

ORIG

AGREEMENT

BETWEEN

CITY OF JERSEY CITY
HUDSON COUNTY, NEW JERSEY

and

JERSEY CITY SCHOOL TRAFFIC GUARDS ASSOCIATION

SEPTEMBER 1, 1990 - AUGUST 31, 1993

GENOVA, BURNS & SCHOTT
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Livingston, New Jersey 07039
(201) 533-0777

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PREAMBLE

THIS AGREEMENT, entered into this 13th day of MARCH, 199~~1~~ by and between the CITY OF JERSEY CITY, in the County of Hudson, New Jersey, a municipal corporation of the State of New Jersey, hereinafter called the "CITY," and the JERSEY CITY SCHOOL TRAFFIC GUARDS ASSOCIATION, hereinafter called the "ASSOCIATION," represents the complete and final understanding on all the bargainable issues between the City and the Association. .

ARTICLE I

RECOGNITION

The City hereby recognizes the Association as the exclusive collective negotiations agent for all School Traffic Guards employees by the City.

ARTICLE II

MANAGEMENT RIGHTS

A. The City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Law and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the City Government and its properties and facilities and the activities of its employees;

2. To hire all employees and, subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

B. The exercise of the foregoing powers, rights, authority, duties, and responsibilities of the City, the adoption of policies, rules, regulations and practices in furtherance thereof, and the

use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the City of its powers, rights, duties and responsibilities under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE III

WORK HOURS

A. The City shall maintain the current work week of approximately twenty (20) hours per week providing there is no interference with the ability of the City to maintain appropriate coverage at traffic crossings.

B. The City shall have the right, in its sole and exclusive discretion, to schedule work during the summer recess period. The work schedule shall not exceed four (4) continuous hours per day, five (5) days per week. If work is available, the City shall request volunteers. The City reserves the right to select only qualified employees. If an insufficient number of employees volunteer, the City shall assign qualified employees, based on reverse seniority. If an employee refuses summer work, the fact shall be duly reported to the Division of Unemployment Compensation, in the event that employee applies for unemployment

benefits.

In addition to the foregoing, the parties have agreed to provide that if the number of volunteers exceed the City's requirements, employees with the greatest seniority shall be assigned summer work provided the employee is otherwise qualified, in the City's sole discretion.

With respect to the implementation of the foregoing, the City will meet and confer with the Association to discuss mutual concerns, if any.

ARTICLE III-A

HOLIDAYS

A. Employees who have completed one (1) calendar year of employment shall receive six (6) paid holidays at their daily rate of pay commencing with their second year of employment.

B. These monies shall be paid in the following manner:

1. Two Holidays to be paid at Thanksgiving.
2. Two Holidays to be paid at Easter.
3. One Holiday to be paid at Memorial Day.
4. One Holiday to be paid at Martin Luther King Day.

C. The City shall at its discretion, compensate employees for any days which, although scheduled for, were not in fact worked through no fault of employees. In the event the number of days herein referred to varies in accordance with the schedule of public and parochial schools, the City shall compensate as above for the number of such cancelled day common to both groups.

D. Holiday pay shall be paid in the pay period during which the Holiday falls.

ARTICLE IV

HOSPITALIZATION AND INSURANCE

A. In accordance with the understanding reached during our collective negotiations, it is the position of the City that it will provide our Basic Health Insurance package to any employees within your bargaining unit who have no insurance coverage through employment outside of the bargaining unit, or through employment by a spouse or other family member who covers them.

B. Effective, the date of signing, the City shall provide Life Insurance in the amount of seven thousand, five hundred (\$7,500.00) dollars for each employee.

C. A Family Prescription Plan will be provided by the City, A five dollar (\$5.00) co-payment must be paid by the employee for each prescription.

D. A Family Optical Plan will be provided by the City:

Effective January 1, 1988 - \$50.00

Effective January 1, 1989 - \$65.00

Effective January 1, 1990 - \$75.00

per employee, per year

E. The City shall have the right to change insurance carriers as long as substantially similar benefits are provided.

F. The parties agree that the City shall have the exclusive right to reopen negotiations for the purpose of proposing

modifications to Hospitalization and Insurance benefits set forth in this agreement during the life of the parties' collective bargaining agreement (September 1, 1990 to August 31, 1993).

ARTICLE V

SALARIES

A. School Traffic Guards shall receive compensation for the life of this Agreement as follows:

(a) Employees who commence employment after June 1, 1991 shall be entitled to twenty-five (\$25.00) dollars per day for the duration of the Agreement:

9/1/90 - \$25.00 per day

9/1/91 - \$25.00 per day

9/1/92 - \$25.00 per day

(b) All incumbent employees in the employ of the City who commenced employment between September 1, 1990 and June 1, 1991 and who are currently earning less than thirty-one (\$31.00) dollars per day shall be entitled to thirty two dollars and fifty cents (\$32.50) per day effective on their one (1) year anniversary date. Effective September 1, 1992, such employees shall be entitled to an increase of one dollar and fifty cents (\$1.50) per day.

(c) All incumbent employees in the employ of the City as of the ratification date of this Memorandum of Agreement presently earning thirty-one (\$31.00) dollars per day shall be entitled to the following:

9/1/90 - \$0
9/1/91 - \$1.50 on the base day rate then in effect
9/1/92 - \$1.50 on the base day rate then in effect

B. Placement and adjustment on the above salary guide shall be made by the first pay period following an employee's anniversary date of employment by the City.

C. It is specifically understood that the daily rate set forth above shall be applicable to all employees regardless of the number of hours in their assigned schedule.

D. All increases are subject to completion of one (1) year service on or about employees anniversary date.

E. Employees must be on the payroll as active employees on the execution date of the Memorandum of Agreement in order to qualify for the salary increase set forth above.

ARTICLE VI

SICK LEAVE

A. After completion of six (6) months service, all employees employed by the employer shall be entitled to five (5) sick leave days with pay per work year. Members of the bargaining unit who have completed five (5) years or more continuous service shall be entitled to six (6) sick days.

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

C. Reporting of Absence on Sick Leave

If an employee is absent for reasons that entitle him/her to sick leave, the supervisor must be notified at least one-half (1/2) hour prior to the employee's usual reporting time.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for three (3) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

2. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

E. Members of the bargaining unit who retire shall receive a mandatory lump sum cash payment in lieu of time off for unused sick time, in accordance with the conditions set forth below:

1. Beginning on the date of execution of this Agreement, sick leave payment shall be calculated at eighty percent (80%) of all unused sick time, up to a maximum of thirty (30) sick days.

ARTICLE VII

BEREAVEMENT LEAVE

A. In the event of a death in the employee's immediate family, s/he shall be entitled to time off with pay from the day of death up to and including the day after the funeral, but in no event, to exceed five (5) working days. If the day after the

funeral occurs more than five (5) working days from the day of death, the employee shall be entitled to only five (5) working days of bereavement leave. If the day after the funeral occurs less than five (5) working days from the day of death, the employee is entitled to bereavement leave only up to and including the day after the funeral, even though the total bereavement leave is less than five (5) working days.

B. Immediate family, for purposes of the Article, shall be defined as follows: Husband, wife, mother, father, son, daughter, sister, brother, grandparents, grandchildren, sister-in-law.

C. An employee shall also be entitled to one (1) day off for attendance at the funeral of an aunt, uncle, niece or nephew of him/herself or his/her spouse, or any other relative residing in the employee's immediate household, other than those relatives listed in Paragraph B, above.

ARTICLE VII

NO-STRIKE PLEDGE

A. The Association covenants and agrees that during the term of this Agreement neither the Association nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his/her position, or stoppage of work or abstinence in whole or in part, from his/her position, or stoppage of work or abstinence in whole or in part, from his/her position or in part, from the full,

faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Association agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed ground for termination of employment of such employee or employees.

C. The Association will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the City.

D. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Association or its members.

ARTICLE IX

UNIFORMS

A. The City agrees to supply appropriate uniforms to its employees subject to this Agreement.

B. Upon the fifth anniversary of each employee an inspection will be made at which time all unserviceable equipment will be replaced.

C. In September of each year, the City shall supply one new hat, shirt and pair of Boots to each permanent employee.

ARTICLE X

DEDUCTIONS FROM SALARY

A. The City agrees to deduct from the salaries of its employees subject to this Agreement dues for the Association. Such deduction shall be made in compliance with Chapter 310, public Laws of 1967, N.J.S.A. 52:14-15.9 (e), as amended. Said monies shall be transmitted monthly to the Association.

B. If during the life of this Agreement, there shall be any change in the rate of membership dues, the Association shall furnish to the City written notice prior to the effective date of such change and such notification shall be signed by the President and Secretary of the Association.

The Association agrees that it will indemnify and save harmless the City of Jersey City against any and all actions, claims, demands, losses or expenses in any matter resulting from action taken by the City at the request of the Association under this Article.

C. The City will provide the Union prior to January 1, and July 1, of each year, a list of any employees requesting the termination of dues check-off.

D. Agency Shop

Effective July 1, 1980, and in accordance with the agency shop statute, the City hereby agrees to deduct from the salaries of its

employees, subject to this Agreement, dues for the Union.

E. Representation Fee

a. Purpose of Fee

If any eligible member of this bargaining unit does not become a member of the Association upon being employed by the City, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to off-set the employee's per capita cost of services rendered by the Association as majority representatives.

F. Amount of Fee

a. Notification

Prior to the beginning of each membership year, the Association will notify the City in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for that membership year. The representation fee to be paid by nonmembers will be equal to 85% of that amount.

b. Legal Maximum

In order to adequately off-set per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee has been set at 85% of that amount, solely because that is the maximum presently allowed by law. If the law is changed in this regard, the amount of the representation fee automatically will be increased to the maximum

allowed, said increase to become effective as of the beginning of the Association membership year immediately following the effective date of change.

G. Reduction and Transmission of Fee

1. Notification

The City will notify the Union upon hiring each employee and the City will deduct from the salaries of such employees, in accordance with Paragraph 2 below, the full amount of the representation fee and promptly will transmit the amount so deducted to the Association.

2. Payroll Deduction Schedule

The City will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee who chooses not to become a member of the Association during the remainder of the membership year in question. The deductions will begin with the first paycheck paid.

3. Termination of Employment

If an employee who is required to pay a representation fee terminates his/her employment with the City before the association has received the full amount of the representation fee to which it is entitled under this Article, the City will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

4. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees

to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

5. Changes

The Association will notify the City in writing of any changes in the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the City received notice.

6. New Employees

On or about the last day of each month, beginning with the month this Agreement becomes effective, the City will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, and dates of such employees. This list shall be in addition to the requirements of Paragraph E-a above.

7. Indemnification

The Union in exchange for implementation of said Agency Shop hereby agrees to hold the City harmless against any and all claims or suits or any other liability occurring as a result of the implementation of the Agency Shop provision.

ARTICLE XI

SENIORITY

A. Seniority is defined as an employee's total length of permanent service with the employer in a particular class of

position.

B. Vacancies shall be made known to the President of the Association. Within five (5) days of said notification, the President may present requests for transfer. In the event more than one member request the same vacancy, the Senior Employee shall be given the preference.

C. Transfers shall be made in accordance with the highest seniority among employees desirous of receiving the transfer. If there are no volunteers, then the least senior employee shall be transferred.

D. In the event an employee moves from one district to another, said employee shall be offered any positions which are vacant in her new district. Should no vacancies exist, the employee shall continue to work in her original position until a vacancy occurs closer to her home.

E. All permanent and temporary vacancies shall be made known to the President of the Association.

ARTICLE XI

GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement and to resolve grievances as soon as possible, so as to assure efficiency and promote employees morale. The parties agree that

this procedure will be kept as informal as may be appropriate.

2. No employee within the bargaining unit shall have the right to discuss or resolve any grievance above Step One without the presence herein by the Union, whether such employee is a member or nonmember of the Union.

B. Definition

The term "grievance" as used herein means any controversy arising over the interpretation or adherence to the terms and conditions of this Agreement and may be raised by an individual, the union, or the City, subject Article entitled "Grievance Procedure" A-2.

C. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety, unless any step is waived by mutual consent:

STEP ONE

(a) An aggrieved employee shall institute action under the provisions hereof within ten (10) days of the occurrence of the grievance and an earnest effort shall be made to settle the difference between the aggrieved employee and the Police Superior in charge of Traffic, for the purpose of resolving the matter informally. Failure to act within said ten (10) days shall be deemed to constitute an abandonment of the grievance. The Union must be notified and made a part of each and every grievance and hearing.

(b) The Police Superior shall render a decision in writing five (5) days after the receipt of the grievance.

STEP TWO

(a) In the event the grievance is not settled through Step One, the same shall be reduced in writing, signed by the aggrieved, and filed with the Deputy Chief in charge of Uniformed Patrol, or his designee, within five (5) days following the determination by the Police Superior.

(b) The Deputy Chief, or his designee, shall render a decision in writing within five (5) days from receipt of the grievance.

STEP THREE

(a) In the event the grievance has not been resolved through Step Two, then within five (5) days following the determination by the Deputy Chief, or his designee, the matter may be submitted to the Department Director.

(b) A written answer to said grievance shall be submitted within ten (10) days from receipt of the grievance by the Department Director, the Union, and the grievant.

STEP FOUR

(a) If the grievance is not settled through Steps One, Two, and Three, either party may refer the matter to the State Board of Mediation within ten (10) days after the determination by the Department Director. An Arbitrator shall be selected pursuant to the rules of the State Board of Mediation.

(b) However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision of the Department Director. In the event the aggrieved elects to pursue his/her Civil Service remedies, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration.

(c) The Arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him/her involved in the grievance. The Arbitrator shall not have the authority to add to, modify, detract from or alter in any way, the provision of this Agreement or any amendment or supplement thereto.

(d) The costs for the service of the Arbitrator shall be born equally between the City and the Union, if the Union is the moving party, otherwise the grievant shall bear one-half of the expense. Any other expenses, including, but limited to the presentation of witnesses, shall be paid by the party incurring same.

(e) The decision shall be final and binding on both parties, subject to legal remedies of the parties.

D. MISCELLANEOUS PROVISIONS

1. The Union President, or his/her authorized representative, may report an impending grievance to the Department Director in an effort to forestall its occurrence.

2. The Union shall be a part to each and every grievance whether or not the grievant was a member or a nonmember.

ARTICLE XIII

SEVERABILITY AND SAVINGS

Should any provision of this Agreement be found to be in violation of State Law or found to be unlawful and unenforceable by any court of competent jurisdiction, such decision of the Court shall apply only to the specific provision of the Agreement affected by the decision, whereupon the parties agree immediately to negotiate a substitute for the invalidated provision if said provision provides an economic benefit to the employees.

ARTICLE XIV

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporated the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both the parties at the time they negotiated or signed this Agreement.

ARTICLE XV

VISITATION - WORK SITES

A. Accredited Representatives of the Association, not to exceed two (2), shall be permitted to visit Police Headquarters, substations, or the office of the Police Director for the purpose

of observing working conditions or assisting in the adjustment of grievances. The Association will request such permission from appropriate City officials and such permission will not be unreasonably withheld.

B. The President and in her absence, the Vice President shall be entitled to devote reasonable time to the administration and enforcement of this Agreement.

Such time off will include; being relieved from duty for one (1) full day when it is necessary for Union Representatives, (not to exceed two (2) days), to be present at any union business except contract negotiations where a maximum of four (4) representatives will be present.

ARTICLE XVI

TERM AND RENEWAL

This Agreement shall be in full force and effect as of September 1, 1990 and shall remain in effect to and including August 31, 1993 without any reopening date except as set forth herein. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, at least ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS HEREOF, the parties hereto have hereunto set their hands and seals at Jersey City, New Jersey on this 13th day of MARCH, 1992.

JERSEY CITY SCHOOL TRAFFIC
GUARDS ASSOCIATION:

CITY OF JERSEY CITY
HUDSON COUNTY, NEW JERSEY

BY: Frances Patterson
FRANCES PATTERSON
PRESIDENT

BY: Elaine Cozzarelli
ELAINE COZZARELLI
VICE PRESIDENT

BY: Frederick Tomkins
FREDERICK TOMKINS
BUSINESS ADMINISTRATOR

ATTEST:
Robert Byrne 3/13/92

ATTEST:
Louis Ippolito
LOUIS IPPOLITO
DIRECTOR OF LABOR RELATIONS

Resolution of the City of Jersey City, N.J.

City Clerk File No. McC-2470
 Agenda No. 10.9



TITLE: A RESOLUTION AUTHORIZING THE EXECUTION OF A TENTATIVE AGREEMENT BETWEEN THE CITY OF JERSEY CITY AND THE JERSEY CITY TRAFFIC GUARDS ASSOCIATION.

COUNCIL OFFERED AND
 MOVED ADOPTION OF THE FOLLOWING RESOLUTION:

WHEREAS, a tentative agreement has been entered into after bargaining sessions by and between the City of Jersey City and the Jersey City Traffic Guards Association, subject to ratification by the Municipal Council of the City of Jersey City, and

WHEREAS, the said tentative agreement contains the terms set forth for a new agreement commencing September 1, 1990 and ending August 31, 1993, and

WHEREAS, the City of Jersey City has indicated its desire to meet with the representatives of the Jersey City Traffic Guards Association on or about October 30, 1991 to complete the written provisions of the agreement in its entirety, and

WHEREAS, it is the desire of the Municipal Council of the City of Jersey City to approve the attached tentative agreement.

NOW, THEREFORE, BE IT RESOLVED by the Municipal Council of the City of Jersey City, that the tentative agreement attached hereto, entered into by and between the City of Jersey City and the Jersey City Traffic Guards Association is hereby approved, and the Mayor or Business Administrator is hereby authorized to sign a formal labor agreement on behalf of the City of Jersey City.

APPROVED: [Signature]
 APPROVED: [Signature]
 Business Administrator

APPROVED AS TO LEGAL FORM
[Signature]
 Corporate Counsel
 Certification Required
 Not Required

910827

APPROVED 5-1-1

RECORD OF COUNCIL VOTE ON FINAL PASSAGE 11/6/91											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
FLOOD	✓			ROSARIO	ABSENT			WILEY	ABSENT		
ODEA		ABSTAIN		SIGNORILE	✓			VAZQUEZ		✓	
RANKOWSKI	✓			WADDLETON	✓			ROMAN	✓		

✓ Indicates Vote N.V.—Not Voting (Abstain)

Adopted at a meeting of the Municipal Council of the City of Jersey City, N.J.

Marilyn Roman
 President of Council

Robert Byrne
 City Clerk