

AGREEMENT

STATE OF NEW JERSEY



**LOCAL NO. 195, INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, AFL-CIO**
REPRESENTING OPERATIONS, MAINTENANCE AND
SERVICES AND CRAFTS UNITS

**LOCAL NO. 195, INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS, AFL-CIO**

AND

**LOCAL NO. 32BJ, NEW JERSEY STATE MOTOR VEHICLE
EMPLOYEES UNION, SEIU—AFL-CIO**
REPRESENTING INSPECTION AND SECURITY UNIT



July 1, 2019 - June 30, 2023

**OPERATIONS, MAINTENANCE AND SERVICES
AND CRAFTS UNIT
AND INSPECTION AND SECURITY UNIT**

TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
	Preamble	1
1	Recognition	4
2	Management Rights	4
3	Merit System Laws, Rules and Regulations	4
4	Non-Discrimination	4
5	Policy Agreements	5
6	Dues Deduction, Representation Fee and Union Political Action Committee	5
7	Grievance Procedure	7
8	Discipline	17
9	Seniority	25
10	Hours of Work	26
11	Compensatory Time Balances	27
12	Overtime	27
13	Equalization of Emergency Overtime for Snow and Ice Control	29
14	Emergency Work (New Program)	29
15	Salary, Special Payment and Fringe Benefit Program	31
16	Access to Personnel File	35
17	Personnel Practices	36
18	Vacation Leave-Career Service	38
19	Administrative Leave-Career Service	39
20	Vacation Leave and Administrative Leave for Unclassified Employees	40
21	Holidays	40
22	Special Time Off	41
23	Retirement Benefits	42
24	Health Benefits Program, Prescription Drug Program, Dental Care Program and Eye Care Program	42
25	Claims Adjustment	44
26	Safety	44
27	Leaves of Absence Without Pay	45
28	Military Leave	46
29	Leaves of Absence Due to Job-Related Injury or Disease	47
30	Pregnancy-Disability Leave and Child Care Leave	48
31	Special Leave	48
32	Sick Leave	49
33	Union Rights and Representatives	51
34	Promotion	55

35	Job Posting and Announcements-Career Service	56
36	Job Vacancy Announcements for Unclassified Employees	57
37	Merit System Examinations.....	57
38	Layoff and Recall-Career Service	58
39	Layoff and Recall for Unclassified Employees	59
40	Out-of-Title Work	60
41	Performance Assessment Review	60
42	Tuition Aid Program	64
43	Subcontracting of Work	64
44	Presentation of Contract to Employees	65
45	Effect of Law	65
46	Administration of Contract Meetings	66
47	Maintenance of Benefits, Effect of Contract and Complete Contract	66
48	Preservation of Rights	67
49	Notices	67
50	Liability Claims Indemnification.....	67
51	Term of Contract, Reopening, Successor Contract and Negotiation Procedures.....	69
	Appendix 1	74
	A. Transfer	74
	B. Reassignment, Shift or Schedule Changes	74
	Appendix 2	76
	• Letter of Agreement #1, Access to Personnel File.....	76
	• Letter of Agreement #2, Union Rights and Representatives.....	76
	• Letter of Agreement #3, Layoff and Recall Armorer III and IV.....	76
	• Letter of Agreement #4 Union Leave Days	77
	• Letter of Agreement #5, Snow Representative	77
	• Letter of Agreement #6, Job Security	78
	• Letter of Agreement #7, State Colleges/ Universities Tuition Waiver Program	78
	• Letter of Agreement #8, Unclassified Employees	79
	• Letter of Agreement #9, Promotional Procedures, New Jersey Water Supply Authority.....	79
	• Letter of Agreement #10, Layoff and Recall Procedures for the New Jersey Water Supply Authority.....	80
	• Letter of Agreement #11, Administration of Contract Meetings for the New Jersey Water Supply Authority.....	80
	• Letter of Agreement #12, Health Insurance in Retirement.....	81
	• Letter of Agreement #13, Positions	81
	• Letter of Agreement #14, Office Space	81

- Letter of Agreement #15, State Colleges and Universities 81
- Letter of Agreement #16, Essential Employees
(Non 24/7 Facilities) 82
- Letter of Agreement #17, Essential Employees at
(24/7 Facilities) 82
- Letter of Agreement #18, Union and Department of
Transportation 83
- Letter of Agreement #19, Title Upgrades 83

