

2-0322

13-00

AGREEMENT

Between

MONMOUTH COUNTY BOARD OF SOCIAL SERVICES

and

COMMUNICATION WORKERS OF AMERICA, AFL-CIO

Local 1087

X JANUARY 1, 1986 - DECEMBER 31, 1988

1/1/86-12/31/88

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P R E A M B L E

This Agreement entered into by the Monmouth County Board of Social Services, hereinafter referred to as the "Employer", and the Communications Workers of America, AFL-CIO, hereinafter referred to as the "Union" has as its purpose the promotion of harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work and other conditions of employment.

1. RECOGNITION

A. The Employer recognizes the Union as the sole representative of all employees of the Monmouth County Board of Social Services with the exception of persons in the following titles:

Director and Secretary
Deputy Director and Secretary
Counsel & Associate Counsel and one Secretary each
Human Services Administrator
Administrative Supervisors
Executive Assistant
Fiscal Officer
Legal Assistants
Research Supervisor
Personnel Officer and all Personnel Office Staff
Chief of Administrative Services
Assistant Administrative Supervisors
Training Supervisor
Data Processing Coordinator
Assistant Chief of Administrative Services
Senior Administrative Analysts
Management Specialist
Administrative Analyst
Supervisor of Accounts (Excluded 1/1/86 - 8/7/86 only.)
Chief Clerk in Fiscal (Excluded effective 8/8/86.)

D. When there is space on the computer, payroll deductions will be made available to employees on a voluntary basis for the CWA Savings and Retirement Trust Fund and for the Committee on Political Education (COPE).

3. HOURS OF WORK AND OVERTIME

A. All full-time employees agree to work a thirty-five (35) hour week with a 15 minute break in the morning and in the afternoon.

B. Summer Hours

Employees will work a 32½ hour week (6½ hours per day) during the periods of June 16, 1986 - September 11, 1986, June 15, 1987 - September 11, 1987 and June 13, 1988 - September 9, 1988.

C. Overtime is defined as all work performed in excess of the 35 hour work week. The Employer agrees to compensate employees for overtime at the rate of time and one-half. Compensation may be in the form of time off or in the form of a cash payment. All overtime must be authorized by Management.

D. In the event of inclement weather, employees may leave their areas of work early, at the Director's discretion. If there arises a need for a skeleton crew, volunteers shall be solicited first. In the event no volunteers are forthcoming, assignments shall be made by Management. Employees not released early shall be given priority for early release the next time an inclement weather situation arises. Employees remaining for a skeleton crew shall be given compensatory time off on an hour to hour basis.

6. HOLIDAYS

A. The following days are paid holidays:

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

B. When any one of the aforementioned holidays falls on a Saturday, it will be celebrated the preceding Friday. When any one of the aforementioned holidays falls on a Sunday, it will be celebrated on the following Monday.

C. Additional holidays will be celebrated, as established from time-to-time by gubernatorial proclamations, or by appropriate authority by rule, proclamation or order in a given locality as holidays for public employees in that locality.

7. VACATION LEAVE

A. During the first five years of employment full-time employees will be granted vacation leave at the rate of one (1) day per month (twelve (12) days per year). After five (5) years of employment through the twelfth (12th) year - one and one-quarter (1 1/4) days per month fifteen (15) days per year. After twelve (12) years of employment through the twentieth (20th) year - twenty (20) days per year. After twentieth (20th) year of employment onward -

year of his/her employment prior to the effective date of his/her retirement, provided, however, that no such payment shall exceed \$12,000.00

D. An employee who has incurred or shall incur a break in service as a result of a separation due to layoff shall be credited with sick leave accrued both before separation and after return to employment. An employee incurring a break in service for any other type of separation shall have his sick leave computed only from the date of return to employment.

E. Any employee who elects a deferred retirement benefit shall not be eligible for such payment. This payment shall not affect any pension benefits for the retiree under any other statute. In the event of the employee's death within one year after the effective date of retirement but before payment has been made, the payment shall be made to the employee's estate.

9. PERSONAL LEAVE

A. Providing reasonable notice is given to the Employer, each full time employee will be entitled to take three (3) Personal Leave days during the calendar year subject to the discretion of the Director. During the first calendar year of employment, a new full-time employee will earn one-half (1/2) day of Personal Leave per month, after completion of one (1) calendar month of employment, up to a maximum of three (3) days. Employees will be entitled to four such days after the tenth (10th) year of employment.

B. Personal Leave shall not accrue from year to year. Personal Leave may be taken in half-day increments.

C. The Union shall be permitted to designate one (1) person per month to attend the Board meeting with no loss of pay.

D. Authorized Union representatives not to exceed four (4) shall be released from duty for such collective negotiation sessions as are mutually scheduled to take place during work time and shall suffer no loss in regular pay.

13. UNPAID LEAVES

A. Leave without pay may be granted at the discretion of the Employer for permanent or probationary employees. Such leave may not be granted for a period in excess of six months at any one time, nor in excess of one continuous year except for educational leave which may not exceed two consecutive years unless the educational leave is being granted to a veteran who is furthering his/her education under the GI Bill of Rights or other Federal authorization providing educational opportunities for veterans. Such educational leave for veterans shall be approved for the school year and renewed until the Federally-authorized training has been either completed or discontinued after which the veteran must return to active employment within 30 days or be recorded as having resigned.

B. Leave without pay may be granted at the discretion of the Employer for temporary or provisional employees for a maximum period of 60 calendar days which may not be renewed or extended.

C. In all cases, a written statement from the employee setting forth the reasons why leave is requested and the dates for commencing and terminating the leave shall be submitted to the Employer. In no event shall a leave be granted to permit an employee to accept employment outside the Board except that leaves to work for the Union may be

2. Full-time leave with a stipend and tuition payments may be applied for by senior-year Bachelor's students and Master's students at any point during the Master's program provided that the employee did not receive a stipend during the previous 18 months. Only tuition reimbursement for up to 18 credits per year (no more than 6 per regular, 3 per short, semester) may be applied for in all other situations. Students must reapply to the TAC in the event that they wish to change their degree or program or, if part time, they fail to attend school for 12 months. Full-time students who fail to attend full time and/or who decline the stipend for any approved semester will forfeit the benefit not used, and they must reapply if they wish the TAC to consider reinstating that benefit. A maximum of 8 credits required for preparation for a degree program will be reimbursed.

3. The stipend will be based on an annual salary of \$8400 (approximately \$700 per month) in 1986, \$9600 (approximately \$800 per month) in 1987, \$10,800 (approximately \$900 per month) in 1988 (pro-rated to the academic calendar). Tuition payments up to the Rutgers' rate will be made directly to the school for full-time stipend students upon proof of successful completion of any previous semester's course(s) paid for by the agency. Tuition reimbursement up to the Rutgers' rate will be paid to part-time students upon proof of successful completion of the course(s).

training sessions in which they wish to participate at no cost to the Board.

4. In addition to the above, the Employer may select certain conferences, seminars, or training opportunities which it wishes to sponsor, and notify eligible categories of employees of their availability. The Employer, at the time of notification, will advise applicants to what extent paid leave, tuition, costs and expenses will be reimbursed by the Employer.

5. With regards to paragraph 3 and 4 above, all applications must be submitted in advance and approval for attendance in each case will be based upon the relationship of the event to the employee's duties, the anticipated value of the experience to both the employee and the Employer, and the employee's previous record of education, professional needs and performance.

6. The Employer agrees that there will be one-half hour granted to the Union to address new employees at Orientation Sessions.

15. MEDICAL BENEFITS

A. The present health and medical insurance will be continued. The Employer will pay full premium for Employees and Family Coverage (New Jersey Blue Cross and Blue Shield Series 14/20 and Major Medical Plan or prescribed premium for HMO), including those employees receiving benefits under the Disability Program.

B. All employees will be enrolled in the New Jersey State Temporary Disability Program.

of \$15.00 per month, providing employee is assigned by Management to Travel Category B or C and shows proof of coverage. These amounts are to be paid after the filing of a monthly voucher.

B. Employees will not be required to transport minor children in their personal automobiles. An agency car will be provided for this purpose.

C. The Employer will endeavor to assign at least one vehicle to each site at which 12 or more non-Income Maintenance field service workers (Social Workers, Social Work Specialists, Coordinators of Volunteers) are assigned. This clause shall not diminish Management's rights to maintain, service and/or reassign all vehicles in its motor pool in the best interests of the agency.

17. HEALTH AND SAFETY

A. The Employer and the Union agree that maintenance of a healthy and safe working environment is in their mutual best interest. The Employer agrees to the formation of a Health and Safety Committee to be composed of two members designated by the Union, two members designated by the Board and a Chairperson designated by the Director. The Committee will meet monthly, for no more than two hours. The Committee shall have the function of advising the Director and the Board as to the safety and health problems involving employees and to propose solutions for those problems. The Board reserves to itself the final determination regarding any action to be taken.

B. When a health and safety violation occurs that requires corrective action by a landlord, Management will promptly notify the landlord of the problem, and provide the Union with a copy of the notice.

accordance with Civil Service regulations. Posting a temporary position or a position reclassified by a desk audit will be at the option of the Employer. The Union President shall receive a copy of all notices, selections, non-posted bumping changes and letters of hire absent the hired employee's address.

B. Employees selected for transfer or reassignment will be given five days notice by the Personnel Office or the Administrative Supervisor. The Employer agrees not to routinely involuntarily transfer the Union President and/or the Chief Shop Steward from his/her current office-site location unless it becomes necessary and appropriate to transfer him/her in order to meet operational requirements effectively on a temporary basis, not to exceed 30 days.

20. PERSONNEL PRACTICES

A. Each employee may review the contents of his/her file upon request. A Union representative may, with the employee's authorization, accompany said employee while he/she reviews his/her file. The employee shall have the right to respond to any document in his/her personnel file within 30 working days of its receipt by the employee. Such response shall be directed to the appropriate party and shall be included in the employee's personnel file.

B. Client-Employee Records - because of the confidential nature of client-employee records, they are to be kept in a separate file under lock and key accessible only to authorized personnel.

C. Employees shall be given a copy of all memos and documents which are to be included in the personnel file. This shall not apply

B. It is understood that alleged violations of this Article by either the Union or the Employer shall be pursued before administrative or judicial forums instead of the grievance procedure contained in this Agreement.

24. FULLY BARGAINED CLAUSE

The parties agree that they have fully bargained and agreed upon all the terms and conditions of employment and that the terms and conditions of employment shall not be changed during the life of this Agreement.

25. SAVINGS CLAUSE

If any of the provisions of this Agreement should be held invalid by operation of law or regulation by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal or appropriate administrative agency pending a final determination as to its validity, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

26. MANAGEMENT RIGHTS CLAUSE

A. The Employer retains and reserves unto itself all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the law and constitution of the State of New Jersey.

B. All such rights, powers, authority and prerogatives of management possessed by the Employer are retained, subject to limitations imposed by law, except as they are specifically abridged or

B. Definitions

The term "grievance" shall mean an allegation that there has been: (1) A misinterpretation or misapplication of the terms of this Agreement which is subject to the grievance procedure outlined herein and shall hereinafter be referred to as a "contractual grievance;" or (2) inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or orders applicable to the Board which shall be processed up to and including the Board, and shall hereinafter be referred to as a "non-contractual grievance."

C. Presentation of a Grievance

The Employer agrees that at each step of the grievance procedure there shall be no loss of pay for the time spent in presenting the grievance by the grievant and one union representative who is an employee.

D. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement.

Step 1

The grievant shall institute action under the provisions hereof, in writing, signed and delivered to his/her immediate Supervisor within 15 working days of the occurrence complained of, or within 15 working days after she/he would reasonably be expected to know of its occurrence. In the event that the issue being grieved is outside of the authority of the immediate Supervisor to resolve, the grievant shall file the grievance with the appropriate person as

Step 4

Should the grievant disagree with the decision of the Director, or his designee, the grievant may, within five (5) working days submit to the Board a statement, in writing, and signed, as to the issue in dispute. In the event the grievant files his/her statement with the Board at least ten working days prior to a Board Meeting, the matter shall be placed on the agenda for that Board Meeting. Statements filed less than ten working days before a Board Meeting may be heard by the Board at the meeting or, at the Board's discretion, placed on the agenda for the following meeting. The Board shall review the decision of the Director together with the disputed areas submitted by the grievant. The grievant and/or the Union representative may request an appearance before the Board. If the Union requests an appearance before the Board, the Board will advise the Union within ten working days as to its decision on granting the appearance. Within five (5) working days of the Board's decision or lack thereof, the Union will advise the Board whether the Union wishes the Board to consider and respond to the grievance or whether the Union will exercise its option to proceed directly to Step 5 regarding contractual grievances only. The Board will render its decision, in writing, and signed, within 20 working days after the Board Meeting at which this matter has been reviewed. If the Board's decision involves a non-contractual grievance, the decision of the Board shall be final.

The grievant may be represented by the Local Union Officer and/or the Chief Shop Steward. The International Union Representative may

d. The arbitrator shall be selected from the members of a panel maintained by PERC on a case-by-case basis.

e. The parties shall meet at least 10 working days prior to the date of the arbitration hearing to frame the issues to be submitted to the arbitrator and to stipulate the facts of the matter in an effort to expedite the hearing.

f. The decision or award of the arbitrator shall be final and binding on the Board, the Union, and the grievant or grievants to the extent permitted by and in accordance with applicable law and this Agreement.

g. The arbitrator may prescribe an appropriate back pay remedy when she/he finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement, except she/he may not make an award which exceeds the Board's authority.

h. The arbitrator shall have no authority to prescribe a monetary award as a penalty for violation of this Agreement.

i. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement and shall confine his/her decision solely to the interpretation and application of this Agreement. She/he shall confine him/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her, nor shall she/he submit observations or declarations of opinions which are not essential in reaching this determination.

anniversary date of April 1st of the following year; and employees hired from April 1st through June 30th will have an anniversary date of July 1st of the following year.

B. Any employee who receives a promotion in which the employee's salary adjustment equals two or more increments in the old range, will automatically have his/her anniversary date changed from the hiring date as heretofore agreed to his/her promotion date. This new anniversary date will be computed in the same manner as though the employee was hired on his/her promotion date.

C. An employee who goes on a leave of absence will have his/her anniversary date changed as follows:

<u>Calendar Days of Leave</u>	<u>Anniversary Date Change</u>
30 days or less.....	No change in AD
Over 30 days but equal to or less than 120.....	AD change of 1 quarter
Over 120 days but equal to or less than 210.....	AD change of 2 quarters
Over 210 days but equal to or less than 300.....	AD change of 3 quarters
Over 300 days but equal to or less than 390.....	AD change of 4 quarters

30. PROMOTIONS AND DEMOTIONS

A. Promotions - Any employee who is promoted or reclassified to another title with a higher salary range shall have his/her salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount (if necessary) to adjust and equalize this employee's salary to the proper step of the new range.

B. Demotions - If any employee is subsequently appointed to another title with a lower salary, the employee's salary will be reconstructed, or equalized, on the basis of the employee's

- E. During 1986 and 1988, merit increments will be given on each employee's anniversary date as determined by Article 29.
- F. Pay raises resulting from merit increments and the one-range upgrades cited in B. and C. above will be implemented at the beginning of the payroll period that includes the effective date of the raise.

32. RIDGE LANE

Notwithstanding anything to the contrary set forth in this Agreement the terms and conditions of employment which exist at Ridge Lane shall continue for the life of this Agreement. Any modifications shall be to bring such terms and conditions into conformity with those set forth in this Agreement. Nothing contained in this paragraph shall bind the Board in its sole discretion to continue the Ridge Lane Program.

33. RENEWAL CLAUSE

This Agreement shall be effective as of the first day of January 1986 and shall remain in full force and effect until the 31st day of December 1988 unless otherwise provided herein. This Agreement shall be automatically renewed from year-to-year thereafter, unless either party shall notify the other in writing, at least 90 days prior to the anniversary date that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin no later than 90 days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations.

APPENDIX A

TITLES AND RANGES

<u>TITLE</u>	<u>RANGE</u>		<u>TITLE</u>	<u>RANGE</u>
	<u>1/1/86 - 7/1/86</u>			<u>1/1/86</u>
Clerk	3		Graduate Nurse	15
Psychiatric Aide	3		Supervising Account Clerk	15
Building Maintenance Worker	4		Supervisor of Auto Typing Op.	15
Account Clerk	5	6	Supervising Clerk	15
Office Appliance Operator	5	6	Supervising Clerk Stenographer	15
Social Service Aide	5		Supervising Clerk Transcriber	15
Student Assistant	5		Supervising Data Ent. Machine Op.	15
			Supervising Office App. Operator	15
Clerk Transcriber	6		Income Maintenance Worker	16
Telephone Operator	6		Supervisor of Accounts	17
Clerk Stenographer	7		Alcoholism Counselor	18
Data Entry Machine Operator	7		Assistant Public Info. Officer	18
Senior Clerk	7		Coordinator of Volunteers	18
Senior Office Appliance Operator	7	9	Employment Specialist	18
Psychiatric Technician	8		Income Maintenance Specialist	18
Senior Tele Operator	8	9	Investigator, CWA	18
Senior Account Clerk	9		Principal Librarian	18
Senior Clerk Stenographer	9	10	Rent & Housing Coordinator	18
Senior Clerk Transcriber	9		Social Worker	18
Senior Data Entry Machine Operator	9	10	Training Technician	18
Principal Clerk	11		Chief Clerk	20
Principal Office App. Operator	11	12	Home Economist	20
Recreation Assistant	11		Medical Social Service Ass't	20
Social Service Technician	11		Social Work Specialist	20
Principal Account Clerk	12		Supervisor Housing Rehabilitation	20
Principal Clerk Transcriber	12		Assistant Training Supvr, CWA	21
Principal Telephone Operator	12		Income Maintenance Supervisor	21
Supervising Telephone Operator	12	15	Public Information Officer	21
Income Maintenance Technician	13		Senior Investigator, CWA	21
Principal Clerk Stenographer	13		Social Work Supervisor	21
Principal Data Control Clerk	13		Supvr Coor of Volunteer Service	21
Principal Data Entry Mach Operator	13		Psychiatric Social Work Supvr	23
Psychiatric Charge Technician	13			
Senior Maintenance Repairman	13			

Effective 10/1/86 titles in Ranges 13 and below will be upgraded one range.

Effective 10/1/87 titles in Ranges 15 and above will be upgraded one range.

APPENDIX B

MCBSS COMPENSATION SCHEDULE - EFFECTIVE JANUARY 1, 1986

(Approximately 5.5% over 1/1/85 Comp.Sched.)

RANGE	INCREMENT	1	2	3	4	5	6	7	8
3	462	9224	9686	10148	10610	11072	11534	11996	12458
4	484	9686	10170	10654	11138	11622	12106	12590	13074
5	508	10170	10678	11186	11694	12202	12710	13218	13726
6	533	10678	11211	11744	12277	12810	13343	13876	14409
7	562	11211	11773	12335	12897	13459	14021	14583	15145
8	588	11773	12361	12949	13537	14125	14713	15301	15889
9	619	12361	12980	13599	14218	14837	15456	16075	16694
10	648	12980	13628	14276	14924	15572	16220	16868	17516
11	682	13628	14310	14992	15674	16356	17038	17720	18402
12	716	14310	15026	15742	16458	17174	17890	18606	19322
13	752	15026	15778	16530	17282	18034	18786	19538	20290
14	789	15778	16567	17356	18145	18934	19723	20512	21301
15	829	16567	17396	18225	19054	19883	20712	21541	22370
16	870	17396	18266	19136	20006	20876	21746	22616	23486
17	913	18266	19179	20092	21005	21918	22831	23744	24657
18	960	19179	20139	21099	22059	23019	23979	24939	25899
19	1006	20139	21145	22151	23157	24163	25169	26175	27181
20	1059	21145	22204	23263	24322	25381	26440	27499	28558
21	1109	22204	23313	24422	25531	26640	27749	28858	29967
22	1166	23313	24479	25645	26811	27977	29143	30309	31475
23	1224	24479	25703	26927	28151	29375	30599	31823	33047
24	1284	25703	26987	28271	29555	30839	32125	33407	34691

Appendix C

MCBSS Compensation Schedule - Effective 1/1/87
 (Approx. 3.5% over 1/1/86 Compensation Schedule)

RANGE	INCREMENT	STEPS								
		1	2	3	4	5	6	7	8	9
3	478	9547	10025	10503	10981	11459	11937	12415	12893	13371
4	501	10025	10526	11027	11528	12029	12530	13031	13532	14033
5	526	10526	11052	11578	12104	12630	13156	13682	14208	14734
6	551	11052	11603	12154	12705	13256	13807	14358	14909	15460
7	582	11603	12185	12767	13349	13931	14513	15095	15677	16259
8	609	12185	12794	13403	14012	14621	15230	15839	16448	17057
9	640	12794	13434	14074	14714	15354	15994	16634	17274	17914
10	671	13434	14105	14776	15447	16118	16789	17460	18131	18802
11	706	14105	14811	15517	16223	16929	17635	18341	19047	19753
12	741	14811	15552	16293	17034	17775	18516	19257	19998	20739
13	778	15552	16330	17108	17886	18664	19442	20220	20998	21776
14	817	16330	17147	17964	18781	19598	20415	21232	22049	22866
15	858	17147	18005	18863	19721	20579	21437	22295	23153	24011
16	900	18005	18905	19805	20705	21605	22505	23405	24305	25205
17	945	18905	19850	20795	21740	22685	23630	24575	25520	26465
18	994	19850	20844	21838	22832	23826	24820	25814	26808	27802
19	1041	20844	21885	22926	23967	25008	26049	27090	28131	29172
20	1096	21885	22981	24077	25173	26269	27365	28461	29557	30653
21	1148	22981	24129	25277	26425	27573	28721	29869	31017	32165
22	1207	24129	25336	26543	27750	28957	30164	31371	32578	33785
23	1267	25336	26603	27870	29137	30404	31671	32938	34205	35472
24	1329	26603	27932	29261	30590	31919	33248	34577	35906	37235

Appendix D

MCBSS Compensation Schedule - Effective 1/1/88
 (Approx. 3% over 1/1/87 Compensation Schedule)

RANGE	INCR- MENT	STEPS								
		1	2	3	4	5	6	7	8	9
3	493	9833	10326	10819	11312	11805	12298	12791	13284	13777
4	516	10326	10842	11358	11874	12390	12906	13422	13938	14454
5	542	10842	11384	11926	12468	13010	13552	14094	14636	15178
6	567	11384	11951	12518	13085	13652	14219	14786	15353	15920
7	600	11951	12551	13151	13751	14351	14951	15551	16151	16751
8	627	12551	13178	13805	14432	15059	15686	16313	16940	17567
9	659	13178	13837	14496	15155	15814	16473	17132	17791	18450
10	691	13837	14528	15219	15910	16601	17292	17983	18674	19365
11	727	14528	15255	15982	16709	17436	18163	18890	19617	20344
12	764	15255	16019	16783	17547	18311	19075	19839	20603	21367
13	801	16019	16820	17621	18422	19223	20024	20825	21626	22427
14	841	16820	17661	18502	19343	20184	21025	21866	22707	23548
15	884	17661	18545	19429	20313	21197	22081	22965	23849	24733
16	927	18545	19472	20399	21326	22253	23180	24107	25034	25961
17	974	19472	20446	21420	22394	23368	24342	25316	26290	27264
18	1023	20446	21469	22492	23515	24538	25561	26584	27607	28630
19	1073	21469	22542	23615	24688	25761	26834	27907	28980	30053
20	1128	22542	23670	24798	25926	27054	28182	29310	30438	31566
21	1183	23670	24853	26036	27219	28402	29585	30768	31951	33134
22	1243	24853	26096	27339	28582	29825	31068	32311	33554	34797
23	1305	26096	27401	28706	30011	31316	32621	33926	35231	36536
24	1369	27401	28770	30139	31508	32877	34246	35615	36984	38353

It is mutually agreed by the parties hereto that they will be bound by all and singular, the covenants and agreements aforesaid.

IN WITNESS WHEREOF, the parties have hereunto set their hands this 18th day of June 1986.

Carol E. Gay-Fantini

Carol E. Gay-Fantini
CWA Representative

Carol Bernard

Carol Bernard
President, Local 1087

Joan DeKraaf

Lee Stines

Lydia F. ...

Phyllis Marx

Phyllis Marx, Chairman
Monmouth County Board of
Social Services

Sidney Kramer
Secretary-Treasurer
Monmouth County Board of
Social Services