

CAMDEN COUNTY COLLEGE  
BLACKWOOD, NEW JERSEY

AGREEMENT

between

BOARD OF TRUSTEES  
OF  
CAMDEN COUNTY COLLEGE

AND

INTERNATIONAL UNION OF ELECTRICAL,  
RADIO AND MACHINE WORKERS  
AFL-CIO, LOCAL 440

(Permanent Security Guards)

1981 - 1983

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1. AGREEMENT

2. THE BOARD OF TRUSTEES OF CAMDEN COUNTY COLLEGE operating  
3. under the provision of Public Laws of 1968, Chapter 303 of the  
4. State of New Jersey as amended by Chapter 123, Public Laws of  
5. 1974 of the State of New Jersey and SECURITY GUARD LOCAL UNION  
6. OF CAMDEN COUNTY COLLEGE.

7. THIS AGREEMENT entered into this first day of July 1981,  
8. between the CAMDEN COUNTY COLLEGE, hereinafter called the  
9. Board, and the INTERNATIONAL UNION OF ELECTRICAL, RADIO AND  
10. MACHINE WORKERS, AFL-CIO, by and in conjunction with LOCAL 440,  
11. hereinafter called the Union.

12. There shall be no strike or lockout during the term of  
13. this agreement.

14. ARTICLE I - PURPOSE

15. It is the intent and purpose of the parties hereto to set  
16. forth herein the Agreement covering rates of pay, hours of work  
17. and conditions of employment to be observed by the parties  
18. hereto, and to secure closer and more harmonious relations  
19. between said parties.

20. ARTICLE II - RECOGNITION

21. The College recognizes the Union as the exclusive bargain-  
22. ing agent for all its employees for the purpose of collective  
23. bargaining in respect to wages, rates of pay, hours of employ-  
24. ment and other conditions of employment.

25. The term "employees" as used in this Agreement shall  
26. include all permanent security guards working twenty (20) or  
27. more hours per week, but excludes all other employees of Camden  
28. County College.

29. ARTICLE III - DISCRIMINATION

30. There shall be no discrimination, interference, restraint,

1. intimidation or coercion by the College and its representatives  
2. or by the Union and its representatives on account of any  
3. employee's sex, age, race, color, creed, or national origin,  
4. handicap, or veteran's status.

5. There shall be no discrimination against any employee on  
6. account of membership in the Union or on account of employee's  
7. participation in any Union activities, defined to mean the  
8. fulfillment of steward functions.

9. ARTICLE IV - MANAGEMENT

10. Recognition of Rights and Function of Management

11. I. Subject to the provisions of this Agreement, the Union  
12. agrees that supervision, management and control of the  
13. Camden County College operations are exclusively the  
14. function of the College and that the College has the right  
15. to make such reasonable rules and regulations as it  
16. considers necessary or advisable for the orderly and  
17. efficient conduct of its operations.

18. II. It is the prerogative of the College from time to time  
19. to modify, change, to select and determine all qualifica-  
20. tions of new employees, and the methods by which such  
21. qualifications are to be determined; to assign Union  
22. members as the College shall in its judgment determine  
23. proper; to fix all or any assignments as to wages and  
24. hours which need be uniform.

25. III. Subject always to the right of the Union to bargain  
26. collectively with the College with respect to salaries,  
27. grievances, and other terms and conditions of employment,  
28. the exercise by the College of any one or more of its  
29. prerogatives, as set forth above, shall not at any time  
30. be subject to collective bargaining as provided in this

1. Agreement.

2. ARTICLE V - RIGHT TO ORGANIZE

3. All present and newly hired employees, covered by this  
4. agreement, may on the thirtieth (30th) day of their employment  
5. become members in good standing of the Union and may maintain  
6. such membership in the Union during the life of this Agreement.

7. The College shall, upon hiring new employees, inform them  
8. of their working conditions.

9. ARTICLE VI - CHECKOFF

10. For the duration of this Agreement, the College shall  
11. deduct from the first pay of each month, the monthly Union dues  
12. and initiation fees, if payment is payable, for those employees  
13. in the bargaining unit whose written and signed authorizations  
14. are received by the College.

15. The College shall forward a check for the total of such  
16. deductions to the Financial Secretary of the Union by the  
17. fifteenth (15th) day of the month for which the deduction is  
18. made. The following dues deduction authorization shall be in  
19. the form as follows:

20. CHECKOFF AUTHORIZATION

21. IUE LOCAL 440

22. TO: \_\_\_\_\_  
23. (Name of College & Location) (Effective Date)

24. I authorize and direct that you checkoff from my first pay  
25. of each month an amount equal to IUE Local 440 Membership dues,  
26. including initiation fee (if payable) and to promptly remit  
27. same to Local 440, International Union of Electrical Workers  
28. (Affiliated with the AFL-CIO).

29. This checkoff is valid and is not revocable until:

30. (A) The expiration of contract; or

1. (B) One year from signature.
2. Revocation shall be in effect only if I give you and
3. Local 440, International Union of Electrical, Radio and
4. Machine Workers written notice by individual certified mail,
5. return receipt requested.

6. \_\_\_\_\_

7. Date	Employee's Signature
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8. INITIATION DUES: \_\_\_\_\_

9. ARTICLE VII - AGENCY SHOP

10. Agency Shop Provision for Non-Members

11. A. The Union President shall submit to the College
12. Personnel Office a list of names of employees
13. covered by this contract who are not currently dues
14. paying members. The College in compliance with
15. State Law and this Agreement, will deduct from
16. non-union employees in this bargaining unit a
17. representation fee equal to eighty-five percent (85%)
18. of the amount set for union members (this amount
19. will be determined by the Union Treasurer and is to
20. be paid by payroll deduction).
21. B. It is agreed by the parties to this Agreement that
22. the Board shall have no other obligation or liability,
23. financial or otherwise (other than set forth herein)
24. because of actions arising out of the understandings
25. expressed in the language of the Article. It is
26. further understood that once the funds deducted are
27. remitted to the Union the disposition of such funds
28. thereafter shall be the sole and exclusive obligation
29. and responsibility of the Union.
30. C. The Union shall indemnify and save the Board (and

1. College) harmless against any and all claims, demands, suits  
2. or other forms of liability including reasonable legal and/or  
3. representation fees resulting from any of the provisions of  
4. this Article or in reliance on any list, notice or assignment  
5. furnished under this Article.

6. ARTICLE VIII - GROUP LEADERS

7. Group Leaders shall be chosen by the College President or  
8. his designee whenever he deems it necessary. In the selection  
9. of a Group Leader, the College President or his designee will  
10. give weight to seniority in his choice.

11. Group Leaders shall be paid an additional \$500.00 per  
12. year over and above their regular salary.

13. ARTICLE IX - NIGHT SHIFT DIFFERENTIAL

14. Employees assigned to night shift work shall be paid an  
15. additional \$650.00 per year over and above their regular salary.

16. ARTICLES X AND XI - HOURS AND OVERTIME

17. SECTION 1

18. The standard work week shall be forty (40) hours per week,  
19. eight (8) hours per day, and five (5) days per week from  
20. Monday through Friday.

21. SECTION 2

22. The Union shall be notified of any proposed changes in the  
23. above working schedule. Any difference or disputes concerning  
24. any such proposed changes shall be handled through the grievance  
25. procedures.

26. SECTION 3

27. All work performed in excess of eight (8) hours in a single  
28. day, in excess of forty (40) hours in any given week and all  
29. work performed on Saturday shall be paid for at one and one-  
30. half (1½) times the regular straight time rate.

1.     SECTION 4
2.     Double time shall be paid for all work performed on Sunday.
3.     Work performed on listed holidays shall be paid for at double
4.     time and a half (2½) which shall include all remuneration
5.     including pay for the holiday and overtime premium.
6.     Any employee who is required to work on a Snow Day when the
7.     College is officially closed will receive their regular days
8.     pay and in addition will receive straight time for the hours
9.     worked. Employees who are not required to work on a Snow Day
10.    when the College is officially closed will receive their
11.    regular days pay.
12.    SECTION 5
13.    There shall be no pyramiding of overtime.
14.    SECTION 6
15.    No employee will be asked to work on holidays that are observed
16.    by the College and listed in this Agreement.
17.    If the College knows of its overtime requirements, it will
18.    endeavor to give notice of twenty-four (24) hours of overtime
19.    requirements and forty-eight (48) hours notice of requested
20.    Saturday overtime.
21.    SECTION 7
22.    Employees who are called in on an emergency basis are to
23.    receive a minimum of four (4) hours pay.
24.    SECTION 8
25.    If any employee is injured during the course of the work day
26.    and requires medical or surgical attention, he will be paid
27.    the balance of the regular work day on which such injury occurs
28.    at his regular hourly rate.
29.    SECTION 9
30.    In the event that the Board of Trustees should institute classes



1. on Sunday during the college year, the work week for these
2. shifts should then be Wednesday through Sunday inclusive.
3. Employees placed on this weekly schedule shall either be newly
4. hired for this schedule or old employees may select this as
5. their regular work week. All work performed in excess of
6. eight (8) hours in a single day, or in excess of forty (40)
7. hours in a given week and all work performed on a sixth day
8. shall be compensated at one and one-half times ( $1\frac{1}{2}$ ) the
9. regular straight time rate.
10. Double time shall be paid for all work performed on a seventh
11. day. Work performed on listed holidays shall be paid at
12. double time and one-half ( $2\frac{1}{2}$ ) which shall include all remunera-
13. tion including pay for the holiday and overtime premium.
14. ARTICLE XII - SENIORITY
15. SECTION 1
16. Seniority shall be defined as the employee's length of
17. continuous service beginning with his original date of hire.
18. SECTION 2
19. In the event of a layoff, the least senior employee in the
20. Security Guard Unit is to be laid off first.
21. SECTION 3
22. Recall from layoff shall be accomplished in the inverse order
23. of the layoff. Employees shall be required to be able to
24. perform the work.
25. SECTION 4
26. All employees shall be notified by certified mail, directed to
27. the address of the employee as stated in the College records, to
28. return to work and be allowed five (5) days in which to report
29. to work after such notice before any loss of seniority occurs.
- 30.

SECTION 5

1. Employee shall be eligible for recall when on layoff for a
2. period not to exceed the following:
3.       Seniority up to three (3) years - twelve (12) months
4.       Seniority three (3) years and up to five (5) years -
5.             eighteen (18) months
6.       Seniority five (5) years and up to ten (10) years -
7.             twenty-four (24) months
8.       Seniority ten (10) years and up to fifteen (15) years -
9.             thirty (30) months
10.       Seniority fifteen (15) years and up to twenty (20) years -
11.            thirty-six (36) months
12.       Seniority twenty (20) years or more - forty-two (42)
13.            months

SECTION 6

15. The Shop Steward and one (1) other elected officer shall have
16. super seniority for the purpose of layoffs, during the term
17. of office to which they are elected. They will be returned
18. to their regular standing on the seniority list upon termina-
19. tion of office.

SECTION 7

21. The College shall send notification to the Union each month
22. of all new hires and terminations showing name, address, date
23. of hire, job title and salary.

SECTION 8

25. Seniority shall cease upon voluntary termination, discharge
26. for just cause, failure to return to work when recalled,
27. expiration of time limit on recall rights.

SECTION 9

29. Any member being elected or delegated to any Union activities
30. necessitating a temporary leave of absence without pay shall

1. be granted same and at the end of such leave shall be
2. reinstated to their former job and rate, plus any increases
3. granted in their absence without loss of other benefits.
4. SECTION 10
5. All military leaves shall be dealt with in accordance with
6. applicable Federal and Local regulations.
7. ARTICLE XIII - GRIEVANCE PROCEDURE
8. Any differences, disputes or grievances that may arise between
9. the Union and the College regarding interpretation of this
10. Agreement shall be taken up as follows:
11. STEP 1
12. Between the aggrieved employee and the steward on the one hand
13. and the immediate supervisor on the other hand. If no
14. satisfactory agreement is reached between them in eight (8)
15. hours, the grievance shall be reduced in writing and referred to:
16. STEP 2
17. The Union Chairman and the Steward, or their designees on the
18. one hand, the College President and the supervisor, or their
19. designees, on the other hand. If no satisfactory agreement is
20. reached between them within five (5) working days, the matter
21. will be referred to:
22. STEP 3
23. The Grievance Committee with the Union Representative on the
24. one hand and the College and its representative on the other
25. hand. If no satisfactory agreement is reached between them
26. within five (5) working days, the matter shall be dealt with
27. as hereinafter set forth.
28. STEP 4
29. All differences, disputes or grievances between the parties
30. that are not satisfactorily settled after following the

1. grievance procedure set forth above, shall at the request of
2. either party, be submitted to arbitration within fifteen (15)
3. days to the American Arbitration Association.
4. (A) The decision of the arbitrator shall be final and binding
5. on both parties.
6. (B) All time spent in the adjustment of grievances, "the
7. negotiating of the labor contract" and arbitration will
8. be paid for by the College at straight time.
9. (C) The time for meetings or for giving of decisions at each
10. step above set forth may be extended by mutual agreement
11. of the parties involved in the particular or respective
12. steps.
13. (D) The Union and the College shall have the right to bring
14. in the aggrieved person(s) in any of the steps of the
15. grievance procedure as outlined above.
16. (E) A grievance must be filed in writing within fifteen (15)
17. calendar days from the date on which the act which is the
18. subject matter of the grievance occurred or fifteen (15)
19. calendar days from the date on which grievant should
20. reasonably have known of its occurrence or thereafter be
21. barred.
22. (F) Anything to the contrary notwithstanding, any challenge
23. to the propriety of a discharge must be filed in writing
24. to the College within five (5) days from the date of
25. discharge or the same will be deemed to have been waived.
26. (G) Without limitation, the College shall have the right to
27. discharge employees within the first sixty (60) calendar
28. days of employment.
- 29.
- 30.

1. ARTICLE XIV - NOTICE OF DISCHARGE
2. SECTION 1
3. Employees shall be discharged only for just cause.
4. SECTION 2
5. The Shop Chairman shall be notified immediately of all
6. discharges.
7. SECTION 3
8. It is agreed that a discharge grievance shall be processed
9. immediately with the College President or his designee.
10. SECTION 4
11. If any discharge is found to be unfair or discriminatory,
12. the employee shall be reinstated.
13. SECTION 5
14. Any employee with at least one (1) year's seniority will
15. receive thirty (30) days notice of layoff or in lieu of
16. notice two (2) weeks pay.
- 17.
- 18.
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- 20.
- 21.
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- 23.
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- 25.
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- 27.
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- 29.
- 30.

1. ARTICLE XV - POSTING OF VACANCIES
2. SECTION 1
3. All vacancies in the Camden County College shall be posted
4. at a place acceptable to the Union.
5. SECTION 2
6. Bargaining unit employees shall have the opportunity to apply
7. and fill the vacancy posted, based on seniority and ability to
8. perform the position. The Union representative may be present
9. at the qualifying interview.
10. SECTION 3
11. Vacancies will be posted for a period not to exceed one (1)
12. week.
13. ARTICLE XVI - REPORTING TIME
14. Employees who report to work at their regular starting time
15. and have not been given at least one day's notice not to
16. report, shall be guaranteed at least four (4) hours work or
17. pay, except when the inability to provide four (4) hours work
18. is due to an "Act of God" beyond the control of the College.
19. ARTICLE XVII - BEREAVEMENT LEAVE
20. In the event of a death in the immediate family, the College
21. may grant leave with pay not to exceed five (5) days. An
22. employee's immediate family shall be considered as husband,
23. wife, children, brother, sister, stepchildren, grandchildren,
24. father, mother, mother-in-law, father-in-law, grandfather and
25. grandmother. Additionally one (1) day off with pay may be
26. granted by the College in the event of a death of an employee
27. aunt, uncle, brother-in-law, sister-in-law, nephews, nieces
28. and cousins.
29. ARTICLE XVIII - SICK LEAVE
30. All full-time employees are entitled to take time off from

1. work because of personal illness in the immediate family  
2. (father, mother, spouse, or children) without any loss of  
3. pay according to the following schedule:

4. (a) Employees are allowed twelve (12) days of sick  
5. leave per year.  
6. (b) Accumulated days of sick leave will be unlimited.  
7. (c) A sick leave is subject to medical verification if  
8. requested by the immediate supervisor.  
9. (d) Sick leave will be allocated from the time of  
10. employment for those starting other than at the  
11. start of the College school year.

12. ARTICLE XIX - PERSONAL LEAVE

13. Employees will be granted a personal leave with pay not to  
14. exceed five (5) days per year for matters which cannot be  
15. cared for in other ways. Personal leave may not be used for  
16. vacation or work for pay for another employer. Unused personal  
17. leave days will be added to accumulated sick leave entitlement.  
18. The employee requesting personal leave will give at least  
19. twenty-four (24) hours advance notification to his/her super-  
20. visor except in case of emergency.

21. ARTICLE XX - VACATIONS

22. The College agrees to grant to each employee on the payroll as  
23. of July 1 of each year a vacation with pay, in accordance with  
24. the following schedule, according to the length of service of  
25. each individual:

26. (a) Employees who have worked one (1) year shall receive  
27. two (2) weeks vacation.  
28. (b) Employees hired after September 1 will receive credit  
29. at the rate of one (1) day per month for the time  
30. employed.

1. (c) Employees who have worked five (5) years shall
2. receive three (3) weeks vacation. Employees who
3. have worked six (6) years shall receive three (3)
4. weeks plus one (1) day vacation. Employees who
5. have worked seven (7) years shall receive three (3)
6. weeks plus two (2) days vacation. Employees who
7. have worked eight (8) years shall receive three (3)
8. weeks plus three (3) days vacation. Employees who
9. have worked nine (9) years shall receive three (3)
10. weeks plus four (4) days vacation.
11. (d) Employees who have worked ten (10) years shall
12. receive four (4) weeks vacation.
13. (e) Part-time employees shall have their time prorated
14. and receive vacation time accordingly.
15. (f) It is understood that vacation time will be used
16. within any two (2) year period. Vacation time should
17. be taken so that it is mutually satisfactory with
18. his/her immediate supervisor.
19. (g) An employee who retires at any age shall receive a
20. pro rata vacation pay as of the date he/she leaves
21. the employ of the College.
22. (h) The pro rata vacation pay of an employee who dies
23. while in the employ of the College shall be paid to
24. the beneficiary of his/her group life insurance
25. policy.
26. (i) Vacation time may be taken as it is earned.

27. ARTICLE XXI - HOLIDAYS

28. The College agrees to pay to each eligible employee eight (8)

29. hours pay for each of the following holidays:

30. 1. July 4th



1. 2. Labor Day
2. 3. Thanksgiving Day
3. 4. Day after Thanksgiving Day
4. 5. Christmas Eve Day
5. 6. Christmas Day
6. 7. New Year's Eve Day
7. 8. New Year's Day
8. 9. Martin Luther King's Birthday
9. 10. Good Friday
10. 11. Easter Monday
11. 12. Memorial Day
12. 13. Employee's Birthday (or an alternate  
13. day mutually agreed upon by the employee  
14. and the immediate supervisor)

15. Part-time employees shall receive pro rata pay for holidays  
16. they would normally be scheduled to work.

17. SECTION 2

18. Eligible employees shall include all those who are at work  
19. within the work week in which the holiday falls or absent  
20. for bonafide reasons.

21. SECTION 3

22. Should a problem arise with a holiday because of scheduling  
23. both the Union and the College shall meet and resolve the  
24. problem.

25. ARTICLE XXII - HOSPITALIZATION AND PRESCRIPTION

26. The Board of Trustees shall pay all premiums to provide for  
27. full Blue Cross/Blue Shield coverage, with Rider J premiums  
28. for employees and eligible dependents and Major Medical.  
29. The College will provide a prescription plan (\$1.00 per  
30. prescription) for each employee and spouse, and his/her

1. unmarried eligible dependents.

2. ARTICLE XXIII - WORKMEN'S COMPENSATION INSURANCE

3. All employees are covered by Workmen's Compensation Insurance.

4. SECTION 1

5. In the event of an accident, the employee shall immediately  
6. notify his immediate supervisor.

7. SECTION 2

8. Time lost from work due to an injury occurring while at work  
9. shall not be taken from the employee's allowed sick days until  
10. clarified under the Workmen's Compensation Insurance Program.

11. SECTION 3

12. Employees shall be allowed time off from work, without loss  
13. of pay, to attend compensation hearings which occur during  
14. their regular work day.

15. ARTICLE XXIV - DISABILITY INSURANCE

16. If the Union secures a disability insurance program for the  
17. employees covered by this agreement, the premium is to be  
18. fully paid for by each covered employee. The College will  
19. act merely as a conduit in withholding premiums from the  
20. employees' wages and forwarding same to the Insurance Company  
21. designated by the Union upon receipt of proper authorization  
22. from the Union and the employees.

23. ARTICLE XXV - BULLETIN BOARDS

24. The College shall make available to the Union a bulletin  
25. board for the purpose of posting official Union notices.

26. ARTICLE XXVI - UNION VISITATION

27. Officers or representatives of the Union shall, upon request  
28. of the Union, be admitted to the College during working hours  
29. for the purpose of ascertaining whether or not this agreement  
30. is being observed by the parties or for assisting in the

1. adjustment of grievances upon permission of the College
2. President or his designee.
3. ARTICLE XXVII - SAFETY CONDITIONS
4. The College President or his designee and the Union Chairman
5. or his designee shall comprise the Safety Committee. They
6. shall meet when deemed necessary to discuss and rectify any
7. safety conditions which are brought to their attention or
8. any safety condition they feel necessary to institute.
9. ARTICLE XXVIII - REST PERIOD
10. Employees will be given a fifteen (15) minute rest period in
11. the morning and a fifteen (15) minute rest period in the
12. afternoon without loss of pay.
13. ARTICLE XXIX - WASHUP TIME
14. All employees shall receive five (5) minutes washup time
15. before the regular lunch period and before quitting time,
16. or supper time if working overtime.
17. ARTICLE XXX - JURY DUTY
18. An employee who is required to be absent from his scheduled
19. work in order to serve jury duty shall receive from the
20. College the difference between the daily jury duty pay and
21. the amount payable at his regular straight time earnings
22. for a normal work day.
23. ARTICLE XXXI - TUITION TO COLLEGE COURSES
24. All employees and their immediate family (spouse and children)
25. are eligible for enrollment in Camden County College courses
26. tuition free.
27. ARTICLE XXXII - PART TIME TEMPORARY EMPLOYEES
28. It is understood and agreed that the College continues to
29. have the right to use part time temporary employees for
30. Saturday, Sunday, and Holiday coverage. For special occasion

1. coverage the College will first ask permanent full time  
2. security guards to work before assigning temporary or  
3. outside employees.

4. ARTICLE XXXIII - SALARY SCHEDULE

5. All full time permanent security guards on the College  
6. payroll as of July 1, 1981, shall receive an increase in  
7. their base wages as follows:

- 8.                   9% above their 1980-81 base salary
- 9. as of July 1, 1982:
- 10.                   9% above their 1981-82 base salary

11. ARTICLE XXXIV - TERMINATION OR MODIFICATION

12. This Agreement shall remain in full force and effect to  
13. and including June 30, 1983. Negotiations for the next  
14. subsequent contract shall commence in April 1983.

15. ARTICLE XXXV - UNIFORMS

16. The college will continue to supply uniforms to all permanent  
17. security guards working twenty (20) or more hours per week,  
18. but excludes all other employees of Camden County College.

BOARD OF TRUSTEES  
CAMDEN COUNTY COLLEGE

INTERNATIONAL UNION OF ELECTRICAL  
RADIO & MACHINE WORKERS, AFL-CIO,  
LOCAL 440

BY: *Harvey Benson*

BY: *Walter W. Wilhelm*

BY: *[Signature]*

BY: \_\_\_\_\_

BY: *Andrew M. Savo*

BY: *Noreen Crossen*

BY: *Mary Slavin*

BY: *John M. Allright*

BY: *Janet M. Whymore*

*Donald Wilburn*

*Raymond B. Morton*

DATE SIGNED: 08-12-81

DATE SIGNED: \_\_\_\_\_