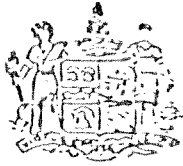


3-0055

04-08

EXHIBIT "D"



CITY OF CAMDEN
CITY HALL
CAMDEN, N.J. 08101

April 2, 1979

Mrs. Mildred DiFante, President
Camden Council #10
Court House
Camden, New Jersey 08101

Re: City of Camden - Council #10 Contract - 1979

Dear Mrs. DiFante:

Please be advised that I concur with your letter of March 29, 1979, regarding the Council #10 Contract -1979. However, the only exception with the understanding is that the letter of Patrick Keating, Senior Auditor, of my staff, dated April 2, 1979, is to be incorporated into said agreement.

If we agree in this matter, same will be placed before City Council for approval at their April 12th meeting.

Thank you.

Very truly yours,
David D. Kelly
David D. Kelly
Business Administrator

DDK/py
cc: File
Patrick Keating, Senior Auditor

X January 1, 1979 - December 31, 1979

CERTIFICATION

We the undersigned, Mildred D. DiFante, President, Camden Council #10, the bargaining agent for the non-uniformed employees of the City of Camden, Joseph A. Carmen, Esquire, the attorney for said bargaining unit, and David D. Kelly, Business Administrator for the City of Camden, duly authorized by the Revised Ordinances of the City of Camden to execute contracts, here affix our hands and seals this *2nd* day of *May*, 1979 to this Certification, agreeing that the non-uniformed members' contract, as negotiated by their bargaining agent, Council #10, and as agreed to and ratified by their membership, shall comprise and exist under the terms as set forth in the contract of 1977-1978 except as supplemented and amended in a letter dated March 29, 1979, by Mildred D. DiFante, President, Camden Council #10, and in a letter dated April 2, 1979, by David D. Kelly, Business Administrator.

A copy of the 1977-1978 contract is appended hereto and incorporated herein by way of reference but not repeated for the sake of brevity and is marked Exhibit "A". A copy of the letter of President DiFante, dated March 29, 1979, is incorporated and made part of this agreement and made part of this contract but is not repeated for the sake of brevity and is marked Exhibit "B". A copy of the letter of David D. Kelly,

Business Administrator, dated April 2, 1979, is incorporated and made part of this agreement and made part of this contract but is not repeated for the sake of brevity and is marked Exhibit "C." A copy of the letter of Patrick Keating, Senior Auditor, Office of the Business Administrator, City of Camden, is incorporated and made part of this agreement and made part of this contract but is not repeated for the sake of brevity and is marked Exhibit "D."

The consideration for this contract is our mutual promises as set forth in Exhibits A, B, C and D and the term of said contract will be for the calendar year of January 1, 1979 to December 31, 1979.

In witness whereof we set our hands and seals this

2nd day of May, 1979.

CITY OF CAMDEN

By

David D. Kelly
Business Administrator

Attest:

[Signature]

CAMDEN COUNCIL #10
NJCSA

By Mildred Di Fante
Mildred Di Fante
President

Attest:

[Signature]

The above has been reviewed and approved as to form.

Joseph A. Casper

The above has been reviewed and approved as to form.

[Signature]

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.

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-

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.

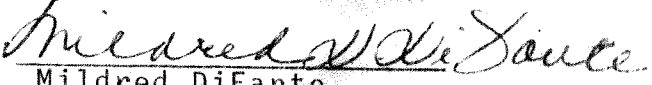
CITY OF CAMDEN

By:


David D. Kelly
Business Administrator

CAMDEN COUNCIL #10 NJCSA

By:


Mildred DiFante
President