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ADDENDUM #1 SETTING FORTH AGREEMENT ON REOPENER NEGOTIATIONS
 COMMENCED ON OR BEFORE JULY 1, 1986
 PURSUANT TO ARTICLE XLV OF THE COLLECTIVE BARGAINING AGREEMENT
 BETWEEN
 THE SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS
 AND
 THE COMMUNICATION WORKERS OF AMERICA, LOCAL 1041, AFL-CIO
 COVERING COUNTY (SUPERVISORY PERSONNEL)

1. ARTICLE XXXV - SALARIES

A. The parties agree that all members covered by this agreement who are on a salary basis or hourly basis actually on payroll as of the date of the signing of the within addendum (date last party signed) shall receive a thirty (30¢) cent per hour increase which shall be retroactive to July 1, 1986 and shall continue for the duration of the above referenced agreement.

B. The salary ranges shall be increased thirty (30¢) cents per hour effective July 1, 1986.

2. ARTICLE XXXIV - GRIEVANCE PROCEDURE, P. C-PROCESSING

(1) STEP ONE - In addition to existing procedures set forth in the aforesaid agreement the grievant shall have a right to a personal conference with his or her Department Head on the grievance within five workdays. The grievant shall have a right to a union representative present at the conference and to submit relevant documentary evidence in addition to the grievant's own verbal statement. In the event a conference is held the written decision shall be issued within three (3) workdays after the conference.

(2) STEP TWO - In addition to the procedures set forth in the above referenced contract, the grievant shall have a right to a personal conference with the Clerk of the Board or his designee within seven working days after the receipt of the grievance. The grievant may have a union representative present at the conference and submit documentary evidence in addition to the grievant's own verbal statement. In the event a personal conference is held in accordance with the above, the written decision on the grievance shall be issued within three workdays of the conference. The department head or his designee shall also be present at the conference.

(3) STEP THREE - There is no change in the procedure set forth in Step Three of the above referenced agreement.

(4) There shall be no loss of pay for employees attending the aforesaid conference.

3. ARTICLE XXXIV - GRIEVANCE PROCEDURE

D. MINOR DISCIPLINARY ACTION - The procedure set forth in Article XXXIV in the hereinabove referenced agreement, (Grievance Procedure), as supplemented by the within addendum, shall also apply to minor disciplinary action imposed by the employer, including department heads, on employees herein. The term Minor Disciplinary Action used in the within paragraph shall be defined as follows: Written letter of reprimand and/or suspension for the duration of up to and including five days. Verbal reprimands are expressly excluded from the procedures set forth in the within addendum. However, procedure on Minor Disciplinary Action starts at Step 2.

4. ARTICLE XIV - JOB OPENINGS

The above referenced paragraph is deleted. The following is added to the above referenced Article:

A job opening for a newly created position or a vacancy in an existing position shall be posted on an appropriate bulletin board for a period of at least five (5) working days. Employees may submit their qualifications for such openings to the Clerk of the Board for consideration. The determination of

the County as to the employee selected for the position is solely a County managerial determination. A copy of the posting will be sent to the local union president.

SALEM COUNTY BOARD OF CHOSEN FREEHOLDERS:

Joseph J. Dyer
Joseph J. Dyer - Freeholder Director

ATTEST:

Lee M. Munyon
Lee M. Munyon, Clerk of the Board

FOR CWA, LOCAL 1041,
AFL/CIO:

Oscar Abernathy
Oscar Abernathy, President

Alan Kaufman
Alan Kaufman, CWA Representative

William K. Greenwood
William K. Greenwood, Vice-President
Local 1041