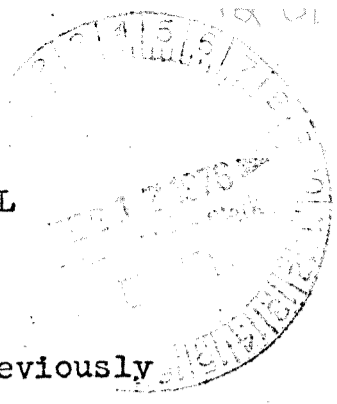


THIS DOES NOT
CIRCULATE

1978

AGREEMENT

BETWEEN THE BOROUGH OF CARTERET AND FIREMEN'S MUTUAL
BENEVOLENT ASSOCIATION BRANCH NO. 67



This Addendum to an Agreement and Addendums previously entered into between the Borough of Carteret and Firemen's Mutual Benevolent Association, Branch No. 67, on the 16th day of February, 1978, is for the purpose of embodying all provisions of said Agreement which are not inconsistent with this Addendum, and to enumerate certain changes which shall be in effect for the year 1978.

Article I, Section 1 to read as follows: "The Borough hereby recognizes the F.M.B.A. as the exclusive representative and bargaining agent for the bargaining unit, consisting of all uniformed fire personnel within the Carteret Fire Department, but excluding the Fire Superintendent."

Article II, Section 4 to read as follows: "A member holding office in the State F.M.B.A. will be permitted time off up to four (4) days per year to attend State F.M.B.A. functions."

Article III, Section 5 to read as follows: "The F.M.B.A. may request a meeting with Public Safety Committee as it is deemed necessary to work out problems arising during the course of the year."

Article IV, Section 1d to read as follows: "Relief firemen shall not work more than forty-eight (48) hours per week, nor less than thirty-four (34) hours per week. They will also work no more than fourteen (14) hours per night shift and no more than ten (10) hours per day shift with at least ten (10) hours off between shifts, unless called in for overtime when their names come up on the overtime list."

Article IV, Section 1e to read as follows: "Starting time and quitting time for the day shift will be from 7:00 A.M. to 5:00 P.M. Starting time and quitting time for the night shift will be from 5:00 P.M. to 7:00 A.M."

Article IV, Section 1f to read as follows: "Hours of work for the Fire Prevention Office shall be from 8:00 A.M. to 4:00 P.M., Monday through Friday."

Article IV, Section 2 to read as follows: "Overtime - In the event that a need for overtime should occur in the Fire Dept., there will be a Seniority List in each firehouse posted. This list shall show the hours of work for each person. Only if a man refuses, he will automatically be passed by until a full cycle of the Seniority List is completed. This list shall be maintained by the Captain of each Fire House."

Article IV, Section 2a to read as follows: "Men off on sick leave for two (2) weeks or more shall be caught up on the overtime list as time progresses, until the date of their return to duty. If a man out on sick leave does not have his name come up for overtime, he is not charged with a refusal."

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Article IV, Section 2c - When the volunteers are called in for

1. Snow watch
2. Mutual aid response out of town
3. Drills involving the snorkel
4. Extra Pieces of apparatus at the scene
5. Or a standby at the fire house to answer other alarms, a paid firefighter will be assigned to the above duties at a minimum call-in time of four (4) hours.

Article V, Section 2c - Employees shall be allowed three (3) personal days off per year. At least twenty four hours notice must be given for one of the three (3) days and fourteen (14) days notice must be given for the two (2) other days. When this procedure is followed, there can be no refusal for any reason of personal days off. No more than four (4) men shall be allowed off in one working day on personal days, holidays and vacation days combined. Personal days will have preference over holidays and can be taken during vacation season.

Article V, Section 3 - In the event a holiday is declared by the President of the United States, the Governor of New Jersey and the Mayor of Carteret during the year, we request that members of the F.M.B.A. be entitled to such holidays with pay.

Article IX, Section 2B - For the year 1978, salaries will be as follows:

Probationary Fireman	\$12,254.00
Fireman Third Grade (for one year)	12,947.00
Fireman Second Grade	13,640.00
Fireman First Grade	15,818.00
Captain	17,018.00

*See
attach
Ordinance*

Article IX, Section 2 - Any employee who assumes the duties of the Fire Inspector shall receive an annual sum of \$325.00 over and above his regular salary for performing necessary clerical duties.

Article X - Grievance Procedure - a. The grievance shall be presented to the Superintendent in writing. He will have two (2) working days in which to submit his reply. b. If item "a" is not settled satisfactorily, the grievance shall be submitted to the Public Safety Committee. The Public Safety Committee shall have four (4) working days to submit their reply. c. If item "b" is not settled satisfactorily, the grievance shall be submitted to the Mayor and Council. The Mayor and Council shall have five (5) working days to submit their reply. d. If item "c" is not settled satisfactorily, the grievance will be submitted to the Public Employee Relations Commission for arbitration by either party. The decision of P.E.R.C. shall be binding upon both parties. e. Costs - 1) Each party shall bear the total cost incurred by themselves. 2) The fees and expenses of the arbitrator are the only costs which shall be shared by the two parties and such costs shall be shared equally. f. If the time limit is not adhered to, the grievance is granted to the aggrieved.

Article XII, Section 8 - Employees who are authorized by the Public Safety Committee to take a fire science course at any accredited New Jersey college will be reimbursed the tuition after successfully completing the course. Books necessary for these courses will be paid for by the Borough and kept in the fire house for reference and use by all fire personnel.

Article XII, Section 8 to read as follows: "If a paid firefighter dies while in active service, his estate shall receive compensatory monies for his sick days that are due him had he retired.

Article XIII, Section 3 to read as follows: "Men on duty shall wear blue work shirts and blue work trousers with black shoes. This shall also be the uniform for men working in the Fire Prevention Bureau."

ARTICLE XVII

TERM AND CONDITIONS OF THIS AGREEMENT

Term of the Addendum to the Agreement between the Borough of Carteret and the Firemen's Mutual Benevolent Association, Branch No. 67, shall be effective from January 1, 1978. This Addendum and the Agreement and Addendum previously referred to, shall continue to remain in full force until a new Agreement is signed.

IN WITNESS WHEREOF the parties hereto have here unto set their hands and seals, or caused these presents to be signed by their proper officers, and their seal to be here-- to affixed this 16th day of February 1978.

FOR THE BOROUGH OF CARTERET

FOR F.M.B.A. LOCAL NO. 67

2/16/78 Pending Resolution of the Budgetary issue, ARTICLE IX, SECTION 2 and 2 B is hereby excluded from this agreement with the express understanding and consent of the Mayor and Council and the FMBA negotiating committee.

John J. J. J.
Peter J. J.
Michael J. J.
Robert A. J.

Richard S. S. Pres.
Paul D. D.
J. J. J.

of the

Borough of Carteret, N. J.

AN ORDINANCE TO AMEND ORDINANCE #71-9 ESTABLISHING SALARY SCHEDULES AND FIXING THE MANNER OF PAYMENTS OF SALARIES FOR VARIOUS OFFICIALS AND EMPLOYEES OF THE BOROUGH OF CARTERET.

BE IT AND IT IS HEREBY ORDAINED BY THE MAYOR AND COUNCIL OF THE BOROUGH OF CARTERET:

SECTION 1. That the following amendments of the above entitled ordinance be made in Section 1:

Section 1.

FIRE:

Fire Captain UFD	\$16,574.16 per yr.
Fireman UFD-	
1st year	12,254.74 per yr.
2nd year	12,947.53 per yr.
3rd year	13,640.32 per yr.
4th year	15,742.82 per yr.

In addition there shall be a fireman designated to perform fire inspections and clerical duties in the Fire Prevention Office and he shall receive \$325.00 per annum in addition to his rank in pay.

SECTION 2. That Section 4 of the above entitled ordinance be amended to read as follows:

Section 4. In addition to the annual salary, full time members of the Fire Department shall receive a salary longevity according to the following schedule:

- a. 5 to 9 years of service.....2%
- 10 to 14 years of service.....4%
- 15 to 19 years of service.....6%
- 20 years and up.....8%
- b. Overtime shall be compensated at one and one-half times the officer's regular rate of pay. Minimum call-in time of four hours for overtime for authorized stand-by.

SECTION 3. The above schedule of compensation shall be retroactive to January 1, 1978. Said Ordinance shall take effect immediately upon passage and publication as required by law.

DO NOT USE SPACE BELOW THIS LINE

RECORD OF COUNCIL VOTE

COUNCILMAN	YES	NO	N.V.	A.B.	COUNCILMAN	YES	NO	N.V.	A.B.
SITAR	X				UMANSKY	X			
SITARZ	X				WILSON	X			
TOTH	X				SEAT VACANT				

X—Indicate Vote A.B.—Absent N.V.—Not Voting X.O.R.—Indicates Vote to Override Veto

Adopted on first reading of the Council of the Borough of Carteret, N. J., on DECEMBER 19, 1978 Adopted on second reading after hearing on JANUARY 16, 1979

APPROVED BY..... John Tomczuk
Mayor

..... Anne N. Szlag
Borough Clerk