

AGREEMENT

BETWEEN

MONMOUTH COUNTY BOARD OF CHOSEN FREEHOLDERS

AND

INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL SALARIED, MACHINE &
FURNITURE WORKERS, AFL-CIO

IUE, LOCAL 417

[RECLAMATION UNIT]

January 1, 2000 through December 31, 2002

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
	PREAMBLE	1
1	RECOGNITION	2
2	UNION SECURITY	3
3	SHOP STEWARD	5
4	MANAGEMENT RIGHTS	7
5	GRIEVANCE PROCEDURE	9
6	SALARY	12
7	SENIORITY	14
8	HOURS OF WORK AND OVERTIME	16
9	OUT OF TITLE PAY	18
10	UNIFORMS	19
11	HOLIDAYS	20
12	VACATIONS	23
13	LEAVES	25
14	BULLETIN BOARD	28
15	HEALTH BENEFITS	29
16	SEPARATION, DISCHARGE AND DISCIPLINE	31
17	VETERAN'S AND VOLUNTEER RIGHTS	32
18	COMMITTEES	33
19	GENERAL	34
20	FULL BARGAIN PROVISION/PAST PRACTICE	35
21	DURATION OF AGREEMENT	36

This Agreement is entered into this day of
 , 2000, by and between the MONMOUTH COUNTY BOARD OF
CHOSEN FREEHOLDERS [hereinafter called the Employer or the
County] and the International Union of Electronic, Electrical,
Salaried, Machine & Furniture Workers, AFL-CIO, IUE Local 417
[hereinafter called the Union]:

PREAMBLE

The County of Monmouth endorses the practice and procedure of collective bargaining as a fair and orderly way of conducting relations with its employees insofar as such practices and procedures are appropriate to the function and obligations of the County to operate in a responsible and efficient manner consistent with the paramount interests of the public.

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County of Monmouth by the Laws or Regulations of the State of New Jersey.

It is the intention of this Agreement to provide where not otherwise mandated by statute, for the salary structure, fringe benefits and employment conditions of employees covered by this Agreement to prevent interruptions of work and to provide an orderly and prompt method for handling and processing grievances.

ARTICLE 1
RECOGNITION

The County recognizes the Union as the exclusive representative for establishing salaries, wages, hours and other terms and conditions of employment for all full-time employees of the County at the Reclamation Center in the following titles, including variants and senior variants on said titles, but excluding Confidential Employees, Managerial Executives, Police, Clerical, Professional and Supervisory employees:

Laborer

Building Maintenance Worker

Compactor/Truck Driver

Control Room Operator

Equipment Operator S/L

Heavy Equipment Operator S/L

Repairer Stationary Equipment

Maintenance Repairer

Mechanic and Mechanic Diesel

Pumping Station Operator

Truck Driver

Security Guard

Stock Handler

Welder and Electrician

Weighmaster

Assistant Supervisor/Heavy Equipment Operator.

ARTICLE 2
UNION SECURITY

Section 1. The Employer agrees it will give effect to the following form of Union Security:

(a) All present employees who are members of the Union on the effective date of this Agreement may remain members of the Union in good standing by payment of the regular monthly dues to the Union.

(b) At the time of hire, newly hired employees who are within the bargaining unit will be informed by their respective shop steward that they have the opportunity to join the Union or pay to the Union a Representation Fee.

Section 2. The Employer agrees to deduct from the wages of employees, by means of a check-off, the dues uniformly required by the Union. The Employer, after receipt of a written authorization from an individual employee, agrees to deduct from the salary of said employees monthly dues and initiation fees. Such deductions shall be made from the first salary paid during the month.

In making the deductions and transmittals as above specified, the Employer shall rely upon the most recent communication from the Union as to the amount of monthly dues and proper amount of initiation fee.

Section 3. If an employee chooses not to become a member of the Union, then that employee will be required to pay a

representation fee in lieu of dues to the Union. The purpose of this fee will be to offset the employee's cost of services rendered by the Union as majority representative.

The representation fee to be paid by non-members will be equal to 85% of the regular membership dues charged by the Union to its own members as permitted by law under NJSA 34:13A-5.5 through 5.8, and as that law may be amended.

Section 4. The Union agrees to hold the County harmless from any action taken by the County under the provisions of this Article.

ARTICLE 3
SHOP STEWARD

Section 1. The Union may name Stewards for each area, and one Chief Steward. The Union will provide written notification to the Employer of each Steward and Chief Steward which represents it. The Union shall notify the Employer of any changes in designation as they occur.

Section 2. The Steward, or a Chief Steward in the absence of the Steward, shall restrict their activities to the handling of grievances.

The Stewards shall be allowed a reasonable amount of time for the handling of grievances, but only to such extent as does not neglect, retard or otherwise interfere with their work duties or with the work or duties of other employees in any manner. The Stewards must ask their immediate supervisor for permission to investigate and adjust grievances during work hours, and such permission shall not be unreasonably withheld, consistent with the above.

Section 3. With the exception of processing grievance matters and negotiating contracts, the Stewards will not be allowed to transact any Union business on County time. Stewards shall not be paid for time spent in grievance meetings when such meetings are not scheduled during normal work hours.

Section 4. The authorized representative of the Union may have access to the shop area on application to the office of

the Superintendent of Reclamation. Such representative of the Union shall not interfere with the employees or cause them to neglect their work.

Section 5. While the authorized representative of the Union is on County property, the Union shall hold the County harmless against any injuries or accidents that may occur to that individual.

ARTICLE 4
MANAGEMENT RIGHTS

Section 1. It is recognized that the County has and will continue to retain the right and responsibility to direct the affairs of the department covered by this contract in all their various aspects.

Section 2. Among the rights retained by the County are its right to direct the working forces, to plan, direct and control all the operations and services of the department covered in this contract, to determine the methods, means, organization and personnel by which such operations and services are to be conducted; to set minimum salaries for all covered titles, provided that such minimums shall be first disclosed to the Union prior to implementation, and provided further that no employee in an affected title shall be paid less than any newly established minimum; to contract or subcontract out services; to relieve employees due to lack of work or for other legitimate reasons; to make and enforce reasonable rules and regulations (such rules shall be equitably applied and enforced); to change or eliminate existing methods, equipment or facilities.

The exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

Section 3. It is further agreed that the above detailed management rights are not exclusive and shall in no way

be deemed to exclude any other management right not specifically set forth but which may be reasonably exercisable by the Employer.

ARTICLE 5
GRIEVANCE PROCEDURE

Section 1. A grievance shall be a claim by an employee that said employee has been harmed by the interpretation or application of this Agreement.

Section 2. To be considered under this procedure, a grievance must be initiated in writing within five (5) working days from the time when the cause for the grievance occurred.

Section 3. The procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit a grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeals of the decision.

STEP 1. The grievance, when it first arises, shall be taken up between the employee, the Steward, and the immediate supervisor. The immediate supervisor shall within five (5) working days thereafter give an oral or a written decision on the grievance.

STEP 2. If no satisfactory settlement is reached during the first Step, the grievance shall be reduced to writing within three (3) working days. The grievance must state the specific provision of the Agreement brought into question and it

shall be served by the Chief Steward upon the Assistant Superintendent of Reclamation. Within five (5) working days thereafter, the grievance shall be discussed between the Assistant Superintendent of Reclamation and representative of the Union. A written decision shall be given to the Union within five (5) working days thereafter.

STEP 3. If the decision given by the Assistant Superintendent of Reclamation does not satisfactorily settle the grievance, the Union shall notify the Superintendent of Reclamation, who may arrange to meet with the Chief Steward within five (5) working days after receipt of such notice. A written decision shall be given to the Union within five (5) working days thereafter.

Any grievance the County may have against the Union shall be reduced to writing and submitted to the Shop Steward, who will promptly arrange a meeting with the Superintendent of Reclamation. If the matter is not satisfactorily settled at the meeting, or within five (5) working days thereafter, the grievance may then be processed through Step 4 of the Grievance Procedure.

STEP 4. In the event the grievance is not satisfactorily settled by the Superintendent of Reclamation and the representative of the Union, then the employee may proceed through the New Jersey Department of Personnel, Merit System Board, for suspensions over 5 days [major discipline] or for other actions within the jurisdiction of the Merit System Board.

In the event of discipline imposed upon the employee which is not within the jurisdiction of the Merit System Board, such as a suspensions 5 days or less [minor discipline], or in the event that the grievance otherwise involves the interpretation or application of this Agreement, but not an action within the exclusive jurisdiction of the Merit System Board, the Union may request arbitration under this Step.

If arbitration is selected, then within (10) working days of the decision at Step 3, either party may request the Public Employment Relations Commission to aid their selection of an Arbitrator according to the rules and regulations of that Commission.

Section 4. The Arbitrator shall have the power to hear and determine the dispute and the Arbitrator's decision shall be final and binding. The Arbitrator shall have no authority to change, modify, alter, substitute, add to, or subtract from the provision of this Agreement. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

Section 5. The parties shall share equally the fees and expenses of the Arbitrator but all other costs shall be borne solely by the party incurring them.

Section 6. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

ARTICLE 6

SALARY

Section 1. Effective the first pay period in 2000, the base salary for all employees in the unit and employed by the Employer on the last pay period of 1999, and who are also employed on the date of final ratification of this Agreement by the County, shall receive a wage increase of \$ 1,200 or 3 % or an adjusted salary based upon new title minimums, whichever is higher, provided that no employee shall receive an adjustment of less than \$ 500.00.

Employees hired in 2000 and who are also employed on the date of final ratification of this Agreement by the County, shall receive a wage increase to the new title minimums, retroactive to their date of hire.

The new minimums and pay adjustments shall be memorialized by a separate document titled DWKS5F and dated August 15, 2000.

Section 2. All employees in the unit and employed by the Employer on the last pay period of 2000, shall receive a wage increase of \$ 1,200 or 3 %, whichever is higher, effective the first pay period of 2001. It is agreed that if the Employer offers a higher general increase to its unrepresented employees, then that shall also be offered to this unit.

Section 3. All employees in the unit and employed by the Employer on the last pay period of 2001, shall receive a wage

increase of \$ 1,000 or 3 %, whichever is higher, effective the first pay period of 2002. It is agreed that if the Employer offers a higher general increase to its unrepresented employees, then that shall also be offered to this unit.

Section 4. Should the Board turn over the operation of the reclamation center to a public authority over which the Board has effective control, the Union may re-open this contract.

ARTICLE 7

SENIORITY

Section 1. Seniority is defined as an employee's total length of service with the County, beginning with the last date of hire.

Section 2. Seniority in classification will be considered in transfers and reassignments in accordance with New Jersey Department of Personnel regulations, though the County shall have the final authority to reassign or transfer an employee as work load dictates.

Seniority shall be given preference only in promotions, demotions, layoff, recall, and vacation schedule where ability to perform work are equal, as determined by the Superintendent of Reclamation.

Section 3. An employee discharged while serving a provisional or temporary appointment or released at the end of a working test period shall not have recourse to the Grievance Procedure as set forth in this Agreement and must utilize instead the procedures available through the New Jersey Department of Personnel, Merit System Board to appeal such discharge or release.

Section 4. The Employer agrees to post notices of job vacancies and newly created positions for a period of three (3) working days prior to filling such vacancies or positions. A copy of all job postings shall be provided to the Steward. The

filling of these vacancies and positions shall be subject to New Jersey Department of Personnel regulations. The Superintendent of Reclamation or designee shall interview each interested employee and thereafter provide reasons to each interested employee who is not promoted to fill a vacancy or position.

Section 5. If a reduction of force becomes necessary, said reduction shall be in accordance with New Jersey Department of Personnel regulations.

Section 6. The County shall maintain a seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request. If such a list is provided, the Union shall have forty-five (45) days thereafter to notify the Employer of any written objections to the accuracy of the roster; and if such written objections are not so presented by the Union, then the roster shall be deemed accurate for all purposes under this Agreement.

ARTICLE 8

HOURS OF WORK & OVERTIME

Section 1. The normal work week shall consist of forty (40) hours or five (5) consecutive eight (8) hour days. The normal work days shall be Monday through Friday, except for those employees assigned to twenty-four (24) hour per day, seven (7) day per week operations and those who may be scheduled for a work week on any five (5) eight (8) hour days within a week.

Section 2. All employees shall receive time and one half pay for all hours worked in excess of forty (40) hours in any given week, provided that only actual hours worked, approved vacation time and approved personal time will be included in determining hours actually worked in a week.

All employees shall be compensated at one and one-half times the regular hourly rate of pay for work performed on Saturdays [or sixth day of work] and at twice the regular hourly rate of pay for any work performed on Sundays [or seventh day of work].

Section 3. Employees called to work prior to the start of their normal work shift shall be paid overtime for any such time worked but such overtime payment shall not apply to any of the hours of the normal shift.

Section 4. All employees are expected to perform a reasonable amount of overtime. The County does recognize that it may be inconvenient for individual employees to work overtime and

it will give due consideration to each request for relief from overtime work. However, the parties agree that the Employer shall be the sole judge as to the necessity for overtime work.

To the extent reasonably possible, the Employer shall post overtime schedules for Saturday, Sunday and holidays by 12 Noon two days preceding the work.

Section 5. Overtime shall be distributed as equally as practicable among the employees qualified and capable of performing the work available.

Section 6. In the event an employee is called back to work after the completion of a normal work shift, the employee shall be entitled to a minimum of two (2) hours pay at the overtime rate and to a minimum of four (4) hours pay at the overtime rate for Saturday or Sunday [sixth or seventh day].

Section 8. Employees shall be granted no more than a fifteen (15) minute coffee break in the morning and no more than a fifteen (15) minute coffee break in the afternoon without loss of pay. The scheduling of all coffee breaks and meals during overtime shall be the responsibility of the Superintendent of Reclamation or designee.

Section 9. Employees who work twelve (12) or more continuous hours shall receive a \$ 10.00 meal credit.

ARTICLE 9

OUT OF TITLE PAY

Section 1. An employee who is authorized by their immediate supervisor to perform functions of a higher position shall be eligible to receive an additional compensation equal to six percent (6%) of their base pay or the minimum rate for the higher classified position, whichever is higher. Said additional compensation shall be paid provided the employee assumes these duties and performs for a period of ninety (90) days within a year. Once an employee works the ninety (90) days within a calendar year the employee will receive compensation at the higher rate for the total hours worked.

Section 2. For each shift where there is neither a Senior Guard nor a Supervising Guard on duty, the senior guard assigned shall be deemed to be "in charge" and paid an additional five percent (5 %) for the shift.

Section 3. The parties acknowledge that the past practice of supervisors and assistant supervisors doing unit work on an as needed basis can continue without change.

ARTICLE 10

UNIFORMS

Section 1. The uniform allowance shall be \$ 625.00 annually, which shall be apportioned as \$ 300.00 for clothing maintenance and \$ 325.00 for clothing allowance. It shall not apply for employees for whom the County continues to provide cleaning service.

Section 2. The County shall continue to provide uniforms at the same levels as set by the uniform committee, but it reserves the right to modify its practices on reasonable notice to the Union and upon further consultation with the uniform committee.

Section 3. If an employee reports to work not wearing the required uniform or safety equipment provided, that employee will be subject to being sent home for the day without pay and subject to further disciplinary action.

ARTICLE 11

HOLIDAYS

Section 1. The following days are recognized paid holidays: New Years Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, General Election Day, Veteran's Day, Thanksgiving Day, and Christmas Day. However, because of the nature of the operation, only the following days will be recognized days off: New Years Day, Thanksgiving Day, Christmas Day and employee's birthday. No other days shall be observed.

To be eligible for holiday pay, the employee must work the scheduled workday before and the scheduled workday after the holiday, unless that day is an excused absence with pay or there are extenuating circumstances to be stated in writing and subject to the approval of the Employer.

Section 2. Employees who work on any of the above holidays shall be paid at the rate of one and one-half (1 1/2) times the employee's regular rate for each hour worked.

Employees who are assigned to twenty-four (24) hours per day, seven (7) days per week operations and those who may be scheduled for a work week of any five (5) eight (8) hour days within a week shall be paid at two and one-half times their regular salary, which shall include the eight hours pay for their regular shift assignment plus a premium of one and one-half times

their regular straight time rate for each hour worked.

It is understood that the provisions of this Section shall not apply to those days on which other County employees are released from work early because of weather emergencies.

Section 3. If a holiday falls on a Saturday, it will be celebrated and compensated accordingly on the Friday preceding said holiday. If a holiday falls on a Sunday, it will be celebrated and compensated accordingly on the Monday following said holiday.

If a birthday falls on a non-work day or on a premium pay day, the birthday will be recognized on the non-premium day closest to the actual date and with approval of the Superintendent of Reclamation.

Section 4. If a holiday falls within the vacation period of an employee, the employee shall receive an additional day of vacation to be scheduled at the discretion of the Employer.

Section 5. On days when the Employer closes all County offices because of snow or other emergency, the following wage rates shall apply during the duration of the closure:

(a) If all offices are closed for the full day from 9:00 a.m. until 4:30 p.m., any bargaining unit employee working during the closure will receive one and one-half times their regular wage for all hours actually worked throughout the full shift, in addition to the straight time paid for the closure.

(b) If all offices are closed after 9:00 a.m. or for less

than a full day, each bargaining unit employee working during the closure will be paid one and one-half times their regular wage rate for all hours actually worked between the time the County offices are closed and 4:30 p.m. or the end of the immediate shift, in addition to the straight time paid for the closure. All other hours worked on that day shall be paid at the rate called for in this Agreement.

(c) This section shall not apply if less than all County offices are closed.

ARTICLE 12

VACATIONS

Section 1. The Employer agrees to grant to all employees within the Bargaining Unit vacation with pay in accordance with the following schedule:

(a) One (1) working day per month worked during the first calendar year of employment.

(b) Twelve (12) working days per year after the first calendar year and up to and including five (5) years of service earned at one day per month.

(c) Fifteen (15) working days per year beyond five (5) years and up to and including twelve (12) years of service earned at the rate of one-and-one-quarter days per month.

(d) Twenty (20) working days per year beyond twelve (12) years and up to and including twenty (20) years of service earned at the rate of one-and-two-third days per month.

(e) Twenty-five (25) working days per year after twenty (20) years of service earned at the rate of two-and-one-twelfth days per month.

Section 2. For purposes of computation, those employees who are hired between January 1st and June 30th will be credited for that year of service in determining time served for their vacation leave. Those hired after June 30th will not receive credit for that year of service in determining their vacation time for that year, but will begin receiving credit on

January 1st of the following year.

Section 3. Any additional vacation days granted generally to all other County employees by the Board of Chosen Freeholders shall also be granted to the Union.

Section 4. Vacations shall be taken between January 1st and December 31st inclusive.

Section 5. Vacation schedules will be posted on January 2 of each year for employees to schedule their vacations according to seniority. The posting shall be removed by March 31, or sooner if fully completed.

Section 6. Vacations shall be taken in five (5) day increments except as otherwise agreed with the Employer.

Section 7. Employees may carryover ten (10) days vacation from one year into the next, provided that they request such carryover in advance and in writing and provided that it is approved by the employer. Any vacation carryover must be used by April 1 of the succeeding year or it will be lost.

ARTICLE 13

LEAVES

Section 1. Sick Leave. Sick leave is defined as absence of post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the constant care of such employee. Eligible employees shall earn sick leave according to the following schedule:

1. One (1) day per month worked during the first year of employment.

2. One and one-quarter (1 1/4) days per month worked during each year thereafter.

Sick leave will be accumulative from year to year.

The Employer may require proof of illness, accident, exposure to contagious disease or attendance upon a member of the employee's immediate family who is seriously ill. Any proof of illness provided shall be fully descriptive of the condition which required absence from work and must include a consent provision to provide an Employer-designated doctor the right to request and review supporting treating doctor records to verify the illness.

The employer shall establish a pilot program for one year, providing for 1 day of compensatory time off if an employee uses two or fewer sick days in the preceeding year. The employer reserves the exclusive right to continue this program into an

additional year or years of this contract.

Section 2. Personal Days. An employee is entitled to three (3) administrative days leave for the transaction of emergency personal business upon prior written notice and approval of the Department Head. Such leave cannot be accumulated from year to year. It is understood that approval of such administrative leave shall not be unreasonably withheld, however, such days may be withheld on the day before or the day following any paid holiday or vacations except in extenuating circumstances.

Section 4. Bereavement Days. Employees shall be granted five (5) days off with pay in the event of the death of their parent, spouse or child, including step-child. In all other cases, an employee shall be granted three (3) days off with pay in the event of the death of a member of the immediate family defined as parent-in-law, sister or brother, grandparent or other member of the employee's immediate household. The Employer reserves the right to verify the legal relationship to the employee.

Upon the death of an employee the County shall pay supplemental compensation to the employee's estate in the amount of one-half of the earned and unused accumulated sick leave based upon the average annual compensation received during the last year of employment prior to the effective date of death, but not to exceed \$ 15,000.00 or such higher amount as the County may hereafter adopt by resolution.

Section 5. Jury Duty. Employees shall be given time off without loss of pay when they are performing jury duty, when they are summoned to appear as a witness before a court, legislative committee or judicial or quasi-judicial body, unless the appearance is as a party to the litigation in a matter unrelated to their capacity as an employee or officer of the agency, or when performing emergency civilian duty in relation to national defense or other emergency when so ordered by the Governor or the President of the United States. It is understood that employees will be permitted to keep any fee or expenses paid by the Courts while serving of jury duty. A copy of subpoena or order to appear must be furnished to the Employer prior to the absence.

ARTICLE 14

BULLETIN BOARD

Section 1. The County agrees to provide Bulletin Board space for Union use for the posting of formal notices of meetings, elections, names of representatives and officers of the Union and other general matters concerning the business of the Union.

Section 2. It is further agreed that all notices are to be presented to and reviewed by the Superintendent of Reclamation prior to posting.

ARTICLE 15
HEALTH BENEFITS

Section 1. It is agreed that the County will provide a medical Point of Service (POS) insurance plan. Whereas it is the County's intention to encourage employee in such POS program, employee participation in said plan shall be at no premium cost to the employee with all premiums being borne by the County.

Section 2. The County shall continue to maintain a traditional indemnity medical insurance program, as is currently provided on a self-insured basis. However, any employee opting to participate in such program shall be responsible for a portion of the premium costs and made through automatic payroll deductions.

Section 3. The provisions of Board resolution # 94-267 shall continue to apply, and the traditional indemnity medical insurance program shall not be offered nor available to employees hired on July 1, 1994 or thereafter. That resolution is attached hereto as appendix A.

Section 4. In lieu of a demand for an increase in clothing allowance, it is agreed that the County shall provide \$6.00 per week for the IUE sponsored dental plan.

Section 5. Part-time employees are eligible for health benefits coverage if they work and receive, on a continuous basis, a salary based on a minimum of 20 hours weekly. Temporary employees are not eligible for these benefits.

Section 6. The statutory compensation provided in NJSA 34:15-12(a) [and as that law may be amended], is recognized as controlling the issue of payment for employees on temporary disability leave. It is agreed that reimbursement for temporary disability leave of less than one year shall be calculated to insure that employees on such workers' compensation temporary disability leave will be paid essentially the same amount of take home pay [net pay] as they were receiving prior to their disability leave, payments continuing not longer than the first year. Thereafter, the provisions of NJSA 34:15-12(a) apply.

Section 7. The parties agree that where there is an individualized reasonable suspicion that an employee is using a controlled substance or alcohol, then the County may test that individual, which test will be conducted in accordance with the specimen collection policy procedures set forth in the CDL substance abuse testing policy as adopted by the County by formal resolution.

Section 8. The County shall provide a mandatory annual physical examination for employees in recognition of the conditions of work, the timing and scope being determined by the County and the Superintendent of Reclamation and paid by the County. The examination will include a drug screen procedure.

ARTICLE 16

SEPARATION, DISCHARGE AND DISCIPLINE

Section 1. Separation from service of the Employer may result from voluntary resignation of the employee or by termination of the employee's services by the Employer.

Employees who wish to terminate their services shall notify the County at least two (2) weeks prior to their effective date of resignation in order for the resignation to be in good standing. Notification may be verbal or in writing and should state the date and reason for leaving. The Superintendent of Reclamation may accept an immediate oral resignation, but such resignation shall be considered not in good standing unless differently recorded by the Employer.

Section 2. In cases of resignation, suspension or dismissal, the County shall notify the Union of such action unless otherwise directed by the affected employee.

ARTICLE 17

VETERAN'S AND VOLUNTEER RIGHTS AND BENEFITS

Section 1. The seniority rights of employees who enlist or are drafted pursuant to law shall be maintained during the period of service and they shall have the right to reinstatement to their former position or to a position of equal status at the salary rate previously received together with all salary increases granted by the Employer to that employee's previous position during the period of military service.

Section 2. Reinstatement of veterans shall be upon application made within ninety (90) days after honorable discharged from service. This clause shall be subject to all pertinent and applicable provisions of law.

Section 3. Any employee in the Reserves who is called to active duty shall maintain seniority rights and shall receive pay in the amount of the difference between their service pay and eight (8) hours straight time pay for time lost.

Section 4. The Employer agrees to grant time off from work with pay for employees who are members of a volunteer fire company, first aid or rescue squad serving in the municipality where they are assigned to work when such employees are called to respond to alarms occurring during the hours of their employment in the municipality.

ARTICLE 18
COMMITTEES

Section 1. There shall be established a joint Union-County Safety and Health Committee to review safety and health issues. Each party shall designate two (2) members of the Committee. The Employer shall schedule a meeting of the Committee at the written request of either party, which request shall include an expected agenda.

Section 2. There shall be established a joint Union-County Uniform Committee to review uniform issues. Each party shall designate two (2) members of the Committee. The Employer shall schedule a meeting of the Committee at the written request of either party, which request shall include an expected agenda.

Section 3. A Commercial Driver License is required for the performance of certain job functions. All employees who are notified that they are required to utilize a Commercial Driver License shall obtain such a license within 90 days following such notice or be subject to termination. The County shall agree to pay the license cost, including renewal cost.

ARTICLE 19

GENERAL

Section 1. It is agreed that the County and the Union will continue the practice of not discriminating against any employee because of race, color, creed, nationality or sex. No employee shall be discriminated against or transferred out because of legal union activities.

Section 2. It is agreed that if an employee is not promoted from an approved list, the Employer shall provide the employee with the reason for the decision upon request.

ARTICLE 20

FULL BARGAIN PROVISION

Section 1. This Agreement represents and incorporates the complete and final understanding of statements by the parties of all bargainable issues which are subject to and could have been subject to negotiations.

During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties when they negotiated or signed this Agreement.

ARTICLE 21

DURATION OF THE AGREEMENT

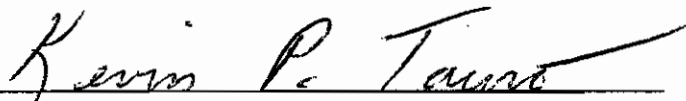
This Agreement shall be effective January 1, 2000 and shall continue in force and effect until December 31, 2002.

IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its fully authorized representatives this day of August, 2000.

COUNTY OF MONMOUTH


by: Director HARRY LARKISON, JR.

INTERNATIONAL UNION OF ELECTRONIC, ELECTRICAL SALARIED, MACHINE &
FURNITURE WORKERS, AFL-CIO
IUE, LOCAL 417


by: IUE Local 417 President, Kevin Tauro

APPENDIX A

RES. # 94-267

RESOLUTION ADOPTING POLICY CONCERNING THE COUNTY'S
SELF-FUNDED HEALTH CARE BENEFIT PLAN OPTIONS FOR
RETIREES

WITH TWENTY FIVE (25) OR MORE YEARS OF SERVICE
AND CHANGES IN POLICY CONCERNING RETIREMENT WITH
HEALTH BENEFITS AT NO COST AS WELL AS CESSATION
OF OFFERING THE COUNTY'S SELF-FUNDED INDEMNITY
HEALTH CARE PLAN TO NEW EMPLOYEES

Freeholder HANDLIN offered the following
resolution and moved its adoption:

WHEREAS, Monmouth County has paid the cost of Health Benefits for retirees in the County's Self-Funded Employee Health Benefit Indemnity Plan (except those who elect a deferred retirement but including a disability retirement regardless of service) with twenty five (25) or more years of service in a state recognized pension system or with twenty five (25) or more years of continuous service with Monmouth County regardless of whether they have been in a state recognized pension plan system; and

WHEREAS, Monmouth County paid these costs for retirees without regard to the date that such retirees accumulated twenty five (25) or more years of service in a state recognized pension system and without regard to the date that such retirees accumulated twenty five (25) or more years of service with Monmouth County regardless of whether they had been in state recognized pension plan system; and

WHEREAS, Monmouth County has offered its Self-Funded Employee Health Benefit Indemnity Plan to all eligible new employees; and

WHEREAS, the Monmouth County Board of Chosen Freeholders has determined that based upon service as of June 30, 1994, it shall be determined when an employee opts to retire with twenty five (25) or more years of service in a state recognized pension system or with twenty five (25) or more years of continuous service with Monmouth County, whether such person may, at his/her

discretion, choose either the Self-Funded Indemnity Plan or the Self-Funded Point-of-Service Plan as their health benefit retirement plan at no cost or whether such person can only choose the Self-Funded Point-of-Service Plan as their health benefit retirement plan at no cost.

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Monmouth that employees who have twenty five (25) or more years of service in a state recognized pension system and that employees who have twenty five (25) or more years of continuous service with Monmouth County on June 30, 1994 will when they retire be able to opt for health benefits at no cost either in the County's Self-Funded Indemnity Plan or in the County's Self-Funded Point-of-Service Plan.

BE IT FURTHER RESOLVED that employees who have fifteen (15) or more but less than twenty five (25) years of service in a state recognized pension system and that employees who have fifteen (15) or more but less than twenty five (25) years of continuous service with Monmouth County on June 30, 1994 will when they retire with twenty five (25) or more years of service be able to opt for health benefits at no cost either in the County's Self-Funded Indemnity Plan or in the County's Self-Funded Point-of-Service Plan.

BE IT FURTHER RESOLVED that employees who have less than fifteen years of service in a state recognized pension system and that employees who have less than fifteen years of continuous service with the County on June 30, 1994 will be entitled to health benefits at no cost only in the County's Self-Funded Point-of-Service Plan and said retirees will (not) have the option to purchase the County's Self-Funded Indemnity Plan.

BE IT FURTHER RESOLVED that any new employee hired after July 1, 1994 will not, regardless of their years of service anywhere, be allowed to retire from Monmouth County with any health benefits at no cost.

BE IT FURTHER RESOLVED that any employee hired by the County on or after July 1, 1994 will not be permitted to enroll in the County's Self-Funded Indemnity Plan.

BE IT FURTHER RESOLVED that all active employees hired on or before June 30, 1994 will be able to participate in either the County's Self-Funded Indemnity Plan by having the appropriate deduction made from each paycheck or in the County's Self-Funded Point-of-Service Plan at no cost and that all of these active employees may, during their active employment only, choose between

the Self-Funded Indemnity Plan and the Self-Funded Point-of-Service Plan each year during the Open Enrollment period only.

BE IT FURTHER RESOLVED that the Clerk forward a true certified copy of this resolution to the County Administrator, County Personnel Officer and the Benefits Coordinator.

Seconded by Freeholder **STOPPIELLO** and adopted on roll call by the following vote:

In the Affirmative: Mrs. Handlin, Mr. Stoppiello, Mr. Narozeanick, Mr. Powers, and Director Larrison

In the Negative: None

Abstain: None

Absent: None

RECEIVED
MONMOUTH COUNTY

Resolution No. 00-692

'00 SEP 19 11:25
RESOLUTION TO ADOPT NEGOTIATED AGREEMENT BETWEEN THE MONMOUTH
COUNTY BOARD OF CHOSEN FREEHOLDERS AND THE INTERNATIONAL
UNION OF ELECTRONIC, ELECTRICAL, SALARIED, MACHINE &
FURNITURE WORKERS, AFL-CIO, IUE LOCAL 417

Freeholder HANDLIN offered the following
resolution and moved its adoption:

WHEREAS, the Monmouth County Board of Chosen
Freeholders and the IUE Local 417 have engaged in
negotiations with regard to terms and conditions of
employment for Monmouth County Reclamation Center blue collar
employees; and

WHEREAS, negotiations between the parties have been
successfully concluded and a written contract has been
developed which records the agreement of the parties; and

WHEREAS, the Board has been advised that the MCRC
unit represented by IUE Local 417 has ratified this contract
agreement and that it is fair and agreeable to them and is
fair and agreeable to the Board.

NOW, THEREFORE, BE IT RESOLVED that the Monmouth
County Board of Chosen Freeholders hereby accepts and adopts
the agreement reached with IUE Local 417 for the period
January 1, 2000 through December 31, 2002 and in accordance
with the terms therein set forth in the agreement, a copy of
which is to be filed with the Clerk of the Board.

ROBERT J. HREBEK
COUNSELLOR AT LAW

1520 MEETING HOUSE ROAD
SEA GIRT, NEW JERSEY 08750

(732) 528-7313

September 13, 2000

Robert J. Collins
Monmouth County Administrator
Hall of Records
Freehold, New Jersey 07728

re: County of Monmouth and IUE Local 417
[Reclamation Unit]

Dear Mr. Collins:

Enclosed please find final contract for the above unit
and containing the technical changes discussed this morning.

Thank you for your courtesies.

Very truly yours,



Robert J. Hrebek, Esq.
Assistant County Counsel
County of Monmouth

RJH/jlc
cc: file

cc: F. Brown
m. acker
J. Gray
K. Taurro
R. Wanner w/original

00 SEP 18 09:12

RECEIVED
MONMOUTH COUNTY

UW 7501
AUGUST 15, 2000

	A	B	C	D	E	F
1				1999	old 2000	NEW 2000
2				salary	salary	salary
3						
4	BUTTERFIELD	ASST SUPV/HEAVY EQP	6-Jul-81	\$39,852	\$41,052	\$43,500
5	WEBER	ASST SUPV/HEAVY EQP	2-Jul-84	\$37,689	\$38,889	\$43,500
6						
7	GUEVERMONT	B MNT WKR	17-Oct-94	\$20,469	\$21,669	\$24,000
8	COBURN	B MNT WRK	14-Apr-97	\$20,900	\$22,100	\$22,600
9						
10	SABIN	COMP TRCK DRIVER	4-Apr-88	\$32,591	\$33,791	\$34,291
11	MC KINNEY	COMP TRCK DRIVER	31-Jul-89	\$28,675	\$29,875	\$33,000
12	REISS	COMP TRCK DRIVER	5-Jul-93	\$26,645	\$27,845	\$31,000
13	BROGLEY	COMP TRCK DRIVER	8-Aug-94	\$22,400	\$23,600	\$31,000
14	DE FALCO	COMP TRCK DRIVER	12-Aug-96	\$22,400	\$23,600	\$30,000
15	FRANKE	COMP TRCK DRIVER	13-Aug-96	\$22,400	\$23,600	\$30,000
16	LAWHON	COMP TRCK DRIVER	26-Aug-96	\$22,400	\$23,600	\$30,000
17	WEIMERT	COMP TRCK DRIVER	23-Jun-97	\$22,400	\$23,600	\$30,000
18	MARONE	COMP TRCK DRIVER	7-Jul-97	\$22,400	\$23,600	\$30,000
19	HANSEN III	COMP TRCK DRIVER	21-Jul-97	\$22,000	\$23,200	\$30,000
20	SZABO	COMP TRCK DRIVER	18-Aug-97	\$22,400	\$23,600	\$30,000
21	BASKERVILLE	COMP TRCK DRIVER	22-Jun-98	\$22,000	\$23,200	\$29,500
22	WHYTE	COMP TRCK DRIVER	5-Oct-98	\$20,800	\$22,000	\$29,500
23	DREYER	COMP TRCK DRIVER	12-Apr-99	\$22,000	\$23,200	\$29,500
24	CECCARELLI	COMP TRCK DRIVER	27-Dec-99	\$20,800	\$22,000	\$29,500
25						
26	MC KEE	CONTROL ROOM OPR	24-Nov-86	\$40,632	\$41,832	\$42,332
27	BALDWIN	CONTROL ROOM OPR	5-Jun-89	\$32,361	\$33,561	\$35,000
28	BOULOS	CONTROL ROOM OPR	22-Jul-91	\$29,279	\$30,479	\$33,000
29						
30	HALPIN	EQUIP OPER SAN L	27-Feb-84	\$45,455	\$46,655	\$47,155
31	ROTONDO	EQUIP OPER SAN L	11-May-92	\$25,731	\$26,931	\$34,000
32	QUEEN	EQUIP OPER SAN L	26-Aug-96	\$23,744	\$24,944	\$33,000
33						
34	HOYER	EQUIP OPRTR	11-Oct-94	\$24,430	\$25,630	\$33,000
35						
36	HAGAN	HVY EQP OPER SAN	26-Oct-81	\$48,828	\$50,028	\$50,528
37	CURREN	HVY EQP OPER SAN	18-Mar-85	\$34,089	\$35,289	\$40,000
38	BUSBY	HVY EQP OPER SAN	23-Sep-85	\$34,089	\$35,289	\$40,000
39	BREHENY	HVY EQP OPER SAN	14-Apr-86	\$32,391	\$33,591	\$39,000
40	SHARPE	HVY EQP OPER SAN	12-May-86	\$32,391	\$33,591	\$39,000
41	JOHNSON	HVY EQP OPER SAN	19-Apr-88	\$34,089	\$35,289	\$38,000
42	DAILEY JR	HVY EQP OPER SAN	14-Nov-88	\$32,853	\$34,053	\$38,000
43	DRUCKER	HVY EQP OPER SAN	24-Apr-89	\$33,543	\$34,743	\$37,000
44	COSGROVE	HVY EQP OPER SAN	18-Dec-89	\$30,660	\$31,860	\$37,000
45	LOCKHART	HVY EQP OPER SAN	5-Feb-90	\$29,888	\$31,088	\$37,000
46	SCHNUTH	HVY EQP OPER SAN	20-Aug-90	\$29,888	\$31,088	\$37,000
47	MAGNENAT	HVY EQP OPER SAN	4-Mar-91	\$29,888	\$31,088	\$37,000
48	MACKLIN	HVY EQP OPER SAN	28-Sep-92	\$32,391	\$33,591	\$37,000
49	CIANO	HVY EQP OPER SAN	30-Aug-93	\$28,499	\$29,699	\$37,000
50	BRYAN	HVY EQP OPER SAN	16-May-94	\$30,660	\$31,860	\$37,000
51						
52	EZELL	LABORER	31-Jul-89	\$25,657	\$26,857	\$27,357

	A	B	C	D	E	F
53	MORRELL	LABORER	9-Dec-96	\$20,636	\$21,836	\$23,000
54	BENNETT	LABORER	11-Jan-99	\$19,000	\$20,200	\$22,000
55	OLIVA JR	LABORER	23-Aug-99	\$19,000	\$20,200	\$22,000
56	WHITE	LABORER	27-Dec-99	\$19,000	\$20,200	\$22,000
57	BRODERICK	LABORER	22-Feb-00	\$17,800	\$19,000	\$21,000
58	TOWNSEND	LABORER	20-Mar-00	\$17,800	\$19,000	\$21,000
59	ZDUNIAK	LABORER	10-Apr-00	\$17,800	\$19,000	\$21,000
60	SMALL	LABORER	12-Jun-00	\$17,800	\$19,000	\$21,000
61	ROGERS	LABORER	3-Jul-00	\$17,800	\$19,000	\$21,000
62						
63	WILLIAMS	MECH DIESEL	2-May-88	\$32,704	\$33,904	\$37,000
64	GRECO	MECH DIESEL	22-May-95	\$27,247	\$28,447	\$35,000
65						
66	DAVIS	MECHANIC	29-Nov-99	\$23,000	\$24,200	\$33,000
67	BAKER	MECHANIC	20-Dec-99	\$23,000	\$24,200	\$33,000
68						
69	SOLTIS JR	MNT REPAIRER	20-Mar-89	\$28,729	\$29,929	\$30,429
70						
71	PFAU	PUMP STATN OPER	30-Jan-89	\$30,017	\$31,217	\$35,000
72	SHANNON	PUMP STATN OPER	15-Feb-93	\$29,870	\$31,070	\$34,000
73	COCHRAN JR	PUMP STATN OPER	15-Aug-94	\$24,400	\$25,600	\$33,000
74						
75	SIEGERT JR	REPR STAT EQUIP	18-Mar-96	\$23,744	\$24,944	\$33,000
76	HIGGINS	REPR STAT EQUIP	19-Jul-99	\$23,000	\$24,200	\$33,000
77						
78	PEDEMONTI	SECURITY GUARD	9-Aug-93	\$22,595	\$23,795	\$28,000
79	VOLANTE	SECURITY GUARD	24-Mar-97	\$22,400	\$23,600	\$27,000
80	KING	SECURITY GUARD	17-Feb-98	\$22,400	\$23,600	\$26,000
81	ASTARITA	SECURITY GUARD	3-Aug-98	\$22,400	\$23,600	\$26,000
82						
83	BENNETT JR	SR REPR STA EQUI	21-Aug-78	\$36,799	\$37,999	\$39,000
84						
85	SLOVENZ	SR SECURITY GU	15-Feb-93	\$25,295	\$26,495	\$29,000
86						
87	MENTURE	STOCK HANDLER	13-Apr-92	\$24,303	\$25,503	\$27,000
88						
89	ROESING	TRUCK DRIVER	8-Nov-93	\$25,141	\$26,341	\$26,841
90	MITCHELL	TRUCK DRIVER	22-Jun-98	\$20,900	\$22,100	\$25,500
91	GRAHAM	TRUCK DRIVER	27-Jul-98	\$20,900	\$22,100	\$25,500
92	PASTRANA	TRUCK DRIVER	9-Aug-99	\$20,500	\$21,700	\$25,500
93						\$0
94	FRANGIPANE	WEIGHMASTER	12-Mar-79	\$35,971	\$37,171	\$39,000
95	STURZIONE	WEIGHMASTER	25-Apr-88	\$34,684	\$35,884	\$37,000
96	ROTHFUSS	WEIGHMASTER	5-Jul-88	\$32,782	\$33,982	\$37,000
97	REVET	WEIGHMASTER	30-Jan-89	\$33,634	\$34,834	\$36,000
98	CLAFFEY	WEIGHMASTER	16-Jan-90	\$29,078	\$30,278	\$35,000
99	WAGNER	WEIGHMASTER	1-Jun-92	\$28,884	\$30,084	\$35,000
100						
101	ALLEN JR	WELDER	21-Feb-84	\$34,595	\$35,795	\$36,295
102	CHARLEMAGNE	WELDER	6-Jun-89	\$30,412	\$31,612	\$34,000
103	SMITH	WELDER	4-Apr-94	\$24,203	\$25,403	\$33,000