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STATE OF
MICHIGAN

A G R E E M E N T

between

THE WAYNE BOARD OF EDUCATION

and

THE WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION

for 1970 - 1971

CAFETERIA WORKERS

Signed and agreed to

April 23, 1970.

AGREEMENT
PURSUANT TO NEW JERSEY PUBLIC EMPLOYER-EMPLOYEE
LABOR RELATIONS ACT (CHAPTER 303 PUBLIC LAWS OF 1968)

This Agreement is made and entered into on this 23rd day of April, 1970 by and between the BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE in the County of Passaic, hereinafter referred to as the "BOARD", and the WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA ASSOCIATION, hereinafter referred to as the "ASSOCIATION", and

WHEREAS, the ASSOCIATION is the sole representative of the cafeteria workers in collective negotiations with the BOARD, and

WHEREAS, pursuant to negotiations under the provisions of the New Jersey Public Employer-Employee Relations Act (Chapter 303 Public Laws of 1968) the BOARD and the ASSOCIATION have reached agreement with respect to terms and conditions of employment for cafeteria workers for the school year 1970-71, and

WHEREAS, said Public Employer-Employee Labor Relations Act requires that when such agreement has been reached its terms shall be embodied in writing and signed by the respective parties;

NOW, THEREFORE, it is mutually agreed between the parties hereto as follows:

1. Salaries shall be paid in accordance with SCHEDULE "A" annexed hereto and made part of this agreement by reference thereto.
2. All other terms and conditions of employment are set forth in SCHEDULE "B" annexed hereto and made part of this agreement by reference thereto.
3. The Grievance Procedure as set forth in SCHEDULE "C" annexed hereto is made part of this agreement by reference thereto.

IN WITNESS WHEREOF, the parties hereunto have set their hands and seals the day and year first above written.

Attest:

BOARD OF EDUCATION OF THE TOWNSHIP OF WAYNE

NORMAN HARRISON, Secretary (signed)

Bruce Van Duyne, President (signed)

Attest:

WAYNE CUSTODIAL-MAINTENANCE-CAFETERIA
ASSOCIATION

EDITH HALLIDAY, Secretary (signed)

Walter Bomhoff, President (signed)

FOOD SERVICES PERSONNEL

SALARY GUIDE

1970-71

<u>Hourly</u>	<u>Step</u>	<u>Proposed Guide</u>
	1	\$2.00
	2	2.10
	3	2.20
	4	2.40
	5	2.50
Elementary Head Cook	1	\$3150.
	2	3350.
	3	3550.
	4	3750.
	5	3950.
Secondary Head Cook	1	\$3350.
	2	3550.
	3	3750.
	4	3950.
	5	4150.
Field Manager	1	\$ - -
	2	4950.
	3	5290.
	4	5609.
	5	5952.
	6	6280.
	7	6615.
	8	6940.
	9	7275.
	10	7600.

WORKING HOURS AND CONDITIONS

Cafeteria workers shall not be required to use their own cars for Cafeteria business.

All vacancies that may arise shall be posted in a prominent location in all cafeterias in all schools for a period of not less than one week provided vacancies occur during the school term. Vacancies which occur after the close of the school year will be on file August 15. Anyone interested in making application should call the cafeteria office on that date. The opening shall be filled by a person having seniority and ability.

All employees working a 4 hour day shall receive a 15 minute paid lunch period which can be used as a rest period or lunch period. All employees working 5 hours or more shall receive a 30 minute paid lunch period.

HOURS

All Head Cooks are salaried employees based on a 35 hour work week. Any Head Cook working in excess of 35 hours shall receive additional wages at the prevailing rates.

The hours of any employee will be flexible to the needs of the kitchen with a minimum of 4 hours a day. If additional hours are necessary employees having seniority and ability will be given top priority. The flexibility of hours might be necessary due to the student traffic changes in any or all schools each year or any daily unforeseen emergency beyond the control of the department.

Any deviation from the above hours must be mutually agreed upon by the Head Cook and the Director of Food Services. When such deviation is of a permanent nature, the cafeteria representative will be asked to participate in the discussion prior to the decision becoming part of the regulations.

Overtime hours shall be worked at the direction of the Head Cook and/or the request of the Principal with the approval of the Director of Food Services. Hourly workers to be paid \$4.00 per hour for P.T.A. meetings or any special function day or night on regular working days, after regular hours. Managers to receive \$5.00 per hour for the same activities as described above. Overtime rate becomes effective after an employee goes home and is required to return to work any additional hours.

Overtime hours shall be worked where necessary in connection with a permit for the use of buildings.

INSURANCE

The Board shall undertake payment in full for the cost of each individual employee insurance contract providing coverage for Blue Cross (hospitalization), Blue Shield (major medical, including Rider J) and 40% of complete family medical plan.

ABSENCES, PERSONNEL LEAVE COMMITTEE, LEAVES OF ABSENCE

Absences

A. Personal Illness

1. Personal illness shall be interpreted to cover illness of the employee. The Personnel Leave Committee may at its discretion require proof of illness.

2. Cafeteria employees shall be allowed, with full pay, 10 days cumulative personal illness leave per year. Such accumulative leave shall not exceed an aggregate of 100 days.

3. Absence of employees for reasons other than those listed above or of greater duration than accumulated sick leave will be reviewed by the Personnel Leave Committee.

B. Death in Family

In the event of a death in an employee's immediate family, (Mother, Father, Husband, Wife or Children) an absence of up to 5 days may be allowed without loss of pay subject to review by the Personnel Leave Committee.

C. Religious Observance

Absence for religious observance may be granted on prior approval by the Personnel Leave Committee.

Personnel Leave Committee

A committee shall be formed consisting of three members of the Association (one to represent each group within the Association) and one administrator to supervise the sick days and personal days of the members of the Association. This committee shall establish its own reasonable ground rules which are to be reviewed by the Board of Education. Association representatives shall be selected by the Association.

Leaves of Absence

A. Maternity Leave

Maternity leave, without pay, may be granted to the employee for a period not exceeding two calendar years. Request for a maternity leave shall be made in writing to the Board.

B. Leave of Absence

Leave of absence may be granted without pay only to employees having tenure. Requests for leave of absence shall be made in writing to the Board.

Attendance Record

Cafeteria employees shall submit, through their Head Cook, an individual daily attendance record to the Director of Food Services on the first and sixteenth of each month.

HOLIDAYS

All personnel shall be paid for Holidays as outlined below except when they conflict with the school calendar:

Veteran's Day	New Year's Day
Thanksgiving Day	Good Friday
Christmas Day	Memorial Day

GRIEVANCE PROCEDURES FOR HANDLING CAFETERIA WORKERS PROBLEMS

The aggrieved party shall first discuss the grievance with the immediate Supervisor, the building Principal, and the Food Services Director.

- A. An individual problem or disagreement within the framework of a building would be discussed with the Director of Food Services, the Principal, the individual involved and the President of the Association, the grievance having first been submitted to the Director of Food Services in writing within 24 hours of the following work day prior to the requested meeting. If agreement or understanding cannot be made at this point, the procedure shall go to Step "B" at the request of either party.
- B. A conference with the Superintendent or Assistant Superintendent, the individuals involved and the President of the Association. If no resolution can be determined at this time, proceed to Step "C".
- C. Conference meeting the Board of Education Committee consisting of three members of the Board, the Director of Food Services, the aggrieved individual, the President of the Association, the Superintendent or Assistant Superintendent. If resolution of the problem is unsatisfactory or no compromise can be determined, the problem should be taken to the Board as a whole.
- D. Conference meeting with the whole Board and the individuals mentioned in Step "C".
- E. In no event shall a grievance be presented later than five working days from the date of the alleged act complained of.