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Agreement made this 22nd day of October 1969, by and between the Judges of the County Court of Union County, New Jersey and their successors (hereinafter referred to as the "Judges") and the Union County Probation Officers Association (hereinafter referred to as the "Association")

1. The Judges hereby recognize the Association pursuant to chapter 303 (New Jersey Employer-Employee Relations Act) as the sole and exclusive representative of Probation Officers and Senior Probation Officers of the Union County Probation Department to negotiate matters relating to salaries and working conditions for employees in those titles, as fall within the purview of the Judges pursuant to R.S. 2A:168-1, et. seq.

2. Effective (retroactive to) January 1, 1969, the annual rates of pay for all Probation Officers and Senior Probation Officers, as promulgated by order of the said Judges on May 29, 1969, pursuant to R.S. 2A:168-8, will be as follows:

<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
Probation Officers	\$7,500.00	\$10,000.00
Senior Probation Officers	\$8,500.00	\$11,000.00

- a. Five annual steps at \$500.00 increments.
- b. Where an employee is out of or off scale and not in their proper step according to previous year's salary range, employee is to be advanced to the proper step in new salary range in accordance with his years of service in title.

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STATE

X October 20, 1969 - December 31, 1969

- Employees who were receiving the proper scale in 1968 are to be advanced to the next appropriate step in the 1969 salary range in accordance with their respective years of service in title;
- c. For the year 1969, where employee's anniversary date accrues before June 30, 1969, except for such employees who may have been employed less than 1 year as of December 31, 1968, same shall be construed as having accrued on January 1, 1969.
 - d. For the year 1969, where employee's anniversary date accrues after June 30, 1969, except for such employees who may have been employed less than 1 year as of December 31, 1968, same shall be construed as having accrued on July 1, 1969.
 - e. In addition to increment which would have normally accrued to employee in the year 1969, in accordance with his respective years of service in title, all employees are to be advanced one increment as of January 1, 1969;
 - f. All employees having attained maximum salary as of December 31, 1968, are to be advanced to the new maximum established herein as of January 1, 1969.
3. a. A representative of the Association and the Chief Probation Officer as the administrator of the department and representative of the Judges shall meet monthly at a mutually agreeable

time and place for purposes of discussing provisions contained in this agreement and those terms and conditions of employment relevant to it.

- b. Any grievance or dispute which may arise regarding the provisions of this agreement, if not otherwise provided for in any law, rule or regulation, shall be settled in the following manner:

Step 1. The complaint or grievance of an employee shall first be taken to the employee's immediate supervisor, who shall make an effort to resolve the problem within a reasonable period of time—three working days if possible. At this level a complaint or grievance need not be in writing;

Step 2. If the problem cannot be resolved at the supervisory level, the employee shall put it in writing and submit it to the Chief Probation Officer, who shall acknowledge its receipt within three work days and shall render a decision within five work days;

Step 3. An appeal of the Chief Probation Officer's decision may be made in writing to the County Court Judges or their designated representative for a final determination with reasonable promptness.

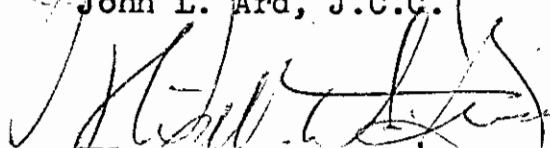
Nothing contained in the above procedure restricts or limits an employee's right to appeal to the Civil Service Commission under the laws and rules governing the operation of that agency. However, if an employee chooses to use the grievance procedure established by the judiciary for resolving a problem, he is thereby precluded from having the same matter adjudicated by any other person or agency. Such option shall be exercised at Step #2, where a formal written grievance is presented to the Chief Probation Officer. In using the grievance procedure established herewith, an employee is entitled to be represented by a person of his own choosing.

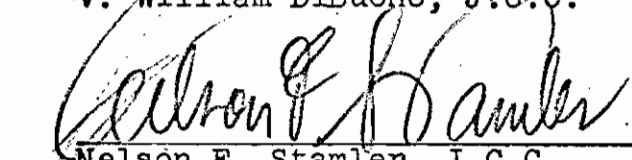
4. The provisions of this agreement shall continue in effect until December 31, 1969.

In witness whereof, the parties hereto have hereunto set their hands and seals this 22nd day of October 1969.

For the Judges:

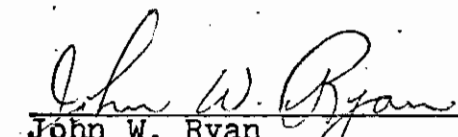

John L. Ard, J.C.C.


W. William DiBuono, J.C.C.

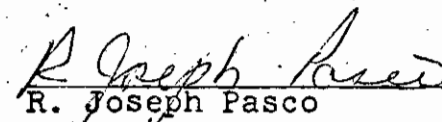

Nelson F. Stamler, J.C.C.


Wm. Fillmore Wood, J.C.C.

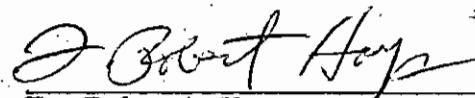
For the Association:

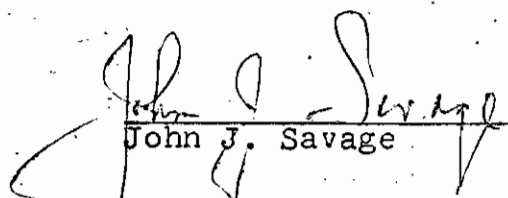

John W. Ryan


Rudolf F. Szollar


R. Joseph Pasco


James S. Bicket


F. Robert Hays


John J. Savage

William Cruise