

AGREEMENT

This agreement, made this ¹³th day of December 1990, between the Borough of Glassboro, hereinafter referred to as the "Borough" or "Employer" and the Borough of Glassboro Clerical Workers Association, hereinafter referred to as the "Glassboro Clerical Workers" or "Employees".

Witnesseth:

Whereas the parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours and other conditions of employment, Now therefore, in consideration of the premises and manual agreements herein contained, the parties hereto agree with each other in respect to the employees of the "Employer" as being represented by the Borough of Glassboro Clerical Workers Association as follows:

Article 1

Recognition

The "Employer" recognizes the aforementioned Borough of Glassboro Clerical Workers Association as the exclusive representative for:

Lorraine Lugar, Marie Dawn De Francesco, Lorraine Gwalthney, Laura Villec, Rosetta Costa, Dorothy Stewart, Barbara Wilt, Carol Dickson, Margaret Hackett, Diana Costa, Lorraine Bates, Rosemary Turner and Jean Jones. The above mentioned members are all fulltime (35 hours or more), Non-Police..Police Department, all Departments in the Borough of Glassboro, New Jersey but excluding all Department Heads, other Supervisory Personnel, and employees of the Glassboro Police Department.

Article 2

Management Rights

The Borough of Glassboro Clerical Workers Association recognizes that there are certain functions, responsibilities, and management rights exclusively reserved to the Employer. All of the rights, power and authority possessed by the Employer prior to the signing of this agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this agreement.

Article 3

Effective January 1, 1991, the salary schedule for all clerical workers recognized as being represented by the Clerical Workers Association and listed in Article 1 shall be set forth in Schedule A which is attached hereto, and made a part thereto.

Continuation of Salary and Benefits

Seniority and other rights and benefits; e.g. vacation and longevity, for the purpose of this article shall be deemed to have commenced for date of hire.

Article 4

Overtime

All time worked in excess of forty [40] hours in a regularly scheduled five [5] day work period shall be compensated at a rate of one and one half [1 1/2] times the Employee's regular salary or equal in compensated time at the Employee's choice.

Overtime shall be from Sunday to Saturday which consists of five [5] scheduled work days eight hours each and a total of forty [40] hours.

Holidays

a) Each Clerical Worker will be paid his/her regular salary for the 14 holidays listed here:

New Years Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, Veteran's Day, General Election Day, Thanksgiving Day, the day after Thanksgiving Day, Christmas Day.

b) All special days off allowed other Borough Employees shall also be granted to personnel mentioned in Article 1.

Article 5

Effective May 1, 1985, Borough of Glassboro Group Health Insurance of New Jersey and all other group plans shall be paid fully by the Employer. There will be no decreases in benefits of the above plans and members of the Association will receive whatever improvements in benefits other borough employees receive, if any.

Article 6

Vacations

| | |
|----------------------------|------------------------|
| After 1 year to 5 years | 2 scheduled work weeks |
| After 5 years to 10 years | 3 scheduled work weeks |
| After 10 years to 15 years | 4 scheduled work weeks |
| After 15 years to 20 years | 5 scheduled work weeks |
| After 20 years to 25 years | 6 scheduled work weeks |
| After 25 years | 7 scheduled work weeks |

Article 7

Longevity benefits will be paid at the rate of 1% at three [3] years, 2 1/2% at five [5] years, at 4% at ten [10] years, 5% at fifteen [15] years, 6% at twenty [20] years, 7% at twenty five [25] years for the duration of the contract

Article 8

Retention of Benefits

Except as otherwise provided herein, all rights, privileges and benefits which the members of the association have heretofore enjoyed, as of December 31, 1984, and are presently enjoying, shall be maintained and continued by the Employer during the term of this agreement at not less than the highest standards in effect.

The provisions of all municipal ordinances and resolutions, except as specifically modified herein, shall remain in full force and effect during the term of this agreement and shall be incorporated in this agreement as if set forth herein at length.

Article 9

Discrimination or Coercion

There shall be no discrimination, interference or coercion by the Employer 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 employer or the Association shall discriminate against any employee because of race, creed, color, age, sex or national origin.

Article 10

Savings Clause

In the event that any Federal or State Legislation, governmental regulations or court decision causes invalidation of any article or section of this agreement, all other articles and sections not so invalidated shall remain in full force and effect, and the parties shall renegotiate concerning any such invalidated provisions.

Article 11

Personal Days

Each member of the Association shall be given five [5] personal days off to be taken at their discretion at any time during the calendar year, subject to approval of department head.

Article 12

Negotiations procedure

a) The parties agree to enter into collective negotiations over a successor agreement in accordance with the New Jersey Employer Relations Act in good faith effort to reach agreement on all matters concerning the terms and conditions of employment of the Borough employees included in Article 1. Such negotiations shall begin not later than September 15 of the calendar year in which this agreement expires. Any agreement so negotiated shall apply to all

employees included in Article 1, be reduced to writing,

be signed by authorized representatives of the Borough of Glassboro and the members of the Borough of Glassboro Clerical Workers Association.

b) The Borough agrees that there shall be no changes in the terms of this contract.

c) Whenever any representative of the Borough of Glassboro Clerical Workers Association is scheduled to participate during the scheduled working hours in negotiations, grievances, conferences or meetings, he shall be relieved from duty subject to the manpower needs of the department.

Article 13

Additional Benefits

All benefits not included within this agreement that are enjoyed by other Borough of Glassboro employees, except those benefits which are related specifically to a job category, shall also be afforded to the members of this Association.

Article 14

Duration

This agreement shall become effective January 1, 1991 and shall terminate on December 31, 1993. If either party desires to change this agreement during the life of the agreement, it shall notify the other party in writing fourteen [14] days before said desire to change the agreement.

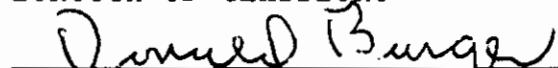
One hundred and twenty days [120] prior to this agreement expiration date will automatically serve as notice to renegotiate contract language, conditions and wages; and letters requesting the desire to renegotiate may be exchanged within the one hundred and twenty [120] day period.

IN WITNESS THEREOF, the parties have hereunto affixed their signature.

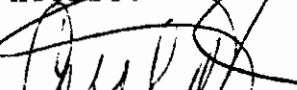
ATTEST:


Mary Ann Ashenfeller
Borough Clerk

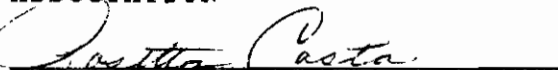
BOROUGH OF GLASSBORO


Mayor Donald Barger

ATTEST:


Carol Dickson
Negotiator GCWA

GLASSBORO CLERICAL WORKERS
ASSOCIATION


Rosetta Costa
Negotiator GCWA

FINANCE COMMITTEE

GLASSBORO CLERICAL WORKERS ASSOCIATION

1) Note in Article 7 the addition of a 1/2% to each line item.

2) If any member of the association does not have an opportunity to use their personal or vacation days they may give up the day-off and be paid a days salary in its place for each day not worked.

3) If at any time during the duration of this contract our Association membership loses or gains a member, we will notify you in writing within fourteen [14] days so you may make whatever salary adjustments are necessary.

4) We propose a three year contract with the following increases for all members of the Association:

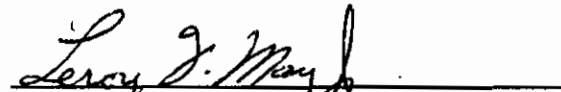
1991---\$1400.00

1992---\$1450.00


1993---\$1500.00

FINANCE COMMITTEE:


GEORGE ZANE


LEROY MAY, JR.

GCWA:


CAROL DICKSON


ROSETTA COSTA