

MEMORANDUM OF UNDERSTANDING
PROVIDER LIST

THIS Memorandum of Understanding entered into this 27TH
day of APRIL, 1992 between the BURLINGTON COUNTY
BOARD OF CHOSEN FREEHOLDERS, a body corporate and politic with
offices located at 49 Rancocas Road, Mount Holly, New Jersey 08060
(hereinafter referred to as "County") and the COMMUNICATIONS
WORKERS OF AMERICA, LOCAL 1044, representative of certain employees
of the County with offices located at 107 High Street, Mount Holly,
New Jersey 08060 (hereinafter referred to as "CWA").

WITNESSETH:

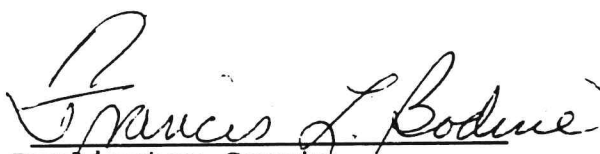
WHEREAS, the County and CWA desire to agree to a health care
provider list;


NOW THEREFORE, the parties hereto agree as follows:

It is mutually agreed and understood by the County and CWA
that as part of the 1993 Health Care Benefits the County will
provide to those employees covered under the 1992 - 1994 collective
bargaining agreement a health care provider list equal to no less
than ninety percent (90%) of the providers listed on and actively
participating in the Blue Cross/Blue Shield Medallion Plan as of
June 30, 1992.

Nothing in this agreement shall limit the County to expand
upon the existing providers list.

IN WITNESS WHEREOF, and intending to be legally bound the
parties hereto have caused their respective duly authorized
representatives to execute this memorandum of understanding the
date first written above:


Burlington County
Francis L. Bodine
Freeholder Director


CWA Local 1044
John Lazzarotti
President, CWA 1044

MEMORANDUM OF UNDERSTANDING
GLARE PROTECTORS

THIS Memorandum of Understanding entered into this 27TH day of APRIL, 1992 between the BURLINGTON COUNTY BOARD OF CHOSEN FREEHOLDERS, a body corporate and politic with offices located at 49 Rancocas Road, Mount Holly, New Jersey 08060 (hereinafter referred to as "County") and the COMMUNICATIONS WORKERS OF AMERICA, LOCAL 1044, representative of certain employees of the County with offices located at 107 High Street, Mount Holly, New Jersey 08060 (hereinafter referred to as "CWA").

WITNESSETH:

WHEREAS, the County and CWA desire to meet and discuss the possibility of the utilization of glare protectors with respect to video display terminals;

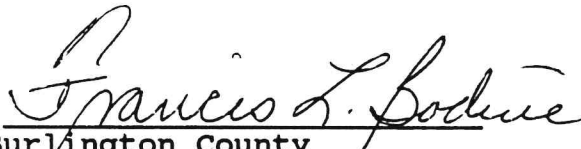
NOW THEREFORE, the parties hereto agree as follows:


1). It is mutually agreed and understood by the County and CWA that they shall meet and discuss the use of VDT glare protectors for employees who operate VDT's for a prolonged and substantial period of the work day as defined by their job descriptions and functions.

2). Such discussions shall include a representative from Data Processing. In addition, the County's agreement to discuss this issue does not in anyway constitute an agreement on the part of the County to purchase, provide, install such glare protectors, or be financially responsible in any way for the same.

3). Notwithstanding the County's agreement to discuss the VDT glare protector issue, such discussions shall not constitute an agreement and/or admission on the part of the County that said glare protectors are required or necessary.

IN WITNESS WHEREOF, and intending to be legally bound the parties hereto have caused their respective duly authorized representatives to execute this memorandum of understanding the date first written above:


Burlington County
Francis L. Bodine
Freeholder, Director


CWA Local 1044
John Lazzarotti
President, CWA 1044