

Agreement Between
the
Cumberland County Department
of
Workforce Development
and
Amalgamated Local 2327 UAW
July 1st, 2021, through June 30th, 2026

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PREAMBLE

THIS AGREEMENT entered into this _____ day of _____, 2021 by and between the CUMBERLAND COUNTY DEPARTMENT OF WORKFORCE DEVELOPMENT (hereinafter referred to as the "EMPLOYER" OR "DWD") and AMALGAMATED LOCAL 2327, UNITED AUTO WORKERS OF AMERICA, AFL-CIO, (hereinafter referred to as the "UNION").

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful labor relations for the mutual interest of the Cumberland County Department of Workforce Development in its capacity as an Employer, the Employees, the Union and the clients who receive employment training and related services through the DWD.

The parties recognize that the interests of the community and the employment security of the employees depend upon the Employer's success in establishing proper service to the aforesaid clients who receive employment training and related services provided by and through the Department of Workforce Development.

To those ends, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

This Agreement has as its further purpose the harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences and the establishment of rates of pay, hours of work, benefits and other terms and conditions of employment.

ARTICLE 1. RECOGNITION OF RIGHTS/LIMITATIONS

1.1 Recognition of Union

Pursuant to and in accordance with all applicable provisions of the New Jersey Employer — Employees Relations Act, Chapter 303 of the Laws of 1968 (N.J.S.A. 34:13A-1 et seq.), as amended, the Employer does hereby recognize the Union as the sole and exclusive representative of all employees of the DWD, excepting that this representation shall not extend to the: Executive Director, Division Director, Confidential Assistant, Administrative Clerk (Typing), Senior Account Clerk, Senior Data Entry, Machine Operator, Keyboarding Clerk 2 (CWA), Program Monitor (CWA), Supervising Employment Specialist (CWA); seasonal workers, whose tenure does not exceed five months, and any other person who is employed in a confidential position by the Employer or otherwise excluded by law from the Bargaining Unit.

1.2 Management Rights

a. The Employer hereby reserves and retains unto itself those powers, rights, authority, duties and responsibilities conferred upon and vested in it by law including, but not limited to, the right to (1) manage and administer the affairs and operations of Employer, (2) direct its working force and operations and (3) hire, promote, assign, and discipline employees in accordance with law. The Employer further reserves the rights, subject to specific limitation of this Agreement, it had prior to its Agreement, including but not limited to the right to: determine the standards of service to be offered by its employees; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operation; assign and/or determine the amount of overtime to be worked, which overtime work shall be voluntary on the part of Employees; determine the methods, means and personnel by which its operations are to be

conducted; determine the content of work assignments; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

1.3 Prohibited Actions

a. The Union covenants and agrees that, during the term of this Agreement, neither the Union nor any person acting on its behalf will cause, authorize, or support any strike (e.g., the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action or similar concerted action by employees within the Bargaining Unit nor shall any Union Representative engage in any individual action nor conduct which has the purpose of inducing said employees to engage in such prohibited activities against the DWD. The Union agrees that such action would constitute a material breach of this Agreement.

b. In the event of a strike, slowdown, walkout, or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for terminations of employment of such employee or employees, subject, however, to the application of the grievance procedure contained in Article 15 of this Agreement. The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout, or other job action against the DWD.

c. During the term of this Agreement, the Employer agrees not to seek reprisals, penalize, discipline or otherwise discriminate against any individual Union Representative or Employee with the Bargaining Unit as a result of said individual asserting any right conferred upon said

individual or the membership as a whole by the terms of this Collective Bargaining Agreement nor shall the Employer or any representative of Employer institute, engage in or support a lock-out of the employees within the Bargaining Unit.

ARTICLE 2. MAINTENANCE OF STANDARDS

2.1 Other Benefits or Privileges

With respect to matters not covered by this Agreement, the Employer will not seek to diminish or impair, during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees; provided, however, that this Agreement shall be construed consistent with the free exercise of right reserved to the Employer by the Management Rights clause of this Agreement.

2.2 Rights Maintained

The Employer and Employees shall each retain all rights applicable under the New Jersey State and Federal Law.

ARTICLE 3. EXISTING LAW

3.1 Rights and Obligations

All rights, privileges, prerogatives, duties, and obligations of parties contained in the New Jersey State Constitution, Title II, Civil Service, of the Revised Statutes of New Jersey, in its present or amended form, shall be contained during the life of this Agreement.

3.2 Severability

In the event any portion of this Agreement shall be in conflict with or contravene said Constitution, the Revised Statutes of any other law of the State of New Jersey, or United States, that portion shall be null and void, and the remainder of this Agreement shall remain in full force and effect.

ARTICLE 4. FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all negotiable or bargainable issues, which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 5. PROHIBITION OF DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, Union membership, Union activities, or any other category protected by law.

ARTICLE 6. HEALTH AND SAFETY

6.1 Health and Safety Committee

The Employer shall endeavor to provide conditions of work that are both safe and healthy in conformity with all federal, state, and local laws. To that end, a Safety and Health Committee composed of three representatives each from Employer and the Union shall be created which shall be bi-monthly for the purpose of reviewing health and safety conditions and making recommendations for their improvement. Such Committee shall be responsible for creation of subcommittees to deal with particular problems. The County shall respond within forty-five (45) days to concerns expressed by the Health and Safety Committee or the UAW. Such concerns shall be submitted to the Department Head in writing.

6.2 Health or Safety Hazards

If the Employer is aware of abnormally dangerous safety or health hazards, the employees involved shall be advised of such hazards. The County will pay for costs associated/required by the Department for employees to maintain employment including but not limited to physicals required to maintain a license to drive a bus, the additional cost in maintaining a license, and costs incurred for training as approved by the Department Head.

ARTICLE 7. HOLIDAYS

7.1 Holiday Leave

Eligible employees within the Bargaining Unit shall receive the following Holiday Leave:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
Presidents Day	Election Day
Good Friday	Veterans Day
Memorial Day	Thanksgiving Day
Juneteenth	Christmas Day
Independence Day	

7.2 Declaration of Holiday

The Board will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for State employees, providing adequate prior notice of such intent is received by the DWD to allow for an orderly arrangement of DWD affairs or business, or when the Cumberland County Board of County Commissioners declares a holiday for all County employees.

ARTICLE 8. VACATIONS

8.1 Vacation Pay

Full time employees hired on or before January 1, 2017, shall be entitled to vacation with pay as follows: for employees with less than one full year of service one (1) working day for each month of service. Vacation days must be accrued and will not be advanced.

After completion of 1 year and up to 5 years.....12 days

After completion of 5 years and up to 12 years..... .15 days

After completion of 12 years and up to 20 years.....20 days

After completion of 20 years..... .25 days

Except for permanent employees, employees cannot take vacation until after ninety (90) days of employment.

Full time employees hired after January 1, 2017, shall be entitled to vacation with pay as follows: for employees with less than one full year of service one (1) working day for each month of service. Vacation days must be accrued and will not be advanced.

After completion of 1 year and up to 5 years.....12 days

After completion of 5 years and up to 12 years.....15 days

After completion of 12 years.....20 days

Except for permanent employees, employees cannot take vacation until after ninety (90) days of employment.

8.2 Carry Over

Where in any calendar year that vacation or any part thereof is not granted by pressure of work, such vacation period or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year. Unused vacation time in excess of five (5) days must be approved for carry over by the County Administrator and/or Human Resources Director.

8.3 Vacation Day Increments, Adjustments and Proration.

Employees may take vacation time in hourly, half-day and full-day increments with supervisory approval. An employee on an unpaid leave of absence for ten (10) or more working days shall have his or her vacation leave accrual adjusted to reflect the unpaid term. Unit members leaving County employment who have already exceeded their use of their allotted and pro-rated vacation leave shall have the compensation for the same deducted on a pro-rated basis from their last employment checks, provided, however, that this shall not apply to retirees,

8.4 Vacation Sign Up

Employees shall sign up for vacation for the calendar year by December 31st. If there is a conflict in vacation schedules in a particular work unit, senior employees shall have preference to the extent consistent with the needs and requirements of the Employer.

Any vacations, prior to use, must be approved by the employee's immediate supervisor.

ARTICLE 9. SICK LEAVE

9.1 Sick Leave Pay

Sick leave with pay may be utilized by employee when she/he is unable to perform their work by reason of personal illness, accident, or exposure to contagious disease. During the calendar year in which an employee is first appointed, he/she will accumulate sick leave on the basis of 1 ¹/₄ days per month of service. Sick leave days shall not be advanced during the first year of employment. Thereafter, an employee shall be entitled to fifteen (15) days sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established policy. Such leave earned but not utilized shall be cumulative.

In accordance with N.J. Civil Service, UAW members are issued fifteen (15) sick leave days each January in anticipation that those members will provide the County with twelve (12) months of continuous service; therefore, a UAW member on any unpaid leave of absence for ten (10) or more working days shall have his/her sick, vacation, and/or holiday leave accrual adjusted to reflect the unpaid term.

9.2 Notification

In all cases of illness, whether of short or long term, the employee is required to notify his/ her supervisor of the reason for the absence at the earliest possible time but in no event later than their usual possible reporting time, or other time as required, or necessitated by the Employer. Failure to so notify the Employer may be cause of denial of the use of sick leave for that absence and constitute cause of disciplinary action.

9.3 Return to Employment

An employee who has been absent on sick leave for a period of five (5) or more consecutive

days shall be required to submit acceptable medical evidence upon return to employment. Such medical certification shall indicate whether the UAW member may return to duty with or without restrictions. If applicable, the medical certification shall define duties which are restricted and the length of time such restrictions shall exist.

9.4 Sick Leave Increments

Employees may use one-quarter hour blocks of sick time when scheduling a medical appointment prior to or during a scheduled work shift or leaving early due to medical reasons during the scheduled work shift.

9.5 Absence Without Notice.

Absence without notice for five (5) consecutive workdays for sick or any other reason shall constitute a resignation not in good standing.

9.6 Concurrent use of FMLA, NJFLA and Sick Leave

Sick leave shall run concurrent with leaves under the Federal Family and Medical Leave Act and the New Jersey Family Leave Act to the extent allowed by law.

ARTICLE 10. LEAVES WITH PAY

10.1 General Leave

Leaves of absence, except as otherwise expanded herein, are to be administered according to the provisions of the New Jersey Administrative Code, Title 4A, Civil Service Commission.

10.2 Personal Leave

Eligible employees within the Bargaining Unit shall be entitled to five (5) days of personal leave of absence with pay each calendar year. Unused personal leave shall be converted to the employee's sick leave accrual effective January 1 of the following year.

Newly hired employees shall be entitled to one and one quarter (1.25) days of personal leave after each three (3) months of employment to a maximum of five (5) days during the remainder of said initial calendar year of employment. Should the number of personal days be increased under this contract, new hires shall earn said days proportionally throughout the year in the same manner as forth above.

Personal leave may be scheduled in one-hour, multiple-hour, half-day, or daily increments. One-half day leave includes leave for the full morning before or the afternoon subsequent to an assigned alternative lunch period.

Personal leave may be requested by an employee for any personal business, and such request may be approved and scheduled by the day prior to the leave by the Employer, provided same can be granted without substantial interference with the responsibilities and functions of the Employer. Advance notice may be waived in case of emergency.

10.3 Recoupment

To the extent permitted by law, those employees leaving the employ of the DWD who have then exceeded the use of personal and vacation leave shall have the compensation for the same deducted on a pro-rated basis from their last employment check.

10.4 Leave for Work-Related Disability

When an employee is incapacitated and unable to work because of any occupational injury or disease, as evidenced by certificate of a DWD -designated physician or other doctor acceptable to the DWD, he/she shall be granted in addition to his/her annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of thirty (30) days or so much thereof as may be required, as evidenced by certificate of the DWD designated or accepted physician, but not longer than a period of which worker's compensation payments are allowed.

If at the end of such thirty-day period the employee is unable to return to his/her respective employment, a certificate from the DWD -designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he/she so desires, to use all or any part of the sick leave and vacation accumulated. In the absence of such election, only worker's compensation payments will be paid to the employee after the disability leave period and accumulated sick leave shall not be affected in any manner.

During the thirty-day disability leave period in which the full salary or wages of any employee is paid by the DWD, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the DWD by the insurance carrier or the employee.

Whenever the DWD designated or accepted physician shall report in writing that the employee is fit to resume his or her duties, such employees shall forthwith report for duty. Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the DWD may at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by a DWD designated physician or other physician acceptable to the county.

Any employee on injury leave, resulting from injury while on duty, shall continue to accrue sick leave credits while their name remains on the payroll

10.5 Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of state, the leave shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, brother, sister, mother-in-law and father-in-law, brother-in-law, sister-in-law, stepmother, stepfather, stepson, stepdaughter, and members of the family living in the same household with the employee. Proof of death may be required.

10.6 Jury Duty / Witness Attendance Leave

a. Eligible employees within the Bargaining Unit shall be granted leave with pay when they are summoned and perform jury duty as required by law. An employee will not be excused from work for other than the number of days of such jury duty actually performed by an employee. Any salary or wages paid or payable to an employee for such leave shall not be reduced by the amount of compensation received by the employee pursuant to the applicable state statute.

b. Eligible employees within the Bargaining Unit shall be granted leave with pay when they are subpoenaed to appear as a witness in a judicial, legislative, or administrative proceeding. Leave with pay shall not be granted when such appearance is as a named party to the litigation unless it is related to their capacity as an employee in the agency. Such leave with pay must be approved in advance by the Administrator or their designate. An employee will not be excused from work for other than the number of days of actual attendance by an employee. Any salary or wages paid or

payable to an employee for such leave shall not be reduced by the payment of compensation received by the employee pursuant to the applicable state statute.

c. An affected employee shall notify the Employer immediately of her/his requirement for leave described above and subsequently furnish proof that she/he performed the duty for which the leave was requested herein.

10.7 Military Training

Eligible employees within the Bargaining Unit who are members of the National Guard, naval militia, or a reserve component of any of the Armed Forces of the United States required to undergo annual field training or annual active duty for training shall be granted leave with pay for such periods as provided by the applicable statute or regulation and shall not exceed two (2) weeks in length for any given year.

10.8 Continuation of Benefits

Benefits described within this Agreement shall continue to accrue during any approved Leave as defined unless there is such coverage or benefit provided the employee from other or alternative sources and then the benefits described herein shall be suspended during said alternative coverage.

ARTICLE 11. LEAVES WITHOUT PAY

11.1 Personal Leave Without Pay

- a. Eligible employees within the Bargaining Unit, who otherwise do not qualify for leave under the FMLA/FLA Act, may, for reasons satisfactory to the Employer, be granted a personal leave of absence without pay and without service credit for time absent for period not to exceed six (6) months, provided such leave does not create a hardship for the Employer. An additional period, not to exceed six (6) months of leave, may be granted under the same circumstances by the Employer at its discretion upon re-application by the employee. A provisional employee may, for reasons satisfactory to the Employer, be granted a personal leave of absence without pay and without service credit for time, absent for a period of sixty (60) calendar days provided such leave does not create a hardship for the Employer. Any period of FMLA/FLA leave that has been used immediately prior to and in connection with said leave shall be deducted for the six-month personal leave period. No personal leave of absence without pay shall become effective without prior approval of the Administrator.
- b. A personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with another employer, except as may be provided by law.
- c. Personal leaves of absence are granted with the understanding that the employee intends to return to his/her duties. If an employee fails to return within five (5) consecutive days after the expiration of the leave or excused absence without notification and approval by the Employer, the employee may have considered to have resigned not in good standing.
- d. Employees on leave without pay for more than two (2) weeks in any month will not accrue sick and vacation for the period during the leave without pay.

e. An employee on an approved leave without pay for a period of more than thirty (30) days shall have the option of continuing health benefits at her/his own expense under the group rate as specified under COBRA.

f. Denial of any request for leave of absence by an employee shall not be the subject of a grievance.

11.2 Pregnancy/Disability Leave

Employees may be entitled to family/medical leave under the federal Family and Medical Leave Act (FMLA) and/or the state Family Leave Act (FLA—N.J.S.A. 34:11B-1, et seq.) and administrative regulations promulgated thereunder. Family/Medical leave granted to an employee shall be without pay, however should an employee have available sick leave the same shall be utilized to the extent allowed by law. Nothing contained in this Article shall prevent an eligible employee from utilizing earned leave with pay in conjunction with leave under the FMLA or FLA.

11.3 Child Care Leave

Childcare leave may be granted by the Employer under the same terms and conditions as all other leaves without pay as stipulated in the Federal Family and Medical Leave Act (FMLA) and/or the New Jersey Family Leave Act (FLA -N.J.S.A. 34:11B-1, et seq.) and administrative regulations promulgated thereunder.

11.4 Active Military Service Leave

An eligible employee who enters upon active duty with the military or naval service in a time of war or emergency shall be granted a leave of absence for the period of such service and three (3) months thereafter. In case of service-connected illness or wound which prevents said employee from returning to their employment, such leave shall be extended until three (3) months after recovery, but not beyond the expiration of two (2) years after the date of discharge.

11.5 Continuation of Service Benefits

Benefits described within this Agreement shall continue to accrue during any approved Leave as defined unless there is such coverage or benefit provided the employee from other alternative sources and then the benefits described herein shall be suspended during said alternative coverage.

ARTICLE 12. Benefits

12.1 Health Insurance

The County shall provide health insurance coverage to employees in accordance with group health plan coverages in the following categories: medical/ hospitalization, prescription drugs, dental, and optical. To qualify for coverage, employees must be scheduled to work thirty (30) or more hours per week. All health plan coverage and costs are subject to statutory and regulatory provisions and may be subject to modification as may be required by law, for which changes the County may not be held responsible.

a. The County offers an extensive base plan for health insurance which is “equal to or better than” coverage previously in place. If an employee chooses a plan that has cost for premium and Chapter 78 schedule in excess of the base plan, that employee shall be responsible for all costs in excess of the base plan. The employee shall be responsible to contribute the Chapter 78 schedule required costs of the premium increase between the base year and the premium increase for each subsequent year. All employees enrolling in health benefits shall make contributions under the schedule contained in Chapter 78. Should contributions under Chapter 78 expire, employees will be required to make the same percentage contribution last required under Chapter 78 until a successor contract is negotiated, except as established and required by law. The base plan and all other plans shall have an emergency room deductible of \$100 unless the patient is admitted to the hospital. In that case, the \$150.00 deductible for in-patient hospital admission shall apply.

b. The County shall have the right to substitute a different insurance carrier or plan to implement a self-insured health benefits plan that provides eligible employees and eligible family members with benefits that are equivalent to or better than the benefits provided under the current base plan.

c. In the event that the County seeks to make any subsequent changes in the delivery of

health care benefits during the remainder of this Agreement, the County agrees to provide the Union with thirty (30) days of notice before any such change is to take place, in order to permit the Union and the County to meet and discuss the proposed change and the effect of such change on bargaining unit employees. Any unresolved disputes regarding whether the benefits and coverage of any proposed plan are substantially similar to the current shall be subject to arbitration as set forth in Article 8 (Grievance Procedure) of this contract.

d. If the current base plan coverage ceases to exist for any reason, this Agreement shall be reopened within thirty days of notice by the insurance company that the plan will be terminated.

e. Prescription: Prescription plan copay shall be \$10.00 for generic prescriptions and \$25.00 for name brand prescriptions (Above copay will be applicable to each mail order prescription). A third tier (formulary plan) is added and shall have a \$50.00 copay. The stated copay shall cover up to a thirty (30) day supply of the prescription; however, where the mail order prescription plan is utilized, the stated copay shall cover up to a ninety (90) day supply of the prescription.

f. Dental: The County dental plan level shall be 50/50 of covered benefit limits, with an employee contribution governed by the schedule contained in Chapter 78.

g. Optical: The County shall continue optical coverage equivalent to or better than the current plan with an employee contribution governed by the schedule contained in Chapter

78.

12.2 Life Insurance

Employer shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy Death Benefit shall be in the amount of \$7,500.00, except that the Benefit

shall be in the amount of \$15,000.00 for Bruce Firus. This benefit shall terminate for each employee upon the end of his/her employment with the County.

When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for worker's compensation.

12.3 Mileage Reimbursement / Certificate of Insurance

Any employee within the Bargaining Unit authorized and required by the Employer to utilize her/his privately owned vehicle for official business shall be reimbursed at the rate of forty cents (\$.40) per mile upon submission of an itemized voucher for same.

The Employer shall provide to an employee, upon request, a copy of its existing Certificate of Liability insurance covering any affected employee's privately owned vehicle when said vehicle is used on a regular basis for the business of Employer.

No employee will be paid mileage if on the day of travel a county vehicle was available for use. It shall be the responsibility of the employee to check with the department scheduler for the availability of county vehicles.

12.4 Tuition Assistance and One-Time Educational Stipend.

The DWD will pay for the amount of job-related courses taken under the following conditions:

1. Requests are made to and approved by the Administrator.
2. Courses are related to job responsibilities.
3. A limit of \$1,750/year maximum for undergraduate and \$3,250/year maximum graduate. (Reimbursement per credit hour shall not exceed \$135/undergraduate course and \$260/graduate course).
4. Employees will be responsible for the cost of books.

5. Course must be completed with at least a "B" Average. A copy of the transcript must be submitted to Employee's supervisor and the personnel office of the DWD upon completion of course.
6. The County shall pay qualified employees a one-time non-recurring payment for a work-related master's degree or other certification (as indicated below) as determined by the Department Head if the degree or certification is not required for the job. One-time non-recurring payments are as follows:

Work-related Master's Degree: \$2000.00

Qualified Job Counselor: \$1000.00

Work-related certification: \$500.00

12.5 Temporary Disability Insurance

Eligible employees within the Bargaining Unit shall continue to receive the benefit of participation in the New Jersey Temporary Disability Insurance Plan for public employees subject to the provisions of the plan and any rules and regulations promulgated thereunder.

12.6 Unemployment Compensation

Eligible employees within the Bargaining Unit shall continue to receive unemployment compensation benefits by virtue of the Employer's participation in the New Jersey Unemployment Compensation Plan, said benefits being in accordance with the provisions of said Plan and subject to the rules and regulations promulgated thereunder.

12.7 Retirement Benefits

- a. A permanent employee who enters retirement, as defined herein below, and has to her/his credit any earned and unused accumulated sick leave, shall be entitled to receive fifty percent (50%) of her/his accumulated sick time as severance pay, said payment not to exceed \$10,000. This payment shall be paid in a lump sum after the effective date of retirement, or at a mutually agreed time within reason as agreed between the retired employee and the Employer. For the purpose of this sub-article 12.7a "retirement" shall be defined as and be limited to any of the following occurrences: (1) age fifty-five (55) with twenty-five (25) years of service with the Employer; (2) age sixty-five (65)

[age sixty (60) for PERS "Tier 1" employees] without regard to years of service; and/or, (3) permanent disability as determined by the Social Security Administration.

1. Definitions for Retirement Purposes:

- Employee: Means a person on the County payroll, whether a hiree, elected official or appointee, who at the time of retirement is eligible and/or enrolled in the County's Health Benefits Plan and meets the criteria for retiree benefits.
- Spouse: Means a person lawfully married to or in a civil union with an eligible employee on the date the employee retires and who continues to be married to the employee.
- Veteran: Means a person who has served at least one year of active service in the military of the United States and holds other than a dishonorable discharge from that service.
- Federal Medicare: Means the coverage provided under Title XVIII of the Social Security Act as amended.

2. Retiree Health Benefits:

- Cumberland County shall provide certain health benefits insurance to eligible retired employees and to their eligible spouses or civil union partners on a cost share basis and shall afford to other retired County employees, and their eligible spouses or civil union partners, and to the spouse/civil union partner of an eligible deceased retired employee, who meet the qualifications, opportunity to purchase the health benefits for themselves at full group rates plus an administrative charge. In no case is a child dependent of a retiree eligible to receive retiree benefits.
- Eligible retirees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or contract.
- Eligibility for Retired Employees and Dependents:

This Plan requires that covered persons who are eligible for Medicare (Retirees), based on individual, spousal, or former spousal eligibility, regardless of premium requirement, must be enrolled under the Medicare program for Part A/Medicare Hospital Insurance and Part B/Medicare Medical Insurance in order to be a participant under this Plan. This Plan will not pay for benefits that would have been paid by Medicare.

Participants are required to enroll in Medicare Part A & Part B by the first day of the calendar month following 30 calendar days of the qualifying event if eligible for enrollment during the Medicare Special Enrollment period, or during the next available Medicare Open Enrollment period (January 1st through March 31st of each year to be effective by the following July 1st) following the qualifying event.

Any prescription drug benefits that may be provided through the Plan are equal to or better than the benefits provided by the standard Medicare Part D plan. In that case, most Medicare eligible participants and/or their Medicare eligible dependents need not enroll in Medicare Part D prescription drug coverage.

A Retired Employee must follow the same rules for enrollment in the Plan as Active Employees. It is the Retired Employee's responsibility to notify the Plan of any changes. If family members cease to be eligible, claims will not be paid. The actual change in coverage will not take place until the Retired Employee has formally requested the change in writing.

A Retired Employee may change plans during open enrollment or during a rate change period.

Twenty Percent (20%) Cost Share Plan. Eligible retired employees who elect to participate in this plan will receive medical and prescription drug coverage equal to that provided to current eligible employees. To be eligible for the 20% Cost Share Plan, the employee must:

- Retire from active employment with Cumberland County under the NJ State Pension Program; and
- Be eligible and/or enrolled in the County's Health Benefits Plan; and
- Have at least 25 years of continuous or 35 years of non-continuous employment service with Cumberland County if a non-veteran, or at least 20 years of continuous or 30 years of non-continuous employment service with Cumberland County if a veteran.

Under this 20% Cost Share Plan, the County will allow eligible retirees to waive coverage and receive reimbursement in the full amount of coverage so long as the reimbursement does not exceed what would have been paid by the County if the retiree was enrolled in the County plan(s).

Eligible retirees will receive Health Benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.

The following retired employees shall be excluded from eligibility even though they would otherwise qualify:

- Retirees who are covered under another group program covering the retiree or his/her spouse or civil union partner until such time as the retiree shall lose such coverage because of a qualifying event (loss of employment resulting in loss of coverage; death of spouse, divorce, etc.) providing the retiree notifies the County of such event in writing within 30 calendar days of the event.
- All coverage under this plan shall terminate upon the death of the retired employee.
- The spouse or civil union partner of a deceased eligible retiree who has maintained coverage under this plan shall have the right to continue his/her health coverage under the full pay plan provided he or she elects that coverage within 30 days after the death of the retiree.
- If a retiree qualifies for retiree coverage, and they are covered by another plan due to enrollment within a spousal or civil union situation outside of County benefits, the retiree must complete the "Retiree Deferred Benefits" form within 30 calendar days of their retirement date. When and if a situation occurs whereas coverage is lost through a qualifying life event, the retiree must inform Cumberland County Human Resources Department within 30 calendar days of the event to enroll into the County Plan.

One Hundred Percent (100%) Cost Share Plan:

The following retirees/spouse/civil union partner are eligible to enroll:

- Employees who retire from active employment with Cumberland County under the State Pension Program, are eligible and/or enrolled in the County's Health Benefits Plan and have at least ten (10) years of Cumberland County service.
- The spouse of a deceased retired employee covered under the 20% Cost Share plan or full Cost Share plan at the time of the retiree's death.

- The cost of the plan shall be a sum equal to the full cost of the plan plus 2% to cover administration of the plan.
 - Eligible retired employees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.
3. Miscellaneous Retired Employee Information:
- Employees who are eligible for retiree health benefits shall have 30 calendar days after the date of retirement from the County employment to elect coverage.
 - Eligible retired employees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.
 - If the retired employee fails to make the cost share premium payment when due, the coverage shall be terminated within 30 days from date of notice. Once terminated, through lack of premium payment, the retired employee shall not be eligible for reinstatement of coverage.
4. The Department of Human Resources or their designee shall administer Open Enrollment periods each year. During this period, changes in enrollment, changes in plans, changes in dependent coverage, waiver of coverage, etc. may be made. Applicable regulations regarding life qualifying events also apply.

12.8 Deferred Compensation

Full-time employees are eligible to enroll in the Employer's Deferred Compensation Plan through the County's approved providers. The Deferred Compensation Plan shall be administered in accordance with state and federal law.

ARTICLE 13. PERSONNEL

13.1 Seniority

a. Seniority once an employee becomes a permanent employee is defined as an employee's total length of continuous service with the Employer, beginning with their original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by the N.J. Civil Service Commission (Formerly N.J. Department of Personnel). Employees promoted to positions outside this Agreement shall maintain their seniority in prior position for a period of one (1) year.

b. Seniority shall be solely defined and determined in accordance with the rules and regulations of the NJ Civil Service Commission.

13.2 Job Postings

Job postings, appointments, promotions, and transfers shall be made in accordance with Civil Service rules and regulations (4A:4-2.3). If all qualifications are otherwise equal, the determining factor in filling a job posting shall be employee seniority. Any appeals are non-grievable and non-arbitrable and may only be pursued by the way of Civil Service Commission appeal rules.

13.3 Reduction in Force

Effective upon signing of the Collective Bargaining Agreement, the Employer agrees that in the event it determines that a reduction in the work force or involuntary transfers of bargaining unit employees should be implemented, it will provide the Union with advance notice before any such proposed changes are scheduled to take effect, and that the Employer will meet with the Union to discuss the proposed change(s), alternatives to the proposed change(s), and minimizing the effect on senior employees and to discuss the effects of such change(s) on bargaining unit employees.

13.4 Discharge

The Union shall be notified of employees who are discharged.

13.5 Seniority Rights

Employees who are promoted from positions within Bargaining Unit to positions outside the Bargaining Unit shall retain their seniority rights for a period of one (1) year.

13.6 Subcontract Work

If it is necessary to subcontract work, the Union shall be notified in advance of the subcontract which would result in layoffs in order to discuss the reasons for subcontracting.

ARTICLE 14. UNION REPRESENTATION

14.1 Designation of Stewards/Alternates

There shall be two (2) duly selected representatives of the Union from the membership of the Bargaining Unit; hereafter each called "Steward" to be elected by the membership. The designation of Stewards shall be solely at the Union's discretion.

The Union has the exclusive right and discretion in the designation of Stewards as well as the delineation of their respective responsibilities and authority to act for and on behalf of the Union.

The Union will provide the Employer with the names of all Stewards and will promptly notify the Employer of any changes in said designations during the term of this Agreement.

14.2 Access to Employees by Union Representatives

Union representatives will have appropriate and reasonable access to employees within the Bargaining Unit for the purpose of administering the Collective Bargaining Agreement and/ or related Union business providing that said activity is confined to non-working hours (prior to and after the scheduled workday, lunch, and break periods) unless prior approval is obtained from the appropriate representative of the Employer. Such permission shall not be unreasonably withheld.

The Union shall be permitted to conduct meetings with the employees at the work location maintained by Employer, provided that space is available, and approval is obtained in advance of the date and time of said meeting from the Administrator.

The Union shall have access to bulletin boards prominently located in the general workings areas of all locations maintained by Employer. The Union may post any appropriate material pertaining to Union business, providing those said materials are not profane, obscene, defamatory, political, or derogatory in nature. Materials shall be posted or removed only by a Steward.

In order to properly administer the Collective Bargaining Agreement, Stewards may utilize telephone and inter office mail systems with the approval of the Administrator. Such permission will not be unreasonably withheld.

The Employer shall provide a thirty (30) minute orientation session between any new employee and a Union representative within one (1) month of said employee's date of hire. Union Representatives may utilize said session to familiarize said employee with the terms of the Collective Bargaining Agreement as well as related benefits of her/his employment and Union membership.

Union representatives may visit County facilities for purposes of administering this Agreement provided they sign in advance and contact the appropriate supervisor. There shall be no undue interference with work.

14.3 Leave for Union Representatives

a. A Steward shall be permitted during working hours without loss of pay to investigate and process a grievance on behalf of an employee in the Bargaining Unit and/or represent said employee at a grievance proceeding provided that same does not interfere with the work assignment of said Steward.

b. A Steward shall be permitted during working hours without loss of pay to attend approved conferences with appropriate representatives of Employer concerning the administration of the Collective Bargaining Agreement provided that same do not interfere with the work assignment of said Steward.

c. Two Members designated by the Union shall be permitted during working hours without loss of pay to attend the UAW International Constitutional Convention which is held once in a four-year period as designated by the International Office. Written notice by the Union, specifying the individual(s) affected shall be provided to the Employer no less than thirty (30) days prior to the commencement of said Convention. Confirmation of attendance at the Convention shall, upon request, be submitted by the Union. Said leave may be inclusive of the duration of the Convention within a reasonable time allowed

for time to travel to and from said Convention; however, said leave shall not exceed seven working days for each member designated to attend the Convention

d. Stewards shall be allowed nine (9) days total paid leave by the Employer per year to attend the UAW Local 2327 Joint Council meeting. The nine (9) days total specified in this sub-article may be allocated at the discretion of the Union among its Stewards. Written notice by the Union, specifying the individuals affected, shall be provided to the Employer at least seven (7) days prior to the Meeting date. A certificate of attendance to said Meeting shall, upon request, be submitted to the Union representative in attendance.

e. Employee(s) appointed by the Union shall upon written request from the Union be permitted to receive a leave of absence without pay to perform union activities for a period not to exceed one year. While on such leave, employee(s) will continue to accrue seniority and receive PERS credit pursuant to Chapter 368, P.L. 2005 and Division of Pension regulations regarding leave for union service. The Union shall be responsible for the cost of the Employer's portion of the pension contributions during the leave of absence period. The Union shall also be responsible for the cost of the Employer's costs associated with the employee's health benefits coverage during the leave of absence period if said employee is enrolled in a County health benefits plan. Such leave may be extended for additional time periods by agreement of the parties. No more than one (1) employee shall be granted such leave of absence at one time.

14.4 Check-Off Dues

The County agrees to grant rights to dues deductions to the Union and will deduct membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made, in amount as determined by the Union. For each employee who signs such an authorization card, the check-off shall commence in the pay period following the filing of the authorization card with the Authority. The Authority shall remit to the Union once a month, the monies collected for this purpose. Employees who have authorized the payroll deduction may revoke such authorization by

providing written notice to the County. Within five days of receipt of such notice, the County shall provide notice to the Union of such revocation.

14.5 Hold Harmless Agreement

The union agrees to indemnify and save the County harmless from any suit or liability arising because of action taken or not taken by County pursuant to Article 14.4.

14.6 UAW V-Cap Deduction

During the life of this Agreement, the County agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes or has executed the following "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form; provided further, however, that the County will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file and unrevoked "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the County before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the County from the employee's first union dues period in the first month following receipt of the check-off authorization card and shall continue until the check-off authorization is revoked in writing. The County agrees to remit said

deductions promptly to UAW V-CAP, in care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The County further agrees to furnish UAW V-CAP with the name, address, Social Security number, and date of last Authorization of those employees for whom deductions have been made. The County further agrees to furnish UAW V-CAP with a monthly and year-to-date report of each such employee's deductions. This information shall be furnished along with each remittance on floppy disk or magnetic tape, in ACSII or some other common format conveniently available to the County's accounting systems.

ARTICLE 15. GRIEVANCE PROCEDURE

15.1 Purpose

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 employment. The parties agree that this procedure will be kept as informal as may be appropriate. 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. There shall be no meeting of management which results in disciplinary action unless the employee has been given the right to have a Union representative present with him/her.

15.2 Definition

The term "Grievance" means any complaint, dispute or controversy concerning the interpretation, application, or operation of this Agreement. Only one subject matter can be conferred in any one grievance and the article number must be specified on the Grievance Form. Where the grievance involves an alleged violation of rights and privileges specified in Civil Service law and rules for which there is specific appeal-to Civil Service, this matter shall be presented to Civil Service directly.

The Employer and the Union agree in conjunction with the Grievance Procedure that each will give reasonable consideration to request of the other party for meetings to discuss grievances pending at any step of the grievance procedure.

Any grievance, dispute or complaint that might arise between the parties shall be settled as set forth in the following.

15.3 Employee Grievances

Step 1. The grievance shall be taken up with the employee's Administrative Supervisor, in writing within five (5) working days of the occurrence or within five (5) working days after he would reasonably be expected to know of its occurrence. Failure to act within said five (5) days shall be deemed to

constitute an abandonment of the grievance. Upon proper presentation of a grievance, the Supervisor shall then attempt to adjust the matter and shall respond within five (5) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing, by the Union and the employee to the Department Head within five (5) working days following the determination of Step 1. The Department Head shall meet with the Union and/or employee and respond in writing within five (5) working days after the receipt of the grievance.

Step 3. If the grievance still remains unadjusted, it shall be presented by the Union and the employee to the Personnel Committee of the Board of County Commissioners in writing within five (5) working days after the response from the Department Head is due. A hearing may be requested before the Personnel Director. The Employer's Personnel Director will render a decision within twenty (20) working days.

The Union shall have thirty (30) days after this period to submit the grievance to the Public Employment Relations Commission (PERC) to be handled in accordance with the normal rules and regulations. The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render an award which goes beyond the provisions of this Agreement. The fees and expenses for the Arbitrator shall be shared equally between the parties.

Should employees elect to proceed under this Article they shall not have the right then to proceed on the same grievance within the Civil Service Rules and Regulations. If the employee proceeds under the Civil Service Rules and Regulations, he shall have not rights under this Article.

15.4 Employer Grievances

If the Employer has a grievance against the Union, it shall present its grievance to the Union in writing within five (5) working days of the occurrence or within five (5) working days after it would reasonably be expected to know of its occurrence. Failure to act within the said five (5) days shall be deemed to constitute an abandonment of the grievance.

The Union shall respond to Employer within five (5) working days. If the grievance remains unadjusted it shall be presented at a meeting of employer's representatives and representatives of the Union.

The Union shall render its decision within ten (10) working days.

The Employer shall have thirty (30) days after this period to submit the grievance to the Public Employment Relations Commission (PERC). The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render and award which goes beyond the provisions of this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

ARTICLE 16. HOURS OF WORK / CLOSINGS

16.1 Hours of Work

- a. Except as set forth herein, the workweek for employees within the Bargaining Unit shall consist of thirty-five (35) hours, consisting of five (5) seven-hour workdays, Monday through Friday. The workweek for bus drivers shall be forty (40) hours, scheduled at the discretion of the Employer.
- b. Employees shall receive two (2) rest periods during each workday, a fifteen-minute period during the morning and a fifteen-minute period during the afternoon.
- c. Employees shall receive an unpaid one-hour lunch period during each workday.
- d. Whenever a skeleton crew is necessary to staff the office during an emergency or other partial closing, volunteers will be sought. Compensation for serving as an approved skeleton crew member shall consist of compensatory time off on an hour-for-hour basis.

16.2 Closing Due to Inclement Weather or Emergency

The closing of any location maintained by the Employer due to inclement weather or an emergency as determined at the sole discretion of the County Administrator shall not result in the loss of pay for any eligible employee within the Bargaining Unit.

ARTICLE 17. SALARY AND COMPENSATION

17.1 Wage Increase

A. Salary guide as provided for in Appendix A.

B. The existing salaries shall remain in full force and effect through June 30, 2021. The new guide shall take effect on July 1, 2021. Employees shall move one step or receive “off guide” increases on July 1st of each year.

C. Those employees off the salary guide shall receive the following increases as of July 1st of that year:

July 2021: 2.25%

July 2022: 2.25%

July 2023: 2.25%

July 2024: 2.5%

July 2025: 2.5%

D. Current implementation of guide as agreed upon by parties on Appendix A.

17.2 Overtime

Employees may be required to work in excess of the hours designated as the normal workweek for their class title. Any employee who is authorized or required to work beyond thirty-five (35) hours per week for their class title shall be compensated at one and one-half times (1½ x) the regular pay after thirty-five (35) hours is worked. Instead of overtime pay, after thirty-five (35) hours is worked, employees may elect to take compensatory time off at the rate of one and one-half times (1½ h x) if specifically approved by the supervisor. The compensatory time must be taken within thirty (30) days of the accrual.

With respect to bus drivers, this overtime pay provision shall apply only when the bus driver is authorized or required to work beyond forty (40) hours per week.

Holidays, personal, and vacation days shall be treated as time worked for purposes of calculating overtime. Sick time is not to be included in the calculation of overtime which applies to all employees covered by this agreement.

Overtime calculations and payment based on the above shall be effective upon the parties' ratification of the MOA of July 1, 2021.

17.3 Working Out of Classification

Employee(s) working full time out of classification for two (2) consecutive workdays shall, commencing with the third (3rd) consecutive workday, be paid at the higher rate of pay of the two respective classifications if the employee is substantially performing the duties of the higher classification. "Classification" as utilized in this Article 17.4 shall be as set forth in Article 17.1 and Appendix A, attached to and incorporated into this Agreement.

17.4 Promotions

Upon promotion, employee salary shall be increased to the minimum starting salary on the Compensation Schedule (Appendix A) or by \$2,000.00 whichever is greater.

17.5 Hourly Rate

A UAW member's hourly rate shall be determined by dividing the member's annual salary by the scheduled number of hours to be worked in the particular year of this Agreement.

ARTICLE 18. TERM OF AGREEMENT

18.1 Term

This agreement shall be in effect from July 1, 2021, until June 30, 2026.

18.2 Negotiation of Successor Agreement

Within ninety (90) days of the expiration of this Agreement, the parties shall commence negotiations regarding the terms and conditions of a new Agreement. If the Public Employment Relations Commission should modify the aforementioned time period in which the parties are obligated to commence negotiations, the time period so modified shall apply herein.

This Agreement between the Cumberland County Department of Workforce Development and Amalgamated Local 2327, United Auto Workers of America, AFL-CIO, has been recommended by the duly designated representatives of the DWD, for approval by the Cumberland County Board of County Commissioners, and has been executed by the duly designated representatives of Amalgamated Local 2327, United Auto Workers of America, this ___ day of _____, 2021.

Approved By:

CUMBERLAND COUNTY DEPARTMENT OF WORKFORCE DEVELOPMENT

Allison Spinelli, Director

THE COUNTY OF CUMBERLAND

Kimberly E. Wood, County Administrator

Darlene Barber, Commissioner Director

Paige Desiere, Personnel Director

THE UNITED AUTO WORKERS OF AMERICA, LOCAL 2327

Sandra Urban, President

Bruce Firus, Chief Shop Steward

Cindy Bullock, Shop Steward, DWD

APPENDIX A

UAW Workforce Development Salary Guide - July 1, 2021, through June 30, 2026

CSC #	Job Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
000929	Building Maintenance Worker	30,000	30,950	31,900	32,850	33,800	34,750	35,700	36,650	37,600	38,550
000938	Building Service Worker	28,000	28,900	29,800	30,700	31,600	32,500	33,400	34,300	35,200	36,100
001245	Clerk 1	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000
003247	Clerk 2	34,000	35,100	36,200	37,300	38,400	39,500	40,600	41,700	42,800	43,900
002773	Clerk 3	38,000	39,250	40,500	41,750	43,000	44,250	45,500	46,750	48,000	49,250
007605	Computer Service Tech	46,000	47,500	49,000	50,500	52,000	53,500	55,000	56,500	58,000	59,500
004649	Data Entry Machine Operator	36,000	37,150	38,300	39,450	40,600	41,750	42,900	44,050	45,200	46,350
004866	Data processing Technician	36,000	37,150	38,300	39,450	40,600	41,750	42,900	44,050	45,200	46,350
001729	Employment Counselor	44,000	45,450	46,900	48,350	49,800	51,250	52,700	54,150	55,600	57,050
002240	Employment Services Aide	34,000	35,100	36,200	37,300	38,400	39,500	40,600	41,700	42,800	43,900
001731	Employment Specialist	40,000	41,300	42,600	43,900	45,200	46,500	47,800	49,100	50,400	51,700
004517	Instructor Employ/Training	44,000	45,450	46,900	48,350	49,800	51,250	52,700	54,150	55,600	57,050
002217	Job Developer	40,000	41,300	42,600	43,900	45,200	46,500	47,800	49,100	50,400	51,700
001268	Keyboarding Clerk 1	32,000	33,050	34,100	35,150	36,200	37,250	38,300	39,350	40,400	41,450
005204	Keyboarding Clerk 2	36,000	37,150	38,300	39,450	40,600	41,750	42,900	44,050	45,200	46,350
005594	Omnibus Operator	30,000	30,950	31,900	32,850	33,800	34,750	35,700	36,650	37,600	38,550
004367	Senior Employment Specialist	44,000	45,450	46,900	48,350	49,800	51,250	52,700	54,150	55,600	57,050
003552	Senior Receptionist	28,000	28,900	29,800	30,700	31,600	32,500	33,400	34,300	35,200	36,100
006190	Test Monitor	34,000	35,100	36,200	37,300	38,400	39,500	40,600	41,700	42,800	43,900