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1976

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A G R E E M E N T

Between

BOROUGH OF SAYREVILLE

MIDDLESEX COUNTY, NEW JERSEY

And

SAYREVILLE POLICE CHIEF, DEPUTY CHIEF, AND CAPTAINS

January 1, 1975 through December 31, 1976

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PREAMBLE

A. This Agreement entered into this 1st day of June, 1976, (effective for the period from January 1, 1975 to December 31, 1976) by and between the BOROUGH OF SAYREVILLE, in the County of Middlesex, New Jersey, a municipal corporation of the State of New Jersey, (hereinafter called the "Borough"), and SAYREVILLE POLICE CHIEF, DEPUTY CHIEF AND CAPTAINS (hereinafter called the "Association"). This Agreement represents the complete and final understanding on all bargainable issues between the Borough and the Association.

B. It is the purpose of this Agreement to promote and insure harmonious relations, cooperation and understanding between the Borough and the Association and to insure sincere bargaining, establish proper standards of salaries, working conditions, hours, and other conditions of employment. The continuous efficiency and excellence of the Police Department shall be considered foremost at all times by both parties to this Agreement.

ARTICLE I MANAGEMENT RIGHTS

A. The Association recognizes that there are certain functions and responsibilities normally reserved to the Borough such as the right to direct the employees, the right of selection of new hires, the right to make, on a reasonable basis, schedules of work and weekly assignments thereto, however, any such rights which are utilized in an arbitrary manner by the Borough so as to constitute harassment or constitute an abuse of a policeman's rights shall be subject to the Grievance and Arbitration Procedure.

B. It is understood and agreed by and between the parties hereto that the Borough reserves the right to adopt rules, regulations, policies or practices with respect to the administration of the Police Department of the Borough of Sayreville, provided, however, that no such rule, regulation, policy or practice may be adopted which results in a change in the terms and conditions of employment as provided for in the withing Agreement without the consents of the employees.

ARTICLE II POLICE RIGHTS

A. Pursuant to Chapter 123, Laws of 1974, by the Legislature of the State of New Jersey and confirmed by the Governor of the State of New Jersey and further pursuant to any Amendments to the aforesaid Legislation which may be adopted during the course of this Agreement, the Borough hereby agrees that all employees covered by the terms of this Agreement, as particularly delineated in this Agreement, shall have the right to join and support the Association, for the purpose of engaging in collective negotiations and bargaining as defined and provided for by the aforesaid Legislation of the State of New Jersey. The Borough undertakes and agrees that it will not directly or indirectly discriminate against any employee covered by the terms of this Agreement by reason of his or her membership in the Association, his or her participation in collective negotiations and bargaining with the Borough, or by reason of his or her institution of any grievance arising out of the terms and conditions as set forth in the within Agreement.

B. Nothing contained in the within Agreement or as provided for in Article II shall be construed to define or restrict any policeman, or any other person covered by the within Agreement, his or her rights under Chapter 123, Laws of 1974 as adopted and as may be amended during the term of this Agreement.

ARTICLE III NEGOTIATION PROCEDURE

The parties agree to enter into collective negotiations over a successor Agreement in accordance with Chapter 123, Public Laws of 1974, as may be amended, not later than October 15, 1976. Collective negotiations shall cover all items pertaining to salaries, fringe benefits, working conditions and terms and conditions of the within Agreement and shall include but not be limited to insurance coverage, holidays, vacations, a grievance and arbitration procedure, hours of work, leaves of absence, professional development and improvement, etc.

ARTICLE IV
GRIEVANCE AND ARBITRATION PROCEDURE

A. Definitions

1. Grievance

A grievance is a claim by a policeman, or the Association based upon the interpretation, application or violation of policies, agreements, and administrative decisions affecting a policeman or a group of policemen which it is alleged violate the terms of this Agreement.

2. Aggrieved Person

An aggrieved person is a person or persons or the Association making the claim.

3. Party in Interest

A party in interest is the person or persons making a claim and any person, including the Association, or the Borough, which may be required to take action or against whom action might be taken in order to resolve the claim.

B. Purpose

The purpose of this procedure is to seek, at the lowest possible level, equitable solutions to the problems which may from time to time arise which affect the terms and conditions of the within Agreement. Both parties agree that these procedures will be kept as informal and confidential as may be appropriate at any level of the procedure.

C. Exclusive Remedy

Any disciplinary action taken by the Borough against any policeman covered by the terms of this Agreement shall be processed exclusively through the Grievance and Arbitration Procedure herein provided.

1. First Step: All grievances shall be asserted within twenty (20) days after the right to assert such a grievance becomes known to the grievant. An aggrieved employee shall present his grievance to the Chief of Police, or his designee, for the purpose of resolving the matter informally. The aggrieved shall present

the grievance in the presence of a member of the Association who shall represent the aggrieved employee. The Chief of Police, or his designee, shall render a decision within twenty (20) days after receipt of the grievance.

2. Second Step: In the event the grievance is not settled through Step One, the same shall be reduced to writing by the Association who shall pursue the grievance on behalf of the aggrieved policeman by filing the written grievance with the Police Committee of the Borough Council within fourteen (14) days following the determination by the Chief of Police. If no satisfactory solution is given and/or if no answer is given within fourteen (14) days after the presentation of the grievance in the Second Step the grievant must proceed to the Third Step of the Grievance Procedure within twenty-eight (28) days after presentation of the grievance in the Second Step.

3. Third Step: Any grievant who has not had his grievance settled in the Second Step of the Grievance Procedure shall proceed within twenty-eight (28) days after the presentation of the same in the Second Step to the Third Step of the Grievance Procedure by presenting the same to the Mayor and Council. All grievances in the Third Step level and/or answers to grievances in the Third Step level must be in writing. The grievant and his representative and the Mayor and Council will consult to and with each other at a private meeting to attempt to negotiate a settlement of a filed grievance. Third Step grievance meetings shall be conducted within ten (10) days after presentation of a grievance in this Step. If no satisfactory solution is given and/or if no answer is given within ten (10) days after the Third Step meeting has been held the grievant shall have the opportunity to proceed to the Fourth Step of the Grievance Procedure.

(a) Forms for the filing of the grievances shall be prepared by the Borough and shall be given to the Association.

4. Fourth Step: If a satisfactory settlement is not reached in the Third Step the grievant may proceed to arbitration as follows:

(a) The representatives of the grievant may request arbitration by submitting their request in writing to the American Arbitration Association with its Regional Offices located in New Brunswick, New Jersey, copy to be sent to the Borough Clerk. The American Arbitration Association shall be requested to furnish panels of arbitrators to the respective parties and the parties shall select their choice of arbitrator in accordance with the rules and regulations of the American Arbitration Association.

All grievance meetings and/or hearings, as provided for in the within Article, shall be conducted in private and shall include the grievant and his representatives, and the Police Chief, the Police Committee, the Mayor and Council, and their representatives, and any witnesses that either party wishes to produce.

6. The fees and expenses of arbitration shall be borne equally by the Borough and the Association.

7. It is understood and agreed that if either party uses the services of an attorney, the expenses incurred will be borne by the party requesting such services.

8. Expenses of witnesses for either side shall be borne by the parties producing such witnesses.

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

10. The arbitrator shall have no power or authority to add to or subtract from or modify in any way the terms of this Agreement.

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

12. Any grievant, or members of the Association, who process grievances shall suffer no loss of pay for the processing of grievances during his regular work schedule. Employees covered by the terms of this Agreement will not be paid for processing grievances outside of their regular work schedule.

13. In the event that arbitrability of a grievance is at issue between the parties hereto, jurisdiction to resolve the question of arbitrability shall rest solely with the arbitrator selected in accordance with the provision of paragraph "4" of the within Article.

14. No reprisals of any kind shall be taken by the Borough or by any supervisory personnel against any party in interest, any representative, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

15. If in the judgment of the Association the grievance affects a group or class of policemen, because the grievance concerns

a matter of general application, the Association may submit such grievance or grievances, in writing, to the Mayor and Council directly and the processing of such grievance or grievances shall commence at Step Three of the Grievance and Arbitration Procedure hereinabove provided for. The Association may process such a grievance or grievances through all levels of the Grievance Procedure even though the aggrieved person or persons do not wish to do so.

16. All decisions rendered by the Borough at Step Two and Step Three of the Grievance Procedure shall be in writing setting forth the decision and the reasons therefor and shall be transmitted promptly to all parties in interest and to the Association.

17. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants.

ARTICLE V HOURS OF WORK AND COMPENSATION

A. A work day shall be eight (8) hours inclusive of one-half (1/2) hour lunch period. A work week shall be forty (40) hours inclusive of the paid lunch period as hereinabove referred to. It is understood and agreed that paragraphs "A" and "B" shall not be violated if because of a change in shift an employee works more than eight (8) hours in a twenty-four (24) hour period.

B. Straight time shall be paid for the first eight (8) scheduled hours worked in any twenty-four (24) hours.

C. All members covered by the terms of this Agreement if required to attend a court proceeding or to appear at a Grand Jury proceeding shall be paid at a premium rate of pay. All members who live in Sayreville shall report to Police Headquarters and all members who reside outside of Sayreville will call in Police Headquarters before departing and all members shall be paid from the time they report or telephone as the case may be and shall be further paid until the time they return to Police Headquarters or report by telephone as the case may be provided the appearance at the Court or before the Grand Jury is on off-duty hours. The

premium rate of pay shall be determined in accordance with the terms of this Agreement and the total time spent going to and from the Court or Grand Jury shall be added to the regular shift worked in the twenty-four (24) hour period in which the appearance was required to determine the appropriate premium rate of pay. In no event shall compensatory time be given to said employees and in all cases payment shall be made as herein provided. The provisions of Paragraph "C" relate to going to, attendance at, or leaving from Court and are to be paid for on a premium basis only if the attendance or travelling to Court or from Court is outside of the regular shift hours of the officer. If the officer attends Court or the Grand Jury during regular shift hours, there will be no additional pay due the employee except for out-of-pocket disbursements and travel allowance.

D. Each employee covered by the terms of this Agreement is to receive thirteen (13) paid holidays not later than December 15th of each year.

E. If a double shift is assigned then the officer who is assigned shall take a thirty (30) minute meal break after two (2) hours of the start of the second shift and a fifteen (15) minute break after five (5) hours of the start of the second shift. When a double shift is assigned, meals shall be paid for by the Borough by making a direct payment to the officer or a meal ticket shall be supplied to the officer and the meal allowance shall be Three (\$3.00) Dollars per meal.

F. An employee covered under the terms of this Agreement who is sent home as a result of an injury occurring during regular working hours will receive his normal pay for the full day on which the injury occurred. If medical treatments are required during work days as a result of such injury and provided such employee is actively at work on the day when treatments are required by the Borough doctor he will suffer no loss of pay during the time he is receiving such treatment, provided he reports to, and returns promptly from the place of such treatment.

G. Employees who work more than ten (10) hours on any scheduled work day shall be given a thirty (30) minute supper period without loss of pay provided they continue to work. Any such employee shall be given a Three (\$3.00) Dollar meal allowance.

ARTICLE VI VACATIONS

A. Full time employees shall receive vacation with pay in each calendar year according to the following schedule:

1. During the first year one (1) day per month to December 31.

2. From the end of the first year of service through the fifth year of service fourteen (14) working days annually.

3. From the beginning of the sixth year of service through the tenth year of service twenty-one (21) working days annually.

4. From the beginning of the eleventh year of service through the fifteenth year of service twenty-eight (28) working days annually.

5. After the fifteenth year of service twenty-eight (28) working days annually, plus one (1) week's pay, to be paid in December.

B. 1. No officer shall be compelled to take his full vacation entitlement at one time but may be permitted to break up his vacation entitlement into two (2) or more vacation periods. Further, all employees covered by the terms of this Agreement may break up one of their vacation weeks into day periods with the approval of the Division Commander. The said scheduling of the breaking up of one vacation week into day periods is at the sole discretion of the Division Commander and vacation week periods take precedent and supersedes vacation day periods. In cases where a conflict of vacation schedule exists, the most senior officer will be given a preference as to selection. Dispatchers shall not be included for purposes of selection or preference of vacation periods. It is understood that the entire police department exclusive of Dispatchers shall be under one vacation schedule which shall include all patrolmen and superior officers exclusive of captains, the Deputy Chief and the Chief of Police.

2. There shall be no restrictions against vacations between December 15 and January 15.

3. All vacations shall be granted at established base pay rates which shall include longevity. If, at the request of the employer, all or any part of a scheduled vacation is worked by an employee, said employee shall receive compensation at double time for all vacation hours worked. In addition, the employee shall receive the option of rescheduling his vacation at another time or receive vacation pay in lieu thereof.

4. A cash allowance computed according to base pay rates

which include longevity in lieu of earned vacation shall be paid as follows:

(a) To the employee, where an employee retires or resigns after giving the Borough at least two (2) weeks notice.

(b) To the next of kin in the event of employees death.

ARTICLE VII HOLIDAYS

A. All employees covered by the terms of this Agreement shall not receive any deductions from their pay for not working holidays as hereinafter set forth. The holidays shall be as follows:

New Year's Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Primary Election Day
July 4th
Labor Day
Columbus Day
General Election Day
Veteran's Day
Thanksgiving Day
Christmas Day

B. All employees covered by the terms of this Agreement shall receive holiday pay by no later than December 15th of each year for the holidays hereinabove referred to.

C. An officer must work the holiday, the day before the holiday, and the day after the holiday, if the aforesaid days are scheduled for work in order to qualify for holiday pay, unless a physician certifies the illness of the officer caused his absence.

D. In addition to the foregoing holiday schedule, officers covered by this Agreement shall be entitled to be compensated, as hereinabove provided, for any other holiday declared by the Mayor and Council of the Borough of Sayreville.

ARTICLE VIII
LEAVE OF ABSENCE AND SICK LEAVE

A. Sick leave. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be utilized because of serious illness in the employee's immediate family which requires his attendance upon the person who is ill. For purpose of definition of immediate family, immediate family shall be defined to include parent, husband, wife, child, brother, sister, mother-in-law, father-in-law, stepmother, stepfather, or other member of employee's immediate household.

1. All employees covered by the terms of this Agreement, whether full-time or part-time, shall be entitled to sick leave without loss of pay.

2. The minimum sick leave, sick pay, shall accumulate to all employees covered by the terms of this Agreement on the basis of fifteen (15) working days in a calendar year. The total sick leave entitlement shall accumulate to an employee's benefit on the first day of each year provided, however, if an employee resigns or is terminated from his employment and has utilized all accumulated sick leave and all of the annual sick leave entitlement he shall only receive credit for the annual sick leave of one and one-quarter (1 1/4) days per month and, if as a result thereof he has utilized more sick leave than earned, the employee shall be charged back such excess and the same shall be deducted from any monies due the said employee.

3. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

4. If an employee is absent three (3) or more days he shall notify his immediate supervisor of his illness if he is physically able to do so. Upon the employee's return to work the Borough shall require proof of illness. Any employee who abuses the use of sick leave shall be subject to disciplinary action by the Borough. This provision does not relieve the employee from notifying his immediate superior of his illness on a daily basis pursuant to the Rules and Regulations of the Police Department of the Borough of Sayreville.

5. In case the employee is absent due to illness in his immediate family, the employee shall supply proof of the illness of the person in his immediate family.

6. If an employee is on sick leave he shall be entitled to receive full pay for each day absent pursuant to his sick leave accumulation as hereinabove defined. Absence on sick leave shall be charged first to the yearly allowance until it is full exhausted and thereafter to the accumulated credit. The business office of the Borough Clerk's Office shall give written notice to each employee covered by the terms of this Agreement of his accumulated sick leave on or before January 15th of each year.

B. Personal Leave. Every employee covered by the terms of this Agreement shall be granted up to four (4) days off per calendar year, with pay, for personal reasons provided, however, that they make application to the Chief of Police or his designee, for such personal leave two (2) days in advance of the requested leave. If the employee has used his yearly allowance of sick leave, he cannot use accumulated sick leave for personal leave or personal days.

C. Death in Family. All employees shall receive three (3) days leave with pay up to and including the day of the funeral in the event of death in their immediate family. Immediate family shall be defined to be parent, husband, wife, child, brother, sister, mother-in-law, father-in-law, step-mother, step-father, grandparents, or member of employee's immediate household.

1. All employees shall receive one (1) day leave with pay in the event of death of an aunt, uncle, brother-in-law, and sister-in-law, however, said day shall not be taken after the day of the funeral.

D. Military Leave. Leave for military purposes with pay shall be granted by the Borough which shall not be charged to sick leave pursuant to State and Federal Statutes or Law.

E. Other Absences. Employees absent for any other reason than those referred to hereinabove shall require written approval of the Mayor and Council and, in any event, if granted shall be on such terms and conditions as set forth by the Chief of Police.

F. Salary during Absence Caused By On The Job Injury.

1. Whenever an employee is absent from his duty as a result of a personal injury caused by an accident arising out of and in the course of his employment, the employee shall receive his full wages for the time of such absence up to two (2) calendar years without having such absence charged to the annual or accumulated sick leave.

2. Any amount of salary or wages paid or payable to an employee pursuant to this provision shall be reduced by the amount of any Workmen's Compensation award made for temporary disability.

ARTICLE IX
INSURANCE COVERAGE

A. The Borough shall provide and pay the premiums for Blue Cross-Blue Shield, Rider J and Major Medical coverage for each employee and his family. The Major Medical limitations shall be \$100,000.00. The Blue Cross-Blue Shield hospitalization insurance shall be changed to the "750" series effective when the change was approved by the State of New Jersey.

B. In addition to the foregoing, hospitalization and major medical coverage, the Borough effective January 1, 1976, shall pay the premiums for a Dental Plan insurance for each employee covered by the terms of this Agreement at a monthly premium not to exceed \$6.25 per employee. The employee covered by the terms of this Agreement shall have the right to select a private carrier plan with the premiums to be paid by the Borough, to be remitted as stated herein. If the premiums for the employee coverage exceeds \$6.25 per month and/or the employee desires to have dependent coverage included in the payments for the same shall be deducted from each employee's pay.

C. In addition to the foregoing insurance, the Borough, shall effective January 1, 1976, increase the life insurance coverage to Ten Thousand (\$10,000.00) Dollars per employee.

D. The Borough will pay the cost of health insurance for employees who retire after twenty-five (25) years of credited service or on disability retirement as permitted by statute and subject to the regulations of the New Jersey Division of Pensions.

E. The Borough, at its cost and expense, will furnish to each employee covered by the terms of this Agreement, an annual medical checkup which shall include an optical examination, a laboratory series which shall include x-rays for the chest and blood samplings for diabetes, cholesterol and other blood testing deemed proper by the Borough physician, or other physician selected by the Borough.

ARTICLE X
PROFESSIONAL DEVELOPMENT AND EDUCATION IMPROVEMENT

A. In order to encourage employees covered under the terms of this Agreement to take courses which will improve his effectiveness and have value to the Borough, the Borough will pay tuition charges and fees for laboratory courses taken by an employee subject to the following limitations:

1. The course taken should lead to a degree or associate degree in criminology, police science, police administration, or criminal justice.
2. Payment by the Borough for reimbursement to an employee for the cost of his tuition and required books shall be paid for in full plus the actual cost of each book purchased. To receive payment for required books, the employee shall determine that the said book or books are not in the police library, if these required books are in the library, the employee will use these books provided they are available. The payment will be made to each employee at the time he registers for such course and upon substantiation of the same by submitting to the Borough proof of registration. The payments, as aforesaid, will be paid directly to the employee. If the Borough provides a library outside the Police Chief's Office, after completion of a course, the patrolman is to turn over the books he used to the Borough to be placed in said library.

B. Any officer authorized to attend a Police Academy or any other Police Training Academy recognized by the New Jersey Police Training Commission shall be granted time off to complete the course and said officer shall suffer no loss of pay by virtue of attending the course or program.

C. When an employee under the terms of this program, has obtained an Associate Degree or a Bachelor's Degree the employee shall receive as a bonus the sum of \$500.00. In cases where an employee has received an Associate Degree and then obtains a Bachelor's Degree he shall only receive the \$500.00 at the time he obtains the Associate Degree, it being the intent to make the bonus payment only one time. It being specifically understood and agreed that there shall only be one payment either for the attainment of an Associate Degree or a Bachelor's Degree and if any officer attains both degrees he shall, nevertheless, receive only one \$500.00 payment

ARTICLE XI
ALLOWANCES

A. Clothing.

1. The Borough shall provide a \$350.00 clothing allowance annually to members of the Police Department in 1975 and in 1976. The allowance is to be paid to employees covered by the terms of this agreement upon proof of purchase by an employee who shall submit receipts therefor. The employee shall receive reimbursement from the employer for the aforesaid expenditures up to the limits provided herein.

2. If an employee covered by the terms of this provision has expended the maximum of his uniform allowance and part or all of his equipment is destroyed or damaged in the line of duty, the Borough shall replace those articles damaged or destroyed at no cost to the employee.

B. General Expenses

1. Employees using personal vehicles for purposes defined under the terms of this agreement or on authorized official business of the Borough shall be compensated for such use at the rate of twelve (12¢) cents per mile.

2. Employees who are out of the Borough for purposes as defined under the terms of this Agreement on authorized official business shall be compensated for meals, and such compensation shall be Three (\$3.00) Dollars per meal.

3. Tolls shall be compensated for upon the surrendering of receipts for travel by the said employee.

ARTICLE XII LONGEVITY

A. Effective January 1, 1975 and retroactive therefrom all employees of the Borough covered by the terms of this Agreement shall be entitled to and receive longevity pay on the following basis:

1. Completion of five (5) consecutive years of service, two (2%) per cent of the annual base pay.

2. Completion of ten (10) consecutive years of service, four (4%) per cent of the annual base pay.

3. Completion of fifteen (15) consecutive years of service, six (6%) per cent of the annual base pay.

4. Completion of twenty (20) consecutive years of service, eight (8%) per cent of the annual base pay.

5. Completion of twenty-five (25) consecutive years of service, ten (10%) per cent of the annual base pay.

B. Consecutive years in service shall be computed from the date of initial employment by the Borough, except where service was interrupted. In such cases consecutive years of service shall be computed as follows:

1. Authorized leaves of absence shall be deducted in computing total years but shall not be considered a break in service,

as such. Sick leave shall not be deducted in computing total years worked.

2. Resignations and subsequent rehiring time - to be counted toward longevity pay shall only be counted from the time of the last hiring.

3. Military Service. Employees who serve in the active Armed Services shall be allowed full credit toward longevity for the time spent in service.

4. Longevity pay shall be included as part of the annual base pay and paid to each employee when he receives his normal pay check.

5. Effective January 1, 1976, longevity is to be included in base pay and to be included in calculating holiday pay and vacation pay. The employees as herein defined shall waive any and all rights it may have for all claims for inclusion in holiday pay and vacation pay for any time prior to January 1, 1976.

ARTICLE XIII MISCELLANEOUS PROVISIONS

A. Neither of the parties hereto may add to or subtract from the provisions contained in the within Agreement during the duration of the same. This Agreement contains the entire understanding between the parties hereto. It is the intent of the parties hereto that the terms of the within Agreement shall control the Borough's rights and the employees' rights exclusively other than for pension considerations, and the only amendments to statutory law that will be considered as being part of this Agreement are those amendments to Chapter 123 of the Laws of 1974. The Borough may not adopt any rules or regulations which, in any way, change the terms and conditions of this Agreement without the prior written approval of the employees.

B. Any disciplinary action directed against an employee covered by the terms of this Agreement by the Borough, if objected to by the employee, shall be subject to the Grievance and Arbitration Procedure herein provided for.

C. The Borough shall provide legal aid to the employees covered by the terms of this Agreement in accordance with State Statutes and/or court decisions.

D. The Borough will maintain bulletin boards in suitable places at Police Headquarters to be used for posting notices by the Association.

to law and such provision is not material to the consummation of the Agreement then said provision shall be regarded null and void and severable and the Agreement shall otherwise continue in full force and effect.

ARTICLE XIV
SALARIES

Salaries for all employees covered by the terms of this Agreement are as follows:

A. An across-the-board pay increase for all employees shall be \$1,500.00 for the year 1975.

B. An across-the-board increase for all employees shall be \$1,500.00 for the year 1976.

ARTICLE XV
STRIKES AND LOCOUTS

A. The Association will not authorize or sanction, nor will its members cause or engage in a strike during the period of this Agreement.

B. The Borough will not cause or sanction lockouts during the period of this Agreement.

C. It is understood and agreed that in the event of any strike the Association will disavow such action and will use its best efforts to induce the employees to return to work.

ARTICLE XVI
DURATION

This Agreement shall have as an effective date January 1, 1975 and shall cover the calendary years January 1, 1975 to December 31, 1976. The contract shall automatically terminate on December 31, 1976, provided, however, that all rights and privileges appertaining to the employees under the terms of the within Agreement shall continue until such time as a successor Agreement is negotiated and no employee covered by the terms of this Agreement may be terminated or disciplined unless so provided for in the said Agreement, notwithstanding its termination

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and affixed their seals on this 2nd day of June, 1976.

ATTEST:

Mary J. Kosakowski

By:

BOROUGH OF SAYREVILLE

John C. Gernikowski

SAYREVILLE POLICE CHIEF, DEPUTY CHIEF
AND CAPTAINS

Chief Raymond J. Swamy
Deputy Chief Edward M. Heston
Capt. Douglas A. Sprague
Capt. Louis J. [Signature]