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RUTGERS UNIVERSITY

NEGOTIATED AGREEMENT

between

NORTHERN BURLINGTON COUNTY REGIONAL CAFETERIA WORKERS

and the

NORTHERN BURLINGTON COUNTY REGIONAL BOARD OF EDUCATION

(Employer)

September 1, 1989 - June 30, 1991

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ARTICLE I - Recognition

The Board of Education hereby recognizes the Northern Burlington County Regional Cafeteria Workers as the exclusive representatives for collective negotiations concerning terms and conditions of employment.

ARTICLE II - Negotiations Procedures

The Board agrees to negotiate in good faith with the bargaining unit as previously defined. Such good faith negotiations will begin with the Board receiving contract proposal from the Association prior to March 15 and to respond to said proposal prior to April 1.

Final ratification of such agreement is subject to final approval by both parent organizations. Any change in the signed agreement can only be executed by both parties in writing.

ARTICLE III - Emergency and Personal Leave

1. Every employee will be granted emergency and/or personal leave in the amount described below without salary deduction for urgent personal or emergency reasons:

- A. A maximum of three (3) days per year shall be granted for personal, legal, religious, business or family matters which urgently require absence during working hours. All personal leave must be scheduled twenty-four (24) hours in advance of the leave and is subject to the approval of the Cafeteria Manager.

Unused personal days may be accumulated from year to year up to a maximum of five (5) days.

A maximum of one (1) cafeteria worker will be granted personal leave on any one day. This maximum shall not apply on religious holidays.

Except in case of an emergency, no personal leave shall be granted the day before or the day after a holiday or an extended weekend due to a holiday schedule.

- B. Three (3) days at any one time and per occurrence in the event of death of the spouse, child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandparents.

- C. Three (3) days per year in the event of serious illness of the spouse, child, parent, brother, sister, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandparents.
- D. These days are in no way accumulative.

2. Jury Duty

The Board of Education wholeheartedly supports requests for jury services when submitted with court request. The salary paid to such employees shall be the difference between jury pay and the average daily earnings of such employee.

ARTICLE IV - Sick Leave

1. The Board of Education shall provide ten (10) sick leave days per year without loss of pay for all covered employees. Unused sick leave days are to accumulate as long as the employee is employed in the district.

2. All employees shall be given written accounting of accumulated sick days no later than September 15 of each year.

3. All employees, upon retirement after ten (10) years of service or who retire at age 65, shall receive a lump sum payment of \$15.00 per day for unused sick days, to a maximum of \$1,000.00.

ARTICLE V - Maternity Leave of Absence

Pregnancy leave will be granted in adherence to the guidelines set forth by the New Jersey Division of Civil Rights.

ARTICLE VI - Fringe Benefits

- 1. **The Board will pay the premium of the New Jersey Blue Cross and Blue Shield, (Rider "J" and UCR) at the prevailing rates during the term of this contract for the employee and family.**

The Board will pay the premiums for Major Medical Coverage as provided for the employee and family.

The terms, conditions, rules and limitations as provided for by the contracts of the insurance and underwriting companies will govern.

2. Dental Insurance

The Board will pay the premiums of the New Jersey Blue Shield Dental Program, at the going family rate, for the complete "100+ Program." This Program includes Preventive/Diagnostic Services & Treatment/Therapy Services and the following riders: Treatment Services Plus, Prosthodontics, Periodontics, Orthodontics, Inlays/Crowns, and Oral Surgery.

The terms, conditions, rules and limitations as provided for by the contracts of insurance and the underwriting companies will govern.

3. Uniforms

The Board will provide uniforms for full-time employees to a maximum of \$125 per year in 1989-90, and \$150 per year in 1990-91. Uniforms will be worn when on duty.

4. Medical and Dental After Retirement

The Board agrees that any employee of this Unit, after fifteen (15) years of continuous employment within the district and who retires into the pension system, said Board will pay for the Blue Cross/Blue Shield, Rider "J", Major Medical, Dental Program, and Prescription Plan for a four (4) year period.

5. Prescription Plan

The Board will pay the premium of the New Jersey Blue Cross one dollar (\$1.00) co-payment Prescription Plan for the employee and family.

ARTICLE VII - Work Schedule

1. Work Hours:

- a. Six and one-half (6 1/2) hour work day.
- b. One (1) fifteen (15) minute work break.
- c. One-half (1/2) hour for lunch.

2. Work Year:

Student school year plus three (3) days.

3. Overtime:
 - a. Straight time between 32 1/2 and 35 1/2 hours.
 - b. Time and one-half from 35 1/2 hours.
4. Hourly/Daily Compensation for Contract Employees:

Any contract cafeteria employee who is required to work beyond the established school year or the established work day is to have pay calculated by the following formula. In any situation in which a contract cafeteria employee's pay is to be reduced, it is to be reduced by the following formula:

 - a. An hour's pay shall be 1/1400 of the employee's contract salary for the current school year.
 - b. A day's pay shall be 1/200 of the employee's contract salary for the current school year.
 - c. The contracted salary shall be the salary entered upon the employment contract for the employee to serve as cafeteria worker in the district.

ARTICLE VIII - Dismissal Procedure

1. An employee, who due to poor job performance, who has received an unsatisfactory evaluation shall be placed on probation for 30 days.
2. Improvement must be apparent and completely acceptable within the thirty day working period. Failure to satisfactorily perform the job assignment as expected may result in a recommendation for dismissal.
3. Dismissal due to poor job performance shall follow the above procedure. It is specifically understood that the Board has the right and responsibility to take any action deemed necessary in retention and/or non-retention in matters other than job performance.

ARTICLE IX - Miscellaneous Provisions

A. This Agreement shall be effective September 1, 1989 and continue in full force and effect until June 30, 1991.

B. Schedule of Salaries

Step	1989-90	1990-91
1	\$9,070.00	\$9,695.00
2	\$9,370.00	\$9,995.00
3	\$9,670.00	\$10,295.00
4	\$9,970.00	\$10,595.00
5	\$10,270.00	\$10,895.00
6	\$10,570.00	\$11,195.00
7	\$10,870.00	\$11,495.00
8	\$11,170.00	\$11,795.00
9	\$11,470.00	\$12,095.00
10	\$11,770.00	\$12,395.00
11		\$12,695.00

C. Schedule of Additional Compensation

1. An additional \$450.00 will be paid to the cook of the Junior High School; and an additional \$450.00 will be paid to the cook of the Senior High School.
2. An additional \$450.00 will be paid to the head cashier.

RATIFICATION

The Board of Education and the Cafeteria Workers have caused this agreement to be signed by their respective representatives and included in the official minutes of the Board of Education Proceedings.

THE BOARD OF EDUCATION OF THE NORTHERN BURLINGTON COUNTY REGIONAL SCHOOL DISTRICT.

By: _____ Date: _____

NORTHERN BURLINGTON COUNTY REGIONAL CAFETERIA WORKERS.

By: _____ Date: _____

Ratified by the Board of Education on: _____