

3-0676

04-27

AGREEMENT

Between

PENNSAUKEN SEWERAGE AUTHORITY

and

TEAMSTERS LOCAL UNION NO. 676

(Clerical Employees)

(OFFICE CLERICAL EMPLOYEES)

Effective Dates:

February 1, 1985  
up to and including  
January 31, 1988

X February 1, 1985 - January 31, 1988

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This Agreement made between the Pennsauken Sewerage Authority hereinafter referred to as PSA or the Employer, and Teamsters Local No. 676, hereinafter referred to as the Union, in Pennsauken, New Jersey.

WITNESSETH

Whereas, the Pennsauken Sewerage Authority and the Union recognize and declare that providing quality clerical, office personnel for the Township of Pennsauken is their mutual aim and;

Whereas, the PSA has an obligation to negotiate with the Union as the representative of the employees hereinafter designated with respect to the terms and conditions of employment and;

Whereas, the parties have reached certain understandings which they desire to confirm in this Agreement;

Now therefore, in consideration of the following mutual covenants it is hereby agreed as follows:

ARTICLE 1

RECOGNITION

Section 1

The Employer recognizes and acknowledges that Teamsters Local Union No. 676 is the exclusive representative of the employees in the classifications of work covered by this Agreement, for the purpose of collective bargaining, (all office, clerical employees).

Section 2

Agency/Shop

The Employer agrees that it will deduct an agency/shop fee, as provided by law, from the salary of any employee covered by this bargaining agreement in accordance with the following conditions:

1. The Union shall certify, in writing, that the employee is not a dues paying member of the Union.
2. The Union certifys, in writing, the current annual dues of the Union.
3. The Union certifys, in writing, the percentage of said dues, which according to law, are to be deducted.
4. The Union executes a save harmless and indemnity agreement with the Employer, by which the Union shall save the Employer harmless and indemnify the Employer from any costs, expenses or liability whatsoever, from the agency/shop fee deduction.
5. The Union shall provide any such employee with all information, rights and procedures to which said employee is entitled under the law.
6. Any change in dues shall not be effective for the purposes of this Section until after the Employer is notified thereof.

### Section 3

#### Extra Contract Agreements

The Employer and Employee shall not enter into any agreement or contract with his employees or his employer, individually or collectively which in any way conflicts with the terms of this Agreement. Any such Agreement shall be null and void.

### Section 4

#### Discrimination

There shall be no discrimination by the Employer

against his employees because of Union activities; nor shall there be any discrimination against any employee because of race, color, creed, sex, age or nationality, in the placement and retention of employment or in the hours, wages or working conditions of the employees.

Section 5

Black List

The Employer shall not establish or create a so called "black list", nor in any way become a party to the establishing of such a "black list" that may have for its purpose the prevention of any member of the Union obtaining employment with the Employer or other employers.

Section 6

Wage Executions

Employees shall not be discharged or otherwise disciplined or penalized as a result of any attachment, execution, assignment of his wages, whether voluntary or involuntary beyond what is presently permitted under the Federal laws.

Section 7

Posting of Notices

The Employer agrees to the posting, within his business premises, of notices of Union meetings, etc.

Section 8

Access to Premises and Inspection of Payroll Records

Authorized agents of the Union shall have access to the Employer's premises at any time during working hours upon notice being given to the Employer for the purpose of adjusting disputes, investigating working conditions, collection of dues, and ascertaining that the Agreement is being adhered to. Authorized agents of the Union shall not interfere with the normal

operations of the Employer. Whenever a complaint is made concerning the wages, vacations and/or holidays of an employee, an authorized representative of the Union shall have the right to inspect the Employer's payroll and time cards of the employee during the grievance procedure.

Section 9

Shop Stewards

The employees of the PSA, who are members in good standing with the Union, shall have the right to elect a Shop Steward and an alternate from the PSA's seniority list, provided however, that the Employer shall not be required to pay the employees for the time spent conducting the election or in voting for it. The authority of the Shop Steward and alternate so elected shall be limited to and shall not exceed the following duties and activities:

- A. The investigation and presentation of grievances to the Employer or the Employer's designated representative, in accordance with the provisions of the Collective Bargaining Agreement.
- B. The transmission of such messages and information which shall originate with and are authorized by the Local Union, or its officers, provided such messages and information have been reduced to writing, or, if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Employer's business.

C. Shop Steward and alternates have no authority to take strike action or any other action interrupting the Employer's business, except as authorized by law and by official action of the Union. The Employer recognizes these limitations upon the authority of Shop Stewards and their alternates, and shall not hold the Union liable for any unauthorized acts. The Employer, in so recognizing such limitation, shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward has taken unauthorized strike action, slowdowns, or work stoppage in violation of this Agreement.

D. Shop Stewards, when directed by the Union, and pursuant to the first step of the grievance machinery provided in this Agreement shall be permitted to investigate, present and process grievances on the property of the Employer, without loss of time or pay. A reasonable time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime.

E. Whenever the Shop Steward is required to attend any grievance hearing attended by representatives of the Employer and the Union, he shall be compensated by the Employer for all lost earnings or time lost. When a Business Agent and Employer agree to a meeting to be attended by the Shop Steward, the Steward shall be compensated by the Employer for all lost earnings or lost time. Time lost shall be construed to mean that



the Shop Steward shall be paid for all time spent while negotiating grievances with the Employer, during the employees regular working hours not in excess of eight (8) hours per day. Time is to be computed at the applicable hourly rate for the Steward's job classification.

Section 10

Union Dues

Upon written authorization signed by the employee, the Employer will withhold from that employee's wages and pay over to the Union on a monthly basis an amount necessary to pay that employee's monthly Union dues.

Section 11

Sanitary Conditions

The Employer shall provide suitable sanitary conditions for his employees, such as toilets and hot and cold running water.

Section 12

Reporting Accidents

Any employee involved in an accident shall at first opportunity report said accident to his Employer.

Section 13

Compensable Injuries

Any employee sustaining injuries which are compensable under the Worker's Compensation Act which prevent him from performing all work available to him or her at the Employer's place of business, shall sustain no loss of pay for the balance of the day on which he or she was injured.

Section 14

Management Rights

The Employer hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon or vested

in it by the laws and constitution of the State of New Jersey and of the United States, including, but without limitation the following rights:

1. The executive management and administrative control of the Pennsauken Sewerage Authority and its properties and facilities. The management and control of its employees by utilizing personnel in the most appropriate and efficient manner as from time to time may be determined by the Authority.
2. The Employer shall determine work schedules subject to the specific terms of this Agreement and decide the number of employees needed for any particular time.
3. Employer shall determine any different or improved procedures, techniques, equipment and machinery to be utilized in the management and operation of the Pennsauken Sewerage Authority.
4. The Employer shall hire all employees and, subject to the provisions of law, determine the qualifications and conditions of employment or work assignments and shall promote and transfer employees in its discretion.
5. The Employer shall suspend, demote, discharge or take any other appropriate disciplinary action against any employee for just cause according to law.
6. The Employer shall have the right to lay off employees in the event of lack of work or lack of funds or under conditions when continuance of such work would be inefficient and/or non-productive.

7. The Employer reserves to itself the right to make all decisions it deems desirable and necessary for the efficient and effective operation of the Pennsauken Sewerage Authority.
8. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Employer, its adoption of policies, rules, regulations and practices for the furtherance thereof and the use of judgment and discretion by the Employer 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 constitution and laws of the State of New Jersey and of the United States. Nothing contained herein shall be construed to deny or restrict the Employer as to any of its rights, responsibilities and authority under N.J.S.A. 40:14A-1 et seq. or any other Federal, State or Local laws or regulations.

## ARTICLE II

### CLASSIFICATIONS COVERED

#### Section 1

The execution of this Agreement on the part of the Employer shall cover all operations of the Employer which are covered by this Agreement and shall have application to the work performed within the classifications defined herein. This Agreement shall cover in full non-management clerical employees including, but not limited to Bookkeepers, Secretary Assistants, Data Processor Analyst and general clerical. From

time to time, as the need occurs, employees shall work in positions outside of their title and it is specifically agreed that such policy may and shall continue.

Section 2

Work Outside of Classifications

In the event that any non-management clerical employee is requested to perform work generally and usually performed by management employees, such non-management clerical employees shall not be held responsible by Employer for his or her performance in such work outside the classifications covered by this Agreement, except for acts of gross negligence or willfull misconduct. This does not change or alter the responsibility of non-management clerical employees for work performed in positions outside of their title within the general responsibility of non-management employees.

Section 3

Work To Be Performed By Covered Employees Only

All work performed in any classification or title covered under this Agreement, shall be performed solely by employees covered under this Agreement; and no work under any classification or title covered by this Agreement shall be performed by either the Employer or the Employer's representatives, such as Managers or Supervisors.

ARTICLE III

HIRING OF NEW EMPLOYEES AND SENIORITY

Section 1

Job Posting

The Employer agrees to post all job openings at least one week in advance before hiring of new personnel in order to allow current employees to bid for such

opening. The senior employee so applying, if qualified, will be accepted for the new position over a non-employee.

Section 2

Probationary Period

Every new employee shall be on a probationary period for ninety (90) days. During the probationary period of ninety (90) days, the employee may be discharged without further recourse.

Section 3

Seniority After Probationary Period

After the expiration of the probationary period, the employee shall be placed on the regular seniority list and his or her seniority date shall revert back to his or her first day of hire. In case of discharge within the probationary period, the Employer shall notify the Union.

Section 4

Accrual of Seniority

After the employee has worked for the Employer for at least ninety (90) days, an employee shall gain seniority status.

Section 5

Lay-off and Recall

Should it become necessary to lay employees off because of lack of business, the Employer shall resort to strict seniority, which means the last employee hired shall be the first employee laid off. When the Employer recalls laid off employees, Employer shall recall the employees in the reverse order in the manner they were laid off, which means the last employee laid off shall be the first employee to be recalled. The recall provisions

of this Section shall remain in effect for one year next following the date the employee is laid off. In the event a need exists to abolish a particular title, the Employer has the right to so abolish; however, in such instance, an employee shall in accordance with seniority may bump other employees laterally or downward.

#### Section 6

##### Notification of Recall

The Employer, when recalling laid off employees, shall send a telegram or registered or certified letter to the employee's last known address (as indicated on employee's records) and the employee shall have seven (7) days to respond to such recall notice from the date of receipt or return whichever is later. After the employee has notified the Employer that he will return to work, the employee shall have one (1) week to adjust any other personal business he may have. If the employee fails to report within the one (1) week period, he shall lose all seniority rights under the contract, meaning discharge from employment.

#### Section 7

##### Loss of Seniority and Job

###### A. Reasons for loss of seniority and job:

Seniority shall be broken and the name removed from the seniority list for any of the following reasons: discharge for just cause, voluntary quit, lay off for one year or more, failure to respond to notice of recall, unauthorized leave of absence.

###### B. Protection in the event of illness or injury:

Any employee who is absent because of illness or injury shall accumulate seniority for the purpose

of determining his or her place on the seniority list.

C. Leaving the bargaining unit:

Any employee covered by this Agreement who elects to accept a position with the Employer not covered by any classification set forth herein shall lose all seniority rights.

ARTICLE IV

GRIEVANCE MACHINERY

Section 1

All Grievances Covered

All grievances or disputes arising under the terms of this Agreement shall be handled in the manner provided by this Article.

Section 2

Filing Written Grievances

All employees covered under this Agreement shall have seven (7) working days to file a written grievance after grievance has become known; and ten (10) working days for any employee that may be absent because of illness and/or injury.

Section 3

Grievance Procedure

First Step

In the case of any such grievance or dispute, the Union Steward shall take the matter up with the Employer's representative, and every effort shall be made to reach a mutually satisfactory solution. The Union Steward shall be present at all times when an employee has a grievance with the Employer's representative. The employee may also request to be present.

Second Step

If no solution can be reached the Union Steward shall refer the matter to the Business Agent, and the Business

Agent shall take the matter up with the Employer in an endeavor to adjust it amicably.

Third Step

If the Business Agent of the Union and the Employer or the Employer's representative cannot reach a satisfactory Agreement, then the grievance shall be submitted to a designated Arbitrator mutually agreed upon by both parties. If the parties cannot agree upon an arbitrator then the matter shall be submitted to the American Arbitration Association for the selection of an Arbitrator. The Arbitrator shall render a binding decision within twenty four (24) days. After the closing of the hearing, the fee of the Arbitrator shall be borne equally by the Union and the Employer.

ARTICLE V

DISCHARGE OR SUSPENSION

Section 1

Cause For Dismissal Or Suspension

No regular employee may be dismissed or suspended without just cause. Nothing shall prohibit the Union from investigating any dismissal or suspension and resorting to the grievance procedure provided in this Agreement. In the event that it is decided, as provided in the grievance procedure set forth in this Agreement, that the suspension or discharge was without just cause, the decision shall provide for reinstatement with or without back pay. If the decision directs reinstatement with pay, the Employer shall receive credits for wages or compensation earned by the employee while he was out of the Employer's employ. Except where an emergency prevents it, grievances



concerning dismissal or suspension shall be advanced over all other matters pending for grievance hearings and shall be promptly heard. In each instance of dismissal with cause, the Employer shall promptly notify the Union of the action taken, in writing. The parties agree that a dismissal or suspension shall not be subject to the grievance procedure or arbitration as provided in this Agreement unless the Union shall have notified the Employer, in writing, of the intention to do so within two (2) weeks of the dismissal or suspension.

#### ARTICLE VI

##### TERMINATION OF EMPLOYMENT

Upon final termination, the Employer shall pay all monies due to the employee including accrued vacation, personal days, holidays and subject to the provisions herein, accrued sick days.

#### ARTICLE VII

##### WAGES AND HOURS

##### Section 1

###### General

The Union agrees that the Employer shall be entitled to "a day's work for a day's pay". The regular work week shall consist of five (5) days of seven (7) hours each exclusive of the meal period, Monday through Friday, 8:30 a.m. to 4:30 p.m.

##### Section 2

###### Pay Period

All regular employees covered under this Agreement shall be paid in full each week. Not more than one (1) weeks's pay shall be held on any employee.

##### Section 3

###### Pay Day

When the regular pay day occurs on a holiday, the

Employer shall pay the employees on the regular work day immediately preceding the holiday.

Section 4

Statement of Earnings

Each employee shall be provided with a statement of gross earnings and an itemized statement of all deductions made for any purpose.

Section 5

Finished Day's Work

In the event that an employee is recalled to work at any time other than the usual business hours as previously defined, he or she shall be compensated at the rate of one and one-half (1½) times his or her applicable hourly rate of pay, with a guarantee of three (3) hours at the aforesaid one and one-half (1½) rate. Employees required to attend the regular monthly public meetings of the Authority shall be compensated a fixed six (6) hours of such individual's straight hourly rate.

Section 6

Wage Rate

The regular weekly wage rate for each employee during the term of this Agreement shall be as follows:

	<u>2/1/85-1/31/86</u>	<u>2/1/86-1/31/87</u>	<u>2/1/87-1/31/88</u>
Marie Agostinelli (General Clerical)	\$ 220.00	\$ 230.00	\$ 240.00
Phyllis DiLauro (General Clerical)	\$ 282.00	\$ 290.00	\$ 295.00
Carol Santarpio (Secretary Asst.)	\$ 245.00	\$ 280.00	\$ 295.00
Robin Massimiano (Bookkeeper)	\$ 220.00	\$ 255.00	\$ 275.00
Bernadette Loughery (Analyst)	\$ 372.00	\$ 380.00	\$ 395.00

Section 7

New Employees

Union and Employer shall attempt to negotiate a starting rate for any new employee consistent with the titles set forth above, as soon as possible. In the event that no agreement is reached, any new employee shall be hired at a wage to be negotiated between Union and Employer at the time of hire. In addition, the Union and Employer shall attempt to negotiate a full and complete salary scale for all employees covered by this Agreement as soon as possible.

ARTICLE VIII

LIFE INSURANCE, PENSION, HOSPITALIZATION, AND DENTAL INSURANCE

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Section 1

Life Insurance and Pension

All employees under this Agreement shall be covered as provided by law under the New Jersey Public Retirement System.

Section 2

Hospitalization

All employees covered under this Agreement shall be covered by New Jersey Blue Cross/Blue Shield, including Rider J and Major Medical benefits, with the cost of the entire family plan to be paid by the Employer. New employees shall receive the foregoing insurance coverage upon completion of their probationary period and any service waiting period prescribed by the insurance carrier.

Section 3

Dental

Beginning on February 1, 1987 and continuing through the term of this Agreement, Employer shall provide at its cost dental insurance in the form presently provided

to the management staff of the Employer.

ARTICLE IX

TIME OFF

Section 1

Vacations

Employees who have been actively and continuously employed by the Employer for the period specified herein shall be eligible for the following vacation, so long as they are actively employed on their anniversary date of hire:

Year One - five (5) days

Years Two through Five - ten (10) days

Years Five through Eighteen - fifteen (15) days

Years Eighteen and beyond - twenty (20) days

Each full week of vacation pay shall consist of thirty-five (35) hours of pay at the employee's straight time hourly rate. Vacation pay shall be paid to the eligible employee before he or she starts vacation. The Employer shall have the right to schedule employees who shall receive vacation at a particular time according to their seniority. The vacation period of each qualified employee shall be set with due regard to the desire and preference of the employees and by seniority. Vacation shall be scheduled on a year round basis and must be taken during the year when due. All employees shall submit vacation requests to the Administrator of the Authority for any year prior to April 1 of that year. The Administrator shall notify all employees within five (5) working days of April 1 as to the acceptance or rejection of any vacation requests. Thereafter any change in vacation schedule

shall be only as expressly approved by the Administrator of the Authority.

If an employee's vacation falls in a week in which a holiday recognized by this Agreement falls, the employee shall receive an additional day's vacation or a day's pay at the option of the employee.

Any employee who is discharged for cause or who resigns without giving two (2) weeks written notice of his or her intent to resign shall not be eligible for proportionate vacation pay earned by him or her since January 1 of that year. Employees who resign and have given two (2) weeks notice to the company of such intent, or who are laid off, or who are released by the company for other reasons than discharge for cause, shall be eligible for proportionate vacation pay earned to the date, during that vacation year on the basis of one-twelfth (1/12) of their normal vacation to which they would have been entitled the following January 1, for each calendar month worked.

## Section 2

### Holidays

- A. Holidays Recognized: The parties recognize the following holidays: New Year's Day, Lincoln's Birthday, President's Day, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day and Martin Luther King's Birthday.
- B. Personal Holidays; In addition to the above listed

holidays, each employee shall have the right to take one (1) personal holiday on a day of his or her choosing. The employee shall make every effort to give as much notice to the Employer as is possible of the date that he or she intends to take his or her personal holiday. Employees shall not be entitled to more than one (1) personal holiday per year.

C. Dismissal: Any employee who has been properly dismissed for cause, prior to any of the holidays set forth above, shall not be entitled to holiday pay.

### Section 3

#### Sick Leave

All employees shall receive, after the completion of their probationary period, one (1) sick leave day per month credit for each month of services to be accumulated from year to year, with accumulation of sick time permitted to a maximum of sixty (60) days. An employee shall be entitled, at the end of each fiscal year (1/31) or upon termination, to sell back accumulated sick leave at the rate of fifty percent (50%). If employees are off sick more than three (3) consecutive days, they must bring in a doctor's certificate. If the Employer feels that the employees are abusing their sick leave, then the Employer may request a doctor's certificate if an employee is off sick less than three (3) days; in addition, if an employee takes a sick day on the day immediately before or after a holiday, the employee must submit a doctor's certificate.

#### Section 4

##### Leave of Absence

- A. Personal Leave of Absence: An employee desiring leave of absence without pay from his or her employment shall secure written permission from the Employer. The maximum leave of absence shall be for thirty (30) days and may be extended for like periods. Permission for extension must be secured from the Employer.
- B. No Gainful Employment: During the personal leave of absence, the employee shall not engage in gainful employment of any industry. Failure to comply with this provision shall result in the complete loss of job and seniority rights for the employee(s) involved.
- C. No Loss of Seniority: Inability to work because of proven illness or injury shall not result in the loss of seniority rights.
- D. Benefits: Employer shall cooperate with employee to secure a continuation of health care pension or like benefit, at employee's cost during a permitted leave of absence.

#### Section 5

##### Jury Duty

In the event any employee covered by this Agreement is required to serve Jury Duty, the Employer agrees to supplement his Jury Duty compensation with an amount sufficient to equal his or her regular thirty-five (35) hour weekly earnings at the straight time rate for his or her job classification.

#### Section 6

##### Death in the Family

Employer shall grant employee three (3) days off with pay in the event of the death of the employee's spouse,

mother, father, brother, sister, mother-in-law, father-in-law, children, grandchildren. The three (3) days off shall be at regular straight time pay for the purposes of attending services for the deceased. The three (3) days pay is to compensate the employee for any time loss, Monday through Friday because of such death. Employee must submit a death certificate as proof of such death to the Employer. All employees must be on the seniority list for a period of three (3) months before this provision will become effective. In addition thereto and subject to the terms listed above, an employee shall be permitted one (1) day off with pay in the event of the death of a grandparent, sister-in-law or brother-in-law.

ARTICLE X

BAN ON STRIKES

Section 1

It is recognized that the continued and uninterrupted operation of the Pennsauken Sewerage Authority is of paramount importance to the citizens of the communities served by the Authority for reasons of health, safety and welfare. Therefore, there shall be no interference by the Union or its members of such operation. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, the Union, its officers, members, agents or principles agree that they will not engage in, encourage, sanction or suggest strikes, slow-downs, mass resignations, mass absenteeism or other suspension of or interference with the normal work performance at the Pennsauken Sewerage Authority.



ARTICLE XI

SAVINGS AND SEVERABILITY

The parties to this Agreement believe it complies with the applicable laws of the State of New Jersey. Accordingly, it is agreed that nothing contained in this Agreement shall require Union or Employer to do anything which violates the law. The parties agree that all of the clauses of this Agreement shall be severable. Any clause which may be prohibited by, invalid under, or in contravention of any operable Federal or State law, or under which Employer or Union is required to do any act which is in contravention of any Federal or State law, shall be null and void, but in such event the remaining clauses shall continue in full force and effect for the term of this Agreement, and any renewal thereof. The parties agree, in good faith to attempt to replace any such null and void clause with a clause which conforms with the law. The parties further agree that if during the term of this Agreement or any renewal thereof any such null and void clause shall become legal or permissible by legislative enactment, a subsequent decision of the courts or otherwise, such null and void clause shall again become part of this Agreement. Any disagreement shall be submitted to the Grievance Procedure.

ARTICLE XII

BINDING EFFECT

The parties to this Agreement agree to be bound by all of the terms and provisions of the Agreement and the interpretations and enforcement thereof, and do further agree to participate in negotiations or renewals

of the contract.

ARTICLE XIII

TERM OF AGREEMENT

This Agreement shall be for a term of February 1,  
1985 through January 31, 1988.

IN WITNESS WHEREOF, the parties have hereunto set  
their hands and seals this 27<sup>th</sup> day of  
November, 1985.

WITNESS:

\_\_\_\_\_

John Ferguson

TEAMSTERS LOCAL UNION NO. 676

BY: [Signature] 11-20-85

PENNSAUKEN SEWERAGE AUTHORITY

BY: James A. Schaffler 11-27-85

ADDENDUM

This is an Addendum to an Agreement between the Pennsauken Sewerage Authority, as the Employer, and Teamsters Local Union No. 676, as the Union, by which the Employer, and the Union reached certain understandings concern the Employer's office, clerical employees, said Agreement having an effective date February 1, 1985 up to and including January 31, 1988. The parties recognize that the Employer has, since the negotiation of that Agreement, employer an additional employee within the classifications covered by the aforementioned Agreement.

The parties agree that this new employee shall have the same rights and privileges as afforded by the aforementioned Agreement to all other office, clerical employees, but recognize that the aforementioned agreement makes no provision for this new employee's wages. Accordingly, it is agreed that the wages for Deborah Morris during the term of the Agreement between the Employer and the Union shall be as follows:

<u>FROM DATE OF INITIAL HIRE</u>	<u>SIX MONTHS AFTER DATE OF HIRE</u>	<u>2/1/86</u>	<u>2/1/87</u>
\$189.00/wk.	\$205.00/wk.	\$220.00/wk.	\$230.00/wk.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 27th day of November, 1985.

WITNESS:

\_\_\_\_\_

John Ferguson

TEAMSTERS LOCAL UNION NO. 676

BY: [Signature] 11-21-85  
PENNSAUKEN SEWERAGE AUTHORITY

BY: [Signature]