



RD#1, 99 Greenbank Road
Boonton NJ 07005-9602
(973) 263 1555/ Fax (973) 263 9068

Benefits Overview:

In the year of hire, will earn vacation time at the rate of one (1) day for each two (2) full months of service employment up to a maximum of six (6) days. For purposes of this section in the contract, the 'first calendar year of employment' shall be defined as January 1 through December 31 of the year in which the employee was hired. After the first calendar year of employment two weeks of vacation is earned.

Two (2) personal days are available to staff and are prorated for your first year of employment.

Will earn one (1) floating holiday upon hire.

During the probationary period (first six (6) months of hire) vacation/sick time usage is not permitted; personal time may be used.

Sick leave will be provided in accordance with the IBT union contract. Per the contract, "During the first calendar year of employment, new hires will receive a pro-rated portion of ten annual sick days based on their date of hire within the calendar year, e.g., an employee hired on July 1 will receive five sick days in the first calendar year, and an employee hired on April 1 will receive 7.5 sick days ($9/12 \times 10$), provided, however, that new hires may not utilize any sick leave until after four months of employment except as verified by a doctor's note. Employees shall receive ten (10) sick days per year effective the first January 1 of their employment and every January thereafter while employed in a bargaining unit position. Each employee may bank up to twenty (20) sick days for use in case of extended disability or illness, defined as an illness or injury of more than ten (10) consecutive workdays' duration, to be utilized after the employee's regular annual allotment of ten (10) sick days has been exhausted. Banked sick days (and only banked sick days) shall be cashed out upon retirement to the extent permissible under New Jersey law."

It is mandatory that all RVRSA employees be enrolled in the State of New Jersey Public Employee Retirement System (PERS). The current payroll deduction is 7.5% of annual salary; this rate may change per the State of New Jersey.

The RVRSA currently participates in the State of New Jersey Health and Dental Benefit Plan. Public workers are required to pay for a portion of their health care benefit costs. Eligible employees will be able to choose from a list of health insurance plans offered by the State. The dental premium is covered 100% by the RVRSA. There is also available vision discount program, Short Term Disability insurance and AFLAC insurances offered.