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1/4-11
A G R E E M E N T

Between

BOROUGH OF RINGWOOD

PASSAIC COUNTY, NEW JERSEY

and

LOCAL 286

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA

* * * * *
January 1, 1979 through December 31, 1980
* * * * *

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P R E A M B L E

THIS AGREEMENT made and entered into on _____
_____, by and between the BOROUGH OF RINGWOOD, IN
THE COUNTY OF PASSAIC, a Municipal Corporation of the State of
New Jersey (hereinafter referred to as the "BOROUGH") and LOCAL
286, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS,
WAREHOUSEMEN AND HELPERS OF AMERICA (hereinafter referred to as
the "UNION"), represents the complete and final understanding
on all bargainable issues between the Borough and the Union and
is designed to maintain and promote a harmonious relationship
between the Borough and such of its employees who are covered
by Article I, Recognition, in order that more efficient and
progressive public service may be rendered.

ARTICLE 1

RECOGNITION

In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated January 1, 1975 (Docket No. R.O. 884), the Borough recognizes the Union as the exclusive collective negotiations agent in matters pertaining to wages, hours of work and other conditions of employment for all blue collar and clerical employees employed by the Borough and more specifically enumerated by job title in Appendix A, but excluding all craft and professional employees, policemen, managerial executives, Department Heads, as defined by Pg. 7, Art. 64, Ch. 1, 2, 3, and supervisors within the meaning of the Act, covered in the aforementioned Certification.

ARTICLE II

MANAGEMENT RIGHTS

- A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to signing of the Agreement by the Laws 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 Borough 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 or responsibilities of the Borough, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgement 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 Borough of its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE III

UNION REPRESENTATIVES

- A. Union activities, in addition to the rights of representation set forth in the Grievance Procedure, may be conducted on Borough property provided such activities do not disrupt normal work operations.
- B. The Union shall notify the Borough of its designees of the names or current Union officers and stewards responsible for processing grievances.
- C. The Union shall not conduct membership meetings on Borough property.
- D. Upon written request of the Union and of the employee, the two (2) designated job stewards shall be granted a maximum of five (5) days leave with pay to attend Local 286 mini-conventions and/or seminars provided such leave does not impact Borough operations.

ARTICLE IV

SENIORITY, APPOINTMENT AND TRANSFER

- A. Seniority is defined as the total length of service of an employee with the Borough commencing with his latest date of hire.
- B. In conformance with Civil Service and other applicable regulations, and whenever possible and practicable, employees with the greatest seniority will be given preference in temporary promotions, in layoffs, recalls, shift assignments and vacation schedules.
- C. All regular appointments to positions in the competitive, non-competitive and labor divisions of the classified service shall be subject to a working test period of three (3) months, and the provisions of the applicable Civil Service rules.
- D. The Borough shall provide a copy of the seniority list established as of the last payroll of the calendar year by forwarding a copy to the secretary of the Union.
- E. Transfers may be made by the employer with due regard to the welfare of the employees and the needs of the Borough.
- F. Stewards shall be notified in writing and notices shall be posted, at least ten (10) days prior to any appointment, of the existence of job openings or vacancies.
- G. Openings or vacancies shall be filled pursuant to the requirements of applicable Civil Service rules. However, in temporary promotions, seniority shall apply provided the employee is qualified for such temporary promotion.

ARTICLE V

GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to his problems which may arise affecting the terms and conditions of this Agreement. 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 departmental supervisory staff and having the grievance adjusted without the intervention of the Union.

B. Definition

The term "grievance" as used herein means any controversy arising over the violation, application, interpretation or adherence to the terms and conditions of this Agreement and may be raised by an individual, the Union or the Borough.

- C. The Union business representative shall have the right to participate in all steps of the Grievance Procedure noted below:

D. 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 five (5) working days of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said five (5) working days shall be deemed to

constitute an abandonment of the grievance.

STEP TWO

- a. In the event the grievance has not been resolved at Step One, then within five (5) working days following the determination of the Director of the Department, the matter may be submitted to the Borough Administrator.
- b. The Borough Administrator or his representative shall review the matter and make a determination within five (5) working days from the receipt of the complaint.

In the event that the grievance has not been resolved in Step Two, then the aggrieved shall, within ten (10) working days, have the right to request, in writing, a hearing with the Mayor and Council. Failure to act within said ten (10) working days shall be deemed to constitute an abandonment of the grievance.

STEP THREE

- a. In the event the grievance has not been resolved at Step Two, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the Rules of the American Arbitration Association.
- b. However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Mayor and Council. In the event the aggrieved elects to pursue Civil Service Procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration. The Union shall pay whatever costs may have been incurred in processing the case to arbitration.
- c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.
- d. The costs for the services of the arbitrator shall be borne equally between the Borough and the Union. Any other expenses incurred, including but not limited to

the presentation of witnesses, shall be paid by the party incurring same.

- e. The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) days after conclusion of the arbitration hearing unless agreed to otherwise by the parties.

E. Borough Grievances

Grievances initiated by the Borough shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) calendar days after filing a grievance between the representative of the Borough and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made, either party may file for arbitration in accordance with Step Three above.

ARTICLE VI

WORK WEEK

- A. The normal work week for employees assigned to the Public Works Department, employees whose classifications are included in Schedule A, shall consist of forty (40) hours per week, eight (8) hours per day, five (5) consecutive days per week, from Monday through Friday, and each employee shall have two (2) consecutive days off.

The work day shall commence at 7:00 a.m. and terminate at 3:30 p.m. and shall include a thirty (30) minute lunch period.

- B. The normal work week for employees assigned to Borough Hall, employees not included in paragraph A above, but whose classifications are included in Schedule A, shall consist of thirty-five (35) hours per week, seven (7) hours per day, five (5) consecutive days per week from Monday through Friday.

The work day shall commence at 9:00 a.m. and terminate at 5:00 p.m. and shall include a sixty (60) minute lunch period.

- C. All employees may be required to record their work times by means of devices provided for such purpose by the employer.

ARTICLE VII

COMPENSATION

- A. Effective January 1, 1979, all employees covered by this Agreement shall be entitled to receive the wage rates for their particular job classifications as noted in Schedule B.
- B. Classifications
The qualifications, duties and responsibilities of every position shall be clearly defined and set forth in writing. When a question arises as to the interpretation of a duty or requirement in any position, it shall be processed through the Grievance Procedures. An employee working out of title shall be compensated at minimum salary for the title in which they are working, if same is at a higher rate, but in no instance at a lower rate than the employee's salary.
- C. Supervisors shall not work over-time in a non-supervisory capacity while a non-supervisory employee is available.
- D. There shall be an automatic monetary adjustment for all new employees covered by this agreement of five (5) cents per hour every three months until each employee shall meet the maximum rate applicable for the employee's classification as set forth in Schedule B of this Agreement.

ARTICLE VIII

OVER-TIME

A. Definition of Over-time

Authorized work performed in excess of the assigned normal daily or weekly working hours for each class of positions shall be considered over-time. The provisions of the Article shall apply to such over-time which has been properly directed and authorized in advance by the appropriate Department Head of their designee. There shall be no pyramiding of over-time.

B. Payment for Over-time

1. Employees who are required to work in excess of their normal work day or work week shall receive monetary compensation in accordance with the schedule noted below:
 - a. For those employees, whose normal work day is less than eight (8) hours, any over-time work beyond the maximum of that work day shall be compensated for at one and one-half (1-1/2) times their regular rate of pay.
 - b. For those employees, whose normal work week is less than forty (40) hours, any over-time work beyond the maximum of that work week in any calendar week shall be compensated for at one and one-half (1-1/2) times their regular rate of pay.
 - c. For those employees, whose normal work day is eight (8) hours, any over-time work beyond the maximum of that work day shall be compensated for at one and one-half (1-1/2) times their regular rate of pay.
 - d. For those employees whose normal work week is forty (40) hours, any over-time work beyond the maximum of that work week in any calendar week shall be compensated for at one and one-half (1-1/2) times their regular rate of pay.

C. Holidays and Sunday

1. Employees who are required to work on a Sunday shall be paid at two (2) times their regular rate of pay.
2. Employees who are required to work on a Holiday shall be paid, in addition to any Holiday pay due under the terms of this Agreement, as follows:
 - a. Where said work occurs between the hours of 7:00 a.m. and 3:30 p.m. for Public Works employees, and 9:00 a.m. and 5:00 p.m. for Clerical (office) employees such pay shall be at the rate of one and one-half (1-1/2) their regular hourly rate of pay for each hour of work.
 - b. For any hours worked not included within the schedule as set forth in sub-paragraph (a), payment shall be at the rate of two and one-half (2-1/2) times their regular hourly rate of pay.
3. If any employee shall be absent from work on any day immediately prior to or immediately after any Holiday or Sunday, said employee will be paid at an over-time rate only while he or she has sick days remaining due to his or her credit under the terms of this contract.

D. When an employee is called in for emergency conditions on a Sunday, the employee shall receive two (2) times his/her hourly rate for the four (4) hours minimum. When called in for emergency conditions on a Holiday, the employee shall receive in addition to Holiday pay, one and one-half (1-1/2) times more his/her hourly rate of pay.

E. Over-time records shall be maintained by the various departments with adjustments posted twice per year, and shall begin anew each January 1st.

F. During an emergency, all Public Works Department employees shall be called before any relief drivers are called. Any

Public Works Department employee capable of driving shall be used as such, before relief drivers are called.

- G. For the purpose of this contract, emergency is defined as a condition which necessitates corrective action immediately and which requires that employees be called back to work prior to or after their regular schedule starting time.
- H. Employees shall work over-time when requested to do so, if possible, and failure to work as requested will result in the employee being charged with the over-time hours on the over-time distribution records.
- I. Initial assignment of over-time will be based on the most senior employee being offered the first assignment, and thereafter, assignments shall be on a rotating basis as per title seniority.
- J. Half hour meal time to be paid for when working all night or during snow storms or an emergency, except regular time which is to remain same as at present.

ARTICLE IX

LONGEVITY

1 to 5 years	- 0 -
6th year	\$ 140 per year
11th year	\$ 200 per year
16th year	\$ 260 per year
21st year	\$ 320 per year
26th year	\$ 380 per year

Longevity is to be paid bi-weekly and included in bi-weekly pay checks at the rate schedule shown above.

ARTICLE X

HOLIDAYS

- A. The following fourteen (14) days shall constitute paid Holidays:
1. New Year's Day
 2. Lincoln's Birthday
 3. Washington's Birthday
 4. Good Friday
 5. Memorial Day
 6. Independence Day
 7. Labor Day
 8. Veteran's Day
 9. General Election Day
 10. Thanksgiving Day
 11. Day after Thanksgiving Day
 12. Day before Christmas Day
 13. Christmas Day
 14. New Year's Eve Day
- B. If a paid Holiday falls on a Saturday, the preceding Friday shall be considered as the Holiday. If the Holiday falls on a Sunday, the succeeding Monday shall be considered as the Holiday.
- C. If a paid Holiday should occur during an employee's vacation, the employee shall have the option of extending the requested vacation by one (1) day for each Holiday involved or deferring the time for use later in the calendar year. The option shall be exercised in writing prior to the requested vacation period in which the Holiday occurs.
- D. Except in the case of vacations, employees must work the day before and after a scheduled Holiday if such days are workdays in order to be paid for such Holiday.

ARTICLE XI

VACATION LEAVE

- A. Annual vacation leave with pay for all employees covered in this Contract shall be as follows:

	<u>Number of Vacation Days</u>
First year through five years	12
One day after fifth year to tenth year	15
One day after tenth year to fifteenth	19
One day after fifteenth year and over	22

- B. Vacations must be taken in the calendar year unless exigencies of Borough affairs require otherwise in which case the employee may either in that year take time or receive pay in lieu of vacation.
- C. An employee may submit a written request to the Borough Administrator to accumulate earned vacation leave for one (1) year.

ARTICLE XII

SICK LEAVE

- A. Every employee subject to this Agreement shall be entitled to paid sick leave benefits per annum according to N.J.A.C. 4:1-1.1 et seq., of the Civil Service Rules for the State of New Jersey, revised March 23, 1977.
- B. Service Credit for Sick Leave
1. All permanent employees, or full time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
 2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease.
- C. Amount of Sick Leave
1. Sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days in every calendar thereafter.
 2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.
- D. Reporting of Absence on Sick Leave
1. If an employee is absent for reasons that entitle one to sick leave, the employee shall notify his/her supervisor within one (1) hour of the employee's usual reporting time.
 - a. Failure to so notify one's supervisor may be

cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

- b. Absence without notice for five (5) consecutive days shall constitute a resignation.

E. Verification of Sick Leave

1. An employee who is absent on sick leave for three (3) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.
 - a. An employee who has been absent on sick leave for periods totaling ten (10) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one (1) day or less in which case only one certificate shall be necessary for a period of six (6) months.
 - b. The Borough may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action. Alleged abuses shall be investigated by the Borough Administrator and reported to a representative of the Union.
2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
3. The Borough may require an employee who has been absent due to personal illness, as a condition of return to duty, to be examined at the expense of the Borough, by a physician designated by the Borough. Such examination shall establish whether the employee is capable of performing normal duties and that the employee's return will not jeopardize the health of other employees.

4. Employees may utilize three (3) sick days as personal days yearly. If all three (3) sick days are not utilized as personal days, these days shall continue to accrue as all unused sick days.

ARTICLE XIII

BEREAVEMENT LEAVE

- A. In the event of death in the immediate family (immediate family shall mean father, mother, sister, brother, husband, wife, child, mother-in-law, father-in-law, grandmother, grandfather, brother-in-law, sister-in-law, where such relative is the actual sister or brother of the spouse or other relative who is an actual member of the household). The number of days leave granted with pay for this purpose shall not be charged to sick leave and shall be as follows: three (3) days leave In-State (includes Saturdays, Sundays, Holidays).
- B. If funeral is out-of-town or state, employee must bring back a newspaper clipping. Unless employee brings a newspaper clipping employee will be docked. Also, the days allowed include Saturdays, Sundays, Holidays as follows:
- 450 to 600 mile radius = four (4) days death leave
600 miles or over = five (5) days death leave

ARTICLE XIV

LEAVES OF ABSENCE

Every employee subject to this Agreement may be granted a leave of absence according to applicable Civil Service Rules for the State of New Jersey, revised March 23, 1977.

ARTICLE XV

HEALTH INSURANCE

- A. The Borough agrees to continue to provide the current Health Insurance coverage during the lifetime of this Agreement for all eligible employees and the eligible members of their families in accordance with the current hospitalization and medical surgical plans.

- B. The Borough reserves the right to change insurance carriers during the lifetime of the Agreement as long as substantially similar benefits are provided by the new carrier.

- C. Commencing January 1, 1979, the Borough, will pay to the Union the sum of Sixty (\$60) Dollars per employee per year as a payment toward a fund for the welfare of employees, which sum may be used by the Union toward a prescription plan or as otherwise deemed feasible in the discretion of the Union. For the calendar years 1979 and 1980 the Borough will provide a prescription insurance coverage for each employee covered by the Agreement, on the understanding that the Borough will pay the maximum per employee per year or in the alternative the Borough, at its option, may pay said Sixty (\$60) Dollars sum to the Union, so the Union may provide similar benefits.

ARTICLE XVI

UNIFORM ALLOWANCE

- A. A uniform allowance of one hundred dollars (\$100) for the calendar year 1979 and one hundred dollars (\$100) for the calendar year 1980 shall be payable to each employee required to wear a uniform subject to the submission of acceptable vouchers representing expenditures during the calendar year for which the allowance is granted.
- B. Employees shall report to work in complete uniform ready to work at their appointed start time.
- C. Present practices concerning the furnishing of foul weather gear shall be continued during the life of the Agreement.

ARTICLE XVII

MISCELLANEOUS

- A. This Agreement or any amendments hereto shall become final and binding after a municipal council resolution authorizing the Mayor to execute it and after ratification by the Union membership pursuant to the By-Laws of Local No. 286 and execution by the authorized representative of Local 286, I.B.T.C.W.H.A.
- B. There shall be no employee parties on Borough time or property.
- C. If an employee is subpoenaed to appear in court during working hours as a witness or juror in connection with Borough business, he shall receive time off to attend court. The Borough shall pay the difference between juror duty pay and employee's hourly pay.
- D. Should Borough Hall be closed by order of the Borough Administrator due to snow and/or icy conditions and, specified Borough Hall employees are required at Borough Hall, the Borough shall provide transportation.
- E. It is agreed that the Union Safety Committee man will be Anthony Van Dunk.

ARTICLE XVIII

BULLETIN BOARDS

Bulletin Boards shall be made available by the Borough at each work location for the use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Department Head or designated representative may have removed from the Bulletin Boards any material which does not conform with the intent and provision of this Article.

ARTICLE XIX

DEDUCTIONS FROM SALARY

- A. The Borough agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9e as amended. Said monies together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.
- B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Borough written notice prior to the effective date of such change and shall furnish to the Borough either new authorization from its members showing the authorized deduction for each employee or an official notification on the letterhead of the Union and signed by the President and Secretary-Treasurer of the Union advising of such changed deduction.
- C. The Union will provide the necessary "Check-off Authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Director of Finance. The Union shall indemnify, defend and save the Borough harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Borough in reliance upon salary deduction authorization cards submitted by the Union to the Borough or in reliance upon the official notification on the letterhead of the Union and signed by the President and Secretary-Treasurer of the Union advising of such changed deduction.

ARTICLE XX

NO-STRIKE AND NO-LOCKOUT PLEDGE

- A. During the term of this Agreement, the Union agrees on behalf of itself insofar as is legally possible on behalf of each of its members that there will be no strike of any kind and the Borough agrees that it will not cause any lockout.

- B. The Union covenants and agrees that neither the Union 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 an employee from his position, 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 Borough. The Union agrees that such action would constitute a material breach of this Agreement.

- C. Nothing contained in this Agreement shall be construed to limit or restrict the Borough 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 Union or its members.

ARTICLE XXI

NON-DISCRIMINATION

- A. There shall be no discrimination by the Borough or the Union against an employee on account of race, color, creed, sex or national origin.

- B. There shall be no discrimination, interference, restraint, or coercion by the Borough or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employees on behalf of the Union. The Union, its members and agents shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union.

ARTICLE XXII

SEPARABILITY AND SAVINGS

- A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid operation by law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXIII

FULLY BARGAINED PROVISIONS

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

- B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

ARTICLE XXIV

DURATION

This Agreement shall be in full force and effect as of January 1, 1979, and shall be in effect to and including December 31, 1980. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred fifty (150) nor later than ninety (90) days prior to the expiration date of this Agreement, of a desire to change, modify or terminate the Agreement.

Should notice be given the terms and conditions of this Agreement shall remain in full force and effect until a new contract is executed with the understanding that any provision as to compensation in such new contract shall be retroactive to the date of, but not including termination as set forth in the first sentence herein.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at Ringwood, New Jersey, on this 13th day of June, 1979.

LOCAL 286, INTERNATIONAL
BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN
AND HELPERS OF AMERICA

BY: *Tom D. ...* Dr.
President

Witness: *Peter D. ...*
Business Agent

BOROUGH OF RINGWOOD

BY: *C. William Hofmann, Jr.*
C. William Hofmann, Jr.
MAYOR

Witness: *Kathleen D. Cenicola*
Kathleen D. Cenicola
BOROUGH CLERK

SCHEDULE A

Included within the bargaining unit are all employees occupying the following titles:

1. Assistant Road Foreman
2. Assistant Water & Sewer Repair Foreman
3. Senior Mechanic
4. Senior Water & Sewer Repairer
5. Equipment Operator
6. Mechanic
7. Truck Driver
8. Water & Sewer Repairer
9. Laborer
10. Building Maintenance Worker
11. Principal Accounts Clerk
12. Principal Assessing Clerk
13. Principal Bookkeeping Machine Operator
14. Principal Cashier Typist
15. Principal Clerk Typist
16. Police Records Clerk
17. Senior Accounts Clerk
18. Senior Bookkeeping Machine Operator
19. Clerk Stenographer
20. Assessing Clerk
21. Cashier Typist
22. Bookkeeping Machine Operator
23. Accounts Clerk
24. Clerk Typist
25. Clerk

SCHEDULE B

	HOURLY SALARY RANGE			
	1/1/79	7/1/79	1/1/80	7/1/80
1. Assistant Road Foreman	6.20-6.60	6.35-6.75	6.65-7.05	6.80-7.20
2. Assistant Water & Sewer Repair Foreman	6.20-6.60	6.35-6.75	6.65-7.05	6.80-7.20
3. Senior Mechanic	6.09-6.49	6.24-6.64	6.54-6.94	6.69-7.09
4. Senior Water & Sewer Repairer	5.68-6.08	5.83-6.23	6.13-6.53	6.28-6.68
5. Equipment Operator	5.55-5.95	5.70-6.10	6.00-6.40	6.15-6.55
6. Mechanic	5.55-5.95	5.70-6.10	6.00-6.40	6.15-6.55
7. Truck Driver	5.40-5.80	5.55-5.95	5.85-6.25	6.00-6.40
8. Water & Sewer Repairer	5.22-5.62	5.37-5.77	5.67-6.07	5.82-6.22
9. Laborer	4.81-5.21	4.96-5.36	5.26-5.66	5.41-5.81
10. Building Maintenance Worker	4.81-5.21	4.96-5.36	5.26-5.66	5.41-5.81
11. Principal Accounts Clerk	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
12. Principal Assessing Clerk	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
13. Principal Bookkeeping Machine Operator	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
14. Principal Cashier Typist	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
15. Principal Clerk Typist	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
16. Police Records Clerk	4.80-5.20	4.95-5.35	5.25-5.65	5.40-5.80
17. Senior Accounts Clerk	4.70-5.10	4.85-5.25	5.15-5.55	5.30-5.70
18. Senior Bookkeeping Machine Operator	4.70-5.10	4.85-5.25	5.15-5.55	5.30-5.70
19. Clerk Stenographer	4.70-5.10	4.85-5.25	5.15-5.55	5.30-5.70
20. Assessing Clerk	4.70-5.10	4.85-5.25	5.15-5.55	5.30-5.70
21. Cashier Typist	4.70-5.10	4.85-5.25	5.15-5.55	5.30-5.70
22. Bookkeeping Machine Operator	4.65-5.05	4.80-5.20	5.10-5.50	5.25-5.65
23. Accounts Clerk	4.60-5.00	4.75-5.15	5.05-5.45	5.20-5.60
24. Clerk Typist	4.60-5.00	4.75-5.15	5.05-5.45	5.20-5.60
25. Clerk	4.27-4.67	4.42-4.82	4.72-5.12	4.87-5.27