

3-024-1

10-15

1972

NOT CIRCULATE

THIS AGREEMENT, made and entered into this \_\_\_\_\_ day of September, in the year, One Thousand Nine Hundred and Seventy-two, BETWEEN, the TOWNSHIP OF WEST MILFORD, IN THE COUNTY OF PASSAIC, a body politic, hereinafter referred to as the "Employer" AND, LOCAL # 1960, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO", hereinafter referred to as the "Union";

WHEREAS, the parties hereto did enter into a contract, dated September 2, 1970, pursuant to the provisions of Chapter 303, Laws of the State of New Jersey, 1968; and which agreement, except as to Appendix "B" attached hereto, was in effect for the year, 1971; and

WHEREAS, the parties hereto desire to renew and extend the provisions of said contract, so that the provisions thereof shall remain in full force and effect until the 31st day of December, 1972, but with the exceptions and with the supplements herein stated;

The Parties hereto, therefore, agree as follows:-

1. That the said contract, entered into between the parties hereto, dated September 2, 1970, and including all of the Articles and provisions therein, be and they are hereby renewed and extended until the period herein stated, but with the following exceptions, modifications and supplements, namely:-

ARTICLE 4. WORK SCHEDULES

Subsection c. is amended to read as follows:-

c. The work day will consist of 8 hours, 8 A.M. to 4:30 P.M. both as to Standard Time and Eastern Daylight Savings Time. The lunch time will be 30 minutes to all employees. All employees are required to respond in emergencies.

ARTICLE 6. CALL IN TIME

This article is to be supplemented by the inclusion of subsection c:-

c. Any employee who is requested or called in for snow removal or any other emergency, and such employee responds and is

employed during the call in time by the township, shall be entitled to a paid supper hour; in the event there is no place open there such employee may secure food during this hour, the person in charge shall send out for food for this employee, food to be paid for by the employee.

ARTICLE 7. PAY SCALES

This article is to be amended to read as follows:-

a. The pay scales for all employees covered by this Agreement shall be in accordance with an ordinance entitled "An Ordinance Concerning Salaries and Compensation and Amending a Portion of Section 13-5 of the Revised Ordinances of the Township of West Milford, New Jersey, 1958", adopted by the Township Council on September 15th, 1972; a copy of this ordinance is attached hereto as Appendix "B" and made part hereof.

b. During the term of this Agreement the pay scales will not be changed unless by mutual consent of both parties.

c. Rates of pay are to be retroactive to January 1, 1972.

d. Each member of the Department shall be paid longevity compensation in accordance with the rates as set forth in the above entitled ordinance, Appendix "B" and payable on December 1, 1972.

ARTICLE 9. LEAVES OF ABSENCE

This article is to be supplemented to include the following:

<u>Purpose of Leave</u>	<u>Number of Days</u>	<u>Paid or Unpaid</u>	<u>Special Provisi if any</u>
Convention	3	Paid	For one delegate only
Sick time	15 days per year (Civil Service)	Paid	Accumulative see * below

\* - the provisions of a resolution adopted by the Township Committee on August 16th, 1963, except as may have been modified by the original agreement, are to continue in full force and effect. A copy of said resolution is attached to the original

agreement between the parties hereto as Appendix "C".

Accumulated Sick Time. Effective as of January 1, 1972, employees shall be entitled accumulated sick time at the rate of \$10.00 per day; this accumulated amount shall be paid the employee at the time of retirement or if the employee leaves his employment with the township and is in good standing his termination of employment to be only after two weeks written notice is given. Any employee who has accumulated sick time prior to January 1, 1972 shall not be paid for this time. If an employee is sick, he must use his accumulated sick time that has accrued prior to January 1, 1972.

#### ARTICLE 11. HOLIDAYS

Section 1 of this Article is supplemented to include the following:

Martin Luther King's Birthday, but only if the State of New Jersey makes it a holiday for state employees.

#### ARTICLE 13. SAFETY AND HEALTH

Subsection a of this Article is amended to read as follows:-

a. The Employer shall at all times maintain safe and healthful working conditions, and shall furnish safety equipment, with safety apparel whenever required, and tools. The employer agrees to furnish each employee with safety shoes at the employer's expense - one pair per employee for the year. The Employer agrees to furnish each employee a safety helmet. The Employer agrees to furnish employees, where required, safety glasses, but with uncorrected lenses. Cost of the safety shoes, helmets and glasses shall be that of the employer.

#### ARTICLE 15. VACATIONS.

This Article is amended to read as follows:-

Employees shall receive such annual vacation as provided for by the rules of the N.J. Civil Service Commission, and/or as provided for by State Statute

ARTICLE 19. TERMINATION

Paragraph a of this Article is amended to read as follows:-

a. This agreement shall be effective as of January 1, 1972, except as hereinabove stated, and shall remain in full force and effect until the 31st (12 midnight) day of December, 1972, thereafter, unless prior to the anniversary date, either party shall notify the other in writing 60 days in advance, that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than 30 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals, and/or caused their corporate seals to be hereto affixed, after signature of their corporate officers the day and year first above written.

TOWNSHIP OF WEST MILFORD, IN THE  
COUNTY OF PASSAIC

ATTEST:-

by \_\_\_\_\_  
MAYOR

Township Clerk

LOCAL # 1960, AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL EMPLOYEES  
AFL-CIO

ATTEST:-

by \_\_\_\_\_  
President

Secretary

Appendix "B"

AN ORDINANCE CONCERNING SALARIES AND  
COMPENSATION AND AMENDING A PORTION OF  
SECTION 13-5 OF THE REVISED ORDINANCES  
OF THE TOWNSHIP OF WEST MILFORD, NEW  
JERSEY, 1958

BE IT ORDAINED, by the Township Council of the Township of West Milford, in the County of Passaic:-

1. That a portion of Section 13-5 of the Revised Ordinances of the Township of West Milford, New Jersey, 1958, as amended and supplemented and which relates to the employees assigned to the Department of Public Works, be and the same is hereby amended to read as follows:-

EMPLOYEES

Senior Building Maintenance Worker	-----	\$8,420.00 per annum
Building Maintenance Worker	-----	\$5,803.00 per annum
Road Foreman	-----	\$4.34 per hour
Sewer Foreman	-----	\$4.34 per hour
Mechanical Repairman Foreman	-----	\$4.34 per hour
Mechanical Repairman Helper	-----	\$4.05 per hour
Mechanical Repairman (automotive)	-----	\$4.05 per hour
Heavy Equipment Operator	-----	\$3.99 per hour
Equipment Operator	-----	\$3.91 per hour
Truck Driver	-----	\$3.84 per hour
Laborer	-----	\$3.67 per hour
Sewer repairman (laborer)	-----	\$3.84 per hour
Laborer (first year)	-----	\$3.29 per hour

Longevity pay shall be paid to the above named employees as follows, payable on December 1st:-

After five years of service	-----	\$60.00 per year
After ten years of service	-----	\$120.00 per year
After fifteen years of service	-----	\$180.00 per year
After twenty years of service	-----	\$240.00 per year
After twenty-five years of service	-----	\$300.00 per year

2. The hours of duty for the above named employees and the amount of days of annual vacation for each shall be fixed and determined by and between the Township Council and representatives of the employees, by agreement, in accordance with the provisions of Chapter 303, Laws of the State of New Jersey, 1968.

3. The compensation provided herein shall be retroactive to January 1, 1972.

4. Any and all ordinances or parts thereof in conflict or inconsistent with any of the terms of this ordinance are hereby repealed to such extent as they are so in conflict or inconsistent.

5. This ordinance shall take effect 20 days after its final passage by the Township Council.

#### NOTICE

Notice is hereby given that the foregoing ordinance was introduced at a meeting of the Township Council of the Township of West Milford, in the County of Passaic, held on Friday, September 1st, 1972, and passed its first reading, and that said ordinance will be considered for final passage at a meeting of the Township Council of said Township to be held on Friday, September 15th, 1972, at 8 o'clock P.M., in the West Milford Town Hall, West Milford Township, N.J., at which time and place all persons who may be interested will be given an opportunity to be heard.

By order of the Township Council.

DATED: September 1st, 1972

GEORGE F. ECKHARDT, JR.  
Township Clerk

1 t: September 6th  
Fees: