

A G R E E M E N T

B E T W E E N

Camden City
HOUSING AUTHORITY CITY OF CAMDEN

and

Local 2305-A

~~Affiliated with~~ ^{Committee 71} AFSCME, AFL-CIO

PREAMBLE

This agreement entered into by the Housing Authority, hereinafter referred to as the "Employer", and Local 2305, affiliated with 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 and 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, 1979⁸² to December 31, 1980⁸².

ARTICLE 1

RECOGNITION

The employer recognizes the union as the bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all its employees in the classifications listed under Appendix A, attached hereto and by reference made a part of this agreement, and for such additional classifications as the parties may later agree to include.

ARTICLE II

CHECK OFF

Section 1- The employer agrees to deduct the Union monthly 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 of all employees shall be remitted, to the treasurer of the Union ~~and the aggregate deductions of all employees, shall be remitted, to the treasurer of the Union~~ together with a list of names of all employees for whom the deductions were made by the tenth (10th) day of the succeeding month after each deductions are 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 (15) 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 they can follow up the request from its initiation. The department head or his agent shall inform said employee as to when deductions should begin.

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ARTICLE III

WORK SCHEDULES

- Section 1- The regularly scheduled work week shall consist of five (5) consecutive days, Monday through Friday, inclusive, except for employees in continuous operations as set forth hereafter.
- Section 2- Neither the regular starting time of work shifts, nor the work shift, will be changed without reasonable notice to the affected employees and without first having discussed such changes and needs for same with the representatives of the union.
- Section 3- Where the nature of the work involved requires continuous operations on a twenty-four (24) hour per day, seven (7) days per week basis, employees so assigned will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly throughout the year.
- Section 4- Where more than one work shift per day within a given classification is in effect, 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 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- 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 in excess of eight (8) hours in any one day.
- b) All work performed in excess of forty (40) hours in any one week.
- c) All work performed on Saturday or 6th day of continuous shift operation, except for employees on continuous operations shift.

Section 3- Double time the employees' regular hourly rate of pay shall be paid for work under any of the following conditions:

- a) All work performed on Sunday or 7th day of continuous shift operations, except for employees on continuous operations shift.
- b) All Holiday, in addition to Holiday's pay.
- c) In no event will employees be paid less than double time for having worked consecutively in excess of sixteen (16) hours.

Section 4- When employees who are assigned to continuous operations shifts, perform work on the sixth (6th) consecutive day of their scheduled work week such day shall be considered as a Saturday for the purpose of computing overtime, as above.

When such employees work on the seventh (7th) consecutive day of their scheduled work week, such day shall be considered as a Sunday for the purpose of computing overtime as above.

Section 5- Overtime work will be distributed as equally as possible among employees within the same classification where shift and ability are equal.

Section 6- Overtime shall be paid currently or as least no later than the second (2nd) pay period after the overtime is performed.

Section 7- Overtime work shall be voluntary. There shall be no discrimination against any employee who declines to work overtime.

ARTICLE V

CALL IN TIME

- Section 1- Any employee who is requested ^{by a duly authorized representative of the City} and returns to work during periods other than his regularly scheduled shift shall be paid time and one-half (1 1/2) for such work and be guaranteed not less than two (2) hours pay, regardless of the number of hours actually worked.
- Section 2- Any hours worked on a subsequent call in on the same day beyond the initial two hour guaranteed period, will be compensated at time and one-half (1 1/2) for the hours actually worked.
- Section 3- If the employee's call in time work assignment and his regular shift overlap, he shall be paid time and one-half (1 1/2) for that period worked prior to the regular shift. Thereafter for the balance of his regular work shift he shall be paid at the appropriate rate.

ARTICLE VI

INSURANCE, HEALTH AND WELFARE

- Section 1- All employees and their families will be covered by the City of Camden Health Benefits Program.
- Section 2- For year 1979 the Housing Authority agrees to pay .05 cents per hour or \$4.00 per month per employee covered by this Agreement to the South Jersey Public Employees Health and Welfare Fund, Incorporated, 1800 Davis Street, Suite 205, Camden, NJ 08104.
- For year 1980 the Housing Authority agrees to pay .05 cents per hour or \$8.00 per month per employee covered by this Agreement to the South Jersey Public Employees Health and Welfare Fund, Incorporated, 1800 Davis Street, Camden, NJ 08104.

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

Section 4- The employer agrees to provide Medical and Surgical full insurance coverage for employees after retirement of the employees.

ARTICLE VII

RATES OF PAY

Section 1- The regularly scheduled payroll period shall extend from Saturday through Friday for which the employee shall be paid weekly.

Section 2- An employee who performs work in a higher paid classification than his 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.

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

Section 4- When an employee is promoted or reclassified from one class or title to another having a higher salary range, then his salary shall be adjusted to the first step in the higher range which he enjoyed in the range from which he was promoted, and his salary shall not be lower than previous range.

ARTICLE III

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 working day sick leave with pay for each month of service from the date of permanent 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. 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 of 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 two (2) hours 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, and in case of death in the family, upon such reasonable proof as the appointing authority shall require.

e) The total years of service after permanent 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 Union shall be notified of the number of unused sick days and vacation days to the credit of each represented employee.

Section 2- Cash payment shall be made at fifty percent (50%) for unused sick leave upon retirement or death. Any sick time accumulated before the effective date of this contract 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.

ARTICLE IX

LEAVE OF ABSENCE WITH PAY

Section 1- A leave of absence with pay, up to five (5) days for travel purpose or (3) days local, shall be granted to an employee desiring such leave because of a death in the immediate family; subject to proof by the employee, satisfactory to the employers.

- a) Mother or Father or Parental Guardian
- b) Mother-In-Law or Father-In-Law
- c) Brother or Sister
- d) Spouse
- e) Children of Employee
- f) Grandmother or Grandfather
- g) Step or Foster Children
- h) Grandchildren
- i) Relatives residing in employee's household

Section 2- A leave of absence with pay for one (1) day will be granted to employee for the purpose of attending funeral of a brother-in-law or sister-in-law.

Section 3- Two and one-half (2 1/2) personal days to be granted employee for personal business per year.

ARTICLE X

SEVERENCE PAY

Section 1- A severence pay shall be paid to an employee who has been employed by Housing Authority and terminated their employment voluntarily because of a retirement or who has passed away while employed or have their jobs abolished for purpose of economy and their employment terminated, in addition to their normal salary or wages: an additional sum will be based on years of service and at the said current rate, then existing for title any pay scale of employee in agreement to the following schedule:

- a) 5-10 years - 8 days
- b) 11-15 years - 10 days
- c) 16-19 years - 15 days
- d) 20 years and over - 20 days

ARTICLE XI

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 function and shall be granted the necessary time off without loss of either time or pay, provided that the said time off is of reasonable duration as determined by the person in charge of the project and the employer. This right of attendance, moreover, shall be governed by any conditions, restrictions or limitations contained in the International Constitution of the Union. Notification seventy-two (72) hours in advance.

Section 2- Sick leave shall not be deducted from annual leave time.

ARTICLE XII

JURY DUTY

Section 1- Employees who are selected for jury duty will receive their regular salary while serving in this capacity. Any reimbursement from such duty will be assigned back to the Employer.

ARTICLE XIII

LEAVE OF ABSENCE WITHOUT PAY

Section 1- A permanent employee holding a position in the classified service who is temporarily, either mentally or physically incapacitated to perform his duties or who desires to engage in a course of study such as will increase his usefulness on his return to service, or for any reason considered valid by the department head and the appointing authority, desires to secure leave from his 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 to exceed six (6) months; and with the approval of the department head and the employer may extend such leave for an additional period not exceeding six (6) months. Any employee seeking such special leave without pay shall submit his request in writing, stating the reasons why, in his opinion, request should be granted,

the date when he desires leave to begin, the probable date of his 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 official duties, for a period not exceeding one (1) year, which period may be renewed in accordance with Civil Service rules.

ARTICLE XIV

MILITARY SERVICE

Section 1- Any employee who is a member of a reserve force of the United States or of this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence without pay during the period of such activity.

Section 2- Any employee who enters into active service in the armed force of the United States while in the service of the employer shall be granted a leave of absence without pay for the period of military service.

Section 3- Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other employee rights, privileges or benefits.

ARTICLE XV

WORKER'S COMPENSATION

Section 1- When an employee is injured on duty, he is to receive Workmen's Compensation due him plus the difference between the amount received as compensation to him and his salary during the period of temporary disability only.

Section 2- 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 hourly rate for the balance of that day. After sustaining a compensable injury which requires additional medical treatment during his regularly scheduled working hours, an employee shall receive his regular hourly rate of pay for such time.

ARTICLE XVI

SENIORITY

- Section 1- Seniority is defined as an employee's total length of service with the employer, beginning with his original date of hire.
- 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.
- Section 3- If questions arise concerning two (2) or more employees who were hired on the same date, the following shall apply; if hired prior to the effective date of this agreement, 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 the effective date of this agreement, preference shall be given in alphabetical order of the employees last name.
- Section 4- In all cases of promotions demotions, 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 the work involved.

- Section 5- No demotion shall be made for disciplinary reasons.
- Section 6- An employee who refuses a job promotion shall not later exercise his 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.

ARTICLE XVII

HOLIDAYS

- Section 1- The following days are recognized paid holidays.

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Fourth of July
Labor Day
Columbus Day
Election Day
Veteran's Day
Thanksgiving Day and 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. Holidays which fall with an employee's vacation period shall be celebrated at the employee's option, either immediately before or immediately following his vacation period.

- Section 3- Employee must ^{either or be an approved leave} work ^{the} the last working day before and the first working day after holiday to be eligible for holiday pay. All reported illness shall be substantiated by a doctor's certificate: *For 1/2 day*

- 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 XVIII

LONGEVITY

Section 1- Longevity payments will be made to the employees covered by this contract in accordance with the schedule outlined below. Said payments will be made the first week in December, in a separate check issued to eligible employees.

5 years till 10 years service - 3% of annual pay
10 years till 15 years service - 4% of annual pay
15 years and over 5% of annual pay

Employees must also have a minimum of five (5) years of continuous full time service in the year longevity is to be paid.

Section 2- Any employee retiring during the course of the year shall be entitled to longevity to be paid on a pro-rated basis.

ARTICLE XIX

VACATIONS

Section 1- Employees in the service of Housing Authority shall be entitled to the following annual vacation.

(a) Up to one year of service, one (1) day for each month of service.

One (1) - five (5) years - 12 days
Six (6) - ten (10) years - 15 days
Ten (10) - Fifteen (15) years - 18 days
Fifteen (15) - Twenty (20) years - 20 days
Twenty (20) and over years - 25 days

(b) Vacation request must be submitted seven (7) days in advance.

ARTICLE XX

MEMBERSHIP PACKETS

Section 1- The Authority will allow membership packets furnished by the Union to be placed in a suitable area so they may be obtained by new employees.

ARTICLE XXI

PRINTING OF THE AGREEMENT

Section 1- The contract will be printed by the Union for all employees 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 fifty (50) copies of the printed agreement to the Board of Commissioners of the Authority.

ARTICLE XXII

STRIKES AND LOCKOUTS

Section 1- In addition to any other restriction under the law, the Union will not cause strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the employer's work, provided the employer follows the grievance procedure for which provision is made herein and 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 of such damages may be recovered by appropriate action instituted in the County Court of Camden County, or the Superior Court of New Jersey.

Section 3- The Authority will allow ^{Employees} ~~to meet~~ ^{to meet} at a ~~central~~ location to settle grievances, and employees shall not be liable for said time.

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Art XXV

ARTICLE XXIII

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 their safety and health.
- 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 representing the Union shall be permitted a reasonable opportunity to visit work locations throughout the employer's facilities, where employees covered by this agreement performed 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 Superintendent, or the employer. Safety committee members shall be designated prior to negotiations end, and term shall run year to year with designated approval.

ARTICLE XXIV

EQUAL TREATMENT

- Section 1- The employer and the Union agree that there shall be no discrimination, or favoritism for reasons of sex, age, nationality, religion, race, marital status, political affiliation, union membership or Union activities.
- Section 2- All references to "Employee" in this agreement shall refer to both sexes, and wherever the male pronoun is used, shall include male and female employees.

ARTICLE XXV

GRIEVANCE PROCEDURE

Section 1- A grievance shall be any difference of opinion, controversy, harassment or dispute arising between the parties thereto, 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 the project Housing Manager 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 a grievance is presented, the project Housing Manager shall then attempt to adjust the matter and shall respond to the employee or steward within three (3) working days.

Step 2- If the grievance has not been settled, it shall be presented by the Union Steward or grievance committee or employee to the Director of Maintenance, in writing within five (5) days after response from the project Housing Manager is due. The Director of Maintenance shall meet with the Union Steward, Union Grievance Committee or employee and respond in writing to the employee, or grievance committee within five (5) working days.

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

Step 4- If the grievance remains unsettled, the representatives within fifteen (15) working days after the reply of the Executive Director is due, 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 board 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 the 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 give reasonable consideration to request of the other party for meetings on grievances pending at any step of the grievance procedure.

ARTICLE XXVI

GENERAL PROVISIONS

- Section 1- Bulletin boards will be made available by the employer at each of the permanent work locations for the use of the Union for the purpose of posting union announcements and other information of a non-controversial nature.
- Section 2- Any provision of this agreement found to be in violation of any future governmental legislation shall be subject to renegotiation by the parties involved, insuring such are not in contradiction to aforementioned legislation. Only provisions in dispute shall be affected, all other agreements shall remain in effect, and this agreement shall be opened for immediate renegotiation.
- Section 3- Upon signing of this agreement, it is agreed that there is herewith created a committee composed of two members from management and two members of the Union. The purpose of this committee shall be to discuss employee relations problems of a general nature in order that understanding and problem solution, where possible may occur. These meetings are not intended to bypass the grievance procedure or to be considered collective negotiation meetings, but are intended as a means of fostering good employee/employer relations through communications between the parties.
- Section 4- Agents of the Union, who are not employees of the employer, will be permitted to visit with employees during working hours at their work stations for the purpose of discussing Union representation matters, so long as such right is reasonably exercised and there is no undue interference with work progress. (Such representatives shall also be recognized by the employer as authorized spokesmen for the Union in matters between the parties regarding employees representation matters.)

- Section 5- The jurisdiction and authority of the employer over matters not covered by this agreement are expressly reserved and implied by the employer. *AFSCME Local 2305-1*
- Section 6- The employer shall give written notification to Council 71 when an employee is being suspended, fined, demoted or terminated from employment; such notice shall include extent and reason for disciplinary action, and shall be given within seventy-two (72) hours after such suspension, fine, demotion or termination occurs.
- (a) Employees shall be entitled to Union representation at all hearings and will not be denied same.
- Section 7- Employees will not be required to participate in the eviction of the tenants.
- Section 8- The employer shall, with the existence of a Central Maintenance Crew, upgrade or maintain therein said employees at the title of Maintenance Repairer.
- Section 9- Authority agrees to agency shop if permissible by law.
- Section 10- Authority will maintain five (5) foremen to handle various sites to be discussed between Union and Employer. Foremen will be directly responsible for various sites, to Director of Maintenance and Project Housing Manager.
- (a) Foremen will be on a standby for one (1) weekend on a rotating basis in case of emergency. Foremen will not perform any maintenance work while on standby duty.
- (b) Foremen will call maintenance repairer for emergencies and boiler operators.
- (c) Foremen will be compensated at 3 days CTO time for each standby-week which CTO will be taken within two (2) weeks following standby weekend.
- (d) Maintenance Director and Foremen will make up boiler schedule.

- Section 11- Authority shall agree to maintain boiler training and investigate with Union extended training employee advancement.
- Section 12- Authority will investigate feasibility of Civil Service test in South Jersey Area.
- Section 13- All terms of contract are retroactive to January 1, 1979
- Section 14- An employee shall within fifteen (15) days of a written request to management, have the opportunity to review, his personnel folder in the presence of an appropriate official of the department or agency. He shall be allowed to attach to such file, a response of a reasonable length, to anything contained therein, which is deemed adverse.
- Section 15- New employees shall be entitled to all rights and privileges of other employees in accordance with probationary period. The employer shall adhere to permanency rules and notification in compliance with Civil Service provisions.

ARTICLE XXVII

DIFFERENTIAL PAY

Section 1- Employees assigned to the 2nd shift (between 3 P.M. and midnight) will be compensated at an additional rate of 10 percent times the hourly rate, provided such employee's regular work day schedule is seven or more hours.

Section 2- Employees assigned to the third shift (between 11 p.m. and 8 a.m.) shall be compensated at an additional rate of (10) per cent shift differential provided such employee's work day schedule is seven or more hours.

ARTICLE XXVIII

CREDIT UNION

Section 1- The employer agrees to deduct amounts of money from the pay of those employees who individually request, in writing, that such deductions be made.

ARTICLE XXX

TERMINATION

Section 1- This agreement shall be effective as of the first day of January 1979, and shall remain in full force and effect until the 31st day of December 1980. 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 not 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 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

ARTICLE XXX - (Cont.)

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 ENTERED INTO THIS AGREEMENT AND
CAUSES SAME TO BE EXECUTED BY ITS RESPECTIVE OFFICERS OR AGENTS ON
THE DAY OF _____.

FOR THE UNION

FOR THE EMPLOYER

APPENDIX "A"

WAGE SCHEDULE

During the term of this agreement, employees covered herein shall receive the following increases:

1- Effective January 1, 1979 those employees whose 1978 base salary is less than \$9500.00 shall receive a 10% increase of their 1978 base salary.

Effective January 1, 1979 those Employees whose 1978 base salary is more than \$9500.00 shall receive an 8% increase of their 1978 base salary.

2- Effective January 1, 1980 those employees whose 1979 base salary is less than \$9500.00 shall receive a 10% increase of their 1979 base salary.

Effective January 1, 1980 those employees whose 1979 base salary is more than \$9500.00 shall receive an 8% increase of their 1979 base salary.

3- Salary schedules shall reflect the following:

Minimum:	<u>1st step</u>	<u>2nd step</u>
	(after one year)	(after two years)

Maximum: (after three years)

3- Incremental increases are contingent upon satisfactory performance.

IN WITNESS WHEREOF THE PARTIES HAVE ENTERED INTO THIS AGREEMENT AND CAUSES SAME TO BE EXECUTED BY ITS RESPECTIVE OFFICERS OR AGENTS ON THE DAY OF.

FOR THE UNION

FOR THE CAMDEN HOUSING AUTHORITY

