

THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT BETWEEN

MERCER COUNTY & VICINITY

BUILDING TRADES' COUNCIL

A N D

HAMILTON TOWNSHIP BOARD OF EDUCATION

1974 - 1977

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Labor Relations

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ARTICLE I - RECOGNITION

The Board of Education recognizes the Mercer County & Vicinity Buildings Trades Council as the majority representative and exclusive bargaining agent for all Maintenance Staff (Carpenters, Painters, Plumbers, Electricians and Masons) employees.

ARTICLE II - PAY SCALE

A. The following salary schedule shall be adopted for all maintenance employees:

	<u>1974-1975</u>	<u>1975-1976</u>	<u>1976-1977</u>
Carpenters	6.68	7.21	7.79
Painters	6.12	6.65	7.23
Plumbers	7.05	7.58	8.16
Electricians	7.20	7.73	8.31
Masons	6.89	7.42	8.00

B. There shall be one man selected by the Board as a working foreman for each craft that employs four or more men. Foreman shall receive an additional \$500.00 (hourly rate - \$.24 per hour)

C. Union Dues - The Painters covered under this agreement will be expected to pay 2% of gross wages per hour Union Dues to be deducted from the employees' salary by the Paymaster of the employer. These dues must be received by the Union by the 10th of the following month.

ARTICLE III - MEDICAL BENEFITS

All employees covered by this agreement shall be entitled to the following medical benefits at the Board's expense:

A. The Board of Education shall pay the full amount of the Blue Cross, Blue Shield, Rider J, and Major Medical for all employees in this agreement.

Article III - Medical Benefits - (continued)

B. The Board of Education shall pay 100% of the January 1974 rate, i.e. \$25.08 per month of the family plan for Blue Cross, Blue Shield, Rider J, and Major Medical for all employees' families that are eligible.

ARTICLE IV - SICK TIME

All employees shall be granted twelve (12) sick days per year, which shall be accumulative.

ARTICLE V - VACATIONS

All employees shall receive the following vacation benefits for years of service completed as of June 30 of the previous school year.

Less than 1 year	1 working day per month, up to 10 days
1 year to 8 years	10 working days
9 years to 17 years	15 working days
18 years and over	20 working days

ARTICLE VI - HOLIDAYS

Holidays - as per list submitted by the Board, not to be less than eighteen (18) days.

ARTICLE VII - OVERTIME - CALL-IN TIME, WORK WEEK

- A. The work week shall consist of five consecutive days from Monday until Friday.
- B. All employees shall be entitled to one and a half times the hourly rate for all work in excess of forty hours.
- C. Holidays and sick time will be counted as a day worked.
- D. Any employee called into work for any period of time other than his regularly scheduled work day after he has left his place of employment shall be given not less than three hours work at one and a half times his regular rate.
- E. When any employee is taking the place of his respective foreman, the foreman's rate (+ \$.24 per hour) shall be paid to that employee after five consecutive work days in the foreman's position.

ARTICLE VIII - APPOINTMENT NOTICE

Appointment notices for all employees shall be issued on or before June 15 for the following school year.

ARTICLE IX - GRIEVANCE PROCEDURES

A. Definitions

1. A grievance is a claim based upon the interpretation, application or violation of policies, agreements, and administrative decision.
2. An aggrieved person is the person or persons making the claim.

B. Purpose

1. The purpose of this procedure is to secure equitable solutions to grievances at the lowest possible administrative level.

C. Procedure

1. Grievances should be processed as rapidly as possible; therefore, the number of days indicated at each administrative level should be considered as a maximum and every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

2. Level One

An employee with a grievance shall first discuss it with his immediate supervisor within five days of its occurrence either directly or through a chosen representative, with the objective of resolving the matter informally.