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**PART-TIME  
TOLL  
DEPARTMENT  
EMPLOYEES  
AGREEMENT**



October 1, 1993 through September 30, 1996

PART-TIME TOLL DEPARTMENT EMPLOYEES AGREEMENT

BETWEEN

BURLINGTON COUNTY BRIDGE COMMISSION

AND

LOCAL 1944, INTERNATIONAL FEDERATION OF  
PROFESSIONAL AND TECHNICAL ENGINEERS,  
AFL-CIO

October 1, 1993 through September 30, 1996

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**LOCAL 194A, IFFTE, AFL/CIO  
and  
BURLINGTON COUNTY BRIDGE COMMISSION**

**PREAMBLE**

THIS AGREEMENT entered into this 1st day of October, 1993, by and between the BURLINGTON COUNTY BRIDGE COMMISSION in the County of Burlington, New Jersey, hereinafter called the "Commission", and LOCAL 194A, INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, AFL/CIO, hereinafter called the "Union", represents the complete and final understanding on all bargainable issues between the Commission and the Union

**ARTICLE I  
RECOGNITION**

SECTION 1. The Commission recognizes the Union as the majority representative of all part-time toll employees of the Commission in accordance with and pursuant to Chapter 303, P.L. 1968 (N.J.S.A. 34A-1 et seq.) as certified by the Public Employment Relations Commission (Docket No. RO-86-24) dated June 19, 1986

SECTION 2. It is further recognized that the Burlington County Bridge Commission derives its authority and operates in conformance with N.J.S.A. 27:19-26 et seq., and the employees of the Bridge Commission are public employees under this

authority and, as such, are covered under the Public Employees' Retirement System under the appropriate section of N.J.S.A. 43:15A-1 et seq.

SECTION 3 Part-time employees are defined as employees who work less than either an eight (8) hour day or five (5) day week on a regular basis and excludes all regular, full-time employees of the Commission.

## ARTICLE II

### INTENT AND PURPOSE

SECTION 1 It is the intent and purpose of the parties hereto, in entering into this Agreement, to maintain and promote harmonious relations and close cooperation between the Commission and its employees and to set forth herein the entire agreement to be observed by the parties hereto covering terms and conditions of employment.

SECTION 2 The Commission and the Union agree that there shall be no discrimination against any employee because of race, creed, color, age, religion, sex, national origin or political affiliation.

SECTION 3 The Commission and the Union agree that all employees covered under this Agreement have the right without fear of penalty or reprisal to form, join and assist any employee organization or to refrain from any such activity. There shall be no discrimination by the Commission or the Union against any employee because of the employee's membership or non-membership or activity or non-activity in the Union.

## ARTICLE III HOURS OF WORK

SECTION 1 The Commission shall have the authority to regulate the hours of work and type of shifts affecting part-time employees.

SECTION 2 It is recognized that employees, as part-timers, have second call on work assigned with first call going to regular, full-time employees. However, part-time employees, as year-round employees, shall have preference over college student employees except during the period beginning May 1st and ending September 15th of each year.

SECTION 3 All part-time employees shall notify supervision, in writing, as to their availability for work and of any change in their availability for work.

SECTION 4 Except where not possible because of emergency or expediency, part-time employees will receive first offers of work prior to making such work available for college students as overtime (beyond forty (40) hours in a work week or eight (8) hours in a work day).

SECTION 5 Part-time employees will be paid at the rate of time and one-half for all hours worked in excess of eight (8) in a work day or forty (40) in a work week.

## ARTICLE IV

### FULL-TIME EMPLOYMENT

SECTION 1 Part-time employees will be the first to be offered full-time positions when and if a vacancy is declared by the Commission and/or when and if additional

personnel are required. Part-time employees who would like to be considered for full-time employment shall notify the Executive Director in writing.

SECTION 2. If a part-time employee is transferred to a full-time position, he/she shall be credited with one (1) year of seniority for each 2,000 hours worked in the part-time position.

ARTICLE V

WAGES AND LONGEVITY

SECTION 1. Employees shall be paid on the basis of a four (4) step scale based on hours worked. Current wage scales are attached hereto and are a part of this Agreement. The first step shall represent the "Probationary Rate". Employees will advance along the wage scale on the basis of hours, attaining each higher step at the conclusion of each 1,000 hours worked.

SECTION 2. Effective October 1, 1993, employees will receive a \$.25/hr shift differential for shifts starting after 12:00 noon and a \$.35/hr shift differential for shifts starting after 6:00 p.m.

SECTION 3. Employees shall receive a longevity payment which shall be paid with the first pay in December of each year. To be eligible, an employee must reach the required years of service, effective his/her anniversary date and be an employee on the December payment date as follows:

	10/1/93	10/1/94	10/1/95
a. An employee with 5 to 9 years of service shall receive:	\$275.00	\$300.00	\$325.00
b. An employee with 10 to 14 years of service shall receive:	\$375.00	\$400.00	\$425.00
c. An employee with 15 to 19 years of service shall receive:	\$475.00	\$500.00	\$525.00
d. An employee with 20 years or more of service shall receive:	\$525.00	\$550.00	\$575.00
e. Longevity payments shall not be cumulative.			
f. A "year of service" for longevity purposes shall mean a calendar year of employment where the employee works a minimum of 560 hours.			

SECTION 3. Employees working on the following holidays shall be paid at the rate of double time:

Memorial Day	Labor Day	Christmas Day
Independence Day	Thanksgiving Day	New Years Day

For all other recognized holidays (as set out in the Toll Department Agreement) worked, employees shall be paid at the rate of one and one-half (1-1/2) times the regular straight time pay.

SECTION 4. When an employee is called in for work, he/she shall be guaranteed a minimum of two (2) hours pay.

ARTICLE VI

UNIFORM AND CLEANING ALLOWANCE

SECTION 1. The Commission shall provide each employee required to wear a uniform with an adequate supply of uniforms as determined by the Commission

SECTION 2. The Commission shall provide each employee, who works a minimum of 420 hours with one (1) pair of shoes, annually, consistent with the colors of the uniforms and employees shall be required to wear such shoes while on duty unless medically prevented from doing so

SECTION 3. Effective 4/1/94 the Commission agrees to pay to the employees the sum of \$60.00 for each 420 hours worked in a calendar year for a cleaning allowance.

Effective 4/1/95 the Commission agrees to pay to the employees the sum of \$70.00 for each 420 hours worked in a calendar year for a cleaning allowance.

Effective 4/1/96 the Commission agrees to pay to the employees the sum of \$80.00 for each 420 hours worked in a calendar year for a cleaning allowance.

ARTICLE VII

OVERTIME MEAL ALLOWANCE AND PAYMENT IN LIEU OF BENEFITS

SECTION 1. MEAL ALLOWANCE. When an employee works twelve (12) or more consecutive hours of which at least four (4) hours are in addition to the hours that were scheduled at the start of his/her working hours, he/she will be paid a meal allowance for every five (5) continuous hours worked thereafter; he/she will be paid a meal allowance. The meal allowance shall be as follows:

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October 1, 1993 - \$10.00

October 1, 1994 - \$10.50

October 1, 1995 - \$11.00

ARTICLE VIII

DUES CHECK OFF AND AGENCY SHOP

SECTION 1. The Commission agrees to deduct from the salaries of employees subject to this Agreement dues for the Union. Such deduction shall be made in compliance with N.J.S.A. 52-14-1.5-9e as amended

SECTION 2. A check off shall commence for each employee who signs an authorization card beginning with the first paycheck of the month next following the date of receipt of authorization by the Commission

SECTION 3. The Union agrees to certify to the Commission, in writing, any change in the rate and terms of deductions of the Union, signed by the Secretary-Treasurer. Such change shall become effective with the first paycheck of the month next following the date of receipt by the Commission

SECTION 4. The Commission agrees to deduct a fair share fee of 85% of dues from the earnings of those employees who either elect not to become a member of the Union or withdraw from the Union and transmit the fee to the Union

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**ARTICLE IX  
GRIEVANCE PROCEDURE**

**SECTION 1.** Each employee shall have the right to file a grievance through the Union representative and with the assistance of the Union.

**Step 1.** A grievance shall first be discussed with the appropriate supervisor at the respective bridges within ten (10) days of the occurrence. Every effort shall be made to resolve this problem informally at this level. If required, the supervisor shall make whatever investigation is necessary and shall provide an oral answer to the employee and the Union within two (2) working days after the date of the discussion.

**Step 2.** If the employee is dissatisfied with this decision, the grievance may be submitted in writing, to the Toll Inspector or the Department Head within three (3) working days after receipt of the response at Step 1. The grievant shall stipulate the specific nature of the complaint, the result of the previous step and the basis for the dissatisfaction with the first step answer. The management person shall render a decision within five (5) working days after submission of the grievance.

**Step 3.** If the employee is still not satisfied, he/she may proceed to submit the problem to the Executive Director by sending a copy of the original grievance and the written answer received at Step 2. The Executive Director or his/her designee shall hold a meeting with the employee and his/her representative, and the Executive Director shall render a decision in writing within ten (10) working days after the meeting. This shall be the final step of the grievance procedure.

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**SECTION 2.** Employees may be disciplined and/or discharged for just cause.

**ARTICLE X  
DURATION**

**SECTION 1.** This Agreement shall be effective as of October 1, 1993. It shall be binding on the Commission and the Union through September 30, 1996 and thereafter from year to year unless either party hereto shall notify the other in writing, at least 120 days prior to the expiration of the term or any extended term of this Agreement of a desire to make a change in the Agreement or renegotiate a new contract.

**SECTION 2.** If either party gives notice to the other pursuant to Section 1 of this Article then, within ten (10) days from the service of said notice, representatives of the Commission and Union shall meet to begin discussions and negotiations.

**SECTION 3.** Either party to this Agreement may, during the term of this Agreement, request to meet and discuss additions and/or deletions from the Agreement except, however, that neither party is required to agree to any change.

**ARTICLE XI  
MISCELLANEOUS**

**SECTION 1.** A copy of this Agreement shall be provided to each member of the unit at the time of its execution and to each new employee covered under the Agreement at the time of said employee's hire.

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SECTION 2. Any problems or difficulties as to the application of the terms of this

Agreement between the Commission and the Union shall be resolved by a meeting

between the parties at which time an effort will be made to resolve any misunderstanding or misinterpretation. Such meeting will take place not more than ten (10) days following such a request from either party to the other

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed under their hand and seal.

LOCAL 1944, INTERNATIONAL  
FEDERATION OF PROFESSIONAL  
AND TECHNICAL ENGINEERS,  
AFL/CIO (PART-TIME EMPLOYEES)

By: Edward K. Chrupcala  
EDWARD CHRUPCALA  
President

By: Francis A. Forst  
FRANCIS A. FORST

BURLINGTON COUNTY  
BRIDGE COMMISSION

By: J. Garfield Demarco  
J. GARFIELD DEMARCO  
Chairman

By: Dorothy T. Seiss  
DOROTHY T. SEISS  
Secretary-Treasurer

WAGE SCALE

	<u>October 1, 1993</u>	<u>Step (3)</u>	<u>Step (4)</u>
<u>Step (1)</u>	\$9.00	\$10.52	\$12.46
<u>Step (2)</u>	\$9.36	\$10.94	\$12.96

	<u>October 1, 1994</u>	<u>Step (3)</u>	<u>Step (4)</u>
<u>Step (1)</u>	\$9.64	\$11.27	\$13.35
<u>Step (2)</u>	\$9.64	\$11.27	\$13.35

Employees shall move to the next step on the wage scale upon completion of 1,000 hours of work at each step

All part-time employees will receive a one-time lump-sum payment of \$500.00, payable on October 5, 1993