

**AGREEMENT
BETWEEN
CITY OF CAMDEN HOUSING AUTHORITY
A N D
AMERICAN FEDERATION OF STATE,
COUNTY, AND MUNICIPAL EMPLOYEE,
AFL - CIO
DISTRICT COUNCIL 71
LOCAL 3441**

January 1, 2002 - December 31, 2004

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PREAMBLE

This Agreement entered into by the Housing Authority of the City of Camden, hereinafter referred to as the "Employer" and Local 3441, affiliated with Council 71, AFSCME, AFL-CIO, hereinafter referred to as the "Union" has as its purpose the promotion of harmonious relations between the "Employer" and the "Union" the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment. The effective dates of this Agreement shall be ***JANUARY 1, 2002 TO DECEMBER 31, 2004.***

ARTICLE I – RECOGNITION

The Employer recognizes the Union as the bargaining agent for the purpose of establishing salaries, wages, hours of work and other conditions of employment for all of its employees in the classifications listed under Appendix I attached hereto, and by reference made a part of the Agreement and for such additional classifications as the parties may later agree to include. This recognition, however, shall not be interpreted as having the effects on or in any way abrogating the rights of employees as established by Chapter 303., Laws of 1968, *N. J. S. A. 34:13A-1 et seq.* This Agreement covers all titles listed in the Appendixes including all titles that may be added through negotiations or re-negotiations. Specifically excluded from this Agreement are all positions classified by the New Jersey Public Employment Relations Commissions as supervisors, confidential employees, managerial executives and guards.

ARTICLE II - CHECK OFF AND DUE DEDUCTION

Section 1: The Employer agrees to deduct monthly Union membership 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 Employer by the treasurer of the Union, and the aggregate deductions from all employees shall be remitted to the office of Council together with a list of the names of all the employees for whom the deductions were made by the tenth (10th) day of each month after such deductions were made.

Section 2: The Employer agrees to deduct dues or assessments of chapter plans or for employee benefits upon written request from the employee. If deductions have not been made within fifteen (15) working days after the presentation of the request, the employees shall be responsible for notifying the Employer's accounting department so that they can follow up on the request from its initiation. The department head, or his agent, shall inform said employee as to when deductions should begin.

Section 3: Employees covered by this Agreement may only request deduction for the payment of dues to the duly certified majority representative named herein.

Section 4: The effective date of a termination of dues deduction to the majority representative shall be as of July 1st, next, succeeding the date on which the notice of withdrawal is filed with the Employer.

Section 5: Any employee in the Bargaining Unit on the effective date of the Agreement who does not join the Union within thirty (30) calendar days thereafter, any new employee who does not join within thirty (30) days of initial employment within the Unit, and any employee previously employed within the Unit who does not join within ten (10) days of re-entry into employment within the Unit shall, as a condition of employment, pay a representation fee to the

Union by automatic payroll deduction. The representation fee shall be in the amount not to exceed eighty-five percent (85%) of the regular Union membership dues, fees and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union Membership dues, fees and assessments. The Union's entitlement to the representation fee shall continue beyond the termination date of this agreement, so long as the Union remains the majority representative of the employees in the Unit, provided that no modification is made in this provision.

Section 6: The Union shall indemnify and hold the Employer harmless against any or all claims, demands, suits and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in and defend any administrative or court litigation; concerning this provision. In any such litigation, the Employer shall have no obligation to defend this provision but, shall cooperate with the Union in defending this provision.

ARTICLE III - WORK SCHEDULES

Section 1: For employees whose normal work week is 40 hours, the weekly schedule shall consist of the regular scheduled work week of five (5) consecutive days. Monday through Friday, inclusive from 8:00 a.m. to 4:30 p.m. with one-half hour for lunch. For employees whose normal work week is thirty five (35) hours, the weekly schedule shall consist of the regular scheduled work week of five (5) consecutive days, Monday through Friday inclusive from 8:30 a.m. to 4:30 p.m. with one (1) hour for lunch.

Section 2: A weekend and evening crew is to be developed utilizing maintenance personnel with a work week consisting of forty (40) hours a week Monday through Friday, inclusive of 4:30p.m. to 12:00a..m. with one-half hour for lunch. The weekend crew, inclusive

of Saturday and Sunday, will be developed utilizing volunteer maintenance personnel to work from the hours of 8:00 a.m. to 4:30 p.m. and 4:30 p.m. to 12:00 a.m. with one-half hour for lunch. Compensation for this special shift shall be at the rate of 10% differential from the regular hourly rate of pay. If there are no volunteers, the Authority has the right to select and appoint individuals in reverse seniority .

Section 3: Neither the regular starting or quitting time, or work location will be changed without a minimum of three (3) working days advanced notice to the effected employees, and without first having discussed such changes and the needs for same with the representatives of the union, except in emergency situations.

Section 4: The Employer agrees to notify the Union whenever any personnel changes are anticipated at least five (5) working days prior to the change becoming effective. This will include salary changes, wages, reassignments, whether temporary, provisional or permanent, and any other personnel changes which impact upon salary or reassignments, except in emergency situations.

Section 5: The Maintenance Repairer Classification Work Schedule shall consist of five (5) consecutive work days with two (2) days off. Each work day shall be of an eight (8) hour duration. Employees assigned to the aforementioned work schedule shall be compensated an additional eighty five (85) cents per hour for work performed on Saturday or Sunday.

ARTICLE IV - OVERTIME

Section 1: Overtime refers to any paid time, except sick time (vacation, personal, workers' compensation, holidays), in excess of the regular hours of duty and is granted only when the employee is properly authorized to work by his/her immediate supervisor.

Section 2: Only employees who have worked in excess their of regular work schedule of

Thirty five (35) hours for clerical staff and forty (40) hours for maintenance staff are eligible to perform and receive overtime.

Section 3: Time and one-half (1 1/2) the Employees regular rate of pay shall be paid for work under the following conditions:

- a. All work performed by maintenance staff in excess of forty (40) hours per week;
- b. All work performed by clerical staff in excess of thirty five (35) hours per week;
- c. All work performed on Saturday, except as noted in Article III, Section 5.
- d. Any Maintenance Repairer whose work week exceeds forty (40) hours by working Saturday, will be paid time and a half based on salary not including eighty-five (85) cents differential as provided in Article III, Section 5.
- e. Employees who perform work on their sixth day of work shall be compensated in accordance with Article IV Section 2 and an employee who performs work the seventh day shall be compensated in accordance to Article IV Section 3.

Section 4: Double time the employee's regular hourly rate of pay shall be paid for work under any of the following conditions.

- a. All work performed on Sundays, except as noted in Article III, Section 4.
- b. All Holiday, in addition to Holiday Pay.
- c. All work performed on declared Holidays.
- d. In no event will employees be paid less than double time for having worked consecutively in excess of sixteen (16) hours.

Section 5: Overtime work will be distributed as equitably as possible among employees within the same classification where shift and ability are equal. The Employer shall provide an up-to-date list upon the request of the local union president or his/her designee. Such request shall not be reasonably denied.

Section 6: Overtime work shall be voluntary, There shall be no discrimination against any employee who declines to work overtime, In the event overtime is not secured, it shall be assigned in reverse seniority order.

Section 7: Overtime shall be paid currently, or at least no later than the second pay period, after the overtime is performed.

Section 8: BOILER OPERATIONS. The parties understand that the boiler operation is seven (7) days per week, twenty-four (24) hours per day operation and that the Employer will continue to make coverage decisions as it has in the past to assure adequate staffing of the boiler operation.

- a. Whenever the Employer determines that it is necessary to temporarily assign a non-boiler operator member of the bargaining unit to boiler work, the selection of such person shall come from a sign up list for such work and shall be based upon qualifications and seniority, seniority prevailing where qualifications are approximately equal on a rotating basis.
- b. Part-time Boiler operators shall not be eligible for any fringe benefits otherwise available to the full-time employees.

ARTICLE V CALL IN TIME

Section 1: Any employee scheduled to work 35 hours per week who is requested and returns to work during a period other than his/her regular scheduled shift shall be paid time and

one-half (1 ½) for such work, and be guaranteed not less than two (2) hours pay. Any employee scheduled to work 40 hours per week who is requested and returns to work during a period other than his/her regular scheduled shift shall be paid time and one-half (1 ½) for such work, and be guaranteed not less than two (2) hours pay. However, the employer reserves the right to require the employee to perform additional work at the particular site of the call-in work during that time period. A “call-in” shall mean a request to perform services received off the work site from the employer.

Section 2: Two hours shall be guaranteed for each separate call-in, unless the call-in is to correct work not properly repaired on a prior call-in. Any hours worked on a call-in shall be paid at the rate of time and one-half (1 ½).

Section 3: If the employee's call-in time work assignment and his/her regular shift overlap, he shall be paid time and one-half (1 ½) for that period worked prior to the regular shift. Thereafter, for the balance of his/her regular work shift, he/she shall be paid at the appropriate rate.

ARTICLE VI - INSURANCE

Section 1: There shall be no change in the Health Benefit Program maintained and paid by the Employer (except as noted below) on behalf of all employees covered by this Agreement, and their eligible dependents. Any new plan must have equivalent coverage or better for all bargaining unit employees.

Section 2: New employees will become covered by the Health Benefit Program ninety (90) days following the date of hire provided that the employee has timely completed and submitted the required enrollment documents when requested.

Section 3: The Employer agrees to provide full coverage for all employees and make provision that an employee will not be dropped from the coverage after major illness, or disability, during the term of major illness disability.

Section 4: The Employer agrees to include the employees covered by this Agreement in the State Prescription Plan and a Dental Plan as provided by employer.

Section 5: The Employer agrees to provide New Jersey Temporary Disability_Benefits to members of the Bargaining unit agreement.

Section 6: Medical benefits for employees after retirement, shall be provided in accordance with existing N.J. Statutory provisions.

Section 7: Employees electing HMO coverage for eligible dependents shall contribute an amount equal to eight (8) percent of the monthly dependent premium by payroll deduction. The Employer will give the Union at least ten (10) days advance notice of any rate adjustments.

ARTICLE VII - RATES OF PAY

Section 1: The regularly scheduled payroll period shall extend from Saturday through Friday. The employees shall be paid on every other Friday. In the event that Friday is a Holiday, the pay will be on the day before, barring circumstances beyond the Employer's control.

Section 2: An employee who performs work for 3 consecutive days in a higher paid classification than his/her own, shall be temporarily assigned and certified for payment for such work immediately. Employees shall not be compelled to work out of classification, without monetary compensation. The Employer shall not arbitrarily deny the higher rate in an effort to avoid payment of the higher rate.

Section 3: An employee shall be paid the rate of pay for his/her own classification when performing work in a lower paid classification.

Section 4: When an employee is promoted or reclassified so as to assume additional responsibilities or duties, or in recognition of the performance of duties beyond those required by his/her old title from one class of title to another having a higher starting salary, then his/her salary shall be adjusted to the starting salary of the new class or title.

Section 5: When an employee is demoted, restored to former position, or reclassified from one class or title to another, having a lower starting and maximum salary, which he/she previously held, then his/her salary shall be adjusted to maximum salary of the lower class, or title, provided the employee has been employed by the Authority for one and one-half (1 ½) years.

Section 6: If an employee is absent because of sickness, annual leave or in any other situation which will prevent him/her from personally picking up his/her pay check on the regular payday, he/she may make arrangements, to have his/her check(s) picked up by another person. The employee's ID card and written authorization must be provided to the Finance Department. The person identified in the authorization must properly identify himself/herself. In all other cases, the check, will be mailed to the address listed on the check. in no event shall checks be released prior to 12 noon.

Section 7: All employees hired prior to the execution of this Agreement who are covered by this Agreement shall receive pay increases as follows:

<i>January 1, 2002</i>	<i>January 1, 2003</i>	<i>January 1, 2004</i>
<i>2%</i>	<i>2%</i>	<i>2%</i>

Any employee employed on January 1, 2002, and no longer employed, shall receive a pro rated retroactive increase.

Section 8: Employees assigned to the second shift (between 4:30 p.m. and Midnight), will be compensated at an additional rate of ten (10%) percent times the hourly rate, provided such employee's work day schedule is of seven or more hours.

Section 9: Employees assigned to the third shift (between 12:00a.m.to 8 a.m.) shall be compensated at an additional rate of ten (10%) percent shift differential, provided such employee's work day schedule is of seven or more hours.

Section 10: For Boiler operators only, a ten percent (10%) shift differential shall be paid to each employee who works the second or third shifts (4:00 p.m. to midnight and midnight to 8:00 a.m. respectively). Shift assignments shall continue to be made in the same manner as previously made.

ARTICLE VIII - FRINGE BENEFITS

Section 1: Maintenance employees shall receive an appropriate set of tools. All Boiler Rooms will be equipped with an appropriate set of tools.

Section 2: All maintenance employees will sign a form stating cost of tools provided and that they have received an appropriate set of tools. Employer shall conduct periodic inspection of tools. These tools shall be provided to maintenance employees after completion of the probationary period.

Section 3: All employees who are required to wear employer issued uniforms (except Homeservice worker employees) will receive the following issuance.

- a). Five pairs of trousers
- b). Five winter shirts

- c). Five summer tee shirts
- d). One pair of safety work boots (black/brown in color). To be purchased by the employee with a voucher issued by the Authority.
- e). one summer jacket;
- f). two caps;
- g). one winter jacket

Section 4: Clothing replacement will be on a fair, wear and tear basis and the Employer will make the determination if an item should be replaced.

Section 5: A voucher for the cost of boots will be issued to each uniformed employee for use towards the purchase of OSHA approved boots. Boots must be purchased and worn on a daily basis beginning two-weeks after the voucher is issued. The voucher will be issued during the month of February of each contract year. The voucher will be in the amount of seventy-five dollars (\$75.00). The employee will be responsible for any addition cost and must provide a copy of the receipt showing that the boot has been purchased.

Section 6: The employer shall have the right to determine the most economical method of providing the above clothing. All employees shall cooperate with the Employer in order to have all present employees outfitted within three months of the signing of this Agreement by the Union and the Employer. The laundering and/or cleaning of the above clothing and future clothing shall be the responsibility of each uniformed employee.

Section 7: All Maintenance employees, Building Service employees and Home Service Workers shall be required to report to work in the clothing provided under Section 3. Failure to do so could be just cause for disciplinary action by the Employer, up to and including termination.

Section 8: Homeservice workers will receive the following issuance:

- a). 5 smocks
- b). 5 pair of pants
- c). 1 pair of shoes
- d). 1 weight belt
- e). 1 rubber apron.

ARTICLE IX - SICK LEAVE WITH PAY

Section 1: Employees in the Employer's service shall be entitled to the following sick leave of absence with pay.

- (a) One (1) working day sick leave with pay for each month of service from the date of appointment up to and including December 31st next, following such date of appointment and fifteen(15) days of sick leave with pay each calendar year thereafter.

If any employee requires none or a portion only of such allowable sick leave for any calendar year, the amount from such leave not taken shall accumulate to his/her credit from year to year, and he/she shall be entitled to such accumulated sick leave with pay, if and when needed. Sick leave for purposes herein defined to mean absence from duty of any employee because of personal illness, by reason for which such employee is unable to perform the usual duties of this position; exposure to contagious disease; a short period of emergency attendance upon a member of his/her immediate family illness; and requiring the presence of such employee.

- (b) If an employee is absent for three (3) consecutive working days for any of the reasons set forth in the above rule, the Employer shall require acceptable evidence

on the form prescribed. That nature of the illness and length of time the employee will be absent should be stated on the Doctor's Certificate.

- (c) An employee who does not expect to report for work because of personal illness for any of the reasons included in the definition of sick leave hereinafter set forth shall notify his/her immediate supervisor or personnel department, by telephone within one (1) hour after the starting of time of the employee's shift. Except for Boiler Personnel, who must notify the employer at least one (1) hour before the designated starting time. Under certain circumstances, a personal message left in the Personnel Office or the appropriate manager's office by a spouse or relative of the employee will be acceptable notice of the expected absence when the employee is unable to make such a call.
- (d) Sick leave claimed by reason of quarantine or exposure to contagious disease, may be approved on the certificate of the local Department of Health, and in case of death in the family, upon such reasonable proof as the appointing authority shall require.

Section 2: Cash payment shall be made at fifty percent (50%) for unused sick leave upon retirement or death. Any sick time accumulated before January 1, 1979, shall be called unredeemable sick time. Such unredeemable sick time can be used, but, not redeemed at cash value. Redeemable sick time must be used before unredeemable sick time.

Section 3: Paid sick days do not accrue during unpaid leaves or suspensions.

ARTICLE X - LEAVE OF ABSENCE WITH PAY

Section 1: A leave of absence with pay shall be granted to an employee desiring such leave because of death in the immediate family; subject to proof provided by the employee satisfactory to the Employer as follows:

<i>DAYS</i>	<i>RELATIONSHIP</i>
Five (5)	Mother, Father, Spouse, Brother, Sister, Children, Stepchildren
Three (3)	Mother-in-Law, Father-in-Law, Grandmother, Grandfather, Grandchildren
One (1)	Aunt, Uncle, Niece and Nephew

Leave of absence for employees shall be granted as provided in accordance with N.J. Department of Personnel Rules and Regulations, except as otherwise set forth herein.

Under certain circumstances, a leave of absence with pay may also be granted because of the death of a significant member of the employees' household; such leave shall be determined on a case by case basis by the Executive Director, who will also determine the length of such leave. Proof of the death, e.g. death certificate, may be requested from the employee to support the request.

Section 2: Personal Leave of two (2) days shall be granted to all employees covered under this Agreement.

- a). Personal Leave must be approved by the immediate a supervisor, and cannot be unreasonably denied.
- b). This leave shall not be used for sick time or in conjunction.

c). Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the appropriate rate of pay, with no loss of classification at the appropriate rate of pay, with no loss of seniority, or other employee's rights or benefits.

ARTICLE XI - SEVERANCE PAY

Section 1: Severance pay shall be paid to an employee who has been employed by the Authority and who has had his/her employment terminated because of service retirement; or has his/her job abolished for purposes of economy and his/her job terminated with Authority. This sum is based on years of service and is payable at the current pay rate at the time of termination, in accordance with the following schedule.

For White Collar Employees:

Five-Ten years	One week of base pay
Eleven-Fifteen years	One week – 3 days of base pay
Sixteen-twenty years	Two weeks of base pay
Twenty years or more	Three weeks of base pay

For All Other Employees:

At the completion of:	but, prior to completion of:
Five years	Eleven years 8 days
Eleven years	Sixteen years 10 days
Sixteen years	Twenty years 15 days
Twenty years and over	20 days

Section 2: In addition to the schedule set forth in Section 1 above, any employee employed prior to 1/1/96 who leaves the Employer in good standing, shall receive fifty percent (50%) of accumulated sick leave as additional severance pay; such payment not to exceed

Twelve Thousand dollars (\$12,000); except for employees hired on or after September 1, 1989, whose additional severance payment shall not exceed Five Thousand dollars (\$5,000.00).

Any employee hired on or after 1/1/96 shall only be eligible for the severance pay (not to exceed \$5,000) upon retirement under the state pension plan.

ARTICLE XII - UNION LEAVE

Section 1: The allowable number of Union delegates who are elected or designated to attend a function of the Union's International or other subordinate body shall be permitted to attend such functions and shall be granted the necessary time off without loss of any time or pay, provided that the said time off is of reasonable duration as determined by the Executive Director, or his designee. The right of attendance, moreover, shall be governed by any conditions, restrictions, or limitations contained in the International Constitution of the Union. The individual requesting said leave shall submit his/her request, in writing, to the Executive Director no later than five (5) days in advance of taking Union leave. The Executive Director shall give written notice of approval, or rejection, of Union Leave to the requesting employee no less than three (3) days in advance of the time requested. Waiver of the requirements for submission of requests may be granted at the discretion of the Executive Director should an emergency situation arise. However, the union agrees to provide the employer on a regular basis, with a list of current officers and shop stewards.

Section 2: Union Leave shall not be deducted from annual time.

Section 3: The employer will provide office space to be utilized by the union for union business only. The union will be responsible for paying all expenses related to the use of the office. One key will be provided by the employer and two will be provided to the union. The office may only be used before work, after work, or at lunch time. Should a pattern of abuse

occur in the utilization of the office, or if there are any unauthorized use of the office, the union will forfeit its right to use the office. No union member may utilize the office for no more than one hour.

ARTICLE XIII - JURY DUTY

Section 1: Employees who are selected for jury duty will receive their regular salary while serving in this capacity. Employee are permitted to keep any monies received for a jury duty appearance of one day in length. Payments received for Jury service in excess of two or more days shall be turned over to the Employer.

ARTICLE XIV - LEAVE OF ABSENCE WITHOUT PAY

Section 1: A permanent employee holding a position in the classified service who is temporary, either mentally or physically incapacitated to perform his/her duties, or who desires to engage in a course of study such as will increase his/her usefulness or his/her return to service; or for any reason considered valid by the department head and the appointing authority, desires to secure leave from his/her regular duties may, with the approval of the department head and the Employer, be granted special leave of absence without pay, for a period not exceeding six (6) months. Any employee seeking such special leave without pay, shall submit his request in writing, stating the reason why, in his/her opinion, request should be granted, the date when he/she desires to begin, the probable date of his/her return to duty.

Section 2: Any employee who is a member of the Union and is Legally elevated to an official full-time position in the parent Union, shall be granted a leave of absence without pay, and without loss of seniority, to attend to his/her official duties, for a period not exceeding one (1) year, which period may be renewed in accordance with N.J. Department of Personnel Rules and Regulations.

ARTICLE XV - MILITARY AND FAMILY LEAVE

Section 1: Military leave will be granted in accordance with applicable N.J. Department of Personnel Rules and Regulations.

Section 2: Family leave will be granted in accordance with applicable N.J. Department of Personnel Rules and Regulations and Federal and State Law.

ARTICLE XVI VACATIONS

Section 1: Annual Vacation Leave.

a) Except as noted below, employees in the service of the Employer shall be entitled to the following vacation pay for the first year of employment:

one day per month; and thereafter as follows:

FOR WHITE and BLUE COLLAR WORKERS

1 to 5 years -13 days

6 to 10 years -16 days

11 to 15 years -19 days

16 to 20 years -21 days

After 20 years -26 days

b). Employees hired on or after September 1, 1989 shall be entitled to the following vacation with pay for the first calendar year of employment:

1 to 5 years - 12 days

Section 2: Request for Advance Annual Vacation Leave payment must be submitted to the Finance Department seven (7) days prior to the day payment is desired, accompanied by the written approval of the Director of Finance.

Section 3: Preliminary requests for scheduling of Annual Leave Time shall be submitted to the employee's immediate supervisor by April 15, for purposes of scheduling Authority's work loads. Formal requests for leave shall not be required to be submitted until two weeks prior to such leave taken, provided, such period of time has not been previously disallowed. Failure to submit a vacation request by April 15, will result in the loss of seniority preference for selection of vacation only.

Determination of allowable leave periods in accordance with contract provisions shall be finalized by May 15. In accordance with Article XVI Section 3, Seniority will be the determining factor in resolving disputes.

Section 4: Requests for annual vacation leave of six days or more shall be submitted two weeks in advance and shall be granted at the sole discretion of the Executive Director.

Section 5: Requests for annual vacation leave of five days or less shall be at the sole discretion of the immediate supervisor and must be requested one week in advance. Any denial of a request for time off due to emergency situations may be appealed to the Executive Director.

Section 6: Vacation leave not used in any calendar year because of business necessity may be carried over for only one calendar year. Such carried over vacation must be scheduled, approved and posted by the employee's supervisor in writing no later than April 15th of that year. Such carried over vacation is to be taken before the current year's vacation leave to avoid the loss of such carried over vacation leave.

Section 7: Vacation leave for each calendar year shall be credited at the beginning of that year in accordance with N.J.A.C. 4:A6-1.2.

Section 8: When the vacation allowance for an employee changes based on his/her years of service, the annual allowance shall be computed on the basis on the number of full months at each rate. The new allowance shall be effective the remaining months of the year.

ARTICLE XVII - WORKER'S COMPENSATION

Section 1: When an employee is injured on duty, and is ruled to be eligible to receive Worker's Compensation he/she is to receive the applicable rate as determined by the NJ Worker's Compensation State Laws during the period of temporary disability. Such payment will be made by the current insurance carrier Liberty Mutual.

Section 2: When an employee is injured on the job and the injury is ruled to be eligible for Workers' Compensation benefits, the employee will not be required to use his/her sick time to compensate for any days out of work, under seven (7) days. Thereafter, compensation will be as indicated in Section 1 above.

Section 3: An employee who is injured on the job and is sent to a hospital, or to a medical doctor, shall receive pay at the applicable rate for the balance of that day. After sustaining a compensable injury which requires additional medical treatment during his regular working hours, an employee shall receive his regular hourly rate of pay for such time.

Section 4: When an employee is injured on duty, the Employer shall be required to provide transportation for the initial visit only to the medical facility designated by the Employer and to be returned back to the work site. The means of transportation chosen shall be at the sole discretion of the Employer.

Section 5: While an employee is on Injured on Duty status, the employee will be compensated at the State mandatory rate of 70%, non taxable, of weekly salary. The employee

will be compensated in accordance with the State Worker's Compensation Law and payment will be made directly from the currently insurance carrier.

ARTICLE XVIII - HOLIDAYS

Section 1: The following days are recognized paid Holidays:

New Years Day

Martin Luther King's Birthday

Lincoln's Birthday

Washington's Birthdday

Good Friday

Memorial Day

Fourth of July

Labor Day

Columbus Day

General Election Day

Veterans Day

Thanksgiving Day,

and the Day After

Christmas Day

Section 2: Holidays which fall on Saturday shall be celebrated on the Preceding Friday. Holidays which fall on Sunday, shall be celebrated on the following Monday. If a holiday falls within a period during which an employee is on Annual Vacation Leave, he/she shall not be charged for Annual Vacation Leave taken for that day.

Section 3: Employee must either work or be on approved leave the last working day before, and the first working day after the holiday, to be eligible for holiday pay. All reported illnesses, shall be substantiated by a Doctor's certificate, to receive pay for the holiday.

Section 4: No holiday shall be granted other than those listed in Section 1, above, except such other holidays as are officially declared by the President of the United States, Board of Commissioners, and/or the Governor.

Section 5: Whenever a holiday falls on a full-time Boiler Operator's regularly scheduled work day, the employee shall work and receive another day off with pay in lieu thereof, said day to be scheduled consistent with the needs of the Employer.

ARTICLE XIX - LONGEVITY

Section 1: Longevity pay will be granted annually, on or about November 1st, in a separate check, to all employees covered by this Agreements with more than three (3) years continuous full-time service on that date, per the following schedule:

At the conclusion of	7 years service – 3% of annual base pay
At the conclusion of	10 years service – 4% of annual base pay
At the conclusion of	15 years service – 5% of annual base pay

Section 2: Longevity pay will be calculated at the employees rate of pay on Janaury 1st of that year.

Section 3: Longevity pay will be caculated for actual time worked inclusive of all approved paid leave. Longetivity will not be paid for time out of work without pay (LWOP).

Section 4: An employee entitled to longevity pay who retires or leaves the Employer any month prior to November 1st may receive pro rated longevity pay, based on his/her last day of service.

Section 5: Effective January 1, 1994, new employees will not be entitled to Longevity.

ARTICLE XX - STRIKES AND LOCKOUTS

Section 1: In addition to any other restrictions under the law, the Union will not cause a strike or work stoppage of any kind, nor will any employee take part in a strike, intentionally slow down in the rate of work, or in any matter cause interference with, or stoppage of the Employer work. The Employer shall not cause any lockout.

Section 2: If either of the parties or if any person violates this Section, then such parties or person shall be responsible for any damages resulting as a matter of consequence of such action, damages may be recovered by appropriate action instituted in the County Court of Camden County, or the Superior Court of New Jersey.

ARTICLE XXI - EMPLOYEE DEVELOPMENT

Section 1: The parties agree to the establishment of a committee to be made up of three (3) local Union members, (the Local president and vice president and the Council 71 representative) and management representatives to explore development of new titles and salaries related thereto. It is anticipated that the committee will be formed and discuss titles meeting the needs of the Employer, and recommend bargaining titles to the Board of Commissioners for consideration prior to the end of this Agreement and recommend bargaining unit titles for the Board of Commissioners consideration prior to the end of this Agreement.

Section 2: It is further understood that creation of new titles is the exclusive right of the Housing Authority Board of Commissioners and this provision shall in no way hinder or require the exercise of that right by the Board or its designee.

ARTICLE XXII - DISCIPLINE PROCEDURES

Section 1: The terms of this Article shall apply to all permanent employees, including provisional employees with any permanent status, covered under the terms of this agreement.

Section 2: Discipline of an employee shall be imposed only for good and just cause according to law. Discipline under this Article is defined as oral warning, written warning, suspension without pay, reduction in grade, and/or dismissal from employment

Section 3: Just cause for discipline, up to and including dismissal from service, shall be set forth in N.J.A.C. 4A:2.- 2.1 - 2.8. Minor discipline actions shall be analyzed as through Article XXIII, Grievance procedure.

Section 4: The Employer shall give written notification to Council 71, and the President of Local 3441, when an employee is being suspended, fined, demoted or terminated from employment. Such notice shall include the extent and reason for disciplinary action, and shall be given within seventy two (72) hours of such disciplinary action.

- a). Employees shall be entitled to Union representation at all hearings and will not be denied same.
- b). Unless allowed by N.J. Department of Personnel Regulations, no demotion shall be made for disciplinary reasons.

Section 5: The Union Representative, eg. Shop Steward, representing the relevant employee may undertake informal discussion with the appropriate level of Management prior to a hearing.

Section 6: Hitting anyone's time card other than the employee's own card will result in discharge.

ARTICLE XXIII - GRIEVANCE PROCEDURES

Section 1: A grievance shall be any difference of opinion, controversy, harassment or dispute arising between the parties thereto, relating to any matter of wages, hours and working conditions or any dispute between the parties involving interpretation or application of the provisions of this Agreement.

Section 2: The Union will notify the Employer, in writing of the names of its Grievance Committee, not to exceed five (5) in number who are designated by the Union to represent employees under this grievance procedure. The Grievance Committee shall be empowered to investigate and present grievances during working hours, without loss of pay, for periods not to exceed three (3) hours per week. However, appointments must be made in advance to meet with management staff to address those grievances.

Section 3: Any grievance or dispute that might arise between parties with reference to the application, meaning or interpretation of this Agreement shall be settled in the following manner.

Step 1: An aggrieved employee and/or Union Shop Steward at the request of the employee, shall take up the grievance or dispute with the Immediate Supervisor within ten (10) working days of its occurrence. Failure to act within the said ten (10) day period shall be deemed to constitute an abandonment of the grievance if the grievance is presented. The immediate supervisor shall then attempt to adjust the matter and shall respond to the employee or member of the grievance committee within five (5) working days thereafter.

Step 2: If the grievance has not been settled, it shall be presented by the Union Shop Steward, Grievance Committee, or employee to the Personnel Officer, as appropriate, in writing, within five (5) days after a response from the Immediate Supervisor is due. The appropriate Director shall meet with the Union Shop Steward, grievance committee or employee

and respond in writing, to the Union Shop Steward, grievance committee, or employee within five (5) working days.

Step 3: If the grievance still remains unadjusted, it shall be presented by the Union Shop Steward, grievance committee, or employee to the Executive Director, in writing, within five (5) days after the response from the Personnel Officer as appropriate, is due. The Executive Director shall meet with the Union Shop Steward, grievance committee or employee, and respond, in writing, to the Union Shop Steward, grievance committee or employee, within five (5) working days.

Step 4: If the grievance remains unsettled, the Council 71 representatives, within fifteen (15) days after the reply of the Executive Director is due, may proceed with arbitration. A request for arbitration shall be made no later than said fifteen (15) day period shall constitute a bar to such arbitration unless the union and the Executive Director shall mutually agree upon a longer time period within which to adjust such a demand.

Step 5: With regards to subject matters that are grievable, the arbitration proceeding shall be conducted by an arbitrator to be selected by the employer and the Union, within seven (7) working days after the notice has been given. If the parties fail to agree upon an arbitrator, the Public Employee Relations Commission shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall strike two (2) names from the panel. The Union shall strike the first name. etc. and the remaining shall be the arbitrator. The arbitrator shall restrict his inquiry to the standards established by this agreement only, and his decision shall be final and binding on the parties, and the arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.

Step 6: Expenses for the arbitrator's services and proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representative and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record and makes copies available without charge to the other party and the arbitrator.

Step 7: The Employer and the Union agree in conjunction with the grievable procedure each will give reasonable consideration to at request of the other party for meetings on grievances pending at any step of the grievance procedure.

Step 8: When any agent of the Representative is scheduled by either of the parties here to participate during working hours in grievance proceedings, conferences or meetings, he/she shall suffer no loss in pay or have any charge against his/her sick or annual leave.

ARTICLE XXIV - SENIORITY

Section 1: Seniority is defined as an employee's total length of service with the Employer, beginning with the original date of hire, provided that there is no break in service.

Section 2: An employee having broken service with the Employer (as distinguished from leave of absence), shall not accrue seniority credit for the time when not employed by the Employer, no time prior, unless allowed by New Jersey Department Personnel.

Section 3: If after following all N.J. Department of Personnel rules for determining seniority, questions arise concerning two (2) or more employees who were hired on the same date, the following shall apply: If hired prior to January 1, 1979, seniority, preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records, first preference, etc. For Employees hired on the same date

subsequent to January 1, 1979 preference shall be given in alphabetical order of the employee's last name.

Section 4: Except where N.J. Department of Personnel rules require otherwise, in all cases of promotion, provisional promotions, layoff, recall, vacation schedules, and other situations where substantial employee advantages or disadvantages are concerned, an employee with the greatest amount of seniority shall be given preference, provided he/she has the ability to perform work involved. After a posted vacancy is filled, the Employer will give notice to the Union.

Section 5: An employee who refuses a job promotion shall not later exercise his/her seniority over a junior employee in promotional positions. An employee who refuses promotion must sign a statement to that effect to be placed in his/her folder. This statement will not interfere with any future promotional positions.

Section 6: The Employer shall maintain an accurate up-to-date seniority roster, showing each employee's date of hire, classification and pay rate, and shall furnish copies of same to Union Representative upon request.

Section 7: When more than one work shift per day within a given classification is in affect, employees with such classifications will be given preference of shift in accordance with their seniority. Such preference will be exercised only when vacancies occur, or when for other reasons, changes in the number of employees per shift are being made. In no instance, however, will a senior employee be required to wait longer than one year in order to exercise his preference of shift over a less senior employee.

ARTICLE XXV - MEMBERSHIP PACKETS

Section 1: The Employer shall allow membership packets furnished by the Union to be placed in a suitable area so they may be obtained by new members.

ARTICLE XXVI - PRINTING OF THE AGREEMENT

Section 1: The contract will be printed by the Union for all employee in a pocket edition. The cost of such printing shall be divided equally between the Employer and the Union. The contract will be union-printed, and contain the Union insignia.

Section 2: Upon completion of the printing of the signed Agreement, the Union shall furnish no less than (20) copies of the printed Agreement to the Housing Authority.

ARTICLE XXVII - GENERAL PROVISIONS

Section 1: Bulletin boards will be made available by the Employer at each permanent work location for the use of the Union for the purpose of posting union announcements and other information of a non-controversial nature.

Section 2: Should any provision of this Agreement be found to be unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision.

Section 3: Agents of the Union, who are not employees of the Employer, will be permitted to visit with the employees during working hours at their work stations, for the purpose of dicussing Union representation matters. However, management is to be notified in advance of any such visits. This right must be reasonably exercised, and it cannot cause any undue interference with work progress. Such representatives shall also be recognized by the Employer as an authorized spokesman for the Union in matters between the parties regarding employee representation matters.

Section 5: The jurisdiction and authority of the Employer over matters not covered by this Agreement are implied and expressly reserved by the Employer.

Section 6: An employee shall within five (5) working days of a written request have the opportunity to review his/her personnel file in the presence of an appropriate official of the Authority or Union. He/she shall be allowed to attach to such a file a response of a reasonable length to anything contained therein which is deemed adverse.

Section 7: Employees will not be required to participate in the eviction of tenants.

Section 8: All employees responsible for handling money (cash or checks) will be bonded by the Employer at no cost to the employee.

Section 9: The Employer shall set up a telephone chain wherein employees shall be notified of any emergency event that would effect the employee.

Section 10: New employees shall be entitled to all rights and privileges of other employees in accordance with the probationary period, except as specified herein. The Employer shall adhere to permanency rules and notification in compliance with N.J. Dept. of Personnel provisions.

Section 11: Time off for the purpose of conducting Union Business, which cannot be conducted during non-working hours, shall be granted, without loss of pay, to the President, Vice-President or Board Member of AFSCME Local 3441. This time shall not exceed a duration of one hour, and shall be subject to the constraints of the local work schedule and must be approved by the Executive Director or his designee, prior to being taken.

ARTICLE XXVIII – EQUAL TREATMENT

Section 1: The Board and the Union agree that there shall be no discrimination or favoritism shown for reasons of sex, age, nationality, race, religion, martial status, political affiliation, Union activities Union membership, or non-job related handicap or disability.

Section 2: The Board may establish reasonable and necessary rules of work and conduct for employees. Such rules will be equitably applied and enforced.

Section 3: Ten (10) working days prior to the implementation of any rules of work and conduct for employees established by the Board pursuant to Section 2 above, the Board agrees to notify the Union of said rules. The Union shall then have the opportunity to review such rules prior to their implementation.

Section 4: Any and all policies or regulations will be posted by the Employer 5 days prior to implementation.

Section 5: All references to "employee" in the Agreement shall refer to both sexes; and whenever the male pronoun is used, it shall include male and female employees.

ARTICLE XXIX SAFETY AND HEALTH

Section 1: The Employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices reasonably necessary, in order to insure safety and health and must be worn and used by employee when required.

Section 2: The Employer and the Union shall designate a Safety Committee Member. It shall be a joint responsibility to investigate and correct or effectively recommend to Personnel Officer unsafe and unhealthful conditions in general, and to make recommendations to either or

both parties, when appropriate. The Safety Committee Member, representing the Union shall be permitted a reasonable opportunity to visit work locations throughout the Employer's facilities, where employees covered by this Agreement perform their duties, for the purpose of investigating safety and health conditions, during working hours, with no loss in pay for periods not to exceed one (1) hour per day, unless additional time is authorized by the Director of Administration or his designee.

ARTICLE XXX – DRUG TESTING POLICY

Section 1: The union and employer agree that a drug testing policy shall be negotiated and implemented no later than forty-five (45) days from the execution of this agreement

ARTICLE XXXI- TERM OF AGREEMENT

Section 1: This Agreement shall be effective as of the first day of January, 2002, and shall remain in full force and effect until the 31st day of December, 2004. It shall be automatically renewed, from year to year thereafter, unless either party shall notify the other, in writing, sixty (60) calendar days prior to the expiration date, that it desires to modify this Agreement. In the event such notice is given, negotiations shall begin no later than thirty (30) days prior to the expiration date. This Agreement shall remain in full force and be effective during the period of negotiations, and until notice of termination of this Agreement is provided to the other party in the manner set forth in Section 2.

Section 2: In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the expiration date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the parties have hereunder set their hands and seals at the City of Camden, New Jersey, on this _____ day of 2004.

AFSCME
COUNCIL #71, LOCAL 3441

HOUSING AUTHORITY OF THE CITY
OF CAMDEN

Staff Representative
Susan Owen

Executive Director
Maria Marquez, Ph.D.

President, AFSCME, LOCAL 3441
Elizabeth Lloyd

Secretary's Designee
Mirza Negron Morales

**APPENDIX I
WHITE COLLAR (35 HOURS)**

(NOTE: For both White Collar and Blue Collar employees, “*” indicates that the position no longer exists.)

<u>Title (Regular Employees)</u>	<u>Starting Salary</u>
Administrative Assistant	\$20,000
Budget Examiner *	30,000
Clerk Typist	18,000
Computer Service Technician	30,000
Data Entry Machine Operator	23,000
Data Processing Technician	23,000
Data Program Technician	25,000
Engineering Technician	25,000
Housing Assistance Technician	23,000
Housing Specialist	23,000
Office support	18,000
Payroll Supervisor	25,000
Principle Tenant Interviewer	25,000
Program Monitor *	25,000
Purchasing Assistant Typing	23,000
Receptionist	16,000
Secretarial Assistant Typing	23,000
Secretarial Assistant – Bilingual	23,000
Secretarial Assistant Stenography	23,000
Senior Clerk Typist	20,000
Tenant Interviewer	21,000
Tenant Interviewer Typing	21,000
Training Assistant *	18,000
 <u>Title (Grant Positions)</u>	
Activities Assistant	\$20,000
Assistant Site Coordinator	13,000
Community Organization Specialist *	25,000
Community Relations Aide *	16,000
Community Relations Specialist *	20,000
Family Service Worker	25,000
Home Service Aide	20,000
Job Coach	29,000
Job Developer	25,000

Nurse	25,000
Outreach Worker	18,000
Recreation Aide	16,000
Senior Home Service Aide	23,000
Site Coordinator	16,000
Social Worker	29,000

BLUE COLLAR (40 HOURS)

<u>Title (Regular Employees)</u>	<u>Starting Salary</u>
Auto Mechanic	\$25,000
Boiler Operator	23,000
Boiler Operator P/T	12.00/hour
Boiler Room Mechanic	25,000
Building Maintenance Worker	20,000
Building Service Worker	20,000
Carpenter	25,000
Exterminator	35,000
Fleet Manager	23,000
Laborer	18,000
Maintenance Repairer	23,000
Omni Bus Operator	20,000
Painter	25,000
Roofer	25,000

Title (Grant Position)

Clerk-Driver	18,000
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