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International Union of Operating Engineers

AFFILIATED WITH THE AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

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Agreement reached on June 30, 1989, between Local 68 Operating Engineers Union and the Newark Public Library

1. Term shall be three (3) years, effective January 1, 1990, to and including, December 31, 1992.
2. Wages: January 1, 1990 - 6% increase; January 1, 1991 - 6% increase; January 1, 1992 - 6% increase.

The increases shall be compounded each year.

3. Sunday shall be overtime, as such. The overtime rate for Sunday shall be double time (2x).
4. The work week for the -

Assistant Chief Stationary Engineer shall be 35 hours;
 Cabinet Maker shall be 35 hours;
 Chief Stationary Engineer shall be 35 hour;
 Painter shall be 35 hours;
 Painter Cabinet Maker shall be 35 hours.

It has been agreed that the above titles shall have a 1/2 hour unpaid lunch.

It has been agreed that all time worked in excess of their normal work day or normal work week shall be compensated (7 hour day - 35 hour week) at the rate of time and one-half straight time, as per the B-1 of Article VII on page 7 of the Contract.

Alex Boyd
 Newark Public Library
Donald Fitzhugh

Joseph J. Tarrell
 Local 68 Operating Engineers
A. Bernhardt

T H I S A G R E E M E N T, effective this first day of January, 1990, entered into by and between the **NEWARK PUBLIC LIBRARY**, in the **COUNTY OF ESSEX**, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "Library"), and the **INTERNATIONAL UNION OF OPERATING ENGINEERS, LOCAL 68-68A-68B**, affiliated with the **AFL-CIO** (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Library and the Union and is designed to maintain and promote a harmonious relationship between the Library and such of its employees who are covered by **ARTICLE I - RECOGNITION**, in order that more efficient and progressive public service may be rendered.

ARTICLE I - RECOGNITION

In accordance with the "Certifications of Representatives" of the Public Employment Relations Commission, dated April 15, 1971 (Docket No. RO-81, RO-82 and RE-11), the Library recognizes the Union as negotiations agent for all employees covered under the aforementioned Certifications, and more specifically enumerated by job titles in Appendix "A."

ARTICLE II - MANAGEMENT RIGHTS

- A. The Library hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it, prior to the signing of this Agreement, by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting, the generality of the foregoing, the following rights:
1. to the executive management and administrative control of the Library and its properties and facilities, and the activities of its employees.

2. to hire all employees, and subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment and to promote and transfer employees.

3. to suspend, demote, discharge, or take other disciplinary action for good and just cause according to law.

B. The exercise of the foregoing powers, rights, authorities, duties or responsibilities of the Library, the adoption of policies, rules regulations and practices, and furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms thereof are in conformance with the Constitution and Laws of New Jersey and the United States.

C. Nothing contained herein shall be construed to deny or restrict the Library of its rights, responsibilities and authority under R.S. 40 and R.S. 11, or any other national, state, county, or local laws or ordinances.

ARTICLE III - SENIORITY

A. Seniority is defined as the total length of service of an employee with the Library, commencing with his latest date of hire.

B. In conformance with Civil Service and other applicable regulations, and whenever possible and practicable, employees with the greatest seniority will be given preference in layoffs, recalls, and vacation schedules.

ARTICLE IV - GRIEVANCE PROCEDURE

A. **Purpose:**

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise, affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the Union.

B. **Definition:** This Article shall apply to any difference of opinion, controversy or dispute between the parties hereto relating to any matter of wages, hours or working conditions, or any dispute between the parties involving the interpretation or application of the provisions of this Collective Bargaining Agreement.

C. **Steps of the Grievance Procedure:** The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed, in its entirety, unless any step is waived by mutual consent:

Step One

- (a) An aggrieved employee shall institute action under the provisions hereof within two (2) working days of the occurrence of the grievance, and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter

informally. Failure to act within said two (2) working days shall be deemed to constitute an abandonment of the grievance.

- (b) The supervisor shall render a decision within five (5) working days after receipt of the grievance

Step Two

- (a) In the event a satisfactory settlement has not been reached, the employee shall, in writing and signed, file his complaint with the Division Head (or his representative) within five (5) working days following the determination by the supervisor.
- (b) The Division Head, or his representative, shall render a decision, in writing, within five (5) working days from the receipt of the complaint.

Step Three

- (a) In the event the grievance has not been resolved at Step Two, then, within five (5) working days following the determination of the Division Head, or within five (5) working days following the time allotted for such determination, the matter may be submitted to the Assistant Director of the Library.
- (b) The Assistant Director of the Library, or his representative, shall review the matter and make a determination within five (5) working days from the receipt of the complaint.

Step Four

- (a) In the event the grievance has not been resolved at Step Three, then, within five (5) working days following the determination of the Assistant Director of the Library, the matter may be submitted to the Director of the Library.

- (b) The Director, or his representative, shall review the matter and make a determination within five (5) working days from the receipt of the complaint.

Step Five

Should the aggrieved be dissatisfied with the decision of the Director, the Union may, within five (5) working days, request that the matter be submitted to the Board of Trustees. The Board will render its decision within fifteen (15) working days of the receipt of the complaint.

Step Six

Arbitration:

- (a) Should the aggrieved be dissatisfied with the decision of the Board of Trustees, the Union may, within ten (10) working days, request arbitration. The arbitrator shall be chosen in accordance with the Rules of the American Arbitration Association.

- (b) No arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Board of Trustees. In the event the aggrieved elects to pursue Civil Service Procedures, the arbitration hearing shall be cancelled and the matter withdrawn from arbitration. The Union shall pay whatever costs may have been incurred in processing the case to arbitration.

- (c) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from, or alter, in any way, the provisions of this Agreement, or any amendment or supplement thereto, or add new provisions to this Agreement, or any amendment or supplement thereto.
- (d) The costs for the services of the arbitrator shall be borne equally between the Library and the Union. Any other expenses incurred, including, but not limited to, the presentation of witnesses, shall be paid by the party incurring same.
- (e) The arbitrator shall set forth his finding of facts and reasons for making the award, which shall be binding upon the parties, within thirty (30) days after the conclusion of the arbitration hearing, unless agreed to otherwise by the parties.

D. **Library Grievances:** Grievances initiated by the Library shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) calendar days after filing a grievance between the representative of the Library and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made, either party may file for arbitration in accordance with Step Five above.

ARTICLE V - UNION REPRESENTATIVES

Accredited representatives of the Union may enter the Library facilities or premises for the purpose of observing working conditions or assisting in the adjustment of grievances. When the Union desires to have such a representative enter the Library's facilities or premises, it shall request such permission from the appropriate Library representative. Permission will not be unreasonably withheld; provided, there shall be no interference with the normal business of the Library. There shall be no Union meetings on Library time. Union meetings may be held on Library property; provided, such facilities are available, and further provided, that permission is secured, in advance, from the appropriate department head.

ARTICLE VI - WORK WEEK

The present work week scheduled for employees covered in this Agreement, as established by Board Resolutions and noted in Appendix "A" which is attached hereto and made part hereof, shall continue for the life of this Agreement.

ARTICLE VII - OVERTIME

A. Definition of Overtime:

Authorized work performed in excess of the assigned normal daily or weekly working hours for each class of positions shall be considered overtime. Overtime shall be distributed as equitably as possible, and all employees may be required to work a reasonable amount of overtime. The provisions of this Article shall apply to such overtime which has been properly directed and authorized, in advance, by the appropriate department head, or his designee.

B. Compensatory Time Off or Cash Payment for Overtime:

1. Employees who are required to work in excess of their normal work day or work week shall be compensated in cash, or compensatory time off, at the discretion of the Library, at one and one-half (1 1/2) straight time. It has been agreed that all titles covered in this contract shall have a 1/2 hour unpaid lunch.

Overtime worked by employees engaged in around-the-clock, seven (7) day per week operations, will be compensated in cash, in the event the Library is unable to schedule the employee for compensatory time off, prior to the end of the calendar year.

2. Employees shall have the opportunity of requesting particular compensatory days off. Such requests shall be made five (5) working days in advance and shall be subject to the approval of the Division Head.
3. Approval of the Division Head shall not be unreasonably withheld. Reasonable attempts shall be made to provide the employee with the opportunity to utilize compensatory days within the calendar year in which they were earned.

C. Employees who are required to work on a holiday shall be compensated in cash, on the following basis:

1. Employees who are regularly scheduled to work on a holiday who have worked less than thirty-five (35) hours in that work week shall receive straight time for the holiday, as such, and straight time for all work on the holiday. Those

employees who have worked thirty-five (35) or more hours in that work week, exclusive of holidays, shall receive straight time for the holiday, as such, and time and one-half (1 1/2) for all time worked on the holiday.

2. Employees who are not regularly scheduled to work on a holiday shall be compensated on the following schedule:

(a) Those employees who have worked less than thirty-five (35) hours in that week shall receive straight-time pay for the holiday, as such, plus time and one-half (1 1/2) for all time worked on the holiday.

(b) Those employees who have worked over thirty-five (35) hours in that work week, exclusive of the holiday, shall receive straight-time pay for the holiday, as such, plus double time (2x) for all time worked on the holiday. Sunday shall be overtime as such. The overtime rate for Sunday shall be double time (2x).

D. Call-In Time:

In the event that a member of the bargaining unit is called into work at a time when he is not scheduled to work, the member shall be paid a minimum of four (4) hours' pay, at the rate of time and one-half (1 1/2).

E. Snow Days:

In the event that the Library is closed due to snow, any member of the bargaining unit who is required to work during the time the Library would have normally been open to the public shall be paid at a rate of time and one-half (1 1/2) for that time.

In the event that a snow day occurs such that the Library fails to open at all for the day, payment shall be made at the time and one-half (1 1/2) rate from 7:00 a.m., until

the normal public closing time. If a snow day causes the Library to close in the course of the day, payment of the time and one-half (1 1/2) rate shall begin at the time of the closing, and shall continue only until the normal public closing time.

ARTICLE VIII - WAGE SCHEDULE

All employees covered by this Agreement shall receive, effective January 1, 1990, January 1, 1991, January 1, 1992, a wage increase in accordance with Appendix "B," which is attached hereto and made part hereof.

ARTICLE IX - HOLIDAYS

A. Paid holidays shall be granted to all employees subject to this Agreement in accordance with the following schedule:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Lincoln's Birthday	General Election Day
Washington's Birthday	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day

B. When a paid holiday falls on a day which is a regular day off for an employee, the employee may take equivalent time off at a later date, to be approved by the Division Head.

C. An employee must work the day before a holiday and the day after a holiday, if scheduled, in order to be paid for the holiday.

ARTICLE X - VACATION LEAVE

A. Annual vacation leave, with pay, shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the calendar year, following the date of appointment; twelve (12) working days' vacation, thereafter, up

to five (5) years of service; sixteen (16) working days' vacation after the completion of five (5) years and up to ten (10) years of service; and twenty (20) working days' vacation after the completion of ten (10) years of service, and thereafter.

- B. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the Library, unless the Library, after final determination by the Director of the Library, determines that it cannot be taken because of pressure of work. Any unused vacation may, with the approval of the Director, be carried forward into the next succeeding year only.
- C. An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year, prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.
- D. Whenever a permanent employee dies, having to his credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of his death.

ARTICLE XI - HEALTH INSURANCE AND LIFE INSURANCE

- A. The Library agrees to continue to provide Health Insurance coverage during the lifetime of this Agreement for all employees, and the eligible members of their families, in accordance with the current hospitalization plan. Effective in 1985, the Library agrees to provide Blue Cross/ Blue Shield PACE Series with a co-payment by employees of fifty percent (50%) of the difference between the cost of the current 14/20 program and the PACE Program, and with the employee paying for Rider J, if

elected, and Prudential Major Medical Coverage. If the Library offers alternative coverage through a health maintenance organization, employees may exercise their option to select such alternative coverage. Any employee who chooses to join a health maintenance organization shall bear such costs of the health plan which exceed the costs of the regular Library plan. There will be no additional cost to the employee, if the Library elects the self-insured option. Effective January 1, 1988, employees shall be covered for \$250,000 major medical. Effective January 1, 1988, the co-payment for PACE shall be: employees, twenty-five percent (25%) of the difference between the cost of PACE insurance and the premium cost of Health insurance presently provided; for employer, cost shall be seventy-five percent (75%).

- B. The Library reserves the right to change insurance carriers or provide insurance on a self-insured basis during the lifetime of the Agreement, so long as substantially similar benefits, but no less than, those presently in effect are provided. The Library shall notify the Union if such change is made. In any event, there shall be no interruption of medical benefit coverage for employees covered by this Agreement. If the self-insurance option is elected by the Library, the employees have the option to elect either the Library self-insurance program or the H.M.O.
- C. Effective January 1, 1987, each active permanent employee covered by this Agreement shall be covered, with the insurance carrier or the Library, by a ten thousand dollar (\$10,000.00) Death Benefit Plan which includes a twenty thousand dollar (\$20,000.00) Accidental Death and Accidental Dismemberment coverage. The said benefits shall reduce a total of one thousand five hundred dollars (\$1,500.00) for all active employees who are age sixty-five (65), or who shall attain the age of sixty-five (65). Said total one thousand five hundred dollar (\$1,500.00) coverage shall include all employees who retire after the execution of this Agreement and who shall

have served a minimum of fifteen (15) years of service with the Library. Effective January 1, 1987, members who retire on an accidental disability retirement with less than twenty-five (25) years of service, shall receive the same health benefits as those members retiring with twenty-five (25) years of services.

- D. Active employees shall mean those employees who are on actual duty on the date of the Agreement with the insurance carrier, or the date the Library is authorized to be self-insured. Employees who are on sick leave, sick leave without pay, leave of absence, or any other leave of absence, at the effective date of the contract, shall be enrolled for death benefits from the first day of actual return to assigned duty.
- E. Said Death Benefits Insurance coverage shall apply only to employees of the Library, and not eligible dependents.
- F. A provisional employee shall have served a minimum of ninety (90) days of continuous service with the Library to be eligible for coverage in all instances.
- G. If this coverage is provided by a contract of insurance, the liability of the Library shall be limited to the terms of the contract.
- H. Effective July 1, 1982, a one dollar fifty cent (\$1.50) Co-Pay Prescription Plan will be provided by the Library.
- I. Effective in 1985, a Dual Choice Dental Benefit Program will be provided by the Library with a Co-Pay for the Open Plan.

ARTICLE XII - SICK LEAVE

A. **General:**

Every employee, subject to this Agreement, shall be entitled to paid sick leave benefits, per annum, according to Rule 4:1-17, et seq., of the Civil Service Rules for the State of New Jersey, revised April 15, 1971.

B. **Service Credit for Sick Leave:**

1. All permanent employees, or full-time provisional employees, shall be entitled to sick leave, with pay, based upon their aggregate years of service.
2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods because of death in the employee's immediate family, or for the attendance of the employee upon the member of the immediate family who is seriously ill.
3. Such sick leave shall not include any extended period where the employee serves as a nurse or housekeeper, during this period of illness.

C. **Amount of Sick Leave:**

1. Sick leave, with pay, shall accrue to any full-time employee 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.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used, if and when needed, for such purpose.
3. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment. Upon termination, the Library shall certify to the Department of Civil Service the employee's accumulated sick leave, which shall be made a part of the employee's permanent record.

D. Reporting of Absence on Sick Leave:

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly, as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.
 - (a) Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.
 - (b) The Library may consider absence by an employee, without notice for five (5) consecutive days, as constituting a resignation.

E. Verification of Sick Leave:

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

- (a) An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year, consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year, unless such illness is of a chronic or recurring nature, requiring recurring absences of one (1) day, or less, in which case, only one (1) certificate shall be necessary for a period of six (6) months.
- (b) The Library may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause of disciplinary action.
2. In the case of a leave of absence due to exposure to a contagious disease, a certificate from the Department of Health shall be required.
3. In the case of death in the immediate family, reasonable proof may be required.
4. The Library may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the Library, by a physician designated by the Library. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

F. Payment for Unused Sick Time at Retirement:

Effective January 1, 1987, the Library agrees to pay the unused sick time at the time of retirement, under the following formula:

0 - 26	- 50	days	-	20% of its value
0 - 51	- 150	days	-	25% of its value
0	- 151	days, or more	-	50% of its value, to a maximum payment of up to \$12,000.

ARTICLE XIII - LEAVES OF ABSENCE

- A. Every employee, subject to this Agreement, may be granted a leave of absence, according to applicable Civil Service Rules for the State of New Jersey, revised April 15, 1971.
- B. Employee representatives shall be permitted an aggregate of six (6) working days each calendar year to attend Union conventions (e.g., two [2] representatives for three [3] days each, or three [3] representatives for two [2] days each).

ARTICLE XIV - PERSONAL BUSINESS LEAVE

- A. All permanent employees, or full-time provisional employees, shall be given three (3) work days off each year for personal reasons. Such personal days shall not be accumulated beyond the given calendar year.

- B. Request for such leave must be made, in writing, to the supervisor, at least one (1) week in advance.

ARTICLE XV - LONGEVITY PROGRAM

Effective in 1986, each longevity category will be increased by two percent (2%), as follows:

Beginning January 1, after completion of:

10 years of service	4%
15 years of service	6%
20 years of service	8%
25 years of service	10%
*30 years of service	12%

*Effective January 1, 1988, 30 years of service shall increase to 13%.

ARTICLE XVI - ALLOTMENT FOR WORK UNIFORMS

Each year on the first pay day occurring on or after July 1st, all employees covered under Local 68's contract shall receive a cash payment of the clothing allowance then in effect. The amount of such clothing allowance shall be, as follows:

1990	- \$150.00
1991	- \$250.00
1992	- \$350.00

ARTICLE XVII - EMPLOYEE TRAINING

- A. The Library and the Union agree that training is an integral function of management and an essential requirement for all employees to promote acceptable and increased levels of competence.
- B. The Union agrees that it will encourage members of the bargaining unit to maintain acceptable and increased levels of competence by:

1. keeping abreast of changes occurring in their field, craft, trade, profession, or occupation;
 2. participation in developmental activities in order to perform more efficiently in current and future assignments. These developmental activities may include on-the-job training and classroom training; and
 3. realizing that not all training and development are directly related to their jobs and that they have a responsibility for self development.
- C. The Library will plan and provide for training and development of employees to meet acceptable and increasing levels of competence.
- D. The Library and the Union agree to meet, upon written notice of either party, to consider training and developmental programs for employees covered by this Agreement. Such programs may include partial or full reimbursement by the Library for approved courses which are completed by employees.

ARTICLE XVIII - EMPLOYEE PERFORMANCE

- A. The Union agrees to support and cooperate with the Library in improving employee performance. In furtherance thereof, the Union shall encourage all employees to:
1. be in attendance and punctual for scheduled work hours, unless unavoidably prevented;
 2. give such effort to their work as is consistent with the requirements thereof;
 3. avoid waste in the utilization of materials and supplies;

4. maintain and improve levels of performance;
 5. assist in preventing accidental injury to themselves and others;
 6. cooperate in the installation of methods and technological improvements and suggest other improvements where possible; and
 7. assist, where possible, in building good will between the Library, the Union, and the public at large.
- B. The Union recognizes that it is the Library's responsibility to determine levels of performance for employees, and to establish standards and methods to provide services to the public in the most efficient manner possible.
- C. Pursuant to Civil Service Rules and Regulations, standards for acceptable levels of performance may be established and employees evaluated by the Library, in relation to the duties and responsibilities of each job.
- D. An acceptable level of employee performance shall be attained only if performance is adequate and acceptable in all major aspects of the job requirements. Consideration shall be given to all aspects of performance, including, requisite attitudes and conduct, as well as production and efficiency of work. Consistently poor judgment, lack of diligence, undependability, inaccurate work, improper use of leave, and personal relationships which hamper individual or group effectiveness are representative of conduct and attitudes which may be the basis for disapproval of a salary increment or adjustment.

- E. Appeals from denial of a salary increment or adjustment for failure to meet acceptable levels of employee performance may be processed through the grievance procedure.

ARTICLE XIX - BULLETIN BOARDS

Bulletin boards shall be made available by the Library at each work location for the use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Director of the Library, or his representative, may have removed from the bulletin boards any material which does not conform with the intent and provisions of this Article.

ARTICLE XX - DEDUCTIONS FROM SALARY

- A. The Library agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9e, as amended. Said monies, together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month, following the monthly pay period in which deductions were made.
- B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Library, written notice, prior to the effective date of such change, and shall furnish to the Library, either new authorization from its members showing the authorized deduction for each employee, or an official notification on the letterhead of the Union and signed by the President and Secretary of the Union, advising of such changed deduction.

- C. The Union will provide the necessary "Check-off Authorization" form, and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Director of the Library. The Union shall indemnify, defend, and save the Library harmless, against any and all claims, demands, suits, or other forms of liability that shall arise out of, or by reason of, action taken by the Library in reliance upon salary reduction authorization cards submitted by the Union to the Library, or in reliance upon the official notification on the letterhead of the Union and signed by the President and Secretary of the Union, advising of such changed deduction.

ARTICLE XXI - REPRESENTATION FEE IN LIEU OF DUES

- A. All employees in the bargaining unit who are not members of the Union shall be required to pay a representation fee in lieu of dues, for services rendered by the Union.
- B. The representation fee shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Union to its own members, less the cost of benefits financed through the dues, fees, and assessments, and available to, or benefiting only, its members, with a maximum limit of eighty-five percent (85%) of the regular membership dues, fees, and assessments.
- C. The Union shall establish and maintain a demand and return system which provides pro rata returns, as required by N.J.S.A. 34:13A-5.5, and N.J.S.A. 24:13A-5.6.
- D. The Union shall be entitled to the representation fee only if membership in the Union is available to all employees in the bargaining unit on an equal basis; and,

provided further, that nothing herein shall be deemed to require any employee to become a member of the Union.

E. Payment of the representation fee shall be made to the Union during the term of the Collective Bargaining Agreement affecting such non-member employees, and during the period, if any, between successive agreements so providing.

F. 1. The Employer shall deduct the representation fee from the wages or salaries of the non-member employees.

2. The Union shall provide to the Employer a list of membership dues, fees and assessments charged to its own members, and the cost of any benefits financed therefrom which benefit only members; any change in this list must be reported to the Employer within fifteen (15) days of such change.

3. The deduction process and the transmission of fees to the Union will, as nearly as is efficient and practical for the Employer, be the same as the deduction process and transmission of regular membership dues, fees, and assessments to the Union.

4. Obligation to pay the representation fee shall start the nineteenth (19th) day after the beginning of an employee's employment in a position included in the bargaining unit for employees who previously served in a position included in the bargaining unit who continued in the employ of the Employer in an excluded position, and individuals being re-employed in the bargaining unit from a re-employment list.

- G. As of the date of the signing of the Contract by both parties, the Library agrees to commence agency fee deductions for the Union, upon receipt of verification from the Union that all unit members have received notice of the demand and return procedures in a manner which conforms with Boonton v. Kramer and a copy of the demand and return system.
- H. The Union shall indemnify and save the Library harmless against any and all claims, demands, suits or other forms of liability that shall arise out of, or by reason of, action taken by the Library, pursuant to the terms of this Article.

ARTICLE XXII - NO STRIKE AND NO LOCKOUT PLEDGE

- A. During the term of this Agreement, the Union agrees, on behalf of itself, and insofar as is legally possible, on behalf of its members, that there will be no strike of any kind; and the Library agrees that it will not cause any lockout.
- B. The Union covenants and agrees that neither the Union, nor any person acting in its behalf, will cause, authorize, or support, nor will any of its members, take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work, or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout, or other job action against the Library. The Union agrees that such action would constitute a material breach of this Agreement.
- C. In the event of a strike, slowdown, walkout, or job action, it is covenanted and agreed that participation in any such activity by any employee shall be deemed grounds for disciplinary action, including termination of employment of such employee or employees; subject, however, to the application of the Civil Service Law.

- D. Nothing contained in this Agreement shall be construed to limit or restrict the Library in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members.

ARTICLE XXIII - NON-DISCRIMINATION

- A. There shall be no discrimination by the Library, nor the Union, against an employee on account of race, color, creed, sex, or national origin.
- B. There shall be no discrimination, interference, restraint, or coercion by the Library, nor any of its representatives, against any of the employees covered under this Agreement because of their membership, or non-membership, in the Union, or because of any lawful activities by such employees, on behalf of the Union. The Union, its members, and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union.

ARTICLE XXIV - SEPARABILITY AND SAVINGS

If any provision of this Agreement, or any application of this Agreement, to any employee, or group of employees, is held invalid by operation of law, or by a court, or other tribunal of competent jurisdiction, such provision shall be inoperative; but all other provisions shall not be affected thereby, and shall continue in full force and effect.

ARTICLE XXV - FULLY BARGAINED PROVISIONS

- A. This Agreement represents and incorporates the complete and final understanding and 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 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, at the time they negotiated or signed this Agreement.
- B. This Agreement shall not be modified, in whole or in part, by the parties, except by an instrument, in writing, only executed by both parties.

ARTICLE XXVI - DURATION

This Agreement shall be in force and effect as of January 1, 1990, and shall be in effect, to and including, December 31, 1992. The 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 to the expiration date of this Agreement of a desire to change, modify, or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals on this
day of _____, 1989.

NEWARK PUBLIC LIBRARY

Josephine B. Janifer
JOSEPHINE B. JANIFER, PRESIDENT
Board of Trustees

Alex Boyd
DR. ALEX BOYD, DIRECTOR

**INTERNATIONAL UNION OF OPERATING
ENGINEERS, LOCAL 68-68A-68B, AFL-CIO**

Vincent J. Giblin
VINCENT J. GIBLIN
Business Manager

Thomas P. Giblin
THOMAS P. GIBLIN
President

Clarence G. Reed
CLARENCE G. REED
Recording Secretary

Joseph J. Farrell
JOSEPH J. FARRELL
Business Representative

APPENDIX 'A'

Certification is for:

**Chief Stationary Engineer/Coordinator
of Maintenance Services (35 hours)**

Assistant Chief Stationary Engineer (35 hours)

Maintenance Mechanic (35 hours)

Senior Carpenter (35 hours)

Carpenter (35 hours)

Senior Painter (35 hours)

Painter (35 hours)

APPENDIX 'B'

Wage Schedule

<u>Position</u>	<u>Effective</u>	<u>Minimum</u>	<u>Middle</u>	<u>Maximum</u>
Chief Stationary Engineer	1990	\$39,109	\$41,068	\$43,120
	1991	\$41,455	\$43,532	\$45,707
	1992	\$43,943	\$46,144	\$48,449
Assistant Chief Stationary Engineer	1990	\$35,475	\$37,248	\$39,109
	1991	\$37,604	\$39,483	\$41,455
	1992	\$39,860	\$41,852	\$43,942
Maintenance Mechanic	1990	\$32,175	\$33,786	\$35,475
	1991	\$34,106	\$35,814	\$37,604
	1992	\$36,152	\$37,962	\$39,860
Senior Carpenter	1990	\$32,175	\$33,786	\$35,475
	1991	\$34,106	\$35,814	\$37,604
	1992	\$36,152	\$37,962	\$39,860
Carpenter	1990	\$29,185	\$30,644	\$32,175
	1991	\$30,936	\$32,482	\$34,106
	1992	\$32,792	\$34,431	\$36,152
Senior Painter	1990	\$29,185	\$30,644	\$32,175
	1991	\$30,936	\$32,482	\$34,106
	1992	\$32,792	\$34,431	\$36,152
Painter	1990	\$26,471	\$27,795	\$29,184
	1991	\$28,060	\$29,463	\$30,936
	1992	\$29,743	\$31,231	\$32,792

Increment Schedule

Initial Appointment Between:

January 1 - April 1, inclusive	January 1 following year
April 2 - October 1, inclusive	July 1 following year
October 2 - December 31, inclusive	January 1 of the second following year