

AGREEMENT

Between

TOWNSHIP OF ROXBURY

and

**Teamsters LOCAL NO. 11, affiliated with the
INTERNATIONAL BROTHERHOOD OF TEAMSTERS**

JANUARY 1, 2008 through DECEMBER 31, 2011

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TABLES OF CONTENTS

<u>ARTICLE</u>	<u>SUBJECT</u>	<u>PAGE</u>
1	RECOGNITION	1
2	UNION SECURITY	1
3	GRIEVANCE PROCEDURE	3
4.	SENIORITY AND EMPLOYMENT	4
5	HOURS OF WORK AND OVERTIME	7
6	HOLIDAYS	10
7	VACATIONS	11
8	LEAVES	12
9	VETERANS RIGHTS AND BENEFITS	14
10	WELFARE AND PENSION BENEFITS	14
11	DISCHARGE	16
12	GENERAL	17
13	WAGES	18
14	SEPARATION AND SEVERANCE PAY	18
15	EDUCATIONAL BENEFITS	19
16	MANAGEMENT RIGHTS	21
17	P.A.C.	21
18	SEASONAL EMPLOYEES	22
19	PART-TIME EMPLOYEES	22
20	DURATION OF AGREEMENT	23
	SCHEDULE A	24

THIS AGREEMENT made and entered into as of this 1st day of January, 2008, between the **TOWNSHIP OF ROXBURY**, (the "Employer") and **LOCAL NO. 11**, affiliated with the **INTERNATIONAL BROTHERHOOD OF TEAMSTERS**, a labor organization, located at 810 Belmont Avenue, North Haledon, New Jersey, (the "UNION").

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

ARTICLE 1. RECOGNITION

Section 1. The Employer hereby recognizes the Union as the sole and exclusive bargaining agent for full-time and part-time employees now employed or to be employed in the Sanitation, Garage, Road, Water, Parks, and Public Buildings divisions of the Public Works Department, excluding supervisory, office and clerical employees of the Employer pursuant to PERC R.O. #78-92 in all those matters specifically provided for herein pertaining to wages, hours, and conditions of employment.

Section 2. The bargaining unit shall consist of all employees in the following Public Works Divisions: Sanitation, Garage, Road, Water, Parks, and Public Buildings excluding supervisory, office and clerical employees of the Employer.

Section 3. Wherever used herein the term "employees" shall mean and be construed as referring to employees assigned to one of the following divisions of the Public Works Department: Sanitation, Garage, Road, Water, Parks, and Public Buildings.

ARTICLE 2. UNION SECURITY

Section 1. It is agreed that at the time of hiring, the Employer will inform newly hired employees who fall within the bargaining unit, that they may join the Union thirty-one (31) calendar days thereafter.

Section 2. The Union may elect, in its sole and absolute discretion, a member to act as Chief Shop Steward to serve at the will of the Union and may be replaced, if the Union deems it necessary, by another individual elected by the Union.

Section 3. Check-Off of Union Dues

a. The Employer hereby agrees to deduct from the wages of employees by means of a check-off the dues uniformly required by the labor organization pursuant to the provisions of N.J.S.A. 52:14-15.9E. The Employer, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees their monthly dues and initiation fees. Such deductions shall be made from the 2nd salary paid to each employee during the month and such deduction made the 1st month shall be a double deduction and thereafter the regular deduction shall apply to dues owed for the following month.