

AGREEMENT

Between the

CITY OF ELIZABETH

and the

ELIZABETH FIRE OFFICERS ASSOCIATION,  
INTERNATIONAL ASSOCIATION OF FIRE  
FIGHTERS, LOCAL 2040,  
AFL-CIO

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April 1, 1979 through March 31, 1980

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NEW JERSEY, hereinafter referred to as the "City" and the  
ELIZABETH FIRE OFFICERS ASSOCIATION, INTERNATIONAL  
ASSOCIATION OF FIRE FIGHTERS, LOCAL 2040, AFL-CIO, herein-  
after referred to as the "Fire Officers", or the  
"Association".

1. The City hereby recognizes the Elizabeth Fire Officers Association, Local 2040, I.A.F.F., AFL-CIO, as the exclusive and sole representative for collective negotiations concerning salaries, hours and conditions of employment for full-time, uniformed Fire Department employees of the ranks of Battalion Chief and Captain as determined by the Public Employment Relations Commission.

2. Unless otherwise indicated, the terms "Fire Officer", "Fire Officers", "employee", or "employees", when used in this Agreement shall refer to all persons represented in the above defined unit.

1. Employees covered by this Agreement at the time it is executed and who are members of the Association at that time shall be members for the duration of this Agreement and the City will not honor revocation from any employee covered by this provision, except as herein provided.

2. Employees not members of the Association and who desire membership shall confirm their desire to join for the duration of this Agreement by initiating their Association application form and dues deduction authorization forms.

3. Upon receipt of written authorization, the City shall deduct Association dues weekly, on a pro-rata basis, and shall remit the moneys collected to the Association weekly. The Association agrees to indemnify and hold harmless the City from any causes of action, claims, loss or damages incurred as a result of this clause.

4. All deductions under this Article shall be subject to revocation at the termination of this Agreement by the employees who executed such assignments, upon giving notice to that effect thirty (30) days prior to the expiration date of this Agreement. Such notice shall

The City Comptroller and the City Treasurer shall thereafter cease withholding any moneys whatever under such assignments.

5. Assignees shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The City or any of its officers and employees shall not be liable for any delay in carrying out such deductions by mail to the assignees' last known address, the City and its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

A grievance is defined as a violation, misinterpretation or inequitable application of the provisions of this agreement, policies or regulations of the Elizabeth Fire Department, or guidelines which affect the terms or conditions of employment of those covered by this agreement.

STEP 1 The aggrieved employee shall commit to writing his dispute within seven (7) calendar days of the dispute itself or the employee's knowledge thereof. The grievance shall be forwarded to the employee's immediate superior and to the Union's Grievance Committee.

STEP 2 The Union's Grievance Committee shall evaluate the merits of the grievance and, if so warranted, arrange a meeting with the employee's immediate superior to attempt to settle the grievance within five (5) calendar days of the receipt of said grievance.

STEP 3 If no settlement is reached in Step 2, the grievance shall be processed to the Chief of the Department, who shall meet with the aggrieved employee and Union representative to discuss and render a decision on the grievance, in writing to the aggrieved employee and the Union within five (5) calendar days of said meeting.

STEP 4 If the Union elects to appeal the decision of the Chief of the Department, the grievance shall be processed to the Fire Director, who shall meet with the aggrieved employee and Union



representative and Union  
in writing to the aggrieved employee  
and the Union within five (5) calendar  
days of said meeting.

STEP 5 Either the City or the Union may appeal  
the Fire Director's decision and seek  
arbitration:

By notifying the other party in writing of its  
intent to seek arbitration within five (5) calendar days  
of receipt of the Fire Director's decision;

By sending a request for arbitration to the  
American Arbitration Association within seven (7) calendar  
days of receipt of the Fire Director's decision;

An arbitrator shall be selected and a hearing  
scheduled as soon as possible.

The arbitrator shall hear the case and render  
a written decision to both parties within thirty (30)  
calendar days of the hearing. Such decision will be final  
and binding to both parties.

The cost of arbitration shall be borne equally  
by both parties.

An employee must initiate the grievance at Step 1.

The Union may initiate the grievance at Step 3.

1. It is agreed that the normal work week for unit employees performing fire fighting duties shall be an average of forty-two (42) hours per week computed over the period of the full fiscal year.

2. For all other employees in the unit, the normal work week shall be eight (8) hours per day, five (5) days per week, Monday through Friday, for a total of forty (40) hours per week.

3. Present work schedules shall be maintained: two (2) tours of ten (10) hours; forty-eight (48) off thence -- two (2) night tours of fourteen (14) hours, and seventy-two (72) hours off. Subject to change by mutual agreement.

4. The term "tour" as defined in this Agreement shall mean a ten (10) hour day, or a fourteen (14) hour night, for employees working a forty-two (42) hour per week work schedule.

5. Starting time for the day tour shall be 0800 and starting time for the night tour shall be 1800.

6. Early relief, up to one hour, prior to times set in paragraph 5, shall be permitted by mutual consent of the two officers involved. Any relief in excess of one hour must have the approval of the Deputy Chief on whose tour such relief is scheduled to take place.

1. Whenever an employee works in excess of his regularly, assigned work week or work schedule in non-emergency detail, as provided for in Article IV, in addition to any other benefits to which he may be entitled, he shall receive extra time in money for such work at one and one-half (1 1/2) times the base hourly rate which he received for his regularly assigned duty in accordance with the City ordinances. Payment for such assignment(s) shall be made on a monthly basis.

2. (a) The Chief Officer in charge shall establish a roster of the employees on seniority basis. Whenever extra time work in money is required, it shall be rotated amongst employees on the roster. If an employee refuses an assignment to work extra time, he shall be considered as having worked such extra time assignment for the purpose of maintaining a proper order of rotation for future assignments.

(b) Any employee on recall shall receive compensatory time off at the rate of one and one-half (1 1/2) hours for every hour worked with a minimum of four (4) hours compensatory time off for every such detail.

(c) Any employee held over on his job for an emergency detail shall receive a minimum of one (1) hour of compensatory time off. If such employee is held over,

he shall receive one and one-half (1 1/2) hours of compensatory time off for each hour (or part thereof) worked.

3. All employees working less than forty-two (42) hours in a work week shall receive extra time in money for non-emergency detail at one and one-half times their regular hourly base rate for all hours over eight (8) hours per day or for all hours after forty (40) hours per week, provided there shall be no pyramiding of overtime. Payment for such assignments shall be made on a monthly basis.

1. Employees working a forty-two (42) hour schedule shall be entitled to holiday pay in compensatory time off for a total of one hundred and twelve (112) hours per contract year.

2. Employees taking time off under this provision shall be charged with a maximum of ten (10) hours per tour, regardless of whether they take a day or night tour off.

3. The allocation of compensatory time off shall be by mutual agreement between the Director and the employee.

4. Employees working a forty (40) hour schedule shall receive wages based upon eight (8) hours straight time hourly rate of pay for each of the following holidays, even though not required to work:

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

An extra holiday declared to be such by the President, Governor or Mayor, shall be granted to the employees as additional compensatory time off.

5. All compensatory time earned under this Article must be used within the year it is earned, except in case of illness or emergency. Special cases will be referred to the Director.

LONGEVITY

1. All permanent employees of the Fire Department covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows--if the employee's anniversary falls between January 1 and June 30, he shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary.

2. The scale of longevity pay shall be as follows:

5th year of employment to completion of 9th year -----	2%
10th year of employment to completion of 14th year -----	4%
15th year of employment to completion of 19th year -----	6%
20th year of employment to completion of 24th year -----	8%
25th year of employment and over -----	10%



CLOTHING ALLOWANCE

All employees of the Fire Department covered by this Agreement shall be entitled to an annual clothing allowance as follows:

Employees shall be responsible for proper maintenance of all clothing purchased. Clothing shall not be used by the employees except during the performance of assigned departmental duties.

FOR YEAR, 1979 ----- \$400.00

Payable 2nd pay period in April, 1979

INSURANCE

1. All employees covered by this Agreement and eligible members of their family shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans, including Rider "J" of the New Jersey Blue Cross and Major Medical Insurance, the premiums of which shall be paid for by the City.

2. The City acknowledges that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does:

a. apply to all eligible present and future pensioners of the employer and their dependents;

b. continue as long as the State is paying the cost of its eligible pensioners and their dependents in accordance with the provisions of Chapter 74, Public Laws of 1972.

c. provide for local employer reimbursement of Federal Medicare premiums for eligible pensioners and/or their spouses, as well as the payment of health insurance premiums required by the program, on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with the provisions of Chapter 75, Public Laws of 1972.

d. require the local employer to pay the full cost of such premiums and Medicare charges.

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally-administered retirement system effective after the date the employer adopted the State Health Benefits Program on a benefit based on 25 years or more of service credited in such retirement system, excepting the employees who elected deferred retirement, but including the employees who retired on disability pensions based on fewer years of service credited in such retirement system and also to reimburse such retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All other insurance benefits presenting in effect shall be maintained throughout the period of the contract.

VACATIONS

1. Employees covered by this Agreement shall be entitled to vacation leave with pay according to the following schedule:

BATTALION CHIEFS	20 working days
CAPTAINS Starting 15th year of continuous service and over	18 working days
CAPTAINS With less than 15 years of continuous service	16 working days

Upon completion of twenty-five (25) years of continuous service the employee shall receive five (5) working days vacation for that anniversary year only.

In computing vacation eligibility, the employee must complete his 14th year of continuous service as of December 31 of the vacation year.

2. Vacations shall normally begin following the regular "days off" of the employee.

3. Vacation time must be used in the vacation year in which it is earned or it shall be forfeited. However, one year's accumulation may be carried into the next succeeding year. Should circumstances warrant, this provision may be waived by the Business Administrator and the Director upon mutual agreement with the Union.

4. The vacation period shall be the calendar year, from the 1st day of January through the 31st day of December, giving preference to employee seniority where practicable and where consistent with efficient operations. Company Captains shall submit a Form #5 with the residual vacation requests no later than December 1st of the year prior to vacation year. By December 31st of the same year, the Duty Chief of each tour shall post a list of the residual vacations of his tour. All efforts will be made to get two-thirds of the men out in the period between January 2nd and a date close to June 15th so as not to conflict with the start of the summer vacations.

By March 1st of the vacation year, Duty Chiefs of each tour will announce the dates of the six (6) summer vacation periods. Battalion Chiefs and Captains shall then submit a Form #5 with their summer vacation requests no later than April 1st of the vacation year. By April 30th of the same year Duty Chiefs of each tour shall post a list of the summer vacations of his tour. Full vacations shall have preference over residual vacation picks when submitted with the residual requests in December.

Employees may take residual vacations (i.e., vacation days due employees which are in excess of the normal vacation stretch and amount to between eight (8) and ten (10) working days depending on seniority) in two (2) day increments rather than all at one time. This is a voluntary program and is subject to the requirement of sufficient manning being available for the needs of the Fire Department.

Employees covered by this Agreement, who are entitled to vacation leave at the time of retirement, shall receive the earned vacation which has not been taken effective thirty (30) days prior to the date of retirement. It is understood and agreed that the retiring employee must give sufficient notice of retirement to enable him to use any accrued time off and vacation time prior to his retirement or such time will be forfeited. In the event that an employee is entitled to earned vacation leave at the time of his death, his widow or his estate shall receive the earned vacation pay on the same basis as an employee who is retiring. The widow or estate shall also receive earned pay for any accrued time that is owed to the employee as a result of accumulated, non-compensatory overtime.

In order not to jeopardize the efficiency of the department, the vacation schedule shall be as follows: the early section shall be used before June 15, the summer section shall be used between June 15 and September 15, and the late section shall be used after September to December 31.

LEAVE WITHOUT PAY

Any covered employee desiring leave without pay for personal reasons, up to a maximum period of ninety (90) days, shall make a request in writing to the Director not less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reason for the leave and the time requested. Leaves shall not be denied without just cause. In granting leaves or extensions of leaves, approval will not be unreasonably withheld. Extensions of such leaves may be granted providing that at least two (2) weeks prior to the date on which the initial and subsequent leave would terminate, the employee requests said extension of the Director. Falsification of the reason for leave or failure to return promptly at the expiration of a leave shall be considered reason for summary discharge. Leaves shall be granted or denied in writing. At the request of the Director, returning employee may be required to undergo a physical examination by the Department physician prior to reinstatement.

FUNERAL LEAVE

Employees covered by this Agreement shall be excused from work because of death in his immediate family as defined below and shall be paid his regular rate of pay for the scheduled working hours missed during the first ninety-six (96) hours following the death.

Immediate family is defined to mean parents, children, spouse, brother or sister, father-in-law, mother-in-law as well as grandfather or grandmother, sister-in-law and brother-in-law, and grandchildren of employee or spouse.

One (1) working day shall be allowed in the event of the death of an aunt or uncle.

Special and other cases will be referred to the Director and acted on as heretofore.



SENIORITY

Seniority is defined to mean the accumulated length of continuous service with the department, computed from the last date of hire. An employee's length of service shall not be reduced by time lost due to authorized leave of absence or absence for bona fide illness or injury certified by a physician not in excess of one (1) year. Seniority shall be lost and employment terminated if any of the following occur:

- a. discharge
- b. resignation
- c. failure to return promptly upon expiration of authorized leave
- d. absent for five (5) consecutive working days without leave or notice
- e. absence for illness or injury for more than one continuous year.

BAN ON STRIKES

1. It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operations.

Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, parties hereto agree that there will not be and that the Association, its officers and members will not engage in, encourage, sanction, or suggest, strikes, slowdowns, mass resignations, mass absenteeism or other similar actions which would involve suspension of or interference with normal work performance.

2. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fomenting or participating in a strike, slowdown, or other such interference.

3. The Union shall not be held liable for unauthorized acts of unit employees.

4. The City agrees that during the period of this Agreement there shall be no lockout of employees.

FLEXIBILITY OF ASSIGNMENT

1. Employees, regardless of regular assignment, may be re-assigned to their profession as Fire Officers.

2. An exception of specific duties can be made where employees are on the medical "limited duty" list and cannot perform said duties.

3. Employees appointed to act in a higher title for a complete tour shall be paid for such work at the higher rate of pay, but the employee's longevity shall be based on his pay in his permanent position, such payment shall be made as soon as possible after the end of each fiscal quarter, March 31, June 30, September 30 and December 31st.

Assignments will be made by the Fire Director and/or his designee.

## RULES AND REGULATIONS

The Director may establish and enforce binding rules and regulations in connection with the operation of the Fire Department and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies shall be furnished to the Association and an opportunity for discussion of the rule or regulation becomes effective.

It is understood that employees shall comply with all rules and regulations of the Department, and order or directives issued by the Director or his designee, from time to time. Employees shall promptly and efficiently execute the instructions and orders of superior officers. If an employee or employees believe a rule, regulation, instruction or order of a superior officer is unreasonable or unjust, the employee or employees shall comply with the rule, regulation, order or instruction, but with further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the Grievance Procedure set forth in Article III of this contract.

In the event that an employee or employees shall refuse to comply with a rule or regulation, or shall refuse

to execute promptly and efficiently an instruction or order of a superior officer, appropriate action shall be within the province of the superior officer within the framework of department rules and regulations subject only to the right of the employees to file a grievance.

INJURY LEAVE

1. Whenever an employee shall be injured, so as to be physically unfit for duty during the period of such disability, except in connection with off-duty employment, the City may grant a leave of absence with pay up to a maximum period of one (1) year commencing from the date of such injury.

2. Any payments from temporary disability insurance or Workmen's Compensation Insurance received by the employee shall be credited toward the pay referred to above.

3. The above is not intended to deprive employees of any cash award they may be granted from Workmen's Compensation Court or any other Court empowered to grant such awards as a result of a judgment of permanent disability.

4. The employer may require that the injury be evidenced by a certificate of a physician designated by the Department to examine the employee.

SICK LEAVE

The present sick leave plan pertaining to non-occupational injuries and illness shall continue in effect for the duration of this Agreement. No sick reports, however, shall be required for the first two (2) days.

In the event of an emergency, upon notification to the Chief in Charge, an employee may receive two (2) tours off for such emergency during any working period.

WAGES

All employees covered by this Agreement shall be paid in accordance with Appendix "A" attached hereto.



INSURANCE COVERAGE AND LEGAL REPRESENTATION

The City and the bargaining unit agree to be bound by the mandatory provisions of N.J.S.A. 40A:14-28 which reads as follows:

"Whenever a member or officer of a municipal fire department or force is a defendant in any action or legal proceeding arising out of or incidental to the performance of his duties, the governing body of the municipality shall provide said member or officer with counsel and costs incidental to such representation for the defense of such action or proceeding, other than for his defense in a disciplinary proceeding instituted against him by the municipality or in a criminal proceeding instituted as a result of a complaint on behalf of the municipality. If any such disciplinary or criminal proceeding instituted by or on complaint of the municipality shall be dismissed or finally determined in favor of the member or officer, he shall be reimbursed for the expense of his defense.

The provisions of this section shall apply to members and officers of all municipal fire departments or forces whether said defendants or forces be paid, part-paid, or volunteer."

1. The City agrees to continue to maintain in full force and effect all insurance coverage now provided by the employer for the benefit of and covering employees of the employer and specifically employees who are members of the bargaining unit covered by this Agreement.

2. The City agrees to furnish all necessary legal advice and representation in the defense of civil charges and allegations brought in any legal action against a member of the bargaining unit covered by this agreement provided said charges and allegation are related to the performance of his duties, and shall undertake to defend or arrange for the defense of the member of the bargaining unit. In the event of a judgment against a member of the bargaining unit arising out of or incidental to the performance of his duty, the City agrees to pay for said judgment or arrange for the payment of said judgment.

3. The City reserves the right to determine in what manner legal advice, counsel, representation and defense shall be afforded members of the bargaining unit, including, but not limited to, the providing of necessary liability insurance, and any other form of insurance protection which the City may deem necessary and adequate in its discretion.

the parties to this agreement that a judgment of "punitive damages" which may be recovered against a member of the bargaining unit is specifically exempt from the requirements of representation or payment by the City, and the employee or employees shall be responsible in an individual capacity for the payment of any judgment of "punitive damages" which may be rendered against them by a court of competent jurisdiction.

B. CRIMINAL, QUASI-CRIMINAL AND DISCIPLINARY ACTIONS

1. The City is not required to furnish the means of defense in a disciplinary proceeding instituted against a member of the bargaining unit by the municipality.

2. If any disciplinary or criminal, or quasi-criminal proceeding alluded as hereinabove, instituted by or on complaint of the City shall be dismissed or finally determined in favor of the member of the bargaining unit, said member shall be reimbursed for the expense of his defense as hereinafter provided.

C. REIMBURSEMENT FOR LEGAL EXPENSES SUBSEQUENT TO FAVORABLE DETERMINATION AS TO A MEMBER OF THE BARGAINING UNIT

1. In the event that a member of the bargaining unit is charged in a disciplinary, criminal, or quasi-criminal proceeding or complaint, and he retains private, legal counsel in his defense, it is required that the member's counsel

Elizabeth City Council as to the appropriate and reasonable fees and charges with regard to said defense which the City will agree to reimburse in the event of a final and favorable determination as to the member of the bargaining unit.

2. In any disciplinary, criminal or quasi-criminal action in which there is more than one count or allegation complained of against a member of the bargaining unit, the finding of guilt as to any one count of the allegation shall relieve the City from any obligation to reimburse the member of the bargaining unit for legal fees.

3. The obligation of the City to pay reimbursement legal fees hereunder is limited solely to reasonable attorney fees and for no other expense or financial obligation incurred by the member of the bargaining unit.

WORKING CONDITIONS IN FIRE STATIONS

1. The standard of working conditions in fire houses shall be maintained by the City the same as other publicly-owned City-operated buildings.

2. Each fire station shall be repaired and painted by the City whenever the need arises, as determined by the Director.

3. The major jobs of plumbing, heating, carpentry, painting, electric, glazing, roofing and masonry shall be done by the City.

4. The City shall provide theft coverage insurance on fire protection gear and community property, owned by the Firemen, located in the various firehouses. This policy will be restricted to these two areas; it will not provide coverage for personal articles.

MANAGEMENT RESPONSIBILITY

It is recognized that the management of the Fire Department, the control of its properties and the maintenance of order and efficiency, are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause, following a hearing where required by law; to make reasonable and binding rules which shall not be inconsistent with this Agreement; to assign, promote, or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for legitimate reasons, as provided by N.J.S.A. 40A:14-25, to decide on the number and location of facilities, stations, etc.; to determine the work to be performed, equipment, methods, together with the selection procurement, designing, engineering and the control of equipment and materials and to purchase services of others, contract or otherwise.

Any City-wide benefits granted during the life of this contract will include employees covered by this agreement.

DISCIPLINE AND DISCHARGE

It is agreed that nothing herein shall in any way prohibit the Director from discharging or otherwise disciplining any employee, regardless of his seniority, for just cause subject to Civil Service rules and regulations.

In the event that a discharged employee feels that he has been unjustly dealt with, said employee or the Association, with the permission of the employee, shall have the right to file a grievance, which must be in writing within ten (10) calendar days from the time of discharge. If the grievance is not filed within the time specified, then said discharge shall be deemed to be absolute.

Before any disciplinary action is taken against covered employee(s) the Union shall be notified in writing of all charges, specifications and pertinent facts against said employee(s) and given sufficient time to review the facts and appear with the employee(s) if he (they) so desire, before any board of review.

EXCHANGE OF SHIFTS

An employee may, with the approval of the Duty Chief, not less than one (1) day in advance, arrange to exchange shifts with another employee of equal rank so long as there is no additional cost to the City.



## EDUCATION

1. Employees taking fire science courses shall be reimbursed for the cost of tuition, or part thereof, as the case may be, when approved in advance, in writing, by the Director. Such approval will not be unreasonably withheld. Anything herein above to the contrary notwithstanding, whatever funds are designated and available in account 7.5 in other expense budget of the Fire Department to reimburse employees for the expense of taking fire science courses shall be allocated to such employees by the Director after consultation and agreement with the Elizabeth Fire Officers Association. All courses contained in the degree curriculum shall be eligible for such reimbursement.

2. Every effort will be made to adjust employees schedules when necessary so that they may take advantage of available fire science courses.

3. The taking of such courses shall be on a voluntary basis only. Reimbursement shall be forfeited if the course requirements are not satisfactorily and fully completed.

## ASSOCIATION PRIVILEGES

The Association will be notified in writing concerning any change or inquiry into a matter which could adversely affect the continuation of any employee in his office, position of employment or his salary or fringe benefits or any disciplinary action against any employee and be entitled to be present at any meeting, hearing or interview concerning such action and if requested by the employee, to advise and represent him.

The Association shall have the right to visit the Director and the Chief and fire facilities at all reasonable hours for Association business.

The Association may use the department mail or message routing system. Such use shall be reasonable.

The Association shall have the right to post on bulletin boards in each fire house notices concerning Association business, activities and matters dealing with the welfare of its members.

EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete agreement between the parties, and embodies the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining.

SEVERABILITY

In the event that any article or portion of this Agreement is declared invalid by any court of competent jurisdiction, or invalidated by the judicial determination of any court of competent jurisdiction, said article or portion of this Agreement shall have no force or effect. However, the invalidity of any article or portion of this Agreement shall not affect the validity of any remaining articles or portions in full force and effect for the duration of this contract.

ASSOCIATION BUSINESS LEAVE

The members of the Association negotiating committee shall be granted time off from duty and shall suffer no loss of regular pay for all meetings between the City for the purpose of negotiating the terms of an agreement, when such meetings take place at a time during which such member(s) are scheduled to be on duty.

Representatives of the Association (the President or his designee) shall be granted time off from duty and shall suffer no loss of regular pay for all meetings between the City, the director and the Association for the purpose of processing grievances when such member is scheduled to be on duty.

The officers and the Executive Board of the Association shall be granted time off from duty and shall suffer no loss of regular pay while attending meetings of the Executive Board and the membership meeting of the Association when such meetings take place at a time when such officers are scheduled to be on duty.

By meetings is meant the regular monthly meeting and any emergency meetings, not to exceed three (3) emergency meetings per year.

Authorized Association delegates shall be granted time off from duty and shall suffer no loss of regular pay to attend Association conventions, meetings and seminars of the International Association of Fire Fighters, N.J. State Fire Fighters Association and AFL-CIO conventions and meetings as per Chapter 188 of Public Laws of New Jersey 1955. A certificate of attendance to the State Convention shall be submitted to the Director by the delegates upon their return from the convention.