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Cumberland County Board of
Chosen Representatives
AGREEMENT

Between

THE COUNTY OF CUMBERLAND, NEW JERSEY

And

THE NEW JERSEY CIVIL SERVICE ASSOCIATION
CUMBERLAND COUNCIL #18

X JANUARY 1, 1986 THROUGH DECEMBER 31, 1988

1987 MAY -5 AM 10: 09

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ARTICLE 1

PREAMBLE

This agreement entered into by the County of Cumberland, hereinafter referred to as the "Employer" and the New Jersey Civil Service Association, Cumberland Council #18, hereinafter referred to as the "Council", has as its purpose the harmonious relations between the Employer and the Council, 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.

ARTICLE II

RECOGNITION

The employer recognizes the Council as the designated representative for the purpose of collective negotiations according to law for all full-time and regularly scheduled or permanent part-time employees formerly employed by the Cumberland County Mosquito Commission, and as listed in Schedule "A" attached. Excluded are all other employees including casual or seasonal employees, managerial and/or supervisory employees and confidential employees not listed in Schedule "A".

ARTICLE III

MANAGEMENT RIGHTS

All of the authority, rights and responsibilities possessed by the Employer are retained by it. Subject to the

terms of this Agreement, it is the right of the Employer to determine the standards of service to be offered by its employees; determine the standards of selection of employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operations; determine the amount of overtime to be worked; determine the methods, means and personnel by which its operations are to be conducted; determine the content of work assignments; schedule work hours, take all necessary actions to carry out its mission in emergencies and exercise complete control and discretion over its organization and the technology of performing its work.

ARTICLE IV

MAINTENANCE OF STANDARDS

With respect to matters not covered by this Agreement, the Employer will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without negotiations with the Council; provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the Employer by the Management Rights clause of this Agreement.

Employees shall retain all civil rights under the New Jersey State and Federal Law.

ARTICLE V

EXISTING LAW

All rights, privileges, perrogatives, duties and obliga-

tions of parties contained in the N.J. State Constitution, Title II, Civil Service, of the Revised Statutes of N.J., in its present or amended form, shall be continued during the life of this Agreement.

In the event any portion of this Agreement shall be in conflict with or contravene said Constitution, the Revised Statutes of any other law of the State of New Jersey, or United States, that portion shall be null and void, and the remainder of this Agreement shall remain in full force and effect.

ARTICLE VI

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all negotiable or 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 of the parties at the time they negotiated or signed this Agreement.

ARTICLE VII

HEALTH AND SAFETY

The Employer shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state and local laws.

If the Employer is aware of abnormally dangerous safety or health hazards not known to employees the employees involved shall be told of such hazards, the symptoms of possible exposure, necessary medical tests or treatment and what suggested precautionary steps, if any, should be taken. No employees are expected to perform work which exposes them to abnormally dangerous safety or health hazards.

The Employer will provide any necessary material, clothing and equipment to do the job safely.

ARTICLE VIII

BULLETIN BOARDS

Bulletin Boards will be made available by the Employer at various locations in the Court House and other permanent work locations for the use of the Council for the purpose of posting Council announcements and other information of a non-controversial nature. The Department Head or his representative may have removed from the Bulletin Board any material which does not conform to the intent and provisions of this Article.

ARTICLE IX

NON-DISCRIMINATION

The Employer and the Council agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, Council membership or Council activities.

ARTICLE X

NO-STRIKE PLEDGE

A. The Council covenants and agrees that during the term of this Agreement, neither the Council nor any person acting in its behalf will cause, authorize, or support any strike (e.g., the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole 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 County. The Council 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 covenant and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the grievance procedure contained in Article XXV.

C. The Council 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 County.

ARTICLE XI

COUNCIL VISITATION

Council representatives may visit County facilities for purposes of administering this Agreement provided they sign in,

in advance, and contact the appropriate supervisor. There shall be no undue interference with work.

ARTICLE XII

OVERTIME

Employees may be required to work in excess of the hours designated as the normal work week for their class title. Any employee who is authorized or required to work beyond forty (40) hours actual work for his class title shall be compensated by cash at one and one-half times the regular pay. Instead of overtime, employees may elect to take compensatory time off at the rate of time and one-half, if specifically approved by the Employer. The compensatory time must be taken within thirty (30) days of the accrual. Holidays not worked shall be treated as time worked for purposes of calculating overtime.

Part-time employees are those who work less than the standard full time hours per week for that position. Part-time employees are considered to be "hourly" employees and are not entitled to overtime pay or compensatory time off. Compensation shall be at a straight time rate for all hours worked up to forty (40) hours and time and a half for all extra hours in any work-week.

Work on the seventh consecutive day worked in a pay period shall be paid at double time.

ARTICLE XIII

SHIFT DIFFERENTIAL

Whenever an employee is called to return to work after having left the work premises, such employee shall be entitled to a minimum of four (4) hours pay, regardless of the number of hours worked upon such return.

ARTICLE XIV

WORKING OUT OF CLASSIFICATION

Employees working full time out of classification for two (2) consecutive work days shall, commencing with the third (3rd) consecutive work day, be paid at the higher rate of pay of the two respective classifications if they are substantially performing the duties of the higher classification.

ARTICLE XV

HOLIDAYS

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
Lincoln's Birthday	General Election Day
Washington's Birthday	Veterans Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
Fourth of July	

In addition to the aforementioned holidays, the Board will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for the State employees, providing an adequate previous notice of such intent is received by the County as to allow an orderly arrangement of County

affairs of business; and further, that this holiday be recognized and observed by the Federal Reserve Banking System and Educational Institutions, or when the Board of Chosen Freeholders of the County of Cumberland declares a holiday for all County employees.

Holidays which fall within an employee's vacation period shall be celebrated as soon as possible following the vacation. Holidays which fall on a Saturday shall be celebrated on the preceding Friday; and holidays which fall on a Sunday shall be celebrated on the following Monday. Employees who work the holiday shall be paid for their regular pay and shall receive a day off within 30 days of the holiday worked. If the Employer prevents the employee from taking a day off within 30 days of the holiday worked, the employee shall receive normal holiday pay instead. In order to receive holiday pay, the employee must have worked the scheduled work day before and after the holiday unless excused by illness supported by a doctor's excuse or other justifiable cause.

ARTICLE XVI

VACATIONS

As of the effective date of this Agreement, full-time employees shall be entitled to vacation with pay as follows:

For employees with less than one year of service:

One (1) working day for each month of service.

After completion of 1 year and up to 5 years ... 12 days

After completion of 5 years and up to 12 years .. 15 days
After completion of 12 years and up to 20 years . 20 days
After completion of 20 years 25 days

Except for permanent employees, employees cannot take vacation until after 90 days employment.

Where in any calendar year the vacation or any part thereof is not granted by pressure of work, such vacation period or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year. Unused vacation time in excess of four (4) days must be approved for carry over by the Employer and the Personnel Department.

Employees may take vacations in periods of one-half day increments with the approval of the Employer. Employees shall sign up for vacation for the calendar year by the end of the first week in January. If there is a conflict in a particular work area, the senior employee shall have preference. After the end of the sign up period, vacations shall be granted on a first come basis provided work requirements shall be met.

ARTICLE XVII

SICK LEAVE

Sick leave with pay may be utilized by all full-time employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

1. During the remainder of the calendar year in which an employee is first appointed, he/she will accumulate sick leave privileges as earned on the basis of 1½ day per month of service.

2. In each full calendar year thereafter, he shall be entitled to fifteen (15) days sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established County policy. Such leave earned but not utilized shall be cumulative.

Permanent part-time employees will receive credit in proportion to the amount of time worked. Part-time employees or part-time provisional employees shall not be entitled to sick leave.

3. In all cases of illness, whether of short or long term the employee is required to notify his superior of the reason for absence at the earliest possible time but in no event less than his usual reporting time, or other time as required, or necessitated by the circumstances. Failure to so notify the Employer may be cause of denial of the use of sick leave for that absence and constitute cause of disciplinary action.

4. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness within five (5) days after he returns to work from such illness.

5. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

ARTICLE XVIII

DISABILITY LEAVE: OCCUPATIONAL INJURY

When an employee is incapacitated and unable to work because of any occupational injury or disease, as evidenced by certificate of a County designated physician or other doctor acceptable to the County, he shall be granted in addition to his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of thirty (30) days or so much thereof as may be required, as evidenced by certificate of the County designated or accepted physician, but not longer than a period for which workmen's compensation payments are allowed.

If at the end of such thirty (30) day period the employee is unable to return to his respective employment, a certificate from the County designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all or any part of the sick leave and vacation accumulated. In the absence of such election only workmen's compensation payments will be paid to the employee after the disability leave period and accumulated sick leave shall not be affected in any manner.

During the thirty (30) day disability leave period in which the full salary or wages of any employee is paid by the County of Cumberland, any compensation payments made to or received by or on behalf of such employee shall be deducted from

the amount carried on the payroll for such employee or shall be assigned to the County of Cumberland by the insurance carrier or the employee.

Whenever the County designated or accepted physician shall report in writing that the employee is fit to resume his or her duties, such employee shall forthwith report for duty.

Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the County may, at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by a County designated physician or other physician acceptable to the County.

Any employee on injury leave, resulting from injury while on duty, shall continue to accrue sick leave credits while his name remains on the payroll.

ARTICLE XIX

LEAVE OF ABSENCE

A. General Leave

Leaves of absence except as otherwise expanded herein, are to be administered according to the provisions of the New Jersey Administrative Code, Title 4, Department of the Civil Service.

B. Personal Leave

1. All employees covered in the contract shall be granted an annual allowance of three (3) days personal leave with

pay. Newly hired employees shall be credited with the right to use such three personal days at the rate of one (1) day for each four (4) months of service.

2. Personal leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation shall be cancelled. Unlike other leaves, when an employee separates, there shall be no reduction or repayment of funds for the day already used in the calendar year of separation.

The employee must notify his supervisor at least forty-eight (48) hours in advance except in extreme emergency, whereby the supervisor may waive this requirement. Such personal day will be granted if there is no undue burden upon work requirements. The Employer will make every reasonable effort to grant employees days off requested.

3. Priority in granting such request for personal leave:

(a) Emergencies

(b) Observation of religious or other days of celebration

(c) Employee personal business

4. Personal leave may be taken in conjunction with other types of paid leave.

C. Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of State, the leave of absence shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey.

Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, grandchildren, brother, sister, mother-in-law, father-in-law, son-in-law, and daughter-in-law and members of the family living in the same household with the employee. Proof of death may be required.

D. Leave for attendance at New Jersey Civil Service Association Convention

Council delegates will be afforded leave with pay to attend the Annual Convention specified herein, namely:

"New Jersey Civil Service Association Convention"

Leave will be granted to not more than one delegate at large at any one time who are authorized by the New Jersey Civil Service Council #18.

Written notice, from the Council of the authorization of each such delegate to utilize such leave time shall be given to

the Employer at least fourteen (14) days in advance of the date or dates of such Convention.

E. Military Service

1. An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States who is required to undergo field training shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his Commanding Officer prior to the effective date of such leave. Such leave of absence shall not exceed two (2) weeks.

2. Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein with the Armed Forces of this State at the time of war or emergency pursuant to or in connection with the operation of any system of Selected Service. Employees having only temporary status who went on active duty with the Armed Forces of the United States shall be regarded as having resigned.

3. Any employee shall be given time off without loss of pay when:

(a) Performing jury duty

(b) Commanded to appear as a witness and not a party before a Court, Legislative Committee, or Judicial or Quasi

Judicial Body, other than in connection with the performance of his duty as employee.

(c) Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the President, for a period not to exceed two (2) weeks.

4. Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other rights, privileges or benefits of employees.

ARTICLE XX

HEALTH INSURANCE

A. Full-time employees shall continue to be provided health benefits in accordance with the terms of the contract between the parties expiring December 31, 1985.

B. When an authorized leave of absence without pay due to illness or other emergency leave is granted, health insurance benefits will be provided by the County, for the first thirty (30) days of leave.

C. Where an employee is injured on the job, health insurance benefits will continue to be provided by the County, at its discretion for a period of not to exceed one year from the date of injury providing said injury is recognized as eligible for Workmen's Compensation.

D. It shall be understood that health benefits coverage described in this article shall pertain to the County Health Plan.

E. The aforementioned health benefit coverage will become effective ninety (90) days after date of employment.

ARTICLE XXI

LIFE INSURANCE

Employer will continue to provide full-time employees with the same life insurance coverage as before. Such coverage shall become effective ninety (90) days after date of employment.

When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for workmen's compensation.

ARTICLE XXII

CREDITS FOR EMPLOYEES

A. The Employer agrees to relieve the employees' expense of a Physical Examination when it is required by the employer;

B. Mileage Allowance for authorized use of personal automobile will be at the rate of twenty (20) cents a mile. If

mileage allowances are increased for other County employees, such increases will be effective for those under this Agreement.

C. It is agreed that the Employer will pay to all employees covered by this Agreement, a sum of \$3.50 for each mealtime the employee would normally experience while he was requested to perform emergency work after his normal workday ended such as removing ice and/or snow.

D. All employees in this unit shall be supplied gloves and boots when necessary for their work plus all other safety equipment required of their job for their health and protection. All safety items will be worn.

E. It is agreed that these employees will receive additional insurance benefits, health benefits, increases in vacations, holidays and all other fringe benefits if these fringe benefits are generally granted to other county employees.

F. If an employee covered by this agreement accidentally breaks his personal glasses while performing his work duties, the employer will pay for the repair of such glasses upon receipt of an affidavit from the employee stating the facts of the accident. The employee shall submit a paid receipt for the broken glasses to the employer in order to be reimbursed.

ARTICLE XXIII

RETIREMENT

A permanent employee who enters retirement and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive fifty percent (50%) of his/her accumulated sick time as severance pay, said payment not to exceed \$6,000.00. This payment shall be paid in a lump sum after the effective date of retirement, or at a mutually agreed time within reason between the retired employee and Employer.

ARTICLE XXIV

SENIORITY

A. Seniority once an employee becomes a permanent employee is defined as an employee's total length of continuous service with the Employer, beginning with his original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by Civil Service. Employees promoted to positions outside this Agreement shall maintain their seniority in prior position for a period of one (1) year. The parties recognize the abolishment of the Mosquito Commission and the inclusion of the employees named in this agreement into the general county work force. Said action shall not diminish the seniority rights of employees affected by this agreement.

B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply:

1. If hired prior to the effective date of this Agreement, seniority preference among such employee shall be determined by the order in which such employees are already shown on the Employer's payroll records.

2. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in accordance with Civil Service Rules and Regulations or in alphabetical order whichever is applicable.

ARTICLE XXV

GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without the intervention of the Council. There shall be no meeting of management

which results in disciplinary action unless the employee has been given the right to have a Council representative present with him.

B. Definition

The term "Grievance" means any complaint, dispute or controversy concerning the interpretation, application or operation of this Agreement. Only one subject matter can be conferred in any one grievance and the article number must be specified on the Grievance Form.

Where the grievance involves an alleged violation of rights and privileges specified in Civil Service law and rules for which there is specific appeal to Civil Service, this matter shall be presented to Civil Service directly.

The Employer and the Union agree in conjunction with the Grievance Procedure that each will give reasonable consideration to requests of the other party for meetings to discuss grievances pending at any step of the grievance procedure.

C. Any grievance, dispute or complaint that might arise between the parties shall be settled as set forth in the following:

(i) Employee Grievances

Step 1. The grievance shall be taken up with the employee's Administrative Supervisor, in writing within five (5) working days of the occurrence or within five (5) working days,

after he would reasonably be expected to know of its occurrence. Failure to act within said five (5) days shall be deemed to constitute an abandonment of the grievance. Upon proper presentation of a grievance, the Supervisor shall then attempt to adjust the matter and shall respond within five (5) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing, by the Council and the employee to the Department Head within five (5) working days following the determination of Step 1. The Department Head shall meet with the Council and/or employee and respond in writing within five (5) working days, after the receipt of the grievance.

Step 3. If the grievance still remains unadjusted, it shall be presented by the Council and the employee to the Personnel Committee of the Board of Freeholders in writing within five (5) working days after the response from the Department Head is due. A hearing may be requested before Employer's Personnel Committee.

The Employer's Personnel Committee will render its decision within ten (10) working days.

The Council shall have 30 days after this period to submit the grievance to the American Arbitration Association to be handled in accordance with the normal Rules and Regulations of the American Arbitration Association. The decision of the arbitrator shall be final and binding upon both parties. The

arbitrator shall have no authority to render an award which goes beyond the provisions of this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

Should employees elect to proceed under this Article they shall not have the right then to proceed on the same grievance within the Civil Service Rules and Regulations. If the employee proceeds under the Civil Service Rules and Regulations he shall have no rights under this Article.

(ii) Employer Grievances

If the Employer has a grievance against the Council it shall present its grievance to the Council in writing within five (5) working days of the occurrence or within ten (10) working days after it would reasonably be expected to know of the occurrence. Failure to act within the said five (5) days shall be deemed to constitute an abandonment of the grievance.

The Council shall respond to Employer within ten (10) working days. If the grievance remains unadjusted it shall be presented at a meeting of employer's representatives and representatives of the Council.

The Employer shall have thirty (30) days after this period to submit the grievance to the American Arbitration Association. The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render an award which goes beyond the provisions of

this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

ARTICLE XXVI

STEWARDS

It is agreed that there shall be one steward representing the employees.

Stewards in administering the collective bargaining agreement shall conduct their business wherever possible on non-working time. When it is necessary to do it on working time, interference with work shall be kept to an absolute minimum. The Steward shall notify and get approval from his supervisor prior to leaving work and such approval shall not be unreasonably withheld.

ARTICLE XXVII

CHECKOFF

The Employer agrees to deduct the Council monthly membership dues from the pay of those employees who individually request in writing that such deductions be made by executing an authorization assignment form acceptable to the Employer. The amounts to be deducted shall be certified to the Employer by the Treasurer of the Council and the aggregate deductions of all employees shall be remitted after each pay period in which deductions were made to the Treasurer of the Council together with a list of names of all employees for whom the deductions were made. It is understood that such authorizations shall remain in effect

for the term of this Agreement providing it does not contravene any Law.

Any written designation to terminate the deduction of Council dues by an employee of said unit must be received in writing by the Employer and filing of notices of withdrawal shall halt deductions as of January 1st, next succeeding the date on which the notice of withdrawal is filed. (See Exhibit "C") Dues deductions for any Employee shall be limited to the Association members only.

ARTICLE XXVIII

MISCELLANEOUS

1. Perspective applicants referred by the Council for job openings will be considered on an equal basis with other applicants.

2. Job vacancies shall be posted in accordance with Civil Service Rules and Regulations.

3. The Council shall be notified when layoffs are required in order that there may be discussion concerning the transfer of affected employees to other vacant positions.

4. If it is necessary to subcontract work the Council shall be notified in advance of the subcontract which would result in layoffs in order to discuss the reasons for the subcontracting.

5. The Council shall be notified of employees who are discharged.

6. Employees who are promoted from positions within the bargaining unit to positions outside the bargaining unit shall retain their seniority rights for a period of one year.

ARTICLE XXIX

LONGEVITY

A. Effective January 2, 1985, longevity pay will be paid in accordance with the longevity program adopted by Freeholder Resolution #111 in the year 1970 and any amendments and supplements thereto.

5-9 years of service	\$100.00	each year
10-14 years of service.....	200.00	each year
15-19 years of service.....	300.00	each year
20-24 years of service.....	400.00	each year
25 years or service and thereafter....	500.00	each year

Years of service means the employee's total length of continuous service beginning with his original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by Civil Service.

Longevity is to be paid on the employee's anniversary date.

ARTICLE XXX

DURATION

This Agreement shall be effective as of January 1, 1986, except as otherwise expressly provided herein, until the

31st day of December, 1988 and shall be automatically renewed from year to year thereafter, unless either party gives at least sixty (60) days written notice to terminate or modify this agreement. This agreement shall remain in full force and effect during this period of negotiations and until the new agreement is formally agreed to.

This Agreement between the County of Cumberland and the New Jersey Civil Service Association, Council #18, has been executed this _____ day of _____, 1987.

County of Cumberland

The New Jersey Civil Service Association, Council #18

[Handwritten signature]

[Handwritten signature]

[Handwritten signature]

Ernest Di Palma - President

Lambert A. Newbirk

SCHEDULE A

Harold Hymer

Walter Goodwin

John H. Tompkins

Harry Reeves

Lambert Newkirk

Douglas McCormick

Russell Johnson

Paul Wurtzel

Jane Parent

SCHEDULE B.

SALARY AND WAGE INCREASES

All employees employed on and appearing on payroll as of January 1, 1986, shall receive a retroactive increase from January 1, 1986 or date of hire.

Base Salary shall be increased, for 1986 in the amount of \$750.00 for each employee, and in 1987, \$750.00 for each employee and in 1988, \$750.00 for each employee, and shall include all hours worked, and the wage increase shall be prorated for part-time employees.