



AGREEMENT

Between

**THE CAMDEN COUNTY COLLEGE
BOARD OF TRUSTEES**

And

**INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL,
SALARIED, MACHINE AND FURNITURE WORKERS
COMMUNICATION WORKERS OF AMERICA
IUE/CWA 81440**

**Secretaries, Clerks, Bookkeepers,
Graphic Arts, and Switchboard Operators**

JULY 1, 2003 – JUNE 30, 2006

TABLE OF CONTENTS

Article I	Purpose	1.00
Article II	Recognition	1.00
Article III	Right to Organize	1.00
Article IV	Checkoff	1.00
Article V	Agency Shop	2.00
Article VI	Management Rights	2.00
Article VII	Group Leaders	3.00
Article VIII	Non-Discrimination	3.00
Article IX	Hours and Overtime	3.00
Article X	College Closings	4.00
Article XI	Reporting Time	5.00
Article XII	Seniority	5.00
Article XIII	Grievance Procedure	6.00
Article XIV	Notice of Discharge	7.00
Article XV	Vacations	7.00
Article XVI	Holidays	8.00
Article XVII	Sick Leave	9.00
Article XVIII	Maternity	9.00
Article XIX	Family Leave	9.00
Article XX	Personal Leave	9.00
Article XXI	Bereavement Leave	10.00
Article XXII	Hospitalization and Prescription Plan	10.00
Article XXIII	Jury Duty	11.00
Article XXIV	Workmen's Compensation Insurance	11.00
Article XXV	Dental Insurance	11.00
Article XXVI	Disability Insurance	11.00
Article XXVII	Tuition	12.00
Article XXVIII	Rest Period	12.00
Article XXIX	Wash-Up Time	13.00
Article XXX	Safety Conditions	13.00
Article XXXI	Bulletin Boards	13.00
Article XXXII	Union Visitation	13.00
Article XXXIII	Promotions and Posting of Vacancies	13.00
Article XXXIV	Miscellaneous	15.00
Article XXXV	College Sponsored Programs	15.00
Article XXXVI	Salaries	15.00
Article XXXVII	Termination or Modification	17.00

AGREEMENT

The BOARD OF TRUSTEES OF CAMDEN COUNTY COLLEGE operating under the provision of Public Laws of 1968, Chapter 303 of the State of New Jersey as amended by Chapter 123, Public Laws of 1974 of the State of New Jersey and THE SECRETARIES, CLERKS, BOOKKEEPERS, GRAPHIC ARTS AND SWITCHBOARD OPERATORS OF CAMDEN COUNTY COLLEGE.

THIS AGREEMENT is entered into this first day of July 2003, between the CAMDEN COUNTY COLLEGE BOARD OF TRUSTEES, hereinafter called the "Board", "Board of Trustees," or "The College," and the IUE/CWA LOCAL 81440, hereinafter called the "Union" or "Local 81440".

ARTICLE I - PURPOSE

It is the intent and purpose of the parties hereto to set forth herein the Agreement covering rates of pay, hours of work, and conditions of employment to be observed by the parties hereto and to secure closer and more harmonious relations between said parties.

ARTICLE II - RECOGNITION

The College recognizes the Union as the exclusive bargaining agent for all its employees for the purpose of collective bargaining in respect to wages, hours and working conditions.

The term "employees" as used in this Agreement shall include all Secretaries, Clerks, Bookkeepers, Graphic Arts and Switchboard Operators, full and part-time exclusive of employees in the Office of the President, the Offices of any Vice-Presidents, the Office of Human Resources and Labor Relations, all employees in the Payroll department.

ARTICLE III - RIGHT TO ORGANIZE

All present and newly hired employees, covered by this Agreement, may on the thirtieth (30th) calendar day of their employment, or thirty (30) days after the effective date of this Agreement, whichever is the later, become members in good standing of the Union and may maintain such membership in the Union during the life of this Agreement.

ARTICLE IV - CHECKOFF

For the duration of this Agreement, the College shall deduct from each pay of each month, the semi-monthly Union dues for those employees in the bargaining unit whose written and signed authorizations are received by the College.

The College shall forward a check for the total of such deductions to the Financial Secretary of the Union each payday for which the deduction is made. The following dues deduction authorization shall be in the form as follows:

CHECKOFF AUTHORIZATION
I.U.E. /C.W.A.LOCAL 81440

TO: _____
(Name of College & Location) (Effective Date)

I authorize and direct that you checkoff from my pay each month an amount equal to I.U.E./C.W.A. Local 81440 membership dues, and to promptly remit same to Local 81440, This checkoff is valid and may only be withdrawn effective as of the July 1 next succeeding the date on which written notice of withdrawal is filed with the College's disbursing offices in accordance with the provisions of NJSA 52:14-15.9e.

Revocation shall be in effect only if I give you and Local 81440, IUE/CWA written notice by individual certified mail, return receipt requested.

Date

Employee's Signature

Initiation Dues:

ARTICLE V - AGENCY SHOP

Agency Shop Provision for Non-Members

Upon written notification from the President of Local 81440, the College will deduct from non-dues paying employee(s) represented by this bargaining unit, a representation fee equal to eighty-five percent (85%) of the annual dues for bargaining unit members.

The Financial Secretary of Local 81440 will determine the amount of the dues to be paid by payroll deduction. The Union shall indemnify, defend, and save the College harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the College in reliance upon deduction authorization forms submitted. It is further understood that once the funds deducted are remitted to the Union, the disposition of such funds thereafter shall be the sole and exclusive obligation and responsibility of the Union.

ARTICLE VI - MANAGEMENT RIGHTS

Recognition of Rights and Functions of Management

A. In the exercise of the following powers, rights, authority, duties and responsibilities of the College, the adoption of policies, rules, regulations and practices and the implementation thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with the constitutions and laws of the State of New Jersey and of the United States.

B. The College hereby retains and reserves unto itself without limitation all powers, rights, authority, duties, and responsibilities conferred upon, vested in and exercised by it prior to the signing of this Agreement, including but without limiting the generality of the foregoing, the following rights:

1. Executive and administrative control of the College and its properties and facilities and the activities of its employees, by utilizing personnel, methods and means in the most appropriate and efficient manner possible as may from time to time be determined by the College.
2. To make rules of procedure and conduct, to use different methods and equipment, to determine work schedules and shifts, to decide the number of employees needed at any particular time, and to be in sole charge of the quality and quantity of the work required.
3. To make such rules and regulations as it may from time to time deem best for the purpose of maintaining order, safety, and/or the effective operation of the College after advance notice thereof to the employees who will be required to comply therewith.
4. To hire, promote, transfer, evaluate, assign and retain employees.
5. To suspend, demote, discharge or take other disciplinary action against any employee.
6. To eliminate positions and lay-off employees.
7. To make such changes in all other conditions of employment not specifically delineated in this agreement as it deems desirable and necessary for the efficient and effective operation of the College.
8. To do any and all things the College deems appropriate to further the interests of

the College.

ARTICLE VII - GROUP LEADERS

Group Leaders shall be chosen by the College President or his/her designee whenever he/she deems it necessary. In the selection of a Group Leader, the College President or his/her designee will give weight to seniority in his/her choice.

Group leaders shall be paid an additional five percent (5%) per year over and above their base salaries.

ARTICLE VIII - NON-DISCRIMINATION

I. There shall be no discrimination, interference, restraint, intimidation or coercion by the College and its representatives or by the Union and its representatives on account of any employee's sex, race, color, creed, national origin, marital status, age, handicap, or veteran's status.

II. There shall be no discrimination against any employee on account of membership in the Union or on account of employees' participation in any Union activities,.

III. Any employee who engages in any form of conduct or activity (sexual harassment) which violates Section 703 of Title VII shall be subject to disciplinary action up to and including discharge as the College in its sole discretion shall deem appropriate, including selective discipline where all participants cannot be discharged and all leaders, participants and instigators cannot be identified. An employee who believes the disciplinary action by the College concerning him or her was not justified shall have recourse to the appropriate grievance procedure.

ARTICLE IX - HOURS AND OVERTIME

SECTION 1

The standard work week shall be thirty-five (35) hours per week, seven (7) hours per day, five (5) days per week from Monday through Friday. The College may vary these hours by mutual consent between the College and the employee or for any new or vacant position

SECTION 2

Prorated portions of annual salaries will be paid by check every other week. There shall be no payroll advances.

SECTION 3

The Union shall be notified within a reasonable time of any proposed changes in the above working schedule. Any differences or disputes concerning any such proposed changes shall be handled through the grievance procedures.

SECTION 4

All work performed in excess of 7 hours in a single day, or in excess of 35 hours in a given week and all work performed on a sixth day shall be compensated at one and one-half times (1 ½) the regular straight time rate. Double time shall be paid for all work performed on a seventh day. Work performed on listed holidays shall be paid as double time and one-half (2 ½) which shall include all remuneration including pay for the holiday and overtime premium.

SECTION 6

No employee will be required to work on holidays that are observed by the College and listed in this Agreement. If the College knows of its overtime requirements, it will endeavor to give at least three (3) days notice prior to overtime requirements and three (3) days notice of requested Saturday overtime.

SECTION 7

If requested to, employees will be expected to work reasonable overtime.

SECTION 8

If any employee is injured during the course of the work day and requires medical or surgical attention, he/she will be paid the balance of the regular work day on which such injury occurs at his/her regular hourly rate.

SECTION 9 Office Hours:

(1) Offices during the basic school year, September 1 through May 31 shall be open five (5) days per week (Monday to Friday) 8:30 a.m. to 4:30 p.m. These hours will also apply for the Tuesday through Saturday and Wednesday through Sunday workweek (one (1) hour for lunch). The College may vary these hours by mutual consent between the College and the employee, or for any new or vacant positions.

Regarding work shifts for secretarial personnel:

(a) The College will attempt to mutually agree with the involved employees regarding the filling of a shift(s).

- | | |
|-----------|----------------------------|
| 1st shift | (a) 8:30 a.m. - 4:30 p.m. |
| | (b) 12:30 p.m. - 8:30 p.m. |
| 2nd shift | 4:30 p.m. - 12:30 a.m. |
| 3rd shift | 12:30 a.m. - 8:30 a.m. |

b) Thereafter, if no mutual agreement is reached the position will be put up for bid and if not satisfactorily resolved thereafter, if necessary, alternative measures regarding new hires to fill positions or transfers will be utilized to complete implementation.

(c) Such new shift employees shall receive \$.67 additional compensation for each hour of such shift(s). Effective July 1, 1999, employees assigned to night shift work will be paid seventy-five (\$.75) above their hourly rate for all hours worked during the second and third shift except for shift changes requested by the staff.

(d) If a Tuesday through Saturday schedule is initiated then those employees affected shall receive an additional \$250.00 per annum.

(2) The College will observe a four (4) day work week for no fewer than ten (10) weeks during the summer. Employees shall work eight-and-one-half (8.5) hours per day, thirty-four (34) hours each work week, generally 8:00 a.m. to 5:00 p.m. with a thirty minute lunch. During the four (4) day work week, employees may elect to 1) eliminate their afternoon fifteen (15) minute rest period to have a forty-five (45) minute lunch, or 2) lengthen their work day in order to have a forty-five (45) minute or sixty (60) minute lunch. Employees who were hired contingent on working five days during the summer shall continue to do so.

ARTICLE X - COLLEGE CLOSINGS

I. If roads and/or weather conditions are deemed unsafe for travel by students and faculty and classes therefore cancelled, this same policy shall also apply to employees. All emergency personnel who are required to work on a Snow day when the College is officially closed will receive their regular day's pay and in addition will receive straight time for the hours worked. Employees who are not required to work on a Snow day when the College is officially closed will receive their regular day's pay.

II. When conditions at the College are such that personal safety and personal property are in danger, employees shall notify their immediate supervisor. At that point, the President or his/her designee will determine the extent of the conditions relating to the personal safety and personal property of the employees and at that time notify all concerned of this decision.

ARTICLE XI - REPORTING TIME

Employees who report to work at their regular starting time and have not been given at least one day's notice not to report, shall be guaranteed at least four (4) hours work or pay, except when the inability to provide four (4) hours work is due to an "Act of God" beyond the control of the College.

ARTICLE XII - SENIORITY

SECTION 1

A. Seniority shall be defined as the employee's length of continuous service within this specific bargaining unit, beginning with the original date of hire in a full-time capacity. In the event that the employee should leave the bargaining unit and take another position within the College, his/her seniority in this bargaining unit shall end.

B. Part-Time Employees

The longevity payments which became effective July 1, 1993, are not applicable for bargaining unit members who are not regularly scheduled to work a minimum of thirty-five (35) hours per week (excluding the full-time ten-month employees).

Permanent part-time employees hired after July 1, 1991 earn seniority on a prorated basis. Part-time bargaining unit members employed by the College as of June 30, 1991 continue to earn their seniority as in the past without distinguishing between their full or part-time employment. Specifically, their original date of hire and their continuous service in Local 81440 are the only two criteria that will be utilized in determining their seniority status for layoffs and job bidding.

New part-time hires however, will earn seniority in accordance with the following schedule:

<u>HOURS PER WEEK</u>	<u>ANNUAL SENIORITY EARNED</u> <u>(In Months)</u>
35	12 months
34 - 30	10 months
29 - 25	8 months
24 - 20	6 months
19 - 15	4 months
14 - 10	2 months

SECTION 2

A. In the case of a layoff, an employee up for disposition will first be required to fill a vacancy, if one exists, within the same classification with the provision that he/she is qualified to do the work. If no vacancy exists, the qualified employee up for disposition will then have the option of either displacing the least senior employee in the same or lower classification.

B. In the event the employee up for disposition elects to displace an employee in a lower classification he/she shall receive the rate of pay of the employee displaced. Pay will be determined by the years of service.

C. An employee up for disposition may elect to be laid off rather than displace another employee.

D. In no event shall this article supersede affirmative action or equal opportunity programs or rules or regulations.

SECTION 3

Recall from layoff shall be accomplished in the inverse order of the layoff. Employees shall be required to be able to perform the work.

SECTION 4

All employees shall be notified by certified mail, directed to the address of the employee as stated in College records, to return to work and to be allowed five (5) work days in which to report to work after such notice before any loss of seniority occurs.

SECTION 5

Employees on layoff shall be recalled to work prior to the College hiring new employees. Employees shall be eligible for recall when on layoff for a period not to exceed the following:

Seniority up to three (3) years - not to exceed twelve (12) months.

Seniority three (3) years and up to five (5) years - not to exceed eighteen (18) months.

Seniority five (5) years and up to ten (10) years - not to exceed twenty-four (24) months.

Seniority ten (10) years and up to fifteen (15) years - not to exceed thirty (30) months.

Seniority fifteen (15) years and up to twenty (20) years - not to exceed thirty-six (36) months.

Seniority twenty (20) years or more - not to exceed forty-two (42) months.

SECTION 6

All elected union officials, up to a maximum of twelve (12), shall have super seniority for the purpose of layoffs, during the term of office to which they are elected. They will be returned to their regular standing on the seniority list upon termination of office.

SECTION 7

The College shall send notification to the Union each month of new hires and terminations showing name, address, date of hire, job title and salary.

SECTION 8

Seniority shall cease upon voluntary termination, discharge for just cause, failure to return to work when recalled.

SECTION 9

Any member being elected or delegated to any Union activities necessitating a temporary leave of absence without pay shall be granted same and at the end of such leave shall be returned to their former job and rate, plus any increases granted in their absence without loss of other benefits.

SECTION 10

All military leave shall be dealt with in accordance with applicable Federal and Local Regulations.

ARTICLE XIII - GRIEVANCE PROCEDURE

Any differences, disputes or grievances that may arise between the Union and the College regarding interpretation of this Agreement will be taken up as follows:

Step 1

Between the aggrieved employee and the steward on the one hand and the immediate supervisor on the other hand. If no satisfactory agreement is reached between them in eight (8) hours, the grievance shall be reduced to writing and referred to:

Step 2

The Union Chief Shop Steward and the Steward, or their designees, on the one hand, the College President and the supervisor, or their designees, on the other hand. If no satisfactory agreement is reached between them within five (5) days, the matter will be referred to:

Step 3

The Grievance Committee with the Union Representative on the one hand and the College and its Representative on the other hand. If no satisfactory agreement is reached between them within five (5) days, the matter shall be dealt with as hereinafter set forth.

Step 4

All differences, disputes, or grievances between the parties that are not satisfactorily settled after following the grievance procedures set forth above, shall at the request of either party, be submitted to arbitration within fifteen (15) days to the Public Employment Relations Commission.

(a) The decision of the arbitrator shall be final and binding on both parties.

(b) All time spent in the adjustment of grievances, the negotiating of the labor contract, and arbitration will be paid for by the College at straight time.

(c) The time for meetings or for giving of decisions at each step above set forth may be extended by mutual agreement of the parties involved in the particular or respective steps.

(d) The Union and the College shall share the cost of arbitration.

(e) The Union and the College shall have the right to bring in the aggrieved person(s) in any of the above steps of the grievance procedure as outlined above.

(f) A grievance must be filed in writing within fifteen (15) calendar days from the date on which the act which is the subject matter of the grievance occurred or fifteen (15) calendar days from the date on which grievant should reasonably have known of its occurrence or thereafter be barred.

(g) Anything to the contrary notwithstanding, any challenge to the propriety of a discharge must be filed in writing to the College within five (5) working days from the date of the discharge or the same will be deemed to have been waived.

(h) Without limitation, the College shall have the right to discharge employees within the first ninety (90) calendar days of employment.

ARTICLE XIV - NOTICE OF DISCHARGE

SECTION 1

Employees shall be discharged only for just cause.

SECTION 2

The President of Local 81440 shall be notified immediately of all discharges.

SECTION 3

It is agreed that a discharge grievance shall be processed immediately with the College President or his/her designee.

SECTION 4

If any discharge is found to be unfair or discriminatory, the employee shall be reinstated.

SECTION 5

Any employee with at least one (1) year seniority will receive thirty (30) days notice of layoff or in lieu of notice two (2) weeks pay.

ARTICLE XV - VACATIONS

SECTION 1

The College agrees to grant to each employee on the payroll as of July 1 of each year a vacation with pay, in accordance with the following schedule, according to the length of service of each individual:

(a) Employees who have worked less than five (5) years will accrue vacation at .835 days per month.

(b) Employees who have worked five (5) years shall begin to accrue three (3) weeks vacation. Employees who have worked six (6) years shall begin to accrue three (3) weeks plus one (1) day vacation. Employees who have worked seven (7) years shall begin to accrue three (3) weeks plus two (2) days vacation. Employees who have worked eight (8) years shall begin to accrue three (3) weeks plus three (3) days vacation. Employees who have worked nine (9) years shall begin to accrue three (3) weeks plus four (4) days vacation.

(c) Employees who have worked ten (10) years shall begin to accrue four (4) weeks vacation.

(d) Employees who have worked more than ten (10) years shall begin to accrue twenty-two (22) vacation days.

(e) Part-time employees shall have their vacation time prorated and receive vacation pay accordingly.

(f) It is understood that vacation time will be used within any two (2) year period. Vacation time should be taken so that it is mutually satisfactory with his/her immediate supervisor.

(g) An employee who retires at any age shall receive a pro rata vacation pay as of the date he/she leaves the employ of the College.

(h) The pro rata vacation pay of an employee who dies while in the employ of the College shall be paid to the beneficiary of his/her group life insurance policy.

(i) Vacation time may be taken as it is earned.

SECTION 2

On July 15 of each year employees will receive a memorandum from the Human Resources Office advising them of the number of personal days, sick days and vacation days they have remaining. Additionally, it is agreed that the Human Resources Office will notify, in writing, any employee who is in danger of losing time at least sixty (60) days prior to the end of the fiscal year.

ARTICLE XVI - HOLIDAYS

SECTION 1

The College agrees to pay to each eligible employee seven (7) hours pay for each of the following holidays:

1. July 4th
2. Labor Day
3. Thanksgiving Day
4. Day after Thanksgiving Day
5. Christmas Eve Day through/and including New Year's Day
6. Martin Luther King's Birthday
7. Memorial Day
8. Employee's Birthday (or an alternate day mutually agreed upon by the employee and the immediate supervisor)
9. Two (2) floating holidays to be scheduled by mutual agreement between the employee and the immediate supervisor.

ADDENDUM: Part-time employees shall receive pro rata pay for holidays they would normally be scheduled to work.

SECTION 2

Eligible employees shall include all those who are at work within the work week in which the holiday falls or absent for bona fide reasons.

SECTION 3

In the event that any of the above holidays fall on a Saturday, they shall be celebrated on the preceding Friday.

In the event that any of the above holidays fall on a Sunday, they shall be celebrated on the following Monday.

ARTICLE XVII - SICK LEAVE

All employees are entitled to take time off from work because of personal illness in the immediate family (father, mother, spouse, or children) without any loss of pay, according to the following schedule:

- (a) Employees are allowed twelve (12) days of sick leave per year.
- (b) Accumulated days of sick leave will be unlimited.
- (c) A sick leave is subject to medical verification if requested by the immediate supervisor.
- (d) Part-time employees will have their sick leave prorated based on time worked.
- (e) Sick leave will be allocated from the time of employment for those starting other than at the start of the College school year.
- (f) Upon retirement from the service of Camden County College, as confirmed by the New Jersey Public Employee Retirement System, a bargaining unit member shall receive a lump sum payment equal to \$80.00 per day for fifty percent (50%) of unused accumulated sick leave, to a maximum of \$10,000, with the provision that:

1. The bargaining unit member has been employed continuously by the College (including periods of approved leaves of absence) for a period of fifteen (15) complete years or more, and

2. The bargaining unit member has formally notified the College of an intent to retire by November 1 of the year prior to the fiscal year in which retirement will take place. In emergent circumstances, a later notice may be considered by the Board; however the College may elect to defer payment for one year to allow for budgeting.

Exceptions to the period of employment and notification timeliness described above will be granted only in cases of unforeseen disability retirement from the College.

ARTICLE XVIII - MATERNITY

Maternity leave of up to six (6) months may be granted by the College. If such leave is granted the employee shall have the right to return to her old position in the employment of the College. Should an extension of six months be requested, it will not be unreasonably denied.

ARTICLE XIX - FAMILY LEAVE

The College will comply with federal and State law concerning family and medical leave.

ARTICLE XX - PERSONAL LEAVE

A. Employees will be granted a personal leave with pay not to exceed three (3) days per year, for matters which cannot be cared for in other ways. Personal leave may not be used for vacation or work for pay for another employer. Unused personal leave will be added to accumulated sick leave entitlement. The employee requesting personal leave will give at least twenty-four (24) hours advance notification to his/her supervisor, except in case of emergency.

The College may request verification for the use of personal leave only where less than twenty-four (24) hours advance notification is given to the College by the employee. This agreement is applicable to all four collective bargaining agreements covering each of the bargaining units represented by IUE/CWA Local 81440.

B. Probationary employees shall be granted Personal leave on a prorated basis as follows:

<u>Date of Hire</u>	<u>Personal Days</u>
First 4 months of employment	One day
Next 4 months of employment	Another day
Next 4 months of employment	Another day

At the end of probation, the employee will be granted a prorated portion of three (3) personal days based upon the number of months remaining in the fiscal year.

ARTICLE XXI - BEREAVEMENT LEAVE

In the event of a death in the immediate family, the College will grant leave with pay not to exceed five (5) days. An employee's immediate family shall be considered as husband, wife, children, brother, sister, stepchildren, grandchildren, father, mother, mother-in-law, father-in-law, grandfather and grandmother. Additionally, one (1) day off with pay may be granted by the College in the event of a death of an employee's aunt, uncle, brother-in-law, sister-in-law, nephews, nieces, and cousins.

ARTICLE XXII - HOSPITALIZATION AND PRESCRIPTION PLAN

1. The College will pay one hundred percent (100%) of the cost of the managed care plan and the HMO offered in June 1996 (Patriot V and HIP, respectively). Employees choosing the traditional indemnity plan (Patriot X) will make the following contributions toward the cost of the premiums through payroll deductions:

Single	\$15.00 per check (26 per year)
Parent/child	\$20.04 per check (26 per year)
Husband/wife	\$51.74 per check (26 per year)
Family	\$67.90 per check (26 per year)

2. To be eligible for health insurance an employee must be scheduled to work 30.5 hours per week. Employees employed on June 27, 1996 for less than 30.5 hours per week who received health insurance benefits on that date will continue to receive such benefits on the same terms as full-time employees.

3. The College will provide a prescription plan (with co-pays of \$15.00 namebrand/\$7.50 generic/\$0.00 mail order per prescription) for each eligible employee, spouse and unmarried eligible dependents.

4. If the cost of health insurance premiums increases by ten percent (10%) or more between the 1995-1996 fiscal year and 1998-1999 fiscal year, the College and the IUE Union agree to convene an Insurance Cost Containment Committee to review cost containment options and make recommendations to the College and the IUE Union.

5. The College will pay one thousand dollars (\$1,000) per plan year to a unit member who elects to waive all health insurance for themselves and their dependents if such unit member shows proof of alternative coverage.

The College will pay one thousand three hundred dollars (\$1,300) per plan year to a unit member who elects to waive all health insurance, dental insurance, and prescription drug insurance for themselves and their dependents if such unit member shows proof of alternative coverage.

The College will pay six hundred dollars (\$600) per plan year to a unit member who elects to waive all dependent health insurance coverage if such unit member shows proof of alternative coverage.

The College will pay eight hundred dollars (\$800) per plan year to a unit member who elects to waive dependent coverage for health insurance, dental insurance, and prescription drug insurance if such unit member shows proof of alternative coverage.

These payments will be made in the first paycheck in July, for a full year without the insurance coverage. If the employee drops the insurance after July 1, the payment will be prorated. If the employee drops insurance and then has to have the insurance reinstated, the employee will have to reimburse the College a prorated portion of the payment.

6. The College will pay up to fifteen percent (15%) more towards the combined cost of health insurance premiums (including dental and prescription insurance) per year in 2000-01, 2001-02 and 2002-03 (cumulative) compared to the combined premium cost in 1999-2000. If the increases are greater than this fifteen percent (15%) allowance, the College and the IUE will meet and negotiate over benefit and or carrier changes that will reduce the combined premiums by at least the amount above the fifteen percent (15%) allowance. If there is no agreement by September 30 following the rate increase, the College will implement payroll deductions to recover one-half of the cost above the cumulative annual fifteen percent (15%) allowance.

7. The College shall permit employees to participate in a Section 125 account and will provide training to employees as to how to utilize such account.

ARTICLE XXIII - JURY DUTY

An employee who is required to be absent from work in order to serve jury duty shall receive from the College the difference between the daily jury duty pay and the amount payable at his/her regular straight time earnings for a normal work day.

ARTICLE XXIV - WORKMEN'S COMPENSATION INSURANCE

All employees are covered by Workmen's Compensation Insurance.

SECTION 1

In the event of an accident, the employee shall immediately notify his/her immediate supervisor.

SECTION 2

Time lost from work due to an injury occurring while at work shall not be taken from the employee's allowed sick days until clarified under the Workmen's Compensation Insurance Program.

SECTION 3

Employees shall be allowed time off from work, without loss of pay, to attend compensation hearings which occur during their regular work day.

ARTICLE XXV - DENTAL INSURANCE

All full-time employees and eligible dependents will be covered by the New Jersey Dental Plan, premium to be paid by the College. The terms and conditions of the dental benefit package will be identical to coverage in existence for other employees of the College as of July 1, 1983.

Employees hired on or after July 1, 1994 shall contribute \$15.00 per paycheck toward the cost of insurance. Employees hired after July 1, 2003 shall contribute \$30.00 per paycheck toward the cost of dental insurance. Part-time employees shall be permitted to enroll in the dental insurance plan upon their payment of the College's premium. The dental maximum annual benefit shall increase from \$1,000 per year to \$1,500 per year.

ARTICLE XXVI - DISABILITY INSURANCE

The College agrees to pay all premiums to provide a Disability Insurance Plan for all employees who have completed their probationary period and who work at least twenty-four hours

per week on their regular schedule.

ARTICLE XXVII - TUITION

A. Bargaining unit members and eligible dependents who meet the course entrance requirements are to be granted tuition free entrance to any credit classes offered by the College. The general service fees will be waived for bargaining unit members and eligible dependents. Eligible dependents up to twenty-three (23) years of age shall be those defined by the IRS code. Bargaining unit members may also attend non-credit courses without payment of tuition and fees if said course(s) is deemed work-related and approved by the appropriate Dean.

Enrollment in non-credit courses is limited to a space available basis.

B. Dependent children, age twenty-three or younger, of full-time bargaining unit members who have died or become permanently disabled while employed by the College shall be permitted to enroll on a tuition-free basis at the College for a maximum of thirty (30) credits per fiscal year for a limit of three (3) years if they meet the academic standards and requirements and obtain the approval of the Assistant Vice President for Human Resources. "Permanently disabled" shall be defined as either receipt of a disability pension through PERS or entitlement to social security disability.

C. Upon successful completion of ("C" or better) a course, bargaining unit members may be reimbursed for tuition and fees up to an amount per credit that does not exceed the prevailing rate per credit at Rutgers University for in-state students, or at fifty percent (50%) of the existing rate of the institution the bargaining unit member is attending, whichever is the lesser amount. The employee can be reimbursed for a maximum of fifteen (15) credits or its equivalent during the period between July 1 and June 30, each year. There will be a different reimbursement rate for undergraduate course(s) than for graduate course(s) in accordance with the respective tuition rates at Rutgers University. Reimbursement provisions will also be applicable to workshops, seminars, and vocational school training.

Approval by the College President or his/her designee is to be secured in advance. Payment will be made on exhibition of receipt of payment for the course(s) and the official final grade(s).

D. The College will reimburse bargaining unit members for the Transfer Credit Evaluation Fee, the Annual Enrollment Fee and Tuition Fees assessed by Edison State College.

E. Employees receiving tuition reimbursement are obligated to continue to work at the College as follows:

<u>Reimbursement</u>	<u>Continuing Work Obligation</u>
\$1 to \$750	Six (6) months
\$751 to \$1250	Twelve (12) months
\$1251 to \$1750	Eighteen (18) months
\$1751 or more	Twenty-four (24) months

The continuing work obligation begins on the date of reimbursement. If the employee does not continue to work for the required period of time, the employee must repay the College for the amount of the tuition reimbursement.

ARTICLE XXVIII - REST PERIOD

Employees will be given a fifteen (15) minute rest period in the morning and a fifteen (15) minute rest period in the afternoon without loss of pay.

ARTICLE XXIX - WASH-UP TIME

All employees shall receive five (5) minutes wash-up time before the regular lunch period and before quitting time, or supper time if working overtime.

ARTICLE XXX - SAFETY CONDITIONS

The College President or his/her designee and Union Chairperson or his/her designee shall comprise the Safety Committee. They shall meet when deemed necessary to discuss and rectify any safety condition they feel necessary to institute. Employees shall use all protective devices and safety equipment provided by the College, and observe all College safety rules.

ARTICLE XXXI - BULLETIN BOARDS

The College shall make available to the Union a bulletin board for the purpose of posting official Union notices.

ARTICLE XXXII - UNION VISITATION

Officers or Representatives of the Union shall, upon request of the Union, be admitted to the College during working hours for the purpose of ascertaining whether or not this Agreement is being observed by the parties or for assisting in the adjustment of grievances upon permission of the College President or his/her designee.

ARTICLE XXXIII - PROMOTIONS AND POSTING OF VACANCIES

SECTION 1

It is the policy and intention of the College to upgrade its employees. Job vacancies on permanent or new positions will be posted for a period of not less than three (3), but not more than five (5) working days exclusively within the College for the information of the employees. The posting will include, but not be limited to, a general summary of the major duties expected of the position, as well as the salary.

All newly created jobs, within the unit, which have not been posted will be discussed with the President and/or Vice President of the Local before posting.

SECTION 2

If an employee applies for an open staff position and meets all of the written qualifications in the job description, the College shall give first consideration to the applicant before filling the vacancy.

Procedures to be utilized in the filling of positions for bargaining unit members are as follows:

1. The College will maintain a system wherein the most senior applicant for a position will be appointed to said position for a thirty-day probationary period. The College and the employee may extend this probationary period by mutual agreement. Likewise, the College and the employee may extend the probationary period for the new hires by mutual agreement.

The applicant will be interviewed by the immediate supervisor in advance of an official appointment. The basic purpose of the interview will be to provide the immediate supervisor with an opportunity to delineate the specific job responsibilities and reasonable expectations (e.g., productivity standards, skills level, organizational capabilities, etc.) that the applicant will have to satisfy. In the event that, as a result of the initial interview, the most senior applicant does not accept the position, the next most senior applicant will receive the same consideration that was extended to the primary candidate. If there are no additional applicants, the position will either be advertised externally or the College will temporarily assign a current bargaining unit member to fill the position

and the employee so assigned will be paid the negotiated rate for the position commencing with the thirtieth (30th) day in that position.

2. The candidate with the greatest seniority will have a thirty-day (30calendar day probationary period within which to demonstrate that he/she has the necessary and appropriate skills and abilities to successfully meet the requirements for the position.

It will be the responsibility of the immediate supervisor to complete a performance appraisal form near the end of the probationary period and forward same to the Human Resources Office. Further, the supervisor will give a photocopy of the appraisal form to the candidate at the time it is completed.

3. Should the overall performance appraisal indicate that the candidate has failed to meet the basic requirements for the position, the employee will have one of several options:

(a) If his/her previous position has not yet been filled by the College, the employee will be assigned to fill the vacancy.

(b) If the former position has been filled, the unsuccessful candidate will either be assigned to another existing vacancy of a comparable level, or may utilize the "bumping" rights contained in Article XII, Section 2 of the current collective bargaining agreement.

Note: the College cannot guarantee that every candidate's "former" position will not be filled during a probationary period because the needs of the College will be assessed on a case-by-case basis.

4. An employee who utilizes seniority to move laterally or downward will be required to remain in the new position for a period of one full year. All newly hired employees will be required to remain in their first position for a period of nine months.

5. If there is a disagreement with the performance appraisal that was completed by the immediate supervisor at or near the end of the probationary period, the employee has the right to submit a rebuttal which will be attached to the performance appraisal. An adverse evaluation is not subject to being grieved or reviewed by an arbitrator.

6. External applicants for position(s) that have not been filled by bargaining unit members may still be tested by the College (Note: several entry-level positions in the bargaining unit do not explicitly require specialized skills). However, the College will notify external applicants who are appointed to those positions that do not require specialized skills, that they will have to obtain a passing test score if they subsequently apply for positions within the bargaining unit that entails proficiency in certain skills.

7. The College reserves the right to consider performance factors such as attendance records and discipline history in making the final appointment of the most senior applicant to a position.

A disagreement with the decision of Management to disqualify the most senior applicant is subject to the grievance procedure.

8. Where a single vacancy in an existing shift occurs, only that vacancy shall be posted. In this regard, both parties acknowledge the College's right to post all shifts in the event of a reorganization.

SECTION 3

The College recognizes that in making promotions, consideration shall be given first to the ability and aptitude of an employee to perform the job in question; and second, to the length of the employee's continuous service. However, it is understood that if all other variables are equal, seniority shall prevail in the final selection process.

ARTICLE XXXIV - MISCELLANEOUS

SECTION 1

Employees working a minimum of two (2) hours of overtime will receive a meal allowance compensation not to exceed \$5.50 for meals eaten off campus, after submission of a receipt to the Business Office. During add/drop and registration periods however, employees who are in the aforesaid overtime status will continue to secure a slip from the Business Office which will entitle them to a meal at the College cafeteria.

ARTICLE XXXV - COLLEGE SPONSORED PROGRAMS

A. WELLNESS PROGRAM

A Wellness Program will be developed and maintained by the College for the physical health of all employees. It is understood that the Wellness Program will be available at no cost to Local 81440 bargaining unit members.

B. HUMAN RESOURCES DEVELOPMENT

Camden County College is committed to fostering an environment that enables individuals to seek opportunities for professional growth and enrichment. The College will help employees to develop their potential and improve their ability to meet job responsibilities by providing opportunities and encouraging participation in educational training and development programs.

ARTICLE XXXVI - SALARIES

A. Three Year Contract

2003-2004	4.0%	Increase for the period from July 1, 2003 to June 30, 2004.
2004-2005	3.7%	Increase for the period from July 1 2004 to June 30, 2005.
2005-2006	3.5%	Increase for the period from July 1, 2005 to June 30, 2006.

B. Longevity

Effective July 1, 1993, eligible employees will receive a longevity payment. The initial longevity payment to eligible employees shall take place on the first pay day after July 1, 1993 and each subsequent year thereafter. There will be a separate lump sum check for longevity.

Total number of years of seniority for purpose of monetary remuneration shall be considered up to/and including December 31 of each distribution year. However, the maximum longevity payment possible shall be \$3,000, and in no case shall any secretary receive a longevity payment greater than \$3,000.

<u>YEARS</u>	<u>INCREMENT PER YEAR</u>
0 - 5	\$ 0
6 - 10	100
11 - 15	150
16 - 20	200
21+	250

C. Employees hired and employed between June 30, 1995 and June 30, 1998 shall be compensated under the following schedule:

- (1) During the first twelve months of service, the employee will earn \$5,000 less than the maximum salary for the position.
- (2) Upon completion of twelve (12) months of service, the employee will earn \$4000 less than the maximum salary for the position.
- (3) Upon completion of twenty-four (24) months of service, the employee will earn \$3000 less than the maximum salary for the position.
- (4) Upon completion of thirty-six (36) months of service, the employee will earn \$2000 less than the maximum salary for the position.
- (5) Upon completion of forty-eight (48) months of service, the employee will earn \$1000 less than the maximum salary for the position.
- (6) Upon completion of sixty (60) months of service, the employee will earn the maximum salary for the position.

Employees hired and employed after June 30, 1998 shall be compensated under the following schedule:

- (1) During the first twelve months of service, the employee will earn up to \$7,000 less than the maximum salary for the position.
- (2) Upon completion of twelve (12) months of service, the employee will receive a salary increase of \$1,400 plus whatever salary increase earned by employees being paid the maximum rate of pay for that position.
- (3) Upon completion of twenty-four (24) months of service, the employee will receive another salary increase of \$1,400 plus whatever salary increase earned by employees being paid the maximum rate of pay for that position.
- (4) Upon completion of thirty-six (36) months of service, the employee will receive another salary increase of \$1,400 plus whatever salary increase earned by employees being paid the maximum rate of pay for that position.
- (5) Upon completion of forty-eight (48) months of service, the employee will receive another salary increase of \$1,400 plus whatever salary increase earned by employees being paid the maximum rate of pay for that position.
- (6) Upon completion of sixty (60) months of service, the employee will earn the maximum salary for the position.

The College shall determine the actual starting salary, but the starting salary shall never be above the maximum salary for the position.

D. Starting Salary for New Hires After July 1, 1991

The parties have agreed that the reduction in the starting salaries for all new employees hired after July 1, 1991 will not be applicable for full-time classifications which have a 1990-91 base salary of \$14,500 or less.

F. Maximum Salaries for Positions

<u>Position</u>	2003-04	2004-05	2005-06
Teacher/Instructional Aide	22,565	23,400	24,219
Violations Clerk	25,491	26,434	27,359
Clerks/Admissions, Reg., FA	30,254	31,373	32,471
Mail Clerk/Console Attendant	32,215	33,407	34,576
Console Attendant	32,457	33,658	34,836
Operator/Receptionist	32,457	33,658	34,836
"C" Secretary	33,915	35,170	36,401
Graphics Production Aide	33,915	35,170	36,401
Press Attendant	33,915	35,170	36,401
Ledger Clerk	34,883	36,174	37,440
"B" Secretary	35,849	37,175	38,476
Circulation Assistant	35,849	37,175	38,476
Library Assistant	35,849	37,175	38,476
Periodicals Assistant	35,849	37,175	38,476
Junior Bookkeeper	37,308	38,688	40,042
"A" Secretary	38,269	39,685	41,074
"A" Secretary (10-month)	31,646	32,817	33,966
Printer	40,510	42,009	43,479
Dean's Secretary	41,186	42,710	44,205
Purchasing/Fiscal Secretary	41,186	42,710	44,205
Purchasing Assistant	42,529	44,103	45,647
Senior Bookkeeper	42,529	44,103	45,647
Teaching Assistants (30 crs.+)	20,648	21,412	22,161
Teaching Assts.(less than 30 crs.)	17,495	18,142	18,777

D. All employees below maximum shall receive the same dollar increases as employees at maximum in addition to the salary increase due on their anniversary.

ARTICLE XXXVII - TERMINATION OR MODIFICATION

This agreement shall remain in full force and effect to and including June 30, 2006. Negotiations for the next subsequent agreement shall commence no later than February 1, 2006.

CAMDEN COUNTY COLLEGE

**CAMDEN COUNTY COLLEGE
BOARD OF TRUSTEES**

**IUE/CWA LOCAL 81440
NEGOTIATING TEAM**

BY: _____
Kevin G. Halpern,
Chairman

By _____
Peter Wickersty,
International Representative

BY: _____
Sande G. Vogelson,
Vice Chairman

By _____
Kathryn O'Hanlon,
President

BY: _____
Hazel T. Nimmo,
Secretary

By _____
Mike McCallion,
Vice President

BY: _____
Joe Ripa,
Treasurer

By _____
Jeff Chapline,
Maintenance

BY: _____
John Obuchowski,
Alternate

COLLEGE PRESIDENT

BY: _____
Dr. Phyllis Della Vecchia

Date Signed