

**NJLESA**

**List of Amended 2019-2023 Contract Articles**

Art. IV [Non-Discrimination]

Art. V, section A [Policy Agreements – Employee Relations Policies (No Strike Clause)]

Art. VI [Dues Deduction]

Art. VII [Association Rights] & Section A [Access to Premises], Section B  
[Association Representative Shift Assignments] & Section D, subsection 8  
[Access to Email]

Art. VIII, section A [Access to Personnel Folders and Evaluations]

Art. X, section H [Grievance Procedure - Arbitration]

Art. XI, section D [Discipline]

Art. XIII B. [Salary Compensation Plan and Program]

Art. XIV, section B [Vacations – Vacation Schedule]

Art. XV, section A [Holidays]

Art. XIX section D [Compensatory Time Off]

Art. XXIII, section A [Leave of Absence without Pay]

Art. XXIV [Leave for Association Activity]

Art. XXXIV [Health Benefits]

Art. XXXV [Uniform Allowance]

Art. XLIII, section A [Successor Agreement]

Art. XLVI [Notices]

Side Letter of Agreement #4 (reciprocal procedure)

Appendix I