

AUG 27

A G R E E M E N T

BETWEEN

THE BOROUGH OF WOOD-RIDGE

AND

NJELU NO. 1/SEIU Local 1988
(BLUE-COLLAR UNIT)

JANUARY 1, 1990 through DECEMBER 31, 1992

LAW OFFICES:

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ARTICLE I - RECOGNITION AND DEFINITIONS

The Borough hereby recognizes the Union as the exclusive representative of the employees in the negotiating Unit of all "blue collar" employees employed by the Borough. Attached hereto as Schedule "A" is a list of all titles covered by this Agreement.

ARTICLE II - TERM

This Agreement shall be in force from January 1, 1990, through December 31, 1992.

ARTICLE III - COLLECTIVE NEGOTIATING PROCEDURE

1. Collective negotiations with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized negotiating agent of each of the parties. Not more than three (3) representatives of each party, plus counsel and two (2) experts, shall participate in collective negotiating meetings, except by consent of both parties.

2. Collective negotiations for the contract period beginning January 1, 1993, shall commence on or about September 1, 1992.

3. Union representatives (not exceeding the number shown in Section 1 above) on duty during the periods agreed upon for negotiations shall be permitted to attend scheduled negotiation sessions without loss of pay. No other payment will be made to Union representatives for the negotiating sessions.

ARTICLE IV – MANAGEMENT RIGHTS

Nothing in this Contract shall abrogate the management rights of the elected or appointed officials in charge of the various departments of Borough government. Except as otherwise provided herein, the Borough retains the exclusive right to hire, direct and schedule the working force; to plan, direct and control operations; to discontinue, reorganize or combine any department with any consequent reduction or other changes in the working force observing demotional rights established by Civil Service procedures; to introduce new or improved methods or facilities regardless of whether or not the same cause a reduction in the working force, and in all respects to carry out the ordinary and customary functions of management, including the establishment of such operational rules as it shall deem advisable. Further, no management prerogative reserved solely to the discretion of the Borough by the terms of this Agreement shall be made the subject of a grievance.

ARTICLE V - DISCRIMINATION AND COERCION

There shall be no discrimination, interference or coercion by the Borough or any of its agents against the employees represented by the Union because of membership or activity in the Union. The Union, or any of its agents, shall not intimidate or coerce employees into membership. Neither the Borough nor the Union shall discriminate against any employee because of race, creed, color, age, sex or national origin.

ARTICLE VI - SALARIES AND WAGES

1. Effective January 1, 1990, each employee covered by this agreement shall receive a pay increase in an amount equal to 7% of his or her base annual salary as of December 31, 1989. In addition, salaries and wages shall be paid as set forth in Schedule B attached hereto, and in accordance with the salary step system contained therein.

2. Effective January 1, 1991, each employee covered by this Agreement shall receive a pay increase in an amount equal to 7% of his or her base annual salary as of December 31, 1990. In addition, salaries and wages shall be paid as set forth in Schedule B attached hereto, and in accordance with the salary step system contained therein.

3. Effective January 1, 1992, each employee covered by this Agreement shall receive a pay increase in an amount equal to 7% of his or her base annual salary as of December 31, 1991. In addition, salaries and wages shall be paid as set forth in Schedules B-D attached hereto, and in accordance with the salary step system contained therein.

4. As to those employees commencing employment with the Borough after the date of this Agreement, the Borough shall place such employees on the lowest salary step of their title as set forth in the appropriate Schedule annexed to this Agreement. Thereafter, in addition to any other salary increases which may be negotiated, each such employee shall, on the anniversary date of his or her hiring,

move into the next step for such employee's job title as indicated in Schedule B; such that, commencing with the fourth (4th) year of employment, such employee shall be receiving the maximum pay for an employee in that title. For all employees covered by this Agreement who are not at maximum, each such employee shall be placed on that step contained in Schedule B of this Agreement corresponding to such employee's length of service as of January 1, 1990.

ARTICLE VII - LONGEVITY

1. In computing the number of years worked by an employee for longevity purposes, the date of hire of the employee shall be deemed to be January 1st of the year of hire.

2. Employees shall receive as longevity payments, on an annual basis, amounts as set forth hereinafter:

Five through nine years of service	\$ 500.00
Ten through fifteen years of service	\$ 900.00
Sixteen through nineteen years of service	\$1,100.00
Twenty years of service and over	\$1,400.00

3. Longevity payments shall be added to the employee's salary.

4. At the time of retirement, the employee shall be paid all longevity payments payable to the year of his or her retirement.

ARTICLE VIII - HEALTH BENEFITS

1. The Borough shall provide and pay for the same or a substantially similar health benefits insurance program as was in effect during the year 1989 which program shall provide medical and hospitalization cost payments on behalf of the employee and the employee's eligible dependents.

2. Employees shall receive a prescription plan, the premiums for which shall be paid by the Borough, and which shall provide for the employee to pay the initial One (\$1.00) Dollar cost for each prescription. Employee's dependents eligible under the terms of the policy shall also be provided Borough-paid coverage.

3. Each employee shall receive the vision program currently provided by Travelers Insurance Co., the premium for which is borne by the Borough.

4. Each employee covered by the Agreement shall be entitled to be reimbursed by the Borough for the cost of the tetanus shot every five years.

ARTICLE IX - PERSONAL LEAVE

Each employee in the Blue Collar Unit shall be entitled to take three (3) personal days in each year of this Agreement. Personal leave days may not be accrued. Department Heads must be notified in advance and, except in case of emergency, prior approval of the Department Head must be obtained.

ARTICLE X - WORK SCHEDULE - OVERTIME

1. The standard work day and the standard work week shall be the same as that provided by the Borough during the year 1989.

2. Overtime:

Employees who work overtime shall be paid as follows:

A. For hours worked in excess of eight (8) hours in one day or forty (40) hours in one week, payment shall be at time and one-half.

B. For hours worked in excess of sixteen (16) in a twenty-four (24) hour period, payment shall be at double time.

C. For hours worked on Sunday, payment shall be at time and one-half unless the employee's regular work schedule calls for him or her to work on Sunday.

D. For hours worked on a holiday, payment shall be at double (2x) time.

E. The Sewer Plant Attendant assigned to night duty at the Sewer Plant will work a six (6) day week, seven (7) hours per day, constituting a forty-two (42) hour week. The six (6) days shall be Thursday through Tuesday inclusive with Wednesday being his day off. The extra two (2) hours per week will be paid on a "straight time" basis (fifty-two (52) weeks divided by forty (40) hours).

The provisions of Paragraph A shall not apply to this position; however, if said employee shall work in excess of forty-two (42) hours in any one week, he shall be paid at time and one-half.

3. When an employee is called back to duty after the end of his regular tour, he shall be entitled to a minimum payment of three

(3) hours or the actual amount of time worked, whichever is greater.

4. When an employee receives sick pay, vacation pay, or other paid leave during the standard work week, those hours shall be included in the computation of overtime for that period to determine whether the employee is entitled to premium pay for those hours.

5. Overtime List:

Overtime shall be assigned by the Department Head on a rotating basis according to the appropriate job title for the work to be performed. An initial list shall be posted by the Department Head with employees' names arranged according to seniority in each title. Overtime shall be offered to each employee beginning with the name first appearing on the said list and continuing through the list. If the employee does not choose to work overtime, his name shall be placed at the bottom of the overtime list. If an employee does not choose to be considered for any overtime, he shall so indicate to the Department Head in writing and thereafter overtime work shall not be offered to him or her. In the event that thereafter the employee shall desire to have his or her name again placed on the overtime list, he or she shall notify his or her Department Head and his or her name shall thereafter be restored to the bottom of the said list.

In case of emergency, the Department Head shall have the right to call in any employee to work overtime.

ARTICLE XI - PAY DURING ABSENCE

1. Jury Duty:

A leave of absence shall be granted to an employee called for jury duty. This leave of absence shall not be charged against employee's vacation or sick leave privileges. For the time served on the jury, full pay will be given according to the basic rate of pay usually received for a standard work period. Fees received as a juror, other than meal and travel allowances, shall be returned to the Borough.

2. Sick Leave:

(a) If an employee is unable to report to work due to illness or disability, the employee shall receive full pay for the days that the employee was unable to work subject to the provisions of this Article.

(b) In any sick leave of five (5) days or more, a doctor's certificate must be submitted if requested by the Department Head. The Department Head retains the right in sick leave cases under five (5) days to conduct an inquiry into the sick leave request or to require examination by a Borough physician if the Department Head has any questions as to the employee's condition.

(c) Sick leave must be earned before it can be used. Should the employee require none or only a portion of the earned sick leave for any year, the amount not taken accumulates to the employee's credit from year to year during employment.

(d) Sick leave is earned and accumulated in the following

manner:

(1) One (1) working day for each full month of service during the remaining months of the first calendar year of employment and fifteen (15) working days (1-1/4 per month) for each calendar year thereafter. If a new employee begins work after the fourth (4th) day of the month, sick leave is not earned for that month.

(2) The Borough Clerk or his designee shall keep a record of each employee's accumulated sick leave and shall make available to each employee his or her record for inspection.

(e) Part-time employees are eligible for sick leave. The amount earned is proportional to the allowance of a full-time employee and is determined by the number of standard hours worked in each pay period.

(f) Sick leave shall be granted for the following reasons:

(1) Personal illness or accidental disability by reason of which the employee is unable to perform the usual duties of the position.

(2) Serious illness of a member of the employee's immediate family or household (as defined in Funeral Leave) requiring the employee's attention and care. The circumstances of the illness should be of an emergency nature where the employee is required to be in direct attendance for a period not exceed three (3) working days.

3. Injury Leave:

(a) Injury leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an

accident, illness or injury which occurred while the employee was performing duties and which is compensable under the Worker's Compensation statutes or any policy of Worker's Compensation insurance applicable to the said employee.

(b) All payments which shall be made concerning injury leave are subject to the same rules and regulations as Worker's Compensation insurance and shall not be made if the accident is proved to have been due to intoxication or willful misconduct on the part of the employee. If an employee, absent from work due to an accident, illness or injury covered by Worker's Compensation insurance, wilfully fails to fulfill all of the conditions necessary to receive compensation benefits, the employee shall not be entitled to payment of any injury leave benefits from the Borough until such conditions have been fulfilled.

(c) After all injury leave is used, the employee may be granted additional injury leave only upon approval of the Borough. After all injury leave is used, the employee may elect to use any sick leave, vacation or compensatory time due at the time of the injury.

(d) Use of Injury Leave - Employees absent from duty due to an accident, illness or injury compensable under Worker's Compensation statutes or any policy of Worker's Compensation insurance applicable to the said employees and who have completed three (3) months' service with the Borough will be compensated by the Borough on a bi-weekly basis at the regular base pay for a period not in excess of ninety (90) working days for each new and separate injury. Payments

shall be made in either of the following ways:

(i) A check issued by the Borough in the full sum of the employees' base salary. Upon receipt of compensation checks for temporary disability during the said ninety (90) day period, the employees shall endorse those checks over to the Borough. Subject to it being permitted to do so by the applicable Federal and State Law or regulation, the Borough shall record that portion of the salary checks equal to the amount of compensation checks covering partial disability as not being income to the employees for income tax purposes and the W-2 or similar forms sent to the employees at the conclusion of each year shall not show such payments as income, less appropriate deductions.

(ii) A check issued by the Borough in an amount equal to the difference between the employees' base salary and the amount of partial disability Worker's Compensation insurance payments received by the employee during the said ninety (90) day period, less appropriate deductions.

If eligibility for such payments is contested by the Borough, eligibility will be based on the determination of the New Jersey Division of Worker's Compensation under the terms of the New Jersey Workers Compensation Act.

(e) Contested Injuries:

Charges may be made against sick leave accrual, if any, in any case where the Borough is contesting the employee's eligibility for injury leave. In the event that the Worker's Compensation Division,

of active military duty must be presented to the Department Head prior to requesting such leave.

(c) Military Training Leave:

(1) A full-time or part-time employee who is a member of any component of the Armed Forces of the United States of America, and who is required to undergo Military Field Training for a period of up to two (2) weeks, upon request, shall be granted leave of absence with pay to take part in such training. The employee must provide a certified copy of orders for military training to the Department Head prior to requesting leave for such training. Any military pay received by the employee while on military training leave may be retained by the employee and shall be in addition to the regular salary which would have been received from the Borough had such training not been ordered. Except for employees in Section (3) below, when military training leave is granted, it shall be in addition to any vacation leave, sick leave or compensatory time off to which an employee may be entitled.

(2) A full-time or part-time employee who has been continuously employed by the Borough for at least one (1) full year, at the time such military training is to commence, shall be granted a leave of absence with pay as provided in Section (1) above.

(3) A full-time or part-time employee who has not been continuously employed by the Borough for at least one (1) full year at the time military training is to commence may only be granted a leave of absence without pay, unless said employee chooses to utilize

any accrued vacation leave or compensatory time off, for the duration, or any part of, the period of military field training.

ARTICLE XII - VACATION

1. Vacation leave is earned and accumulated in the following manner:

(a) One (1) day per month for the first sixty (60) months;

(b) From the beginning of the sixth (6th) year through and including the tenth (10th) year, employees shall earn vacation at the rate of one and one quarter (1 1/4) days per month (15 days per year);

(c) From the beginning of the eleventh (11th) year through and including the fifteenth (15th) year, employees shall earn vacation at the rate of one and two thirds (1 2/3) days per month (20 days per year);

(d) From the beginning of the sixteenth (16th) year and thereafter, employees shall earn vacation at the rate of two point one (2.1) days per month (25 days per year).

2. Part-time employees shall be eligible for vacation leave. The amount earned shall be proportional to the allowance of a full-time employee and shall be determined by the number of standard hours worked in each pay period and the employee's years of continuous service.

3. Requirements:

(a) When employees complete their first six (6) months of employment, they shall be permitted to take the balance of their vacation leave for that calendar year. Beginning January 1 of each successive year of employment, employees shall be permitted to use,

in advance of earning, the full amount of vacation leave for that year. Any vacation time borrowed under this policy must be earned back by the last period of that calendar year; if this is not done, any negative vacation will either be charged to available compensatory time off time or deducted from the employee's pay.

(b) In the event of termination of employment prior to repayment of advanced vacation leave, the necessary salary adjustments will be made on the employee's final paycheck.

(c) Subject to approval of the Borough Council, earned vacation leave for one (1) calendar year may be carried over and used during the following calendar year only. Except upon termination of employment, the employee will not be allowed to receive pay in place of taking his earned vacation leave.

(d) If an employee resigns with proper notice, or plans to retire, the employee shall be paid for earned and unused vacation leave as of the effective date of termination. In no case may an employee be paid for more than two (2) years of unused vacation leave.

(e) If an employee should die while employed, a sum of money equal to earned and unused vacation leave shall be paid to his or her estate.

(f) The salary paid to an employee while on vacation leave will be the same amount the employee would have earned while working regular straight time hours during vacation period.

(g) Employees on leaves of absence without pay for more than

two (2) weeks in any month do not earn vacation leave for that month.

(h) Employees on approved paid vacation leave or sick leave will continue to accrue vacation leave according to length of service and regular work schedule.

(i) If a holiday, observed by the Borough, occurs during the period of the employee's vacation leave, it is not charged against the balance of the employee's vacation leave and an equivalent day off shall be granted.

(j) Every effort is made to arrange vacation schedules to meet the individuals desires of all departmental employees. When there is conflict in the dates of proposed vacation schedules, preference is given to the employees with seniority. Vacation leave shall be permitted in any month of the calendar for at least one (1) employee at a time, provided the employee has received prior approval of the Superintendent of Public Works, which approval shall not be unreasonably withheld.

(K) Employees shall receive their salary covering the period of vacation prior to commencing vacation to the extent that they have earned and accrued such vacation time and provided that at least a one (1) week vacation is to be taken and the employee has notified his or her Department Head at least thirty (30) days prior to the commencement of the vacation.

ARTICLE XIII - HOLIDAYS

1. The Borough agrees to furnish the following holidays with pay to all employees covered by this Agreement:

New Year's Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Armistice/Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday After Thanksgiving
Independence Day	Christmas Day
Labor Day	Martin Luther King Day

2. General:

(A) If a holiday falls during an employee's vacation, an additional day of vacation shall be granted. If a holiday falls on a Sunday, it will be observed on the following Monday; if a holiday falls on a Saturday, it will be observed on the preceding Friday.

(B) Holidays falling within a period of paid absence will entitle the employee to pay for such holidays. Periods of paid absence are: Sick Leave, Jury Duty Leave, Compensatory Time Off, Vacation Leave, Funeral Leave.

(C) Holidays falling during an unpaid leave of absence will not be credited.

ARTICLE XIV - GRIEVANCE PROCEDURE

1. The purpose of the grievance procedure shall be to settle all grievances between the Borough and the Union as quickly as possible, so as to insure efficiency and promote employees' morale.

2. A grievance shall be defined to mean an alleged violation by an employee, group of employees, or the Union, or by the Borough of any provision of this Agreement.

3. No settlement of a grievance presented by an employee shall contravene the provisions of this Agreement.

4. The procedures shall be as follows:

a. The matter shall be discussed orally with the employee's immediate supervisor within five (5) days of the occurrence giving rise to the grievance. If such discussion does not resolve the grievance, it may be processed to the next step.

b. Within five (5) days, exclusive of Saturday and Sunday, from receiving a final answer from the employee's immediate supervisor, the employee, if dissatisfied, shall present the grievance in writing to the Superintendent of the Department of Public Works, who shall arrange for such meetings and make such investigations as are necessary to give his answer in writing within eight (8) days, exclusive of Saturdays and Sundays, of the receipt of the grievance. If this answer does not resolve the grievance, it may be processed to the next step.

c. Within eight (8) days, exclusive of Saturdays and Sundays, of the transmittal of the written answer by the Superintendent, the

employee or the Union, if dissatisfied, may in writing request a hearing before the Borough Council forwarding all copies of previous correspondence on the matter. The Borough Council shall fix a date for the hearing on the grievance and may conduct the hearing or assign it to a Hearing Officer within fifteen (15) days of receipt of the Grievance. The Borough Council shall issue a written decision to the employee and the Union on the matter within ten (10) days after the final date of the hearing.

d. If the decision of the Borough Council is not satisfactory to the employee or the Union, the employee or the Union shall have the right to submit the grievance to an arbitrator appointed by the parties from the arbitration panel maintained by the Public Employment Relations Commission of the State of New Jersey. The employee or the Union must deliver written notice of its decision to appeal to the Public Employment Relations Commission within ten (10) days of the receipt by the employee and the Union of the Borough Council's decision. The arbitrator shall have full power to hear the grievance and make a final decision, which decision shall neither modify, add to nor subtract from the terms of the Agreement and the referenced policies. The decision of the arbitrator shall be binding on both parties. The cost of the arbitrator and his expense shall be borne equally by both parties, unless otherwise provided by law.

ARTICLE XV - RELEASED TIME

In order to provide for the orderly handling of grievance matters, the Shop Steward shall be released from his or her Borough duties for reasonable periods of time for the purpose of handling grievance matters.

ARTICLE XVI - SENIORITY RIGHTS

1. Full-time employees shall be entitled to recognition for seniority with respect to changes in job assignment, hours or working conditions within that title only.

2. Seniority shall be based on years of employment with the Borough.

3. In the event that layoffs in the Borough become necessary, those layoffs shall be accomplished in reverse order of seniority.

ARTICLE XVII - DUES CHECK OFF

1. Payroll deductions for dues may be made upon the submission by the Union of notification by the employee authorizing the deduction of dues from pay. The Borough Treasurer shall forward dues to the Union once during each three (3) month period. Employees shall have the right to withdraw authority for deduction of dues in accordance with New Jersey State Statutes.

2. The Borough shall deduct from the pay OF all Borough employees covered by this Agreement who are not members of the union or who have not submitted to the Borough written notices authorizing the deduction of dues from the employee's pay, an amount equal to eighty-five (85%) percent of the dues being charged by the union to its members and shall forward that amount to the Union once each three (3) months.

ARTICLE XVIII - OUT OF TITLE WORK

In the event an employee is permanently assigned by the Department Head to perform duties generally performed by an employee in a higher title, the Borough shall pay to the employee a salary equal to the salary of the higher title for those hours worked by the employee at the duties of the said higher title. If no salary has been set for said higher title, the Borough and the Union shall negotiate the amount to be paid to the said employee.

ARTICLE XIX - UNION MEETINGS

The Union shall be permitted to hold membership meetings at the Borough's facilities once each month commencing at 3:00 P.M. on a date to be mutually agreed upon between the Union and the Borough Council. Members of the Union shall be permitted to attend these meetings without loss of pay, unless essential Borough services would be interfered with.

ARTICLE XX - CLOTHING ALLOWANCE

Clothing allowance shall be paid to each employee in the amount of Five Hundred Fifty (\$550.00) Dollars per year, payable on April 1 of each year. Any employee with less than twelve (12) months of service in any one (1) year period as of April 1 will receive a pro-rated amount of Forty-Five Dollars and Eighty-Three (\$45.83) cents for each month of service.

Employees may purchase that required clothing which clothing shall have been approved by the Superintendent of Public Works and shall be uniform in style and color.

ARTICLE XXI - LIFE INSURANCE

The Borough shall provide and pay the premium for a life insurance policy covering the life of each employee in the amount of Ten Thousand (\$10,000.00) Dollars; the privileges and conditions of said policy shall be the same that were applicable to life insurance policies provided by the Borough during the year 1989 for Borough employees.

ARTICLE XXII - SAFETY

1. The Borough shall provide to those employees whose duties include entering sewerage or other drainage systems, safety harnesses, oxygen breathing apparatus, safety glasses, and detection equipment to be utilized in determining the presence of any toxic or hazardous substance in such sewerage or drainage systems without the above equipment.

2. In order to safeguard the health, well being and safety of Borough employees, a safety committee shall be appointed consisting of representatives from the Borough and the employees covered by this Agreement, which committee shall meet periodically and report to the Mayor and Council and to the employees on proposals for improving unsafe or hazardous working conditions. The committee shall solicit from the employees, suggestions as to ways and means of improving working conditions from a safety standpoint.

3. Employees must wear appropriate equipment and/or clothing when performing their duties, e.g., hard hats, goggles, steel tipped shoes, gloves, breath apparatus, masks, etc. as required with the specific duty involved. All employees shall enter and exit vehicles in an appropriate manner.

4. Employees using prescriptive medication shall notify their supervisor so that, if necessary, said employees shall be given more suitable assignments.

ARTICLE XXIII - SEWER PLANT LICENSES

Each employee currently employed in the sewer plant who holds any of the following licenses and who meets the State standard of two (2) years minimum full time work experience shall be paid the following lump sums for all the following licenses annually:

1. \$ 500.00 S1 License
2. \$1,000.00 S2 License
3. \$1,500.00 S3 License
4. \$2,000.00 S4 License

a. This article will have no further applicability following the dismantling of the Wood-Ridge Sewer Plant and the Borough's hookup to the Bergen County Utilities Authority System which is currently expected to occur on or about March 1, 1991. The Borough will pay employees holding the stated licenses proportionately for those months in 1991 that the Sewer Plant remains in operation.

ARTICLE XXIV - TERMINAL BENEFITS

A. Upon the termination of employment, after 20 years of service with the Borough, the Borough shall pay the employees a lump sum payment in an amount equal to one-half ($\frac{1}{2}$) of all earned but unused sick leave accumulated to the date of termination calculated at the last rate of earnings, which payment shall not exceed \$10,000.00. In order to be eligible for the termination benefit payment the employee must have been in good standing as of the date of termination.

A retiring employee shall be permitted to take the lump sum retirement benefit in up to three (3) installments, at the retiree's sole option. said installments may be taken by the retiree, on the first pay of each quarter; however, not over a period in excess of eighteen (18) months from separation from service.

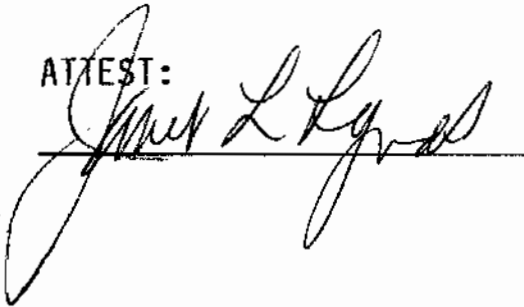
B. The Borough of Wood-Ridge may, with the consent of the employee, buy back on an annual basis a portion of the accrued and unused sick days of any employee. However, the Borough shall not buy back any sick leave which would result in the employee's accrual bank of sick days to fall below the level of 100 days on the date of buy back.

ARTICLE XXV - CONTINUATION OF CONTRACT PROVISIONS

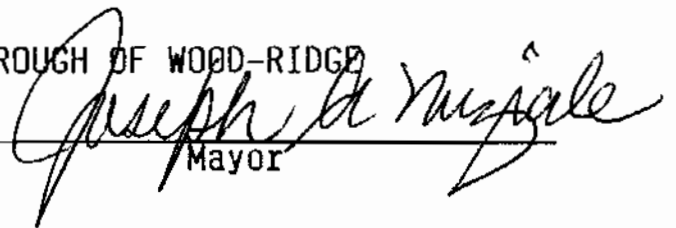
All of the provisions of this Agreement shall continue in full force and effect beyond the stated expiration date set forth herein until a successor Agreement is executed and becomes effective.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed and attested by its proper corporate officers and its corporate seal to be affixed and have hereunto set their hands and seals the day and year first above written.

ATTEST:



BOROUGH OF WOOD-RIDGE

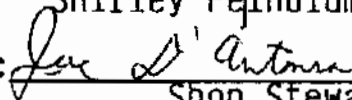


Mayor

NEW JERSEY EMPLOYEES LABOR UNION,
LOCAL #1, WOOD-RIDGE BLUE COLLAR
UNIT

By: 

Shirley Feinblum, President

By: 

Shop Steward

SCHEDULE A

Senior Public Works Repairers
Senior Mechanic
Sewer Plant Attendant
Public Works Repairer
Mechanic
Mechanic & Maintenance Repairer
Building Maintenance Person
Senior Sewer Plant Operator
Laborer

All other employees who may subsequently be employed by the Borough in titles not covered by this Schedule, but which are generally accepted as "blue collar" titles, but excluding all titles above Senior Public Works Repairer.

SCHEDULE B
SALARY STEPS D.P.W. EMPLOYEES

1990

	<u>MINIMUM</u>	<u>STEP ONE</u>	<u>STEP TWO</u>	<u>STEP THREE</u>
Sewer Plant Attendant	\$21,300	\$23,076	\$24,851	\$26,624
Building Maintenance Person	\$18,609	\$20,210	\$21,809	\$23,409
Public Works Repairer	\$23,076	\$25,739	\$28,400	\$31,064
Senior Public Works Repairer*	\$31,507	\$32,218		
Senior Sewer Plant Operator	\$35,945	\$38,829	\$41,714	
Mechanic	\$24,407	\$26,626	\$29,290	\$31,952
Senior Mechanic**	\$32,838	\$34,613	\$36,123	
Mechanic & Maintenance Repairer	\$23,076	\$25,739	\$28,400	\$31,064
Laborer	\$17,746	\$20,036	\$22,203	\$24,075

* Must have four (4) years experience as a repairer or comparable experience.

** Must have four (4) years as mechanic or comparable experience.

Steps will be given on the anniversary date of employment.

SCHEDULE C
SALARY STEPS D.P.W. EMPLOYEES
1991

	<u>MINIMUM</u>	<u>STEP ONE</u>	<u>STEP TWO</u>	<u>STEP THREE</u>
Sewer Plant Attendant	\$22,791	\$24,691	\$26,590	\$28,487
Building Maintenance Person	\$19,912	\$21,625	\$23,335	\$25,048
Public Works Repairer	\$24,691	\$27,541	\$30,388	\$33,239
Senior Public Works Repairer*	\$33,713	\$34,473		
Senior Sewer Plant Operator	\$38,461	\$41,547	\$44,634	
Mechanic	\$26,115	\$28,490	\$31,340	\$34,189
Senior Mechanic**	\$35,137	\$37,036	\$38,652	
Mechanic & Maintenance Repairer	\$24,691	\$27,541	\$30,388	\$33,239
Laborer	\$18,988	\$21,438	\$23,757	\$25,760

* Must have four (4) years experience as a repairer or comparable experience.

** Must have four (4) years as mechanic or comparable experience.

Steps will be given on the anniversary date of employment.

SCHEDULE D
SALARY STEPS D.P.W. EMPLOYEES
1992

	<u>MINIMUM</u>	<u>STEP ONE</u>	<u>STEP TWO</u>	<u>STEP THREE</u>
Sewer Plant Attendant	\$24,387	\$26,419	\$28,452	\$30,482
Building Maintenance Person	\$21,306	\$23,139	\$24,969	\$26,801
Public Works Repairer	\$26,419	\$29,468	\$32,515	\$35,565
Senior Public Works Repairer*	\$36,073	\$36,886		
Senior Sewer Plant Operator	\$41,153	\$44,456	\$47,758	
Mechanic	\$27,943	\$30,484	\$33,534	\$36,582
Senior Mechanic**	\$37,597	\$39,629	\$41,357	
Mechanic & Maintenance Repairer	\$26,419	\$29,468	\$32,515	\$35,565
Laborer	\$20,317	\$22,939	\$25,420	\$27,563

* Must have four (4) years experience as a repairer or comparable experience.

** Must have four (4) years as mechanic or comparable experience. Steps will be given on the anniversary date of employment.