

Addendum to Agreement Between
(Middlesex County Welfare Board)
Middlesex County Board of Social Services

and

Middlesex County Welfare Administrative Employees' Organization

Effective July 1, 1980

This Agreement is entered into by the Middlesex County Board of Social Services and the Middlesex County Welfare Administrative Employees' Organization and amends Articles I, IV, VI, VIII, IX and XV of the Agreement between the parties which is in effect through June 30, 1981.

ARTICLE I - ORGANIZATION RECOGNITION

A. The Board agrees to recognize the Middlesex County Welfare Administrative Employees' Organization as the sole and exclusive bargaining representative of employees in the following job titles:

Administrative Analyst

Administrative Supervisor of Income Maintenance

Administrative Supervisor of Social Work

Assistant Administrative Supervisor of Income Maintenance

Assistant Administrative Supervisor of Social Work

Assistant Chief Investigator

Assistant Training Supervisor

Chief Clerk

Chief Investigator

Consultant on Aging

Data Processing Coordinator

Field Office Supervisor

Management Specialist

Public Information Officer

Senior Personnel Technician

Supervising Administrative Analyst

Supervisor of Administrative Services

Training Supervisor

ARTICLE IV - ORGANIZATION RIGHTS

- A. The Board agrees to deduct from the pay of each employee who furnishes a written authorization for such deduction in a form acceptable to the Board, during each calendar month, the amount of monthly Organization Dues. Dues shall be \$5.00 per pay period or such other amount as may be certified to the Board by the Organization at least thirty (30) days prior to the month in which the deduction of Organization Dues is to be made.
- B. The Board further agrees to deduct, in accordance with P.L. 1979, Chapter 477 as it relates to the Agency Shop provisions, from the pay of each employee covered by this Agreement who does not furnish a written authorization for deduction of Organization Dues, a representation fee equal to 85% of the Organization Dues, as may be certified to the Board by the Organization at least thirty (30) days prior to the month in which the deduction of dues is to be made, commencing ninety (90) days after the date of hire of such employee. However, in the event of rehire, such dues shall commence after thirty (30) days of date of rehire.

- C. Deduction of Organization Dues and representation fees made pursuant hereto shall be remitted by the Board to the Organization at the end of the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made.
- D. The Organization shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of any of the above deductions.
- E. 1. The Board agrees to furnish one bulletin board in each office (125 New Street, 390 George Street, New Brunswick; 252 Madison Avenue, Perth Amboy) in a convenient place to be used exclusively by the Organization. The Organization will notify the Board of the person, in each office site, who will be responsible for posting material on the board.
2. The Organization may post any appropriate material pertaining to Organizational matters such as appointments, meeting announcements, social and recreational events, achievements, Organization election results and information, but excluding election campaign material, as long as none of these contain anything profane, obscene or defamatory of any individual or the agency.

ARTICLE VI - HOURS OF WORK

- A. Hours of work for all employees covered by this agreement shall be 8:30 A.M. to 4:15 P.M., with 45 minutes for lunch, and one 15 minute break during each half-day of work.

- B. The Organization and the Board agree to the concept of limited flex-time for employees, and the Organization agrees to work with the Board in the development of a sound flex-time program.

ARTICLE VIII - MEDICAL INSURANCE

- A. 1. The Board and the Organization agree on current practices by which each individual employee is covered by medical insurance in the form of Blue Cross/Blue Shield, Major Medical and Rider J or by the Rutgers Community Health Plan, or a similar plan of equal benefit. Effective with the date of this agreement the employees may elect options as to coverage made available by the County at the employee's expense.

2. Effective July 1, 1980, dependent medical coverage will be paid by the Board up to the cost of such coverage under Blue Cross/Blue Shield, Major Medical and Rider J Option of the New Jersey State Health Benefits Plan. If the County or State adopts another medical insurance plan, the Board agrees to re-open negotiations on such plan within 30 days of receipt of written request for such negotiations from the Organization. When both parties agree to the adoption of such an insurance plan it will be submitted for review and be subject to approval by the Division of Public Welfare.

- B. The Board and the Organization agree on current practice by which each individual employee is covered by dental insurance through the plan known as Great West Life, or a similar plan of equal benefit.

- C. The Board and the Organization agree on current practice by which each individual employee is covered by a Drug Prescription Program, known as Pharmaceutical Card System, Inc. insured by the Great West Life Assurance Company, or a similar plan of equal benefit.

- D. The Board and the Organization agree on current practice by which employees who retire at age 55 or after, and who have completed 25 years of service credit in the Public Employees Retirement System, will have hospitalization insurance paid by the Board upon such retirement, according to County policy.

- E. If the County of Middlesex adopts another type of insurance plan, the Board agrees to re-open negotiations on such plan within thirty (30) days of receipt of written request for such negotiations from the Organization. When both parties agree to the adoption of such an insurance plan it will be

submitted for review and be subject to approval by the Division of Public Welfare.

- F. The Board and the Organization agree on the implementation of a Vision Care Program for all employees who have completed at least two months of continuous service with the Board. Each covered employee shall be eligible to receive one reimbursement for vision care services during any two-year period commencing on January 1, 1980. Such reimbursement is limited to twenty (\$20) dollars for regular lenses or twenty-five (\$25) dollars for bifocal or tri-focal lenses. Coverage will be in accordance with the Vision Care Policy contained in the Agency Personnel Manual.
- G. The Middlesex County Board of Social Services will extend to a maximum period of ninety (90) days the health insurance coverage of eligible employees and their covered dependents enrolled in the State Health Benefits Program upon exhaustion of such employees' accumulated sick and vacation leave and who are granted approved sick leave without pay, with the Board of Social Services paying the cost.

In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employee may still prepay health benefits premiums for the next two hundred and seventy (270) days of the approved leave of absence following the period of ninety (90) days paid for by the Board of Social Services as provided in the paragraph above.

- H. The Board agrees to provide disability insurance through the New Jersey State Temporary Disability Benefits Program effective January 1, 1981, in accordance with P.L. 1980, Chapter 18, approved March 26, 1980. It is understood that said law requires contributions from the employer and the employee.

ARTICLE IX - TRANSPORTATION AND REIMBURSEMENT

Effective July 1, 1980, employees who are authorized to use their own cars will be compensated at the rate of 18¢/mile. Should an increase in the rate of per mile reimbursement be enacted as a result of enabling State legislation, the Board agrees to re-open negotiations on such an increase within 30 days of receipt of a written request for such negotiations from the Organization. When both parties agree to such an increase it will be submitted for review and be subject to approval by the Division of Public Welfare.

ARTICLE XV - SALARIES

- A. Effective July 1, 1980 or subsequent date of appointment, all Administrative employees delineated in Article I of this Agreement shall have their salaries adjusted step-to-step in accordance with Appendix II, Compensation Schedule L reflected in Ruling 11 in effect July 1, 1980.

- B. Effective July 1, 1980 all Administrative employees hired by the Board before May 7, 1979, in titles covered by this Agreement shall receive a Salary Differential of 5% based on the minimum step of the applicable salary range in accordance with Compensation Schedule L in Ruling 11 in effect July 1, 1980. These salary differentials shall terminate June 30, 1981.

- C. 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 to which he/she is appointed on the effective date.

D. Employees not at the maximum of their salary range shall be entitled to a merit increment on their anniversary date provided they have satisfactorily completed at least one (1) year of continuous service.

1. Employees shall be entitled to a merit increment on a quarterly basis as follows:

a. Employees hired on January 3 through April 1 shall receive an increment on April 1st of the following year.

b. Employees hired on April 2 through July 1 will receive an increment on July 1st of the following year.

c. Employees hired on July 2 through October 1 will receive an increment on October 1st of the following year.

d. Employees hired on October 2 through December 31 will receive an increment on January 1st of the second year following date of hire. Those hired on January 1 and January 2 will receive their increment on January 1st of the following year.

IN WITNESS THEREOF, the parties have caused this Agreement
to be executed by its respective officers or agents on
this day of , 1980.

<u>E. J. [Signature]</u> President & Member	<u>Walter H. [Signature]</u> Director
<u>Pat Coles - Negotiator</u>	<u>Carol A. [Signature]</u> Deputy Director
<u>[Signature]</u>	<u>Frank Moore</u>
_____	_____

APPROVED BY: _____
Director - Division of Public Welfare Date

IN WITNESS THEREOF, the parties have caused this Agreement to be executed by its respective officers or agents on this _____ day of _____, 1980.

Ed. J. [unclear] President M.C. [unclear]

Mary L. Hallin, Director

[Signature]

[Signature]
Deputy Director

Pat. Coles - Negotiator

[Signature]

APPROVED BY:

[Signature]

Director - Division of Public Welfare

9/9/80

Date