

Union County Board of Social Services
and
I.B.T., Local 102
(Supervisors Unit)

ADDENDUM TO AGREEMENT between the Union County Board of Social Services and the Public Employees Supervisors Unit, Local 102, International Brotherhood of Teamsters. Term: July 1, 1983 to June 30, 1985.

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THIS DOES NOT
CIRCULATE

WHEREAS, The parties have negotiated various re-opener clauses in the above cited Agreement and have reached agreement on those issues, it is:

AGREED, effective the first day of July, 1984, as follows:

1. Article XVIII. Salaries and Compensation is amended-
 - A. Effective July 1, 1984 or subsequent date of employment each employee's salary shall be adjusted step-to-step in accordance with compensation schedule attached hereto as "Exhibit A".
 - B. Any employee who is promoted or reclassified to another title with a higher salary range shall have their salary adjusted pursuant to the procedure as set forth in the existing Agreement, except that such new salary shall not in any event be greater than the maximum salary of the higher salary range.
 - C. Any employee, notwithstanding any other provision of this Agreement, who was employed on July 1, 1984, and has been terminated for any reason prior to the implementation of this Agreement, shall receive the increases in the Article, if otherwise eligible pro-rated on their

time of employment.

2. Article XI. Vacations is amended

A. Delete from the existing Agreement in paragraphs A.3 and A.4 reference to employees hired on or after July 1, 1976, so that all employees shall be granted vacation leave of fifteen (15) working days after the first five years of employment and up to and including the tenth year of employment and twenty (20) working days after the tenth year up to and including the twentieth year of employment.

3. Article XII. Bereavement And Personal Days is amended

A. Up to four (4) days leave of absence per incident with pay for time lost from work due to the death of spouse, child, mother, or father; and up to three (3) days leave per year for time lost from work due to a death of any of the following members of the immediate family: step-father, step-mother, brothers, sisters, step-children, grandparents, mother-in-law, father-in-law, or other relative residing in the employees household.

4. Article IV. Dues Check Off is amended

Any employee who does not authorize dues deductions as a member of the Union shall pay a fifty (50%) representation fee in lieu of dues for services rendered by the Union. Such representation fee shall be paid and administered pursuant to the requirements of New Jersey P.L. 1979, Chapter 477 (N.J.S.A. 34:13A-5, 5 et seq.) Membership in the Union is available to all employees on an equal basis and maintains a demand and return system which complies with the requirements of Section 2 (c) and 3 of the Act. The payroll deductions for such representation fee shall be made pursuant to the procedure as above established for regular union dues except that the authorization-assignment form need not be executed by the employee, but shall rather be executed by the Union.

The Union agrees to indemnify and hold the Board harmless

against any and all claims, suits, orders or judgements brought or issued against the Board or the Union under the provisions of this Article.

5. This Agreement is subject to the review of the State of New Jersey, Department of Human Services, Division of Public Welfare pursuant to New Jersey P.L. 1984 Chapter 14.

IN WITNESS WHEREOF, the parties have caused this Addendum Agreement to be executed by their respective officers or agent, on this 10th, day of August, 1984.

SIGNATURES

IN WITNESS WHEREOF, the parties have caused this AGREEMENT to be executed by its respective Officers, or Agents, on this 10th day of August 1984.

UNION COUNTY BOARD OF SOCIAL SERVICES

By: Louis E. Jones
LOUIS E. JONES
Chairman

By: Michael C. Galuppo
MICHAEL C. GALUPPO
Director

By: Heleen Ryan
HELEEN RYAN
Secretary-Treasurer

PUBLIC EMPLOYEES SUPERVISORS UNIT
LOCAL 102
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

By: Ben Merker
BEN MERKER
Secretary-Treasurer

By: Richard Cole
RICHARD COLE
Supervisor

By: Margaret A. Forrester
MARGARET FORRESTER
Supervisor

By: Arthur C. Monczka
ARTHUR C. MONCZKA
Supervisor

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

By: _____
Audrey Harris, Director
Division of Public Welfare

SCHEDULE 84

TEAMSTERS

RG.#	INC.	1st	2nd	3rd	4th	5th	6th	7th	8th	9th
21	1047	20944	21991	23038	24085	25132	26179	27226	28273	28692

mk/
7/26/84