

## AGREEMENT

This Agreement, made and entered into this 11th day of April 1984 by and between RUTGERS, THE STATE UNIVERSITY (hereinafter called "Rutgers") and the AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO; Council 52, with its office at 516 Johnston Avenue, Jersey City, New Jersey; and its affiliate LOCAL UNION NO. 888 (hereinafter called the "Union") has as its purpose the promotion of harmonious relations between Rutgers and the Union; the establishment of procedures for the presentation and resolution of grievances; and the determination of wages, hours, and other terms and conditions of employment.

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## ARTICLE 1 - RECOGNITION

1. Rutgers recognizes the Union as the sole and exclusive negotiations representative concerning wages, hours, and other terms and conditions of employment.

2. The terms "employee" and "employees" as used herein shall include all regular maintenance and service employees, both full-time and part-time employees (those scheduled to work for twenty (20) hours or more per week), in the classifications listed under Appendix A attached hereto and included herein by reference and made a part of this Agreement, and for employees in such other classifications as the parties hereto may later agree to include; but excluding all probationary employees, all clerical employees, students, casual, temporary employees, part-time employees scheduled to work for less than twenty (20) hours per week, professional employees, supervisors as defined in the NLRA, employees in the jurisdiction of other unions now recognized by Rutgers, employees employed as domestic help permanently assigned to work in the homes of officers of Rutgers, and all other employees of Rutgers.

### 3. Definitions:

- a. Regular employee - an employee hired on a 10- or 12-month salaried or hourly basis for an indefinite period of time.
- b. Temporary employee - an employee who is hired to work as an interim replacement or for any short-term work schedule for a period up to six (6) months with a three (3) month extension if the need arises.
- c. Casual employee - an employee who is employed on an intermittent basis.

## ARTICLE 2 - UNION SECURITY

### A. UNION DUES:

Rutgers agrees to deduct Union dues biweekly from each employee, as defined herein, who furnishes a voluntary written authorization for such deduction, on a form acceptable to Rutgers. Each employee may cancel such written authorization by giving written notice of such cancellation to Rutgers and the Union between December 15 and December 31 of any year effective January 1 of the ensuing year. The amount of monthly Union dues shall be in such an amount as may be certified to Rutgers by the Union from time to time, and at least 30 days prior to the date on which deductions of Union dues are to be made. Deductions of Union dues made pursuant hereto shall be remitted by Rutgers to the Union every four (4) weeks together with a list of the names of the employees from whose pay such deductions were made.

## ARTICLE 3 - UNION REPRESENTATIVES

1. Authorized representatives of the Union, who are not employees of Rutgers, shall be admitted to the premises of Rutgers. At the time of entering the premises of Rutgers, the Union representatives shall make their presence and destination known to the Office of Employee Relations or the Division Head, or his/her representative, responsible for the area to be visited.

2. Rutgers agrees to recognize a maximum of thirty (30) stewards selected by the Union and such additional stewards as may be mutually agreed. The Union agrees to give Rutgers written notice of the names of the stewards and their respective areas of responsibility. A steward shall be granted a reasonable amount of time during his or her regular working hours, without loss of pay, to interview an employee who has a grievance and to discuss the grievance with the employee's immediate supervisor. The Union President (or in his absence any one of the three Union campus Vice Presidents) shall be granted a reasonable amount of time during his or her regular working hours, without loss of pay, to present, discuss, and adjust grievances with Rutgers, provided such officer is an employee of Rutgers. Neither a steward nor a Union officer shall leave his or her work without first obtaining the permission of the immediate supervisor, which permission shall not be unreasonably withheld. When Rutgers reassigns Union officers and stewards such reassignment shall be for business reasons.

3. Rutgers agrees to permit Union delegates employed by Rutgers to take time off without loss of pay for the purpose of attending Union conventions, conferences, or educational classes, provided that the total amount of such time off without loss of pay during the period of this Agreement shall not exceed seventy (70) days.

4. The Union may have ten (10) members, who are in the bargaining unit covered by this Agreement, on the contract negotiating committee and six (6) members on the wage reopener negotiating committee, who shall not lose pay.

## ARTICLE 4 - GRIEVANCE PROCEDURE

1. A grievance is defined as any difference or dispute concerning the interpretation, application, or claimed violation of any provision of this Agreement or of any Rutgers policy or an administrative decision relating to wages, hours, or other terms or conditions of employment of the employees, as defined herein.

2. A grievance of an employee or of the Union shall be handled in the following manner. Discharge grievance may be presented immediately under the provisions of paragraph 5 below.

Step 4:

If the Union is not satisfied with the written decision of the Rutgers representative, the Union may, within ten (10) working days after the receipt of the written decision of the Rutgers representative, submit the grievance to binding arbitration, sending the Office of Employee Relations a copy of such submission.

If Rutgers and the Union agree that the grievance shall be heard by a tripartite panel, one member of that panel shall be designated by Rutgers, one by the Union and the third will be selected jointly by Rutgers and the Union.

Rutgers and the Union agree that the arbitrator to be chosen jointly shall be selected from a panel or panels to be provided by the American Arbitration Association, the arbitrator to be selected in accordance with the rules and procedures of the agency.

The costs and expenses incurred by each party shall be paid by the party incurring the costs except that the fees of the neutral arbitrator and the administering agency shall be borne equally by Rutgers and the Union.

3. Within thirty (30) days following the close of the arbitration hearing, the arbitrator shall render a decision in writing.

4. No arbitrator functioning under the provisions of this grievance procedure shall have the power to amend, modify, or delete any provision of this Agreement.

5. In case of discharge, the employee or the Union shall (a) use the grievance procedure under Article 4, paragraph 2 above, or (b) forward a written grievance as soon as possible, but within one (1) working day after discharge, to the Office of Employee Relations, and to the Department Head or Section Head (step 2 level). Within three (3) working days of receipt of the written grievance, the Office of Employee Relations shall arrange for the Division Head, Department Head or Section Head to meet with the employee and a Union Officer. The Division Head, Department Head or Section Head shall give to the employee and to the President of the Union a written answer to the written grievance within three (3) working days after the date of such meeting.

If the employee or the Union is not satisfied with the written answer, the grievance procedure above starting with Section 2, Step 3 shall be followed.

6. If Rutgers should exceed the time limits in replying to any grievance at any step in the grievance procedure, the grievance may be advanced to the next step.

7. No employee shall be discharged, suspended, or disciplined in any way except for just cause. The sole right and remedy of any employee who claims that he or she has been discharged, suspended, or disciplined in any way without just cause shall be to file a grievance through and in accordance with the grievance procedure.

## ARTICLE 6 - NONDISCRIMINATION

There shall be no discrimination by Rutgers or the Union against any employee or applicant for employment because of race, creed, color, sex, religion, age, marital status, national origin, handicap, or against veterans of the Vietnam era or disabled veterans, or because of Union conduct which is permissible under law and which does not interfere with an employee's employment obligation.

## ARTICLE 7 - SENIORITY

1. All employees shall be considered as probationary employees for the first ninety (90) calendar days of their employment. Rutgers will not extend such probationary period without concurrence of the Union. Probationary employees may be disciplined or terminated at any time for any reason whatsoever at the sole discretion of Rutgers and they shall not be entitled to utilize the provisions of Article 4 - Grievance Procedure. Should a temporary employee receive a permanent appointment, that employee's seniority, after the 90 day probationary period, will include the period of continuous service immediately preceding such appointment up to a maximum of 9 months.

### 2. Definitions:

- a. Rutgers seniority is defined as the length of time an employee has been continuously employed at Rutgers. In the event two employees have the same seniority, their respective seniority shall be determined by alphabetical order of their last names.
- b. Classification seniority implemented on July 1, 1976 is defined as the length of time an employee has been continuously employed in a specific job classification within a seniority unit. In the event two employees have the same seniority, their respective seniority shall be determined by alphabetical order of their last names.

### 3. Seniority units are defined as:

- a. Farm Workers
- b. Dining Halls and Snack Bars - New Brunswick
- c. Fire Department
- d. Camden Snack Bar
- e. New Brunswick Housing
- f. Physical Plant - Newark
- g. Physical Plant - New Brunswick
- h. Physical Plant - Camden
- i. Security Guards

7. General:

- a. When Rutgers decides to lay off employees within a job classification in a seniority unit, the employee(s) so affected shall be entitled to exercise classification seniority by displacing the least senior employee in such classification in the seniority unit where such layoff occurs. Probationary employees in such classification in such seniority unit shall be laid off first.
- b. Any employee so displaced may exercise his/her Rutgers seniority to displace the employee with the least classification seniority in a lower-rated job title in the seniority unit provided he/she has formerly held that position and has the ability to perform the work available. If there is no lower rated job title in the seniority unit, and if the employee has held a lower rated job title in a different seniority unit, the displaced employee may displace the employee with the least classification seniority in that job title in that seniority unit provided he/she has the ability to perform the work available. In either case, the bump must be to a job title at a lower salary range. Any employee exercising his/her right to bump shall be paid according to the established demotion procedure.

8. Employees laid off from Rutgers shall be recalled to work from layoff in order of their classification seniority to a position in the same job title in their seniority unit as the one vacated at the time of layoff provided they have the ability to perform the work available.

9. Employees hired on a 10-month basis will not be entitled to utilize the provisions above during the off-season of July and August.

10. When Rutgers decides to lay off employees for two weeks or less, or during a holiday shut down, whichever is longer, the employees so affected shall not be entitled to displace any other employee in the seniority unit but may exercise their classification seniority to fill vacancies in their classification within their seniority unit. Employees shall be recalled to work in accordance with departmental schedules.

11. Summer layoffs in the New Brunswick Dining Halls and Snack Bars will be handled in accordance with Paragraphs #7 and #8 except that a displaced employee may not exercise seniority to displace an employee in a seniority unit outside the New Brunswick Dining Halls and Snack Bars.

12. Employees who are laid off during the school summer vacation season shall be offered the opportunity to fill seasonal job openings in other seniority units before Rutgers hires new employees other than students, provided that they have the requisite qualifications and ability to perform the work available. Employees who take advantage of such opportunity shall not have the right to exercise seniority in such other seniority unit.

13. Employees cannot exercise classification or Rutgers seniority to displace other employees in existing positions except under the layoff procedure.

## ARTICLE 9 - POSTING AND PROMOTIONS

A. As a matter of policy, Rutgers will fill permanent job openings by promoting employees from lower rated job classifications in the seniority unit when there are bids from employees who have the posted qualifications and ability to perform the job.

### B. Posting Procedure

1. Promotional Opportunity - Vacant Position. A promotional opportunity for the purpose of job posting shall be defined as any position which is within the group eligible for inclusion in the bargaining unit except Custodian and Dining Services Worker-B. When Rutgers decides to fill such promotional opportunity, the position will be posted in the seniority units in the geographic area (Newark, Camden, New Brunswick) where the vacancy exists.
2. Upgrading. If an upgrading opportunity becomes available as a result of the upgrading of an existing position (where there is no vacancy) the upgrading opportunity shall be posted only in the seniority unit concerned. A copy of the posting will be forwarded to the Union President or Vice President depending on the geographic area concerned. An employee displaced by this procedure will have rights under Article 7, # 7.
3. Recruitment Notification and Entry Level Positions. At the discretion of Rutgers, any position vacancy in a classification not eligible for inclusion in the bargaining unit or any Custodian or Dining Services Worker-B positions may be made known if such information seems appropriate for distribution. These positions may be within the framework of the various seniority units or in other departments outside the seniority units. It is understood, however, that there is no obligation on the part of Rutgers to make these vacancies known.
4. Distribution of Postings to Union Officials. All positions which are required to be posted as per this procedure shall be distributed to the appropriate Union Officials in the geographic area concerned. In the New Brunswick area this shall include the Union President, Secretary, and all shop stewards. Copies of posted positions in Newark and Camden will be supplied to the Union President and Campus Vice President and shop stewards.
5. Posting Period and Format. All positions which are posted shall be posted for five (5) working days. Saturdays, Sundays and holidays shall not be considered working days for the purpose of this procedure. The posting will include the following information:
  - a. Title of Position
  - b. Salary Range
  - c. Seniority Unit
  - d. Brief Description of Job Requirements and Qualifications
  - e. Special Conditions
  - f. Date Posted
  - g. Removal Date of Posting

- 2) Effective January 1, 1984 there shall be a 3% increase across the board for all employees.
- 3) Effective upon ratification of the agreement all employees in the titles of: Dining Services Worker-B and Cook's Helper will be raised from range 6 to range 7, and be equalized in salary at range 7.

#### Fiscal Year 1984-85

- 1) Each eligible employee shall receive a normal merit increment on the appropriate anniversary date.
- 2) Effective July 1, 1984 there shall be a 3% increase across the board for all employees.
- 3) Effective January 1, 1985 there shall be an additional 3% increase across the board based on the June 30, 1984 salary schedule.

#### Fiscal Year 1985-86

- 1) Each eligible employee at steps one (1) through six (6) will receive one and two fifths (1-2/5) the normal merit increment on the appropriate anniversary date and each eligible employee at step seven (7) will receive one and one half (1-1/2) the normal merit increment on the appropriate anniversary date. Effective July 1, 1985, each employee who was on step eight (8) of his/her range as of June 30, 1985 will receive one half (1/2) a normal merit increment as appropriate for that range. The implementation of the above will result in a new salary schedule for each range.
- 2) Effective July 1, 1985 there will be a 3% increase across the board for all employees.
- 3) Effective January 1, 1986 there will be an additional 3% increase across the board based on the June 30, 1985 salary schedule.

### ARTICLE 11 - LEAVE OF ABSENCE

1. An employee may submit a written request for leave of absence without pay for consideration by Rutgers. Based on the needs of the department, approval of such request will not be unreasonably denied.

2. An employee who is unable to perform the duties of his or her job title because of illness or injury shall be given a leave of absence without pay. Such leave of absence shall be limited to a period of three (3) months, but shall be renewable for a justifiable reason for additional three (3) month periods, not to exceed a total leave of absence of one year.

3. Employees on leave without salary for one (1) month or longer do not accrue vacation or sick leave benefits. Employees on leave of absence due to injuries occurring in the course of and arising out of employment for Rutgers, will earn sick leave and vacation until workers' compensation payments cease.

In addition, Rutgers shall observe as holidays either one (1) full holiday or two half (1/2) holidays during the Christmas season, three (3) additional holidays to be annually determined by Rutgers, and two personal holidays to be selected by the individual employee. Employees shall be eligible for the individually selected holidays after six months of employment and the rules for their use will be governed by those applicable to administrative leave as provided in Article 18 of this Agreement. The second personal holiday used in any fiscal year shall not count as time worked for the purpose of computing overtime.

2. An employee laid off for a period of four (4) consecutive weeks or less shall be considered entitled to holiday pay for any holidays which occur during that period, provided he or she returns to work in his or her seniority unit on the first scheduled work day in the pay period immediately following such a layoff. Any employee laid off for a period longer than four (4) consecutive weeks shall not be entitled to any holiday pay for holidays which occur during such a layoff period.

3. Whenever possible, except in emergency situations, Rutgers will endeavor to give twenty-four (24) hours notice to an employee who is required to work on a paid holiday.

4. In order to compensate for the loss of the floating holiday provided for in Article 13, Section 1, for those employees who work the full fiscal year, an employee who works the academic year but less than the full fiscal year shall receive one (1) day off with pay, on a day mutually agreed upon by the employee and Rutgers, during the next following academic year provided that he or she is employed with Rutgers at the beginning of said following academic year.

5. When a holiday falls during an employee's vacation, that day shall not be counted as a vacation day.

6. Holiday Premium. An eligible employee who is authorized to work on an observed holiday will, in addition to his/her regular pay for the day, earn compensation at time and one half the employee's normal rate for all hours worked.

#### ARTICLE 14 - VACATIONS

Regularly appointed full-time employees are first eligible for vacation upon completion of the fiscal year during which they are employed; vacation is accrued on the basis of one day for each full month employed during that period. The vacation rate thereafter is:

One through 12 years' service	- 15 working days
13 through 20 years' service	- 20 working days
Over 20 years' service	- 25 working days

When an employee completes twelve years of service during a fiscal year, he/she will earn vacation for the remainder of that fiscal year at the rate of 1 2/3 days per full month of service.

2. Rest Periods. All full-time employees shall be entitled to a fifteen (15) minute rest period during the first half of their shift and an additional fifteen (15) minute rest period during the second half of their shift. Regular part-time employees who are scheduled to work twenty (20) hours or more per week shall be entitled to one fifteen (15) minute rest period during their shift. Rest periods shall be taken at the discretion of the employee's supervisor.

3. Call-back Pay. Any employee who is called back to work after completing his or her regular shift and has left his place of work shall be guaranteed a minimum of four (4) hours work or pay in lieu thereof. Such employee shall be required to work all hours, in addition to the four (4) minimum guaranteed, which are required by the supervisor.

4. Overtime.

a. For the purpose of computing overtime, the standard work week shall be 12:01 a.m. Saturday to midnight Friday. Paid time off such as vacation, sick leave, holidays, administrative leave, bereavement leave, and jury duty is counted as hours worked in determining the number of hours an employee has worked in a given week.

b. (1) Overtime requested and authorized by the employee's supervisor shall be compensated for in cash at time and one half the employee's regular hourly rate for hours worked in excess of the prescribed work week.

(2) For those employees receiving shift differential, such differential shall be added to their regular hourly rate when computing their overtime rate.

c. Rutgers will make every reasonable effort to provide for an equitable distribution of overtime work among employees in a work unit in a seniority unit, after taking into consideration the nature of the work to be performed during overtime hours and the qualifications and abilities of the employees in the seniority unit. Any refusal of overtime work shall be recorded as overtime worked by the employee. If, because of refusals to work overtime, there are an insufficient number of employees available to perform the overtime work, Rutgers may assign the overtime work to the necessary number of employees in the work unit who have worked the least amount of overtime and who have the qualifications and abilities to perform the work. A record of the monthly overtime in the work unit shall be posted on available bulletin boards.

d. Rutgers will examine the overtime records in November 1983 for the period from July 1, 1983 and thereafter in May 1984, November 1984, May 1985, November 1985 and May 1986. Where there is an imbalance of the overtime distribution of more than 50 hours within a shift in a particular classification in a seniority unit, Rutgers will assign scheduled overtime work (in accordance with (c) above) during the following two months in such a way as to alleviate that imbalance as much as is practicable.

Paragraph (d) does not apply to the Guard unit.

## ARTICLE 17 - HEALTH BENEFITS

During the term of this Agreement current coverage of Blue Cross-Blue Shield, including Rider J provisions, and Major Medical shall be continued for eligible employees covered by this Agreement.

Administrative rules are established by the Division of Pensions and Rutgers University.

Full time employees and eligible dependents shall continue to be eligible for participation in the eye care program established by the State. This program shall provide for up to a \$25 payment for prescription eyeglasses with regular lenses and up to a \$30 payment for such glasses with bifocal lenses. Each eligible employee and dependent may receive only one payment during any two year period.

During the term of this agreement full time employees and eligible dependents shall continue to be eligible to participate in the dental care program established by the state.

The Prescription Drug Benefit Program will continue during the term of this Agreement.

## ARTICLE 18 - ADMINISTRATIVE LEAVE

Full-time employees shall be granted three (3) days administrative leave at the beginning of each fiscal year. Employees hired after the beginning of the fiscal year shall be granted a half (1/2) day of administrative leave after each full calendar month of service in the first fiscal year of employment to a maximum of three days.

Administrative Leave shall be scheduled in advance. Requests for such leave shall not be unreasonably denied.

Administrative Leave may be used for religious observances or days of celebration, personal affairs, business, and emergencies. Where there are more requests at one time than can be granted without interfering with the proper conduct of the work unit, priorities in granting such requests shall be: (1) emergencies; (2) observances of religious days or days of celebration, but not holidays; (3) personal business; and (4) other personal affairs. If there is still conflict, the matter will be resolved on the basis of seniority within the work unit.

Administrative Leave may be scheduled in half-day units; 1/2 day, 1 day, 1-1/2 days.

Such leave shall not be cumulative. Unused balances in any year shall be canceled.

## ARTICLE 22 - TEN-MONTH EMPLOYEES

Employees appointed on a regular 10-month basis (those employed for the standard academic year beginning September 1 to June 30) generally receive benefits on a pro rata basis except for holiday pay which will be granted for those holidays that fall during the academic year only.

## ARTICLE 23 - PRORATION

1. Vacations. Regular part-time employees who are scheduled to work for twenty (20) hours or more per week shall be entitled to a vacation with pay based upon their years of service and prorated on the basis of the average number of hours worked by them in the previous fiscal year from July 1 to June 30.

2. Holidays. All regular part-time employees who are scheduled to work for twenty (20) hours or more per week shall be entitled to holiday pay prorated on the basis of the number of hours per day for which they have been scheduled in the week in which the holiday occurs.

3. Jury Duty. Regular part-time employees who are scheduled to work for twenty (20) hours or more per week and who are called upon to serve on a jury shall be granted the necessary time off with pay prorated on the basis of the number of hours for which they have been scheduled to work per week during the three-month period prior to their service as jurors.

4. Sick Leave. Regular part-time employees who are scheduled for twenty (20) hours or more per week shall be entitled to earn fifteen (15) prorated sick leave days per fiscal year (1-1/4 pro rata days per month) based on the percentage of their full-time employment. Those part-time employees who are paid on an hourly basis (type 3) earn pro rata sick leave on a biweekly basis based on the annual rate of fifteen (15) days per fiscal year. During the first year of employment part-time employees will earn sick leave at the rate of 1 pro rata day per month of service except that part-time employees appointed on July 1 will earn sick leave at 1-1/4 pro rata days per month. The number of hours in each day of charged sick leave shall be based upon the number of hours scheduled for the employee on the day of sickness.

5. Administrative Leave. Regular part-time employees who are scheduled for twenty (20) hours or more per week shall be entitled to three (3) days administrative leave at the beginning of each fiscal year prorated on the basis of the number of hours they are employed at the beginning of the fiscal year. The number of hours in each day of charged administrative leave shall be based upon the number of hours scheduled for the employee on the day of administrative leave.

3. Rutgers will have available foul weather clothing for use by farm workers, or other employees, when needed.

4. At the close of the fiscal year, employees shall be refunded the deductions for meals made for regular salaried food service employees for those full days on which an employee was absent from work on account of sickness, vacation, or other excused absence under this Agreement.

5. Rutgers may establish and issue reasonable rules and regulations concerning the work to be performed by and the conduct of its employees, and it shall apply and enforce such rules and regulations fairly and equitably. These rules and regulations shall not be inconsistent with the terms of this Agreement, and Rutgers will make every reasonable effort to have prior discussion on those rules and regulations that may be of general interest or concern as provided for in Article 5.

6. All employees shall have access to their central personnel file to review their official employee records. The request for review of such records shall be made in writing to the Division of Personnel. The review of records shall be during regular office hours.

Upon a specific written request by an employee, the Union through a designated steward or Union officer, shall have the right to review that employee's file. Such request for review shall state the reason for the request, shall be scheduled in advance with the Division of Personnel and shall take place during regular business hours.

7. Uniforms. Rutgers agrees to explore problems in this area if any develop.

8. Safety shoes will be provided for those maintenance employees in the Repair Department where necessary. A subcommittee of management and union representatives will be formed to explore other areas of employment in the bargaining unit that may require safety shoes.

9. The annual motor vehicle registration fee, beginning in fiscal 1978-79, for employees wishing to register their vehicles for the use of surface campus parking facilities shall be 1/10th of 1% of the employees' annual salary.

10. Meal Allowance. Employees other than Dining Services employees who are required to work for twelve consecutive hours or more are entitled to one meal allowance as follows:

7/1/83 - \$2.00

7/1/84 - \$2.50

7/1/85 - \$2.75

ARTICLE 31 - TERM

This Agreement shall be effective from July 1, 1983 until 12 midnight on June 30, 1986.

RUTGERS, THE STATE UNIVERSITY

BY:

John S. Albright  
William J. Fox  
in Velner  
Reginald Thomas  
Mary Ann Barcom  
Edwin G. Ben

Christine S. Moury  
Henry Rushing  
George E. Tuxted  
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AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, AFL-CIO

BY:

Ed J. Colli

LOCAL UNION NO. 888 AFFILIATED WITH  
AMERICAN FEDERATION OF STATE, COUNTY  
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BY:

Anthony D'Amico  
Schella Cook  
Thomas Mullen  
James D. Daniel  
Ducille Lewis  
William Johnson  
Evelyn Smith  
Robert Brennan

Richard F. Miller  
Walter Marriage

DATE:

June 27, 1984

APPENDIX A  
(Continued)

Laundry Attendant/Sewing Worker  
Laundry Attendant/Sewing Worker Group Leader  
Leader Dining Services Operations  
Licensed Custodian  
Locksmith/Maintenance Mechanic

Maintenance Mechanic  
Maintenance Mechanic - Dining Services  
Maintenance Mechanic-Housing  
Mason Plasterer/Maintenance Mechanic  
Mechanic/Groundswoker

Painter/Maintenance Mechanic  
Plumber Steamfitter/Maintenance Mechanic  
Porter/Driver

Refrigeration & Air Conditioning/Maint. Mechanic  
Research Animal Worker  
Research Dairy Worker  
Research Farmer

Sanitation Truck Driver  
Sanitation Worker  
Security Guard  
Security Guard Sergeant  
Senior Animal Husbandry Research Worker  
Senior Automobile/Maintenance Mechanic  
Senior Carpenter/Maintenance Mechanic  
Senior Electrician/Maintenance Mechanic  
Senior General Maintenance Worker  
Senior Greenhouse/Field Technician  
Senior Locksmith/Maintenance Mechanic  
Senior Maintenance Mechanic  
Senior Mason Plasterer/Maintenance Mechanic  
Senior Painter/Maintenance Mechanic  
Senior Plumber Steamfitter/Maintenance Mechanic  
Senior Research Animal Worker  
Senior Research Dairy Worker  
Senior Research Farmer  
Sewing Worker  
Soils and Plants Technician  
Special Service and Grounds Group Leader  
Special Service and Grounds Worker  
Special Service and Grounds Worker-Housing  
Storekeeper  
Supply Clerk

Upholsterer/Repairer  
Utility Worker/Driver

Water Treatment Technician

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