAGES

A. Effective July 1, 1985, each full-time eligible employee shall receive a salary increase of \$500.00 on their annual salary.

Effective January 1, 1986, each full-time eligible employee shall receive a salary increase of \$500.00 on their annual salary.

Effective July 1, 1986, each full-time eligible employee shall receive a salary increase of \$500.00 on their annual salary.

Effective January 1, 1987, each full-time eligible employee shall receive a salary increase of \$300.00 on their annual salary.

The above salary increases shall be pro-rated for part-time employees.

B. Nursing Care employees who are assigned and do work in the Special Care Unit (S.C.U.) or Decibus Care Unit (D.C.U.) by the Director or his/her designee will receive fifty cents (50¢) per hour in addition to their regular hourly rate for the hours worked in that unit.

C. Effective January 1, 1980, all employees on the payroll as of the said date shall be eligible to participate in the existing longevity schedule in accordance with the contract. All other employees hired as of January 1, 1981 will not accrue longevity.

D. It is understood that the hiring rate for these titles shall be increased as follows:

	<u>7/1/85</u>	<u>1/1/86</u>	<u>7/1/86</u>
1. All Laundry Worker Titles	\$500	\$500	\$300

Wages (Cont.)

	<u>7/1/85</u>	<u>1/1/86</u>	<u>7/1/86</u>
2. All Hospital Attendant Titles	\$500	\$500	\$300
3. All Food Service Worker Titles	\$500	\$500	\$300
4. All other Titles		\$500	\$300

As of January 1, 1987, no hiring rate will be below \$10,000.

### WAGE INCREASE ELIGIBILITY

All employees in this bargaining unit being carried on the County payroll or on approved leaves of absence, upon their return to employment, will receive the wage increase negotiated in the following manner and with the following exceptions:

All employees hired in 1983 and thereafter will receive a pro-rata share of the Negotiated Wage Increase (N.W.I.) commencing with the month the employee started employment and counting to December 31st, each month of service will represent one-twelfth of the Negotiated Wage Increase (.0833 times the number of months of service, times Negotiated Wage Increase equal percentage of raise to be applied). The month in which the employee is hired will be considered a full month for the purpose of computation of this wage increase. The second January and for each subsequent January, they will receive a full share of the Negotiated Wage Increase.

Employees who sever employment with the County prior to the execution of this Agreement will not be included in the wage increase, with the exception of retirees and deceased employees in which case payment will be made to his/her estate.

A. Merit Increases: It is understood and agreed that pursuant to the intent of the New Jersey Employer-Employee Relations Act, Chapter 303, Laws of 1968 (N.J.S.A. 34-13A-1 et seq.) all wage increases are limited to the negotiated contractual amounts arrived at by means of the

bargaining process. The only exceptions to this policy will be represented by certification to a higher position or a temporary or provisional appointment to a higher position. In these cases the promotion policy as contained in this contract will be observed.

B. New Employees: It is the intention of the County in cooperation with the bargaining unit, to start all new employees at the minimum of the rate range. Exceptions to this policy, if they should occur, will be communicated to the Chief Union Representative.

C. Longevity: All eligible employees shall be entitled to receive longevity which will be based upon their salary, maximum base \$23,000, as of December 21st of the previous year, starting with the completion of the 8th year of service as follows:

9 through 15 years of service	= 2%
16 through 20 years of service	= 4%
21 years and over	= 6%

The rate of longevity paid is to be based upon the Resolution authorizing longevity payments and setting up schedules of payments of same duly adopted by the Employer on March 18, 1971 and as amended.

Effective January 1, 1977 the present longevity program will continue for all employees on the payroll as of December 31, 1980. Employees starting with the County on January 1, 1981 and thereafter will not accrue longevity.

D. Shift employees who work a second shift shall receive an additional sixty cents (60¢) per hour and shift employees who work the third shift shall receive an additional fifty cents (50¢) per hour

over the hourly rate for the first shift of their unit. Any such employees who work overtime shall receive shift differentials at the rate of time and one-half (1½) for said overtime. Such employees include: powerhouse employees, switchboard operators, nurses' aides, chauffeurs, watchmen, truck and bus drivers, dietary, and building maintenance repair employees.

E. All employees on standby status shall receive fifteen dollars (\$15.00) for each day of standby in addition to all other pay they are entitled to, or as otherwise required by law.

F. If an employee is called upon to work on a vacation day or personal day, the employee will receive straight time for work performed on Monday through Friday, plus credit for the time, and his/her vacation or personal day worked to be used on a future date.

G. It is understood that employees who work on a forty hour (40) basis (Monday to Friday) who are called into work on a holiday will receive the regular straight time rate of pay plus time and one-half for the holiday hours worked.

## VI. OVERTIME

A. "Monday-Friday" employees shall receive time and one-half for all work performed at any time other than their regular "Hours of Work" specified above.

B. "Eighty-Hour" employees shall receive time and one-half pay for all work performed in excess of eight (8) hours in a given workday or any days in excess of ten (10) workdays in a given fourteen (14) day work period.

C. If an employee requests a vacation day and gives a prior five (5) day notice in advance and is later requested to work overtime on Saturday or Sunday, or the sixth or seventh work day in the same work week, he/she shall receive time and one-half pay for the extra day worked on the sixth or seventh day.

D. It is further understood that personal days and sick days will not be counted or used in computing overtime pay for hours worked in excess of the normal work week.

E. All employees shall receive 48 hours notice of overtime assignments by the Medical Director and Superintendent, or his designated alternate, except in emergencies. An employee called in after a normal shift or workday or from standby shall receive a minimum of four (4) hours compensation at time and one-half. An employee who performs ten (10)

or more hours of work on a shift or workday shall receive an additional thirty (30) minutes for mealtime with time and one-half pay. Overtime shall be distributed as equally as possible and overtime refused shall be understood as overtime worked.

F. Employees in this bargaining unit, who are assigned work in the higher grade by the Director or his/her designee, shall be paid either a dollar per hour over their existing salary or the minimum of the higher title, whichever is greater, on an hour-by-hour basis until such time he/she no longer performs the duties in the higher grade.

G. Overtime schedules are to be posted by the Hospital Administration for employee reference and review.



VII. MEDICAL BENEFITS

A. All full-time employees and employees who work twenty (20) hours or more and employee's eligible family (as defined by Blue Cross-Blue Shield) shall be covered by Blue Cross-Blue Shield, and Rider J, at the employer's expense. Major Medical for the eligible employees and family shall be supplied at the Employer's expense.

B. Health Maintenance Organization (H.M.O.): Several Health Maintenance Organizations are available to the employee as an alternate to Blue Cross-Blue Shield, Rider J, and Major Medical. The County will contribute the same amount toward H.M.O. coverage as is contributed toward traditional coverage. In the event H.M.O. coverage is elected, the employee may be subject to a payroll deduction depending on the type of coverage.

C. Dental Plan: All full-time employees who work twenty (20) hours or more shall be covered by the Great West Life Assurance Company Dental Plan or a similar plan at the Employer's expense. Employees who opt to have their dependents covered may opt to do so in accordance with the established open-enrollment policy and shall pay the following premiums:

Modified	-	\$ 6.91 per month
Family	-	\$28.62 per month

D. Vision Care: All full-time employees and part-time employees of this bargaining unit who work twenty (20) hours or more each work week who have been employed for more than sixty (60) continuous days shall be covered by the Vision Care Program. Eligible employees are entitled to one (1) reimbursement each during a two (2) year period. The reimbursement is limited to the following allowances:

Eye Examination - \$30.00

Lenses and Frames combined -or- Contact Lenses - \$40.00

This program is as set forth by resolution authorizing these payments adopted by the Board of Chosen Freeholders on March 20, 1980 and as amended.

E. New Jersey State Temporary Disability Benefits Program:

The County agrees to provide disability insurance through the New Jersey State Temporary Disability Program effective January 1, 1981, in accordance with P.L. 1980, Chapter 18, approved March 26, 1980. It is understood that said law requires contribution from the Employer and the employee.

F. Drug Prescription Plan: All eligible employees and eligible employees' family will be covered by a Drug Prescription Program at the employer's expense. There will be a \$1.25 co-payment per prescription by the employee.

G. Extended Medical Benefits: The Hospital will extend to a maximum period of ninety (90) days the health insurance coverage of eligible employees and their covered dependents enrolled in the State Health Benefits program upon exhaustion of such employee's accumulated sick and vacation leave and who are granted approved sick leave without pay, with the Hospital paying the cost.

## IX. HOLIDAYS

The present holiday schedule in effect is to be adhered to and also to be observed are any other holidays declared legally constituted authorities of the State and Federal Government, provided such holidays are approved by the Board of Chosen Freeholders of Middlesex County.

New Year's Day  
Martin Luther King's Birthday  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
Election Day  
Veteran's Day  
Thanksgiving Day  
Day following Thanksgiving Day  
Christmas Day

If a holiday falls on a Saturday, it shall be observed on the preceeding Friday. If a holiday falls on a Sunday, it will be observed on the following Monday. If a holiday falls during an employee's vacation or bereavment time, he shall be granted an additional day off with pay.

Holidays not worked shall be counted as days worked for over-time computation in computing the sixth or seventh consecutive days of work

at the rate of time and one-half. However, it is understood and agreed that personal days and sick days will not be counted or used in computing overtime pay for hours worked in excess of the normal work week.

All employees who are subject to major holiday work scheduling (Christmas Day and/or New Year's Day) and who work on Christmas Day and/or New Year's Day will receive the regular straight time rate of pay plus double time for the holiday hours worked.

In order to be eligible for holiday pay, an employee shall work his/her last scheduled work day prior to the holiday and the next scheduled work day following the holiday. Exceptions to this provision shall be by authorized absence or verifiable illness if requested.

All full-time employees working on all holidays, except Christmas Day and/or New Year's Day will receive their regular day's pay at a straight time rate plus time and one-half ( $1\frac{1}{2}$ ) for the holiday worked and no compensatory time.

All full-time employees scheduled off on a holiday shall receive their regular time rate and no compensatory day.

Any hours paid for at overtime rates shall not be pyramided or used again for computing other overtime pay in excess of the normal work week or for any other pay.

## X. PERSONAL DAYS

All employees shall have four (4) personal days for any personal purpose. Personal days may not be accumulated, personal days may be taken on separate days or consecutively; however, the employee should give the Employer three (3) days' notice for one personal day, four (4) days' notice for two (2) consecutive personal days to be taken by the employees, and five (5) days' notice for three (3) consecutive days. New employees shall accrue one (1) personal day at the end of each third (3rd) month of employment and severance pay shall be calculated considering personal days on the basis of one (1) accrued personal day per third (3rd) month of employment completed in the year said employment is terminated.

Exceptions to the above shall be subject to verification of the emergency.

## XI. BEREAVEMENT

All full-time employees shall be eligible to receive a maximum of three (3) full-time days leave in the event of the death of his/her spouse, child, son-in-law, daughter-in-law, parent, mother-in-law, father-in-law, brother, brother-in-law, sister, sister-in-law, grandparent, grandchildren, aunts, uncles, and any other relative living in the immediate household, such leave being separate and distinct from any other leave time.

It is understood and agreed that this Bereavement Leave will be communicated to the Department Head by the employee and said employee shall be granted three (3) working days next following the day of death. The employee will be compensated for time lost during said period from his regularly scheduled work, not to exceed three (3) days. However, it is understood that the hours not worked, shall be used in computing overtime pay for hours worked in excess of forty (40) hours in the work week or any other pay.

Part-time employees shall receive the next one working day following death.

XII. VACATIONS

A new employee shall be granted vacation leave only at a rate of one (1) day per month on a month-to-month basis until the completion of one (1) full year of employment. Upon completion of said year, a pro-rata number of vacation days shall be credited to the employee for the balance of the calendar year ending December 31st.

If separation occurs before the end of the year and more vacation days have been taken than is appropriate, the per diem rate of pay for the excess days shall be deducted from the final pay.

All employees shall be granted vacation leave based upon the following schedule:

<u>YEARS OF SERVICE</u>	<u>AMOUNT OF VACATION</u>
Less than one year	One working day for each month of service.
One to five years	Twelve working days during each year of service.
Six to nine years	Sixteen working days during each year of service.
Ten to Twelve years	Seventeen working days during each year of service.
Thirteen to twenty years	Twenty-two working days during each year of service.
Twenty-first year or more	Twenty-seven working days during each year of service.

It is understood that when reference is made to "six to nine years, etc.", six means the start of the sixth year, etc.

Vacation time accumulation will be based on the Civil Service Ruling now in effect and may be taken at any time during a calendar year, January 1st to December 31st.

The Employer and his designated representatives shall attempt to schedule work, insofar as possible, to preclude changes in the vacation scheduling. All provisions of the Roosevelt Hospital concerning emergencies etc., shall be observed by both parties. Employees shall submit requests for vacation time no later than May 1st of each year, with first and second choices. The first choice requested shall be on the basis of seniority, which shall mean day of hire. Vacation time may be used on less than a full vacation basis by agreement of the employee's immediate supervisor. It shall be assumed that an employee with one or more years of service will remain in service for a full calendar year or portion thereof for that year when requested as permitted by the vacation schedule.

Any employee leaving the services of the County shall be paid for unused vacation time earned on a pro-rata basis.



### XIII. SICK LEAVE

A new employee shall earn sick leave at a rate of one and one-quarter (1½) days per month on a month-to-month basis until completion of one full year of employment. Upon completion of said year, a pro-rata number of sick days shall be credited to the employee for the balance of the calendar year ending December 31st.

If termination occurs before the end of the year, and more sick leave has been taken than earned, the per diem rate of pay for the excess days shall be deducted from the final pay.

Sick leave shall accumulate year to year with an additional fifteen (15) days credited to the employee at the beginning of each successive calendar year.

All other proper and authorized leaves as provided in the rules of the Department of Civil Service shall be recognized and constitute a part of this agreement.

In the event that the Hospital requires a doctor's certificate to verify an illness, the Hospital will reimburse the employee for half the cost incurred in obtaining said verification.

Days lost due to injury or illness arising out of or caused by County employment for which the employee has a claim for Workmen's Compensation, which has been approved by the appropriate County authorities or sustained by an appropriate Court of competent jurisdiction, shall not be charged to sick leave. Paid holidays occurring during a period of sick leave shall not be chargeable to sick leave.

During the time that the Personnel Office is determining whether the injury or illness results from the working conditions, an employee may take any accumulated sick leave. In the event a leave with pay is granted, the sick leave used by the employee will be re-credited to the employee and the sick leave injury will be retroactive to the date which is determined by the effective date of the Freeholder's Resolution adopting same.

If the Health Benefits Commission rules change that the County is permitted to pay the hospitalization premium while an employee is on approved unpaid sick leave, such change shall be subject to the approval by the Board of Chosen Freeholders.

#### XIV. INJURY LEAVE

All of the requirements of N.J.S. 34:15-1 shall govern and control the Injury Leave and Compensation Benefits including the requirements for reimbursement and the basis for not granting an Injury Leave as more fully set forth in the Codified General Resolutions of the County of Middlesex 4-2.4 and 4-2.6 or any amendments or supplements thereto.

XV. JURY DUTY

Should an employee be obligated to serve as a juror, he shall receive full pay from the Employer for all time spent on jury duty. Any remuneration received by the employee from the Courts for serving as a juror shall be assigned to the County.

XVI. ACCUMULATED SICK TIME PAYOFF UPON RETIREMENT

Employees covered under the terms of this Agreement shall be entitled, upon retirement, to receive a lump sum payment, as supplemental compensation, one-half (1/2) payment for every full day of earned and unused accumulated sick leave (not to exceed \$12,000.00) which is accrued to him from the employment records and certified by the appointing authority on the effective date of his/her retirement, in accordance with the resolution to be adopted by the Board of Chosen Freeholders authorizing same.

### YEARLY SICK TIME BUY OUT

At the end of each contract year, an employee may option to apply for and receive cash payment for sick days credited and not used during the current year.

Payment may be made in the amount of one days pay for every three days credited and not used to a maximum of 5 days.

At time of purchase, the remaining sick days not bought out will be carried over and credited to the employee.

Employees having used six days of sick leave or less out of 15 sick days credited per current year, qualify for participation.

Employees having used seven days of sick leave or more out of 15 sick days credited per current year are not eligible for participation.

During an employee's first calendar year of employment, credited sick days and eligibility for buy-out will be on a pro-rata basis.

Part-time workers, working twenty or more hours per week, will be credited with sick days and their eligibility for buy-out on a pro-rata basis. When cashing in fractions, they will be rounded out to the nearest half ( $\frac{1}{2}$ ) day.

Eligible employees applying for sick time buy-out will do so on December 15th of each current year by signing an authorization card provided by the County. Payment will be made prior to the end of the following month, namely January.

## XVII. NON-DISCRIMINATION

The County of Middlesex is committed to basing judgments concerning employees solely on their qualifications, abilities, and performance. Neither party to this Agreement shall discriminate against any employee because of race, sex, age, nationality, religion, marital status, handicap, political, or union affiliation. Any such alleged discrimination may be pursued under the grievance and arbitration provisions of this Agreement.

## XVIII. GRIEVANCE PROCEDURE

Definition: A grievance is any dispute between the parties concerning the application or interpretation of final agreement reached through these negotiations or any complaint by an employee as to any action or non-action taken towards him which violates any right arising out of his employment. Any employee wishing to process his own grievance may do so, but no settlement shall be made inconsistent with the terms of final agreement reached. It is understood that any settlement of a grievance is limited to the date of filing of the grievance.

Step 1. The Union shall present the employee's grievance or dispute to the employee's immediate Supervisors within twenty (20) calendar days of its occurrence, or twenty (20) calendar days after the employee becomes aware of the event. Within seven (7) calendar days, the Supervisor shall schedule a meeting with the Union in an attempt to adjust the matter and shall respond to the employee within five (5) calendar days of said meeting. Representation at the meeting shall be limited to any two (2) representatives of the Union and the Administrative person involved plus one (1) other person for the Hospital.

Step 2. If the grievance has not been settled, it shall be presented within seven (7) calendar days, in writing, by the Union Representative to the Department Head after the Supervisor's response is due. The Department Head shall schedule a meeting with the Union within seven (7) calendar days and thereafter respond to the Union Representative, in writing, within seven (7) calendar days. Representation at the meeting



shall be limited to two (2) representatives of the Union and two (2) representatives of the Hospital.

Step 3. If the grievance still remains unadjusted or unanswered by the Department Head, it shall be presented by the Union Representative to the County Personnel Director, in writing, within ten (10) calendar days after the response of the Department Head is due. The Personnel Director shall respond within fifteen (15) calendar days, in writing, to the Union Representative. The Union may request a meeting with the Personnel Director within ten (10) calendar days after receiving the answer from the Department Head.

Step 4. If no settlement of the grievance has been reached between the parties, either one or both may move the grievance to advisory arbitration within forty-five (45) calendar days of receiving the answer from the Personnel Director.

Specific Issue Arbitration: It is further agreed and understood that either party or both may petition for a binding principle decision on a specific issue through the advisory arbitrator, which shall be a final decision on the specific issue addressed. The cost of the arbitration fee shall be shared by the Employer and the Union. Time extensions may be mutually agreed to by the Employer and the Employee.

Employees grievances shall be presented to the County Supervisory Representative on approved forms. The grievance procedure, as contained in this contract, shall be strictly adhered to.

XVIII. (A) ARBITRATION

Any party wishing to move a grievance to arbitration shall notify the Public Employment Relations Commission that they are moving a grievance to arbitration and request that a list of arbitrators be furnished to the Employer and the Employees. If the Employer and the employees cannot mutually arrive at a satisfactory arbitrator within 30 working days after receipt of the list from the Public Employment Relations Commission, the Commission shall select an arbitrator. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement, such rules and regulations as may be in effect by the Civil Service Commission which might be pertinent and render his award in writing which shall be advisory. The cost of the Arbitrator's fee shall be shared by the Employer and the Union. Time extensions may be mutually agreed to by the Employer and the Employees.

XIX. CONTRACT NEGOTIATIONS REPRESENTATIVES

It is understood and agreed that bargaining units representing up to 100 employees will be entitled to two (2) contract negotiations. Units representing over 100 employees will be entitled to three (3) contract negotiators.

XX. ADHERENCE TO CIVIL SERVICE RULES

The Employer and the Union understand and agree that all rules promulgated by the New Jersey Department of Civil Service concerning any matter whatsoever not specifically covered in this Agreement shall be binding upon both.

RECLASSIFICATION SURVEY

If the Employer should request a complete title survey and reclassification survey of any County employment positions covered by this Agreement by the Department of Civil Service, the Union will be permitted to take an active part in the survey. To the extent of its vested interest in the employees whom it represents in accordance with all Civil Service rules and regulations and applicable laws the Employer will notify the Union that a survey is taking place and ask for recommendations and cooperate with the Union regarding said survey.

XXI. ECONOMY LAYOFFS

The Employer agrees that in the event of employee layoffs for bona fide economy reasons with good faith demonstrated on the part of the Employer to the Union, same shall be on the basis of seniority; beginning with temporary help, the provisional employees, and last, permanent employees, according to procedures specified in Civil Service Rules. In no instance shall permanent employees be laid off and part-time employees retained. In all cases, the Employer shall provide proper written notice to employees to be laid off, forty-five (45) days in advance as required by Civil Service Rules.

## XXII. JOB VACANCY - JOB BIDDING

Section 1. All vacancies, job openings, and newly created jobs within the bargaining unit will be posted for a minimum of five (5) working days prior to filing unless there is a Civil Service Certification list from which the Hospital is required to appoint. A copy of the posting shall be given to the Local President. All notices shall contain pertinent information concerning the job, including pay, and remain posted for five (5) working days. Thereupon, the bid shall be closed and the job awarded on the basis of seniority, qualification, and ability to perform the job. If one or more bids are received and all things are equal, seniority shall prevail.

Current employees shall be given the opportunity to transfer to a new or different shift or job location. However, it is understood that on some occasions, the Hospital may have to hire a new employee on a particular shift or job location for the necessary period of time to meet the Hospital service requirements as required by the Hospital Administration, but not to exceed a period of six months prior to the Union Employee being given the opportunity to transfer to a new shift or job location.

Section 2. With reference to filling vacancies, employees in the line of work involved shall have first consideration in order of seniority.

Section 3. Management will present to and discuss with an employee, or at his request, with his representative, the reasons for selecting the employee of less seniority for a higher job on the basis of ability and qualifications rather than on the basis of seniority.

Section 4. The determination of abilities and qualifications of an employee shall be made by management.

### XXIII. PROMOTIONS

(A) Promotional positions shall be in accordance with Civil Service Rules and eligible employees shall be advised at the earliest possible time that a promotional vacancy is to be filled. It is understood and agreed that promotions in the classified services shall be viewed and understood as recognition of employee's efforts and as a career advancement for all employees of the County.

(B) An employee at the maximum pay range for his class of employment shall be given the opportunity to advance to the next higher class where available.

(C) An employee whose class of employment indicates a higher class is available according to Civil Service job titles shall be given the opportunity to advance to the higher class and higher range of pay, by mutual consent of both parties, provided the employee has served in a satisfactory manner in the lower class for a period of at least two (2) years. If a disagreement arises, said disagreement shall be subject to the grievance procedure.

(D) No employee shall receive a pay cut on promotion.

(E) Any employee promoted by Civil Service Certification or provisional appointment, whose base salary is \$9,999.00 or less will receive a six percent (6%) increase on his/her annual base salary at the time of appointment; whose base salary is at \$10,000.00 to \$14,999.00 will

receive a five percent (5%) increase on his/her annual base salary at the time of appointment; whose base salary is \$15,000.00 or greater will receive a four percent (4%) increase on his/her annual base salary at the time of appointment. If the 4%, 5%, or 6% does not equal the minimum of the new salary range, he/she will receive the minimum of the new range.



XXIV.

The following titled Department Heads will not perform duties normally done by employees covered herein, either within normal working periods or at overtime periods:

1. Supervisor of Maintenance
2. Assistant Supervisor of Maintenance
3. Supervisor of Housekeeping
4. Assistant Supervisor of Housekeeping
5. Supervisor of Transportation
6. Supervisor of Nurses (All Shifts)
7. Assistant Supervisor of Nurses
8. Head and Assistant Head Dieticians
9. Laundry Supervisor

A Supervisor or Assistant may perform productive work under the following conditions:

- a. In case of emergency. Emergency is defined as the happening of an unforeseen event or occurrence.
- b. For the case of instruction. In the case of instruction all concerned employees shall be afforded this instruction.
- c. When no one else can perform the job.
- d. When no other person is available.

XXV. RIGHTS AND PRIVILEGES OF THE UNION

(A) The Employer agrees to make available to the Union all public information concerning the financial resources of the County, together with information which may be necessary for the Union to process any grievance or complaint. All requests shall be made through the Personnel Director.

(B) Whenever any representative of the Union or any employee is mutually scheduled by the parties to participate during working hours in negotiations, grievance procedures, conferences, or meetings, he shall suffer no loss of pay.

(C) The Union has the reasonable use of bulletin boards and mailboxes.

(D) Management will provide the Union with a bulletin board to be used exclusively by the Union.

(E) The Personnel Department will notify the Chief Steward of the Union, in writing, by the tenth (10th) of each month, of all employees hired in the previous month.

(F) The Personnel Department will notify the Union of any pending disciplinary action.

## XXVI. PERSONNEL FILES

Employees shall have the right to inspect and review their own individual files upon request to the Employer. The Employer recognizes and agrees to permit this review and examination at any reasonable time. The Employee shall have the right to define, explain, or object, in writing, to anything found in his personal file. This writing shall become a part of the employee's personnel file. An employee's medical record shall not be considered part of his personnel file but shall be furnished to the employee's personal physician upon written request. Written reprimands or derogatory reports shall be shown to the employee and initialed before they become part of the employee's personnel file.

Written reprimands or derogatory reports will be deleted from an employee's file if and when that employee completes twenty-four (24) months service without any further incidence of reprimand.

Unsatisfactory evaluations will be deleted from an employee's file if and when that employee receives two (2) successive satisfactory evaluations in a twenty-four (24) month period.

XXVII. UNIFORMS

(A) A uniform allowance will be given to employees of Local #1065 Communications Workers of America in the following stipulated titles with the understanding and agreement that the eligibility for the uniform allowance will be limited to those employees who have been employed by Roosevelt Hospital for six (6) months or more. The type, color, etc., is to be determined by the Hospital Administration.

(B) Uniform allowance will be paid in the last pay period in December. They shall be paid in the following manner:

Employees in the following job titles will be entitled to and receive a sum of dollars to establish an equal uniform allowance of one hundred and seventy-five dollars (\$175.00) for all eligible employees, except that if any employee worked less than twelve (12) months but more than six (6) months, it shall be pro-rated at fourteen dollars and fifty-eight cents (\$14.58) per month in 1983.

Hospital Attendant

Senior Hospital Attendant

Certified Occupational Therapy Assistant

Barber

Beautician

Dark Room Aide

Dental Assistant

Occupational Therapy Aide

Senior Occupational Therapy Aide

Physical Therapy Aide

Senior Physical Therapy Aide

Recreational Therapy Aide

Ward Clerks

Pharmacy Aide

Department No. 701 - Laboratory Technicians

Department No. 801 - Dietary - Main

Food Service Worker

Department No. 805 - Cook - Annex

Food Service Worker

Department No. 831 - Operation of Plant

Assistant Chief Stationary Engineer

Stationary Engineer

Stationary Fireman

Department No. 834 - Maintenance of Plant

Maintenance Repairer

Building Maintenance Worker

Senior Maintenance Repairmen

Maintenance Repairer Foreman

Maintenance Repairer Painter

Maintenance Repairer Foreman Painter

Senior Maintenance Repairer Carpenter

Department No. 835 - Care of Grounds

Building Maintenance Worker

Gardener

Department No. 840 - Transportation Chauffeur

Department No. 850 - Housekeeping - Main

Building Service Worker

Building Maintenance Worker

Department No. 855 - Housekeeping - Annex

Building Service Worker

Building Maintenance Worker

Department No. 860 - Laundry and Linen

Laundry Worker

Senior Laundry Worker

Building Service Worker

Building Maintenance Worker

Seamstress

Laundry Worker Forelady

Department No. 940 - Receiving

(C) The Employer agrees to furnish foul weather gear for those employees of the Union who must work outside in inclement weather. This foul weather gear consists of outer garments as boots, raincoats, headgear, and gloves.

XXVIII. SAFETY AND HEALTH

(A) The Employer agrees to assure the safety and adequacy of all working areas and equipment provided for employment use. Management will further endeavor to maintain a healthy and safe working environment.

(B) The Employer will appoint a member of the Union to the Safety Commission.

(C) Where safety equipment is provided, it is the responsibility of the employee to utilize such equipment.

## XXIX. PART-TIME EMPLOYEES

All permanent part-time employees including provisional employees (but not to include seasonal employees) awaiting examination shall be paid a salary based on the annual wage for the appropriate classification as set forth in the adopted schedule, pro-rata. These employees shall be credited with sick, personal, and vacation leave allowances. They shall be entitled to receive holiday pay for the months in which they are employed at their regular rate of pay, plus time and one-half for the holiday hours worked.

Existing full-time employees shall have the right to switch to part-time prior to the Hospital hiring part-timers from outside. Employees who desire to work part-time shall put such a request in writing to the Personnel Department. The Personnel Department shall keep a record of all such requests and shall endeavor to accommodate such requests prior to hiring outside.

Before the Hospital hires any part-time employees from outside, a notice shall be posted on bulletin boards for no less than seven (7) days notifying existing employees of the part-time vacancy.

It is understood that employees who transfer from full-time to part-time status shall only have the right to do so once in a calendar year.



XXX. SEASONAL EMPLOYEES (SUMMER HELP)

Indirect benefits will be limited to Workmen's Compensation and those other benefits required by law. Employees in this category will not receive vacation days, sick days, holidays, personal days, bereavement days, hospitalization, and dental benefits, and other indirect contractual benefits.

XXXI. RULES OF EMPLOYER

All rules and regulations promulgated by the Employer will be made known to the employees. The Employer shall distribute a copy of the County Personnel Policy Handbook to all employees within thirty (30) days of the execution of this Agreement.

XXXII. SUPPER

Any employee required to work through the supper hour shall be provided a free, hot meal by the Employer. The supper hour shall commence at six (6) p.m. or the tenth (10th) hour of a shift.

All members of the bargaining unit shall continue to be provided one (1) meal per each day worked as scheduled by the Hospital Administration.

XXXIII. MILEAGE

Twenty cents (20¢) per mile allowance shall be paid to the employees of this unit should they be assigned County representative duties using their own autos. If the County should increase the mileage allowance at any time during the life of this agreement, the rate shall be increased for employees in this bargaining unit.

XXXIV. UNION CONFERENCE DAYS

In calendar year 1985, Union members to be designated by the Union shall be granted twenty-eight (28) days with pay in the aggregate to attend Union Conferences or Conventions if attended during scheduled working days.

In the calendar years 1986 and 1987, the number of aggregate days shall be increased from twenty-eight (28) to thirty (30) aggregate paid days per calendar year.

In calendar years 1985, 1986, and 1987, the Union shall be granted seventeen (17) aggregate unpaid days per calendar year.

The Union shall request these days at least one (1) week in advance. It is also agreed that the cost in salary of these aggregate paid days will be paid for by the Hospital Administration.

XXXV. LATERAL TRANSFERS

Employees requesting for and receiving lateral transfers will suffer no loss in pay.

TUITION AID

The Employer agrees to maintain its assistance for employees attending institutions of higher learning in accord with the policies and procedures established for the Middlesex County Tuition Aid Program, subject to the availability of existing funds.

Employees will be reimbursed up to eighty percent (80%) of tuition and fees. Maximum reimbursement may not exceed eight hundred dollars (\$800) per employee during any one twelve month period beginning September 1st and ending August 31st.

XXXVI. SAVINGS CLAUSE

It is mutually understood and agreed that all benefits currently enjoyed by employees shall remain in effect and become part of this Agreement.

Additionally, the Employer agrees that all benefits and conditions of employment for employees presently in existence, whether by policy or by practice, shall be continued without change for the duration of this Agreement.

### XXXVII. MANAGEMENT RIGHTS

All of the rights, power, and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject to such limitations as are specifically provided in this Agreement.

A. Management Labor Committee: Labor-Management Meetings, apart from the Grievance Procedure, for matters considered important by either the Union or the Hospital, may be arranged by mutual agreement between Local President and the Personnel Officer or his designee. Such meetings shall be attended by such Representatives of the parties as each deems useful to the discussion. Arrangements for the time, date, and place of such conferences shall be made in advance, including a proposed list of employee attendees, and with an agenda of the matters to be taken up at the meeting. These shall be presented at the time the conference is requested, and matters taken up at the conference shall be limited to those included in the agenda. Up to three members of the Union can attend conferences and shall not lose time or pay for time so spent.

B. Licensures: As required by law, licensures will be paid by the Hospital Administration.



XXXVIII. JUST CAUSE

No employee shall be discharged, disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage, or given adverse evaluation of his/her professional services without just cause. Any such action asserted by the County or any agent or Representative thereof, shall be subject to the grievance procedure herein set forth.

XXXIX. NO STRIKE OR LOCK-OUT

Neither the Union nor the employee or the employer shall interfere, instigate, promote, sponsor, engage in or condone any strike or concerted work stoppage, lock-out or any other intentions or interruption of work. In the event that any person violates the terms of the no-strike clause, the Public Employer shall have the right to discharge or otherwise discipline such person. In the event that an arbitration proceeding is instituted, which involves a breach of the no-strike clause, the sole question for the arbitrator will be whether the employee was engaged in the prohibited activity.

XL.. COMPUTATION ERRORS

During the life of this contract, computation errors may be corrected from the date of determination. These errors may be corrected by Union or Management by mutual agreement.

XLI. FRINGE BENEFITS

It is understood and agreed that fringe benefits emanating from a County policy pursuant to a Board of Chosen Freeholder's decision, will accrue to the employees covered under this contract.

XLII. DURATION OF CONTRACT

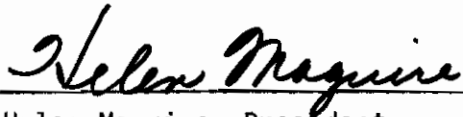
It is hereby agreed that this Agreement shall remain in full force and effect from July 1, 1985 until June 30, 1987, and all provisions therein, unless otherwise provided, shall be retroactive as of July 1, 1985. All of the provisions of this Agreement shall remain in full force and effect until a successor collective bargaining agreement is negotiated.

This Agreement may be reopened for 1987 contract negotiations by either party upon notice in writing at least sixty (60) days and no more than one hundred and twenty (120) days prior to June 30, 1987.

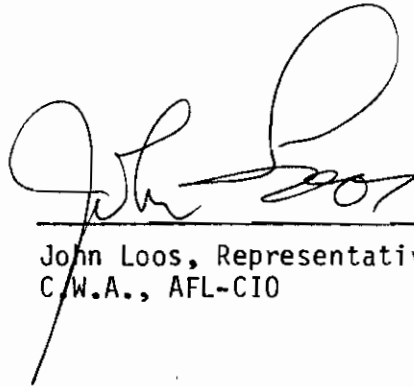
COUNTY OF MIDDLESEX

BY ITS BOARD OF CHOSEN FREEHOLDERS

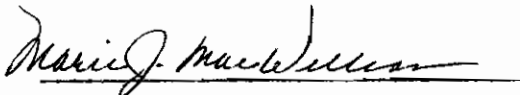
ATTEST:



Helen Maguire, President  
C.W.A., AFL-CIO, Local #1065



John Loos, Representative  
C.W.A., AFL-CIO



Marie J. MacWilliam,  
Clerk of the Board



Stephen J. Capestro, Director  
Clerk of the Board