

EMPLOYMENT AGREEMENT

BETWEEN

THE TOWNSHIP OF LAWRENCE

AND

THE SUPERVISOR UNION

CWA LOCAL 1032

January 1, 2022 to December 31, 2025

TABLE OF CONTENTS

Preamble		4
Article 1	Recognition	5
Article 2	Management Rights	6
Article 3	Dues Deduction	7
Article 4	Hours and Overtime	8
Article 5	Seniority	13
Article 6	Discipline	14
Article 7	Grievance Procedure	15
Article 8	Holidays	18
Article 9	Vacations	19
Article 10	Personal Leave	21
Article 11	Sick Leave	22
Article 12	Bereavement Leave	24
Article 13	Leaves of Absence	25
Article 14	Court Attendance	27
Article 15	Health Benefits	28
Article 16	Union Representatives	33
Article 17	Job Posting	35
Article 18	Educational Benefits	36
Article 19	Safety and Health	37
Article 20	Labor/Management Meetings	38
Article 21	Classification and Job Descriptions	39
Article 22	Equal Pay for Equal Work	40
Article 23	Access to Personnel Files	41
Article 24	Bulletin Boards	42
Article 25	Non-Discrimination	43
Article 26	Longevity	44
Article 27	Clothing Allowance	45
Article 28	Separability and Savings	46

Article 29	Fully Bargained Agreement	47
Article 30	Salary	48
Article 31	Term of Agreement	49
Article 32	Employee Assessment Review System	50
Appendix	Salary Guides Health Benefit Contribution (Appendix) Health Benefit Contribution (Appendix B-1, B-2, B-3)	51

PREAMBLE

This Agreement made and entered into on this 13 day of September, 2022 by and between the Township of Lawrence, in the County of Mercer, a Municipal Corporation in the State of New Jersey (hereinafter referred to as the "Township"), and the Communications Workers of America, AFL-CIO (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Township and the Union and is designed to maintain and promote a harmonious relationship between the Township and such of its employees in the job titles listed in Appendix A, in order that more efficient and progressive public services may be rendered.

This Agreement will expire on the 31st day of December, 2025.

ARTICLE 1
RECOGNITION

Section 1.1

The Township hereby recognizes the Union as the exclusive representative for collective negotiations concerning wages, hours of employment and other terms and conditions of employment as set forth herein for all employees in classifications appended hereto who are employed by the Township, and for such additional classifications as the parties may later agree to include, excluding managerial executives, confidential employees, blue collar employees and white collar employees.

Section 1.2

Unless otherwise indicated by the contents of this Agreement, the title "employee" shall be defined to include all full-time and part-time permanent and provisional bargaining unit members, the plural as well as the singular.

Section 1.3

Permanent full-time employees and permanent part-time employees are those employees covered by this Agreement who are regularly scheduled to work twenty (20) hours or more per week.

ARTICLE 2
MANAGEMENT RIGHTS

Section 2.1

The Employer retains and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibilities to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the employer.

ARTICLE 3
DUES DEDUCTION

Section 3.1

Upon receipt of the lawfully executed written authorization from an employee the Township agrees to deduct the regular monthly Union dues of such employee from his pay and remit such deduction by the tenth (10th) day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Township in writing of the exact amount of such regular membership dues to be deducted. This authorization shall remain in effect during the life of this Agreement.

Section 3.2

The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that shall rise out of, or by reason of, any action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article.

ARTICLE 4
HOURS AND OVERTIME

SECTION A

Section 4.1

The normal workweek shall consist of five (5) consecutive days of seven (7) hours per day, Monday through Friday, inclusive, for a total of thirty-five (35) hours per week. Lunch break shall be one (1) hour, with a morning break of fifteen (15) minutes and an afternoon break of fifteen (15) minutes.

Section 4.2

Time and one-half (1½) the Employees' regular rate of pay shall be paid for work under any of the following conditions:

- a) DAILY – all work performed in excess of seven (7) hours in any workday; or
- b) WEEKLY – all work performed in excess of thirty-five hours; or
- c) ALL work performed on the sixth (6th) workday as such of any workweek; or
- d) ALL work performed on a holiday plus the regular pay for the holiday

Section 4.3

Double-time the Employees' regular rate of pay shall be paid for work under the following conditions:

- a) All work performed on the seventh (7th) workday as such of any workweek;
or
- b) All work performed in excess of fourteen (14) continuous hours until a full seven (7) hour break occurs.

Section 4.4

Overtime opportunities will be distributed as equally as possible among employees in the same job classification and department. It is understood that nothing in this clause shall require payment for overtime hours not worked.

Section 4.5

The Employer shall provide meals for employees working overtime through a regularly scheduled mealtime on condition that the employee is called in on an emergency basis or works more than two (2) hours before or after their regularly scheduled shift. The Township will reimburse six dollars and fifty cents (\$6.50) for the evening meal and five dollars (\$5.00) for morning and noontime meals. Reimbursement will not require a receipt.

Section 4.6

Any employee who is required to report to work during periods other than his/her regular shifts shall be paid at the rate of time and one-half (1½) his regular rate of pay for such hours worked and be guaranteed not less than three and one-half (3½) hours pay at the overtime rate will be granted only for the actual hours worked in addition to the regular workday. In all other instances, subject to the approval of the Supervisor, an employee shall have the option whether he shall remain on the job in excess of that time actually needed to complete the work for which he/she was recalled provided, however, that he/she shall not be entitled to successive minimum three and one-half (3½) hour guarantees should he/she be recalled within that same three and one-half (3½) hour period, in the event the employee is allowed off duty prior to the completion of three and one-half (3½) hours of work.

SECTION B

Section 4.7

Employees under Schedule B shall be paid an annual stipend of \$6,000. This stipend is not pensionable.

Section 4.8

The normal workweek shall consist of five (5) consecutive days of eight (8) hours per day, Monday through Friday, inclusive, for a total of forty (40) hours per week. Lunch break shall be forty-five (45) minutes; with a morning break of fifteen (15) minutes, and no afternoon break. All breaks are to be determined by supervisor.

Section 4.9

Time and one-half (1½) the employees' regular rate of pay shall be paid for work under any of the following conditions:

- a) DAILY – all work performed in excess of eight (8) hours in any workday; or
- b) WEEKLY – all worked performed in excess of forty (40) hours; or
- c) ALL work performed on the Saturday of any workweek

Section 4.10

Double-time the Employees' regular rate of pay shall be paid for work under the following conditions:

- a) All work performed on the Sunday of any workweek; or
- b) All work performed in excess of sixteen (16) hours continued until a full eight (8) hour break occurs; or
- c) Thanksgiving Day, Christmas and New Year's Day employees will receive the holiday pay plus double-time for all hours worked.
- d) For all other holidays employees will receive the holiday pay plus the regular rate of pay for the first eight (8) hours of work, time and one-half (1½) for work in excess of eight (8) hours but less than sixteen hours and double-time for work in excess of sixteen (16) hours.

Section 4.11

Overtime opportunities will be distributed as equally as possible among employees in the same job classification and department. It is understood that nothing in this clause shall require payment for overtime hours not worked.

Section 4.12

The employer shall provide meals for employees working overtime through a regularly scheduled mealtime on condition that the employee is called in on an emergency basis before his starting time and works through the regular breakfast hours or through the regular evening meal.

Section 4.13

Any employee who is required to report to work during periods other than his regularly scheduled shifts shall be paid at the rate of time and one-half (1½) his regular rate of pay for such hours worked and be guaranteed not less than four (4) hours pay at the overtime rate unless it is contiguous to the normal workday. If said hours worked are contiguous to the normal workday, then pay at the overtime rate will be granted only for the actual hours worked in addition to the regular workday. In all other instances, subject to the approval of the Supervisor, an employee shall have the option whether he shall remain on the job in excess of that time actually needed to complete the work for which he was recalled provided, however, that he shall not be entitled to successive minimum four (4) hours guarantees should he be recalled within that same four (4) hour period, in the event the employee is allowed off duty prior to the completion of four (4) hours of work.

Section 4.14

Titles covered by this contract hours and overtime

SECTION A		SECTION B
Accountant		General Supervisor Streets
Assistant Construction Official		Manager of Motors
Executive Assistant		Road Repairer Supervisor
Recreation Supervisor		Supervisor of Building Services/ Maintenance Supervisor Grounds
Construction Official		

Section 4.15

a) No employee in a title listed in Section A may accrue compensatory time in excess of thirty-five (35) hours. No employee shall carry over compensatory time in excess of thirty-five (35) hours. No employee will receive a cash payment or payout of compensatory time upon retirement or resignation from their position. Employees that have accrued compensatory time will receive a cash payment if the employee is subject to layoff.

b) No employee in a title listed in Section B may accrue compensatory time in excess of forty (40) hours. No employee shall carry over compensatory time in excess of forty (40) hours. No employee will receive a cash payment or payout of compensatory time upon retirement or resignation from their position. Employees that have accrued compensatory time will receive a cash payment if the employee is subject to layoff.

c) When the Director of Public Works and/or the Municipal Manager designate an employee in either Section A or B to be on "On-Call" status, the designated employee shall be guaranteed overtime pay (1½ times regular rate of pay) for a maximum of up to three (3) hours regardless of the fact of being called in to perform work. "On-Call" time shall be included in the overall "overtime" calculation of daily hours for said employee.

ARTICLE 5

SENIORITY

Section 5.1

Seniority is defined as an employee's total length of service with the Township beginning with his date of hire.

Section 5.2

In all applications of seniority, where ability to perform work and physical fitness are equal, seniority shall be given preference in promotions, demotions, layoffs, recall and vacation schedules, in accordance with the rules and regulations governing such matters as promulgated by the New Jersey Department of Personnel applicable to municipalities.

Section 5.3

The Township 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.

Section 5.4

The Township shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

Section 5.5

For the purpose of movement on the step guide, an employee's anniversary date shall be the first of the month in which the employee was hired or, in the case of a promotion, the first of the month in which an employee was promoted to his/her current title.

ARTICLE 6
DISCIPLINE

Section 6.1

The Township may take appropriate disciplinary action against any employee for just cause. The Union will be furnished with a copy of written disciplinary action within two (2) days of the imposition of such discipline.

Section 6.2

Employees shall have the right to have a Shop Steward, Union Officer or Union Representative present at any and every step of the disciplinary procedure.

Section 6.3

In the event the Township imposes discipline of from one (1) to five (5) days' suspension or loss of pay, the Union may contest the matter through the grievance procedure up to and including arbitration.

Section 6.4

In the event the Township imposes discipline of from six (6) days or more suspension or loss of pay through termination, the Union or employee may appeal the matter to the New Jersey Department of Personnel pursuant to Title 4A of the New Jersey Administration Code.

ARTICLE 7
GRIEVANCE PROCEDURE

Section 7.1

DEFINITION: The term "grievance" as used herein, means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an employee, employee's attorney, the Union or the Township.

Section 7.2

Any grievance of an employee, or of the Union, shall be handled in the following manner:

STEP 1: The aggrieved employee and/or Steward or both shall take up the grievance or dispute with the Department Director within five (5) business days after the occurrence of the event or knowledge thereof out of which the grievance arises. The Department Director shall then attempt to address the matter and shall respond to the employee and Steward within three (3) business days.

STEP 2: If the grievance has not been settled to the employees' satisfaction, it shall be presented in writing by the Union Steward or bargaining unit President to the Department Director within five (5) business days after the immediate supervisor's response is due. The Department Head shall respond in writing to the bargaining unit President or his designated representative within five (5) business days.

STEP 3: If the grievance still remains unadjusted, it shall be presented by the bargaining unit President or Union representative to the Municipal Manager or designee in writing within seven (7) business days after response of the Department Head is due. The Municipal Manager or designee shall meet with all parties involved within ten (10) business days following such meeting.

STEP 4: If the grievance is still unsettled, the Union may, within fifteen (15) days after the reply of the Municipal Manager is due, by written notice to the Municipal Manager, proceed to arbitration. The decision of the arbitrator shall be in writing and shall be rendered within thirty (30) days and such decision shall be final and binding on both parties.

Section 7.3

The following procedure will be used to secure the services of an arbitrator:

- a) A representative of the Township and a representative of the Union will attempt to select a mutually satisfactory arbitrator.
- b) If they are unable to do so within fifteen (15) business days after the Municipal Manager was notified of the Union's decision to go to arbitration, a request will be made to the New Jersey Public Employment Relations Commission.

Section 7.4

Where an employee has exercised his right of appeal as expressly granted in the Civil Statutes Services of New Jersey, there shall be no right of arbitration under the provisions of this article.

Section 7.5

Expenses for the arbitrator's service and the proceedings shall be borne equally by the Township and the Union.

Section 7.6

The Union will notify the Township in writing of the name of its employees who are designated by the Union to represent employees under the grievance procedure. Such employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Township representatives regarding matters of employee representation, during working hours without loss of pay provided; however, all employees shall secure the permission of their immediate supervisor, which permission shall not be unreasonably denied.

**ARTICLE 8
HOLIDAYS**

Section 8.1

All permanent employees on the payroll shall be entitled to paid holiday leave for all official holidays observed by the Township of Lawrence.

Section 8.2

The following holidays shall be observed the Township of Lawrence:

1	New Year's Day	9	Labor Day
2	Martin Luther King Day	10	Columbus Day
3	Lincoln's Birthday	11	General Election Day
4	President's Day	12	Veterans' Day
5	Good Friday	13	Thanksgiving Day
6	Memorial Day	14	Day after Thanksgiving
7	Juneteenth Day	15	Christmas Day
8	Independence Day		

Section 8.3

In the event that a holiday falls on a weekend, the preceding Friday shall be observed as the holiday if the holiday falls on a Saturday, and the following Monday shall be observed as the holiday if the holiday falls on a Sunday. Holidays which fall within an employee's vacation period shall not be counted as part of his/her vacation.

Section 8.4

In order to be eligible for holiday pay, an employee shall be on the active payroll of the Township and must have worked his full regularly scheduled workday before and after the holiday, unless such absence is authorized. Authorization shall not be unreasonably denied.

ARTICLE 9

VACATIONS

Section 9.1

Employees covered by this Agreement shall be entitled to an annual vacation based on their years of service as follows:

Employment Period	Vacation
From date of appointment to December 31 st of the year of appointment	One (1) working day per month
For each succeeding year through the fifth (5 th) year of employment	Twelve (12) working days per calendar year
From the sixth (6 th) year through the tenth (10 th) year of employment	Fifteen (15) working days per calendar year
From the eleventh (11 th) year through the fifteenth (15 th) year of employment	Twenty (20) working days per calendar year
From the sixteenth (16 th) year through the nineteenth (19 th) year of employment	Twenty-five (25) working days per calendar year
From the twentieth (20 th) year of employment and each year thereafter	Thirty (30) working days per calendar year
Employees hired on or after 1/1/07 from the sixteenth (16 th) year through the nineteenth (19 th) year of employment	Twenty-three (23) working days per calendar year
Employees hired after 1/1/85 and employees becoming members of this Union after 1/1/95 are NOT eligible for the additional vacation days at twenty (20) years	
For employees hired on or after 1/1/2014 from the eleventh (11 th) year and each year thereafter	Twenty (20) working days per calendar year

Section 9.2

Unused vacation leave may be accumulated one-year beyond the calendar year in which it is earned with the approval of the Municipal Manager.

Section 9.3

Any employee who dies, retires or is otherwise separated from employment shall be entitled to payment for all unused paid vacation leave on a pro-rated basis dependent upon the employee's regular salary upon death, retirement or separation and the number of months of the employees employment during the calendar year in question.

Section 9.4

Any vacation days taken over the earned number of days for the year shall be repaid on a pro-rated basis by the employee if the employee is terminated or leaves Township employment prior to the end of the year except in the case of an employee's death.

Section 9.5

One (1) or two (2) day vacation requests will require 48-hour notice of department head. No request will be unreasonably denied.

Section 9.6

Any employee that is charged for vacation hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Article 10 of this agreement.

ARTICLE 10
PERSONAL LEAVE

Section 10.1

In regard to personal leave, the following regulations apply:

- a) All full-time employees covered by this Agreement shall be eligible for three (3) days personal leave, with pay, for personal matters concerning the employees as delineated below.
- b) Personal days are for the purposes of conducting personal affairs of a non-recreational nature or professional affairs which cannot be carried out after scheduled work hours.
- c) Requests for personal days shall not be unreasonably denied.

Section 10.2

Personal leave shall not be accumulated from year-to-year. All employees shall be compensated for unused personal days at straight time pay, calculated on the calendar year ending December 31st. Any employee who has either utilized or had excess sick or excess vacation hours charged beyond their available Personal Leave hours shall have their pay docked for the amount of excess hours used or charged.

Section 10.3

Any employee who dies, retires or loses employment through a reduction in workforce shall be entitled to payment for all unused paid personal days on a pro-rated basis dependent upon the employee's regular salary upon death, retirement or separation and the number of months of the employee's employment during the calendar year in question.

ARTICLE 11

SICK LEAVE

Section 11.1

- a) All full-time employees shall be entitled to paid sick leave to be utilized by the employee when he or she is unable to perform his/her work by reason of personal illness, accident or exposure to contagious disease. Paid sick leave shall accrue on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days in every calendar year thereafter. Any amount of paid sick leave not used in any calendar year shall accumulate to the employee's credit from year-to-year to be utilized if and when needed.
- b) Sick leave may be utilized by Employees in accordance with NJSA 4A:6-13g.
- c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable.

Section 11.2

Full-time employees shall be entitled to terminal leave payment upon retirement in accordance with the conditions of this Section provided that the employee shall furnish proof of retirement to the Township. The form of this proof shall be in the form of a copy of the employee's first retirement check or evidence of a Direct Deposit from the Public Employees Retirement System (PERS).

Upon retirement of any employee hired prior to December 31, 2009 in accordance with applicable statutes and regulations, said employee shall be entitled to a lump sum cash payment in an amount equal to fifty percent (50%) of his accumulated sick leave provided; however, that said payment shall in no event exceed the sum of fifteen thousand dollars (\$15,000). Upon retirement employees hired on or after January 1, 2010 shall be entitled to a lump sum cash payment in an amount equal to twenty-five percent (25%) of accumulated sick leave provided; however, that said payment shall in no event exceed the sum of ten thousand dollars (\$10,000). Upon retirement, employees hired on or after January 1, 2014, in accordance with applicable statutes and regulations, shall not be entitled to any payment toward or for

accumulated sick leave. The amounts specified above based on the hiring date of the employee shall not exceed the established maximum amounts but shall be reduced if required by statute. The Township requires proof of retirement.

Section 11.3

Any employee that is charged for sick hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Article 10 of this Agreement.

ARTICLE 12
BEREAVEMENT LEAVE

Section 12.1

In the event of death in the employee's immediate family, the employee shall be granted time off without loss of pay from the date of death or the day of the funeral, but in no event shall said leave exceed four (4) consecutive working days per incident, or in the case of spouse or child, in which case, said leave shall not exceed fifteen (15) consecutive working days per incident.

Section 12.2

The term "immediate family" includes wife, husband, daughter, son, father, mother, brother, sister, grandchildren, mother-in-law, father-in-law or a relative who is regularly living in the employee's household.

Section 12.3

In the event of the death of an employee's grandmother, grandfather, aunt, uncle or cousin who does not reside with the employee, the day of the funeral will be granted as time off without loss of compensation.

Section 12.4

Notwithstanding the content of the foregoing subparagraph, the Township Manager, in his sole discretion, may grant special consideration in those situations which are not covered by the above circumstances.

Section 12.5

Management reserves the right to request verification of death and verification of the relationship of the deceased to the employer.

ARTICLE 13
LEAVES OF ABSENCE

Section 13.1

MILITARY LEAVE

Any full-time employee covered by this Agreement, who is a member of the National Guard or reserve components in the military or naval service of the United States, and is required to perform active duty for training periods shall be granted a leave of absence with pay for the periods of such training. When an employee, not on probation, has been called to active duty or drafted into the military or naval service of the United States, he shall automatically be granted an indefinite leave of absence without pay for the duration of such active military service. However, in order for that employee to be reinstated without loss of privileges or seniority, he must, report for duty with the Township within sixty (60) days following his honorable discharge from the military service.

Section 13.2

MATERNITY LEAVE

Maternity leave may be granted up to one (1) year by the Township Manager or his designee provided request is made in writing one (1) month prior to the effective date of leave. The leave, if granted, shall be without pay. Requests for leave under this section will not be unreasonably denied.

Section 13.3

a) A leave of absence without pay may be requested by any employee covered by this Agreement by submitting the reason(s) for the requested leave, in writing, to the Department Head. Said leave can be granted for periods not to exceed three (3) months at any one time. Such leave may be renewed for an additional three (3) months by the Municipal Manager. Employees returning from an authorized leave will be restored to their original classification or another appropriate one of the same or similar salary to the one being earned at the time of the beginning of said leave.

b) FAMILY LEAVE

The Township shall ensure that employees are aware of their rights pursuant to the Family Leave Act, L. 1989, c261.

c) If an employee sustains an injury while in the Township's employ and on duty, the employee will be continued without loss of pay for the maximum of one (1) year from the date of the accident. Such eligibility for this leave is determined by the definition of job injury as set out in the New Jersey Worker's Compensation Law. Payments which an employee receives from the provisions of the Worker's Compensation Law or Temporary Disability Law shall be remitted to the Township. Thus, any employee covered by this leave will receive no more than his normal weekly salary payment.

ARTICLE 14
COURT ATTENDANCE

Section 14.1

An employee who is called to serve on a jury and does so shall be entitled to paid leave for the period of time in which he is officially involved with the Court in such capacity.

ARTICLE 15
HEALTH BENEFITS

Section 15.1

- a) The Township agrees to provide health insurance for all employees and their dependents.
- b) Effective in the first pay period of January 2014, all employees that receive Township provided health benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78.P.L.2011. Said contribution rates shall be the base amounts upon reaching the final level of contribution toward health and prescription premiums by the employee. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement said rate of contribution shall become the base amount.
- c) Should an employee choose to opt-out of the health and prescription coverage pursuant to the policies and procedures established by the Township the employee shall not be responsible or required to contribute toward the cost of coverage premium as required by Section 15.1 b of this Agreement.
- d) The Township reserves the right to choose the insurance carrier. However, should the Township decide to make a change from the current plan, prior to doing so, it shall meet with the "CWA Local 1032 Staff Representative" to inform of the change and its impact on the employees.

Section 15.2

The Township agrees to provide a prescription program for employees and their dependents. Employees will be required to contribute toward the cost of prescription coverage as provided in Section 15.1 b of this Agreement.

Section 15.3

The Township will pay fifty percent (50%) on an approved dental plan for employees and their families and reserves the right to choose the insurance carrier. Employees shall have the option to participate in this program.

Section 15.4

- a) The Township will pay three hundred dollars (\$300.00) per employee for the purpose of a physical/eye exam, eye glasses or contact lenses per year, as long as dual coverage is not in effect. Should the employee elect not to use this coverage, one member of the employee's family (spouse or children) may be reimbursed (proof to be submitted to the Township) up to \$300.00 for a physical eye exam/glasses or contact lenses per year if there is no other source of health insurance available to cover the services as detailed above.
- b) Employees will have the option of having the physical exam performed by a physician designated by the Township. Should the employee choose this option, the Township will pay for the cost of said exam. However, in either case, the employee must agree to allow the physician to release to the Township a statement, the contents of which shall be limited to the following:
 - 1) The employee is in good health; or
 - 2) The employee should seek further advise from his/her personal physician

Should the employee not agree to release this statement, the Township will not bear the cost of said exam or will not reimburse the employee for the cost depending on the option chosen.

These statements shall be confidential and will only be authorized for release to the Municipal Manager.

Section 15.5

The Township will pay for a life insurance policy in the amount of seven thousand five hundred dollars (\$7,500) for natural death of an employee while employed with the Township and will increase to fifteen thousand dollars (\$15,000) in the event of an accidental death of an employee while employed with the Township. The Township reserves the right to choose the insurance carrier for this program.

Section 15.6

- a) The Township agrees to provide retirement benefits in accordance with applicable New Jersey statutes that would apply to eligible retired employees that had an original hire date of December 31, 2009, or prior. Employees hired on or after January 1, 2010, shall not be entitled to post-retirement health benefits.
- b) Any employee, regardless of hire date, that retires on or after February 2, 2014, and is eligible for post-retirement health care benefits shall contribute no less than one percent (1%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee, regardless of hire date, that retires after January 1, 2016, and is eligible for post-retirement medical care and/or prescription benefits and has not obtained twenty (20) years of credited New Jersey Pension service shall contribute towards the cost of the medical and prescription coverage selected by the retiring employee. The rate of contribution toward health and prescription coverage shall be based on the percentages established as determined by the annual pension benefit received by the employee and contained in Appendix B of this Agreement.

Section 15.7

Post-retirement health benefits will be provided through the New Jersey State Health Benefits Program. Retirees qualify under the following conditions:

- a) Disability retirement
- b) Service retirement with at least twenty-five (25) years of service in a state approved pension system and at least ten (10) years with Lawrence Township.
- c) Service retirement at age 62 or older with at least fifteen (15) years of service with Lawrence Township.

The limit of post-retirement coverage is as follows:

- a) Retirement under age 55, Township pays for coverage for ten (10) years from date of retirement for retiree and dependents.
- b) Retirement between ages 55 and 60, Township pays for coverage until age 65 for retiree and dependents.
- c) Retirement between ages 60 and 65, Township pays for coverage until age 65 for retiree and dependents and pays for coverage for only retiree for a period of five (5) years from the date of retirement. (Example: employee retires on 63rd birthday, Township pays coverage cost for retiree and dependent to age 65 and pays coverage cost for retiree only until 68th birthday.)
- d) Retirement at age 65 or older, Township pays for coverage for five (5) years from date of retirement – retiree only.
- e) Above periods of eligibility of post-retirement health care coverage will not be applicable to employees hired on or after January 1, 2010. Employees hired on or after January 1, 2010, shall not be eligible for post-retirement benefits.

Section 15.8

The Township shall provide employees the option of their enrollment in the IRS Code Section 125 Plan.

Section 15.9

Employees will be eligible to re-enroll during the year under special circumstances.

ARTICLE 16
UNION REPRESENTATIVES

Section 16.1

The Township recognizes the right of the Union to designate a bargaining unit President or designee and two (2) Union Stewards to represent the Union and the employees covered by this Agreement. The Union shall furnish the Township with the names of the President or designee and Stewards and will notify the Township of any changes.

Section 16.2

The authority of the bargaining unit President or designee or Union Stewards designated by the Union shall be limited to, and shall not exceed the following duties and activities:

- a) The investigation and presentation of grievance in accordance with the provisions of the Agreement. Both parties agree that if it is necessary for the President or designee or Stewards to perform any of such duties during his work time, the President or designee or Steward shall be released from work by his Supervisor only to the extent necessary to conduct the investigation and for conferring with the Township representative.
- b) The transmission of such messages and information which will originate with and are authorized by the Union, or its officers provided that such messages and information:
 - 1) Are of a routine nature and do not involve work stoppages, slowdowns or any other interference with Township business;
 - 2) The bargaining unit President or designee or Union Stewards are authorized to investigate, present and process grievances on or off the premises, provided such activity is not disruptive of any work in which he/she is engaged and subject to the necessity of maintaining his schedule and not disrupting the schedule or manpower of any other member of the bargaining unit who may be involved in the grievance.

Section 16.3

Representatives of the Union, who are not employees of the Employer, shall be permitted to visit the employees during working hours at their workstations for the purpose of discussing Union representation matters. Such representatives shall also be recognized by the Employer as an authorized spokesperson for the Union in meetings between the parties regarding employee representation.

Section 16.4

The Union may utilize up to twenty (20) paid days per year to conduct Union business or attend conventions. The Union shall designate, in writing, not more than three employees authorized to utilize those days.

ARTICLE 17
JOB POSTING

Section 17.1

Notice of all vacancies shall be posted on all Union bulletin boards for this local and will notify the Union President of any title changes. In addition, the posting shall list the salary level, hours of work, classification, job description, qualifications and instructions for making the appropriate application.

Section 17.2

All job openings must be posted according to the provisions of this section before an offer of employment can be extended to a candidate. Those employees who make the appropriate application shall be considered as candidates provided they meet the necessary criteria to perform the duties of the position.

Section 17.3

Notices shall be posted for period of at least five (5) working days.

Section 17.4

Immediately upon removal of said job postings, notice of hiring shall be forwarded to the bargaining unit President of the Union.

ARTICLE 18
EDUCATIONAL BENEFITS

Section 18.1

The Township agrees in the event that an employee is required to attend educational courses as a job requirement, the Township will reimburse said employee for amount required.

Section 18.2

The Township agrees to reimburse an employee the fee for any license which is a requirement of the employment position.

ARTICLE 19
SAFETY AND HEALTH

Section 19.1

The Employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to insure their safety and health.

Section 19.2

The Employer and the Union will maintain a Safety Committee:

- The President of the Union or designated representative shall attend scheduled Safety Committee meetings. Attendance at scheduled Safety Committee meetings shall be mandatory. It will be the responsibility of the Committee to investigate and correct unsafe and unhealthful conditions. The Committee shall meet as necessary to review general health and safety conditions and make recommendations to the Municipal Manager about such conditions.
- Recommendations should be submitted to the Manager or designee and implementation should be made within thirty (30) days of presentation or a valid explanation be made to the President of the Union in writing. The President or designee shall remind the manager/designee fifteen (15) days after presentation. If a recommendation is not dealt within this time frame, there shall be an emergency meeting held five (5) days after the thirty (30) day period with the Safety Committee and the Manager.

Section 19.3

The Safety Committee members shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

ARTICLE 20
LABOR/MANAGEMENT MEETINGS

Section 20.1

The Union and the Employer agree to meet on a quarterly basis or at a mutually convenient time for the purpose of discussing issues that concern either party. The party requesting such a meeting will supply the second party with an agenda within ten (10) working days of the meeting. These meetings shall not be used to settle grievances nor are they designed to circumvent the collective bargaining process.

ARTICLE 21
CLASSIFICATION AND JOB DESCRIPTIONS

Section 21.1

The classification for employees covered by this Agreement is attached hereto as Appendix A and by reference is made part of this Agreement.

Section 21.2

Change of title in order to implement a higher salary without a change of work duties must be done in accord with a Department of Personnel desk audit.

ARTICLE 22
EQUAL PAY FOR EQUAL WORK

Section 22.1

Any employee who performs work in a higher grade pay classification than his own for at least four (4) consecutive hours in any workday, shall receive compensation at five percent (5%) above the employee's current salary or the minimum salary of the new range whichever is greater for the period of time for which the services are provided. An exception to this Article would be for training for a new job title provided that one (1) week notice is given prior and such training does not last for more than two (2) weeks.

ARTICLE 23
ACCESS TO PERSONNEL FILES

Section 23.1

An employee covered by this Agreement shall have the right to inspect and obtain copies of documents from his personal history file maintained at Town Hall at any reasonable time upon five (5) working days written notice to the custodian thereof. Whenever, in the option of the employee's supervisor, derogatory material is placed in the employee's personal history file the Township agrees to notify the employee in writing of that action. The contents of the employee's personal history file shall not be made public unless required in disciplinary proceedings or by court order or subpoena process in a judicial proceeding. An employee covered by this Agreement shall be allowed to place in such a file a response to anything contained therein.

Section 23.2

Disciplinary actions and letters of official reprimand may be removed upon petition from employee's personnel file after eighteen (18) months. Such request should demonstrate appropriateness.

ARTICLE 24
BULLETIN BOARDS

Section 24.1

The Township shall provide three (3) bulletin boards for the unit covered by this Agreement.

Section 24.2

Notices of Union meetings, official Union business, Union socials, recreational and educational events shall be the material posted by the Union. Such notices shall be signed by the Union President prior to posting and must be on Union letterhead.

ARTICLE 25
NON-DISCRIMINATION

Section 25.1

The Township and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment covered by this Agreement because of such individual's race, color, creed, religion, sex, national origin, handicap, age, sexual preference, political affiliations and union affiliation.

ARTICLE 26

LONGEVITY

Section 26.1

Each employee hired before January 1, 2013, and covered by this Agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013, with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Employees hired after December 31, 2013, shall not be eligible to receive any longevity payments.

Length of Service	Amount Per Annum
Beginning in year 8 through year 11	\$800
12 through 15	\$1,100
16 through 19	\$1,400
20 through 23	\$1,700
24 through 27	\$2,000
28 and beyond	\$2,300

Section 26.2

The Township shall establish a deferred compensation plan for members of this bargaining unit.

ARTICLE 27
CLOTHING ALLOWANCE

Section 27.1

The Township will provide a uniform service for the positions:

- General Supervisors Streets
- Manager of Motors
- Road Repairer Supervisor
- Supervisor Building Services/Maintenance Supervisor Grounds

Section 27.2

All employees (including the Construction Official) will be eligible for an annual shoe and sock allowance, not to exceed two hundred dollars (\$200) in each year of the Agreement. This allowance shall include waterproofing materials and laces as part of the annual total. The allowance can be paid directly to the vendor or as a reimbursement to the employee with proof of purchase.

ARTICLE 28
SEPARABILITY AND SAVINGS

Section 28.1

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid, except to the extent permitted by law, and that all other provisions or applications of this Agreement shall continue in full force and effect for the duration of this Agreement. The provisions of this Agreement shall be subject to and subordinate to and shall not annul or modify existing provisions of State and Local law.

ARTICLE 29
FULLY BARGAINED AGREEMENT

Section 29.1

This Agreement represents and incorporates the complete and final understanding settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both parties at the time they negotiated or signed this Agreement.

The parties agree to re-open negotiations for the limited purpose of a modification to the Salary Grade and Job Title of an employee should the Township decide to make such modification to the present salary structure.

ARTICLE 30

SALARY

Section 30.1

Effective January 1, 2022, employees covered by this Agreement shall receive a wage increase of 2.15% across the board for Schedules A and B. Effective January 1, 2023, January 1, 2024 and January 1, 2025, all employees covered by this Agreement shall receive a wage increase of 2.25% across the board for Schedules A and B.

Any employee hired to a title covered by this Agreement on or after January 2, 2014, shall be subject to compensation in accordance with Salary Schedule "B" and attached "step" adjustments.

Section 30.2

Additionally, there shall be a six thousand dollar (\$6,000.00) annual stipend paid to employees identified in Section 4.14, "Section B". This acknowledges the disruption for the quality of their lives when placed on-call for overtime situations due to weather and other factors in which they must respond. This stipend is not pensionable.

ARTICLE 31
TERM OF AGREEMENT

Section 31.1

This Agreement shall be in effect as of January 1, 2022, and shall remain in effect up to and including December 31, 2025. This Agreement shall continue in full force and effect from year-to-year thereafter, unless one party or the other gives notice, in writing, at least ninety (90) days prior the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals at the Township of Lawrence, County of Mercer, New Jersey, on this 13 day of September, 2022.

TOWNSHIP OF LAWRENCE

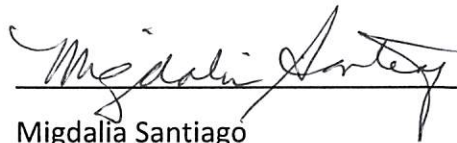


Kevin P. Nerwinski, Esq.
Municipal Manager/QPA

COMMUNICATIONS WORKERS OF
AMERICA, AFL-CIO



Joseph Sliwinski, Shop Steward



Migdalia Santiago
CWA Staff Representative

ARTICLE 32
EMPLOYEE ASSESSMENT REVIEW SYSTEM

1. The Township will maintain an employee assessment review system for all employees covered by this contract. The system will include a formal process whereby the employee and his designated supervisor mutually formulate performance and goals and work standards appropriate to the job description which shall be for measuring the employee's performance during a rating period.
2. Where there are disagreements between the employee and his supervisor on performance assessment; the employee may note in writing the disagreements and may have a union representative discuss the disagreements with the supervisor.
3. Where the employee and the designated supervisor fail to reach an agreement on performance and employment goals and work standards, the disputed matter will be processed as a grievance through a grievance procedure. This review will become part of the employee's permanent personnel record subject to changes per any grievance or arbitration proceedings.
4. The required signature of the employee on the annual employee assessment review form or any related form shall be acknowledgment but shall not be construed to mean agreement with the content unless such agreement is stated thereon by the employee.
5. In the event of a proposed modification or change in part or all of the employee assessment review; the Township shall agree to discuss such changes with the Union prior to its introduction and/or implementation.
6. At no time shall an employee performance assessment review affect the employee's annual salary increase or increment.
7. This review is confidential in nature and cannot be shared in any manner

APPENDIX
SALARY GUIDES & HEALTH BENEFIT CONTRIBUTIONS

GRADE AND JOB TITLE	STEP	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
		1.0215	1.0225	1.0225	1.0225
GRADE 1	1	97,162	99,348	101,584	103,869
Construction Official	2	99,549	101,789	104,079	106,421
	3	101,936	104,229	106,574	108,972
	4	104,322	106,670	109,070	111,524
	5	106,711	109,112	111,567	114,077
	6	109,099	111,553	114,063	116,630
	7	111,485	113,994	116,559	119,181
	8	113,874	116,436	119,056	121,734
	9	116,263	118,879	121,554	124,289
	10	118,647	121,316	124,046	126,837
	11	121,030	123,754	126,538	129,385
GRADE 2	1	85,648	87,575	89,546	91,560
Assistant Construction Official	2	87,784	89,759	91,778	93,843
	3	89,919	91,942	94,011	96,126
	4	92,055	94,126	96,244	98,409
	5	94,189	96,308	98,475	100,691
	6	96,324	98,492	100,708	102,974
	7	98,460	100,675	102,941	105,257
	8	100,592	102,856	105,170	107,536
	9	102,726	105,038	107,401	109,818
	10	104,862	107,221	109,634	112,101
	11	106,996	109,404	111,865	114,382
GRADE 3	1	72,973	74,614	76,293	78,010
	2	74,788	76,471	78,191	79,951
	3	76,605	78,329	80,091	81,893
	4	78,469	80,235	82,040	83,886
	5	80,332	82,139	83,987	85,877
	6	82,150	83,999	85,889	87,821
	7	83,967	85,857	87,789	89,764
	8	85,785	87,715	89,688	91,706
	9	87,600	89,571	91,586	93,647
	10	89,370	91,381	93,437	95,539
	11	91,138	93,189	95,286	97,430
GRADE 4	1	72,003	73,623	75,279	76,973
General Supervisor Streets	2	74,708	76,389	78,108	79,865
Manager of Motors	3	77,412	79,153	80,934	82,755
Road Repairer Supervisor	4	80,112	81,915	83,758	85,642
Supervisor Building Services/Maintenance Supervisor Grounds	5	82,814	84,677	86,583	88,531
	6	85,519	87,444	89,411	91,423
	7	88,223	90,208	92,238	94,313
	8	90,928	92,974	95,066	97,205
	9	93,632	95,739	97,893	100,095
	10	96,334	98,501	100,718	102,984
	11	99,039	101,267	103,546	105,876
GRADE 5	1	79,929	81,727	83,566	85,446
Executive Assistant	2	81,567	83,402	85,279	87,197
Supervisor of Building Services	3	83,205	85,077	86,991	88,949
	4	84,846	86,755	88,707	90,703
	5	86,488	88,433	90,423	92,458
	6	88,124	90,107	92,134	94,207
	7	89,762	91,782	93,847	95,959
	8	91,402	93,459	95,561	97,712
	9	93,039	95,132	97,272	99,461
	10	94,774	96,907	99,087	101,316
	11	96,508	98,679	100,900	103,170

GRADE AND JOB TITLE	STEP	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
		1.0215	1.0225	1.0225	1.0225
GRADE 6	1	60,831	62,199	63,599	65,030
Recreation Supervisor Swimming	2	63,123	64,543	65,996	67,481
Recreation Supervisor	3	65,417	66,889	68,394	69,933
	4	67,708	69,232	70,789	72,382
	5	69,997	71,572	73,183	74,829
	6	72,292	73,918	75,581	77,282
	7	74,586	76,264	77,980	79,734
	8	76,878	78,608	80,377	82,185
	9	79,171	80,952	82,773	84,636
	10	81,463	83,296	85,170	87,087
	11	83,754	85,639	87,565	89,536
GRADE 7	1	60,815	62,183	63,582	65,013
	2	63,978	65,418	66,890	68,395
No Titles	3	67,143	68,654	70,199	71,778
	4	70,305	71,887	73,504	75,158
	5	73,468	75,121	76,812	78,540
	6	76,630	78,354	80,117	81,920
	7	79,794	81,589	83,425	85,302
	8	82,952	84,819	86,727	88,678
	9	86,111	88,048	90,030	92,055
	10	89,268	91,277	93,330	95,430
	11	92,422	94,501	96,628	98,802
GRADE 8	1	52,859	54,049	55,265	56,508
Accountant	2	54,516	55,743	56,997	58,280
	3	56,172	57,436	58,728	60,049
	4	57,827	59,128	60,459	61,819
	5	59,481	60,819	62,188	63,587
	6	61,137	62,512	63,919	65,357
	7	62,795	64,208	65,653	67,130
	8	64,451	65,901	67,384	68,900
	9	66,106	67,593	69,114	70,669
	10	67,761	69,286	70,845	72,439
	11	69,415	70,977	72,574	74,207
GRADE 9	1	54,704	55,935	57,193	58,480
Maintenance Repairer, Grounds	2	57,185	58,472	59,787	61,132
	3	59,666	61,009	62,381	63,785
	4	62,147	63,546	64,975	66,437
	5	64,628	66,083	67,569	69,090
	6	67,110	68,619	70,163	71,742
	7	69,591	71,156	72,757	74,394
	8	72,072	73,693	75,351	77,047
	9	74,553	76,230	77,946	79,699
	10	77,034	78,767	80,540	82,352
	11	79,522	81,311	83,141	85,012

GRADE AND JOB TITLE	STEP	2022	2023	2024	2025
		1.0215	1.0225	1.0225	1.0225
GRADE 1	1	88,523	90,514	92,551	94,633
Construction Official	2	90,697	92,738	94,824	96,958
	3	92,872	94,961	97,098	99,282
	4	95,046	97,184	99,371	101,607
	5	97,222	99,409	101,646	103,933
	6	99,398	101,634	103,921	106,259
	7	101,572	103,857	106,194	108,584
	8	103,748	106,082	108,469	110,910
	9	105,925	108,309	110,746	113,237
	10	108,097	110,529	113,016	115,559
	11	121,030	123,754	126,538	129,385
GRADE 2	1	78,032	79,788	81,583	83,419
Assistant Construction Official	2	79,978	81,777	83,617	85,499
	3	81,924	83,767	85,652	87,579
	4	83,869	85,756	87,686	89,659
	5	85,814	87,744	89,719	91,737
	6	87,759	89,734	91,753	93,817
	7	89,705	91,723	93,787	95,897
	8	91,648	93,710	95,818	97,974
	9	93,592	95,698	97,851	100,053
	10	95,538	97,687	99,885	102,133
	11	106,996	109,404	111,865	114,382
GRADE 3	1	66,484	67,980	69,509	71,073
	2	68,138	69,671	71,239	72,841
	3	69,793	71,364	72,969	74,611
	4	71,492	73,100	74,745	76,427
	5	73,189	74,835	76,519	78,241
	6	74,846	76,530	78,252	80,012
	7	76,501	78,222	79,982	81,782
	8	78,157	79,915	81,713	83,552
	9	79,811	81,606	83,443	85,320
	10	81,423	83,255	85,129	87,044
	11	91,138	93,189	95,286	97,430
GRADE 4	1	65,600	67,076	68,586	70,129
General Supervisor Streets	2	68,065	69,596	71,162	72,764
Manager of Motors	3	70,528	72,115	73,738	75,397
Road Repairer Supervisor	4	72,989	74,631	76,310	78,027
Supervisor Building Services/Maintenance Supervisor Grounds	5	75,450	77,148	78,884	80,659
	6	77,915	79,668	81,461	83,293
	7	80,378	82,187	84,036	85,927
	8	82,843	84,707	86,613	88,561
	9	85,306	87,225	89,188	91,195
	10	87,768	89,743	91,762	93,826
	11	99,039	101,267	103,546	105,876
GRADE 5	1	72,821	74,460	76,135	77,848
Executive Assistant	2	74,314	75,986	77,696	79,444
Supervisor Building Services	3	75,806	77,512	79,256	81,039
	4	77,302	79,041	80,819	82,638
	5	78,797	80,570	82,383	84,236
	6	80,288	82,095	83,942	85,830
	7	81,781	83,621	85,502	87,426
	8	83,275	85,148	87,064	89,023
	9	84,766	86,673	88,623	90,617
	10	86,347	88,290	90,276	92,307
	11	96,508	98,679	100,900	103,170

GRADE AND JOB TITLE	STEP	<u>2022</u>	<u>2023</u>	<u>2024</u>	<u>2025</u>
		1.0215	1.0225	1.0225	1.0225
GRADE 6	1	55,422	56,669	57,944	59,247
Recreation Supervisor Swimming	2	57,510	58,804	60,127	61,480
Recreation Supervisor	3	59,600	60,941	62,312	63,715
	4	61,688	63,075	64,495	65,946
	5	63,773	65,208	66,675	68,176
	6	65,863	67,345	68,861	70,410
	7	67,953	69,482	71,046	72,644
	8	70,042	71,618	73,229	74,877
	9	72,131	73,754	75,413	77,110
	10	74,219	75,889	77,597	79,343
	11	83,754	85,639	87,565	89,536
GRADE 7	1	55,407	56,654	57,929	59,232
	2	58,289	59,601	60,942	62,313
No Titles	3	61,173	62,549	63,957	65,396
	4	64,054	65,495	66,968	68,475
	5	66,936	68,442	69,982	71,556
	6	69,816	71,387	72,993	74,636
	7	72,698	74,334	76,007	77,717
	8	75,576	77,277	79,015	80,793
	9	78,454	80,219	82,024	83,870
	10	81,330	83,160	85,031	86,945
	11	92,422	94,501	96,628	98,802
GRADE 8	1	48,159	49,243	50,351	51,484
Accountant	2	49,669	50,786	51,929	53,097
	3	51,177	52,329	53,506	54,710
	4	52,685	53,871	55,083	56,322
	5	54,192	55,411	56,658	57,933
	6	55,700	56,954	58,235	59,545
	7	57,211	58,499	59,815	61,161
	8	58,720	60,041	61,392	62,773
	9	60,228	61,583	62,969	64,385
	10	61,736	63,125	64,546	65,998
	11	69,415	70,977	72,574	74,207
GRADE 9	1	49,840	50,961	52,108	53,280
Maintenance Supervisor, Grounds	2	52,100	53,272	54,471	55,697
	3	54,361	55,584	56,834	58,113
	4	56,621	57,895	59,198	60,530
	5	58,882	60,206	61,561	62,946
	6	61,142	62,518	63,924	65,363
	7	63,403	64,829	66,288	67,779
	8	65,663	67,141	68,651	70,196
	9	67,924	69,452	71,015	72,612
	10	70,184	71,763	73,378	75,029
	11	79,522	81,311	83,141	85,011

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX**

Pension Allowance or Salary Range	Year 4
less than 25,000	3%
25,000 - 29,999.99	4%
30,000 - 34,999.99	5%
35,000 - 39,999.99	6%
40,000 - 44,999.99	7%
45,000 - 49,999.99	9%
50,000 - 54,999.99	12%
55,000 - 59,999.99	14%
60,000 - 64,999.99	17%
65,000 - 69,999.99	19%
70,000 - 74,999.99	22%
75,000 - 79,999.99	23%
80,000 - 84,999.99	24%
85,000 - 89,999.99	26%
90,000 - 94,999.99	28%
95,000 - 99,999.99	29%
100,000 - 109,999.99	32%
110,000 and over	35%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX**

Pension Allowance or Salary Range	Year 4
less than 20,000	4.50%
20,000 - 24,999.99	5.50%
25,000 - 29,999.99	7.50%
30,000 - 34,999.99	10.00%
35,000 - 39,999.99	11.00%
40,000 - 44,999.99	12.00%
45,000 - 49,999.99	14.00%
50,000 - 54,999.99	20.00%
55,000 - 59,999.99	23.00%
60,000 - 64,999.99	27.00%
65,000 - 69,999.99	29.00%
70,000 - 74,999.99	32.00%
75,000 - 79,999.99	33.00%
80,000 - 94,999.99	34.00%
95,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR MEMBER/SPOUSE/PARTNER
OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX**

Pension Allowance or Salary Range	Year 4
less than 25,000	3.50%
25,000 - 9,999.99	4.50%
30,000 - 34,999.99	6.00%
35,000 - 39,999.99	7.00%
40,000 - 44,999.99	8.00%
45,000 - 49,999.99	10.00%
50,000 - 54,999.99	15.00%
55,000 - 59,999.99	17.00%
60,000 - 64,999.99	21.00%
65,000 - 69,999.99	23.00%
70,000 - 74,999.99	26.00%
75,000 - 79,999.99	27.00%
80,000 - 84,999.99	28.00%
85,000 - 99,999.99	30.00%
100,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR FAMILY COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX B-1**

Pension Allowance or Salary Range	Year 4
less than 25,000	3%
25,000 - 29,999.99	4%
30,000 - 34,999.99	5%
35,000 - 39,999.99	6%
40,000 - 44,999.99	7%
45,000 - 49,999.99	9%
50,000 - 54,999.99	12%
55,000 - 59,999.99	14%
60,000 - 64,999.99	17%
65,000 - 69,999.99	19%
70,000 - 74,999.99	22%
75,000 - 79,999.99	23%
80,000 - 84,999.99	24%
85,000 - 89,999.99	26%
90,000 - 94,999.99	28%
95,000 - 99,999.99	29%
100,000 - 109,999.99	32%
110,000 and over	35%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR MEMBER/SPOUSE/PARTNER
OR PARENT/CHILD COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX B-2**

Pension Allowance or Salary Range	Year 4
less than 25,000	3.50%
25,000 - 9,999.99	4.50%
30,000 - 34,999.99	6.00%
35,000 - 39,999.99	7.00%
40,000 - 44,999.99	8.00%
45,000 - 49,999.99	10.00%
50,000 - 54,999.99	15.00%
55,000 - 59,999.99	17.00%
60,000 - 64,999.99	21.00%
65,000 - 69,999.99	23.00%
70,000 - 74,999.99	26.00%
75,000 - 79,999.99	27.00%
80,000 - 84,999.99	28.00%
85,000 - 99,999.99	30.00%
100,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.

**HEALTH BENEFITS CONTRIBUTION FOR SINGLE COVERAGE
(PERCENTAGE OF PREMIUM)*
APPENDIX B-3**

Pension Allowance or Salary Range	Year 4
less than 20,000	4.50%
20,000 - 24,999.99	5.50%
25,000 - 29,999.99	7.50%
30,000 - 34,999.99	10.00%
35,000 - 39,999.99	11.00%
40,000 - 44,999.99	12.00%
45,000 - 49,999.99	14.00%
50,000 - 54,999.99	20.00%
55,000 - 59,999.99	23.00%
60,000 - 64,999.99	27.00%
65,000 - 69,999.99	29.00%
70,000 - 74,999.99	32.00%
75,000 - 79,999.99	33.00%
80,000 - 94,999.99	34.00%
95,000 and over	35.00%

*Member contribution is a minimum of 1.5% of base salary towards health benefits.