

MEMORANDUM OF AGREEMENT

Changes to the Collective Bargaining Agreement between the City of Camden and Council #10 of the New Jersey Civil Service Association, (Blue Collar Supervisory Unit.)

NJSCA, Council #10,

Article VIII - Salaries and Increments

A. Annual salaries and rates of pay established for each title covered by this Agreement pursuant to the Salary Ordinance of the City of Camden in effect on the date of this Agreement shall be increased in the amount of Seven Percent (7%) per year for the year 1980 and an additional Seven Percent (7%) for the year 1981.

Article IX - Longevity Pay

A. The Schedule for payment shall be changed to the following:

- From 5 to 9 years of service.....3% of annual base pay
- From 10 to 14 years of service.....4% of annual base pay
- From 15 to 19 years of service.....5% of annual base pay
- For 20 years of service.....6% of annual base pay
- For 21 and more years of service...7% of annual base pay

Article XXIII - Termination

A. This Agreement shall take effect as of the date of the execution of same and shall remain in effect until December 31, 1981. The salary provisions of this Agreement shall be retroactive to January 1, 1980.

All other Articles and language of this Agreement shall remain as stated when signed on July 15, 1977, and/or amended on April 12, 1979.

In witness whereof we set our hands and seals this 12 day of March, 1980.

CITY OF CAMDEN

By David D. Kelly
David D. Kelly
Business Administrator

CAMDEN COUNCIL #10
NJCSA

By Mildred DiFante
Mildred DiFante
President

By Charles DiBartolomeo
Charles DiBartolomeo
President
City Supervisory Unit

March 12, 1980 - Dec, 31, 1981

EFFECTIVE JULY 1, 1980

UNION SECURITY

D. Upon the request of the Union, the Employer shall deduct a representation fee from the wages of each employee whose title is covered by this Agreement and who is not a member of the Union.

E. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the unit.

F. The amount of said representation fee shall be certified to the Employer by the Union, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the Union to its own members.

G. The Union agrees to indemnify and hold the Employer harmless against any liability, cause of action or claims of loss whatsoever arising as a result of said deductions.

H. The Employer shall remit the amounts deducted to the Union monthly, on or before the 15th of the month following the month in which such deductions were made.

I. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.4(2) and (c) and (3) (L.1979, c.477), and member-

ARTICLE II

CHECK - OFF

A. The City agrees to deduct Council 10 monthly dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the City by the Treasurer of Council 10 and the appropriate deductions of all employees shall be remitted monthly to the Treasurer of Council 10 together with a list of the names of all employees for whom the deductions are made. Remittance shall be made by the 10th day of the month immediately succeeding the month in which the deductions are made.

B. Any written designation to terminate the deduction of Council 10 dues must be received in writing by the City and Council 10 and filing of notice of withdrawal shall be effective to halt deductions as of January 1, or July 1, next succeeding the date on which the notice of withdrawal is filed.

C. The City agrees to deduct an amount equal to Council 10's initial membership fee from an employee's wages, upon proper notice by Council 10 to the City, and remit it, forthwith, to Council 10.

ship in the Union shall be available to all employees in the unit 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 Employer shall immediately cease making said deductions.

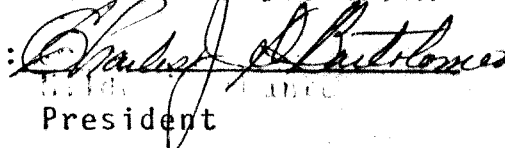
CITY OF CAMDEN

By:


David D. Kelly
Business Administrator

CAMDEN COUNCIL #10 NJCSA

By:


Charles J. Battalones
President