

*Camden**Hand
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4/22/84*

AGREEMENT

BETWEEN

City of Camden
HOUSING AUTHORITY OF THE CITY OF CAMDEN

AND

LOCAL 1911A, COUNCIL 71, AFSCME, AFL-CIO
*(Local 1911A)*PREAMBLE

This Agreement entered into by the Housing Authority of the City of Camden, hereinafter referred to as the "Employer", and Local 1911A, 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 date of this contract shall be January 1, 1983 to December 31, 1985.

ARTICLE I

RECOGNITION

The Authority recognizes the Union as the bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the classified Appendix A, 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 effect of, or in any way abrogating the rights of employees as established under Chapter 303, Laws of 1968, N.J.S.A. 34:13A-1 et seq., or the responsibilities of the Authority under laws of 1968 N.J.S.A. Chapter 40:33-6 et seq.

ARTICLE II

CHECK-OFF

Section 1. The Authority agrees to deduct monthly union membership dues from the pay of those employees who individually request, in writing, that such deduction 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 71, together with a list of the names of all employees for whom the deductions were made, by the tenth (10) day of the succeeding 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 within fifteen working days after the presentation of the request, deductions have not been made, the employee shall be responsible for notifying the finance department of the Housing Authority, so that the Authority can follow up the request from its initiation. The department head, or his designee, 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 the July 1 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 this Agreement, who does not join the Union within thirty (30) calendar days thereafter, any new employee who does not join within thirty (30) calendar days of initial employment within the Unit, and any employee previously employed within the Unit who does not join within ten (10) calendar days of reentry 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 an amount equal to 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 by a successor agreement between the Union and the Employer.
- Section 6. The Union shall indemnify and hold the Employer harmless against any and 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 Section 5. 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 Section 5.

ARTICLE III

WORK SCHEDULES

- Section 1. The regular scheduled work week shall consist of five (5) consecutive days, Monday through Friday, inclusive; 8:30 A.M. to 4:30 P.M., with one (1) hour for lunch.
- Section 2. The regular starting or quitting time of work shifts will not be changed without reasonable notice to the affected employees; and without first having discussed such change and the needs for same with Local 1911A.

Section 3. All office employees responsible for handling money (cash or checks) be bonded by the employer, at no cost to the employee.

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 or title to another having a higher starting and maximum salary, then his/her salary shall be adjusted to the starting salary of the new class of title.

Any employee who performs work in a higher paid classification than his own, on a temporary basis in excess of thirty (30) days, he shall be paid at the rate of pay for such higher title. Such rate of pay shall be at the first increment level exceeding his present salary level. 77

When an employee has been an employee of the Housing Authority of the City of Camden for ten (10) years or more, and his title is changed by open competitive examination or promotional examination to a title having a higher salary range, such employee shall automatically be paid the maximum of the new range.

An employee shall be paid the rate of pay for his own classification when performing work of a lower paid classification.

Section 5. A salary increase of six (6) percent, retroactive to January 1, 1983; an additional increase of six (6) percent beginning January 1, 1984, and an additional increase of six (6) percent beginning January 1, 1985, for all titles covered by this Agreement.

Section 6. The present increment system is abolished. Employees on the payroll as of December 31, 1982, shall be raised from their current salary to the maximum salary for their position.

Employees hired after December 31, 1982, shall be granted a raise to the maximum salary for their position after having served two and one-half (2½) years in that position.

ARTICLE IV

OVERTIME

Section 1. Overtime refers to any time worked beyond the regular hours of duty, and is granted only when the employee is properly authorized to work by his/her supervisor.

Section 2. Employees on a seasonal basis are NOT eligible for overtime.

Section 3. Time and one-half the full time employee's regular rate of pay shall be paid for work under any of the following conditions:

(a) All work performed in excess of the employee's regular hours of duty in any one day, or 35 hours in any work week.

(b) All work performed on Saturday.

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

(a) For work performed on Sundays.

(b) For work performed on Holidays, in addition to Holiday pay.

(c) For work performed on declared Holidays, in accordance with Article IX, Section 4.

Section 5. Overtime work shall be distributed as equally as possible among employees with the same classification.

Section 6. Overtime shall be paid currently, or at least no later than the second pay period after overtime was served; if funds are available and if overtime pay has been agreed upon.

ARTICLE V
CALL IN TIME

Section 1. Any employee who is requested, and returns to work, during period other than his regularly scheduled shift, shall be paid time and one-half for such work, and be guaranteed not less than four (4) hours pay; regardless of the number of hours worked.

ARTICLE VI
INSURANCE

Section 1. There shall be no change in the City of Camden's Health Benefit Program presently maintained and paid by the Employer on behalf of the employee, except in a case of a new plan that has equivalent or better coverage.

Section 2. When an employee or spouse reach age 65, and has his City of Camden Health Benefit Program supplemented by Medicare, the Employer will reimburse the employee for the cost of Medicare Plan. Employees interested in carrying over the City of Camden Health Benefit Program into retirement, must read pamphlet that has been issued to them.

Section 3. The Employer agrees to include the employees covered by this Agreement in the present Dental Plan.

ARTICLE VII
LONGEVITY

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

At the conclusion of 3 years service - 1% of annual base pay
At the conclusion of 5 years service - 2% of annual base pay
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

An employee entitled to longevity pay who retires or leaves the Authority any month prior to November 1st, may receive pro-rated longevity pay, based on his last day of service.

ARTICLE VIII
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 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, nor time prior, unless allowed by Civil Service.
- Section 3. If, after following all Civil Service 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 employees' 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 New Jersey Civil Service Statutes require otherwise, in all cases of promotion, provisional promotion, demotion, 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 has the ability to perform work involved.
- Section 5. An employee who refuses a job promotion shall not later exercise his/her seniority over a junior employee in promotional position. An employee who refuses promotion must sign a statement to that effect to be placed in his/her personal folder. This statement will not interfere with any future promotional position.
- 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 Representative upon request.

ARTICLE IX

HOLIDAYS

- Section 1. The following are recognized paid holidays:
- New Years Day, Martin Luther King's Birthday, Washington's Birthday, Lincoln's Birthday, Good Friday, Memorial Day, Fourth of July, Labor Day, Columbus Day, General Election Day, Veterans Day, Thanksgiving Day and Friday after Thanksgiving Day and Christmas.
- Section 2. Holidays which fall on Saturday shall be celebrated on the preceeding 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 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. If holiday falls on payday, all employees are to be paid the day before said 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; the Governor of the State of New Jersey, and the Mayor of the City of Camden.

ARTICLE X

VACATIONS

- Section 1. Employees in the service of the Authority shall be entitled to the following vacation with pay, for the first calendar year of employment: ONE DAY PER MONTH, and thereafter, as follows:
- | | | |
|----------------|---|---------|
| 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 |
- Section 2. Requests for Advance Annual Vacation Leave payments must be submitted to the Payroll Department seven (7) days prior to the day payment is desired.
- Section 3. Temporary, full-time employees shall be entitled to vacation leave to the same extent such leave is provided for permanent employees.
- Section 4. Seasonal employees are NOT entitled to vacation leave.
- Section 5. Where an employee has earned vacation in excess of sixty (60) days vacation as of October 1st, the employee will meet with his/her supervisor to schedule such vacation time, so that no accrued vacation time will be lost.
- Section 6. If an employee dies having accrued vacation, a sum of money equal to the compensation figured on his salary rate at the time of death, shall be calculated and paid to his estate.
- Section 7. When the vacation allowance for an employee changes, based on his years of service, the annual allowance shall be computed on the basis of the number of full months at each rate. The new allowance shall be effective the remaining months of the year.

ARTICLE XI

SICK LEAVE WITH PAY

- Section 1. Employees in the service of the Authority 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 Sick Leave with pay for each calendar year thereafter.
- Part-time permanent and part-time temporary employees shall be entitled to Sick Leave pro-rated.

If any such employee requires none or a portion only of such allowable Sick Leave for any calendar year, the amount of such leave not taken, shall accumulate to his credit from year to year, and he 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 an employee because of personal illness by reason for which such employee is unable to perform the usual duties to his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill 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. The 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 herein above set forth, shall notify his immediate supervisor, by telephone or personal message, within one (1) hour after the beginning time of the employee's shift.
- (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.
- (e) The total years of service after initial appointment of each such employee in the Employer's service, shall be considered in computing accumulated Sick Leave due and available.
- (f) Once each year, on or before February 15th, the employee shall be notified on the number of unused Sick Days and Vacation Days to his/her credit.
- (g) Seasonal employees are NOT ELIGIBLE.

Section 2. Immediate family is defined as follows:

- (a) Mother or Father
- (b) Mother in Law or Father in Law
- (c) Brother or Sister
- (d) Spouse
- (e) Children or Foster Children of employee
- (f) Grandmother or Grandfather
- (g) Step-children
- (h) Grandchildren who reside with employee.

ARTICLE XII
LEAVE OF ABSENCE

- Section 1. Leave of absence for employees shall be granted as provided in Civil Service Statutes and Rules and Regulations, except as otherwise set forth herein.
- Section 2. **Military Leave of Absence:** A permanent employee who enters upon active duty with the military or naval service in time of war or emergency, shall be granted a leave of absence for the period of such service, and three (3) months thereafter; and, as further prescribed in Rule 4:1-17.3 of Civil Service Rules.
- Section 3. **Emergency and Special Leave:** An employee shall be given time off without loss of pay when:
- (a) Performing jury duty. Any reimbursement from such duty will be assigned back to the Employer.
 - (b) Commanded to appear as a witness and not a party before a court, legislative committee or judicial or quasi-judicial body.
 - (c) Performing emergency civilian duty in relation to National Defense or other emergency, when so ordered by the Governor or the President.
- Section 4. Any employee who is a duly authorized representative of the organizations listed in N.J.C.S.A. 38:23-2, and any amendment thereto shall be granted a leave of absence with pay, for the purpose of traveling to and from and attending any state or national convention of said organization; not to exceed five (5) days in any calendar year.
- Section 5. Employees returning from authorized leave of absence as set forth herein will be restored to their original classification at the appropriate rate of pay, with no loss of seniority, or other employee's rights, privilege or benefits.
- Section 6. **Leave of Absence With Pay:** A leave of absence with pay, up to three (3) days, shall be granted an employee desiring such leave because of a death in his immediate family, as herein defined:
- (a) Mother or Father
 - (b) Mother in Law or Father in Law
 - (c) Brother or Sister
 - (d) Spouse
 - (e) Children or Foster Children of employee
 - (f) Grandmother or Grandfather
 - (g) Step-children or grandchildren.
- Section 7. Employees who are in a permanent status, with more than one (1) year of continuous employment with the Employer, shall be granted two (2) Personal Leave days. Request for Personal Leave days shall be submitted within 48 hours in advance, unless an emergency arises. This leave shall not be used for sick time or in conjunction with vacation time.

Section 8. No employee will be required to use vacation time before being granted a sick leave of absence without pay. Vacation time cannot, in any circumstances, be used in lieu of sick time without the express written consent of the employee.

ARTICLE XIII

FRINGE BENEFITS

Section 1. Any employee who is disabled, physically unfit for duty, as a result of or arising out of his employment, shall be granted during the period of temporary disability, a leave of absence with pay. Any amount of salary or wages paid or payable to employee for disability leave shall be reduced by the amount of Workmen's Compensation award under the New Jersey Workman's Compensation Act for temporary disability, with no charge against accrued sick leave or vacation time. Sick leave shall not be granted beyond one (1) year from the date of injury or illness.

Section 2. Severance Pay: There shall be paid as part of the salary for persons in the classified service who have been employed by the Authority and who terminated their employment voluntarily because of retirement program of the Authority or the State of New Jersey, or has passed away while in the Authority employment, or have their jobs abolished for purposes of economy and their employment terminated with the Authority, in addition to their normal salary or wages, an additional sum which will be based on the number of years of service and at the said regular rate:

5 - 10 years	- 1 week of base pay
11 - 15 years	- 1 week + 3 days of base pay
16 - 20 years	- 2 weeks of base pay
20 years or more	- 3 weeks of base pay

Section 3. Those employees who are required to use a vehicle in the pursuit of Authority business shall be paid twenty (20¢) cents per mile.

Section 4. In addition to the schedule set forth in Section 2 above, any employee who leaves the Authority in good standing, shall receive fifty (50) per cent of accumulated sick as additional severance pay; such payment not to exceed Twelve Thousand (\$12,000.00) Dollars.

ARTICLE XIV

DISCIPLINARY ACTION

Section 1. The Authority shall give written notice to the Union, when an employee is being suspended, fined, demoted or removed from employment. The notification shall be submitted to Union at the same time written notice is given to the affected employee and shall indicate the extent and reason for the disciplinary action.

ARTICLE XV

EQUAL TREATMENT

Section 1. The Authority agrees that there shall be no discrimination or favoritism for reason of sex, age, national origin, race, religion, marital status, political affiliation, union membership or activities.

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

ARTICLE XVI

GRIEVANCE PROCEDURES

Section 1. A grievance shall be any difference of opinion, controversy, harrassment 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 the grievance procedure. The Grievance Committee Members shall be empowered to investigate and present grievances during working hours without loss of pay, for periods not in excess of one (1) hour per day.

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 or the Union Steward, at the request of the employee, shall take up the grievance or dispute with his immediate supervisor within five (5) working days of its occurrence. Failure to act within the said five (5) day period shall be deemed to constitute an abandonment of the grievance. If a grievance is presented in writing, the supervisor shall then attempt to adjust the matter and shall respond to the employee or Union Steward in writing, within three (3) working days after receipt of the grievance.

Step 2. If the grievance has not been settled, it shall be presented by the employee, Union Steward or Grievance Committee to the Director of Operations, or Deputy Executive Director, whichever is applicable, in writing, within five (5) days after response from the supervisor. The Director of Operations or the Deputy Executive Director shall meet with the employee, Union Steward or Grievance Committee, and respond in writing, to the employee, Union Steward or Greivance Committee within five (5) working days after receipt of the grievance.

Step 3. If the grievance still remains unadjusted, it shall be presented by the employee, Union Steward, Grievance Committee or Council Representative, to the Executive Director, in writing, within five (5) days after the response from the Director of Operations or Deputy Executive Director. The Executive Director shall meet with the employee, Union Steward or Grievance Committee, and respond in writing, to the employee, Union Steward, Grievance Committee or Council Representative, within five (5) working days after receipt of the grievance.

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

- Section 4. With regard to subject matters that are grievable, the arbitration proceedings 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 Employment 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 name 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 arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.
- Section 5. 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 to the arbitrator.
- Section 6. The Employer and the Union agree in conjunction with the grievance procedure each will be given reasonable consideration to request of the other party for meetings on grievances pending at any step of the grievance procedure.
- Section 7. 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 shall suffer no loss in pay or have any charge against his sick or annual leave.
- Section 8. The Authority shall give written notification to the Representative when an employee is being suspended, fined, demoted or removed from employment. The notification shall be submitted to the Representative at the same time preliminary notice is given the affected employee and shall indicate the extent and the reason for the punishment.

ARTICLE XVII

SAFETY AND HEALTH

- Section 1. The Authority shall at all times maintain safe and healthful working conditions.

- Section 2. The Employer and the Union shall designate a Safety Committee Member. It shall be a joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically, as necessary, to review 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 this 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 Operations, or his designee.
- Section 3. The Employer shall set up a telephone chain wherein employees shall be notified of any emergency event that would affect the employee.

ARTICLE XVIII

STRIKES AND LOCKOUTS

- Section 1. In addition to any other restriction under the law, the Council will not cause a strike or work stoppage of any kind, nor will an employee take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the Authority's work. The Authority 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; and such damages may be recovered by appropriate action instituted in the County Court of Camden County, or the Superior Court Law Division.

ARTICLE XIX

GENERAL PROVISIONS

- Section 1. The Authority agrees to allow the Representative to install and maintain a bulletin board in the Authority facilities for the purpose of posting Representative announcements and other information of noncontroversial nature. The Representative or agent will be responsible for maintaining the bulletin board in an orderly or up-to-date manner.
- Section 2. Should any portion of this Agreement be held 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. This Agreement shall not limit the Authority or the Council to re-negotiate any terms of the Agreement relative to the passage or amendment to any Federal, State or Local Law.

Section 4. It is agreed that representatives of the Authority and the Representative will meet from time to time, upon a reasonable request of either party, to discuss matters of general interest or concern, or matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party, which shall reflect the precise Agenda of the meeting. A seven (7) day advance notice will be given by the Representative and/or the Authority.

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

ARTICLE XX

TERMINATION

Section 1. This Agreement shall be effective as of the first day of January, 1983, and shall remain in full force and effect until the thirty-first day of December, 1985. It shall be automatically renewed from year to year thereafter, unless either party shall notify the other in writing, one hundred and twenty (120) days prior to the anniversary date, that it desires to modify the Agreement. In the event such notice is given, negotiations shall begin not later than ninety (90) days prior to the anniversary date. This Agreement shall remain in 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 the following paragraph.

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 thirty (30) days prior to the desired termination, at which shall not be the anniversary date set forth in the proceeding paragraph.

Section 3. Any changes, modifications, or amendments of any one part of this Contract shall not cause a change, modification or amendment in any other part unless expressly so stated and this Agreement shall continue in full force and shall not be changed, enlarged, diminished or modified in any way without express written approval of both parties.

FOR THE UNION

FOR THE HOUSING AUTHORITY OF THE
CITY OF CAMDEN

Chairman

Secretary-Treasurer

APPENDIX "A"

Accountant
Senior Clerk-Bookkeeper
Senior Clerk-Stenographer
Senior Housing Cashier
Cashier
Tenant Interviewer
Senior Account Clerk
Senior Clerk-Typist
Senior Clerk-Typist Interpreter (Spanish)
Clerk Typist
Senior Relocation Assistant
Housing Inspector
Relocation Officer
Business Relocation Claims Assistant
Relocation Assistant
Relocation Assistant (Spanish)
Payroll Supervisor and Personnel Clerk
Management Aide
Principal Account Clerk-Typing
Cashier Bi-Lingual
Clerk-Typist Bi-Lingual
Messenger