

3-0028

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WITNESSETH

GENERAL AGREEMENT

NUMBER I

EFFECTIVE OCTOBER 24, 1970

BETWEEN

THE TOWNSHIP OF FRANK

AND

THE FRANK PUBLIC WORKS EMPLOYEES ASSOCIATION

3

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SCHEDULE NO.

1.	WAGE RANGES - 1970
2.	WAGE RANGES - 1971
3.	WAGE RANGES - 1972
4.	WORK CLOTHES SUPPLIED

PREAMBLE

THIS AGREEMENT, made this 24th day of October 1970, between the TOWNSHIP OF TEANECK, a municipal corporation of the State of New Jersey, hereinafter referred to as "TOWNSHIP", and TEANECK PUBLIC WORKS EMPLOYEES ASSOCIATION, a representative of certain employees of the TOWNSHIP, hereinafter referred to as "ASSOCIATION".

WHEREAS, both of the parties to this Agreement are desirous of reaching an amicable understanding with respect to the employer-employee relationship which exists between them and to enter into a complete Agreement covering rates of pay, hours of work and conditions of employment, and

WHEREAS, the parties do hereby acknowledge that this Agreement is the result of collective negotiations:

NOW, THEREFORE, it is hereby agreed by and between the parties hereto as follows:

ARTICLE I

RECOGNITION

1. The TOWNSHIP recognizes the ASSOCIATION as the sole and exclusive representative for all employees in the Township's Public Works Department who are employed in the following job classifications:

Building Maintenance Worker
Building Service Worker
Equipment Operator
Equipment Operator (Sweeper)
Garage Attendant
Gardener
Heavy Equipment Operator
Laborer
Mechanical Repairman
Senior Sewer Repairman
Tree Climber
Tree Surgeon
Tree Trimmer
Truck Driver

1. 1 Any new job classifications that fall within the range of work presently performed by employees in the bargaining unit shall automatically be added to the list.

ARTICLE II
COLLECTIVE NEGOTIATING PROCEDURE

1. Collective negotiation with respect to rates of pay, hours of work or conditions of employment shall be conducted by the duly authorized bargaining agent of each of the parties. Ordinarily, not more than three (3) additional representatives of each party shall participate in collective negotiating meetings.
2. Collective negotiating meetings shall be held at times and places mutually convenient at the request of either the TOWNSHIP or the ASSOCIATION.
3. Employees of the TOWNSHIP who may be designated by the ASSOCIATION to participate in collective negotiating meetings will be excused from their township work assignments without compensation by the TOWNSHIP, provided their absence would not seriously interfere with the township's operations.
4. The duly authorized negotiating agent of either the TOWNSHIP or the ASSOCIATION is not required to be an employee of the TOWNSHIP.

ARTICLE III

CONDUCTING ASSOCIATION BUSINESS

1. No association member or officer or Job Steward shall conduct any association business on township time except as specified in this agreement.
2. No association meetings shall be held on township time unless specifically authorized by the TOWNSHIP.
3. The ASSOCIATION will notify the TOWNSHIP in writing of the one (1) Job Steward and the one (1) Alternate selected from the employees group it wishes to authorize to confer with management on grievances or other matters of mutual interest. The TOWNSHIP acknowledges the right of the ASSOCIATION to select a representative who is not an employee to participate in such conferences.
4. The TOWNSHIP agrees that it will permit the authorized Job Steward or his alternate (but not both) to take a reasonable amount of time from his job to confer with management on, or to investigate, grievances without loss of pay provided prior arrangements to be excused are made with his supervisor.

ARTICLE IV

MANAGEMENT OF TOWNSHIP'S AFFAIRS

The ASSOCIATION recognizes that areas of responsibility must be reserved to the TOWNSHIP if the governing body of the TOWNSHIP is to serve the public effectively. Therefore, the right to manage the affairs of the township and to direct the working forces and operations of the township, subject only to the limitation of this Agreement, is vested in and retained by the TOWNSHIP, exclusively.

ARTICLE V

MAINTENANCE OF WORK OPERATIONS

1. The parties agree there shall be no lock outs, strikes, work stoppages or slow downs during the life of this agreement. No officer or representative of the ASSOCIATION shall authorize, instigate, or condone such activity, nor shall any employee participate in such activity.
2. It is understood that violation of the provisions of this Article may subject any employee participating in such activity to disciplinary action by the TOWNSHIP which may include termination of employment.

ARTICLE VI

NON DISCRIMINATION

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

ARTICLE VII

HOSPITALIZATION

Employees and their eligible dependents shall receive paid hospitalization, major medical and Rider J coverage with the State Health Benefits Plan of New Jersey, or its equivalent at township option.

ARTICLE VIII

HOURS OF WORK

1. The standard weekly work schedule shall consist of five (5) daily tours of eight hours each and shall be arranged by the TOWNSHIP.
2. The normal daily hourly working schedule shall be from 7 A.M. to 4 P.M. and shall remain in effect unless abuses of the 7 A.M. starting time make it desirable for the TOWNSHIP to change to a later starting hour. In this event the TOWNSHIP will negotiate on the proposed changes with the ASSOCIATION. If no agreement is reached on this matter within thirty (30) days the TOWNSHIP may, at its discretion, put the new schedule into effect.
3. During certain periods of the year the TOWNSHIP may assign a limited number of qualified employees to a different starting and stopping schedule to provide required services to the TOWNSHIP.

ARTICLE IX

HOLIDAYS

1. The following days are designated as paid Holidays by the TOWNSHIP.

New Years Day	Labor Day
Lincoln's Birthday	Columbus Day
Washingtons Birthday	Election Day
Good Friday	Veterans Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day

2. When a holiday falls on a Saturday or a Sunday, the following Monday shall be observed as the holiday.
3. Employees are required to work the last work day prior to the holiday and the first work day following the holiday in order to be paid for the holiday unless such an employee is on approved leave on such days.

ARTICLE X

SICK LEAVE

1. Sick leave is defined as any absence from duty because of illness or accident not arising out of an employee's course of employment, exposure to contagious disease, death in the immediate family or personal absence as hereinafter provided.
2. Employees on an annual salary shall be granted sick leave as hereinbefore defined, with pay to which eligible, as follows:
 - 2.1 During the first calendar year of employment, one (1) working day for each full month of service.
 - 2.2 Thereafter, one and one quarter ($1\frac{1}{4}$) working days per month or a total of fifteen (15) days for each calendar year of service.
 - 2.3 If any such employee requires none or only a portion of such allowable sick leave for any calendar year, the amount of such leave not taken shall accumulate to his or her credit from year to year and such employee shall be entitled to such accumulated sick leave of absence with pay if and when needed.
3. When an employee does not report for duty for a period of greater than three (3) days or totaling more than ten (10) days in one calendar year because of sickness, he shall show proof of his inability to work by submitting to the Township Treasurer upon request a certificate, signed by a reputable physician in attendance, to the effect that the said employee was not, on the date or dates leave is requested, physically able to perform any duty connected with his job. In case the absence is due to a contagious disease, a certificate from the Department of Health shall be required. If requested, the employee shall submit to examination by a physician appointed by the TOWNSHIP to substantiate such illness.
4. A sick day shall be charged for an absence of more than four (4) hours or one-half day for an absence of less than four (4) hours. No refund of vacation time shall be allowed due to illness incurred while on vacation time.

SICK LEAVE (CONTINUED)

5. In order to receive compensation while absent on sick leave, the employee shall notify his supervisor within one (1) hour after the time set for him to begin his daily schedule. An employee who is absent for five (5) consecutive days or more and does not notify his department head or some other responsible representative of the TOWNSHIP on any of the first five (5) days will be subject to dismissal in accordance with civil service rules.

6. An employee may charge to his sick leave a maximum of three (3) days each year for the purpose of attending funerals or weddings, religious days, or other personal obligations not elsewhere provided for in this article, provided prior approval is secured from the Township Engineer.

7. An employee may charge to his sick leave necessary absence as required due to death in the immediate family.

7.1 The immediate family shall be defined to include spouse, children, mother, father, brother, sister, mother - in - law or father-in-law of the employee.

ARTICLE XI

VACATIONS

1. Effective January 1, 1971, employees shall earn annual leave for vacation purposes, on a calendar year basis, with pay in accordance with the following:

<u>Years of Service</u>	<u>Annual Vacation Leave</u>
To the end of the first calendar year	One working day per full month of service.
1 year to 5 years	13 working days
6 years to 10 years	16 working days
11 years to 15 years	18 working days
16 years and over	21 working days

2. Vacations shall be granted in accordance with the following conditions:
 - 2.1 Assume an employee starts August 1, 1970. At the end of 1970 he is entitled to 5 working days vacation which can be taken between January 1st and December 31, 1971. On January 1, 1972, he would be credited with 13 working days vacation based on a full years employment in 1971 which can be taken in 1972.
 - 2.2 Employees hired prior to January 1, 1965 may take their vacation in the year in which earned
 - 2.3 Earned vacation may be accumulated up to two (2) years of vacation credit.
3. Vacation leave shall not be taken in less than one day periods unless permission is granted by the department head or the Township Manager.
4. Employees separated in good standing and who have no more than two years of permissible vacation leave to their credit at the time of separation shall be paid the salary equivalent to the accrued vacation leave.
5. Vacation time accumulated is forfeited if at least seven days notice of intention to terminate employment is not given in writing by the employee to the appropriate department head.

VACATIONS

All or part of this requirement may be waived by the Township upon approval of the department head and the Township Manager.

6. An employee who has returned from extended military leave or other extended leave of absence without pay, or has been re-employed or re-instated shall be considered as a new employee for the purpose of determining vacation eligibility.
7. The Safety Day heretofore granted to qualifying employees is hereby eliminated.

ARTICLE XII

INJURED ON DUTY

1. When an employee is disabled and unable to work because of an injury or illness arising out of the course of his employment, he shall be granted an injury leave with full pay for a period up to thirty (30) calendar days, provided such employee:
 - 1.1 Presents evidence that he is unable to work in the form of a certificate from a reputable physician forwarded to the Township Treasurer within forty-eight hours of the injury or illness.
 - 1.2 Submits upon request to examination by a physician appointed by the Township.
2. The Township Council may extend an injury leave with pay up to a maximum of one year upon the written recommendation of a physician appointed by the TOWNSHIP.
3. All injury leaves shall terminate when the physician appointed by the TOWNSHIP reports in writing that the employee is fit for duty.
4. Disputes between the physician and the employee's personal physician may be subject to the grievance procedure.
5. Payments made as Workmen's Compensation Insurance from any source to an employee while on injury leave shall be deducted from the amount to be paid the employee by the TOWNSHIP during each period he is carried on the TOWNSHIP'S payroll.

ARTICLE XIII

DUES CHECKOFF

1. Upon receipt of a duly signed authorization card, the TOWNSHIP shall deduct membership dues and remit the dues deducted as directed on the authorization card.
2. The amount of monthly dues will be certified in writing by the President of the ASSOCIATION or his designee and the amount shall be uniform for all members.
3. No deduction will be made for any month in which there is insufficient pay available to cover the same after all other deductions required by Law have been made. Deductions for a prior month's dues will not be made in respect to such dues, except where the TOWNSHIP, through error or oversight, failed to make the deduction in any monthly period.
4. Dues deducted from employee's pay will be transmitted by check as directed as soon as practicable after the deductions have been made, together with a list of names showing employees for whom deductions have been made.
5. A new dues deduction authorization card will automatically cancel any prior deduction authorization on file with the TOWNSHIP.

ARTICLE XIV

GRIEVANCE PROCEDURE

1. To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to wages, hours of work, or other conditions of employment, the following procedures shall be used.
2. Complaints may be initiated orally by an individual employee, acting in his own behalf, to lines of supervision. If the complaint is not adjusted satisfactorily, it may be a subject of the grievance procedure and shall be presented by the ASSOCIATION.
3. When the ASSOCIATION wishes to present a grievance for an employee or a group of employees for settlement, it shall be presented within four (4) days of the occurrence, as follows, and settlement may be effected at any one of the steps indicated. 1
 - 3.1 Oral discussion with the immediate supervisor of the employee (s) involved. If not settled within four (4) days, then
 - 3.2 Oral discussion with the Superintendent of Public Works.
 - 3.3 If no agreement can be reached orally within four (4) days of the initial discussion with the Superintendent of Public Works, it may be presented by (3) the ASSOCIATION in writing within ten (10) days to the Township Engineer. The written grievance at this step shall contain the relevant facts and a summary of the preceding oral discussions. The Township Engineer will give the ASSOCIATION the opportunity to be heard and will answer the grievance in writing within ten (10) days of receipt of the written grievance.
4. If the ASSOCIATION wishes to appeal the decision of the Township Engineer, it shall be presented in writing to the Township Manager or his delegated representative. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Township Manager or his authorized representative may give the ASSOCIATION the opportunity to be heard and will give his decision in writing within ten (10) days of receipt of the written grievance. 4

RELIEF PROCEDURE

5. In the event that a dispute involving the application or interpretation of this agreement is not settled in accordance with the above procedure, it may be submitted within thirty (30) days following the written conclusion as provided in step four (4), by either party, to binding arbitration as hereinafter provided.

- 5.1 Either party may request the American Arbitration Association to designate an arbitrator to hear the matter in dispute.
- 5.2 The arbitrator shall have no authority to add to or subtract from the Agreement and shall be further limited as provided in 5.6 below.
- 5.3 The decision of the arbitrator shall be final and binding on both parties.
- 5.4 The expense of the arbitrator shall be borne equally between the parties.
- 5.5 All other expense incidental to the arbitration proceedings shall be born by the party incurring such expense.
- 5.6 It is the intent of the parties that no matter in dispute that is subject to the review and/or decision of the Civil Service Commission of the State of New Jersey shall be submitted to arbitration. The parties herein direct the arbitrator not to accept or to decide any matter in dispute that is subject to Civil Service Commission review and decision.

*Arbitration
exclusion*

6. The time schedule specified in this article means scheduled working days.

ARTICLE XV

OVERTIME

1. General

- 1.1 It is recognized that the needs of the TOWNSHIP may require overtime work beyond the employee's standard daily or weekly schedule and that the jobs involved must be adequately manned by qualified employees working on an overtime basis.
- 1.2 The amount of overtime and the schedule for working such overtime shall be established by the TOWNSHIP and employee's shall work such overtime as scheduled unless excused by the TOWNSHIP.
- 1.3 The TOWNSHIP will maintain and post a seniority list by job classification. The seniority date is determined by the date of appointment to the job classification.
- 1.4 The opportunity to work overtime will be distributed as evenly as practicable among employees normally engaged in the work involved with reference to the seniority list. When an employee is scheduled to work overtime and is unable to do so it shall be considered as worked for the purpose of this sub-paragraph.
- 1.5 In the event the Township Manager or the Township Engineer declares an emergency it is understood that any qualified individual (s) may be assigned to work during the emergency.

2. Overtime Pay for Employees

- 2.1 Pay at time and one-half shall apply to authorized time worked in excess of forty (40) hours in the standard weekly work schedule.
- 2.2 Time within the employees standard weekly work schedule for which he receives pay from the Township for approved absence shall be credited to time worked when computing the forty (40) hours at straight hourly pay.

ARTICLE XVI

MISCELLANEOUS

1. Stand-by Time

1. 1 Stand-by shall be defined as being available for any emergency which may arise over and beyond the employee's normal weekly working period from Monday 4:00 P.M. to the following Monday at 7:00 A. M.
1. 2 Employees assigned to stand-by shall be given extra compensation in the amount of \$25.00 per week while on stand-by.

2. Minimum pay allowance

2. 1 When an employee is required to report to duty outside of his standard daily work schedule and such recall requires him to make extra trips to and from home to his place of duty, he shall be given a minimum of four (4) hours work or pay in lieu of work at the applicable rate for each such occurrence.

3. Clothing Allowance

3. 1 The TOWNSHIP shall provide work clothes for employees represented by the ASSOCIATION (after four (4) months of service with the TOWNSHIP) in accordance with Schedule four (4) attached hereto and made a part hereof.

4. Training Courses.

4. 1 The TOWNSHIP shall reimburse the employees represented by the ASSOCIATION for tuition cost of training courses taken by employees when such courses are authorized by the Township Manager in advance of enrollment and are determined by the TOWNSHIP Manager to be of benefit to the TOWNSHIP.
4. 2 Such training course shall be taken on the employees own time unless otherwise authorized by the TOWNSHIP Manager and reimbursement shall be made to employees after proof of successful completion of such approved courses.

ARTICLE XVII

WAGES

1. Effective October 24, 1970 the salary schedule for all employees represented by the ASSOCIATION shall be as shown in Schedule one (1) of the agreement and made a part hereto.
2. Effective January 1, 1971 the salary schedule for all employees represented by the ASSOCIATION shall be increased by \$650.00 over Schedule one (1) and shall be as shown in Schedule two (2).
3. Effective January 1, 1972 the salary schedule for all employees represented by the ASSOCIATION shall be increased by \$650.00 over Schedule two (2) and shall be as shown in Schedule three (3).
4. The TOWNSHIP may, for just cause, advance or withhold an increment step to which an employee would ordinarily be entitled during the life of this Agreement.

ARTICLE XVIII

DURATION

1. This Agreement shall become effective on October 24, 1970 but only if ratified by the membership of the ASSOCIATION and the Governing body of the TOWNSHIP by November 4, 1970, and when so effective, shall remain in full force and effect until midnight December 31, 1972, and thereafter from year to year until terminated.
2. This Agreement may be terminated by either party, in writing, upon ninety (90) days notice prior to the last date above shown or any extended expiration date.
3. Notice served by either party on the other stating an intention to terminate or amend this Agreement shall be by registered or certified mail.
4. Notices sent by the ASSOCIATION shall be served on the Township Clerk. Notices sent by the TOWNSHIP shall be served on the President of the ASSOCIATION or his designated representative.

ARTICLE XII

ENTIRE AGREEMENT

1. The foregoing constitutes the entire Agreement between the parties and no verbal statement shall supersede any of its provisions.

<u>Title</u>	<u>Minimum</u>	<u>Increment</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>Maximum</u>
Building Maintenance Worker	\$5,818.	\$331.	\$6,149.	\$6,480.	\$6,811.	\$7,143.
Building Service Worker	4,786.	272.	5,058.	5,330.	5,602.	5,876.
Equipment Operator	7,070.	402.	7,472.	7,874.	8,276.	8,680.
Equipment Operator (Sweeper)	7,421.	421.	7,842.	8,263.	8,684.	9,106.
Garage Attendant	6,109.	349.	6,458.	6,807.	7,156.	7,504.
Gardener	7,070.	402.	7,472.	7,874.	8,276.	8,680.
Heavy Equipment Operator	7,421.	421.	7,842.	8,263.	8,684.	9,106.
Lead	6,109.	349.	6,458.	6,807.	7,156.	7,504.
Mechanical Repairman	7,793.	442.	8,235.	8,677.	9,119.	9,563.
Senior Sewer Repairman	6,733.	382.	7,115.	7,497.	7,879.	8,263.
Tree Climber	7,421.	421.	7,842.	8,263.	8,684.	9,106.
Tree Surgeon	7,421.	421.	7,842.	8,263.	8,684.	9,106.
Tree Trimmer	6,733.	382.	7,115.	7,497.	7,879.	8,263.
Truck Driver	6,733.	382.	7,115.	7,497.	7,879.	8,263.

SCHEDULE 2

<u>GRADE</u>	<u>Minimum</u>	<u>Increment</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>Maximum</u>
Building Maintenance Worker	\$6,468.	\$331.	\$6,799.	\$7,130.	\$7,461.	\$7,793.
Building Service Worker	5,436.	272.	5,708.	5,980.	6,252.	6,526.
Equipment Operator	7,720.	402.	8,122.	8,524.	8,926.	9,330.
Equipment Operator (Sweeper)	8,071.	421.	8,492.	8,913.	9,334.	9,756.
Garage Attendant	6,759.	349.	7,108.	7,457.	7,806.	8,154.
Gardener	7,720.	402.	8,122.	8,524.	8,926.	9,330.
Heavy Equipment Operator	8,071.	421.	8,492.	8,913.	9,334.	9,756.
Laborer	6,759.	349.	7,108.	7,457.	7,806.	8,154.
Mechanical Repairman	8,443.	442.	8,885.	9,327.	9,769.	10,213.
Senior Sewer Repairman	7,383.	382.	7,765.	8,147.	8,529.	8,913.
Shoe Climber	8,071.	421.	8,492.	8,913.	9,334.	9,756.
Tree Surgeon	8,071.	421.	8,492.	8,913.	9,334.	9,756.
Tree Trimmer	7,383.	382.	7,765.	8,147.	8,529.	8,913.
Truck Driver	7,383.	382.	7,765.	8,147.	8,529.	8,913.

IN WITNESS WHEREOF, the parties have executed this Agreement the first day and year herein mentioned.

Teaneck Public Works Association

Township of Teaneck

Arthur Wagner
President

Thomas A. Schmid
Township Manager

Paul A. Dwyer
Authorized Representative
Peamster Local #286

Approved by the Council

Roslyn Erickson
Township Clerk

Signed
Nov. 4, 1970

SCHEDULE 3

<u>Title</u>	<u>Minimum</u>	<u>Increment</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>Maximum</u>
Building Maintenance Worker	\$7,118.	\$351.	\$7,449.	\$7,780.	\$8,111.	\$8,445.
Building Service Worker	6,086.	272.	6,358.	6,630.	6,902.	7,176.
Equipment Operator	8,370.	402.	8,772.	9,174.	9,576.	9,980.
Equipment Operator (Sweeper)	8,721.	421.	9,142.	9,563.	9,984.	10,406.
Garage Attendant	7,409.	349.	7,758.	8,107.	8,456.	8,804.
Gardener	8,370.	402.	8,772.	9,174.	9,576.	9,980.
Heavy Equipment Operator	8,721.	421.	9,142.	9,563.	9,984.	10,406.
Laborer	7,409.	349.	7,758.	8,107.	8,456.	8,804.
Mechanical Repairman	9,093.	442.	9,535.	9,977.	10,419.	10,863.
Senior Sewer Repairman	8,033.	382.	8,415.	8,797.	9,179.	9,563.
Tree Climber	8,721.	421.	9,142.	9,563.	9,984.	10,406.
Tree Surgeon	8,721.	421.	9,142.	9,563.	9,984.	10,406.
Tree Trimmer	8,033.	382.	8,415.	8,797.	9,179.	9,563.
Truck Driver	8,033.	382.	8,415.	8,797.	9,179.	9,563.

SCHEDULE 4

<u>Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>	<u>L</u>
Building Service Worker	0	0	0	0	0	0	0	0	0	0	0	2
Building Maintenance Worker	0	4	4	0	0	2	1	0	0	0	0	0
Equipment Operator	1	4	4	1	2	2	1	4	1	1	0	0
Equipment Operator (Sweeper)	1	4	4	1	1	2	1	4	1	1	0	0
Garage Attendant	0	4	4	2(a)	2	2	1	4	0	0	0	0
Gardener	1	4	4	0	2	2	1	4	1	1	0	0
Heavy Equipment Operator	1	4	4	1	2	2	1	4	1	1	0	0
Laborer	1	4	4	1(b)	2	2	1	4	1	1	3	0
Mechanical Repairman	1	4	4	2	2	2	1	4	1	1	0	0
Senior Sewer Repairman	1	4	4	1	2	2	1	4	1	1	0	0
Tree Climber	1	4	4	0	2	2	1	4	1	1	0	0
Tree Surgeon	1	4	4	0	2	2	1	4	1	1	0	0
Tree Trimmer	1	4	4	0	2	2	1	4	1	1	0	0
Truck Driver -Parks Div.	1	4	4	1	2	2	1	4	1	1	0	0
Truck Driver -Sanitation Div.	1	4	4	1	2	2	1	4	1	1	0	0
Truck Driver -Sewer Div.	1	4	4	1	2	2	1	4	1	1	0	0
Truck Driver -Streets Div.	1	4	4	1	2	2	1	4	1	1	0	0

Legend

- | | |
|------------------------------------|---------------------------------|
| A. Bump Hats each | H. Pair Canvas Work Gloves each |
| B. Work Shirts each | I. Pair Rubber Boots each |
| C. Work Pants each | J. Rain Suits each |
| D. Winter Coveralls each | K. Pair of Duc Work Gloves each |
| E. Pair Hard Toe Safety Shoes each | L. Ladies Uniforms each |
| F. Field Jackets each | |
| G. Field Jacket Liners each. | |

NOTES

(a) Except E. Salerno

(b) Except Laborers in Tree and Ground Division

3-0029

This SUPPLEMENTARY AGREEMENT made this first day of December, 1970 by and between the Township of Teaneck, hereinafter called the TOWNSHIP and the TEANECK PUBLIC WORKS EMPLOYEES ASSOCIATION, hereinafter called the ASSOCIATION.

WITNESSETH:

WHEREAS, the ASSOCIATION has notified the TOWNSHIP that it seeks recognition as the exclusive negotiating representative for employees of the TOWNSHIP in additional job classifications and

WHEREAS, the ASSOCIATION has presented evidence to the TOWNSHIP indicating that a majority of employees in such job classification wish to be represented by the ASSOCIATION for the purpose of collective negotiations

NOW THEREFORE, the parties hereto and hereby mutually agree to amend the GENERAL AGREEMENT NUMBER I, dated October 24, 1970 as follows:

ARTICLE I, RECOGNITION, PARAGRAPH 1, is hereby amended to add the job classification of ELECTRICIANS HELPER and PUBLIC WORKS INSPECTOR and to include employees of the MAINTENANCE DEPARTMENT in the following job classifications

- Senior Maintenance Repairman
- Laborer

ARTICLE XVI, MISCELLANEOUS - PARAGRAPH 3-1 is hereby amended to include schedule 4 A attached and made a part hereto

ARTICLE XVII - WAGES - is hereby amended with the following additions:

Effective December 1, 1970 the salary schedule for all employees recognized as being represented by the ASSOCIATION as the result of their SUPPLEMENTARY AGREEMENT shall be shown in SCHEDULE 1-A

Effective January 1, 1971 and January 1, 1972 respectively, the salary schedule for all employees recognized as being represented by the ASSOCIATION as the result of this SUPPLEMENTARY AGREEMENT shall be increased by \$650. and shall be shown in SALARY SCHEDULES 2- A and 3 - A respectively.

IN WITNESS THEREOF the parties have executed this SUPPLEMENTARY AGREEMENT the first day and year herein mentioned.

Teaneck Public Works Association

Arthur Wagner

President

Township of Teaneck

Norman A. Schmid

Township Manager

Joseph Calabrese

Authorized Representative

Approved by the Council

Rashley Erick

Township Clerk

Dec. 18, 1970

SCHEDULE 1 A

<u>TITLE</u>	<u>MINIMUM</u>	<u>INCREMENT</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>MAXIMUM</u>
Public Works Inspector	\$ 7070.	\$ 402.	\$ 7472.	\$ 7874.	\$ 8276.	\$ 8680.
Electrician Helper	6738.	382.	7115.	7497.	7879.	8263.
Senior Maintenance Rprmn.	7421.	421.	7842.	8263.	8684.	9106.
Laborer (Maintenance)	6109.	349.	6458.	6807.	7156.	7504.

SCHEDULE 2 A

<u>TITLE</u>	<u>MINIMUM</u>	<u>INCREMENT</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>MAXIMUM</u>
Public Works Inspector	\$ 7720.	\$ 402.	\$ 8122.	\$ 8524.	\$ 8926.	\$ 9330.
Electrician Helper	7383.	382.	7765.	8147.	8529.	8913.
Senior Maintenance Rprmn.	8071.	421.	8492.	8913.	9334.	9756.
Laborer (Maintenance)	6759.	349.	7108.	7457.	7806.	8154.

SCHEDULE 3 A

<u>TITLE</u>	<u>MINIMUM</u>	<u>INCREMENT</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>MAXIMUM</u>
Public Works Inspector	\$ 8370.	\$ 402.	\$ 8772.	\$ 9174.	\$ 9576.	\$ 9980.
Electrician Helper	8033.	382.	8415.	8797.	9179.	9563.
Senior Maintenance Rprmn.	8721.	421.	9142.	9563.	9984.	10406.
Laborer (Maintenance)	7409.	349.	7758.	8107.	8456.	8804.

SCHEDULE 4 A

<u>TITLE</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>	<u>L</u>
Public Works Inspector	0	0	0	0	0	0	0	0	0	0	0	0
Electrician Helper	1	4	4	2	2	2	1	4	1	1	0	0
Senior Maintenance Rprmn.	1	4	4	2	2	2	1	4	1	1	0	0
Laborer (Maintenance)	1	4	4	2	2	2	1	4	1	1	0	0