

Camden

X Memorandum of Understanding
COLLECTIVE BARGAINING AGREEMENT BETWEEN
N.J.C.S.A. COUNCIL NO. 10 AND THE HOUSING
AUTHORITY OF THE CITY OF CAMDEN

WHEREAS, N.J.C.S.A., COUNCIL NO. 10 and the Housing Authority of the City of Camden have bargained in good faith and have amicably reached an agreement, it is on this date as set forth below agreed:

1. All the terms and conditions of the previous agreement between the parties entitled "1979-1980 Agreement Between Housing Authority of the City of Camden and Camden Council #10" shall be renewed and extended, remaining in full force and effect until the 31st day of December, 1982 except for the following changes:

a) ARTICLE III, Section 1 shall be changed in the first sentence to read as follows:

"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., beginning June 29, 1981, with one (1) hour for lunch."

There shall be no change as to the second sentence concerning Maintenance Supervisors except correction of the title Maintenance Supervisors to Maintenance Repair Foremen.

b) ARTICLE III, Section 5 shall be changed to indicate the agreed upon salary increases of nine (9%) percent retroactive to January 1, 1981, and an additional increase of nine (9%) percent beginning January 1, 1982, for all titles

covered by this Agreement except for Maintenance Repair Foreman. The Maintenance Repair Foreman shall receive an increase of five and one-half (5.5%) percent retroactive to January 1, 1981, and an additional five and one-half (5.5%) percent beginning January 1, 1982.

2. It is further agreed that the titles of "Housing Aide" and "Senior Housing Aide" shall be added to the list of titles under the heading of "Non-Supervising Employees" as set forth on page 20 of the 1979-1980 agreement between the parties.

ATTEST:

BY: John R. Bedina BY: Michael W. DeLuca
Pres. Council 10 Housing Auth. President CAMDEN COUNCIL #10
New Jersey

ATTEST:

BY: Joseph A. Neri BY: Anna G. Peterson
Executive Director Housing Authority of the City of Camden Chairperson Housing Authority
City of Camden

DATED:

DATED:

Camden

1979 - 1980

AGREEMENT

BETWEEN



Camden Housing Authority
Housing Authority of the

City of Camden

and

Camden Council #10

Camden Council #10 - D - 10/1/80

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APPENDIX "A"

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This Agreement, entered into by the Housing Authority of the City of Camden, hereinafter referred to as the "Authority" or the "Employer," and Camden Council #10, N. J. C. S. A., hereinafter referred to as the "Representative," has as its purpose the promotion of harmonious relations between the Authority and the Representative; 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.

ARTICLE I - RECOGNITION

The Authority recognizes the Representative 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. 34:13 A-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

The Authority agrees to deduct monthly, the Council's monthly membership dues from the pay of those employees who individually request, in writing, that such deduction be made. The amount to be deducted shall be certified to the Authority by the Financial Secretary of the Council, together with a list of the names of all employees for whom the deductions are to be made. The aggregate deductions of all employees shall be remitted to the Financial Secretary of the Council, with a list of names of all employees for whom the deductions were made, by the 10th day of the succeeding month, after such deductions are made. The revocation of the authorization shall be in writing, in duplicate; one copy to be sent to Council #10 and one copy to the Treasurer of the Authority, and further, in accordance with the provisions of applicable statutes as presently existing or as may be amended.

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ARTICLE III - WORK SCHEDULES

Section 1. The regular scheduled work week shall consist of five (5) consecutive days, Monday through Friday, inclusive; 9 A.M. to 4 P.M., with one (1) hour for lunch. The work week for Maintenance Supervisors shall consist of five (5) consecutive days, Monday through Friday, inclusive; 8 A.M. to 4:30 P.M., with one half (½) 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 Council #10.

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 old title, from one class or title to another having a higher salary range, then his salary shall be adjusted to the minimum of the new range, or one increment higher than his old rate; whichever is the greatest.

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.

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.

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

Section 5. Salary scale accepted; in addition to annual increments granted on anniversary date, provided they have not reached maximum:

SALARY SCALE:

UNDER \$10,000.00	10%
\$10,000. to \$15,000.	7%
\$15,000.00 and over	5.5%

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ARTICLE IV - OVERTIME

Section 1. Overtime refers to any time worked beyond the regular hours of duty, and is granted only when an employee is ordered to work by a 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.
- (b) All work performed on Saturday.
- (c) Those employees whose regularly scheduled shift of duties require them to work on a Holiday, shall receive time and one-half pay for the hours worked on that holiday, in addition to the Holiday pay.

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.

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.

Section 7. Supervisory employees required to work overtime shall receive the same rate as stated in Sections 3 and 4. Further, we would like added "Maintenance Supervisor" under \$20,000.00 be given the same rate as stated in Sections 3 and 4.

ARTICLE V - CALL IN TIME

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 Group Hospital Medical Plan presently maintained and paid by the Employer on behalf of the employees, except in the case of a new plan that is equivalent or better. Authority has agreed to accept the Self-insured Plan for all employees covered in this contract. This change has been discussed with Council #10 before any implementations for the betterment of medical coverage.

Section 2. When an employee or spouse reach age 65, and has his Hospital Plan supplemented by Medicare, the employer will reimburse the employee for the cost of the Medical Plan. Employees interested in carrying over Self-Insured Plan into retirement, must read pamphlet that has been issued.

Section 3. The Employer agrees to adopt a Dental Plan for employees covered by this Agreement:

Effective January 1, 1978, the Dental Plan shall cover the employee, spouse and dependents, through 1979 1980; unless otherwise discussed between Authority and Representative.

ARTICLE VII - LONGEVITY

Section 1. Longevity pay will be granted annually, on or about December 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 December 1st, may receive prorated 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 his original date of hire.

Section 2. An employee having broken service with the employer (as distinguished from "Leave of Absence") shall not ac-

crue seniority credit for the time when not employed by the employer.

Section 3. If a question arises concerning two 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 employer's payroll records, i. e., first named, first preference, etc. For employees hired on the same date subsequent to the effective date of the Agreement, preference shall be given in alphabetical order of the employee's last name.

Section 4. 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.

Section 5. Except where New Jersey Civil Service statutes require otherwise, in all cases of 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.

ARTICLE IX - HOLIDAYS

Section 1. The following are recognized paid holidays:

- New Year's 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
- Christmas

Section 2. Holidays which fall within an employee's vacation period shall be celebrated at the employee's option, either immediately before or immediately following his vacation period.

Section 3. Holidays which fall on Saturday shall be celebrated

ed on the preceding Friday. Holidays which fall on Sunday shall be celebrated on the following Monday.

Section 4. When the City of Camden, the Governor of the State of New Jersey, or the President of the United States, declares a holiday for employees, in addition to those set forth above, those who are required to work on such holidays shall be given compensatory day at a later date.

ARTICLE X - VACATIONS

Section 1. Permanent, full-time employees, 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

1944-45 - 47/4
1962-65 - 16.7
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Section 2. Upon written request, an employee may receive vacation pay (regular salary) at the beginning of his vacation period.

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 forty (40) days vacation as of October 1st, the employee will meet with the Director to schedule such vacation time, so that no accrued vacation time will be lost.

Section 6. If an employee dies having vacation credits, 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. Permanent and Full-time Temporary Employees in the Authority 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 sick leave with pay for each calendar year thereafter.

Parttime permanent 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 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 Housing Authority requires acceptable evidence on the form prescribed. The nature of the illness and the length of time the employee will be absent should be stated on the doctor's certificate.
- (c) At the discretion of the Department Head, he may at any time require the employee seeking sick leave, to submit medical evidence acceptable to the Department Head. If sick leave is not approved, he will suffer loss of pay for such time.
- (d) An employee who does not expect to report for work on any working day because of personal illness for any of the reasons included in the definition of sick leave herein set forth, shall notify his office by telephone or personal messenger within one (1) hour of the working day.

- (e) Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved on the certification of the Local Health Department.
- (f) The total years of service after permanent appointment of any employee in the classified Civil Service shall be considered in computing accumulated sick leave due and available.
- (g) Employees on a daily, hourly or seasonal basis 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.
(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, privileges 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 three (3) administrative leave days, provided such request is made reasonably and in advance of taking such leave. 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 Workmen'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 leave, 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 Council #10 when an employee is being suspended, fined, demoted or removed from employment. The notification shall be submitted to Council #10 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. The Authority may establish reasonable and necessary rules of work and conduct for employees. Such rules

shall be equitably applied and enforced.

Section 2. Any grievance or dispute that might arise between the parties in reference to the application of or meaning of, or the interpretation of the Agreement shall be settled in the following manner.

(a) A grievance may be any difference of opinion, controversy of 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 any provision of this Agreement.

Step 1. An agent of the Representative with the employee involved shall, in writing, present the grievance to the employee's immediate supervisor no later than five (5) working days of the occurrence causing the grievance. The response shall be made in writing, within three (3) days to the Director of the Representative, by said supervisor.

Step 2. If the grievance has not been settled by Step 1, then the Representative shall have the right to forward the grievance to the Director of the appropriate division. The response shall be made in writing, within three (3) days to the Director of the Representative, by said supervisor.

Step 3. If the grievance has not been settled by Step 1 or Step 2, then the Representative shall have the right to request the Authority act on the grievance. A written response shall be served upon the employee and the Representative or its grievance committee within seven (7) days after the submission of the grievance.

Step 4. If the aggrieved is a permanent employee, he shall now have the right to pursue all legal remedies afforded by the provisions of the Civil Service Act, should the grievance not be settled by Step 2.

Step 5. In lieu of submitting the grievance to the Civil Service Commission, the aggrieved and the Representative may resort to the remedies in the Step 2. The Representative or the employer shall have the right to submit the unresolved grievance to binding arbitration. However, the action must be initiated within thirty (30) days of the time the answer was received or considered due

to Step 2. Either party may make written application to the New Jersey Board of Mediation, requesting that an Arbitrator be appointed to hear the grievance, and make a final determination. The decision shall be binding on the parties to the dispute.

Section 3. The cost of fees and expense for having a grievance arbitrated shall be shared equally between the Council and the Authority. It is agreed that any arbitrator appointed pursuant to the Agreement may not in any way alter the provisions of the Agreement. Furthermore, the right to request arbitration shall be limited to the parties to this Agreement.

Section 4. No disputes arising out of any question pertaining to the terms of any renewed agreement shall be subject to the arbitration procedures of this Article.

Section 5. In the event an arbitrator shall award retroactive pay to the aggrieved employee, it is agreed that the wages the employee may have earned elsewhere during the period covered by the award, shall be deducted from the same.

Section 6. 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 7. 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 Authority and the Representative shall designate a safety committee member for each unit of representation. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically as necessary, to review the conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Council shall be permitted a reasonable opportunity to visit work locations through-

out the Authority'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 three (3) hours per month, unless additional time is authorized by the supervisor or the employer.

Section 3. In case of an emergency declared by local police, it shall be the Authority's duty to notify all Department Heads immediately.

Section 4. The safety committee member who represents the Representative will notify the Superintendent prior to making inspections.

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, provided the Authority follows the grievance procedure for which provision is made herein and 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. The 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 1st 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 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 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 effect. This writing contains the entire Agreement between the parties and shall not be changed, enlarged, diminished, or modified in any way without express written approval of both parties.

ATTEST: Charles M. Williams
Council 10 Housing Auth.

By President CAMDEN COUNCIL #10 N.J.

ATT: Executive Director Housing
Authority of the City of Camden

By Chairperson Housing Authority of City
Camden

NOTES

SUPERVISORY EMPLOYEES:

Tenant Selection Supervisor
Principal Housing Manager
Housing Manager
Assistant Housing Manager
Urban Renewal Supervisor
Property Manager Officer
Relocation Director
Sr. Business Relocation Assistant

NON-SUPERVISORY EMPLOYEES:

Administrative Secretary
Accountant
Senior Clerk-Bookkeeper
Senior Clerk-Stenographer
Senior Housing Cashier
Housing 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 & Personnel Clerk
Bilingual Clerk-Typist English and Spanish
Assistant Housing Manager (English and bilingual)
Management Aide