

THIS DOES NOT
CIRCULATE

A G R E E M E N T

Between:

Monmouth County
Board of Chosen Freeholders

And:

TEAMSTERS LOCAL NO. 11
affiliated with
I.B. of T.C.W. & H. OF A.

Term:

January 1, 1978 - December 31, 1980

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Labor Relations

SEP 10 1979

RUTGERS UNIVERSITY

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ARTICLE I

PREAMBLE

This Agreement is entered into this 23rd day F. J. of MARCH, 1979 by and between Monmouth County Board of Chosen Freeholders, New Jersey, hereinafter called the "Employer" and Teamsters Local No. 11 affiliated with I.B. of T.C.W. & H. of A., hereinafter called the "Union."

The County endorses the practices and procedures of Collective Bargaining as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the function and obligations of the Union, acting through the Board of Freeholders, to retain the right effectively to operate in a responsible and efficient manner and are consonant with the paramount interests of the County.

The parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the Statutes of the State of New Jersey. It is the intention of this Agreement to provide where not otherwise mandated by statutes or ordinances, for the salary structure, fringe benefits and employment conditions of the employees covered by this Agreement, to prevent interruptions of work and interferences with efficient operations of the County, and provide an orderly and prompt method for handling and processing grievances.

ARTICLE 2

RECOGNITION

The County recognizes the Union as the exclusive representative for the purpose of establishing salaries, wages, hours and conditions of employment for all Blue Collar employees of the County, in the following titles:

Highway Department: Laborer, Truck Driver, Equipment Operator, Heavy Equipment Operator, Mechanic and Guard, Public Property.

Building and Grounds: Building Maintenance Worker, Senior Building Maintenance Worker, Building Service Worker, Senior Building Service Worker, Maintenance Repairer, Senior Maintenance Repairer, Guard, Public Property, Plumber- Steamfitter Helper, Stationary Fireman, Heat and Air Condition Operator, Maintenance Repairer-Painter, Electrician, Maintenance Repairer-Carpenter, Carpenter, Senior Groundskeeper, Groundskeeper, Maintenance Repairer-L.P.L., and Senior Maintenance Repairer-L.P.L.

Engineering Department: Traffic Maintenance Worker, and Senior Traffic Maintenance Worker.

Central Motor Pool: Mechanic.

Bridge Department: Laborer, Bridge Repairer, Senior Bridge Repairer.

Shade Tree Department: Tree Climber and Inspector Gypsy Moth.

Excluding: Confidential Employees, Managerial Executives, Police, Clerical, Professional and Supervisors within the meaning of the Act.

ARTICLE 3
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.

(b) 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. 52:14-15.9E. The Employer, after receipt of written authorization from each employee, agrees to deduct from the salaries of said employees their monthly dues. Such deductions shall be made from the first salary paid to each employee during the month. Employees may withdraw from dues deducted, provided proper notice is given in accordance with N.J.S.A. 52:15-2E, as amended.

(c) 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. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made. The Union will notify the County in writing sixty (60) days in advance of any change in dues' structure.

(d) The County agrees that at the time of hiring new employees who fall within the Bargaining Unit that new employees will be advised that Teamsters Union Local No. 11 is the recognized Bargaining Agent for the Blue Collar Unit and that provision of the "New Jersey Employer-Employee Relations Act" provides that: public employees shall have and shall be protected in the exercise of the right, free and without fear of penalty or reprisal, to form, join and assist any employee organization and to refrain from any such activity.

(e) The Union agrees to indemnify and hold the County harmless against any and all claims, suits, orders of judgement brought or issued against the County as a result of any action taken or not taken by the County under the provisions of this Article.

ARTICLE 4

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. A grievance to be considered under this procedure must be initiated in writing within five (5) working days from the time when the cause for the grievance occurred, and procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance.

Section 3. Procedure

a. Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit grievance 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 orally between the employee, the Shop Steward, and the Foreman. The Foreman shall within five (5) working days thereafter give an oral or a written decision on the grievance.

Step 2. (a) If no satisfactory settlement is reached during the first informal conference, then such grievance shall be reduced to writing within three (3) working days and the Shop Steward shall serve the same upon the Department Head. Within three (3) working days thereafter, the grievance shall be discussed between the Department Head of the respective department involved and a representative of the Union. A written decision shall be given to the Union within three (3) working days thereafter.

(b). In the event the grievance is not settled at Step No. 2 of this procedure, the employee may elect to proceed through Civil Service or Step No. 3 of this Grievance Procedure. However, upon selection of either Civil Service procedure or Step No. 3 of this Grievance Procedure, the choice of the

employee becomes exclusive in nature and he cannot avail himself at a later time of the procedure not used by him to settle a grievance.

(c) Employee must put in writing, to the Union, who will represent them in a grievance.

Step 3. If the decision given by the Department Head of the respective Department involved to the Union does not satisfactorily settle the grievance, the Union shall notify the Personnel Director within three (3) working days of its desire to meet with the Personnel Director, who shall meet with a representative of the Union within five (5) working days after receipt of such notice by the Personnel Director. A written decision shall be given to the Union within three (3) working days thereafter.

Step 4. (a) In the event the grievance is not satisfactorily settled by the meeting between the Personnel Director and the representative of the Union, then it is mutually agreed that within ten (10) working days either party may request the New Jersey State Public Employment Relations Commission to aid their selection of an Arbitrator, according to the rules and regulations of that Commission, who shall have the power to hear and determine the dispute and the Arbitrator's decision shall be final and binding.

(b) 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.

(c) The cost of arbitration, other than the costs incurred individually by the parties in the preparation and presentation of their case to the Arbitrator, shall be shared equally by the Employer and the Union.

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 at Step No. 3 of the Grievance Procedure. If the matter is not satisfactorily settled at the meeting, or within five (5) working days thereafter, the grievance may be processed through Step No. 4 of the Grievance Procedure.

ARTICLE 5

SENIORITY

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

Section 2. Where ability to perform work and physical fitness are equal as determined by Department Supervisor, seniority shall be given preference only in promotions, demotions, layoff, recall, and vacation schedule. Seniority in classification will be considered in transfers and reassignments in accordance with Civil Service Regulations with the County having the final authority to reassign or transfer as the work load dictates.

Section 3. The County shall maintain an accurate up-to-date 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. It is understood that such requests shall not be made on less than a quarterly basis.

Section 4. (a) The first three (3) months of continuous service for all new employees shall be considered a Probationary Period

(b) During the aforementioned Probationary Period, the Employer may discharge such employee for any reason whatsoever. An employee discharged during his Probationary Period shall not have recourse to the Grievance Procedure as set forth in this Agreement. The Employer shall have no responsibility for the re-employment of newly engaged probationary employees if they are dismissed during the Probationary Period.

Section 5. Job Vacancies And New Jobs. 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. The filling of these vacancies and positions shall be subject to Civil Service Rules and Regulations.

Section 6. Force Reduction. If reduction of force becomes necessary, said reduction shall be in accordance with Civil Service Rules and Regulations.

ARTICLE 6

BULLETIN BOARD

The County agrees to provide Bulletin Board space for Union use and shall be only for the posting of formal notices of meetings,

elections, names of representatives and officers of the Union and other general non-controversial matters concerning the business of the Union.

It is further agreed that such notices are to be reviewed prior to posting by the Department Supervisor, and any violation of this provision by the Union will result in the privilege of the Bulletin Board being withdrawn.

ARTICLE 7

HOURS OF WORK & OVERTIME

Section 1. Except for Guards, Public Property, the normal work week shall consist of forty (40) hours, five (5) days, eight (8) hours each, Monday through Friday. This section is intended to be construed only as a basis for overtime and shall not be construed as a guarantee of hours of work per day or per week. Overtime shall not be paid more than once for the same hours worked.

Section 2. (a) Employees shall receive time-and-one-half pay for all hours worked in excess of eight (8) hours in any day, or in excess of forty (40) hours in any given week.

(b) Any work performed on Saturday shall be compensated at one and one-half times the regular hourly rate of pay.

(c) Any work performed on Sunday shall be compensated at twice the regular hourly rate of pay.

Section 3. Employees called to work prior to the start of their normal 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 chores.

(b) The County and the Union agree that management shall be the sole judge as to the necessity for overtime 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.

Section 7. Except in cases of emergency or in the event of performance of an assigned job, no seasonal or part-time employee shall perform in excess of forty (40) hours per week the duties of employees in the Bargaining Unit, nor shall seasonal or part-time employees be hired or retained if regular permanent employees are on a temporary layoff due to a reduction of force.

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.

Section 9. It is agreed that the present County procedure as to scheduling time off for meals during overtime shall continue in effect.

ARTICLE 8

OUT OF TITLE PAY

Section 1. An employee who is authorized by his Supervisor to perform functions of a higher position shall receive an additional compensation equal to five per (5%) of his 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 forty (40) consecutive hours or more. Once an employee works the forty (40) consecutive hours he will receive compensation at the higher rate for the total hours worked.

Section 2. Employees assigned to a higher classification during snow emergency work shall be compensated at the higher rate as indicated in Section (a) on an hour for hour basis.

ARTICLE 9

FOREMAN PERFORMING WORK OF UNIT

Section 1. Supervisory employees shall not be permitted to perform work on any hourly rated job except in the following situations:

- (1) Emergencies.
- (2) When regular employees are not available for a period not in excess of two (2) hours.
- (3) To instruct employees.
- (4) When relieving regular employees for lunch or relief periods, but only when regular employees are not available.
- (5) When starting and testing new equipment or processes.

Section 2. Supervisor May Step In To Check Accuracy.

Due to the nature of the work, a supervisory or technical employee may at any time operate equipment to check the accuracy or results previously obtained, or to speed up the obtaining of results in order to prevent any undue delay.

ARTICLE 10

HOLIDAYS

Section 1. The Employer guarantees to all employees within the Bargaining Unit the full pay at the employees regular straight time rate of pay though no work is performed on such days: New Year's 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, Veterans' Day, Thanksgiving Day, and Christmas Day.

Section 2. Employees who work on any of the above holidays shall be paid at one-and-one-half time the employees regular rate in addition to the regular straight time rate for the holiday.

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

Section 3. If a holiday falls on a Saturday it may be celebrated and compensated accordingly on the Friday preceding said holiday.

If a holiday falls on a Sunday it may be celebrated and compensated accordingly on the Monday following said holiday.

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.

ARTICLE 11

VACATIONS

Section 1. The Employer agrees to grant to all employees within the Bargaining Unit vacation with pay in accordance with the following schedule which will become effective January 1, 1978.

(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 other vacation days granted to other County employees by the Board of Chosen Freeholders shall also be granted to the Union.

Section 4. (a) Vacations shall be taken during the regular vacation period between January 1st and December 31st inclusive.

(b) Highway Department: Not more than two (2) men in each district shall be on vacation at one time.

(c) Shade Tree Department: Employees of the Shade Tree Department will not be granted vacation during the months of May and June.

ARTICLE 12

LEAVES

Section 1. Educational Leave.

(a) An appointing authority may upon the approval of the Civil Service Department grant a permanent employee educational leave as established by regulations of the Civil Service Commission.

(b) The purpose of such leave is to permit an employee to pursue special work or training related to his employment and which will improve his competence and capacity in the service. Such training must be of direct value to the County and limited to providing knowledge or skills which cannot be provided through available in-service training.

Section 2. 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 during each year thereafter.

Sick leave will be accumulative from year to year.

Section 3. Administrative Days Leave (Personal Leave).

An employee is entitled to three (3) administrative days leave for the transaction of personal business, such leave cannot be accumulated from year to year and must have the approval of the Department Head. Such days may be withheld on the day before or the day following any paid holidays or vacation except in extenuating circumstances. It is understood that approval of such administrative leave shall not be unreasonably withheld.

Section 4. Bereavement Leave Pay.

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, parent-in-law, child, sister or brother, spouse, grandparent or other member of the employee's immediate household. The Employer reserves the right to verify the legal relationship to the employee.

Section 5: Emergency and Special Leave.

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 his capacity as an employee or officer of his 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 on jury duty.

ARTICLE 13

VETERANS' RIGHTS & BENEFITS

Section 1. The seniority rights of all employees who enlist or who are drafted pursuant to an appropriate law now in force or to be enacted shall be maintained during such period of service. Each such employee shall have the right to reinstatement to the former position held or to a position of equal status at the salary rate previously received by the employee at the time said employee enlisted into the service, together with all salary increases granted by the Employer to said employee's previous position during the period of such military service.

Section 2. Such reinstatement of veterans shall be upon application therefor made within ninety (90) days after such employee is honorably discharged from service. This clause shall be subject to all pertinent and applicable provisions to the Selective Service and Training Act as amended.

Section 3. The Employer agrees to allow the necessary time for any employee in the Reserves to perform the duties when called without impairment of said employee's seniority rights and shall pay the difference between such service pay and eight (8) hours straight time pay for scheduled working time lost.

ARTICLE 14

FRINGE BENEFITS

The Employer agrees that all fringe benefit policies in force shall remain in force and that should any other employee unit under the direct control of the Board of Chosen Freeholders receive additional Blue Cross, dental, prescription, optical, or other health benefit, such benefit shall apply to employees in this unit.

It is understood that for the year 1980 reopeners will be in effect for discussion of said fringe benefits.

ARTICLE 15

DISCHARGE AND DISCIPLINE

Section 1. In cases of suspension in excess of five (5) days or dismissal, the County shall notify the Union of such action in no less than three (3) days.

Section 2. Any employee who has completed his Probationary Period and who is suspended or discharged may file a grievance concerning same. Such grievance shall be processed using the Grievance Procedure agreed to in this contract.

ARTICLE 16

GENERAL

It is agreed that the parties hereto will continue the practice of not discriminating against any employee because of race, color, creed, nationality, sex and further that no employee shall be discriminated against or transferred out because of legal union activities.

ARTICLE 17

SEPARATION

Section 1. Separation from service of the Employer may result from voluntary resignation of the employee or by termination of the said employee's services by the Department Head. Employees who wish to terminate their services shall notify the Department Head at least two (2) weeks prior to their resignation in order for the resignation to be in good standing. Notification must be in writing and stating the reasons for leaving and date of effect. The Department Head may accept an oral resignation but such resignation shall be considered not in good standing.

ARTICLE 18

MANAGEMENT RIGHTS

It is recognized that the County has and will continue to retain the rights and responsibilities to direct the affairs of the departments covered by this contract in all its various aspects. Among the rights retained by the County are its rights to direct the working forces, to plan, direct and control all the operations and services of the departments covered in this contract, to determine the methods, means, organization and personnel by which such operations and services are to be conducted; 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; provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement and that a grievance may be filed by the Union alleging such conflict.

It is further agreed that the above detailed enumerations of Management Rights shall in no way be deemed to exclude any other Management Prerogatives that may not have specifically enumerated.

ARTICLE 19

FULL BARGAIN PROVISION

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 terms 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 20

SHOP STEWARD

(a) For the purpose of representation within a department, the Union shall be entitled to a reasonable and adequate number of Stewards who shall restrict their activities

to the handling of grievances, and in this connection, shall be allowed a reasonable amount of time for this purpose. Stewards must ask their Foremen for permission to investigate and adjust grievances, and such permission shall be granted without unreasonable delay and no loss of pay.

(b) The County is under no obligation to pay Shop Stewards for time spent in grievance meetings when they are not scheduled to work.

(c) With the exception of processing grievance matters and negotiating contracts, the Union will not be allowed to transact any business on County time.

(d) Stewards may receive, but not solicit, and may discuss complaints and grievances of employees on the premises and time of the County - but only to such extent as does not neglect, retard or interfere with the work and duties of the Shop Stewards for the County, or with the work or duties of employees.

(e) The authorized business representation of the Union may have access to the shop area when they apply at the office of the respective Department Head. Such representation of the Union shall not interfere with the employees or cause them to neglect their work.

The authorized business representation of the Union, while on a visit to County property, shall hold the County harmless against any injuries or accidents they may incur while on County property.

ARTICLE 21

LONGEVITY PAY SCHEDULE

Section 1. It is agreed that should any other employee group under the direct control of the Board of Chosen Freeholders receive longevity payment, then said longevity payment will apply immediately to the Blue Collar Unit.

Section 2. It is agreed that a longevity pay schedule will be discussed and considered an item of reopening for the year 1980.

ARTICLE 22

SALARY

Section 1. (a) Effective January 1, 1978, the salary of each employee covered by this Agreement who was in the service of the County of Monmouth on December 31, 1977 shall receive in addition to his base salary rate as of December 31, 1977, an increase for the year 1978 of \$750.00.

(b) For those employees hired in 1978, a \$750.00 adjustment shall be pro-rated to the nearest calendar quarter of hire.

Section 2. (a) Effective January 1, 1979, the salary of each employee covered by this Agreement who was in the service of the County of Monmouth on December 31, 1978 shall receive in addition to his base salary rate of December 31, 1978, an increase for the year 1979 of \$800.00.

(b) No adjustment in pay will be made for those employees hired in 1979 except those below the minimum of their range. Any employee below the minimum for the year 1979 range will be adjusted to the minimum of said range effective their date of hire.

Section 3. Effective January 1, 1980, the salary of each employee covered by this Agreement who was in the service of the County of Monmouth on December 31, 1979 shall receive in addition to his base salary rate of December 31, 1979, an increase for the year 1980 of \$950.00.

Section 4: It is understood that the salary ranges for 1978, 1978 and 1980 will be amended to reflect the above salary adjustments as indicated in Appendix A.

Section 5: It is understood that any employee who has left County employment prior to the signing of this Agreement shall not be eligible for any retroactive increase.

ARTICLE 23

PAST PRACTICE

Past practices or written benefits and conditions of employment presently in existence for the Bargaining Unit unless modified by this agreement shall be continued without change by the County during the life of this Agreement.

ARTICLE 24

SEVERABILITY AND SAVINGS

If any provision of this Agreement is subsequently declared by the proper legislative or Judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement. The parties agree immediately to negotiate a substitute for the invalidated portion thereof.

ARTICLE 25

UNIFORMS

The present County policy of supplying uniforms and shoes shall remain in effect during the duration of this Agreement.

ARTICLE 26

VOLUNTARY WAGE GUIDELINE PROGRAM

It is understood that if this Agreement is determined by the Federal Government to have exceeded the President's Voluntary Wage Guideline Program and as a result the County is penalized by loss or cutback of Federal funds, adjustment in salary or fringe benefits will be made so as to be in conformity with said wage program.

ARTICLE 27

DURATION OF THE AGREEMENT

This Agreement shall become effective January 1, 1978 and shall continue in force and effect until December 31, 1980.

Upon notice of either party, the parties agree to begin negotiating for the 1981 Agreement no later than November 1, 1980.

IN WITNESS WHEREOF, each of the parties hereto has caused this Agreement to be executed by its duly authorized representatives this 23 day of MARCH, 1979.

COUNTY OF MONMOUTH

ATTEST:

Frederick Krieger

Ray Kallway

TEAMSTERS LOCAL NO. 11
affiliated with
I.B. of T.C.W. & H. OF A.

ATTEST:

John Albert Burr Rep

Frank Truett

APPENDIX A

DEPARTMENT	SALARY RANGES PRIOR TO CONTRACT		ADJUSTED SALARY RANGES PER CONTRACT			
			1978	1979	1980	
HIGHWAY DEPT.						
Laborer	\$ 6,684-\$11,179	\$ 6,684-\$11,929	\$ 7,484-\$12,729	\$ 7,634-\$13,679		
Truck Driver	\$ 7,737-\$12,697	\$ 7,737-\$13,447	\$ 8,537-\$14,247	\$ 8,687-\$15,197		
Equipment Operator	\$ 7,503-\$12,357	\$ 7,503-\$14,066	\$ 8,924-\$14,866	\$ 9,074-\$15,816		
Heavy Equipment Operator	\$ 9,258-\$14,432	\$ 9,258-\$15,182	\$ 10,058-\$15,982	\$ 10,208-\$16,932		
Mechanic	\$ 8,124-\$13,316	\$ 8,124-\$14,066	\$ 8,924-\$14,866	\$ 9,074-\$15,816		
Guard, Public Property	\$ 7,032-\$10,764	\$ 7,032-\$11,514	\$ 7,832-\$12,314	\$ 7,982-\$13,264		
BUILDINGS & GROUNDS						
Building Maintenance Worker	\$ 6,366-\$10,816	\$ 6,366-\$11,566	\$ 7,166-\$12,366	\$ 7,316-\$13,316		
Senior Building Maintenance Worker	\$ 6,909-\$11,398	\$ 6,909-\$12,148	\$ 7,709-\$12,948	\$ 7,859-\$13,898		
Building Service Worker	\$ 6,366-\$10,816	\$ 6,366-\$11,566	\$ 7,166-\$12,366	\$ 7,316-\$13,316		
Senior Building Service Worker	\$ 6,909-\$11,398	\$ 6,909-\$12,148	\$ 7,709-\$12,948	\$ 7,859-\$13,898		
Maintenance Repairer (with variants)	\$ 7,184-\$10,855	\$ 7,184-\$11,605	\$ 7,984-\$12,405	\$ 8,134-\$13,355		
Senior Maintenance Repairer (with variants)	\$ 7,737-\$12,217	\$ 7,737-\$12,967	\$ 8,537-\$13,767	\$ 8,687-\$14,717		
Guard, Public Property	\$ 7,032-\$10,764	\$ 7,032-\$11,514	\$ 7,832-\$12,314	\$ 7,982-\$13,264		
Plumber-Steamfitter Helper	\$ 7,548-\$10,951	\$ 7,548-\$11,701	\$ 8,348-\$12,501	\$ 8,498-\$13,451		
Stationary Fireman	\$ 7,548-\$10,971	\$ 7,548-\$11,701	\$ 8,348-\$12,501	\$ 8,498-\$13,451		
Heat & Air Conditioning Operator	\$ 8,321-\$12,217	\$ 8,321-\$12,967	\$ 9,121-\$13,767	\$ 9,271-\$14,717		

APPENDIX A (Cont'd.)

	SALARY RANGES PRIOR		ADJUSTED SALARY RANGES		PER CONTRACT	
	TO CONTRACT		1978	1979	1980	
BUILDINGS AND GROUNDS						
Electrician	\$ 9,174-\$13,316	\$ 9,174-\$14,066	\$ 9,974-\$14,866	\$ 10,124-\$15,816		
Carpenter	\$ 9,174-\$13,316	\$ 9,174-\$14,066	\$ 9,974-\$14,866	\$ 10,124-\$15,816		
Senior Grounds- Keeper	\$ 6,847-\$ 9,934	\$ 6,847-\$10,684	\$ 7,647-\$11,484	\$ 7,797-\$12,434		
Groundskeeper	\$ 6,366-\$10,061	\$ 6,366-\$10,811	\$ 7,166-\$11,611	\$ 7,316-\$12,561		
ENGINEERING DEPARTMENT						
Traffic Mainte- ance Worker	\$ 6,847-\$11,039	\$ 6,847-\$10,684	\$ 7,647-\$11,484	\$ 7,797-\$12,434		
Senior Traffic Main- tenance Worker	\$ 7,547-\$12,553	\$ 7,547-\$13,303	\$ 8,347-\$14,103	\$ 8,497-\$15,053		
CENTRAL MOTOR POOL						
Mechanic	\$ 8,124-\$13,316	\$ 8,124-\$14,066	\$ 8,924-\$14,866	\$ 9,074-\$15,816		
BRIDGE DEPARTMENT						
Laborer	\$ 6,684-\$11,179	\$ 6,684-\$11,929	\$ 7,484-\$12,729	\$ 7,634-\$13,679		
Bridge Repairer	\$ 7,226-\$11,199	\$ 7,226-\$11,949	\$ 8,026-\$12,749	\$ 8,176-\$13,699		
Senior Bridge Repairer	\$ 7,737-\$12,346	\$ 7,737-\$13,096	\$ 8,537-\$13,896	\$ 8,687-\$14,846		
SHADE TREE DEPARTMENT						
Tree Climber	\$ 6,684-\$10,552	\$ 6,684-\$11,302	\$ 7,484-\$12,102	\$ 7,634-\$13,052		
Inspector, Gypsy Moth	\$ 6,366-\$10,351	\$ 6,366-\$11,101	\$ 7,166-\$11,901	\$ 7,316-\$12,851		

C
O
P
Y

MEMO TO : David Shaw, Superintendent--Shade Tree Department
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

Robert J. Collins
Assistant County Administrator

RJC/wg

C

MEMO TO : Thomas Carrie, Supervisor--Bridge Department
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

O

Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

P

Robert J. Collins
Assistant County Administrator

RJC/wg

Y

C

Sidney Slater

MEMO TO : ~~Edward English~~, Director--Motor Pool
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

O

Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

P

Robert J. Collins
Assistant County Administrator

RJC/wg

Y

C

MEMO TO : Charles Van Benschoten--Engineering Department
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

O

Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

P

Robert J. Collins
Assistant County Administrator

RJC/wg

Y

C MEMO TO : Harry V. McQuillan, Secretary--Buildings and Grounds
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

O Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

P

Robert J. Collins
Assistant County Administrator

Y
RJC/wg

C

MEMO TO : Eugene Melody, Supervisor--Highway Department
DATE : April 16, 1979
RE : 1978-1980 Blue Collar Contract Agreement

O

Attached please find a copy of the 1978-1980 agreement. Please review so that we can meet at a later date to discuss contract language.

P

Robert J. Collins
Assistant County Administrator

RJC/wg

Y

April 20, 1979

C Lou Grasso, Business Representative
Teamsters Union Local No. 11
591 Summit Avenue
Suite 306-307
Jersey City, New Jersey 07306

O Dear Mr. Grasso:

We have received your list of employees who owe a \$25 initiation fee. Please be advised that the deductions will be made on the payroll ending May 4, 1979.

P In reviewing your list we find that the following employees have either terminated or have not submitted dues authorization cards:

William J. Hayes	Terminated
Francis E. Hines	Terminated
William B. Washington	Terminated
Stephen R. Carter	No dues deduction card
John J. Cromer	No dues deduction card
Otha H. Johnson	No dues deduction card
Nick J. Neapolitano	No dues deduction card

Y We will withhold same until such time that authorization cards are submitted

Sincerely,

April 20, 1979

C Lou Grasso, Business Representative
Teamsters Union Local No. 11
591 Summit Avenue
Suite 306-307
Jersey City, New Jersey 07306

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Otha H. Johnson	No dues deduction card
Nick J. Neapolitano	No dues deduction card

Y We will withhold same until such time that authorization cards are submitted

Sincerely,

Robert J. Collins
Assistant County Administrator

cc: T. Narozanick, County Administrator

TEAMSTERS UNION LOCAL # 11

REPORT OF UNION

NAME		DEPT.	UNION DUES	UNIC
ABBOTT	EDWARD	A 406C	8.00 ✓	
ACKER	DANIEL	406C	8.00 ✓	
ADCOCK	JOHN	N 406C	8.00 ✓	
ALLEGAR	GEORGE	W 406C	8.00 ✓	
ANDERSON	FRANCIS	J 406C	8.00 ✓	
ANDREEV	VELO	310	8.00 ✓	
ANSELOWITZ	ALBERT	A 122	8.00 ✓	
ATEN	WAYNE	406C	8.00 ✓	
AUMACK JR	THOMAS	W 406C	8.00 ✓	
BOHRMAN	PHILIP	G 406C	8.00 ✓	
BONDAREW	NICKOLAUS	406C	8.00 ✓	
BONFORTE	ROBERT	414	8.00 ✓	
BOSTIC JR	JOHN	W 848	8.00 ✓	
BOWDEN	GROVER	J 406C	8.00 ✓	
BOYCE	DONALD	K 846	8.00 ✓	
X BRAND	HOWARD	J 412C	8.00 ✓	
BRODIE	FELLMAN	846	8.00 ✓	
BROWN JR	CHARLES	R 406C	8.00 ✓	
BURROWS	RUSSELL	T 846	8.00 ✓	
CARD	JOHN	A 406C	8.00 ✓	
CAVANAUGH	MICHAEL	412C	8.00 ✓	
CINQUE	JERRY	406C	8.00 ✓	
CLAFFEY	JOSEPH	P 406C	8.00 ✓	
X CLAMPET	JOSEPH	T 142	8.00 ✓	
COLF	THOMAS	E 406C	8.00 ✓	
COUTO	ARTHUR	E 414	8.00 ✓	

TEAMSTERS UNION LOCAL # 11

REPORT OF UNION

NAME			DEPT.	UNION DUES	UNIO
CRAIG	WILLIAM	F	122	8.00	✓
CUNARD JR	RICHARD	T	122	8.00	✓
CURLEY	OLIVER	E	122	8.00	✓
DALEY	WALTER	H	406C	8.00	✓
DE SANTIS	JOHN		406C	8.00	✓
DELLO	PETER		122	8.00	✓
DEPKO	JOSEPH		406C	8.00	✓
DINGMAN	HARRY	R	846	8.00	✓
DUNCAN	KEITH	A	412C	8.00	✓
ELMER	KENNETH		406C	8.00	✓
ENGELDT	JOHN		122	8.00	✓
FARLEY	ROBERT		406C	8.00	✓
FARRUGGIO JR	SAMUEL		406C	8.00	✓
FRANCIS	EDWARD		412C	8.00	✓
FRANCO	GEORGE	C	406C	8.00	✓
GANNON	DONALD		406C	8.00	✓
GOLDEN	LEONARD	A	848	8.00	✓
GORCZYNSKI	KAZIMIER	C	122	8.00	✓
GORDON	RICHARD		406C	8.00	✓
GRANATO	LOUIS		406C	8.00	✓
GRASTY	BERNARD		406E	8.00	✓
GUIDETTI	ALFRED	E	406C	8.00	✓
HAFNER	THEODORE	C	122	8.00	✓
HAMILTON JR	FREDDIE	L	122	8.00	✓
HAVENS	FRANK		310	8.00	✓
HAWTHORNE	JOHN	B	310	8.00	✓

TEAMSTERS UNION LOCAL # 11

REPORT OF UNION

	NAME		DEPT.	UNION DUES	UNIO
	HELLER	VINCENT	J 406C	8.00	✓
	HESPE	RICHARD	C 406C	8.00	✓
	HOLLAND	MICHAEL	406C	8.00	✓
	JACKSON	BRUCE	848	8.00	✓
x	JANOCHA	DAVID	E 122	8.00	✓
	JENKINS	FRANK	W 406C	8.00	✓
	JOHNSON	JOHN	T 406C	8.00	✓
	JOHNSON	ROBERT	L 846	8.00	✓
	JONES	JOHN	M 846	8.00	✓
	JUSHCHUK	MICHAEL	122	8.00	✓
	KELLY	WILLIAM	J 122	8.00	✓
	KIENZLEN	WILLIAM	406C	8.00	✓
	KING	RICHARD	S 406C	8.00	✓
	KITE	DAVID	W 406C	8.00	✓
	KOISA JR	JOSEPH	F 406C	8.00	✓
x	KOOS	JAMES	122	8.00	✓
	LEBER III	GEORGE	E 406C	8.00	✓
	LEE	STANLEY	S 406C	8.00	✓
	LEWIS	STEVEN	B 310	8.00	✓
x	LUMINOSO	JOHN	A 846	8.00	✓
	MAC CONNELL	GROVER	F 848	8.00	✓
	MALSBURY	ROBERT	S 406C	8.00	✓
	MASCALI	PAUL	J 406C	8.00	✓
	MATTHEWS	JAMES	W 406C	8.00	✓
	MAURER	JOHN	H 406C	8.00	✓
	MC ARTHUR	ROBERT	F 122	8.00	✓

TEAMSTERS UNION LOCAL # 11

REPORT OF UNION

NAME	DEPT.	UNION DUES	UNIO
MC CABE JOSEPH P	406C	8.00	✓
MC OWEN HOMER A	412C	8.00	✓
MC QUEEN EDWIN R	406C	8.00	✓
MELLONE EUGENE J	406C	8.00	✓
MONAHAN FRANCIS P	406C	8.00	✓
MONAHAN JOHN	406C	8.00	✓
MONAHAN ROBERT K	406C	8.00	✓
MOORE HAROLD	406C	8.00	✓
MORGAN, JR SIDNEY	406C	8.00	✓
MURPHY DONALD K	412C	8.00	✓
NEALPOLITANO ANTHONY J	848	8.00	✓
NEDZA WALTER	412C	8.00	✓
O'CONNOR JR JOHN P	311	8.00	✓
OLSEN BRIAN K	406C	8.00	✓
ORSINI MICHAEL D	406C	8.00	✓
OTTEN CHARLES W	406C	8.00	✓
PARONTO PAUL N	848	8.00	✓
PATTERSON KENNETH	111	8.00	✓
PATTERSON RICHARD W	406C	8.00	✓
PERRY EDWARD A	406C	8.00	✓
PESEUX HARRY R	406C	8.00	✓
PFAU FRANK P	406C	8.00	✓
PIANO AMEDEO	111	8.00	✓
RAWLS JR TERRY	848	8.00	✓
RICHARDSON LAWRENCE B	406C	8.00	✓
RILEY FRANK W	406C	8.00	✓

TEAMSTERS UNION LOCAL # 11

REPORT OF UNION

NAME	DEPT.	UNION DUES	UNIO
ROONEY GARY E	122	8.00	✓
ROONEY PATRICK	412C	8.00	✓
ROY WAYNE	848	8.00	✓
SAMA SILVIO	406C	8.00	✓
SCHEIDT WOODROW W	122	8.00	✓
SCHMITT BRUCE	406C	8.00	✓
SCHULER ALBERT W	122	8.00	✓
SCULTHORPE TYLEE	406C	8.00	✓
SEVASTIANOW IVAN	122	8.00	✓
SHRUMP DONALD D	406C	8.00	✓
SMITH MARK D	406C	8.00	✓
SPEREDA MICHAEL R	122	8.00	✓
VAN KIRK RICHARD C	310	8.00	✓
WAGNER ROBERT D	310	8.00	✓
WARREN ALLISON	848	8.00	✓
WELCH THOMAS A	122	8.00	✓
WHITE EDWARD L	406C	8.00	✓
TOTALS	121	968.00	✓

C

MEMO TO : Theodore J. Narozanick, County Administrator
DATE : April 20, 1979
RE : Initiation Fee--Blue Collar Unit

O

We are enclosing a list of employees in the Blue Collar Unit and additional dues authorization cards for those who owe a \$25 initiation fee. These deductions are to be made on the payroll ending May 4, 1979.

P

We have indicated where an employee has terminated or has not submitted dues authorization cards. I have advised Lou Grasso that these deductions will not be made until such time that the authorization is received.

Y

Robert J. Collins
Assistant County Administrator

RJC/wg

Enclosure

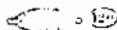


TEAMSTERS UNION LOCAL No. 11

Affiliated with the International Brotherhood of Teamsters, Chauffeurs,
Warehousemen & Helpers of America

591 SUMMIT AVENUE • JERSEY CITY, N. J. 07306

Phone: 653-0888



EXECUTIVE OFFICES
SUITE 306-307

AFFILIATED WITH
JOINT COUNCIL

April 17, 1979

Mr. Robert Collins
Assistant County Superintendent
Hall of Records
Main Street
Freehold, New Jersey 07728

Dear Sir:

The following people owe \$25.00 Initiation fee:

Abbott, Edward A.	Gremer, John J. No dues
Acker, Daniel	Cunard, Richard T. Jr.
Adcock, John N.	Curley, Oliver E.
Allegar, George W.	Daley, Walter H.
Anderson, Francis J.	De Santis, John
Andreev, Velo	Dello, Peter
Anselowitz, Albert A.	Dingman, Harry R.
Aten, Wayne	Duncan, Keith A.
Aumack, Thomas W. Jr.	Elmer, Kenneth
Bohrman, Philip G.	Engeldt, John
Bondarew, Nickolaus	Farley, Robert
Bonforte, Robert	Francis, Edward
Bostic, John W. Jr.	Franco, George C.
Bowden, Grover J.	Gannon, Donald
Boyce, Donald K.	Golden, Leonard A.
Brand, Howard J.	Gorczynski, Kazimier C.
Brodie, Fellman	Gordon, Richard
Brown, Charles R. Jr.	Granato, Louis
Burrows, Russell T.	Grasty, Bernard
Card, John A.	Guidetti, Alfred E.
Carter, Stephen R. No dues deduction.	Hafner, Theodore C.
Cavanaugh, Michael card	Hamilton, Freddie L. Jr.
Cinque, Jerry	Havens, Frank
Claffey, Joseph P.	Hawthorne, John B.
Clampet, Joseph T.	Heller, Vincent J.
Cole, Thomas E.	Hespe, Richard C.
Couto, Arthur E.	Holland, Michael
Craig, William F.	Jackson, Bruce

Janócha, David E.
Jenkins, Frank W.
Johnson, John T.
~~Johnson, Otha H.~~ No dues deduction
Johnson, Robert L. card
Jones, John M.
Jushchuk, Michael
Kelly, William J.
Kienzlen, William
King, Richard S.
Kite, David W.
Koisa, Joseph F. Jr.
Koos, James
Leber, George E. III
Lee, Stanley S.
Lewis, Steven B.
Luminoso, John A.
Mac Connell, Grover F.
Malsbury, Robert S.
Mascali, Paul J.
Maurer, John H.
Mc Arthur, Robert F.
Mc Cabe, Joseph P.
Mc Owen, Homer A.
Mc Queen, Edwin R.
Mellone, Eugene J.
Monahan, Francis P.
Monahan, John
Monahan, Robert K.
Moore, Harold
Morgan, Sidney Jr.
Murphy, Donald K.
Nealpolitano, Anthony J.
~~Nealpolitano, Nick J.~~ No dues deduction
Nedza, Walter card
O'Connor, John P. Jr.
Olsen, Brian K.
Orsini, Michael D.
Otten, Charles W.
Paronto, Paul N.
Patterson, Kenneth
Patterson, Richard W.
Perry, Edward A.
Peseux, Harry R.
Pfau, Frank P.

Piano, Amedeo
Rawls, Terry Jr.
Richardson, Lawrence B.
Riley, Frank W.
Rooney, Gary E.
Rooney, Patrick
Roy, Wayne
Sama, Silvio
Scheidt, Woodrow W.
Schmitt, Bruce
Schuler, Albert W.
Sculthorpe, Tylee
Sevastianow, Ivan
Shrum, Donald D.
Smith, Mark D.
Spereda, Michael R.
Van Kirk, Richard C.
Wagner, Robert D.
Warren, Allison
Welch, Thomas A.
White, Edward L.

Depko, Joseph
Farruggio, Samuel Jr.
~~Hayes, William J.~~ Terminated
~~Hines, Francis E.~~ Terminated
Matthews, James
~~Washington, William B.~~ Terminated
Bayard, John W. Jr.
Brown, David J.
Gierlowski, Thomas
Gravatt, George
Heredia, Gilberto
Hyer, Clarence I. Jr.
Marshall, Timothy
O'Connor, Jerry Jr.
Quinn, Lawrence C.
Smock, George

Very truly yours,

Lou Grasso
Business Representative

cc: Theodore Narozanick

The Board of Chosen Freeholders
of the
County of Monmouth

HARRY LARRISON, JR., Director of the
Board, Public Works & Transportation

JANE CLAYTON, Director of
Finance & Administration

ERNEST G. KAVALEK, Director of
Buildings, Grounds & Parks

RAY KRAMER, Director of
Health, Welfare & Social Services

THOMAS J. LYNCH, JR., Director of
Administration of Justice

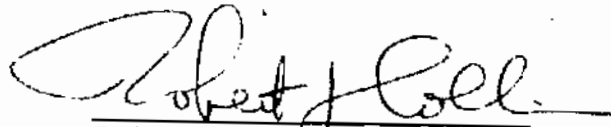
JOSEPH R. COLLINS, SR.
Personnel Director

HALL OF RECORDS
Main Street
FREEHOLD, NEW JERSEY 07728
Telephone: Area Code (201) 431-7300

MEMO TO : Theodore J. Narozanick, County Administrator
DATE : March 23, 1979
RE : Dues Deductions - Blue Collar Unit

The following employees , who are members of the
Blue Collar Unit, represented by Teamsters Union, Local # 11
should be processed for dues deductions.

Attached are authorization cards. Please see that
the \$25 initiation fee is deducted from their retroactive pay on
April 6, 1979.


Robert J. Collins
Assistant County Administrator

RJC:fab
Enclosures

DUES DEDUCTIONS
BLUE COLLAR UNIT

David B. Ackerman	Highway
Harry C. Ackerman	Highway
David P. Brown -	Buildings & Grounds
John T. Burke	Highway
Charles Caruso -	Traffic Safety
James P. Cook	Highway
Forrest Ferguson -	Highway
Robert Fourett	Motor Pool
Vincent J. Gionfriddo	Traffic Safety
Brian Hagerman -	Highway
John Jackowski	Highway
Thomas Kramer -	Highway
Robert Malsbury	Highway
Burce Van Norde	Motor Pool
Thomas Petillo	Highway
Joseph Rankl	Traffic Safety
William Robinson	Highway
Roger Savage	Shade Tree
Norman Smith	Buildings & Grounds
Douglas Smith	Buildings & Grounds
Delmar Stanhope	Highway
David G. Turlington	Motor Pool
Robert Ussery	Motor Pool

= crossed off per Personnel Office call
3/23/19, telephone call Frankie Brown
to Horner

\$ 75.00 Dues initiation Fee deducted
for some employees

James W. Kirby - Salary History

4-25-63	County Correction Officer	4380
1-1-64	County Correction Officer	4560
1-1-65	County Correction Officer	4750
1-1-66	County Correction Officer	4988
1-1-67	County Correction Officer	5464
1-1-68	County Correction Officer	5702
10-1-68	Boy's Supervisor	5200
1-1-69	Boy's Supervisor	5630
1-1-70	Boy's Supervisor	5856
1-1-71	Boy's Supervisor	6642
4-3-72	Senior Boy's Supervisor	7310
1-1-73	Senior Boy's Supervisor	7858
1-1-74	Senior Boy's Supervisor	8610
*1-1-75	Senior Boy's Supervisor	9041
*6-1-75	Senior Boy's Supervisor	9493
1-1-76	Senior Boy's Supervisor	10,193
1-1-77	Senior Boy's Supervisor	10,907
9-12-77	Principal Boy's & Girl's Supervisor	11,407
1-1-78	Principal Boy's & Girl's Supervisor	12,263

*In 1975 County employees were granted a 5% increase in January and a 5% increase in June.

The Board of Chosen Freeholders



County of Monmouth

RAY KRAMER, Director of the
Board, Finance & Administration

JANE CLAYTON, Director of
Administration of Justice

HARRY LARRISON, JR., Director of
Health, Welfare & Social Services

THOMAS J. LYNCH, JR., Director of
Public Works and Transportation

ALLAN J. MacDONALD, Director of
Buildings, Grounds and Parks

HALL OF RECORDS

MAIN STREET

FREEHOLD, NEW JERSEY 07728

Telephone: Area Code (201) 431-7300

ROBERT J. COLLINS
Assistant County Administrator

June 4, 1979

TO: E. Schultz, Communications Workers of America

FROM: R. J. Collins, Assistant County Administrator

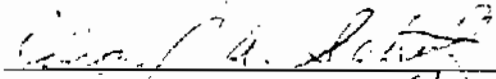
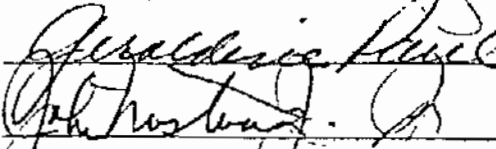
RE: Monmouth County, Children's Shelter Contract Grievance

As a result of a meeting conducted on June 1, 1979 between representatives of C.W.A. and Monmouth County concerning the CWA grievance for payment of hazardous duty pay for 1979, the following was agreed:

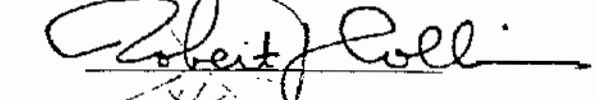
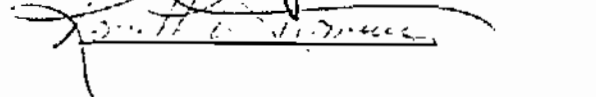
1. \$250 hazardous duty pay shall be considered as part of the salary for eligible employees instead of a lump sum payment.
2. Said \$250 shall be paid for 1979 and again in 1980.
3. For clarification purposes, the salaries for employees listed in Appendix "A" for 1980 shall reflect an additional \$250 above those figures listed, e.g. \$8497 plus \$250 equals a total of \$8747.
4. For the computation of overtime premium time shall be based on a base rate which includes \$250 hazardous duty pay.
5. The promotional formula indicated in Article 10 shall remain the same except that \$250 will be added to each of the steps.

THE ABOVE IS AGREED TO BY THE PARTIES PRESENT TODAY:

Communications Workers of America



RJC:pf

County of Monmouth

The Board of Chosen Freeholders

County of Monmouth

HALL OF RECORDS

MAIN STREET

FREEHOLD, NEW JERSEY 07728

Telephone: Area Code (201) 431-7300

ROBERT J. COLLINS
Assistant County Administrator

RAY KRAMER, Director of the
Board, Finance & Administration

JANE CLAYTON, Director of
Administration of Justice

HARRY LARRISON, JR., Director of
Health, Welfare & Social Services

THOMAS J. LYNCH, JR., Director of
Public Works and Transportation

ALLAN J. MacDONALD, Director of
Buildings, Grounds and Parks

June 4, 1979

TO: E. Schultz, Communication Workers of American

FROM: R. J. Collins, Assistant County Administrator

RE: James W. Kirby

As a result of a meeting with representatives of the C.W.A. and Monmouth County, the following clarification was determined with regard to the salary rate for James W. Kirby. The base salary retroactive for the year 1979 shall be \$12,694 and for the year 1980, effective January 1, 1980, shall be \$13,125. He shall be entitled to the sum of \$250 hazardous duty pay as same applies to all other members of the unit for the year 1979 and 1980.

The above reflects the minimal increase for Principal Boys' Supervisor and Girls' Supervisor from 1978 to 1979. It is understood that this increase will remain in effect regardless of any downward change in status of Mr. Kirby during the contract period.

COMMUNICATIONS WORKERS OF AMERICA COUNTY OF MONMOUTH

Edward A. Schmitt

John Hester J. President

Jeraldine Paul

Robert J. Collins

William J. ...

RTG:pf

Pat

This seems to be a case of descrimination against an employee who was asked by Management not to join the union, in which he complied trying to work with management, and then being completely disregarded.

I understand that in the first meetings of negotiation it was agreed that all employees would receive 7½% raise and an established salary guide be formed.

From the finished product, the salary guide was made but the 7½% raise not given to all.

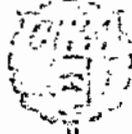
I would like to discuss with you a few things which I would rather not put on paper.

Freddie:

Is this from Warren Kirby?
I'll meet with him the end of
this week beginning of next

Communications

NEW JERSEY AREA OFFICE



Workers of America

(AFFILIATED WITH A.F.L.-C.I.O.)

14 COMMERCE DRIVE
CRANFORD, N. J. 07016

May 1, 1979

Mr. James W. Kirby
Monmouth County Youth Detention Center
Dutch Lane Road
Freehold, New Jersey 07728

Dear Mr. Kirby,

I am responding to your letter of April 24, 1979. During the course of your last negotiations we established an increment scale for all job titles in our bargaining unit.

Unfortunately, for the year 1979 the maximum established for Principal Boys Supervisor was the same salary as your present salary. In our negotiations we did not place any individual employee outside the salary guide. Therefore, in 1979 you will get no pay increase. This was neither an oversight or an effort to prevent you from getting a pay increase. You will, however, receive the \$250 hazardous pay that all employees will receive for the first time.

I hope this explanation meets satisfactorily with you. As you are well aware the members of CWA at the Youth Detention Center voted overwhelmingly to accept this contract package. Had you been a member you would have had an opportunity to voice any objection at the ratification meeting.

Sincerely,

Edward Schultz (all)

Edward Schultz
CWA Representative

ES/dl

CC: Mr. Robert Collins
Mr. John Nastasi

MONMOUTH COUNTY YOUTH DETENTION CENTER

DUTCH LANE ROAD

FREEHOLD, N. J. 07728

PHONE 201 - 431-7280



KENNETH W. HERMAN
SUPERINTENDENT

Mrs. Jane Clayton
Director,
Dept. of Admin. & Justice

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April 24, 1979

Mr. Edward Schultz
International Representative
Communication Workers of America, AFL-CIO
14 Commerce Drive District 1
Cranford, N.J. 07016

Dear Mr. Schultz:

I have been informed that I will not receive an increase in my base salary for 1979.

Is this an oversight, or is this a deliberate effort to prevent me from receiving a raise this year?

I will appreciate an early response from you.

Very truly yours,

James W. Kirby
Principal Boys Supervisor

cc: Mr. Robert Collins