



AGREEMENT

-Between-

TEAMSTERS LOCAL 11
International Brotherhood of Teamsters

-And-

COUNTY OF PASSAIC
Department of Public Works

January 1, 2024 through December 31, 2028

Michael Curcio
President/Principal Officer

Maryann Tittle
Secretary-Treasurer

Printed & Assembled by
Teamsters Local 11
Office Staff

Agreement

between the,

County of Passaic

and

International Brotherhood of Teamsters, Local 11

for the period of

January 1, 2024 to December 31, 2028

Prepared by:

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THIS AGREEMENT made and entered into on this day _____ of _____, 2025, by and between the County of Passaic (hereafter “County” or “Employer”), with its principal of business located at 401 Grand Street, Paterson, New Jersey 07505 and the International Brotherhood of Teamsters, Local No. 11 (hereafter “Union”), with its principal place of business located at 810 Belmont Avenue, Suite 200, North Haledon, New Jersey 07508, representing blue collar employees in the Department of Public Buildings, Road Division, Department of Parks and Recreation, Preakness Valley Golf Course, and Mosquito Control Division.

ARTICLE 1. RECOGNITION

Section 1. Union Recognition.

The County hereby recognizes the Union as the exclusive bargaining agent for all employees, as set forth in Article 1, Section 2, now employed or to be employed in the Department of Operations and Public Buildings, Road Division, Department of Parks and Recreation, Preakness Valley Golf Course, and Mosquito Control Division, exclusive of supervisory, office and clerical employees, in all those matters specifically provided herein pertaining to rates of pay, hours of work, and other conditions of employment for a collective bargaining agreement (hereafter “Agreement”) pursuant to N.J.S.A. 34:13A-1, *et seq.*

Section 2. Job Titles in the Union.

As used herein, the term “Employees” shall be defined as only referring to following New Jersey Civil Service Commission job titles:

- Assistant Greenskeeper
- Assistant Greenskeeper with License and Certification
- Assistant Welder
- Boiler Operator
- Boiler Operator (Blue Seal)
- Bridge Operator
- Building Maintenance Worker
- Building Maintenance Worker Low Pressure License
- Building Service Worker
- Carpenter
- Chief Inspector Mosquito
- Clerk Driver/Stock Clerk
- Electrician
- Equipment Operator
- Equipment Operator/Laborer 3
- Equipment Operator/Supervising Labor
- Garage Attendant
- Greenskeeper
- Guard Public Buildings
- Inspector Mosquito Extermination
- Inspector Road Openings
- Inspector Trainee Mosquito Extermination
- Laborer 1
- Maintenance Repairer
- Maintenance Repairer Electrical Heating & Air Conditioning
- Maintenance Repairer Low Pressure License

Maintenance Repairer Low Pressure License (Blue Seal)
Maintenance Worker 1 Grounds
Maintenance Worker 2 Grounds
Mason
Mechanic
Mechanic Diesel
Mechanic Helper
Motor Broom Driver
Painter
Park Caretaker
Parking Attendant
Plumber
Road Repairer 1
Road Repairer 2
Road Repairer 3
Roofer
Security Guard
Senior Boiler Operator
Senior Building Maintenance Worker
Senior Building Service Worker
Senior Carpenter
Senior Design Letter & Processing
Senior Electrician
Senior Inspector Road Openings
Senior Maintenance Repairer
Senior Maintenance Repairer LPL
Senior Maintenance Repairer Low Pressure License
Senior Mechanic
Senior Mechanic Diesel
Senior Park Caretaker
Senior Plumber
Senior Plumber
Senior Security Guard
Senior Traffic Maintenance Worker
Senior Welder
Senior Welder
Sign Maker 1
Sign Maker 2
Sign Maker 3
Telephone System Installer and Repairer
Traffic Maintenance Worker
Tree Maintenance Worker 1
Tree Maintenance Worker 2
Tree Maintenance Worker 3
Truck Driver
Water Repairer
Water Repairer 1
Water Repairer 2
Welder

ARTICLE 2. UNION SECURITY

Section 1. Union Security.

The County agrees it will give effect to the following form of Union security:

- (a) All present employees who are members of the Union on the effective date of this Agreement can remain members of the Union in good standing by payment of regular monthly dues.
- (b) It is agreed that at the time of hire, newly hired employees, who fall within the Union, will be informed that they can join the Union thirty (30) days thereafter.

Section 2. Notification.

The County will notify the Union of any newly hired employees within fifteen (15) days of his/her starting date.

ARTICLE 3. CHECK-OFF UNION DUES

Section 1. Payroll Deduction.

- (a) The County hereby agrees to deduct from wages of employees by means of a check-off the dues uniformly required by the Union pursuant to the provisions of N.J.S.A. 52:14-15.9E. The County, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees their monthly dues and initiation fees. Such deductions shall be made on the 2nd salary paid to each employee during the month and such deduction made the 1st month shall be a double deduction. Thereafter, the regular deduction shall apply to dues owed for the following month.
- (b) In making the deductions and transmittals as specified in Article 2, Section 1 (a), the County shall rely upon the most recent communication from the Union as the amount of monthly dues and the proper amount of the initiation fee. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made.

Section 2. Voluntary Representation Fee.

- (a) If an employee does not become a member of the Union during any membership year which is covered in whole or in part by the Agreement, said employee can opt to pay a voluntary representation fee to the Union for that membership year. The purpose of the voluntary representation fee is to offset the employee's per capita cost of services rendered by the Union as the majority representative.
- (b) Prior to the beginning of each membership year, the Union will notify the County in writing of the amount of the regular membership dues and initiation fee charged by the Union to its members for that membership year. The voluntary representation fee shall be eighty five percent (85%) of that amount.
- (c) Once during each membership year covered in whole or in part by this Agreement, the Union will submit to the County a list of employees who have not become members of the Union for said membership year.

- (d) The County will deduct the voluntary representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee in the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first pay check paid:
 - i. Within twenty-one (21) days after receipt of the aforesaid list by the County; or
 - ii. Thirty (30) days after the employee begins his/her employment in the Union, unless the employee previously served in the Union and continued in the employ of the County in a non-Union position, or was on layoff, in which event the deductions will begin the first paycheck paid ten (10) days after the resumption of the employee's employment in the Union position, whichever is later.
- (e) Except as otherwise provided in this Article, the mechanics for the deduction of voluntary representation fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.
- (f) The Union will notify the County in writing of any changes in the list provided as set forth herein and/or the amount of the voluntary representation fee, and such changes will be reflected in any deductions made more than twenty-one (21) days after the County received said notice.
- (g) On or about the last day of each month, the County will submit to the Union a list of all employees who began their employment in a Union position during the preceding thirty (30) day period. The list will include names, job titles, and dates of employment for all such employees.
- (h) The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and N.J.S.A. 34:13A-5.6, and membership in the Union shall be available to all employees in the Union on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the County shall immediately cease making payroll and voluntary representation fee deductions as set forth herein.
- (i) The Union shall hold the County harmless from any claims raised against it by an employee as a result of fulfilling its obligation under Article 3.

ARTICLE 4. MANAGEMENT RIGHTS

Except as modified herein, the County shall have the right to determine all matters concerning the management and administration of the public agency, which rights shall include, but not be limited to the rights to: (a) direct the work-force; (b) hire, promote, transfer, assign and retain employees; (c) suspend, demote, discharge or take other disciplinary action against employees for cause; (d) relieve employees from duties because of lack of work or other proper reasons; (e) maintain the efficiency of the operation; (f) determine methods, means and personnel by which such operations are to be conducted; and (g) take any action necessary in conditions of emergency, regardless of prior commitments, to carry out the missions of the County.

ARTICLE 5. WORK WEEK

Section 1. Standard Work Week.

- (a) The normal work week shall consist of eight (8) consecutive hours per day, five (5) consecutive days per week.
- (b) The Road Division, maintenance employees working in the Administration and Court House Complex, and security guard employees shall work under the schedule set forth above.

Section 2. Public Buildings Employees Work Week.

The Building Service Workers in the Public Buildings Department shall work five (5) days, Monday through Friday, and have two (2) days off.

Section 3. Preakness Valley Golf Course Employees Work Week.

- (a) Employees assigned to the Preakness Valley Golf Course shall work five (5) days.
- (b) Between October 31st and March 1st in which no regular work is scheduled on weekends, the County will schedule one (1) employee for any work scheduled on Saturday and Sunday, whenever a supervisor is scheduled to work. Such work shall be rotated between the employees on the seniority list for weekend. The start time for weekend work will be 6:00 AM, with a four (4) hour guaranteed work day.

Section 4. Wednesday through Sunday Schedule.

The County shall have the right to schedule new employees to work Wednesday through Sunday, as necessary to ensure operational efficiency. The County has the right to post the above work schedule for County employees, but cannot force employees hired prior to April 1, 2002 to work this schedule. The County shall first select said employees on a volunteer basis, temporary employees, and seniority for employees hired after April 1, 2001.

ARTICLE 6. HOURS OF WORK

Section 1. Hours of Work, Public Building Employees.

Shift "A"	7:00 AM to 3:30 PM
Shift "B"	3:30 PM to 12:00 AM
Shift "C"	11:30 PM to 7:00 AM
Preakness Healthcare Center ¹	8:00 AM to 4:30 PM

Section 2. Hours of Work, Road Division Employees.

Road Division	7:00 AM to 3:30 PM
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¹ Excluding Boiler Operators.

Section 3. Hours of Work, Preakness Valley Golf Course Employees and Mechanics.

May 1 st through September 14 th	5:00 AM to 1:30 PM
September 15 th through April 30 th	6:00 AM to 2:30 PM

Section 4. Hours of Work, Mosquito Control Division Employees.

Mosquito Control Division	6:00 AM to 2:30 PM
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Section 5. Lunch Break. Employees in the Union shall be entitled to one half (1/2) hour lunch period.

ARTICLE 7. RATES OF PAY

Section 1. Rate of Pay in 2024.

- (a) Effective and retroactive to January 1, 2024, all employees who are not enrolled in the County's Traditional Plan in the Union shall receive a two percent (2.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2024.
- (b) Effective and retroactive to January 1, 2024, employees at maximum on the Salary Guide who are not enrolled in the County's Traditional Healthcare Plan shall receive a three percent (3.00%) general wage increase.
- (c) Effective and retroactive to January 1, 2024, all employees enrolled in the County's Traditional Plan in the Union shall receive a one percent (1.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2024.
- (d) Effective and retroactive to January 1, 2024, employees at maximum on the Salary Guide who are enrolled in the County's Traditional Healthcare Plan shall receive a two percent (2.00%) general wage increase.

Section 2. Rate of Pay in 2025.

- (a) Effective January 1, 2025, all employees who are not enrolled in the County's Traditional Plan in the Union shall receive a two percent (2.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2025.
- (b) Effective January 1, 2025, employees at maximum on the Salary Guide who are not enrolled in the County's Traditional Healthcare Plan shall receive a three percent (3.00%) general wage increase.
- (c) Effective January 1, 2025, all employees enrolled in the County's Traditional Plan in the Union shall receive a one percent (1.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2025.
- (d) Effective January 1, 2025, employees at maximum on the Salary Guide who are enrolled in the County's Traditional Healthcare Plan shall receive a two percent (2.00%) general wage increase.

Section 3. Rate of Pay in 2026.

- (a) Effective January 1, 2026, all employees who are not enrolled in the County's Traditional Plan in the Union shall receive a two percent (2.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2026
- (b) Effective January 1, 2026, employees at maximum on the Salary Guide who are not enrolled in the County's Traditional Healthcare Plan shall receive a three percent (3.00%) general wage increase.
- (c) Effective January 1, 2026, all employees enrolled in the County's Traditional Plan in the union shall receive a one percent (1.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2026.
- (d) Effective January 1, 2026, employees at maximum on the Salary Guide who are enrolled in the County's Traditional Healthcare Plan shall receive a two percent (2.00%) general wage increase.

Section 4. Rate of Pay in 2027.

- (a) Effective January 1, 2027, all employees who are not enrolled in the County's Traditional Plan in the Union shall receive a two percent (2.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2027.
- (b) Effective January 1, 2027, employees at maximum on the Salary Guide who are not enrolled in the County's Traditional Healthcare Plan shall receive a three percent (3.00%) general wage increase.
- (c) Effective January 1, 2027, all employees enrolled in the County's Traditional Plan in the Union shall receive a one percent (1.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2027.
- (d) Effective January 1, 2027, employees at maximum on the Salary Guide who are enrolled in the County's Traditional Healthcare Plan shall receive a two percent (2.00%) general wage increase.

Section 5. Rate of Pay in 2028.

- (a) Effective January 1, 2028, all employees who are not enrolled in the County's Traditional Plan in the Union shall receive a two percent (2.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2028.
- (b) Effective January 1, 2028, employees at maximum on the Salary Guide who are not enrolled in the County's Traditional Healthcare Plan shall receive a three percent (3.00%) general wage increase.
- (c) Effective January 1, 2028, all employees enrolled in the County's Traditional Plan in the Union shall receive a one percent (1.00%) general wage increase and one (1) step on the Salary Guide on July 1, 2028.
- (d) Effective January 1, 2028, employees at maximum on the Salary Guide who are enrolled in the County's Traditional Healthcare Plan shall receive a two percent (2.00%) general wage increase.

Section 6. Temporary Employees.

- (a) A temporary employee is one who is hired for a period of up to a maximum of eight (8) months in a twelve (12) month period, and is so informed at the time of hire. A temporary employee will not be required to join the Union and may be terminated at any time and such termination shall not be subject to the arbitration provision of this Agreement.
- (b) Any temporary employee retained beyond six (6) months in a twelve (12) month period shall be required to join the Union and his/her seniority date shall start from their date of hire.
- (c) No full time or part time employee shall be laid off or suffer a reduction in hours as a result of the use of temporary employees. No temporary employees may be hired while employees are on layoff unless the laid off employees are first offered the position.

Section 7. Higher Classification Pay.

- (a) In the event an employee is temporarily transferred to a higher classified position and performs the duties of that classification for eight (8) hours or more, the employee shall receive the next higher rate of pay for the higher classification for the entire day. It is understood that no employee shall receive a lower rate of pay to their own when transferred to a higher classification. In any event if an open higher rated position is filled for more than thirty (30) days by a temporary employee the County will follow Article 20. Open positions for the following reasons: Family and Medical Leave Act, Workmen's Compensation, disability, leave of absence, or any temporary vacancies which the employee will return to shall not apply to this Article.
- (b) An employee temporarily transferred to a lower classification shall suffer no reduction in pay.
- (c) The provisions in Section 12, Part A and Section 12, Part B, are effective when such duty changes are made for the convenience of the County.
- (d) Employees who are working as certified chillers and assigned to work in the chiller's system at Preakness Healthcare Center shall receive a two thousand dollar (\$2,000) stipend during the cooling season which runs from April 15th through October 15th.

Section 8. Longevity.

- (a) Longevity pay shall be determined by length of employment as follows for each year of the Agreement and shall be paid on an employee's anniversary date.

- Two percent (2%) of base pay after seven (7) years of service
- Four percent (4%) of base pay after ten (10) years of service
- Six percent (6%) of base pay after fifteen (15) years of service
- Eight percent (8%) of base pay after twenty (20) years of service
- Ten percent (10%) of base pay after twenty-five (25) years of service

- (b) Longevity benefits for County employees hired after October 1, 1991 will be calculated for County service time only.

Section 9. Bi-Monthly Payroll.

The County at its sole discretion can change from a bi-weekly payroll to a bi-monthly payroll.

Section 10. Commercial Driver's License.

- (a) Employees hired after January 1, 2024 as a Laborer in the Road Division, Mechanic Helper, and Welder shall be required to obtain a CDL Class B with Air Brakes Endorsement within ninety (90) days of hire.
- (b) The County shall pay for CDL training and road test for all employees, provided that the employee signs the Commercial Driver's License School Agreement.
- (c) Employees who possess and use a CDL with a Class A, Class B, Tanker, or Hazmat endorsement shall receive an annual stipend of fifteen hundred dollars (\$1,500.00). The stipend shall be only for one (1) endorsement, and capped at fifteen hundred dollars (\$1,500.00). The stipend shall be prorated based on the date its received.
- (d) Any Employee who receives the commercial driver's license certification from the County is required to provide at least two (2) years of service to the County. If the Employee is separated from employment before the two (2) years of service, he/she shall be required to reimburse the County for the costs associated with obtaining the commercial driver's license certification.

ARTICLE 8. OVERTIME

Section 1. Overtime.

- (a) Any work performed beyond eight (8) hours in any one work day shall be considered overtime and be compensated at the rate of one and one half (1 ½) times the regular hourly rate of pay for all such hours worked. Any employee who works more than sixteen (16) hours consecutively shall receive double time for any additional work beginning with the seventeenth (17th) hour.
- (b) Any work performed on the sixth (6th) day shall be paid at one and one half (1 ½) times the employee's regular rate of pay.
- (c) Any work performed on the seventh (7th) day shall be paid at two (2) times the employee's regular rate of pay.
- (d) No employee in the Union shall be assigned to take compensatory time off in lieu of pay without approval of the Union Business Agent.

Section 2. Call-In Pay.

- (a) Employees called to work prior to the state of their regularly assigned shift shall be paid overtime at the rate of one and one half (1 ½) times the regular rate for such hours worked prior to the beginning of the regular work day hours.

- (b) Employees called back to work after the conclusion of the normal shift shall be entitled to a minimum of three and one half (3 ½) hours call back pay at the overtime rate of one and one half (1 ½) times the regular hourly rate. The County will make every effort to call back employees within the needed classifications on overtime.

Section 3. Equitable Distribution of Overtime.

- (a) Overtime shall be distributed as equitably as practical among the employees qualified by classification and/or otherwise capable of performing the work required, except that an employee shall not be removed from a job which the employee has been performing on that day, in order to provide such equitable distribution.
- (b) Overtime distribution shall be within departmental lines only.
- (c) In the event any employee does not accept the overtime, his or her name will be placed at the bottom of such list as if they had accepted such request for overtime. Employees who are not contacted through telephone conversation will not be charged as refusing to accept the overtime.

Section 4. Meal Allowance.

When an employee is required to work more than ten (10) hours, said employee shall be granted a second one-half (1/2) hour lunch period at no loss of pay for such lunch period and shall be granted an additional one-half (1/2) hour lunch period at no loss of pay for each five (5) hours over the above-mentioned ten (10) hours. A meal allowance of ten dollars (\$10.00) plus one-half (1/2) hour paid lunch period is to be paid by the County.

Section 5. Emergency Work.

- (a) If an employee is called in on emergency work or snow removal and the said employee works until his regular starting shift the next day, said employee shall be entitled to go home for one (1) hour and come back to work with no loss of pay.
- (b) In case of an emergency within Passaic County which requires the County to close one (1) or all of its locations, employees who must remain in his/her position shall receive one and one half (1 ½) times his/her hourly rate for all of the hours worked after the emergency was called within those locations.

Section 6. Holidays Worked.

All employees who work on any of the holidays, except Election Day and the day after Thanksgiving, shall be compensated for such work at two (2) times the employee's rate of pay. In the event of an emergency on a holiday, the employee shall receive three (3) times the employee's regular rate, which includes the holiday pay, for all hours worked.

Section 7. Overtime Computation.

Holidays, sick days, personal days, and bereavement leave shall be considered as time worked when computing overtime.

ARTICLE 9. PAY FOR TIME NOT WORKED

Section 1. Holidays.

Employees in the Union shall be entitled to the following holidays with pay computed on the employee's regular straight time rate for eight (8) hours:

New Year's Day	Columbus Day
Martin Luther King's Birthday	Election Day
Veteran's Day	President's Day
Thanksgiving Day	Good Friday
Friday after Thanksgiving	Memorial Day
½ day Christmas Eve	Independence Day
Christmas Day	Labor Day
½ day New Year's Eve	Juneteenth (third Friday in June)

Section 2. Eligibility.

- (a) An employee, to be eligible for holiday pay, must work the last regularly scheduled workday before and the first regularly scheduled workday after the holiday, unless the day is excused day with pay.
- (b) If an employee calls in sick prior to or after a holiday, a sick day is not considered an excused day unless a medical document is submitted upon returning to work.

Section 3. Saturday or Sunday Holiday.

If a holiday falls on Saturday, it shall be celebrated on Friday. If a holiday falls on Sunday, it shall be celebrated on Monday.

Section 4. Holiday during Vacation.

If a holiday falls within the vacation period of an employee, the employee shall receive pay for same or extend the vacation period by one (1) day. If the employee is required to forego such holiday falling within the vacation period, said employee shall have the right, upon seven (7) calendar days' notice to the County, to refuse the holiday pay and to take a work day off.

ARTICLE 10. VACATION

Section 1. Paid Vacation.

- (a) All employees in the Union shall be entitled to vacation with pay in accordance with the following schedule:

1 – 5 years	12 working days during each year of service
6 – 10 years	15 working days during each year of service
11 – 15 years	18 working days during each year of service
16 – 20 years	20 working days during each year of service
21 years and over	22 working days during each year of service

- (b) Any new employee hired after November 24, 2015 shall be entitled to vacation with pay in accordance with the following schedule:

1 – 5 years	12 working days during each year of service
6 – 11 years	12 working days during each year of service
12 – 16 years	15 working days during each year of service
17 – 20 years	18 working days during each year of service
20 years and over	20 working days during each year of service

Section 2. Vacation Schedule Bulletin Board.

The vacation schedule shall be posted on the bulletin board by the County no later than April 30th of each year. In preparing the vacation schedule, the County shall endeavor to grant vacation on the basis of departmental seniority and classification mix of its employees.

Section 3. Miscellaneous.

- (a) In the event an employee voluntarily leaves the employ of the County before the vacation period, the employee shall be compensated for any accrued vacation time that may be due to said employee with the above schedule.
- (b) Vacation days shall be paid at eight (8) hours at the employee's regular straight time rate. Vacation days shall be considered as hours worked when computing overtime.
- (c) Vacations shall be taken during the regular vacation period. Depending upon the business needs of the departments under this Agreement, employees may request, and the County may approve, vacations at a period during which vacations are not normally granted.
- (d) With proper notification, vacation time shall be reasonably granted with twenty-four (24) hours' notice.

ARTICLE 11. PAID SICK LEAVE

Section 1. Earned Sick Leave.

Each employee shall earn fifteen (15) paid sick leave days for each full year of employment, accrued at one and one quarter (1 ¼) days per month. Such earned sick leave shall be cumulative from year to year. Each employee shall be required to give a one half (1/2) day notice to receive a half day of earned sick leave. During the first year of employment, employees will earn one (1) day per month.

Section 2. Separation from Employment.

Should an employee use all of his/her paid sick leave and the County allows the employee to use paid sick leave days not yet earned, and the employee is separated from employment with the County, the County reserves the right to deduct the unearned paid sick leave from any monies the employee may have due.

Section 3. Proof of Illness.

Any employee will be, at the discretion of the County, be required to present a doctor's statement as proof of illness after five (5) days absent because of an illness.

Section 4. Retirement.

Upon retirement from the Public Employees' Retirement System, employees shall be paid for unused earned sick leave at the rate of fifty percent (50%) for each day accumulated, capped at twelve thousand dollars (\$12,000.00).

Section 5. Notice of Sick Leave.

All employees who are absent are responsible to call in and indicate the reasons for his/her absence one (1) prior to his/her starting time. The employee must call in each day, unless a doctor's note is submitted after five (5) days.

Section 6. Attendance Bonus.

Effective January 1, 2003, those employees in the Union who finish the calendar year with at least five (5) days of their fifteen (15) annual sick days will receive a bonus of five hundred dollars (\$500.00), not on the employee's base salary, payable in January of the following year.

ARTICLE 12. PERSONAL LEAVE

Section 1. Earned Personal Leave.

Each employee shall be entitled to three (3) personal leave days with pay for the transaction of personal business. Employees accrue one (1) personal day every four (4) months, January 1st, May 1st, and September 1st.

Section 2. Approval of Personal Leave.

- (a) Personal days shall be granted with one (1) days' notice.
- (b) Application for personal leave must be in writing and submitted to the County at least one (1) day in advance, except in the case of an emergency. Personal leave must be with the approval of the County.
- (c) It is understood that approval of personal leave will not be unreasonably withheld.

ARTICLE 13. BEREAVEMENT LEAVE

Section 1. Earned Bereavement Leave.

Employees covered by this Agreement shall be allowed four (4) consecutive days, not including weekends and holidays, at the employee's straight time pay for each situation where a death occurs in the immediate family. The immediate family for the purposes of this Article is defined as a spouse/civil union partner/domestic partner, child, parent, step parent, or sibling, grandparents, mother in-law, father in-law, daughter in-law, son in-law, sister in-law, brother in-law, grandchildren, niece, nephew, uncle, aunt, or any person related by blood or marriage residing in an employee's household.

Section 2. Personnel Manual.

Any other death of an employee's relative is governed by the Passaic County Personnel Policies and Procedures Manual (hereafter "Personnel Manual"). Documentation will be required establishing death. Bereavement benefits must be used within one (1) week of the death. In extenuating circumstances, the County will review each incident individually.

ARTICLE 14. JURY DUTY

All employees shall be required to follow the policies on Jury Duty as set forth in the Personnel Manual.

ARTICLE 15. NON-CASH BENEFITS

Section 1. Medical Benefits.

- (a) Employees shall make contributions toward to the cost of their health insurance coverage in an amount set forth pursuant to Chapter 78, P.L. 2011 and any amendments thereto.
- (b) New employees hired after April 1, 2015 shall not be entitled to enroll in the County's Traditional Healthcare Plan.
- (c) New employees hired after April 1, 2015 shall not be entitled to lifetime medical benefits upon retirement.
- (d) Effective April 1, 2015, out of network coverage charges will be paid at one hundred and fifty percent (150%) of the Medicare Rate Schedule.

Section 2. Dental Insurance.

The County shall provide dental insurance for all employees, excluding family coverage. If an employee opts for family dental insurance, it is to be paid by the employee.

Section 3. Optical Plan.

- (a) Employees in the Union may obtain optical coverage for themselves, spouses, and/or families through the Union's optical plan at the employee's sole cost and expense. The County agrees to deduct from the wages of employees in the Union's optical plan the cost of said plan and remit same to the Union within fifteen (15) calendar days after the deduction is made.
- (b) If the County provides an optical plan, or any other health benefits to any other employees, the Union shall receive those benefits without reopening the Agreement. The Union or County may request to reopen this Article.

Section 4. Life Insurance.

The County will provide a four-thousand-dollar (\$4,000.00) life insurance policy to all active employees in the Union.

Section 5. Disability Insurance.

The County will contribute fifty percent (50%) of the disability plan premium and the employee will contribute fifty percent (50%).

Section 6. Part Time Employees.

- (a) All regular part time employees will become members of the Union on or after the thirty first (31st) day following the beginning of his/her employment with the County.
- (b) In accordance with the Employee Manual, part time employees who work twenty-four (24) hours of more will receive single coverage for medical benefits, prescription, and dental insurance. Benefit dates will be prorated on a monthly basis. Employees transferred from full time to part time shall receive single medical benefits.
- (c) County agrees to offer part time employees an opportunity to fill permanent full-time positions before hiring outside the Union.
- (d) The County agrees to notify the Union of any part time hired in the Union.

Section 7. Prescription Benefits.

- (a) Prescription Refills. Employees will be able to fill a 30-day supply for long-term medications at any non-CVS pharmacy of their choice. For 90-day supplies, medications must be filled at any CVS retail or CVS mail order pharmacy.
- (b) Three Tier Copays. Employees' co-pays for prescription benefits will be paid according to the following rates:
 - i. Tier One: Generic Drugs (\$5.00 Brand - Plan 1).

Prescription Type	Copay
Retail generics	\$0.00
Retail preferred brands	\$5.00
Retail non-preferred brands	\$20.00
Mail generics	\$0.00
Mail preferred brands	\$5.00
Mail non-preferred brands	\$20.00
Preventive retail generics	\$0.00
Preventive retail preferred brands	\$5.00
Preventive retail non-preferred brands	\$20.00
Preventive mail generics	\$0.00
Preventive mail preferred brands	\$5.00
Preventive mail non-preferred brands	\$20.00
Specialty retail generics	\$0.00
Specialty retail preferred brands	\$5.00
Specialty retail non-preferred brands	\$20.00
Specialty mail generics	\$0.00
Specialty mail preferred brands	\$5.00

Specialty mail non-preferred brands	\$20.00
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ii. Tier One: Generic Drugs (\$10.00 Brand - Plan 2).

Prescription Type	Copay
Retail generics	\$0.00
Retail preferred brands	\$10.00
Retail non-preferred brands	\$25.00
Mail generics	\$0.00
Mail preferred brands	\$10.00
Mail non-preferred brands	\$25.00
Preventive retail generics	\$0.00
Preventive retail preferred brands	\$10.00
Preventive retail non-preferred brands	\$25.00
Preventive mail generics	\$0.00
Preventive mail preferred brands	\$10.00
Preventive mail non-preferred brands	\$25.00
Specialty retail generics	\$0.00
Specialty retail preferred brands	\$10.00
Specialty retail non-preferred brands	\$25.00
Specialty mail generics	\$0.00
Specialty mail preferred brands	\$10.00
Specialty mail non-preferred brands	\$25.00

iii. Generic Prescriptions. When a generic prescription is available but the pharmacy dispenses the brand per the employee or physician's request, the employee will pay the difference between the brand discount and the generic discount, in addition to the generic copayment. This shall not apply if the employee's physician will not allow the employee to take the generic prescription.

ARTICLE 16. UNIFORM & SAFETY EQUIPMENT

Section 1. Uniform Allowance.

- (a) The County agrees to provide all employees in the Union uniforms.
- (b) During winter months, the County will provide winter jump suits and vinyl enclosures for all golf carts being used at the Preakness Valley Golf Course.

Section 2. Safety Equipment.

- (a) Work gloves shall be provided by the County as needed.
- (b) Occupational Safety and Health Administration approved goggles and face shields will be provided to employees in the Union as necessary.
- (c) The County will provide safety cages on all new riding mowers and on existing equipment whenever possible.

Section 3. Dress Code.

It shall be the responsibility of the employees to adhere to the dress code and wear the proper items of clothing. Employees who do not wear the dress code or appear on the job without the proper clothing may be sent home with loss of pay and shall be subject to disciplinary action.

Section 4. Work Shoes.

Effective January 1, 2025, Unit employees will have the ability to choose work boots in an amount not to exceed two hundred and fifty dollars (\$250.00) from a County-selected vendor, which will be accessible during work hours. Employees shall have the ability to select his/her work boots one time in each year that this Agreement is in place, but no later than April 1st of each year. If, after the first year, the Union decides to forego use of the County-selected vendor, it shall notify the County in writing no later than June 1, 2025, and in subsequent years the Unit employees will receive a two hundred- and fifty-dollar (\$250.00) stipend for the purchase of work boots during the remaining years of the Agreement.

Section 5. Tool Allowance.

Upon submission of a receipt, employees in the Union with the titles of Mechanic and Welder shall be reimbursed for the purchase of tools related to his/her job specifications at the following rates:

- 2024 – \$900
- 2025 – \$950
- 2026 – \$950
- 2027 – \$975
- 2028 – \$1,000

ARTICLE 17. MISCELLANEOUS BENEFITS

Section 1. Leaves of Absence without Pay.

All employees shall be required to follow the policy on leaves of absence without pay as set forth in the Personnel Manual.

Section 2. Work Related Illness or Injury.

- (a) The county shall provide coverage for all employees covered by this Agreement under N.J.S.A. 34:15-1, et seq.
- (b) Employees suffering an alleged work-related illness or injury, except in the case of an emergency, must be treated by a physician as designated by the County.
- (c) The County shall administer workers' compensation benefits pursuant to N.J.S.A. 34:15-1, et seq. Employees who are capable of returning to light duty shall be assigned to light duty when such light duty is available. While an employee is on an approved workers' compensation leave, the County will continue to pay pension contributions, along with hospitalization benefits. If an employee is injured during working hours and is capable of returning to light duty, said employee will return to duty as instructed by the approved physician.

- (d) In an event that an employee utilizes any sick time prior to receiving workers compensation, such sick time will be returnable on the first (1st) day of illness or injury.

Section 3. Veterans Rights and Benefits.

- (a) The seniority rights of all employees who are drafted pursuant to an appropriate law now in force or to be enacted shall be maintained during such period of military service. Each such employee shall have the right to reinstatement to the former position held or to a position of equal status, at the salary rate previously received by the employee at the time of said employee's induction into military service, together with all salary increases granted by the County to said employee's previous position during the period of such military service.
- (b) Such reinstatement of veterans shall be in accordance with the laws in effect at the time of discharge from military service.

Section 4. Reserve Training.

The County agrees to allow the necessary time, exclusive of weekend training, for any employee in the military reserve to perform the duties required when called on annual training without impairment of said employee's seniority rights or loss in pay for scheduled time lost.

ARTICLE 18. GRIEVANCE PROCEDURE

Section 1. Definition of Grievance.

A grievance is defined as any difference of opinion, controversy, or dispute arising between the County and Union involving the interpretation or application of any provision of this Agreement.

Section 2. Initiation of Grievance.

A grievance to be considered under this Article must be initiated in writing within ten (10) calendar days from the time when cause for the grievance occurred, and the procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance.

Section 3. Grievance Procedure.

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision.

Section 4. Grievance Steps.

- (a) **Step 1.** The grievance, when it first arises, shall be discussed orally between the employee, Shop Steward, and Department Director. The Department Director, within five (5) working days thereafter, shall give an oral decision on the grievance.
- (b) **Step 2.** If no satisfactory settlement is reached during Step 1, then such grievance shall be reduced to writing in the Grievance Form and served by the Union upon the Department Director,

Director of Human Resources, County Counsel, and County Administrator. A written decision shall be given to the Union within three (3) working days thereafter.

- (c) **Step 3.** In the event the grievance is not satisfactorily settled during Step 2, the Union has ten (10) calendar days to request the Public Employment Relationship Commission (hereafter "PERC") to aid them in the selection of an arbitrator, according to the rules and regulations of PERC, who shall have the full power to hear and determine the dispute. The arbitrator's decision shall be final and binding.

Section 5. Arbitrator's Powers.

The arbitrator shall have no authority to change, modify, alter, substitute, add to, or subtract from the provisions of this Agreement. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

Section 6. Arbitration Costs.

The cost of arbitration, other than the costs incurred individually by the County or Union in the preparation and presentation of their case to the arbitrator, shall be shared equally by the County and Union.

Section 7. Union Representative during Grievance.

The Union will notify the County, in writing, the names of its employees who are designated by the Union to represent employees under the grievance procedure.

ARTICLE 19. SENIORITY

Section 1. Seniority List.

The County shall establish and maintain a Seniority List by classification of employees, names and dates of employment from date of last hire, on a departmental basis, with the employee with the longest length of continuous and uninterrupted classification service to be placed at the top of said Seniority List. The name of all employees with shorter length of continuous service shall follow the name of such senior employee, in classification order, until the name of the employee with the shortest length of service appears at the foot of the list. The seniority of each employee shall commence from the employee's date of last hire with the County. All job assignments will be assigned by seniority with the skill and ability to perform the work.

Section 2. Probationary Period.

Other than seasonal and part-time employees, new employees retained beyond the ninety (90) days shall be considered regular employees and their length of service with the County shall begin with the original date of their employment and their names placed on the Seniority List. The Seniority List shall be kept up to date with additions and subtractions as required.

Section 3. Discharge of Employee during Probationary Period.

During the probationary period, the County may discharge such employee for any reason whatsoever. An employee discharged during his probationary period shall not have recourse to the grievance procedure as set forth in this Agreement. The County shall have no responsibility for the reemployment of probationary employees if they are dismissed during the probationary period.

ARTICLE 20. STAND-BY PAY

Section 1. Weekday Stand-By Pay Rate.

The County agrees that they will pay forty dollars (\$40.00) per weekday for each employee placed on stand-by pay.

Section 2. Weekend and Holiday Stand-By Pay Rate.

The County agrees that they will pay fifty dollars (\$50.00) for Saturday, Sunday, and Holidays for each employee who is placed on stand-by and this shall work by seniority.

Section 3. Shift "B" Stand-By Pay during Designated Holidays.

On Christmas Eve, Christmas, New Year's Eve, and New Year's Day, the employee who works Shift "B" will be on stand-by at home for those scheduled above.

Section 4. Employee Contact Phone Number for Stand-By Pay.

Any employee who is placed on stand-by must leave a phone number and must be at the number or he/she is subject to disciplinary action and will not be entitled to stand-by pay.

Section 5. Stand-By Definition.

Stand-by shall be defined as any employee who is asked to be available by phone if needed for emergency work, and shall not include work scheduled in advance.

Section 6. Compensation.

If an employee on stand-by is called in, he/she shall receive stand-by plus all hours worked.

ARTICLE 21. JOB VACANCIES & NEW JOBS CREATED

Section 1. New Jobs or Vacant Jobs.

If new jobs are created or if permanent vacancies occur in a higher rated position, the County shall determine the qualifications required for the position and shall determine which, if any, of the applicants meet the qualifications. The most senior of those determined to be qualified shall be deemed the successful bidder. If an employee is dissatisfied with the determination of the County, said employee may institute a meeting with the department head of the respective department involved within three (3) calendar days after the notification of the selection is made, however, the decision of the Department Head of the respective Department involved may be made a subject for the grievance procedure.

Section 2. Posting of Job Vacancy.

The County agrees to post a notice of such new jobs or vacancy on the bulletin board for a period of seven (7) working days. Such notice shall contain a description of the job, the rate, and when the job will be available. Departmental employees interested, in order to be eligible, must sign the notice. Preference will be granted on the basis of departmental seniority provided the applicant has the necessary skill and ability to perform the work required.

Section 3. Successful Applicant.

If a bidder is a successful applicant, said employee will be notified by a notice placed on the bulletin board within seven (7) working days after the expiration of the seven (7) working days required under Section 2 above.

Section 4. Probationary Period.

Any employee so selected to fill such job shall be granted a trial period of up to ninety (90) calendar days. If it shall be determined by the County at any time within the first ninety (90) calendar days of the trial period or after five (5) working days in accordance with N.J.A.C. 4A:2-4.1 that the promoted employee is not qualified to discharge the duties of the position to which said employee was promoted, the employee shall resume the former position held or a position equivalent thereto. The employee shall receive the rate for the job as of the day that person begins the trial period. If removed from the position during or at the end of the trial period, the employee shall receive the rate of the position to which said employee is assigned.

Section 5. Hourly Rate.

The County shall establish the hourly rate for any new or materially changed job title and shall notify the Union in writing. If the Union files a written protest, the Union and the County shall jointly study the new or changed job title and its relationship to the other job titles in the County's system on the basis of factors and procedures customarily used in job evaluation programs and shall determine the appropriate hourly wage rate accordingly.

ARTICLE 22. FORCE REDUCTION

Section 1. New Employees.

The County agrees that it will not engage any new employees unless all of the regular, full time employees are working the scheduled hours noted in the Agreement, in accordance with job classification.

Section 2. Last In, First Out.

In the reduction or restoration of the working force, the rule to be followed shall be by classification and the length of service with the County. The employee with the least seniority shall be laid off first, and in rehiring, the reverse principle shall apply. Namely, the last employee laid off shall be the first to be rehired.

Section 3. Bumping Rights.

In the event of a reduction in the number of persons in a job classification or of the abolishment of a job classification, the displaced employee may bump into a classification first which carries the same rate of pay.

Section 4. Loss of Seniority.

An employee's seniority shall cease under the following conditions:

- (a) Resignation or termination of employment for cause;
- (b) Failure to report for work for five (5) consecutive work days without notifying the County; or
- (c) Layoff of more than twelve (12) consecutive months.

ARTICLE 23. DISCIPLINARY ACTION

Section 1. Conduct Subject to Disciplinary Action

An employee can be disciplined for violation of any of the County policies outlined in the Personnel Manual and for any of the following reasons:

- (a) Incompetency, inefficiency, or failure to perform duties
- (b) Insubordination.
- (c) Inability to perform duties.
- (d) Chronic or excessive absenteeism or lateness.
- (e) Conviction of a crime.
- (f) Conduct unbecoming an employee.
- (g) Neglect of duty.
- (h) Misuse of County property, including motor vehicles.
- (i) Discrimination that affects equal employment opportunity, as defined under N.J.A.C. 4A:7-1.1, including sexual harassment.
- (j) Violations of federal regulations concerning drug and alcohol use and testing of employees who perform functions related to the operation of commercial motor vehicles as well as violation of State and local policies issued thereunder.
- (k) Violation of the New Jersey residency requirement as set forth in N.J.S.A. 52:14-7 (P.L. 2011, c. 70).

- (l) Other sufficient cause.

Section 2. Progressive Discipline.

Absent exigent circumstances or other good cause, the County shall implement progressive discipline for employees as follows:

- (a) A documented oral warning.
- (b) Written warning, which may mandate corrective action, including but not limited to, referral to the County's Employee Assistance Program.
- (c) Minor Discipline, which includes a formal written reprimand, suspension, or fine of five (5) working days or less.
- (d) Major Discipline, which includes removal, disciplinary demotion, suspension, or fine of more than five (5) working days at any one time.

Section 3. Major Disciplinary Action.

If an employee is subject to major disciplinary action, he/she shall be afforded a right to a hearing on the matter, as set forth in N.J.A.C. 4A:2-2.5.

Section 4. Notice of Disciplinary Action.

The employee, Shop Steward, and Union shall receive notice of the disciplinary action, which shall include a detailed description of the alleged acts and conduct, including references to dates, times, and places, if applicable.

ARTICLE 24. TERMINATIONS

Section 1. Separation from Employment.

Separation from the service of the County may result from voluntary resignation of the employee, or by involuntary termination of said employee's services.

Section 2. Notice of Resignation.

Employees who resign will tender his/her resignation in writing, if possible, at least two (2) weeks prior to the effective date of the resignation, in order to provide sufficient time for appointing and training the successor.

ARTICLE 25. WORKING TEMPERATURE

Section 1. Winter Months.

During the months of November, December, January, and February, the County, under normal circumstances, will endeavor to maintain the garage inside temperature at or above fifty-eight (58) degrees Fahrenheit. The County will at all times maintain a comfortable working temperature above fifty-five (55) degrees Fahrenheit in all public buildings for the employees working all shifts.

Section 2. Relocation of Employees.

It is further understood that, if under normal circumstances, the County is unable to maintain the stated minimum temperature, and such condition persists for a period of four (4) or more hours in a given work shift, the County may reassign the affected employees to other locations until the condition has been corrected.

ARTICLE 26. GENERAL PROVISIONS

Section 1. Discrimination Laws.

It is agreed that the County and Union will continue the practice of abiding by all State and federal discrimination laws. All previous benefits within the Agreement shall remain in effect.

Section 2. Entire Agreement.

No employee shall make or be requested to make any agreement or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

Section 3. Union Bulletin Board.

The County shall provide reasonable bulletin board space for the posting of official Union notices and install a glass case for the posting of official Union notices. The Union shall provide a copy of all such notices to the County.

Section 4. Employee Benefits.

No clause in this Agreement shall be construed or interpreted as to imply any lowering of present wages or working conditions which are a benefit to all employees.

Section 5. Rest Periods.

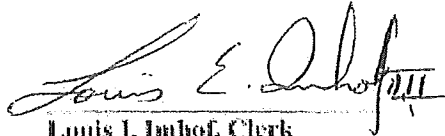
The County shall provide a fifteen (15) rest period at 10:00 AM and fifteen (15) minute rest period at 2:00 PM.

ARTICLE 27. DURATION OF AGREEMENT

This Agreement shall become effective retroactive to January 1, 2024 and shall continue in full force and effect until December 31, 2028, and shall automatically renew itself from year-to-year thereafter, unless the County or Union is given notice in writing at least ninety (90) days prior to the expiration date to change, modify, or terminate the Agreement. In such cases, the County and Union shall endeavor to negotiate a new agreement within ninety (90) days prior to the expiration of the Agreement.

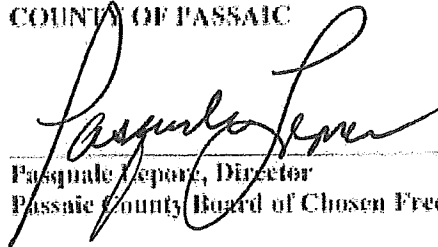
IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officials and duly considered officials, this 23 day of July 2025.

Attest:



Louis I. Inhof, Clerk
Board of Chosen Freeholders

COUNTY OF PASSAIC



Pasquale Lepore, Director
Passaic County Board of Chosen Freeholders

AS TO FORM AND LEGALITY:



Natalie D. Allwaters, Esq.
Passaic County Counsel

Attest:

INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL 11



Michael Curcio, President/Principal Officer
International Brotherhood of Teamsters,
Local 11



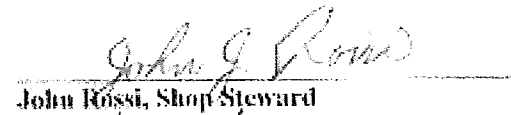
Kennard Fairley, Chief Shop Steward



Kevin Caiola, Shop Steward



MC McDaniels, Shop Steward



John Rossi, Shop Steward



Vincent Ortiz, Shop Steward

APPENDIX A – LIGHT DUTY

If an employee in the Union is holding a title under light duty, the County agrees said employee will be demoted to the title he/she is performing. The Salary Guide shall be adjusted accordingly.

APPENDIX B – LABOR MANAGEMENT COMMITTEE

The County and Union agreed to establish a Labor Management Committee (hereafter "Committee") comprised of the Passaic County Administrator or his/her designee, the Personnel Director or his/her designee, the department directors, the designated Union Shop Stewards, and the designated officials from the Union. The Committee shall meet on a quarterly basis to resolve all issues related to the Agreement, including safety, workplace, and other grievances that may arise in the administration of the Agreement.

APPENDIX C – EDUCATIONAL FUND

The County agrees to contribute three cents (\$0.03) per hour to the International Brotherhood of Teamsters Local 11 Educational Program Fund (hereafter "Fund") for all hours employees receive pay. The Fund is to be administered in accordance with the Local 11 Benefit Plan Trust Agreement by an equal number of County and employee trustees. Such contribution will be submitted to the Union on a quarterly basis.

APPENDIX D

The County agrees that if four (4) trucks are called out two (2) mechanics will be called in.

APPENDIX E – NIGHT DIFFERENTIAL

The County hereby agrees to pay all employees a night differential of ten percent (10%) on base salary, working the regular shifts of 3:30 PM to 12:00 AM and 11:30 PM to 7:00 AM. Effective March 1, 1994, all newly hired employees will receive fifty cents (\$0.50) per hour.

APPENDIX F

The County and Union agree that if an employee is required to work fifteen (15) or more consecutive hours within a twenty four (24) hour period, and his/her regular starting time is set to begin immediately thereafter, the employee, at his/her option, can take his/her regular eight (8) hour shift off with pay or be paid overtime without the County deducting any time off provisions contained in the Agreement.

APPENDIX G

It is agreed that should any employee in this Union receive an increase over and above those specified in this Agreement, without agreement of the Union President or his representative, then the Union and the County Administrator will discuss who in the Union shall be entitled to the same increase in their salary, effective the same date as increase was given.

APPENDIX H – DRIVE

Section 1. Payroll Deduction.

The County agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to the Democrat Republican Independent Voter Education (hereafter "DRIVE"). DRIVE shall notify the County of the amounts designated by each contributing employee that are to be worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The County shall remit to DRIVE national headquarters, on a monthly basis, in one (1) check, the total amount deducted along with the name and social security number of each employee on whose behalf a deduction is made, and the amount deducted from the employee's pay check.

Section 2. Hold Harmless.

The Union and DRIVE agree to indemnify the County and to hold the County harmless for all monies which are deducted in accordance with DRIVE instructions, and, which are disputed by the involved employee. The Union, DRIVE, and, the employee further agree that all disputed deductions are to be resolved between the Union, DRIVE, and the employees themselves without the involvement of the County.

APPENDIX I – SHOP STEWARDS

Section 1. Shop Stewards.

The Union may appoint one (1) accredited member to act as Shop Steward. It shall be his/her duty to receive complaints, and dispose of them in the manner provided under the grievance procedure of the Agreement. It is the intention of the County and Union that the Shop Steward will, to the best of his/her ability, attempt to carry out the terms, provisions, and intention of the Agreement, and to that end will cooperate with the County to the fullest extent. It is understood and agreed, however, that the Shop Steward shall have no authority of any kind except as set forth under the Agreement.

Section 2. Discrimination.

The Shop Steward shall not be discriminated against because of his/her faithful performance of duties as such.

Section 3. Authority.

The Authority of the Shop Steward and Shop Steward Alternate so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

- (a) The investigation and presentation of grievances in accordance with the provisions of the Agreement; or
- (b) The transmission of such messages and information which shall originate with, and are authorized by, the Union or its officers, provided such messages and information: (1) has been reduced to writing; and (2) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusals to handle goods, or any other interference with the County's business.

Section 4. Investigations.

Shop Stewards shall be permitted reasonable time to investigate, present, and process grievances on the property of the County, without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime.

Section 5. Arbitration Hearings and Union Functions.

The Chief Steward or his/her designated alternate will be permitted to attend arbitration hearings without loss of pay and up to two and one half (2 ½) days to attend Union functions, including but not limited to, conferences, educational trainings, meetings, and negotiations during working hours with approval from the County. Said requests will be made in writing to the County.

LEVEL	R8	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TM2									
TITLES	00929	Building Maintenance Worker			041 Operations/Roads					
	40350	Bridge Operator								
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 8	1	2	3	4	5	6	7	8	9	10
2024-2028	\$36,704	\$38,457	\$40,211	\$41,295	\$42,378	\$43,456	\$44,535	\$45,583	\$46,700	\$47,686

LEVEL	R9	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TM3									
TITLES	01877	Garage Attendant								
	02248	Laborer/141								
	02614	Parking Attendant								
	04858	Assistant Greenskeeper - No license or certification								
		(Asst Grnskp changed per agreement 4/1/2012)								
	06124	Security Guard (Buildings & Grounds)								
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 9	1	2	3	4	5	6	7	8	9	10
2024-2028	\$37,727	\$39,479	\$41,239	\$42,378	\$43,513	\$44,656	\$45,797	\$46,941	\$48,071	\$49,055

LEVEL	R10	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TM4									
TITLES	00929	Building Maintenance Worker/045 B&G								
	00938	Building Service Worker/045 B&G								
	04189	Traffic Maintenance Worker								
	04222	Truck Driver/141								
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 10	1	2	3	4	5	6	7	8	9	10
2024-2028	\$38,815	\$40,570	\$42,320	\$43,513	\$44,709	\$45,902	\$47,096	\$48,299	\$49,489	\$50,474

LEVEL	R12	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TM6									
TITLES	03425	Sr. Maintenance Repair/045								
	01940@	Maintenance Worker Grounds 1			Added per agreement 1/27/2014					
	02105	Inspector Mosquito Extrmn			Moved from Level R11 per agreement 04/30/2018					
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 12	1	2	3	4	5	6	7	8	9	10
2024-2028	\$41,137	\$42,893	\$44,646	\$45,965	\$47,277	\$48,606	\$49,922	\$51,242	\$51,445	\$52,430

LEVEL	R13	TEAMSTERS LOCAL 11			SALARY GUIDE						
	TM7										
TITLES	00880	Boiler Operator/045									
	00933	Building Maintenance Worker LPL 045					Moved from Level R12 per agreement 10/07/2011				
	01746	Equipment Operator									
	02365	Maintenance Repairer LPL					Added per agreement 01/27/2014				
	02434	Mechanic									
	02589	Painter					Added per agreement 01/27/2014				
	03090	Road Repairer 1					Moved from Level R9 per agreement 03/16/2015				
	03229	Sr. Building Service Worker									
	03349	Maintenance Worker 2 Grounds					Added per agreement 01/27/2014				
	04220	Tree Maintenance Worker 1					NJ CSC Title change from Tree Climber				
	04284	Water Repairer 1					Moved from Level R11 per agreement 04/02/2012				
	04858	Assistant Greenskeeper With License and Certification									
		(Asst Grnkpr Added per agreement 4/01/2012)									
	05565	Motor Broom Operator									
	02105	Inspector Mosquito Extrmn									
		STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
LEVEL 13		1	2	3	4	5	6	7	8	9	10
2024-2028		\$42,389	\$44,147	\$45,896	\$47,277	\$48,664	\$50,058	\$51,439	\$52,826	\$53,202	\$54,185

LEVEL	R16 TEAMSTERS LOCAL 11		SALARY GUIDE							
	TM9									
TITLES	02106 Inspector Road Openings									
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 16	1	2	3	4	5	6	7	8	9	10
2024-2028	\$46,535	\$48,289	\$50,046	\$51,657	\$53,271	\$54,887	\$56,493	\$58,116	\$59,734	\$60,719

LEVEL	R17	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TMA									
TITLES	00880	Boiler Operator (Blue Seal)			Added per agreement 01/27/2014					
	01937	Greenskeeper								
	02365	Maintenance Repairer LPL (Blue Seal)			Added per agreement 01/27/2014					
	03439	Senior Maintenance Worker LPL			Added per agreement 05/01/2017					
	06483	Tree Maintenance Worker 3			Added per agreement 05/07/2015					
	06655	Road Repairer 3			Added per agreement 03/16/2015					
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 17	1	2	3	4	5	6	7	8	9	10
2024-2028	\$51,593	\$53,233	\$54,879	\$56,535	\$58,184	\$59,830	\$61,476	\$63,121	\$64,776	\$65,759

LEVEL	R19	TEAMSTERS LOCAL 11			SALARY GUIDE					
	TMB									
TITLES	00970	Carpenter								
	01706	Electrician								
	02440	Mechanic Diesel/141								
	02693	Plumber								
	03093@	Roofer								
	03381	Sr. Inspector Road Openings					Added per agreement 12/10/2010			
	03705	Sign Maker 2								
	07618	Telephone System Installer & Repairer					Added per agreement 06/01/2018			
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 19	1	2	3	4	5	6	7	8	9	10
2024-2028	\$53,060	\$54,293	\$56,181	\$58,365	\$59,959	\$61,843	\$64,029	\$64,496	\$66,199	\$67,184

LEVEL	R20		TEAMSTERS LOCAL 11			SALARY GUIDE				
	TMC									
TITLES	NONE									
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
LEVEL 20	1	2	3	4	5	6	7	8	9	10
2024-2028	\$54,887	\$56,696	\$58,386	\$60,072	\$61,762	\$63,451	\$65,140	\$66,830	\$68,506	\$69,489

LEVEL	R21	TEAMSTERS LOCAL 11			SALARY GUIDE						
	TMD										
TITLES	03515 Senior Plumber				Added per agreement 08/25/2014						
	03588 Sign Maker 3				Added per agreement 05/16/2019						
	04561 Sr. Mechanic/Diesel										
	05009 Sr. Carpenter										
	05598 Sr. Welder				Moved from Level R19 per agreement 06/01/2015						
	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	
LEVEL 21	1	2	3	4	5	6	7	8	9	10	
2024-2028	\$56,696	\$58,389	\$60,072	\$61,762	\$63,451	\$65,140	\$66,830	\$68,519	\$70,209	\$71,193	

TITLE LIST - TEAMSTER LOCAL 11			Salary Guide 04/01/2019 to 03/31/2023
Level			
R7-TM1	05624	Clerk Driver/Stock Clerk	
R8-TM2	00929	Building Maintenance Worker/041 Operations	
	40350	Bridge Operator	
R9-TM3	01877	Garage Attendant	
	02248	Laborer/141	
	02614	Parking Attendant	
	03090	Road Repairer 1	Moved to Level R13 per agreement 03/16/2015
	04284	Water Repairer 1	Moved to Level R11 per agreement 05/02/2011
	04858	Assistant Greenskeeper - No license or certification	Added per agreement 04/01/2012
	06124	Security Guard (Buildings & Grounds)	
		Guard Public Buildings	Not a Civil Service Title
R10-TM4	00929	Building Maintenance Worker/045 B&G	
	00938	Building Service Worker/045 B&G	
	04189	Traffic Maintenance Worker	
	04222	Truck Driver/141	
R11-TM5	02105	Inspector Mosquito Extrmn	Moved to Level R13 per agreement 04/30/2018
	02328	Maintenance Repairer	
	02456@	Mechanic Helper	Added per agreement 05/02/2011
	03227	Senior Building Maintenance Worker	Added per agreement 12/1/2016
	03229	Senior Building Service Worker	Added per agreement 12/1/2016
	03625	Sr. Traffic Maintenance Worker	
	04284	Water Repairer 1	Moved to Level R13 per agreement 4/02/2012
	06257	Sr. Security Guard	
	07032	Inspector Trainee Mosquito Extrmn	
R12-TM6	00933	Building Maintenance Worker LPL/045	Moved to Level R13 per agreement 10/07/2011
	01940@	Maintenance Worker Grounds 1	Added per agreement 1/27/2014
	02105	Inspector Mosquito Extrmn	Moved from Level R11 per agreement 04/30/2018
R13-TM7	00880	Boiler Operator/045	
	00933	Building Maintenance Worker LPL/045	Moved from Level R12 per agreement 10/07/2011
	01746	Equipment Operator	
	02365	Maintenance Repairer LPL	Added per agreement 01/27/2014
	02434	Mechanic	
	02589	Painter	Added per agreement 01/27/2014
	03090	Road Repairer 1	Moved from Level R9 per agreement 03/16/2015
	03227	Sr. Building Service Worker	
	03349	Maintenance Worker 2 Grounds	Added per agreement 01/27/2014
	04220	Tree Maintenance Worker 1	NJ CSC Title change from Tree Climber
	04284	Water Repairer 1	Moved from Level R11 per agreement 04/02/2012
	04858	Assistant Greenskeeper With License and Certification	Added per agreement 04/01/2012
	05565	Motor Broom Operator	
		Assistant Welder	Not a Civil Service Title
		Park Caretaker	Not a Civil Service Title
R15-TM8	02336	Maintenance Repairer Electrical Heating & A/C	Added per agreement 01/27/2014
	03227	Sr. Building Maintenance Worker	
	03425	Sr. Maintenance Repairer	
	03459	Sr. Mechanic/141	
	03567	Road Repairer 2	Added per agreement 03/16/2015
	03631	Tree Maintenance Worker 2	Added per agreement 05/07/2015
	03643@	Water Repairer 2	Added per agreement 10/19/2015
	04305	Welder	
	06791	Sr. Boiler Operator	
	06847	Equipent Operator/Supervising Laborer	Added per agreement 04/01/2012
		Sr. Park Caretaker	Not a Civil Service Title
R16-TM9	02106	Inspector Road Openings	
R17-TMA	00880	Boiler Operator (Blue Seal)	Added per agreement 01/27/2014
	01937	Greenskeeper	
	02365	Maintenance Repairer LPL (Blue Seal)	Added per agreement 01/27/2014
	03439	Senior Maintenance Worker LPL	Added per agreement 05/01/2017

	06483	Tree Maintenance Worker 3	Added per agreement 05/07/2015
	06655	Road Repairer 3	Added per agreement 03/16/2015
R19-TMB	00970	Carpenter	
	01706	Electrician	
	02440	Mechanic Diesel/141	
	02693	Plumber	
	03093@	Roofer	
	03381	Sr. Inspector Road Openings	Added per agreement 12/10/2010
	03705	Sign Maker 2	
	05598	Sr. Welder	Moved to Level R21 per agreement 06/01/2015
	07618	Telephone System Installer & Repairer	Added per agreement 06/01/2018
R20-TMC		NONE	
R21-TMD	03515	Senior Plumber	Added per agreement 08/25/2014
	03588	Sign Maker 3	Added per agreement 05/16/2019
	04561	Sr. Mechanic/Diesel	
	05009	Sr. Carpenter	
	05598	Sr. Welder	Moved from Level R19 per agreement 06/01/2015
		Sr. Design Let & Processing	Not a Civil Service Title

SIDEBAR AGREEMENT

WHEREAS, the County of Passaic ("County"), through its Department of Operations and Public Buildings, Road Division, Department of Parks and Recreation, Preakness Valley Golf Course, and Mosquito Control Division, and the Teamsters Local Union No. 11 ("Union") are parties to a Collective Negotiations Agreement ("CNA"), negotiated pursuant to N.J.S.A. 34:13A-1, et seq.; and

WHEREAS, the Union believes that during the Parties' most recent collective negotiations certain language was omitted from the prior CNA to the current CNA; and

WHEREAS, the County denies any such language was omitted intentionally or in bad faith; and

WHEREAS, the County and the Union have met and discussed the issue of maximum consecutive overtime which an employee may be worked during emergencies, such as snow removal; and

WHEREAS, the County and the Union desire to agree to certain terms and conditions, as set forth in this Sidebar Agreement ("Agreement"), as if set forth more fully in their CNA; and

NOW, THEREFORE, LET IT BE RESOLVED, in consideration of the foregoing, and the mutual agreements and covenants herein, the Parties agree as follows:

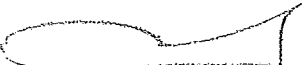
1. The recitals set forth above are incorporated by reference.
2. The parties agree that: No employee working under the jurisdiction of the parties' CNA shall work more than sixteen (16) hours consecutively for work including emergency work.
3. This Agreement constitutes the entire agreement between the Parties regarding the subject matter described herein and shall not be amended or modified, except by written consent of the Parties. No oral statement or representation of any person shall modify the terms and provisions of this Agreement unless it is expressly and specifically incorporated herein. All unincorporated oral statements and/or representations shall be null and void.
4. This Agreement is made without causing precedent or practice between the Parties except for the limited purpose contained at Paragraph 2 above.
5. This Agreement shall not affect the Parties' bargaining positions in any future negotiations.
6. The Parties acknowledge they have had ample time to review this Agreement, and have carefully read and fully understand the provisions contained here. The Parties further acknowledge they execute this Agreement voluntarily; without coercion or duress.

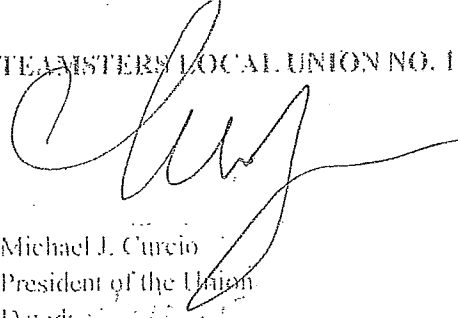
7. All other terms and conditions of the CNA remain status quo.

IN WITNESS WHEREOF of the foregoing provisions, the Parties have executed and delivered this Agreement as of the date first set forth below:

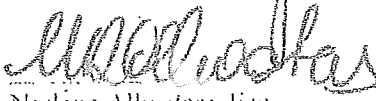
COUNTY OF PASSAIC


TEAMSTERS LOCAL UNION NO. 11


Matthew P. Jordan, Esq.
County Administrator
Dated:


Michael J. Curcio
President of the Union
Dated:

As to form and legality:


Nadège Allwaters, Esq.
County Counsel
Dated: 7/15/25


Curtiss T. Jamison, Esq.
Counsel for the Union
Dated: 7/14/25

MACHINERY, SCRAP IRON, METAL AND STEEL CHAUFFEURS, WAREHOUSEMEN, HANDLERS AND HELPERS,
ALLOY FABRICATORS AND MISCELLANEOUS WORKERS AND REMOVAL,
DISPOSAL OF ASBESTOS DEBRIS



TEAMSTERS LOCAL UNION NO. 11

AFFILIATED WITH THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS & JOINT COUNCIL No. 73

810 BELMONT AVENUE, SUITE 200 • NORTH HALEDON • NEW JERSEY 07508 • PHONE: (973) 636-0093 • FAX: (973) 636-6706
TEAMSTERSLOCAL11@GMAIL.COM

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MICHAEL CURCIO, President/Principal Officer
CHARLES ROBINSON, Vice President
MARYANN TITTLE, Secretary Treasurer
ANITA CLARK, Recording Secretary

QAMAR KIMBROUGH, Trustee
MICHAEL MAZZONE, Trustee
MICHAEL HECKEL, Trustee

May 15, 2025

SENT VIA EMAIL

Matthew Jordan
County Administrator
Passaic County

Mr. Jordan,

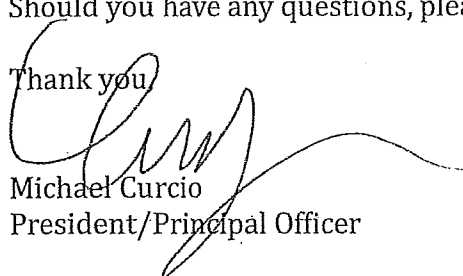
Re: Article 15: Uniform & Safety Allowance: Section 4: Work Shoes

Per our Collective Negotiated Agreement which was agreed, I am giving you notification prior to June 1st, that we no longer want to use the boot truck vendor moving forward.

In the years of 2026, 2027, and 2028 we will be using the \$250.00 stipend instead of the vendor.

Should you have any questions, please feel free to contact me.

Thank you


Michael Curcio
President/Principal Officer