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A G R E E M E N T

between the

UNION COUNTY WELFARE BOARD

and the

PUBLIC EMPLOYEES SUPERVISORS UNIT
LOCAL 102
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

For the Period

January 1, 1978 Through December 31, 1978

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P R E A M B L E

This AGREEMENT, effective the first day of January, 1978, is entered into by and between the

UNION COUNTY WELFARE BOARD

located at 7 Bridge Street, Elizabeth, New Jersey (hereinafter referred to as the BOARD), and the

PUBLIC EMPLOYEES SUPERVISORS UNIT
LOCAL 102
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

located at P O. Box 318, Rockaway, New Jersey, 07866 (hereinafter referred to as the UNION).

ARTICLE I.

RECOGNITION

In accordance with the Resolution of the Union County Welfare Board dated December 19, 1978, the BOARD recognizes the UNION as the exclusive collective negotiations representative for all employees in the titles of Income Maintenance Supervisor and Social Work Supervisor, but excluding all other employees of the Welfare Board of Union County, New Jersey.

ARTICLE II.

MANAGEMENT RIGHTS

It is the intention hereof that all of the rights, powers, prerogatives and authorities that the BOARD had prior to the signing of the AGREEMENT are retained by the BOARD, except those, and only to the extent that they are specifically abridged or modified by this AGREEMENT.

It is agreed that the above recited management rights are not subject to the grievance procedures set forth in Article VI hereof.

ARTICLE III.

UNION RIGHTS

A. A list of new employees, if any, in the bargaining units will be furnished to the secretary of the local Union within ten (10) days after appointment by the Board.

B. The Union will be allowed by the Board a period not to exceed fifteen (15) minutes to address all new employees.

C. The Union will be allowed by the Board, space on the present existing bulletin board for Union notices and information.

D. Officers or delegates of the Union will be allowed by the Board to take a total not to exceed in the aggregate, fifteen (15) days per contract year to participate in Union conferences and conventions. The Union shall provide to the Board written notice of at least ten (10) days in advance of the date or dates of the commencement of the Union conferences and/or conventions and the name of the Supervisor who is delegated by the Union to attend such sessions. Granting of such leave to an employee shall not be unreasonably withheld.

ARTICLE IV.

DUES CHECK OFF

In accordance with Title 52.14-15.9e of the New Jersey Statutes Annotated, the BOARD, upon receipt of a duly executed authorization-assignment form acceptable to the BOARD, agrees to deduct from a pay check each month of employees covered by this AGREEMENT who have executed said form, the established monthly dues of the UNION. It is further agreed that the BOARD shall remit such deductions to the UNION prior to the tenth day of the month following the month for which such deduction is made. The amount of the monthly dues shall be certified to the BOARD by the UNION.

The UNION agrees that it will indemnify and save harmless the Employer against any and all actions, claims, demands, losses or expenses in any manner resulting from any action taken by the BOARD at the request of the UNION under this Article.

The dues shall be mailed to the Secretary Treasurer of the UNION at P. O. Box 313, Rockaway, New Jersey 07866.

ARTICLE V.

HOURS OF WORK

A. The normal work week from January 1, 1978 through December 31, 1978, shall consist of thirty five (35) work hours per week, seven (7) hours per day and five (5) days per week.

The Director or his designee may stagger the lunch hour to meet the work load to be performed so that the public may be served.

The working day for employees may be varied or extended by the Director or his designee as the need arises. Compensable time in accordance with Ruling 11, which states when, by reason of the pressure of official business, an employee is authorized and required to work on a holiday, as indicated hereafter, or to work overtime, the employee is entitled to receive cash compensation for his/her overtime employment beyond thirty-five (35) hours in any given work week at a rate of 1-1/2 times the regular rate at which he/she is employed.

B. The Board or its designated representative shall have the option that all projects or surveys will be performed by Board personnel, on overtime if necessary, at the discretion of the Board consistent with the work load as it then exists.

ARTICLE VI.

GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure at the lowest possible level, equitable solutions 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 Administration, and having the grievance adjusted without the intervention of the Union.

B. Definitions

The term grievance shall mean an allegation that there has been

1. A misinterpretation or misapplication of the terms of this Agreement which is subject to the grievance procedure outlined herein and shall hereinafter be referred to as a contract grievance ; or
2. Inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or orders applicable to the Welfare Board, which shall be processed up to and including the Welfare Board, and shall hereinafter be referred to as a non-contractual grievance.

C. Presentation of a Grievance

The employee shall have the right to present his/her own appeal, individually or by an attorney, or to designate a Union representative to appear with him/her. The Board agrees that there shall

be no loss of pay for the time spent in presenting the grievance by the aggrieved person: essential witnesses, if any, who are employees of the Welfare Board, and one Union representative who is an employee of the Board throughout the grievance procedure.

D. Steps of the Grievance Procedure

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement

Step 1

- a. An aggrieved employee shall institute action under the provisions hereof in writing, signed and delivered to his supervisor, within fifteen (15) working days of the occurrence complained of, or within fifteen (15) working days after he would reasonably be expected to know of its occurrence. Failure to act within said fifteen (15) days shall be deemed to constitute an abandonment of the grievance.
- b. The supervisor shall render a decision in writing within three (3) working days after receipt of the grievance.

Step 2

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

- 1) A certified shorthand reporter engaged by the Board shall be present at the request of either party.
 - 2) A stenographic record shall be made but not transcribed unless either party wishes such record to be transcribed, in which event that party shall bear the full cost.
 - 3) In the event both parties desire copies, the cost shall be shared equally.
- c. The Director shall render his decision on non-disciplinary matters within ten (10) working days. On disciplinary matters resulting in a suspension, the Director shall submit his decision or his findings of fact to the aggrieved person and the Board within ten (10) working days following the hearing.

Step 3

Should the employee disagree with the decision or findings of fact of the Director, or his representative, the employee may, within three (3) working days, submit to the Board a statement in writing and signed as to the issues in dispute. The Board shall, at its next regular meeting or a special meeting called at the discretion of the Board, review the decision or findings of fact of the Director together with the disputed areas submitted by the employees. The employees and/or the Union representative may request an appearance before the Board. The Board will render its decision within five (5) working days thereafter: and it shall be final for a non-contractual grievance.

Step 4 - Fact Finding

- a. Should the aggrieved person be dissatisfied with the Board's decision, the Union has ten (10) working days in which to request non-binding fact finding. The fact finder shall be chosen from a list provided by P.E.R.C. (Public Employees Relations Commission).
However, no fact finding hearing shall be scheduled sooner than thirty (30) days after the final decision by the Board. In the event the employee elects to pursue Civil Service procedures, the fact finding hearing shall be canceled, the matter withdrawn from the fact finder. The Union shall pay whatever costs may have been incurred in processing the case to the fact finder.
- b. The fact finder's decision shall be in writing and shall set forth his finding of fact, reasons and conclusions on the issues submitted. The fact finder shall be without power or authority to make any decision which shall bind the parties and his opinion shall be advisory in nature only.
- c. The costs for the services of the fact finder shall be borne equally by the Board and the Union. All other expenses incurred in connection with the fact finding shall be paid by the party incurring same.
- d. The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

E. Union Participation in the Grievance Procedure

A minority organization shall not present or process grievances. The participation of the majority representative in the grievance shall be as follows

Step 1

A shop steward may participate at the request of the employee.

Step 2

The local Union officer and/or international representative may participate at the request of the employee. In the event the employee does not request Union participation at the hearing before the Director or his representative, the employee waives his right for Union participation for the remaining steps.

Step 3

Union representation does not preclude participation by its attorney.

ARTICLE VII.

SENIORITY CONSIDERATIONS

A job opening or vacancy shall be posted on an appropriate bulletin board with a description of the duties of the position, qualifications, requirements and salary, for a period of ten (10) working days.

Seniority is defined as continuous unbroken service with the Employer, and will be given consideration by the Employer, with respect to promotions. Seniority shall be the controlling factor with respect to vacation time, layoffs and recall rights, subject to Civil Service rules and regulations.

The Employer will endeavor to fill permanent job openings by promoting employees from the next lower rated job title who possess the requirements enunciated by Civil Service law subject to subsequent certification by Civil Service.

If there are two or more persons with equal qualifications and ability to perform work, the employee with the greatest seniority will be given preference.

All promotions and promotional policies are subject to the New Jersey Civil Service law, rules and regulations.

ARTICLE VIII.

HOLIDAYS

As referred to in Ruling 11, it is agreed by and between employer and employee that employees shall be granted a holiday on all days fixed as legal holidays by statute, these being

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

Whenever any such holiday falls on a Sunday, the following day shall be given. Whenever any such holiday falls on a Saturday, the preceding day shall be given. In addition to the aforementioned holidays, the Board will grant a holiday when the Governor, in his role as Chief Executive of the State of New Jersey, declares a holiday by Proclamation or when the Board of Chosen Freeholders of Union County declares a holiday for county employees.

If a holiday, as indicated above, occurs while an employee is on leave with pay (excluding educational leave), the day shall be recorded as a holiday instead of sick or vacation leave. Holidays do not accrue during any leave of absence. If an employee is absent without pay before and after a holiday, he/she shall not be paid for that particular holiday.

ARTICLE IX.

VACATIONS

- A. Full-time employees shall be granted vacation leave as follows
1. One (1) working day for each month or major fraction thereof of employment during the first (1st) calendar year of employment.
 2. Twelve (12) working days after the first (1st) calendar year up to and including five (5) years of employment.
 3. Fifteen (15) working days after the first (1st) five (5) years of employment and up to and including the tenth (10th) year of employment: except that employees hired on or after July 1, 1976, shall be entitled to fifteen (15) working days after five (5) years of service through twelve (12) years of service.
 4. Twenty (20) working days after ten (10) years and up to and including twenty (20) years of employment: except that employees hired on or after July 1, 1976, shall be entitled to twenty (20) working days after twelve (12) years of service through twenty (20) years of service.
 5. Twenty-five (25) working days after twenty (20) years of employment.
- B. Temporary employees shall be granted one (1) working day of vacation leave for each full month of service or major fraction thereof during temporary employment. No vacation leave in excess of the amount actually earned will be approved in anticipation of continued employment.
- C. The Board may allow an employee to carry over vacation to the next succeeding calendar year only, subject to the County Welfare Director approving same based upon the pressure of work or for any other valid reason approved by the Director. The employee must request the vacation carryover no later than November 15.

ARTICLE X.

BEREAVEMENT AND PERSONAL DAYS

During the first calendar year of employment, a full-time employee shall earn personal leave on the basis of one (1) day for every three (3) months of employment up to a maximum of three (3) days for the calendar year.

Full-time employees of the Welfare Board with one (1) year continuous service shall be entitled to a total of six (6) days leave per year with pay, in accordance with the following rules and regulations.

- A. Up to three (3) days leave of absence per calendar year with pay for time lost from work due to a death of any of the following members of the immediate family father, mother, brothers, sisters, spouse, children, grandparents, mother-in law, father-in-law, or other relatives residing in the employee's household.
- B. Three (3) days leave with pay for religious holidays or personal business subject to the following
 - 1) Requests for leave shall be made in writing and approved by the employee's immediate supervisor and Director in advance of the requested date or dates.
 - 2) Personal days must be taken as whole days or half days. No personal days may be taken as part of vacation
- C. Leaves must be used within the calendar year and shall not be cumulative from year to year.

ARTICLE XI.

LEAVE OF ABSENCE WITHOUT PAY

Leaves of absence without pay shall be granted in accordance with Ruling 11 as follows

- 1) Leaves without pay may be granted at the discretion of the welfare board or, in emergency situations by the county welfare director to permanent or probationary employees for any reason considered justifiable by the welfare board, but not to exceed six months at any one time and not be in excess of one continuous year, subject to approval by the Division of Public Welfare and the Department of Civil Service Employees shall not be granted leave to accept employment outside of the welfare board structure.
- 2) Temporary and provisional employees may be granted authorized leave of absence without pay for a maximum period of sixty (60) days for reasons deemed appropriate by the welfare board, and such leave may not be consecutively renewed or extended.
- 3) In all cases, a letter of request from the employee, setting forth the reasons why leave is desired and the dates for the commencing and terminating of the leave shall be submitted to the county welfare board. No leave of absence without pay shall become effective without prior approval of the county welfare board.
- 4) Employees granted leave of absence without pay shall have annual sick leave and vacation leave credits reduced at the same rate as earned.

- 5) Any permanent employee who enters the military or naval service including service in the United States Merchant Marines, or similar organizations, in time of war, either voluntarily or pursuant to law, or in time of peace pursuant to law, shall upon his or her request, be granted leave of absence for the period of such service and three months thereafter. In case of service-connected illness or wound, the employee shall be allowed three months after recovery to return to his position up to a maximum of two years after discharge. All rights, privileges and benefits formerly enjoyed and accrued during service are retained, with the exception of compensation.

ARTICLE XII.

SICK LEAVE

The sick leave policy for employees of the Board shall be in accordance with Ruling 11.

Definition Sick leave means the absence of an employee from duty because of illness, injury, maternity leave (during the period of actual incapacitation as shown by a physician's certificate but not in excess of one month following date of confinement), exposure to contagious disease, necessary attendance upon a member of the immediate family seriously ill, death in the immediate family or other relatives living in the employees household. A physician's certificate shall be required where duration of illness is five (5) consecutive work days or more for a single period.

- (1) Employees will accumulate sick leave privilege on the basis of one (1) day per month of service or major fraction thereof during the remainder of the first calendar year of employment and fifteen (15) days annually thereafter. Employees must be credited with fifteen (15) working days sick leave at the beginning of the calendar year with the anticipation that his/her employment will be continuous throughout the calendar year and may be permitted to use sick leave for the reasons defined above and in accordance with established welfare board policy. Employees resigning or terminating their services with the county welfare board shall be permitted to use only that sick leave for the reasons defined above which has been earned and accumulated up

to the date of termination on a pro-rated basis and any overdrawn leave shall be recovered. The unused portion of sick leave will be accumulated without limit.

Part-time employees shall receive sick leave on a pro-rated basis subject to the provisions of Ruling 11, Part II, 5a(2).

ARTICLE XIII.

MATERNITY LEAVE

- A. An employee who becomes pregnant may be permitted to continue employment provided that such employee shall have submitted to the Board by the end of the fourth month of pregnancy, a statement from her physician stating the probable date of confinement and that she can safely continue to perform her assigned job. Such a physician's letter must be submitted monthly thereafter.
- B. After delivery, a permanent employee will be granted up to three (3) months leave of absence. Such leave may be extended for additional periods of up to ninety (90) days (or a total of no more than one (1) continuous year) subject to medical certification, stated in writing and sent to the Board that the employee's health requires such additional leave. The Board reserves the right to require that such employee may be submitted to a medical examination by a physician of the Board's choosing.
- C. Temporary or provisional employees may be granted maternity leave without pay as indicated under Article XI 2.

ARTICLE XIV.

EDUCATIONAL ASSISTANCE

Graduate and undergraduate assistance may be granted at the discretion of the County Welfare Board as set forth in Ruling 11, Part III. The Educational Leave Committee shall contain at least one member of the Union who shall be selected by the Union. This Article shall be effective through December 31, 1978.

ARTICLE XV

HOSPITALIZATION

- A. It is agreed that the employer shall provide the employees with Blue Cross-Blue Shield Plan 750, including Rider J, and Major Medical insurance.
- B. It is agreed that in the event the Union County Board of Chosen Freeholders, during the term of this Agreement, shall implement for the benefit of all Union County employees a dental plan, a drug prescription plan, or improved medical plan, and/or a prescription eyeglass plan, then the parties hereto will meet after thirty (30) days and enter into collective negotiations concerning the adoption and implementation of such a plan to be included in the terms of this Agreement. Any such provision shall be subject to the availability of funds.
- C. It is agreed that in the event the Union County Board of Chosen Freeholders, during the term of this Agreement, shall implement for the benefit of all Union County employees a disability protection plan, then the parties hereto will meet after thirty (30) days and enter into collective negotiations concerning the adoption and implementation of such a plan to be included in the terms of this Agreement. Any such provision shall be subject to the availability of funds.
- D. Effective during the term of this Agreement, employees may, at their own cost, enroll in a disability protection plan on a voluntary basis and said premiums shall be on a payroll deduction basis when individually authorized by the employees, provided such deductions are not contrary to the Statutes of New Jersey.

ARTICLE XVI.

SALARIES AND COMPENSATION

A. During the term of this Agreement, employees shall be compensated as follows:

- (1) Effective January 1, 1978, or subsequent date of appointment, all employees shall have their salaries adjusted step to step in Salary Range 21 in accordance with the revised Ruling 11 in effect July 1, 1977. In addition, each employee shall receive, effective January 1, 1978, a salary differential of 5% based exclusively on the minimum step of the salary range of the employee which shall terminate on June 30, 1978.

Range 21 - Effective January 1, 1978

<u>Min.</u> <u>Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
13156.50	13814.85	14473.20	15131.55	15789.90	16448.25	17106.60	17764.95
658.35	658.35	658.35	658.35	658.35	658.35	658.35	658.35
13814.85	14473.20	15131.55	15789.90	16448.25	17106.60	17764.95	18423.30

- (2) Effective July 1, 1978, or subsequent date of appointment, all employees shall have their salaries adjusted step to step in Salary Range 21 in accordance with the revised Ruling 11 in effect July 1, 1978. In addition, each employee shall receive, effective July 1, 1978, a salary differential of 5% based exclusively on the minimum step of the salary range of the employee which shall terminate on December 31, 1978.

Range 21 - Effective July 1, 1978

<u>Min.</u> <u>Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
13814.33	14505.59	15196.85	15888.11	16579.37	17270.63	17961.89	18653.15
691.26	691.26	691.26	691.26	691.26	691.26	691.26	691.26
14505.59	15196.85	15888.11	16579.37	17270.63	17961.89	18653.15	19344.41

ARTICLE XVII.

INCREMENTS AND CLASSIFICATION CHANGES

A. Effective January 1, 1978, all employees who are entitled to receive a merit increment pursuant to Ruling 11 shall be paid such increment on the following basis

- 1) An employee hired between January 2 through April 1 will be eligible to receive an increment on April 1 of the following year;
- 2) An employee hired between April 2 through July 1 will be eligible to receive an increment on July 1 of the following year
- 3) An employee hired between July 2 through October 1 will be eligible to receive an increment on October 1 of the following year;
- 4) An employee hired between October 2 through January 1 will be eligible to receive an increment as of January 1 of the beginning of the second year following date hired.

B. Any employee who is promoted or reclassified to another title with a higher salary range shall have his/her salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount (if necessary) to adjust and equalize the employee's salary to the proper step of the new salary range.

In those situations in which the employee's salary adjustment equals two or more increments in the old range, a new anniversary date shall be assigned as indicated in Paragraph A above. The new anniversary date shall be assigned on the basis of the effective date of the salary increase in the same manner as indicated in Section A for newly hired employees.

If any employee is subsequently appointed to another title within one year with a lower salary range, the employee's salary will be reconstructed on the basis of the employee's previous employment record.

Any employee who is subsequently appointed to another title after one year with a lower salary range shall have his/her salary adjusted so that it provides a deduction of one increment of the present salary range less any additional amount (if necessary) to adjust and equalize the employee's salary to the proper step of the title to which he/she is being reassigned.

- C. In the event an employee is assigned to the work and responsibility of a title above the employee's permanent title for a period of at least one week, then the employee shall be compensated at the salary range for the higher title.
- D. In the event an employee is appointed to another classification, the salary differential, if applicable, shall be based on the minimum step of the salary range of the classification to which he/she is appointed on the effective date.

ARTICLE XVIII.

LONGEVITY

The present longevity plan will continue for those employees who were on the payroll as of December 31, 1972. Any employee hired after that will not be included in the longevity plan.

Longevity is based on the salary of the employee as of December 31 of the preceding year and is to be computed as follows

8 years, but less than 10 years of continuous employment -- 2% of his/her salary as of the determining date.

10 years, but less than 15 years of continuous employment -- 4% of his/her salary as of the determining date.

15 years, but less than 20 years of continuous employment -- 6% of his/her salary as of the determining date.

20 years or more -- 8% of his/her salary as of the determining date.

25 years or more -- 10% of his/her salary as of the determining date.

Each 2% longevity granted shall be based on the salary received by the employee as of 12/31 of the preceeding year and the same percentage to be paid each succeeding year until he/she reaches the next step.

At the end of every two-year period of continuous employment after twenty-five years' service every employee shall receive an additional longevity payment in such amount as shall make his/her total longevity payment equal to 10% of his/her salary not exceeding \$16,000 in effect at the end of said extended period.

ARTICLE XIX.

GENERAL

(A) Upon written request, employees shall be permitted to review their own personnel file within reasonable limits. Said review shall be in the presence of an employer representative.

(B) It is agreed that members of this UNION shall be permitted to attend conferences pertaining to the administration of public assistance, subject to the availability of funds and the limitation of attendance at conferences imposed by the Division of Public Welfare. All such permission must be approved by the County Welfare Director.

ARTICLE XX.

FULLY BARGAINED CLAUSE

The parties agree that they have fully bargained and agreed upon all terms and conditions of employment.

ARTICLE XXI.

SEPARABILITY AND SAVINGS

If any provision of this AGREEMENT should be held invalid by operation of law or by any tribunal of competent jurisdiction, including, but not limited to the New Jersey Department of Civil Service, or if compliance with or enforcement of any provision should be restrained by such tribunal pending a final determination as to its validity, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXII.

DURATION

A. This AGREEMENT shall become effective when all parties approve the AGREEMENT and shall remain in full force and effect through December 31, 1978.

B. The AGREEMENT shall be renewed except for those provisions which specifically terminate as indicated in the AGREEMENT, from year to year thereafter unless either party shall give written notice of its desire to terminate, modify, or amend the AGREEMENT. Such notice shall be in writing prior to May 1, 1979.

C. The parties agree to enter into collective negotiations concerning a successor AGREEMENT to become effective on or after January 1, 1979, subject to the provisions above.

D. This AGREEMENT is subject to the review and written approval as to form and content by the Board of Chosen Freeholders of Union County and the State of New Jersey, Department of Human Services, Division of Public Welfare.

E. It is agreed that in the event the State of New Jersey, during the term of this AGREEMENT, shall adopt legislation which shall be signed by the Governor concerning an Agency Shop, then the parties hereto will meet after thirty (30) days and enter into collective negotiations concerning the adoption and implementation of such an Agency Shop plan to be included in the terms of this AGREEMENT.

SIGNATURES

IN WITNESS WHEREOF, the parties have caused this AGREEMENT
to be executed by its respective officers, or agents, on this
day of _____, 1979.

PUBLIC EMPLOYEES SUPERVISORS UNIT

LOCAL 102, INTERNATIONAL

BROTHERHOOD OF TEAMSTERS

By: _____ By: _____
Anthony Pizutelli Richard Cole
Recording Secretary Social Work Supervisor

By: _____ By: _____
Steven Weiss Adele Zaleski
Income Maintenance Supervisor Income Maintenance Supervisc

UNION COUNTY WELFARE BOARD

By: _____ By: _____
William T. Merritt Michael C. Galuppo
Chairman Director

By: _____
Debra Greenberg
Secretary-Treasurer

Reviewed and Approved By The
DIVISION OF PUBLIC WELFARE OF
THE NEW JERSEY DEPARTMENT OF
HUMAN SERVICES

By: _____

G. Thomas Riti, Director
Division of Public Welfare