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G. Lancaster, Township Clerk

and

Camden Council 10, NTC 27

* January 1, 1981 - January 2, 1983

ARTICLE 1 LEGAL REFERENCE

Nothing in this AGREEMENT shall alter the authority conferred by Law, Ordinance, and Resolution of Administrative Code upon any Township Official or in any way abridge or reduce such authority. This AGREEMENT shall be construed as requiring Township Officials to follow the terms contained herein, to the extent that they are applicable in the exercise conferred upon them by law.

Nothing contained herein shall be construed to deny or restrict to any employee such rights as he may have under any other applicable laws and Regulations. The rights granted to employees hereunder shall be deemed to be in addition to those provided elsewhere.

ARTICLE 2. RECOGNITION

The Township hereby recognizes Council 10 as the sole and exclusive representative of the employees of Gloucester Township for the purpose of collective negotiations with respect to terms and conditions of employment.

ARTICLE 3 EMPLOYEE RIGHTS

Persuant to Chapter 303, Public Laws 1968, the Township hereby agrees that every employee shall have the right freely to organize, join and support Council 10 and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under color of Laws of the State of New Jersey, the Township undertakes and agrees that it shall not directly or indirectly discourage or deprive or coerce any employee in the enjoyments of any rights conferred by Chapter 303, Public Laws 1968 or other Laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours, wages, or any terms or conditions of employment by reason of his membership in Council 10 and its affiliates, his participation in any activities of the Council 10 and its affiliates, collective negotiations with the Township or his institution of any grievance, complaint or proceeding under this AGREEMENT or otherwise with respect to any terms or conditions of employment.

Representative of Council 10 shall be permitted time off to attend negotiating sessions, provided the efficiency of the Department is not affected thereby.

A employee shall have the right to inspect his personnel file on reasonable notice and at reasonable times.

The Township agrees to notify the individual employee if any material discriminatory to the employee is place in his personnel jacket/

ARTICLE 4- CHECK OFF

The Employer agrees to deduct monthly, the Council's monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Finance Director, Township of Gloucester by the Financial Secretary of the Council together with a list of names of all employees for whom deductions are made. The aggregate deductions of all employees shall be remitted to the Financial Secretary of the Council with a list of names of all employees for whom the deductions were made by the 10th day of the succeeding month after such deductions are made. The revocation of this authorization shall be in writing in duplicate, one to be sent to Council # 10 and one copy to the Finance Director, Gloucester Township and further, in accordance with the provisions of applicable statutes as presently existing or as may be amended.

ARTICLE 5- RULES AND REGULATIONS

A. The Township Manager shall and may establish and enforce binding rules and regulations in connection with the operation of the Township, and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this AGREEMENT. Copies shall be furnished to the Council 10 Members. It is understood that application of this AGREEMENT shall not in any way hamper enforcement of the Departmental Rules and Regulations.

It is understood that all employees shall comply with all rules and regulations of the Department, and order of directives issued by the Director of their department or his designee, from time to time.

If an employee believes a rule, regulation, or instruction is unreasonable or unjust, the employee shall comply with the rule, regulation, or instruction, but with the further provision that such employee may regard the rule, regulation or instruction as a grievance which shall be handled in accordance with the grievance procedures set forth in Article 11 of this contract.

B. An employee who is required to work in a higher paid classification than his own shall be approved for such work after he has performed said work for three (3) consecutive weeks, spending at least 50% of his time on the higher paid job. An employee must be notified in writing by the Township Manager. Copy of such notification is to be forwarded to the Payroll Department. The employee will be paid at the first salary level of the higher grade position. However, if the salary is higher than the minimum of the higher grade position then they will receive the increment of the higher paid classification added to their base pay but not to exceed the salary of the incumbent employee.

ARTICLE 6- NON DISCRIMINATION

The parties hereto agree that neither shall discriminate against any employee because of his membership or non-membership in the CC10 or his participation in activities herein prescribed, nor discriminate against any member of the CC10 for any action involving his management duties on behalf of the Township of Gloucester, New Jersey.

ARTICLE 7 - BAN ON STRIKES

It is recognized that the need for continued and uninterrupted operation of the Township of Gloucester is of paramount importance to the citizens of the community; therefore, there shall be no interference with such operations.

Adequate procedures having been provided for the equitable settlement of grievances arising out of this AGREEMENT parties hereto, agree that there shall not be and that the Council 10, its officers, members, agents, or principals will not engage in, encourage, sanction or suggest strikes, slowdowns, mass resignations, mass absenteeism, or other suspension of, or interference with, normal work performance.

ARTICLE 8 - EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete agreement between the parties as to the terms and conditions set forth herein. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining.

The Township agrees that all benefits, terms and conditions of employment and past practices relating to the status of the employees covered by this AGREEMENT shall be maintained at not less than the highest standards in effect at the time of the commencement of collective bargaining leading to the execution of this AGREEMENT:

The Township shall perform no act which will conflict with the terms of this AGREEMENT.

ARTICLE 9 - MISCELLANEOUS

If any provisions of this AGREEMENT or any application of this AGREEMENT to any employee or group of employees is held to be contrary to Law, then such provisions or application shall not be deemed valid and subsisting except to the extent permitted by Law, but all other provisions or applications shall continue in full force and effect.

The provisions of the AGREEMENT shall be subject to and subordinated to and shall not annul or modify existing applicable provisions of State and local Laws except as such particular provisions of this contract modify existing local laws.

If any provision of this AGREEMENT is held contrary to Law, then Council 10 and the Township shall collectively negotiate to try and bring that provision into alignment with the conflicting law, or if that is impossible, to negotiate a new provision or benefit to take the place of that unlawful provision.

ARTICLE 10 - BILL OF RIGHTS

To ensure that individual employee rights are not violated, the following shall represent the employee's Bill of Rights.

1. An employee shall have the right to union representation at each and every step of the grievance procedure set forth in this agreement.
2. An employee shall not be required to submit to an interrogation by the employer and/or representatives of said employer without union representation present at such interrogation.
3. No recording devices of any type shall be used at such interrogation.
4. In all disciplinary hearings and/or hearings designed for the appeal of a disciplinary action already taken, the employee shall be entitled to union representative or his designee, the chief shop steward or his designee and a union representative from the district council of which the employee is a member.
5. In all disciplinary hearings or hearings designed for the appeal of any disciplinary action the employee and/or his union representative (s) shall have the right to introduce evidence and witnesses in his behalf. Furthermore the employee and/or his union representative (s) shall be granted the right to cross-examine any and all witnesses against him.
6. Recording devices may be used only if prior agreement by the union is reached. The union shall be given a duplicate of any and all recordings made. Cost for such shall be shared equally between union and employer.
7. No employee shall be intimidated, coerced, or suffer any reprisal by the employer for having exercised his rights under this agreement.

ARTICLE 11 - GRIEVANCES

The intent of the parties to this AGREEMENT is that the procedures herein-after set forth shall serve as a means of peaceful settlement of all disputes that may arise between the parties as to the meaning or application of provisions of this AGREEMENT.

It is further understood that suspension, demotion and discharge shall be made in accordance with Township Ordinance 0-78-1, known as the Administrative Code, State Statute, and Civil Service. In the

event such actions are

all rights of appeal as an individual pursuant to Civil Service as provided by law. A disciplinary proceeding shall not be subject to the grievance procedure.

STEP I

As to grievances, the aggrieved employee shall present the grievance orally or in writing to his immediate superior. The grievance must be presented within five (5) working days of its occurrence or knowledge of its occurrence. The superior will give his verbal answer or written answer within three (3) working days of the date of presentation of the grievance.

STEP II

If the grievance is not settled in STEP I, it shall be reduced to writing and presented through the chain of command to the level that would have control over the grievance. The Director of the parties department should be included in the decision. The grievance shall be prepared in detail and be dated. That level will reply to the grievance in writing within five (5) working days of the date of the presentation of the written grievance. The aggrieved employee may be represented by an attorney, or the employee bargaining unit in presenting his grievance.

STEP III

If the grievance is not settled in STEP II, the written grievance shall be presented to the Township Manager within five (5) working days after the response is given. The Township Manager, after a grievance hearing, at which the employee shall have the right to have his representative present, will reply to the grievance in writing within seven (7) days of the date of the presentation of the written grievance (Saturday, Sunday and Holidays excluded).

STEP IV

If not settled by STEP III, the grievance will be presented to the Township Council within five (5) working days after the response given in STEP III. Township Council will reply within ten (10) working days after the next regulary scheduled meeting after presentation of the grievance. If Township Council desires to have a hearing on the matter, it shall be held at the next regulary scheduled council meeting, but in no case shall the member be given less than seven (7) days notice of the hearing. If such a hearing is held, Township Council

will have three (3) working days after such hearing to respond to the grievance, (Saturdays, Sundays, and holidays excluded) The aggrieved employee may be represented by Counsel in presenting his grievance.

STEP V

If the grievance is not settled in STEP IV, it will be submitted to an arbitrator from P. E. R. C. or the American Association of Arbitration, mutually agreeable to both parties. The cost of such arbitration will be borne by the party not upheld by the arbitrator.

- A. A grievance may be filed by Council 10 at its own instigation or at the request of any employee covered under this agreement instead of any individual employee at the sole discretion of the Union.

ARTICLE 12 - JOINT COUNCIL #10 AND MANAGEMENT COMMITTEE

A committee consisting of the Township Manager and Council #10 shall be established for the purpose of reviewing the administration of this AGREEMENT and to resolve problems that may arise. Said committee will meet when necessary and required. These meetings are not intended to bypass the grievance procedure or to be considered contract negotiation meetings. The purpose and intent of such meeting is to foster good employment relations through communications between the Township and Council #10 on such matters as:

- a) Discussing questions arising over the interpretation and application of this AGREEMENT.
- b) Dissemination general information of interest to the parties.
- c) Giving Council #10 representatives the opportunity to express their views or to make suggestions on subjects of interest to employees of the bargaining unit.
- d) To notify the employees in the bargaining unit of changes in nonbargainable conditions of employment contemplated by Management.
- e) The promotion of education and training.
- f) The elimination of waste and the conservation of materials and supplies.
- g) The improvement of working conditions, the safeguarding of health and prevention of hazards to life and property

and the strengthening of the morale of the employees.

ARTICLE 13 - PROMOTIONS

The Township agrees that promotions shall be made in accordance with Civil Service Rules and Regulations. It further agrees not to discriminate on promotions because of religion, race, creed, politics, or age.

ARTICLE 14- SICK LEAVE

A. Sick Leave means the absence from duty of an employee because of personal illness by reason of which such employee is unable to perform the usual duties of his/her position because of exposure to contagious disease, or other illness or in an emergency situation where because of a member of his/her immediate family (wife/husband and children) having an illness requiring his/her remaining at home to care for same, or caring for the household. Such an emergency situation shall be documented upon request of the Director of said department. Each employee covered by this contract shall be granted twenty-one (21) sick days per year.

B. If any employee is absent for three (3) consecutive working days for any reasons set forth in the above rule, the Township shall require acceptable evidence on the form prescribed. The nature of illness and length of time the employee was or will be absent be stated on a Doctor's Certificate.

C. An Employee who does not expect to report for work on any working day because of personal illness or for any of the reasons set forth above shall notify the appropriate office by telephone or personal messenger by 9:15 A.M. Failure to do so could result in a loss of pay for the period of absence.

D. Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved on the certification of the Local Health Department.

E. The Total Years of service after appointment of an employee in the classified Civil Service shall be considered in computing accumulated sick leave due and available, and shall be granted and governed in accordance with prevailing Civil Service regulation during this agreement.

F. Full-time temporary Employees of the Township shall be entitled to sick leave in the same amount and for the same reasons as provided for permanent employees.

G. Sick leave shall be cumulative from year to year, and commencing on January 1, 1981, all members shall receive upon retirement the sum of thirty (\$30.00) Dollars for each unused sick day cumulated from the aforesaid date to and including December 1981.

ARTICLE 14- SICK LEAVE CON'T

H. Commencing on January 1, 1981, members shall be paid 50% of a full day's pay for each day of sick leave accumulated from the date, upon honorable separation from service and upon the recommendation of the Township Manager. This shall be paid at the salary level then in effect at the time of separation.

I. Any member who has exhausted his accumulated sick leave, by reason of illness, as proved to the satisfaction of the Township Manager, shall be continued on the Township Blue Cross/Blue Shield program, Dental Program, Prescription Plan, or any other Medical Insurance Program until he shall return to duty.

J. In the event a member shall have no sick leave, either allowable or cumulative, and is granted leave for personal business, such leave must be approved by the Township Manager.

ARTICLE 15-DISABILITY LEAVE WITH PAY

A member who is disabled by injury incurred in the performance of his or her duty by illness as a direct result of or arising out of his employment may, on the recommendation of the Head of the Department to the Township Manager, be granted leave of absence with full pay and benefits, for a period not to exceed one (1) year, provided that said disability or illness was a direct result of, or arising out of his employment, and is certified as such by a physician designated by the Township. The Department Head shall require evidence in the form of a physician's certificate from such physician as to the original and continued disability of such member as a result of injuries sustained.

Any temporary disability payments from Workmen's Compensation Insurance received by the employee shall be credited toward the pay referred to above.

ARTICLE 16- FUNERAL LEAVE

Seven days shall be granted for death in the immediate family consisting of mother, father, or paternal guardian, brother, sister, spouse, children of employee. Five days shall be granted for grandmother, grandfather, step-parents and foster children. Three days shall be granted for mother-in-law, father-in-law, brother-in-law, sister-in-law.

ARTICLE 17- HOSPITALIZATION

The Township agrees to provide Blue Cross/Blue Shield or and independent hospitalization policy containing similar benefits as well as major medical insurance for the employee and his dependents.

ARTICLE 18- VACATION

Employees covered by this AGREEMENT shall be granted the following vacation leave:

1. After six (6) months up to one year of service, one (1) working day per month of service.
2. From one year up to and including the third year of service, fourteen (14) working days.
3. From the fourth year up to and including the ninth year of service, seventeen (17) working days.
4. From the tenth year up to and including the fourteenth year of service, twenty-four (24) working days.
5. From the fifteenth year of service to retirement, thirty (30) working days.

Where in any calendar year the vacation or any part thereof is not used, such vacation may be:

- (a) Accumulated for the following year, with notification required, in accordance with the contract, or
- (b) The unused vacation may be paid with the same calendar year due, provided the employee gives at least two (2) weeks notice thereof to the township and in no case may notice be given later than December 1st of that calendar year.

ARTICLE 19- HOLIDAYS

The following fourteen (14) days shall be observed as normal holidays during the years covered by this contract: New Year's Day, Martin Luther King's Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veterans' Day, Thanksgiving Day, and Friday after Thanksgiving, Christmas Day.

Holidays which fall on a Saturday shall be celebrated on the preceding Friday. Holidays that fall on Sunday shall be celebrated on the following Monday. Holidays which fall within an employee's vacation period shall be celebrated at the employee's option, either immediately before or following

ARTICLE 19-HOLIDAYS CONT.

his vacation period. It is understood that there shall be one day of celebration in the event a holiday is celebrated on a day other than the actual day of said holiday, and no additional day shall be received because of the adjustment on the day of celebration. This shall not apply to Lincoln's or Washington's Birthdays, which shall be celebrated as two distinct holidays and not only President's Day.

When the Township, Governor of the State of New Jersey or the President of the United States, declares a day off for all the Township employees, in addition to those set forth above, those who are required to work on such holidays shall be paid according to the overtime schedule.

ARTICLE 20 - WORK SCHEDULES

The regular scheduled work week shall consist of five (5) consecutive days, Monday through Friday, inclusive, 8:30 a.m. to 4:30 p.m. (35 hours).

The regular starting or quitting time of work shifts will not be changed without reasonable notice of the affected employee and without first having discussed such change and the need for same with Council #10.

All employees covered by the AGREEMENT shall receive a salary predicated on the appropriate hourly rate for their title multiplied by the actual number of hours that comprise their scheduled work week.

ARTICLE 21 - OVERTIME AND CALL IN TIME

Section 1. Overtime refers to any time worked beyond the regular hours of duty, and is granted only when an employee is ordered to work by a supervisor.

Section 2. Time and one-half the full time employee's regular rate of pay shall be paid for work under any of the following conditions:

- (a) All work performed in excess of the employee's regular hours of duty in any one day.
- (b) All work performed in excess of the employee's regular hours of duty in any one week. Hours which time and one-half or double time is paid shall not be included in the base weekly hours.
- (c) All work performed on Saturday.

Section 3. Double time the full time employee's regular hourly rate of pay shall be paid for work under any of the following conditions:

- (a) For Sundays, when so directed by a supervisor.
- (b) For Holidays, in addition to the Holiday pay, when so directed by a superior.

ARTICLE 21 - OVERTIME AND CALL IN TIME CONT.

Section 4. (a) Overtime work shall be distributed as equally as possible among employees within the same classification, within the department and who have been give a reasonable notice (2 hrs.) of overtime to be worked, except in cases of emergency.

(b) Overtime, outside of the department, shall be distributed as equally as possible. The overtime outside the department shall be on a rotating basis starting at the top of the seniority list and continuing down the list until everyone has been contacted. (An employee may refuse once and must be contacted a second time but in the event of two (2) refusals, the employee is crossed off the list and will not be contacted again till the list is exhausted.) This seniority list shall be maintained by the Township Manager, or his/her designate, and the Council 10 Trustees and/or Shop Stewards. (EXAMPLE: If employee #1 is requested to work and does, this employee is then crossed off the list and the next time overtime is requested, the list starts at employee #2.)

Section 5. Overtime shall be paid currently, or at least no later than the second pay period after overtime was served.

Section 6. Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time and one-half for such work and be guaranteed not less than four (4) hours pay, regardless of the number of hours actually worked.

ARTICLE 22 - PERSONAL DAYS

Section 1. All full time employees shall be entitled to three (3) days personal leave days each, one for every four months of employment up to the first year of employment, and three for all employees with one or more years of service, for necessary important reasons. Requests for personal leave must be submitted to the Employer for approval, which approval shall not be unreasonably withheld, at least three (3) days in advance of the leave day(s) sought. Said personal leave may not be accumulated, nor is it payable upon separation or termination.

ARTICLE 23 SEVERANCE PAY:

Section 1 There shall be paid as a part of the salary for persons in the classified service who have been employed by the Township and who terminated their employment involuntarily. Who has passed away while in the Township's employment or have their jobs abolished for purposes of economy and their employment terminated, excluding disciplinary actions, in addition to their normal salary or wage, an additional sum which will be based on the number of years of service and at the said regular rate then existing for the title and increment level of such persons according to the following schedules:

- 1 year but less than 4 years = 1 full week's pay
- 4 years but less than 9 years = 3 full week's pay
- 9 years but less than 19 years = 4 full week's pay
- 20 or more years = 5 full week's pay

ARTICLE 24 SENIORITY

Section 1. Seniority is defined as an employee's total length of service with the employer, beginning with his original date of hire.

Section 2. An employee having broken service with the employer (as distinguished from a leave of absence) shall not accrue seniority credit for the time when he was not employed by the Employer.

Section 3 If a question arises concerning two or more employees who were hired on the same date the following shall apply: If hired prior to the effective date of this Agreement, Seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's Payroll records, first name, first preference etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employee's last name.

Section 4 The employer shall maintain an accurate, up-to date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Representative upon request.

Section 5 Except where New Jersey Civil Service statutes require otherwise, in cases of promotions, demotions, layoff, recalls, vacation schedules and other situations where substantial employee advantages are concerned, an employee with the greatest amount of seniority shall be given preference provided he has the ability to perform the work involved.

Section 6 A list shall be maintained by the Employer indicating the number of positions available. Such positions shall be posted on Council 10 Bulletin Boards and the appropriate offices of which the position is available. A minimum notice of 45 days before that position is permanently filled is requested, provided the employee has the ability to perform the work involved, the position should be filled from within.

ARTICLE 25 - SAFETY AND HEALTH

The employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices reasonable necessary in order to insure their safety and health.

In the case of an emergency, affecting employees covered by this AGREEMENT, declared by local police authorities, it shall be the Employers duty to notify all Department Heads as soon as possible with respect to an appropriate course of action.

ARTICLE 26 - DENTAL PLAN

The Township shall provide a Dental Plan under the North American Plan, or an equal coverage plan by another insurance company or other organization providing the same dental care, for employee covered under this AGREEMENT and his/her dependants.

ARTICLE 27 - COLLEGE CREDITS

On December 1st of each year, the Township shall pay to every Council 10 member as additional compensation, the sum of Ten (\$10.00) Dollars per credit per year for college possessed by said Council 10 member for undertaking, completing and satisfactorily passing college courses of study accepted toward an academic degree related to job description, at any accredited college or university.

In order to qualify for such compensation, said Council 10 member must present and file an officially documented transcript of credits and secure the approval thereof of the Township Manager at least thirty (30) days prior to December 1st.

Compensation shall be paid for credits in blocks of one (1) up to a maximum of one hundred (100) credits.

ARTICLE 28 - WAGES, LONGEVITY AND COST OF LIVING DIFFERENTIAL

A. For Salary Schedule see APPENDIX B.

B. Longevity pay for extended service shall be determined on the basis of the employee's anniversary date of employment in accordance with the rates hereinafter set forth; and it shall be payable in one lump sum on December 1st of the year when longevity rates become applicable to the particular employee, and on each December 1st thereafter.

ARTICLE 28 - WAGES, LONGEVITY AND COST OF LIVING DIFFERENTIAL

Commencing on the anniversary date of employment of the beginning of the year of service indicated in the first column below until the end of the year of service indicated in the second column below, the employee who shall qualify therefore shall receive a sum equivalent to that percentage figure indicated in the third column below of his/her base salary rate for the current year:

<u>COLUMN 1</u>	<u>COLUMN 2</u>	<u>COLUMN 3</u>
3rd year thru	5th year	3%
5th year thru	9th year	5%
10th year thru	14th year	7%
15th year thru	19th year	9%
20th year thru	Retirement	11%

A Council 10 member may request that longevity be paid within his/her base salary in order to increase his pension benefits, however, the member must request this during the three (3) years prior to his anticipated retirement. However, if longevity is paid on a weekly installment, the percentage of deductions must also increase to cover the increased cost for the Township.

If any employee leaves the service of the Township in good standing such employee will receive longevity pay based on their length of service prorated. The aforesaid percentages are payable each year of this AGREEMENT by December 1st.

C. The Township agrees to the stabilization schedule in Appendix C to be incremented to the 1980 Base Salary.

The Township agrees, on 1-1-82, to pay each employee covered under this agreement, the amount of \$300.00 for a cost of living differential, and to add this amount to the 1981 Base Salary.

The Township further agrees to the stabilization schedule, in Appendix C to be incremented to the 1981 Base Salary, also to be effective on 1-1-82.

The Township agrees on 1-1-83 to pay each employee covered under this agreement, the amount of \$400.00 for a cost of living differential, and to add this amount to the 1982 Base Salary.

On an employees' anniversary date attaining 2 yrs or over of employment the stabilization increment will be adjusted on a pro-rata basis for the balance of the year.

ARTICLE 28 - WAGES, LONGEVITY AND COST OF LIVING DIFFERENTIAL CONT.

D. This revised 1982 Base Salary will then be used for the 1983 negotiations.

E. The Township agrees to use the Stabilization Schedule in Appendix D as a guide in establishing entry level salaries for new employees, regardless of experience and/or education.

ARTICLE 29 - PRESCRIPTION PLAN

The Township agrees to provide for all members covered under this AGREEMENT a prescription plan for employees and their dependents in which the employee is responsible for payment of FIFTY (50) cents toward the cost of the prescription up to 150.00 per year, per family.

Beginning January 1, 1982, the Township agrees to provide for all members under this AGREEMENT an eye glass plan for employees and their dependents. This plan is to cover examinations and eye glasses and/or contact lenses up to \$250.00 per year, per family.

ARTICLE 30 - MILEAGE

The Township agrees to provide transportation to and from training schools as incidental to the member's employment. For any schools at any area, the Township agrees to provide to members covered under this AGREEMENT, The daily round trip transportation in the form of a Township car or payment for mileage at the rate of twenty (20) cents a mile.

ARTICLE 31 - TERMS AND CONDITIONS

This AGREEMENT shall be in full force and effect from January 1, 1982 through and including January 2, 1983. If either party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the time of expiration, he must notify the other party in writing not less than one hundred twenty (120) days prior to such expiration.

This AGREEMENT shall remain in full force and effect on a day-to-day basis during collective bargaining negotiations between the parties extending beyond the date of expiration set forth herein.

Collective negotiations on the terms of a new AGREEMENT shall commence no later than SEPTEMBER 1, 1982, and shall be completed before or not later than JANUARY 2, 1983.

This AGREEMENT shall remain in full force and in effect in the event that Council 10 affiliates or merges with any other union.

ARTICLE 32 - PROPOSED AGENCY SHOP LANGUAGE

Any person making payment to the Council under the Agency Shop Statute of the State of New Jersey shall have the right to object to any portion of such payment which is not made in pursuance to the Act as stated above, by filing a written objection within ten (10) days of the date of said deduction to the Board of Trustees. The Board of Trustees shall instruct the Treasurer to examine the financial records to determine the source and purpose of any such expenditure and shall authorize a rebate to any objector where it is found that such expenditure was not pursuant to the Act as set forth in the laws of the State of New Jersey.

TOWNSHIP OF GLOUCESTER

BY *Paul P. Miller*
MAYOR

BY *Bruce P. Helber*
TOWNSHIP MANAGER

CAMDEN COUNCIL #10 N.J.C.S.A.

BY *Joseph A. Santoro*
PRESIDENT

BY *Margaret M. Nathan*
TRUSTEE

BY *Joseph A. Conroy*
ATTORNEY, CAMDEN COUNCIL #10

RECEIVED
DATE MAY 20, 1981

Paul P. Miller
State
Trustee

APPENDIX A

Accountant
Account Clerk
Account Clerk (typ)
Administrative Assistant
Administrative Secretary
Assistant Assessor
Assistant Municipal Clerk
Building Sub Code Inspector
Building & Fire Protection Sub Code Official
Clerk
Clerk Stenographer
Clerk Typist
Computer Operator
Deputy Municipal Court Clerk
Municipal Court Clerk
Payroll Supervisor & Personnel Clerk
Plumbing & Heating Inspector
Police Records Clerk (typ)
Principal Clerk Stenographer
Principal Tax Clerk
Purchasing Assistant (typ)
Sr. Account Clerk (typ)
Sr. Clerk Stenographer
Sr. Clerk Typist
Sr. Community Relations Aide
Sr. Police Records Clerk (typ)
Sr. Sub Code Inspector
Sr. Welfare Interviewer
Supv. of Data Processing
Tax Clerk
Telephone Operator
Zoning Officer

APPENDIX B

For 1981, the Township agrees to provide each employee covered under this AGREEMENT, a 7% salary increase on their 1980 Base Salary.

The Township further agrees to provide each employee covered under the AGREEMENT, a 7% salary increase on their 1981 Base Salary which includes the Cost of Living Differential, payable on 1-1-82.

STABILIZATION OVER A 2 YEAR PERIOD

	<u>1981</u>	<u>1982</u>
TELEPHONE OPERATOR	--	--
TELEPHONE OPERATOR	129	129
ASST. MUNICIPAL CLERK	421	421
CLERK	129	129
CLERK	81	81
CLERK	129	129
CLERK	--	--
CLERK TYPIST	479	479
CLERK TYPIST	814	814
CLERK TYPIST	179	179
CLERK TYPIST	--	--
CLERK TYPIST	215	215
CLERK TYPIST	172	172
CLERK TYPIST	172	172
CLERK TYPIST	577	577
CLERK TYPIST	479	479
MUN. COURT CLERK	1175	1175
DEP. MUN. COURT CLERK	422	422
SR. ACCOUNT CLERK	100	100
SR. ACCOUNT CLERK, TYPIST	481	481
PAYROLL SUPV.	--	--
PURCHASING ASSIST.	--	--
PRIN. TAX CLERK	--	--
ASST. ASSESSOR	--	--
ASST. ASSESSOR	--	--
COMPUTER OPERATOR	497	497
SR. CLERK TYPIST	--	--
SR. CLERK TYPIST	449	449
SR. POL. REC. CLERK	--	--
SR. POL. REC. CLERK, TYPIST	757	757
SR. CLERK STENO.	107	107
SR. CLERK STENO.	607	607
SR. CLERK STENO.	--	--
SR. COMM. REL. AIDE	--	--
SR. WELFARE INTERVIEWER	567	567
ADMIN. SECRETARY	--	--
ADMIN. SECRETARY	307	307
CLERK STENO.	464	464
CLERK TYPIST	179	179
CLERK TYPIST	179	179
CLERK TYPIST	179	179
CLERK TYPIST	179	179
CLERK TYPIST	179	179
PAYROLL CLERK	487	487
	583	583

1981 STABILIZATION

TITLE	UNDER 2 YRS.	2-4 YRS.	OVER 5 YRS.
ACCOUNTANT	10,816	14,344	17,873
ACCOUNT CLERK	8,300	8,900	9,800
ACCOUNT CLERK (TYPIST)			
ADMINISTRATIVE ASSISTANT	10,816	14,344	17,873
ADMINISTRATIVE SECRETARY	9,000	10,000	11,500
ASSISTANT ASSESSOR	10,500	12,600	14,095
ASSISTANT MUNICIPAL CLERK	9,500	10,200	11,400
BLDG. SUB-CODE INSPECTOR	10,500	12,600	14,095
BLDG. & FIRE PROTECTION SUB-CODE OFFICIAL	10,500	12,600	14,095
CLERK	8,108	8,200	9,000
CLERK STENOGRAPHER	8,500	9,200	10,300
CLERK TYPIST	8,300	8,900	9,800
COMPUTER OPERATOR	9,200	10,000	11,300
DEPUTY MUNICIPAL COURT CLERK	9,500	10,200	11,400
MUNICIPAL COURT CLERK	11,000	12,500	14,000
PAYROLL SUPERVISOR & PERSONNEL CLERK	10,500	11,500	12,500
PLUMBER & FIRELINE INSPECTOR	17,614	17,326	20,118
POLICE RECORDS CLERK (TYPIST)			
POLICE RECORDS CLERK	8,300	8,900	9,800
PRINCIPAL CLERK STENOGRAPHER			
PRINCIPAL TAX CLERK	8,500	9,200	10,800
PURCHASING ASSISTANT (TYPIST)	9,200	10,000	11,000
SR. ACCOUNT CLERK (TYPIST)	8,800	9,500	11,100
SR. CLERK STENOGRAPHER	9,200	10,000	11,000
SR. CLERK TYPIST	8,500	9,200	10,300
SR. COMMUNITY RELATIONS AIDE	8,500	9,200	10,300
SR. COURT RECORDS CLERK (TYPIST)	9,200	10,000	11,000
SR. SUB-CODE INSPECTOR	11,474	12,351	14,318
SR. SOCIAL SERVICE INTERVIEWER	8,500	9,200	10,300
SUPERVISOR OF DATA PROCESSING	14,000	16,095	18,190
TAX CLERK	8,300	8,900	9,800
TELEPHONE OPERATOR	6,108	6,200	6,700
ZONING CLERK	10,400	11,500	12,500
SR. ZONING CLERK	8,800	9,500	11,100
PAYROLL SUPERVISOR	8,300	8,900	9,800