

AGREEMENT BETWEEN
Winslow Township
THE TOWNSHIP OF WINSLOW AND

CAMDEN COUNTY COUNCIL 10 N.J.C.S.A.

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INSTITUTE OF MANAGEMENT
OCT 19 1989
RUTGERS UNIVERSITY

1. Preamble

WHEREAS, the above parties entered into a contract signed on March 24, 1988 covering the period January 1, 1987 to December 31, 1988, and

WHEREAS, numerous bargaining sessions have been held, and

WHEREAS, certain changes and modifications have been agreed to,

NOW, THEREFORE, the parties agree that the contract between them for the period January 1, 1989 to December 31, 1990 shall be the same contract as governed the period January 1, 1987 to December 31, 1988, except as changed or modified in this contract.

2. Article VIII - Rates of pay

a) Article VIII (D)(2) is revised to read:

"The Township shall provide and maintain the uniforms of all full time, permanent, non-clerical employees in Public Works, Parks and Recreation, Public Buildings and Grounds, and Water and Sewer Departments. In addition, the Township shall provide two (2) hooded jackets for sanitation laborers and one (1) hooded jacket for water and sewer pumping station repairers, water meter repairers water repairers and mechanics AND GARAGE ATTENDANTS. *AKK*

AKK

January 1, 1989 - December 31 1990

b) Article VIII (E) is revised to read:

"Employees covered under this agreement will receive pay changes or increases as follows:

Beginning January 1, 1989, there shall be a five percent (5%) salary increase, across the board.

Beginning January 1, 1990, there shall be a seven percent (7%) salary increase, across the board.

3. Article IX - Insurance

Article IX - Insurance is revised by adding new paragraphs B and C reading as follows:

"B. The Township agrees to allow the Employees covered by this agreement, after retirement, to purchase at the employee's expense, the Township's Group Health Insurance, at the group rate until the employee decides to terminate such coverage."

"C. As it applies to non-accident disability insurance, the Township may purchase such coverage with a twelve (12) calendar day eligibility period, effective in the second year of this contract (1/1/90)."

4. Article XXI - Differential Pay

Article XXI - Differential Pay is revised by adding a new section B reading as follows:

"B. Differential pay shall be accumulated and be paid one time per year in the final paycheck of the appropriate contract year."

5. Article XXIII through XXXI

Articles XXIII through XXXI, inclusive, shall be renumbered to be Articles XXIV to XXXII, inclusive.

6. Article XXIII - Longevity

There shall be a new Article XXIII - Longevity reading as follows:

A. Longevity pay will be granted annually on or about December 1 of each contract year, in a separate check to all full time members of the bargaining unit with five or more years full time service on that date, as per the following schedule:

	<u>1989</u>	<u>1990</u>
Five Years Service	250	350
Ten Years Service	500	600
Fifteen Years Service	750	850
Twenty Years Service	1,000	1,100

B. If an employee leaves the service of the Township prior to December 1, longevity based on length of service, shall be pro-rated and paid on or about December 1.

C. If an employee dies, the longevity shall be pro-rated and paid to the estate as soon as practicable.

D. Eligibility for longevity shall include continuous full time service with the Township only. A layoff by the Township, and recall within two (2) years shall not be considered a break in service, but the actual layoff time shall not be counted as part of the service.

E. Any member suspended for thirty (30) days or more or who takes authorized voluntary leave of absence shall lose their pro-rata share of the longevity payment for the period of suspension or authorized voluntary leave of absence.

F. Longevity payments shall not be considered salary for pay change or increase purposes, nor shall they be considered as part of base salary.

7. Article XXXIII - Duration

Article XXXII - Duration shall be renumbered Article XXXIII and shall read as follows:

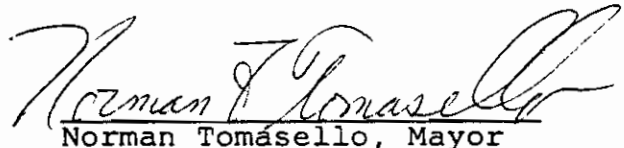
This agreement shall be in force and effect as of January 1, 1989 and shall remain in effect to and including December 31, 1990, without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no sooner than one hundred fifty (150) nor later than one hundred twenty (120) days prior to the expiration of this agreement of a desire to change, modify or terminate this agreement."

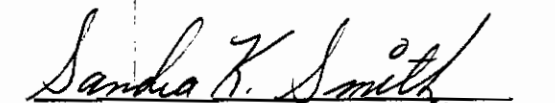
In Witness Whereof the parties hereunto set their hands and seals this 20th day of September, 1989.

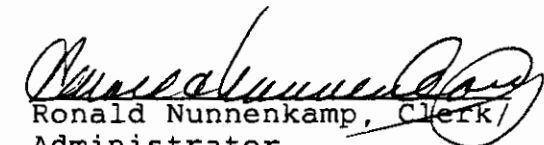
Camden County
Council No. 10 N.J.C.S.A.

Winslow Township


Richard Riggs, President


Norman Tomaseello, Mayor


Member Winslow Township
Council 10 Negotiating Team
(Authorized at a general
meeting held
~~August 18~~, 1989)
September


Ronald Nunnenkamp, Clerk/
Administrator
(Authorized by Resolution
, adopted
~~August 30~~, 1989)
September

LAW OFFICES

Ralph J. Kmiec

498 NORTH KINGS HIGHWAY, SUITE 204
CHERRY HILL, NEW JERSEY 08034

(609) 667-7790

TELEX NO.

(609) 667-7118

Action
Orig in w/conten...
S. Smith
TREASURY
A. Rumpf & Associates

September 28, 1989

HAND DELIVERED

Mr. Ronald C. Nunnenkamp, RMC
Township Clerk/Administrator
Winslow Township
Route 73
Braddock, New Jersey 08037

Re: Council 10

Dear Ron:

Enclosed please find original and one (1) copy of the agreement between the Township of Winslow and Council 10 which was authorized by the Council 10 general membership on September 18, 1989 and ratification by the Township Committee on September 20, 1989.

You will note that the type date is August and I have changed the same to September to conform to the date of the signature.

I am forwarding one (1) copy of the same to Richard Riggs, President of Council 10.

Perhaps you should get enough copies to Sandy Smith or Amelia Rumpf for all members of the negotiating team.

Very truly yours,



Ralph J. Kmiec, Esquire

RJK:sac

Encl.

cc: Richard Riggs (w/encl.)