

CONTRACT BETWEEN
TWO RIVERS WATER RECLAMATION AUTHORITY
AND
COMMUNICATION WORKERS OF AMERICA
LOCAL 1075

APRIL 01, 2024 TO MARCH 31, 2029

TABLE OF CONTENTS

| ARTICLE | TITLE | PAGE |
|---------|--|------|
| I | AGREEMENT | 2 |
| II | UNION SECURITY | 3 |
| III | DUES CHECKOFF | 5 |
| IV | UNION REPRESENTATION | 6 |
| V | PLANT VISITATION | 7 |
| VI | HOURS OF WORK | 8 |
| VII | OVERTIME | 9 |
| VIII | REPORT TIME | 10 |
| IX | SENIORITY | 11 |
| X | GRIEVANCE PROCEDURE AND ARBITRATION | 12 |
| XI | PROBATIONARY EMPLOYEES | 15 |
| XII | PROMOTIONS AND UPGRADES | 16 |
| XIII | VACATIONS | 17 |
| XIV | HOLIDAYS | 19 |
| XV | SICK AND PERSONAL LEAVE DAYS | 20 |
| XVI | HEALTH | 21 |
| XVII | MERIT SALARY GUIDE FOR PLANT EMPLOYEES | 22 |
| XVIII | DISCIPLINE AND DISCHARGE | 27 |
| XIX | BULLENTIN BOARD | 28 |
| XX | WASH—UP TIME | 29 |
| XXI | JURY DUTY PAY | 30 |
| XXII | BEREAVEMENT PAY | 31 |
| XXIII | SAFETY | 32 |
| XXIV | EDUCATION | 33 |
| XXV | SUPERVISORY WORK | 34 |
| XXVI | NO STRIKE -- NO LOCKOUT | 35 |
| XXVII | MANAGEMENT'S RESPONSIBILITY | 36 |
| XXVIII | EMBODIMENT OF AGREEMENT | 37 |
| XXIX | WORKERS' COMPENSATION PROGRAM | 38 |
| XXX | SEVERANCE | 39 |
| XXXI | PERSONNEL FILES | 40 |
| XXXII | DURATION | 41 |

ARTICLE I

AGREEMENT

This Agreement, made and entered into this First day of April, 01, 2024 to March 31, 2029, between the Two Rivers Water Reclamation Authority, whose offices and main treatment plant are located at One Highland Avenue in the Borough of Monmouth Beach, New Jersey, hereinafter referred to as Authority or Employer, and the Communication Workers of America, Local 1075, 142 Highway 35 Red Bank, NJ, 07701, hereinafter called the Union.

ARTICLE II

UNION SECURITY

Language from Workplace Democracy Enhancement Act

- A. The Authority, for each of its employees in the bargaining unit who individually, in writing, authorizes the Authority to do so, will deduct from the earnings payable to such employee, the monthly dues and initiation fees, if any, for such employee's membership in the Union.
- B. Individual authorizations executed after the effective date of this Agreement shall be signed cards provided by the Union, executed by the employee and transmitted to the Authority.
- C. The parties recognize that effective May 18, 2018, the Legislature passed the Workplace Democracy Enhancement Act ("WDEA"), P.L. 2018, c.15. The parties agree to comply with the WDEA, as it may be amended from time to time. In order to implement the applicable provisions of the WDEA, and provided the WDEA remains in full force and effect, the parties' agree as follows:
1. The Union shall have the right to meet with individual employees on the premises of the public employer during the work day to investigate and discuss grievances, workplace-related complaints, and other workplace issues;
 2. The Union shall have the right to conduct worksite meetings during lunch and other non-work breaks, and before and after the workday, on the employer's premises to discuss workplace issues, collective negotiations, the administration of collective negotiations agreements, other matters related to the duties of an exclusive representative employee organization, and internal Union matters involving the governance or business of the exclusive representative employee organization; and
 3. The Union shall have the right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 and a maximum of 120 minutes, within 30 calendar days from the date of hire, during new employee orientations, or if the employer does not conduct new employee orientations, at individual or group meetings.
 4. Upon request of the Union, but no more frequently than every 120 calendar days, TRWRA shall provide the Union with the following information for all negotiations unit employees: name, job title, worksite location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address and personal email address on file with TRWRA.

5. The Union shall have the right to use TRWRA's email systems to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal Union matters involving the governance or business of the Union.

6. The Union shall have the right to use government buildings and other facilities that are owned or leased by TRWRA to conduct meetings with their unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-related complaints and issues, and internal Union matters involving the governance or business of the Union, provided such use does not interfere with governmental operations. Meetings conducted in government buildings pursuant to this section shall not be for the purpose of supporting or opposing any candidate for partisan political office, or for the purpose of distributing literature or information regarding partisan elections. An exclusive representative employee organization conducting a meeting in a government building or other government facility pursuant to this section may be charged for maintenance, security and other costs related to the use of the government building or facility that would not otherwise be incurred by the government entity.

7. Employees who have authorized the payroll deductions of fees to the Union may revoke such authorization by providing written notice to TRWRA during the 10 days following each anniversary date of their employment. Within five days of receipt of notice from an employee of revocation of authorization for the payroll deduction of fees, the public employer shall provide notice to the employee organization of an employee's revocation of such authorization. An employee's notice of revocation of authorization for the payroll deduction of employee organization fees shall be effective on the 30th day after the anniversary date of employment.

In the event the WDEA is amended in a manner that is inconsistent with the paragraphs (1) through (7) above, the parties agree that said paragraphs shall be deemed amended to be consistent with the law. In the event the WDEA is repealed or deemed unconstitutional or otherwise unenforceable, in whole or in part, paragraphs (1) through (7) above shall be deemed null and void.

ARTICLE III

DUES CHECKOFF

- A. The Union will furnish the Authority a written statement of the dues and initiation fees to be deducted.

- B. The Authority agrees that it will deduct the Union dues from the pay of each employee who has furnished the Authority with written authorization to do so, and transmit the same with a list of such employees to the Secretary-Treasurer of Local 1075 within (2) weeks after such deductions are made.

- C. The Union agrees to furnish written authorization, in accordance with the Statute (R. S. 52:14-15.9e) from each employee authorizing these deductions.

- D. The Union shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The Authority or any of its officers and employees shall not be liable for any delay in carrying out such deductions, and upon forwarding check in payment of such deductions by mail to the Union's last known address, the Authority and its officers and employees shall be released from all liability to the employee-assignors and the Union under such assignments.

ARTICLE IV

UNION REPRESENTATION

- A. The Authority shall not unreasonably deny the Union the right to have one (1) employee leave his/her job to attend out of plant Union meetings or conventions without compensation.
- B. The privilege of the Steward to leave his/her work at a reasonable time during working hours without loss of pay is extended with the understanding that the time will be reasonable and devoted solely to the proper handling of legitimate Union business. The Assistant Steward may replace the Steward when he/she is unavailable. The Authority and the Union agree that only one (1) Union representative shall attend to Union business. The Steward or Assistant must give his/her supervisor a minimum of four (4) hour notice, whenever possible, prior to leaving his/her work site.
- C. The current employee who is, at the time of execution of this agreement, also a member of Local 1075 Executive Board may leave his work at a reasonable time during working hours without loss of pay (not to exceed 30 hours per year) with the understanding that the amount of time will be reasonable and solely devoted to attendance at a regular meeting of the full Union Executive Board. This section of the contract will expire with the resignation from employment of the current representative at TRWRA or his resignation from the Union Executive Board. No compensation will be made if the Executive Board member attends an Executive Board meeting while not scheduled to work.

ARTICLE V

PLANT VISITATION

A duly authorized non-employee Union representative must sign in and request of the Executive Director or his designee permission to be on the premises. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

ARTICLE VI
HOURS OF WORK

- A. The Authority agrees that forty (40) hours per week, eight (8) hours per day, five (5) days per week shall constitute a regular week's work, here and after called work week, and shall be paid for at the regular straight time rates of pay hereinafter provided. The parties agree that 10-hour regular time shifts combined with a four (4) day work week may be employed by the Authority for all Union members, subject to Management's right to set schedule of work.
- B. The Union will be given a one (1) week notice of any change in any individual's shift from their current shift except in emergency situations. Consideration of hardship, caused by any schedule change, will be given by the Authority. Any change in the hours of a shift exceeding one (1) hour from the shift's current hours will be by mutual agreement of both parties.
- C. Overtime will be computed as follows:
 - 1. Overtime will be paid at the rate of One and One-half (1.5) times the hourly rate for all hours worked in excess of (40) hours worked in a given work week.
 - 2. One and one-half (1-1/2) times will be paid for all hours worked on the sixth (6th) consecutive day of work.
 - 3. Double time will be paid for all hours worked in excess of twelve (12) hours in any one (1) day.
 - 4. One and one-half (1-1/2) times will be paid for all hours worked on holidays as specified in this Agreement.
 - 5. Double time will be paid for all hours worked on the seventh (7th) consecutive day worked.
- D. Shifts for inside group shall be assigned for one (1) year on the basis of seniority in classification. Days off will be rotated every three (3) months or six (6) months for inside group.
- E. The first six (6) months' work schedule for the following year shall be posted by December 15. The second six (6) months' work schedule shall be posted by April 15.
- F. Weekend day shift schedule shall be 8:00 a.m. to 4:00 p.m. with no loss of pay provided the respective Operators on each shift shall actually and physically communicate with each other at the time of the shift change, and provided further that each Operator shall sign-off at that time. In the event a 10-hour day shift is utilized by agreement between the parties, the Weekend Day shift shall be 6:00 a.m. to 4:00 p.m.
- G. The FLSA work week starts at 0001-hour Sunday and extends 168 hours to 2400-hour Saturday.

ARTICLE VII

OVERTIME

- A. The Authority's need for, and right to require a reasonable amount of overtime is recognized. Except in emergency situations at least four (4) working hours' notice of overtime shall be given. When practicable, overtime will be requested on a voluntary basis according to seniority, however in cases of emergency, the Authority has the right to assign such overtime. It is understood and agreed that an employee may refuse an assignment on occasion for good and sufficient reason. Any employee who refuses to work overtime when requested to do so shall be considered for purposes of equalization as having worked the scheduled overtime period despite the fact that no payments of any kind shall be made for overtime not actually worked. If an employee fails to report when he/she has agreed to work overtime, he/she shall be passed over for the next overtime assignment.
- B. Overtime shall be equally distributed as near as possible among the employees. No overtime shall be worked or paid for unless first authorized by the supervisor in charge.
- C. Only for the purpose of equalization of overtime, the road crew and the plant crew shall be considered as separate units.
- D. Employees are to be paid \$10.00 for a meal when they have worked three and a half (3-1/2) hours overtime in excess of their eight (8) hour shift. Overtime and Holiday work assignments are to be offered to full-time Union employees before being offered to part-time or summer employees.

ARTICLE VIII

REPORT TIME

- A. Whenever an employee reports for work for his/her regularly scheduled shift he/she shall receive a minimum of three (3) hours work or pay at his/her regular rate, provided the employee accepts any job within his/her classification to which he/she may be assigned.

- B. Whenever an employee is called into work after he/she has left from his/her regularly scheduled day's work, he/she shall receive a minimum of three (3) hours pay, at time and one half, provided that the employee accepts any job in his/her classification.

- C. The Authority shall not be liable to provide three (3) hours work or pay to the employee as aforesaid if there is no work or work stops because of an Act of God, power failure or other event which is beyond the Authority's control, provided the Authority has made a reasonable attempt to notify the employees not to report. Failure of an employee to report for work on account of a work stoppage or strike shall be considered a cause over which the Authority has no control, and thereby the above guarantees will not be implemented.

ARTICLE IX

SENIORITY

Seniority is defined to mean the accumulated length of continuous service with the Authority, computed from the last date of hire. An employee's length of service shall not be reduced by time lost due to authorized leaves of absence or absence for a bona fide illness or injury certified by a physician not in excess of one and one-half (1-1/2) years. Seniority shall be lost, and employment terminated if any of the following occurs:

1. Discharge for just cause.
 2. Resignation.
 3. Failure to return promptly upon expiration of authorized personal leave.
 4. Absence for three (3) consecutive working days without approved leave or notice of injury or illness.
 5. Engaging in any other employment during a period of sick leave.
 6. Absence for illness or injury for more than one and one half (1-1/2) continuous years or any extension thereof agreed to by the Authority.
 7. Layoff for longer than twelve (12) consecutive months.
-

ARTICLE X

GRIEVANCE PROCEDURE AND ARBITRATION

- A. In the event that any difference arises between the Authority and the Union, or between the Authority and any of its employees affected by this Agreement, and concerning the interpretation, application or compliance with the provisions of this Agreement, such difference shall be deemed to be a grievance.
- B. The procedure for the settlement of grievances shall be as follows:

STEP I:

The employee or the employees and the Union's grievance representative shall present the grievance orally to the employee's immediate supervisor within ten (10) calendar days after the employee becomes aware of the grievance, but in no event later than thirty (30) calendar days after its alleged occurrence, except under unusual circumstances. The immediate supervisor shall meet with the parties involved to make every reasonable effort towards a proper disposition and settlement of the grievance. If no satisfactory settlement is reached within two (2) working days from the time the grievance was discussed with the supervisor, then the grievance shall be reduced to writing by the Union on a grievance form provided by the Union, and presented to the supervisor within three (3) days who will return his/her written answer to the Union within three (3) working days.

STEP II:

In the event the grievance is not resolved under Step I hereof, the Union's grievance representative (who shall be the President or his designee of the local Union) shall present the written grievance as completed under Step I to the Executive Director of the Authority within five (5) working days, and arrange for a meeting for the purpose of reviewing the grievance. Should no mutually satisfactory settlement be reached within five (5) working days of the receipt of the written grievance, either party may refer the grievance to arbitration under Step III.

STEP III:

In the event the grievance has not been satisfactorily resolved in Step II hereof, the Union or the Authority may, within five (5) calendar days following the expiration of the five (5) day period under Step II, resort to arbitration when a dispute exists regarding the interpretation and/or application of a specific provision of this Agreement.

1. A request for arbitration shall be initiated by the Union or the Authority by serving upon the other a notice, in writing, of its intent to proceed to arbitration.
2. Said notice shall identify the provisions of the Agreement involved, the employee involved, and a statement of the grievance or grievances which were made the subject of the previous steps.
3. The party requesting arbitration shall make application to the Public Employees Relations Commission (PERC), and request that PERC submit a list of possible arbitrators from which they may select an arbitrator.
4. The arbitrator shall be limited to the issues presented, and shall have no power to add to, subtract from or modify the provisions of this Agreement, or to establish or change any wage rate. He/she shall confine his/her decision solely to the application and/or interpretation of this Agreement.
5. A decision of the arbitrator shall be binding on both parties.

6. All fees and expenses or administrative charges for the arbitrator shall be divided equally between the parties. Each party shall bear the cost of preparing and presenting its own case, including the expense pertaining to their respective witnesses from outside the bargaining unit.
7. The arbitrator shall hold the hearing at a time and place convenient to the parties.
8. In cases involving back pay, the arbitrator may award such back pay only to the date of the filing of the grievance.

C. All the time limits contained in this Agreement may be extended by mutual agreement. Unless such time is extended by mutual agreement, the failure to observe the time limits herein for the presentation of a grievance shall constitute an abandonment of a grievance and settlement thereof.

ARTICLE XI

PROBATIONARY EMPLOYEES

New employees will be regarded as probationary for the first four (4) months, during which time the Authority can reprimand or discharge without being challenged by the Union. The Authority shall have discretion to extend the probationary period to six (6) months, provided notice is given to the Union regarding reasons for extension. There shall be no responsibility for re-employment of probationary employees if they are discharged or laid off during this probationary period. After the probationary period is completed, the new employees will be placed on the seniority list from the first day of employment.

ARTICLE XII

PROMOTIONS AND UPGRADES

- A. The Authority and the Union agree that promotions and upgrades shall be made from among the then current employees.

- B. If a newly created job or open job exists, which represents a promotion or upgrading for employees within the bargaining unit, such job will be posted on the bulletin board for three (3) working days. Such posting is to set forth Job Classification, description and rate of pay (minimum and maximum). At the end of the posting period, if no employees have bid for the job, the Authority has the right to go outside. Employees wishing to bid for said posted jobs shall sign their names to such posting.

- C. After the above prescribed period, the Authority shall make every reasonable effort to award the posted job to the most senior employee who signed the posting, and who is capable of doing the job. Whenever a vacancy occurs in the unit, present employees may request a transfer to said opening prior to the hiring of any new employee for said position. A transferred employee shall have a trial period of up to ninety (90) days and, if he shall fail to qualify, he shall return to his/her former position. This is to be determined by the Authority. Such awards are subject to the grievance procedure of this Agreement.

- D. While an employee is on layoff, no new employee will be hired in his/her or a lower classification.

- E. The Authority and the Union agree that employees shall not be granted downgrade rights.

ARTICLE XIII

VACATIONS

Employees who are in the Authority's active employ as of June 30 of any year will receive vacation pay during the vacation period as follows:

- A. Employees who have been in the continuous employ of the Authority for six (6) full months shall receive one (1) work week vacation.

A newly hired employee who commences employment prior to the fifteenth (15th) of a given month shall receive credit for the full month; a newly hired employee who commences employment on the fifteenth (15th) of a given month or later shall receive no credit for that month.

- B. For each additional full month of employment, up to one (1) year, the employee shall receive one (1) additional day of vacation until two (2) work weeks are reached.
-
- C. For each additional year employed, the employee shall receive one (1) additional day of vacation until three (3) work weeks are reached.
- D. The Authority will grant four (4) weeks' vacation to employees completing eleven (11) years of service.
- E. Should any of the recognized paid holidays fall within an employee's vacation period, the employee's vacation shall be extended for one (1) day, or the employee may elect to receive holiday pay in lieu of the extended vacation.
- F. Vacations are not cumulative from one (1) year to the next.
- G. Vacation dates shall be posted by December 15 for the first six (6) months of the following year; the second six (6) months shall be posted by April 15 of each year. In cases of conflict, the employee with the greater seniority shall have first preference.
- H. When an employee is laid off, quits or is terminated, he/she shall be paid proportionately for earned vacation time.

- I. Up to five (5) days can be carried over from year to year, non-cumulative. An additional 5 unused vacation days may be sold back at the rate of pay in effect in the year in which the vacation was earned. For those employees who qualify under the law

ARTICLE XIV

HOLIDAYS

- A. A regular, full-time employee, when not required to work by reason of his/her scheduled day off, shall nevertheless receive straight time wages based upon his/her regular rate of pay, for each of the following holidays that occur on his/her day off, provided that he/she shall have served his/her probationary period, and is on the job and available for work the last scheduled work day before the first scheduled work day after the holiday, even though in a different work week, unless excused by the employer or is absent because of illness. The Authority may request a doctor's certificate as proof of illness.
- B. Holidays under the scope of this Agreement shall be:
- One half day on the day prior to New Year's Day
 - New Year's Day
 - Martin Luther King Day
 - President's Day
 - Good Friday
 - Memorial Day
 - Juneteenth
 - Independence Day
 - Labor Day
 - Veteran's Day
 - Thanksgiving Day
 - Day after Thanksgiving Day
 - One Half Day on the day prior to Christmas
 - Christmas Day
- C. Holidays that fall on Saturday will be celebrated on Friday. Holidays that fall on Sunday will be celebrated on Monday. This affects only those employees working Monday through Friday.

ARTICLE XV

SICK AND PERSONAL LEAVE DAYS

- A. All employees will be granted eleven (11) days of sick leave per contract year.

- B. Unused sick leave can be accumulated from one year to the next with no limit.

- C. In cases where the Authority suspects abuse of sick leave, it may request the employee's reason for use of the sick day. The Authority shall retain the right to request a doctor's Certificate of Illness in the event an employee utilizes three (3) or more consecutive sick days.

- D. The Authority will provide temporary disability benefits through the State's temporary disability program.

- E. Upon death or retirement, the Authority will grant one-half (1/2) day's pay for each accumulated unused sick day up to a maximum of 160 days after six years of service. In the event of death, the benefits under this clause shall be paid to the employee's beneficiary. Said payment is affected by the 2010 law.

- F. Full-time, permanent employees are entitled to two (2) personal days per year. Except in cases of emergency, the employee shall provide twenty-four (24) hours' notice before using a personal day. Personal days are not cumulative from one year to the next. No personal days shall be granted the day before or the day after a vacation or holiday.

ARTICLE XVI

HEALTH

The Authority will continue the present Dental plan or provide equal or better benefits for all full-time employees, for the term of this contract.

A prescription plan coverage will be provided by the New Jersey State Health Benefits Prescription Drug Program Plan #201 or provide equal or better benefits for all full-time employees for the term of this contract.

Health benefits coverage will be provided by the New Jersey State Health Benefits program or provide equal or better benefits for all full-time employees for the term of this contract.

The Authority will consult with the union regarding changes in benefits. Any changes in benefits will provide benefits equal to or better than coverage provided under the Direct 10 Plan in effect in January of 2024.

The Authority will provide \$20,000.00 life insurance for each full-time employee in this unit.

Health care upon retirement shall be effective October 01, 1989. To be eligible, an employee shall have twenty-five (25) years of service with the employer, and meet the minimum age of fifty-five (55) years old.

ARTICLE XVII

MERIT SALARY GUIDE FOR PLANT EMPLOYEES

Effective April 1, 2024, all local 1075 rates of pay will be increased by 3.00% each year of the Agreement, beginning on April 1, 2024 with 4 successive increases effective upon the anniversary date of the contract each year (i.e. April 1, 2025, April 1, 2026, April 1, 2027 , & April 1, 2028.) All employees that do not have an active Class B CDL driver's license with airbrake and tanker endorsements (hereinafter CDL) will be paid at the rate of pay in effect when they were hired and will not receive any increases until they receive their CDL. Upon receipt of the CDL certificate, said employees will be paid the rate in effect for their position for all work after the CDL certificate is received by TRWRA. There will be no retro pay for work prior to the date of receipt of the CDL license.

All new employees hired, or promotions will be paid in accordance with the attached new spread sheet for new hires and utilize the step program of \$15,000 over 10 years (except Unlicensed Operators).

The starting pay for all employees hired after the effective date of this contract shall be decreased by \$15,000(except Unlicensed Operators). The new employees pay shall then be stepped up to the new maximum rate at a rate of \$1,500 per year, in addition to any contractual increases, until it reaches the maximum rate in that job title.

The attached schedules reflect the above increases.

Night differential will be paid to all employees on hours actually worked.

Second Shift

Operator – payment of .95 per hour

Third Shift

Operator – payment of 1.25 per hour

Licensing

Any employee who receives compensation for a license, consents to the Authority listing that license with regulatory agencies. The Authority is responsible for any fees associated with said listing.

Emergency Call-In Pay

Time and one half paid for all hours worked with a minimum guarantee of three hours pay.

The Road Crew is required to become certified in PACP and MACP in the next available certification course upon execution of the Contract. Employees receiving certification for the first time will be paid a onetime stipend of \$500 upon receipt of certification. Each employee will also be paid a onetime stipend of \$100 for successfully receiving recertification. Employees will be reimbursed for the CDL renewal fee. (Currently \$42 plus \$2 per endorsement).

- WHEN AN EMPLOYEE IS PERFORMING WORK OF A HIGHER CLASSIFICATION, including but not limited to Operator performing Senior Operator duties in the Senior Operators absence, he shall be paid at the higher rate so long as that employee performs the duties of the higher classification.

The Relief Operator shall be compensated an additional \$1.00 per hour over his normal compensation for all hours worked. Overtime shall be based on the base rate and the relief premium shall not be compounded.

The Authority and the Union agree that an employee may down bid out of the Relief Operator position.

The Authority may reject a bidder for the Relief Operator if, the employee cannot perform all possible duties of the Relief Operator.

All employees shall utilize direct deposit for pay.

Employees who successfully drive 10 or more full loads to a sludge disposal site in a calendar year, with no passenger, shall be paid \$500 stipend as soon as practicable after the end of the calendar year, in no event later than January 31.

Notes

1. There is no step program for Unlicensed Operators hired after 4-1-19.
2. Senior Operator Requires minimum of S-3 or C-3. Candidates must have demonstrated ability to make operational and process decisions and work order assignments.
3. Promotion to Junior Electrician requires registration in an apprenticeship program such as National Joint Apprenticeship and Training Committee (NJA TC) to attain a valid New Jersey Electrical Contractor's License including at a minimum completion of Electricity 1 classroom training. The Junior Electrician position also requires a minimum of 2 years of direct, hands-on, day-to-day commercial or industrial electrical experience.
4. Promotion to Assistant Mechanic requires completion of Introduction to Wastewater Technology and enrollment in one of the following: Welding, Plumbing, Pump Repair.

5. Promotion to Mechanic requires completion of Wastewater Mechanic Apprenticeship at Monmouth County Votech.
6. Electricians must possess a valid NJ Electrical License. Plumbers possess a valid NJ Plumbers License.
7. If an employee has completed their 10-year step program for their current position, they will move to year nine or step nine of their promotional titles step program.
For employees still within the first ten years shall move to the equivalent year or step of the promotional title.
8. All step adjustments will be on the anniversary of the Union Contract.
9. No payment is to be made for Black Seal in-charge if there is no boiler onsite that requires said license. Current employees with said licensed will continue to be paid the current Black Seal in-charge license pay for the remainder of this contract.

Current Rate including license

Employees Hired Before 4/1/2019 (Includes in Department License)

| Job Title | Previous Contract | Rate Per Hour April 1, 2024 to March 31, 2025 | Rate Per Hour April 1, 2025 to March 31, 2026 | Rate Per Hour April 1, 2026 to March 31, 2027 | Rate Per Hour April 1, 2027 to March 31, 2028 | Rate Per Hour April 1, 2028 to March 31, 2029 |
|-----------------------------------|-------------------|---|---|---|---|---|
| Non-License Operator | \$42.12 | \$43.38 | \$44.69 | \$46.03 | \$47.41 | \$48.83 |
| Operator 1 | \$42.76 | \$44.04 | \$45.36 | \$46.73 | \$48.13 | \$49.57 |
| Operator 2 | \$43.17 | \$44.47 | \$45.80 | \$47.17 | \$48.59 | \$50.05 |
| Operator 3 | \$43.58 | \$44.89 | \$46.23 | \$47.62 | \$49.05 | \$50.52 |
| Operator 4 | \$43.99 | \$45.31 | \$46.67 | \$48.07 | \$49.51 | \$51.00 |
| Unlicensed Senior Operator | \$44.85 | \$46.20 | \$47.58 | \$49.01 | \$50.48 | \$51.99 |
| Senior Operator 1 | \$45.49 | \$46.85 | \$48.26 | \$49.71 | \$51.20 | \$52.74 |
| Senior Operator 2 | \$45.90 | \$47.28 | \$48.70 | \$50.16 | \$51.66 | \$53.21 |
| Senior Operator 3 | \$46.31 | \$47.70 | \$49.13 | \$50.60 | \$52.12 | \$53.69 |
| Senior Operator 4 | \$46.72 | \$48.12 | \$49.57 | \$51.05 | \$52.58 | \$54.16 |
| Senior Maintenance Mechanic | \$47.94 | \$49.38 | \$50.86 | \$52.39 | \$53.96 | \$55.58 |
| Mechanic or Plumber | \$45.19 | \$46.55 | \$47.94 | \$49.38 | \$50.86 | \$52.39 |
| Asst. Mechanic and Jr Electrician | \$42.89 | \$44.18 | \$45.50 | \$46.87 | \$48.27 | \$49.72 |
| Electrician | \$53.72 | \$55.33 | \$56.99 | \$58.70 | \$60.46 | \$62.28 |

Current Rate including license

Employees Hired After 4/1/2019 (Includes in Department License)

| Job Title | Previous Contract | Rate Per Hour April 1, 2024 to March 31, 2025 | Rate Per Hour April 1, 2025 to March 31, 2026 | Rate Per Hour April 1, 2026 to March 31, 2027 | Rate Per Hour April 1, 2027 to March 31, 2028 | Rate Per Hour April 1, 2028 to March 31, 2029 |
|--------------------------------------|-------------------|---|---|---|---|---|
| Non-License Operator | \$24.46 | \$25.19 | \$25.95 | \$26.73 | \$27.53 | \$28.36 |
| Operator 1 | \$35.34 | \$36.40 | \$37.49 | \$38.62 | \$39.78 | \$40.97 |
| Operator 2 | \$38.06 | \$39.20 | \$40.38 | \$41.59 | \$42.84 | \$44.12 |
| Operator 3 | \$43.58 | \$44.89 | \$46.23 | \$47.62 | \$49.05 | \$50.52 |
| Operator 4 | \$43.98 | \$45.30 | \$46.66 | \$48.06 | \$49.50 | \$50.98 |
| Senior Operator 3 | \$44.85 | \$46.20 | \$47.58 | \$49.01 | \$50.48 | \$51.99 |
| Senior Operator 4 | \$44.85 | \$46.20 | \$47.58 | \$49.01 | \$50.48 | \$51.99 |
| Senior Maintenance Mechanic | \$44.85 | \$46.20 | \$47.58 | \$49.01 | \$50.48 | \$51.99 |
| Mechanic | \$38.06 | \$39.20 | \$40.38 | \$41.59 | \$42.84 | \$44.12 |
| Asst. Mechanic and Jr Electrician | \$35.34 | \$36.40 | \$37.49 | \$38.62 | \$39.78 | \$40.97 |
| Electrician | \$43.50 | \$44.81 | \$46.15 | \$47.53 | \$48.96 | \$50.43 |

ARTICLE XVIII

DISCIPLINE AND DISCHARGE

- A. It is agreed that nothing herein shall in any way prohibit the Authority from discharging or otherwise disciplining any Authority employee, regardless of seniority, for just cause. In all cases of discharge or discipline, an employee has the right to have a Union representative present. Written notice of discharge or discipline shall be served upon the Union and the employee involved.
- B. In the event that a discharged employee feels that he/she has been discharged or disciplined unjustly, said employee or the Union, with permission of the employee, shall have the right to file a grievance, which must be in writing, with the employer within three (3) work days from the time of discharge or discipline. Said grievance shall be initiated at the second step of the grievance procedure. If no grievance is filed within the time period specified, then said discharge or discipline shall be deemed to be absolute unless such time period is extended by mutual agreement of the parties.
-

ARTICLE XIX

BULLETIN BOARD

The Union shall have the use of a bulletin board on the Authority's premises for posting of notices relating to Union meetings, official business and social functions only. No notice shall be posted until it has been submitted to, and approved by, the Executive Director of the Authority. Such approval shall not be unreasonably withheld.

ARTICLE XX

WASH-UP TIME

Employees will be allowed ten (10) minutes to wash up before lunch, and ten (10) minutes for showers at the end of their regular shift.

ARTICLE XXI

JURY DUTY PAY

Each employee who has served his/her probationary period, who is summoned and reports for jury duty as prescribed by applicable law, shall be paid by the Authority an amount equal to the difference between the regular straight-time earnings the employee otherwise would have earned by working during straight time hours for the Authority on that day and the daily jury duty fee paid by the Court for each day on which he/she reports for or performs jury duty or when summoned for appearance for examination as to competency and qualifications to serve as a trial juror, and on which he/she otherwise would have been scheduled to work for the Authority. It is agreed, however, that this section shall not apply if an employee serves on a jury while he/she is already on layoff, leave of absence or vacation or for more than one period of jury service in any calendar year when he/she is not required by law to do so.

ARTICLE XXII

BEREAVEMENT PAY

- A. A regular, full-time employee shall be excused from work by his/her supervisor because of death in his/her immediate family, as defined below, and shall be paid his/her regular rate of pay for the scheduled working hours missed but not exceeding three (3) working days.

 - B. Immediate family is defined to mean parents, children, spouse, grandparents, grandchildren, brother or sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law and sister-in-law only. Proof of death satisfactory to the Authority shall be furnished to it upon request.
-

ARTICLE XXIII

SAFETY

- A. The Authority shall pay for one (1) pair of safety shoes per employee per year up to \$200. The Authority shall select the supplier of the safety shoes. In the event that the assigned pair of boots becomes a safety hazard, a maximum of 2 pairs of safety boots will be provided. Old-worn boots shall be presented and returned to the employee's supervisor to qualify for any new pair. No boots will be provided where an employee does not turn in the old boots.
- B. The Authority will provide cell phones to employees that the Authority deems need them to perform their duties. The Employees must provide a means of contact for off hour communication.
- C. Two (2) persons shall work each shift together; except when it is not dangerous for a person to work alone.
- D. The Authority agrees to comply with all laws and regulations regarding occupational safety and health, and environmental concerns, including correcting problems wherever necessary. The Authority further agrees to provide protective devices and other equipment that it is required to supply under applicable law. Employees must follow reasonable safety rules and regulations.

A Committee of three (3) members of management and three (3) members of the Union will constitute the Safety Committee. They will meet a minimum of once, every three (3) months, to bring up safety and health problems in order to protect workers from injury and sickness. The Committee may also meet at the request of either party as special situations arise. The Committee will keep written reports of their findings so that if a situation has not been corrected, it will appear on the next meeting's agenda.

ARTICLE XXIV

EDUCATION

Employees may take appropriate work-related courses. Employees must submit a written request for approval for a course, no later than three (3) months prior to the commencement of the course, whenever possible. Approval of any course for reimbursement shall be subject to the Executive Director or his/her designee. The Authority shall reimburse the employees for the cost of the course upon proof of the successful completion of such course.

Review courses for license or registration taken for the first time will be reimbursed 100%. Review courses taken more than one time will not be reimbursed.

ARTICLE XXV

SUPERVISORY WORK

Supervisors shall not perform any work in excess of one (1) hour per day normally performed by non-supervisory employees, except in cases of emergency, and for purposes of training.

ARTICLE XXVI

NO STRIKE – NO LOCKOUT

- A. It is recognized that the need for continued and uninterrupted operation of the Authority's departments and agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operation.

- B. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, the parties hereto agree for the term of this Agreement that there will not be, and that the Union, its officers, members, agents or principals, will not engage in, encourage, sanction or suggest, strikes, slow-downs, job actions, lockouts, mass resignations, mass absenteeism, or other similar action that would involve suspension of or interference with normal work performance.

- C. The Authority shall have the right to discipline or discharge any employee encouraging or causing a strike, slow-down or other such interference.

ARTICLE XXVII

MANAGEMENT'S RESPONSIBILITY

It is recognized that the management of all operations, the control of its properties, and the maintenance of order and efficiency is solely the responsibility of the Authority. Accordingly, the Authority retains the rights, including but not limited, to select and direct the working forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer, to determine the amount of overtime to be worked, to relieve employees from duty because of the lack of work or for other legitimate reasons; decide the number and location of its facilities and stations, determine the work to be performed within the Union, maintenance and repair, amount of supervision necessary, machinery and tool equipment, methods, schedules of work, together with the selection, procurement, designing, engineering, and the control of equipment and materials; purchase services of other, contract or otherwise, except as they may be otherwise specifically limited in this Agreement, and to make reasonable and binding rules that shall not be inconsistent or contrary to this Agreement.

ARTICLE XXVIII

EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete Agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject that is (or may be) subject to collective negotiations. Any prior commitment or agreement between the Authority and the Union or any individual employee covered by this Agreement is hereby superseded.

ARTICLE XXIX

WORKERS' COMPENSATION PROGRAM

The Authority agrees to pay employee's full salary minus the worker's compensation insurance benefit payment for the first ten (10) weeks they are on worker's compensation. After ten (10) weeks, the employee will receive only the worker's compensation benefit.

ARTICLE XXX

SEVERANCE

In the event that the Two Rivers Water Reclamation Authority chooses to have layoffs due to either budget constraints, privatization or private contracting, the Two Rivers Water Reclamation Authority will provide continued medical and dental insurance for the laid-off employee for a period not to exceed three (3) months. However, if other medical or dental insurance is available to the laid-off employee through either his/her new employer or through his/her spouse, coverage will terminate upon that medical and/or dental coverage being available to the laid-off employee.

The Two Rivers Water Reclamation Authority also agrees to pay the separated employee one week's wages for each year of service, to a maximum of twenty-five week's wages. The Two Rivers Water Reclamation Authority will also provide a retraining program which will allow employees, within 30 days of separation from employment by the Authority, to register for formal retraining for job employment, at a cost not to exceed \$2,000 per employee. This money will be made available to the employee upon completion of an approved course.

The Two Rivers Water Reclamation Authority also agrees that it will pay to the laid-off employee, in wages, whatever remaining vacation, and personal days owed to the employee for the remainder of the calendar year in which the layoff occurs.

ARTICLE XXXI

PERSONNEL FILES

In the event that a document is to be placed in an employee's Personnel File, the employee shall be notified in writing of the intent to place the document in the Personnel File. The Employee will be required to acknowledge receipt of the document by signing same and said acknowledgement shall be incorporated in the document going into the Personnel File.

ARTICLE XXXII

DURATION

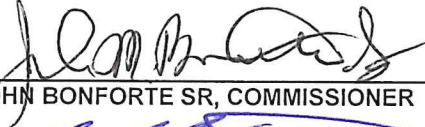
This Agreement shall become effective as of April 1, 2024, and shall remain in effect as otherwise provided herein, up to and including March 31, 2029, and shall automatically renew itself from year to year thereafter unless written notice to terminate or amend the Agreement is given by either party to the other at least sixty (60) days before its expiration or any annual renewal thereof.

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

ATTEST: TWO RIVERS WATER RECLAMATION AUTHORITY



SCOTT HARTMAN, COMMISSIONER

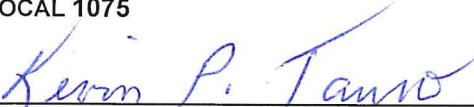


JOHN BONFORTE SR, COMMISSIONER

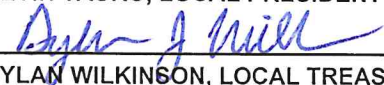


MICHAEL A. GIANFORTE, PE, EXECUTIVE DIRECTOR

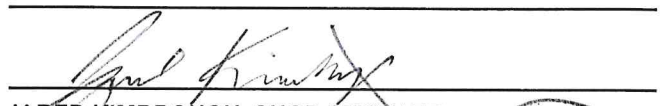
ATTEST: COMMUNICATION WORKERS OF AMERICA,
LOCAL 1075



KEVIN TAURO, LOCAL PRESIDENT



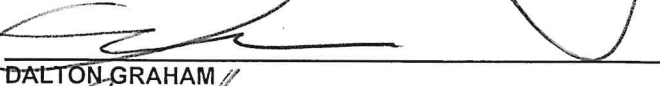
DYLAN WILKINSON, LOCAL TREASURER



JARED KIMBROUGH, SHOP STEWARD



RAYMARR DOWLING



DALTON GRAHAM



RYAN CONRAD